

2021



# REPORT TO THE GENERAL COUNCIL

2020 YEAR IN REVIEW

ha?! dadatu sha-ha-la-los tsi dsda  
Good day to you all!

On behalf of the Tulalip Tribes Board of Directors, I am happy to share the annual report with our membership. We will be providing a taped Chair's report for you to watch on [www.iamtulalip.com](http://www.iamtulalip.com) to update you on our challenges and highlights from 2020 and our vision and upcoming projects in 2021.

This report will find information on the four entities; Tribal Government, Quil Ceda Village, Tulalip Gaming Organization, and Tulalip Tribal Federal Corporation.

We have had an extremely challenging year, where life as we knew it came to a screeching halt with the pandemic. The whole community has suffered as we have lost so many members, not only from natural causes but also the top two causes were from over-doses and COVID 19. Losing our cherished elders is heartbreaking, as they are our history keepers and cultural teachers. What made this even harder was not being able to gather and console our community members, as we always have. We are also working on improving our services to help those with addictions. Our prayers go out to each and every one of you who is suffering from addiction and/or the loss of a loved one. We would also like to thank Candy and Samantha for all they have done, working with families in these trying times.

Our businesses also took a hit with the closure, which provided no income to support our government and services. We had to make very tough decisions to reduce spending to keep our Tribe financially stable. As a board, we worked extremely hard each day on back-to-back zoom meetings to resolve the issues and continue providing services to our members. COVID issues and providing services were our top priorities. However, we still had to work on the other government functions, including natural resources, self-governance, and protecting our sovereignty and treaty rights.

We have spent a lot of time in consultations, negotiations, and defending the interest and rights

of the Tulalip Tribes in the state, the region, and at the federal level. Protection of our land and environment is critical; we continue to fight for stronger environmental protection laws, stream enhancement, culvert replacements, and hatchery improvements. Together as a community, we can make a difference. This land is sacred. We need to continue increasing our recycling efforts, going green, utilizing rain gardens, solar power, and reducing gas emissions.

We also need to thank our essential staff who kept the Tribe operational during this time. Our hands go up to each and every one of you. When the business came back online, to our surprise, they did better than expected due to expenditure cuts, which kept the Tribe finally secure. Our focus is to continue developing, expanding, and diversifying our business portfolio, to meet our community needs.

In striving to improve our efficiency and services to our community, we have gone through many changes. Thank you to our members that stood with us as we made hard decisions and adjustments in our budgets, our services, and even in our employment. These things have kept us in a stable position, while many others are struggling around us.

Our mission is to identify and implement policies that will help our members to thrive. Our commitment to providing vital services to members in education, health, housing, and protecting our cultural and natural resources continues to be the priority of the Board of Directors.

We are successful today because of our ancestors' past sacrifices, dedication, vision, and commitment. As a community working together, I am confident that we can accomplish our goals.

It has been an honor to serve as your Chairwoman.

Respectfully,  
Teri Gobin  
Tulalip Tribes Chairwoman

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# Quil Ceda Village/Tulalip Tribes Federal Corp.

## Mission:

Build a Sustainable Economy while providing employment opportunities

**Contact:** Martin Napeahi

### 2020 highlights:

In the midst of the Pandemic Quil Ceda Village remained profitable. We continue to plan for Economic Diversification. We have concepts for a new state of the Car Wash. We began a planning process to build a new Convenience/Liquor Store/Cannabis Dispensary, this new concept will replace the old Liquor Store.

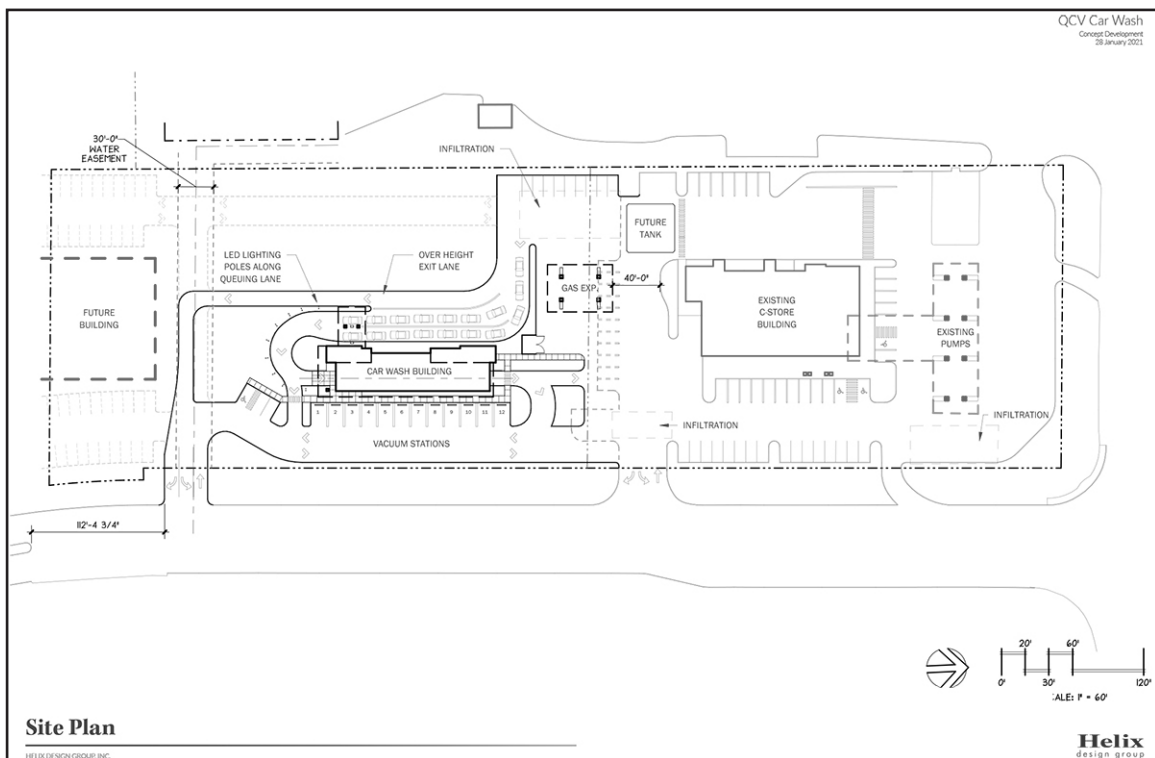
### Services provided to Tulalip citizens in 2020:

- Job Opportunities
- Discount Fuel

- Internet Cable and Telephony Services
- Pharmacy services

### How did you adapt to provide services during COVID:

Essentially QCV admin and TDS shuttered the doors to the public, we initiated all necessary protocols to provide employees a safe and clean working environment. We adjusted hours of operations at our C-Store and Liquor Store, we began offering on-line ordering at Remedy, the Pharmacy began offering curbside pick-up (which has been wildly successful) We have also allowed for remote work for office staff.



# Quil Ceda Village/Tulalip Tribes Federal Corp.



Match wood & light grey entry facade fiber cement panel (Nichhal from adjacent Tulalip Market)

Patterned metal panel

QCV Car Wash  
Concept Development  
10/26/2022

Quilceda from the Salish Sea

Transparent roof similar to "Living Waters"

Linear LED accent lighting with color changing capabilities

**Exterior Materials Imagery**

HELEX DESIGN GROUP, INC.

**Helix**  
design group




QCV Car Wash  
Concept Development  
10/26/2022

High View

**Option 1 Exterior Elevations**

HELEX DESIGN GROUP, INC.

**Helix**  
design group



QCV Car Wash  
Concept Development  
10/26/2022

**Option 1 3D View**

HELEX DESIGN GROUP, INC.

**Helix**  
design group




QCV Car Wash  
Concept Development  
10/26/2022

High View

**Option 2 Exterior Elevations**

HELEX DESIGN GROUP, INC.

**Helix**  
design group



QCV Car Wash  
Concept Development  
10/26/2022

**Option 2 3D View**

HELEX DESIGN GROUP, INC.

**Helix**  
design group

# Tulalip Gaming Organization



## Year in Review

This past year of 2020 will be deeply remembered by all as one of the most challenging years in the last 100 years as the entire country fought against the outbreak of the Covid-19 virus. In January and February of 2020 business levels were booming and we were having great success against the records set in the previous years.

Then the virus hit us quickly in mid-March and we had to close all our gaming operations for the next 2 ½ months. We had never experienced an all-out closure of our gaming facilities but we recognized the need to follow the “Stay at Home” mandate that was requested by the Governor. We continued to keep essential staff in place to protect the properties and staffed the necessary administrative functions required of our operations even though we

were closed to the public.

We reopened the Tulalip Resort Casino and the “Q” on Tuesday May 26<sup>th</sup> with new safety guidelines in place for both team Members and all guests. We started temperature checks at all open entries and required approved masks be worn by all the guests and team members. We added over a hundred hand sanitizer dispensers and six feet distancing signage across both casino properties. We hired crews to wipe machines and any high touch areas down with a hospital grade sanitizer on a continuous basis. We also deep cleaned during the mid-week hours when we were closed to help improve overall sanitation. We added glass or plastic protective shielding at the Cage, One Club, Table Games, Host Stations, etc. to add additional protection for the guest and team members alike. We also

decided to not reopen the Eagles Buffet and permanently closed it while we were shut down back in March. There were many safety issues around operating a successful buffet and with that in mind we needed to not offer this experience in the future.

We reduced our overall customer capacity at each property to accommodate the six feet of distancing required and started doing hourly headcounts of our guests to insure we were not exceeding our established maximum capacity numbers.

We reopened the Bingo/ Slots operations on July 22<sup>nd</sup> at 50% capacity with a moderate response from our regular guests.

We were able to run the hotel on weekends at 80% of the total rooms available and between 45%-50% during the week. We opened our retail shops, T Spa, and floral delivery towards the

# Tulalip Gaming Organization

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end of the 3<sup>rd</sup> quarter, as requests for these areas by our guests continued to increase.

Response from our local gamers at the “Q” stayed strong so we remained open 24 hours a day seven days a week. At TRC we went to a 16 hours a day operation mid-week and 24 hours a day Friday thru Monday. The Tulalip Resort was strongly impacted by the closure of the Canadian border on March 18<sup>th</sup> and is still in effect. TRC was also greatly impacted by the reduced visits from Seattle and the King County customers.

This all took place while almost half of our employees were not working and were on unemployment waiting to be recalled back as business slowly improved. We kept close to 60% (1450 team members) working after we reopened out of the 2400 active employees available. We did alright through the summer months with reduced revenues (sales), but because our expenses were dramatically lowered we made up for the loss in revenues with the savings in expenses. The fall season was good and we now had 1700 team members back and servicing our guests.

As we were approaching the last quarter of the year and restrictions were again requested by the Governor prior to the Thanksgiving and Christmas hol-

idays. Infection rates were on the rise and it was not yet known as to when some of the approved vaccines would be able to start being utilized. Our guests took it to heart and many stayed home or visited us less in the November/December months. The last two months were the slowest of the year. We also went to a non-smoking policy at all of our gaming facilities on Nov. 17<sup>th</sup>. Guests were provided an area where they could go off the casino floor take a cigarette break. Most of the feedback has been positive since this took place. When all was said and done we finished the year at 77.3% profit (bottom line) of the original budget for the year 2020.

The Food and Beverage operations were challenged all year by reduced capacities in all of their venues. We needed to provide a safe distance between all tables of a minimum of 6 ft. at all times. This generally cut their operation in half as far as how many guests could be served in the restaurants at any one time. We quickly responded to slower mid-week business and adjusted hours and closed venues as needed depending on the trending of our guest counts. The Draft and Tula Bene have remained closed since the reopening on May 26<sup>th</sup> of last year. The Torch Grill at the Q has also been closed since the

reopening of the casino as well.

The “Q” project team worked hard to coordinate the new Quil Ceda Creek facility with the contractor (Anderson Const.) and the Q’s operations team. The team did an excellent job of keeping things on track as the construction continued throughout the year. There was constant communication between these two entities that helped minimize any construction errors or delays. This helped ensure the project remained on schedule to be opened in February 2021. The project team helped to guide the design of the property to contain the same elements and atmosphere of the original “Q” that made it the local’s choice. The goal was to create “More to Love” and not just to become bigger and better. I think they did a wonderful job of fulfilling this vision and hope you feel the same as you go there to game, dine, and be entertained, at the new facility.

I want to thank all of the TGO team members as they worked through this Covid-19 crisis and did a great job in providing excellent service and remaining safe while doing their jobs each and every day. They should all be proud of what they have been able to accomplish this past year.

## Mission:

Guided by a cultural focus on values, accountability and education we strive to inspire and serve individuals and families by delivering self-sufficiency tools to our clients.

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### Contact:

Danielle Hill, 477/TANF Interim Manager  
360-716-4724  
dhill@tulaliptribes-nsn.gov

### No. of employees:

7 Full-time employees (all Tulalip Tribal Members)

### 2020 highlights:

Though all but 2 of our staff members were furloughed we were still able to fully function and provide the following services to all of our clients;

- Monthly Cash Assistance
- Support Services
- Emergency food/hygiene vouchers were mailed out to all clients prior to the Government closure. This emergency assistance did not count towards their yearly support service balance.

Malory Simpson, our Training Coordinator, created and successfully implemented Zoom trainings and classes for our clients and community members to assist individuals in becoming self-sufficient. This was and is a major accomplishment for our program.

The Case Managers have been doing a tremendous job getting our Families to participate in trainings and follow their Self-Sufficiency Plans. During the closure we were not requiring families to participate for the required 20 hours per week of participation. In October of 2020 we started requiring the 20 hours of participation and it was tough at first but we now have all of our clients participating and communicating with their Case Managers.

Our team is always working diligently to develop and implement a more structured and functional program with improved communication and understanding to assist families in need.

### Grants administered:

477 and TANF

### Services provided to Tulalip citizens in 2020:

Our program offered the following services to Tulalip citizens in 2020:

Cash assistance and support services to individuals whom meet the 477/TANF eligibility requirements.

- Family Grant Clients – Cash assistance and support services.
- Child Only Clients – Cash assistance and support services.
- Diversion – Support services (payments made directly to vendors).
- NEW/EA – Support services for education, tools, transportation, medical, and clothing for employment.

Information and assistance in becoming self-sufficient

- Zoom Trainings and Classes
- 477/TANF Orientation
- Budgeting Basics
- Computer Basics
- Creating a Resume
- Creating a Cover Letter
- Filling out an application
- Interviewing Basics



- Social Media Awareness
- Resources around the Reservation
- Cultural Sovereignty
- Employment Barriers
- SMART Goals
- Job search and job readiness
- Time management
- Healthy Living

### How did you adapt to provide services during COVID?

We were able to fully function during the furlough with our 2 essential staff members. We processed the monthly check run, took in applications, and provided support services to our clients. We communicated via phone, email, and in person when necessary.

### Frequently asked questions:

**Q.** What are the eligibility requirements to become a TANF client?

**A.** Family Grant Eligibility:

- Have any member of the assistance unit enrolled in a federally recognized tribe. Tulalip Tribal members must live within the boundaries of the Tulalip reservation and/or near the reservation area of northern Snohomish County. Those enrolled in any other federally recognized tribe must live within the boundaries of the Tulalip reservation.
- Fall at or below the 200% poverty level
- Does not currently receive funds from any other TANF program.

### Child Only Eligibility:

- Caretaker relatives of Tulalip tribal children, whom have legal responsibility and currently resides in the caretaker’s home.
- Lives within the boundaries of the Tulalip reservation and/or near the reservation area of northern Snohomish County.
- Does not currently receive funds from any other TANF program.

**Q.** How long can you be a TANF client?

**A.** The Tulalip TANF program imposes a 60-month lifetime limit. Tulalip Tribes counts all prior months of TANF assistance funded with TANF block grant funds by any state or other Tribe.

**Q.** Can you help me if I am not a TANF client?

**A.** We do offer services to individuals whom are not current TANF clients. Below is a list of other services offered through our program.

### Diversion Benefits

- Payments made directly to the vendor for Rent, Utilities, Food/Hygiene, etc.
- Workforce Innovation and Opportunity Act (WIOA)
- On the Job Training experience
- Job Placement & Training Support Services and Native Employment Works offers the following support services:

Service Definition	Limit	Notes
Education	\$300.00	Tuition, Books, Supplies
Tools	\$500.00	Tools or equipment required by an employer or institutional training program. Must have employer statement of tools required.
Transportation	\$25.00 twice a month for Gas \$45.00 a month for Orca Card	
Medical	\$300.00	Eye Exam, Hardware (Glasses/Contacts),
Clothing for employment	\$300.00	Necessary to seek, accept and maintain employment or participate in work participation activity

# Beda?chelh

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## Mission:

To provide a strong and healthy foundation, in the best interest of the child, to achieve immediate and lasting positive changes in their life.

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**Contact:** Natasha Fryberg, beda?chelh Manager

**No. of employees:** 20

4 Tribal members

4 Other Native

12 Non-Tribal

2 Vacant positions

**2020 highlights:**

- Christmas sponsorship for YINC was successful, best year yet.
- Working with DCYF to update working protocols for state workers on how to work with beda?chelh. The protocols have been dispersed state wide to assure beda?chelh is contacted whenever a Tulalip Youths' safety is being investigated by DCYF.
- Active Efforts (assisting/working directly with families without state worker during an investigation) implemented by beda?chelh CPS workers.

**Grants administered:**

- Title IV-B
- State ICW Consolidated
- BIA Self Governance
- CJAA

**Services provided to Tulalip citizens in 2020:**

- Family Intervention Team (FIT) early intervention voluntary services for families before they are in crisis and families exiting out of the court system (FIT can work with these families for up to 12 months after court dismissal to provide ongoing supportive services).
- Child Welfare Services (CWS) Social workers work with parents and children to comply with court ordered services to families in the court system.
- Guardianship (GU) Social workers work with families for three years post guardianship offering services to families. Guardianship workers check in with families two times a year for three years (per Juvenile and Family Code). Guardianship worker can be accessed as often as needed by guardians to connect to services.
- Placement Team provides placement supportive services to our placement families. Emergency vouchers at the time of placement of a YINC, clearing homes for placement and ongoing support to link with TANF and other tribal programs.

**How did you adapt to provide services during COVID:**

Adapting to providing services during COVID has been quite challenging, but our team has diligently been working to improve ways to communicate with our families and to continue providing services to our children.

# Beda?chelh

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## **Frequently asked questions:**

Q. How many children are in beda?chelh care? (Youth In Need of Care of YINC and Extended Foster care EFC).

A. One hundred and thirty-five children total as of January 2021. This number also includes YINC and EFC youth.

Q. How do I become a placement?

A. Fill out a background packet, fingerprint, home study, UA if needed, and provide a copy of your driver's license and insurance. We are always in need of emergency placement homes (short term) and longer term Tulalip homes to keep children in community.

Q. Why aren't kids placed with family?

A. We partner with children's' families at family team decision meetings (FTDM) to seek family or community placement. beda?chelh follows The Tulalip Tribes Juvenile and Family Code regarding placement preferences. Unfortunately, in some cases family or Tulalip homes are either unable to be cleared or have declined taking placement of a child. Our pre-teen and teenage youth are the most difficult to place.

Q. How can you help?

A. You can be a mentor to youth in our care, be an emergency placement while we locate family, and provide respite care to families who already have long term placement. Placement families receive 10 days of respite per year. If you'd like to assist our YINC or current placement families please contact a placement specialist to begin the clearance process.

# Big Flats

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## Mission:

Provide solar power to the Tulalip Community and businesses and sell power produced by the Big Flats Solar site to neighboring communities for profit.

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### Contact:

Tony Reese  
areese@tulaliptribes-nsn.gov  
360-716-5056

### No. of employees:

2 Tulalip tribal member employees

### 2020 highlights:

Had a forestry gate installed at the entrance to help eliminate trespassers, theft, and vandalism.

### Services provided to Tulalip citizens in 2020:

Through thorough testing and site visits we are able to assure the membership that no leachate has escaped the cap and reach the sloughs. No dangerous levels of methane or any other gas has been released into the atmosphere. Due to our continuous, year-round maintenance of the site, we can assure that all aspects of the cap, pressure release valves, and drainage system are working as designed.

### How did you adapt to provide services during COVID:

- Assigned specific equipment and machinery to specific employee(s).
- Over 140 acres and only two employees, made it fairly easy maintain safe distances.
- Scheduled sub-contractors at different dates or time of day.

### Frequently asked questions:

Q. What are those black boxes all over the field?

A. They are rain barrels. Once they fill up, we use the rain to flush all the pipes to insure no clogs have formed.

Q. How much garbage is out there?

A. Approximately 3-4 million tons of mixed commercial and industrial waste. This material was placed over approximately 140 acres at a depth of approximately 17 feet.

Q. What is the tribe planning on doing with that land?

A. The plan has been and continues to be to build a solar farm to provide power to the tribal membership and businesses. We are tirelessly searching for the right grant for us to begin construction.

# Child Support Enforcement

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## Mission:

Strengthening families through promoting responsible parenting by enforcing child support orders and ensuring the needs of the children are met.

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### Contact:

Main Line 360-716-4556  
TCSE@tulaliptribes-nsn.gov

### No. of employees: 10

6 Tribal members  
2 Other Native  
2 Non-Native

### 2020 highlights:

- Fiscal Year total child support payments received paid: \$ 981,856.94
- Our collections did not decrease, even with the pandemic.
- We are getting more cases heard in court.

### Grants administered:

- TCSE is grant funded. It is a 80/20 grant. 80% funded by the grant, 20% is in-kind match The in-kind match is met through services provided by the tribe, IE, court clerk, judge hours, mileage, etc.
- For FY20 TCSE received a waiver for part of our match that was not yet met before the pandemic hit. This waiver was allowed due to the pandemic.

### Services provided to Tulalip citizens in 2020:

TCSE is always here to help our tribal members in any way that we can.

We help them with the application process. Help them understand the court process if the case needs to go to court, we work with all parties to try to get agreed orders for the best outcome of the children, provide genetic testing and establish paternity. Work

closely with beda?chelh, enrollment, and membership distribution.

### How did you adapt to provide services during COVID:

- During the Furlough TCSE had two staff working remotely and processing payments, so families would continue to get the child support that was needed at such a critical time.
- We also, continued to accept applications, respond to emails answer any questions for clients during this time.
- Once our offices were re-opened by appointment only, TCSE performed 2 genetic tests, and began doing hearing telephonically.

### Frequently asked questions:

Q. Can TCSE garnish my General Welfare/MD/GW?

A. Yes, TCSE can garnish any income generated within the boundaries of the tribe.

Q. Can TCSE garnish my Bonus?

A. Yes, if there is arrears (back child support) owed more than \$1,000.00 or 3 or more missed payments.

Q. What is the max amount TCSE can garnish from my General Welfare/MD/GW?

A. Up to but not more than 50%

Q. What is the timeframe to get my case completed?

A. Each case is different, once all your required documents are received please work with your assigned enforcement officer for further inquiries.

# Children's Advocacy Center

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## Mission:

To provide education, advocacy, and a multi-disciplinary response to decrease re-traumatization of children who are victims of crime.

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**Contact:** Jade Carela, 360-716-5437

### No. of employees: 8

- 3 Tribal members
- 1 Parent of Tulalip descendant
- 4 Non-Native

### 2020 highlights:

- Received 2 competitive grants
- We moved all our services to tele-services
- With grant funds added a new position to provide direct services to clients
- We provided support to 41 children

### Grants administered:

- CTAS – DOJ – Purpose Area #6
- CTAS-DOJ-Purpose Area #7
- VOCA - Child Centered
- CACWA
- VOCA- Unmet Needs

### Services provide to Tulalip citizens in 2020:

- We provided prevention trainings to community members, tribal departments, and local schools.
- On site Evidence based Trauma mental health therapy to children
- Forensic interviews
- Transportation, and support to emergency medical appointments
- Advocacy to children and non-offending family members affected by crimes

### How did you adapt to provide services during COVID:

We moved all services to tele-services.

### Frequently asked questions:

Q. What is the age range of children you help?

A. Birth to 17

Q. What are the requirements to get help from the children's advocacy center (CAC)?

A. In most cases a crime has to have occurred to a child.

Q. What is the process of getting help from the CAC?

A. Call the main line and ask for the advocate. Every situation is different, so the advocate will be able to help the individual according to the situation.

# Construction

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## Mission:

To complete projects on time and within budget and to service as many elders and community members as possible.

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### No. of employees: 17

12 Tribal members (70%),  
2 spouse/parent of tribal member  
2 Other Native  
1 Non-Native

### 2020 highlights:

- Completion of Gathering hall project
- Marina building at completion
- Walking path at gathering hall
- Tiny homes site clearing and site preparation for new tiny homes project.
- Phase 3 home sites clearing for surveying and project BMP's.
- Installed several new drain fields.
- Site stabilization for new elder home
- A lot of new project planning for 2021

### Services provide to Tulalip citizens in 2020:

- Elders home improvements and emergency services
- Leasing home repairs and emergency services
- Provided construction for buildings used by tribal members.

### How did you adapt to provide services during COVID:

- Most of the construction team stayed on as essential staff during the covid-19 closure.
- Performing emergency repair services for elders and continuing the essential construction of buildings that were currently under construction.

### Frequently asked questions:

Q. When will we be building more homes for sale around the reservation?

A. We currently have building sites with designs and have been given the approval for 4 new affordable homes in the Tulalip bay area that will be complete in 2021. We have also begun the site work for the phase 3 project to build approximately 14 homes in a neighborhood near Hermosa Beach.

Q. Where are the elders or family member of the elders on the elders list for repairs?

A. We are currently only servicing emergency work orders, not only for our teams health but limiting our exposure to the elders in need of services.

## **Mission:**

**Our Academy Children and Families will be engaged in the Culturally Rich Lushootseed Language to develop Strong Cultural Values and Traditions through Classroom and Family engagement opportunities. Academic Success will be achieved through home and school experiences in Lushootseed language, Cultural Values and Participation in Evidence Based Curriculum resulting in every child being healthy, capable and confident in School, Life and Cultural Identity.**

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### **Contact:**

Sheryl Fryberg, TELA Director 360-716-4253,  
Tami Burdett, Preschool Manager 360-716-4543  
Marcilena Vela, Birth to Three Administrator  
360-716-5441

### **No. of employees: 93**

42 Tulalip  
10 Parent/Spouse  
8 Other Native  
33 Non-Native

### **2020 highlights:**

- We had Air Scrubbers Installed to Improved Sanitation Capability
- We replaced carpet with linoleum on Birth to Three wing
- We painted the classrooms with higher quality paint for cleaning
- We installed Waynescotting in the birth to three classrooms for cleaning
- Developed COVID Protocols to keep children and staff safe during the Pandemic
- EvCC Grant for Staff Professional Development to obtain CDA or Stackable Certificates
- 15-20 staff that earned CDA, Stackable up to BA
- Implemented Remote Learning and Early Learning Kits for children during closure and 75% on site capacity

- Staff and Children have been safe and healthy through the Pandemic and we have not had a major breakout at TELA
- Developed and implemented Lushootseed Curriculum for Remote learning and Classroom instruction
- Was granted the Language and Culture Research Proposal was IRB approved and implementation has begun
- We had 89 Preschool graduates and offered a Drive Through Graduation where 75 children participated

### **Grants administered:**

- EHS (Early Head Start)
- CCDF (Child Care Development Block Fund)
- ECEAP (Early Childhood Education and Assistance Program)
- CACFP (Child and Adult Care Food Program),
- additional COVID funds,

### **Services provide to Tulalip citizens in 2020:**

We provide Family Support Services, Education and Child Care for Families and Children ages 2 months to 5 years old.



## **How did you adapt to provide services during COVID:**

- We provided our normal services to families until our closure in March.
- After that time, we provided remote services to families through, Zoom and You Tube.
- There was food distributed to some families through Marysville School District and ECEAP.
- There were Learning Packets and kits provided to families.
- There was “My Plate” nutrition information shared with families.
- When we started our slow start in July, we started with students that graduated from Preschool to prepare them for Kindergarten.
- In August we brought back Childcare children.
- In September we opened up for 75% of our enrollment and provided remote learning for the rest of the children that were enrolled. We were closer to 60% of our enrollment that attended in person school. It has varied according to the numbers of cases in our community.

- We continue to provide Remote Services to families that are not ready to bring their children back.
- We added TV’s in every classroom so that the children could continue Music Therapy, Music and Movement, Lushootseed and You Tube for Science Experiments and in their classrooms

## **Frequently asked questions:**

Q. When will we be opening 100%.

A. We will follow the direction of our Tribal Council and open when the pandemic is under control.

Q. Is the Academy Safe and Sanitized?

A. Yes!! We have Custodial Techs working day and night to assure our facility is sanitized. The Classroom Staff continue to follow all health and safety requirements to sanitize our classrooms during the day.

## Mission:

To offer funding and supportive services to eligible tribal members, to meet their educational goals while promoting individual self-development and economic self-sufficiency.

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**Contact:** 360-716-4888

**No. of employees:** 4

Greg Sheldon, Manager 360-716-4894

Jeanne Steffener, Specialist 360-716-4887

Cody Reed, NACTEP Specialist 360-716-4886

Daveen Ancheta, Specialist 360-716-4890

## 2020 highlights:

- Students check orders processed during 2020

Terms	2019 - Students	2020 - Students
Winter	212	128
Spring	171	134
Summer	202	71
Fall	165	144

- Graduates for 2020: 49
- New Students during 2020: 43

## Grants administered:

- NACTEP Grant

## Services provide to Tulalip citizens in 2020:

- Provided assistance to tribal students with applications
- Provided support to students
- Funded tuition, books, stipends, etc., for multiple levels of higher education from vocational to doctorate programs.

## How did you adapt to provide services during COVID:

During the actual closure, Higher Education was able to process tribal students with the assistance of 2 specialists who were able to work remotely from home and process check orders along with completing requisitions.

## Frequently asked questions:

Q. Does the department fund for colleges, universities and vocational programs?

A. Yes

## **Mission:**

To provide a safe and nurturing educational environment to our Students.  
Assist students with their homework and improve their academic success

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**Contact:** Dawn Simpson  
360-716-4646  
dsimpson@tulaliptribes-nsn.gov

**No. of employees:** 5  
4 Tribal members  
1 Non-Native

### **2020 highlights:**

- Summer School Program August 10 – 27, 2020
- Distant Learning Program – September 9, 2020 - Present

### **Services provide to Tulalip citizens in 2020:**

- We provided in school and after school tutoring
- Summer school – K-12
- Distant Learning Program – September 9 - present
- We averaged 20+ students per day with average attendance varying from 5-14 students per class – Grades K-12

### **Frequently asked questions:**

Q. Do you provide transportation?

A. No, we have no vehicles in our department except our private autos.

Q. Can students stay all day?

A. We did offer all day classes, but the schools only provided classes up until approximately 1-2:30 and the afternoon classes were 30 minutes to sometimes an hour. Students would call home for rides, so we ended up with most students leaving by 3-3:30 daily.

# Elder Protection/Vulnerable Adult

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## **Mission:**

To conduct prompt, thorough and effective investigations, and assisting victims of elder abuse under the Tribes Elder protection and vulnerable adult ordinance.

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**Contact:** 360-716-4689

**No. of employees:** 1.5  
1.5 Tulalip tribal members

### **2020 highlights:**

- Conducted 18 APS investigations
- Transitioned 2 guardianship clients to other living establishments
- Transitioned 1 guardianship client to family guardianship
- Transitioned 4 guardianship clients and 1 liaison client from one bank to another per protective payee company

### **Services provide to Tulalip citizens in 2020:**

- Aps investigations
- Case management
- Consultation
- Courtesy case management
- Protective payee liaison
- Referrals as needed to pertinent departments/ services

### **How did you adapt to provide services during COVID:**

Our team has had to aggressively pursue partnering agencies and or departments to ensure delivery of services were vital in managing cases.

### **Frequently asked questions:**

Q. Who works in your department?

A. Elishia Stewart, Laverne Jones.

# Emergency Management

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## Mission:

Tulalip Emergency Management provides a wide-range of services and programs to help tribal members and the residents of the Reservation prepare for and be able to recover from disasters such as earthquakes, landslides, hazardous material spills and terrorism.

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**Contact:** Ashlynn Danielson 360-716-4006

### No. of employees:

3 Tulalip tribal members

### 2020 highlights:

- 2<sup>nd</sup> Tribe (EVER) to declare direct recipient status in FEMA Region X's history!
- 2020 Hazard Mitigation Plan update
- Hosted over 25 COVID response team meetings
- Built a volunteer group that meets regularly
- Health & Safety department transferred under the Emergency Management department and together developing a plan to train all government staff

### Grants administered:

- FEMA Direct Recipient (Reimbursement)

### Services provide to Tulalip citizens in 2020:

Tulalip EM took a primary role in disseminating COVID information to community and response teams.

Seasonal Preparedness Newsletters

### How did you adapt to provide services during COVID:

Tulalip EM is flexible and has capacity to work independently and remotely away from the office. All phones were forwarded to cell phones for prompt answering.

### Frequently asked questions:

Q: Where do I go after a disaster?

A: It depends on type and severity; however, the youth gym and administration buildings are natural gathering grounds. The new Gathering Hall will be a future assembly location too!

Q: Does the tribe have a disaster plan?

A: Yes, we have a Comprehensive Emergency Management Plan and a Hazard Mitigation Plan. Most plans can be viewed online at <https://www.tulaliptribes-nsn.gov/Dept/OfficeOfEmergency-Management> or in person at the Tulalip Administration Building.

# Family Haven

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## Mission:

Through our positive beliefs in families, while offering consistent support, we provide opportunities for family and individual wellness and empowerment.

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**Contact:** Alison Bowen  
360-716-4322 Abowen@tulaliptribes-nsn.gov

**No. of employees:** 7  
4 Tulalip tribal members  
3 Non-Native

### 2020 highlights:

- Family Haven continued to offer crisis services to clients enrolled in our programs even during the closure.
- Awarded the Tribal Home Visitation Grant to provide the only parenting program designed by and for Native American families.
- Family Haven staff came together and developed ways to continue services with the retirement of one staff following furlough.
- One staff member was trained in an additional evidenced based program, Incredible Years In-Home, as a service option for Tulalip families involved with beda?chelh.

### Grants administered:

Family Haven continues to receive grants dollars from many different funding agencies.

On-going grants in 2020 were:

- North Sound Behavioral Health Mental Health Block Grant
- Independent Life Skills Program
- Community Juvenile Accountability Act Grant
- Health Care Authority Mini Mental Health Block

- Northwest Portland Indian Health Board ended December 2020
- Continuation of the Combined In Home Service Contract with State of Washington.

New Grant funds in 2020:

- Additional funds awarded through Health Care Authority
- Tulalip Tribes Charity Table
- Tribal Home Visitation Program through Department of Children, Youth and Families

### Services provide to Tulalip citizens in 2020:

- Through grant funds, Family Haven provided personal protective items, cleaning supplies and food staples for individuals in our program.
- Family Preservation Program staff were able to continue to have regular contact with families by providing evidenced based programs, even during closure, to ensure safety and well-being of children involved with beda?chelh. Over fifty eight (58) families were served.
- Teen Advocate Outreach Program provided support to youth and young adults under 25.
- Continued to offer a virtual Mom's group which was an outlet and support to mothers through school closures, quarantine, and providing accurate information during pandemic.
- Regular drop off of food boxes to families we work with who were unable to access the weekly distribution at the Don Hatch Gym.

# Family Haven

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## **How did you adapt to provide services during COVID:**

- Able to purchase equipment through grants, to allow all staff to have devices (laptops, tablets etc.), to interact with clients from home through phone calls, Zoom meetings, FaceBook messenger.
- Held “virtual groups” to provide safe and positive interactions for youth and parents.
- Driveway/porch and drop offs, check-ins and outdoor full appointments with careful attention to confidentiality.

## **Frequently asked questions:**

Q. Can I receive Family Preservation Services?

A. Only families involved with beda?chelh or, who have requested assistance from beda?chelh, can receive these evidenced based services. The program offers assistance with crisis management and intervention, budgeting and household organization, accessing resources and services, helping achieve compliance with services, and promoting strong parental and child bonding.

Q. What is Teen Advocate Outreach Program?

A. One male and one female staff work with youth and young adults (under 25) who are struggling to: reengage in school, with mental health and substance issues, court issues and reengaging with their community.

Q. Where are you located now?

A. Family Haven is located in the Family Advocacy building (formerly referred to as the beda?chelh building).

# Finance

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## Mission:

The Tulalip Tribes Finance Department strives to provide excellent and timely services while safeguarding Tribal assets with integrity, efficiency and independence to all Tribal members and internal and external customers.

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### Contact:

Shawn Smith, Chief Financial Officer

### No. of Employees: 30

13 Tribal members

6 Parent/Spouse of Tribal

2 Other Native

9 Non-Native

### Grants Administered:

294 Open Grants at 12/31/2020

### 2020 Highlights:

- Processed and distributed several rounds of CARES Act payments to Tulalip Tribal Members for COVID-19 support. This includes Member Distributions, Housing Assistance, and Youth Services support.
- Re-budgeted Tribal Hard Dollars at the direction of the Board to support government services and member distributions with newly available CARES Act funding.
- The Accounts Receivable Department implemented a new payment system called Card-Pointe, established a payment drop box and set up a process to take payments over the phone.

### Services provide to Tulalip citizens in 2020:

- Membership Services
- Payment Processing
- Financial Reporting
- Payroll Services for Tribal Employees
- Check Distribution & Stop Payments / Reissuance
- Income Verifications

### How did you adapt to Provide Services during COVID-19:

- Communicating more through e-mail and phone rather than in-person. Zoom Meetings became more common. This helped us to limit personal interactions. If an in-person meeting was necessary then appointments were scheduled.
- We learned to work more efficiently with a reduced workforce using technology and doing our jobs remotely.

### Frequently asked questions:

#### Membership

Q: When is the deadline for Per Capita and General Welfare deductions?

A: All deductions including any address or bank changes are due each month by the 18<sup>th</sup> unless it falls on a weekend and then it will be the Friday prior. All changes are to be time stamped by 4:30 pm. Direct deposits must be in the members name with voided check or information sheet from the bank. Late documentation will be entered the following month.



# Finance

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Q: When did Per Capita or General Welfare checks get mailed out? What is the check date?

A: Distributions are dated the 1<sup>st</sup> and 15<sup>th</sup> of each month. If this date falls on a weekend the check date is the Friday prior. Checks will be mailed three days prior to the check date. Direct deposits are available on the check date.

## **Accounts Payables and Accounts Receivable**

Q: Is my check ready? When can I pick up my check?

A: Determine what type of payment it is. Look to see if a requisition has been entered and approved. If yes, A/P checks are mailed each Friday morning. Due to COVID, all checks are being mailed and no longer available for pickup.

Q: Where can I pick up my check or Purchase Order?

A: Purchase Orders are available from the Finance Cashier Window once completed. Client checks are no longer available for pickup due to COVID. These checks are now mailed.

Q: Can I pay my Tribal Loan with a Debit or Credit Card?

A: Yes, the Tribe is currently accepting both Debit and Credit Card payments. This can be done by phone or by stopping at the Cashiering Window in the Administration Building. New technology will be implemented soon to include online and text payment options.

## **Payroll**

Q: Are my leave balances correct?

A: Yes, the paystubs reflect the correct balances.

Q: When do I need to have any changes in for the next payroll run? This might include direct deposit updates, tax withholding, deductions, etc.

A: One week prior to the next pay date.

# Funeral Services

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## **Mission:**

We want to carry on from generation to generation our reserved ancestral and cultural traditions as a means to assist our membership in a time of need.

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### **Contact:**

Candy Hill-Wells  
Desk 360-716-4379  
Cell 425-754-4672

### **No. of employees: 2**

Funeral Director  
Funeral Assistant

### **Services provide to Tulalip citizens in 2020:**

- We had 62 funerals
- Assisted with headstones
- Family meetings
- Funeral pre-plans

### **How did you adapt to provide services during COVID:**

We followed some of the State guidelines and put in place a Tulalip COVID policy.

### **Frequently asked questions:**

Q. When will we be able to have a Celebration of life for our loved one?

A. Once we are safely opened for gatherings we will start working with families to make this happen. We do not know what that will look like at this time since we are still working with the COVID policy and do not know what our numbers will be.

# Gaming Agency

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## Mission:

The Tulalip Tribal Gaming Agency, in accordance with the Tulalip Tribal Code, and supported by a dedicated, professional staff; will protect the interest of the public by ensuring the integrity of gaming activity on Tribal land; the licensing of qualified individuals and entities; while meeting the regulatory responsibilities of the Tribal Gaming Commission.

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**Contact:** Lance Ledford, TGA Director  
360-716-2011

### No. of employees: 33

4 Tulalip tribal  
3 Other Native  
26 Non-Native

### 2020 highlights:

- Closed and reopened three (3) gaming facilities during the COVID pandemic in Spring of 2020.
- Assisted with the opening and pre-operation inspections and reviews of the brand new QCC casino in accordance with tribal, state and federal gaming laws and regulations.
- Performed background investigations and/or suitability determinations on 290 licensed or permitted TGO team members, 150 Tribal Government team members and 128 Foster Care participants.

### Services provided to Tulalip citizens in 2020:

- TGA is regulatory agency that works collectively with the Tribal Gaming Organization's three gaming facilities and gaming departments to ensure that IGRA, Gaming Compact, Tribal Ordinance, Tribal Regulations and TGO Internal Controls are adhered to ensuring that the gaming operations remain in full compliance with Tribal, State and Federal gaming laws and regulations, as applicable.

- TGA has a sub department titled the Tulalip Tribes Background Investigation Agency (TTBIA), which conducts biometric and non-biometric background investigations for applicable Tribal Government team members or other persons. TTBIA works in cooperation with Tribal departments such as Employment, Beda?chelh, QCV and Reservation Attorneys either directly or indirectly.

### How did you adapt to provide services during COVID:

TGA continued to provide normal services to other tribal entities or departments, utilizing social distancing and safety measures. Further, internal procedures were modified to lessen in-person interactions.

### Frequently asked questions:

Q: How do I request to have my exclusion from the casinos overturned?

A: You can email [tips@tulaliptga.org](mailto:tips@tulaliptga.org) to request a hearing. TGA will respond in return with directions and or if eligible for a hearing.

Q: What are TTBIA's hour of operation and location?

A: TTBIA is open Monday – Friday, 8am to 4pm, located at the Tulalip Resort Casino administration office area (west side of casino).

# Grants & Self-Governance

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## Mission:

We team with tribal departments to develop and support externally funded programs and services that meet tribal priority needs and goals.

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### Contact:

Chenoa Henry  
Department Manager  
360-716-4573 or chenry@tulaliptribes-nsn.gov

### No. of employees: 5

3 Tribal members  
1 Tribal member spouse  
1 Non-Native

### 2020 highlights:

- Grants & Self-Governance tracked \$18,059,583.19 funds received overall for COVID-19 funds distributed by several federal and state funding agencies, not including the \$43 million CARES Act Relief Funds for Tribes.
- From the total amount of COVID-19 funds, \$6,383,181.00 was awarded through four (4) competitive grant applications.
- Forty-two (42) grant applications were submitted in 2020 with 30 of them funded! A 71% success rate!
- Grant funding in the total amount of \$18,254,907.34 was awarded to Tulalip Tribes through grants submitted by Grants & Self-Governance.
- Two (2) Non-Federal Share Waivers were applied for and accepted by the funding agency for a total of \$649,794.06. The Non-Federal

Share Waiver letters allowed the Tribes to keep the hard dollars that was previously allotted for matching funds for the program/grant.

- Eight (8) No-Cost Extensions were applied for and awarded by the funding agency for a total loss prevention of \$1,525,306.46. The No-Cost Extensions helped our program managers continue their important work that may have been impacted during COVID-19.

### Grants administered:

The Grants & Self-Governance is not grant funded. We do assist Tulalip program staff with administering numerous grants.

### Services provided to Tulalip citizens in 2020:

Grants & Self-Governance does not provide direct services to the Tulalip citizens. However, our department works diligently to secure grant funding for other Tulalip departments that provide services to tribal members

### How did you adapt to provide services during COVID:

The Grants & Self-Governance team transitioned to fully working from home with remote access to desktops. The Grants team hosts scoping meetings and other grant discussions via Zoom.

# Grants & Self-Governance

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## **Frequently asked questions:**

Q. I saw this grant application announcement. Can you help us apply?

A. Yes! If you are a Tulalip program manager, we will review the funding announcement, confirm Tulalip's eligibility to apply, meet with you to go over your program needs and submit the application. All successful grant applications begin with you!

Q. Can you help me apply for an individual grant? For example, grants for personal costs or scholarships.

A. Unfortunately, no. Our department specifically does applications for the Tribal Government and is unable to provide assistance for individual grant or scholarship applications.

Q. How is Grants & Self-Governance different from the Tulalip Foundation?

A. The Tulalip Foundation is its own 501(c)(3) organization with a focus on fundraising for multiple

projects that benefit the Tulalip community. Grants & Self-Governance does similar work but operates differently in our method to secure funding. The Grants & Self-Governance's focus is acquiring funds for our tribal government departments through Federal, State, and Foundation grant funding.

Q. How is Grants & Self-Governance different from Tulalip Cares?

A. Tulalip Cares Charitable Contributions awards other organizations grant funding through their own specific application process. Grants & Self-Governance works on acquiring grant funds for tribal government departments through Federal, State, and Foundation grant funding. If you are a program manager from a Tulalip Tribes Department interested in applying for funding through Tulalip Cares Charitable Contribution, please contact the Grants & Self-Governance Department for assistance.

# Grounds & Landscaping

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## **Mission:**

To Enhance the beauty of all tribal properties and offer employment to tribal members

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**Contact:** Lance Taylor

**No. of employees:** 5

1 Coordinator

1 Lead

3 Grounds Labor

## **Services provided to Tulalip citizens in 2020:**

We maintained all tribal properties, which included a few, add on properties due to the termination of contracts from outside vendors

## **How did you adapt to provide services during COVID:**

We were able to mask up and keep the social distancing to a minimum. We also only had one employee in each truck. Even at that our department was exposed and had to quarantine for the allotted time frame

## Mission:

Mental Wellness facilitates a healthier way of being by providing culturally sensitive therapeutic support and interactions.

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**Contact:** Sara S. Giba, MA, LMHC, MHP, ATR, Clinical Supervisor 360-716-4347  
sgiba@tulaliptribes-nsn.gov

### No. of employees: 5

(3 therapists, 1 clinical supervisor, 1 complimentary medicine under behavioral health)

5 Non-Natives

### 2020 highlights:

- Successfully navigated transition to telehealth and as needed remote care through a global pandemic.
- Continue to provide optimal level of care for new and existing clients despite major attrition (clinicians were reduced by an additional 50% throughout the entire year, compared to 2019)
- Continue partnership with Tulalip court, Chemical Dependency and Healing Lodge to provide support, psycho-education and encouragement for Tribal members involved in Wellness Court.

### Grants administered:

- Indian Health Services

### Services provided to Tulalip citizens in 2020:

- Individual Therapy
- Marriage/Couples Counseling
- Family Counseling
- Art Therapy
- Crisis Intervention
- EMDR and Trauma Processing

- Mental Health assessments for Tulalip Tribal Court systems as well and Snohomish County.
- Mental Health assessments for bedahel and CPS
- Coordinate care with Tulalip Health Clinic medical team, Psychiatric Services, Psychological Testing, Substance Use Disorder (SUD) Treatment and Alternative Medicine.
- Referrals to mental health specialized treatment when needed
- Professional consultation with Tribal Departments

### How did you adapt to provide services during COVID:

- Adjusted coding to documentation to reflect national and state standards of response for billing, telehealth consent for care and point of service.
- Each therapist received the necessary training and licensure for use of telehealth services and zoom within the mandated time frame.
- Each therapist received access to EPIC from home and we developed a response to covid that allowed us to fluctuate in and out of the office with remote services to meet community and individual counselor needs due to illness or work-from-home temporary mandates et al
- Hired one full time, licensed therapist. (2 positions still needing filled.)
- Collaborated with TPD and ODMAP programs regarding crisis response during the pandemic given safety issues for clinicians.

- Adapted consent to treatment forms to include telehealth per WAC codes
- Clinicians offering hands on treatment (Reiki) as a behavioral health therapy are utilizing their availability to support the health clinic during the rollout of the vaccine, as they are not able to provide safe hands on care.

### Frequently asked questions:

Q. Do you offer grief counseling?

A. All of our therapists are skilled in working with grief and loss, trauma and other related presentations. Due to the pandemic, and being short of staff, we are not offering the group grief and loss therapy and co-occurring therapy through SUD that we have in the past. We are currently working on a plan to offer pre-recorded video presentations with our team as psychoeducation with plans to follow up with surveys of effectiveness.

Q. What does Telehealth look like? Do I have to do zoom?

A. Our clinicians prefer using zoom for a variety of important clinical reasons and to be able to provide the best facsimile of person to person care that we

can. Whenever at all possible, video sessions are preferred so that we can verify the health, safety and wellbeing of the clients. There are limitations to telehealth, i.e. access to internet services or equipment, or for some groups the technology is outside the scope of their ability. We walk clients through technical troubleshooting whenever possible and offer telephone sessions when there is interference or an inability to access the appropriate technology.

Q. When will we be offering in person services again?

A. While we do not have an answer to this question, we recognize the need for reestablishing person to person care in a safe way. We anticipate that post-covid there will be the opportunity for hybridization and in the mean time we will notify clients when we know of changes to current telehealth polices.

With respect to complimentary behavioral health care, i.e. reiki, the health clinic is looking at monitoring the safety of such practices and following infection rates in order to slowly begin offering in-house services again.



## Substance Use Disorder Program 2020

### Mission:

To help Tribal and surrounding communities one person at a time suffering from addictions, transitioning them on a path to Well-briety.

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**Contact:** Gina Skinner, SUDP Recovery Director  
360-716-4323 gskinner@tulaliptribes-nsn.gov

### Number of Employee: 12

- 4 Tulalip tribal members
- 2 Spouse or parent of enrolled tribal member
- 3 Other Native
- 6 Non-Native
- 3 Vacant

### 2020 Highlights:

- Narcan program, education and distribution. Collaborating Tulalip Clinical Pharmacy for events. Obtained Opioid prevention from SAMSHA for prevention and NARCAN (SOR).
- Obtained Opioid prevention from SAMSHA for the treatment of opiate addiction (TOR).
- Continue working with adult wellness court with an interdepartmental team collaboration with Tulalip Tribal Court in support of the program.
- Continued to Collaborate with Tulalip Tribal Court to develop Family Court.
- Developed and implemented Telehealth and Zoom with the HCA to continue to provide service to our community during COVID crisis and lock downs.
- Continue Community outreach a collaborative effort with, Community Health, Sanitation, TPD, Healing Lodge to do outreach to home-

less on the reservation. Providing treatment resources and NARCAN on a regular basis to the homeless as COVID safety precautions allow.

- Continued assessments and treatment placement for Tulalip Court involved tribal members via ZOOM per Covid safety precautions.
- Continued success with Suboxone and Vivitrol program. Currently in early stages of development of a Holistic and full service M.A.T program.
- CD 24 hour crisis phone continues

### Grants Administered:

- Indian health grant
- SOR
- TOR

### 2021 Goals:

- Develop M.A.T treatment facility using holistic methods and center for opiate addicted clients.
- Increase community trainings for NARCAN
- Events, individual trainings and conference
- Continue work with Marysville School District to better provide support for our tribal youth.
- Consultation, in school support and attendance at MSD tribal meetings.
- Address and continue to implement Harm reduction tools for our client population and opioid epidemic.
- Outreach to homeless, education and services.

- Collaborate with involved tribal departments.
- Educate community on harm reduction and abstinence based recovery.
- Work with Community Health, TPD, Housing on outreach to homeless population.
- Develop M.A.T treatment facility using holistic methods and center for opiate addicted clients.

### **Frequently asked questions:**

Q. How do I get into inpatient treatment?

A. Tribal members can come in as a crisis and begin the process immediately. Or they can schedule an appointment for an assessment and start the process at that time.

Q. How do I get a family member help?

A. We encourage tribal members and families bring the individual in so we can assess the needs of the tribal member. In some cases if the individual is unable to come in or an elder or disabled we can come out and assess the tribal or family member on site.

Q. How do I get NARCAN?

A. NARCAN is available at Tulalip Family Services at no cost to tribal members. It is also available at Tulalip Clinical Pharmacy as well.

### **Sustance Use Disorder Program 2020 Statistics**

Assessments: 120

Individual Sessions: 848

Group Contacts: 2368

Sent to inpatient insured: 100

Currently enrolled Suboxone: 58

## Mission:

**Tulalip Health System: The mission of our Health System is to provide a premier integrated healthcare delivery system that is culturally relevant and addresses the physical, mental, spiritual, and emotional needs of all Tulalip Tribal Members.**

**Mental Wellness: Mental Wellness facilitates a healthier way of being by providing culturally sensitive therapeutic support and interactions.**

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### Contact:

CYF Mental Wellness Reception  
360-716-4224  
4033 76th PL NW  
Tulalip, WA 98271

### No. of employees: 8

8 Non-Native – 8

(2 of the 8 clinicians may additionally be reported by the CAC)

### 2020 highlights:

- Developed and adapted telebehavioral health services which required additional trainings, software, equipment, and protocols outlining billing, clinical documentation, safety considerations, and best practice recommendations
- Developed and adapted CYF telework protocols in order for clinicians to complete job duties while working remotely
- Participated in EMDR consultations with external consultants
- CYF leadership participated in Quality Improvement Meetings and QI related tasks pre-pandemic
- CYF clinicians attended various internal and external continuing education trainings regarding telehealth service delivery and several other clinical topics
- Further determined our electronic health record (EHR) workflow, and updated clinical docu-

mentation forms to increase accuracy and efficiency, as well as compliance with rules and regulations

- Regular cross-system collaboration with billing, Patient Care, bedah?chelh, Children’s Advocacy Center, Transportation, Psychiatry, and other Behavioral Health programs

### Grants administered:

CYF utilized EMDR consultations funded by Adult Mental Wellness Charity Table grant

### Services provided to Tulalip citizens in 2020:

- Child, Youth & Family Mental Wellness Program - Services
- Individual and family therapy
- Family and academic support
- Parenting support
- Art therapy
- Play therapy
- Reflective Network Therapy (RNT) available at the Betty J. Taylor Early Learning Academy (BJTELA)
- Transportation services for clients (limited service area)
- Referrals to Psychological Services
- Referrals to Psychiatric Services Program
- Referrals for children with sexual behavior problems

## **How did you adapt to provide services during COVID:**

- CYF primarily utilized telebehavioral health services to limit service delivery disruption while also limiting exposure to COVID-19
- CYF client intake paperwork and related documents were consolidated and made available on the THS website to allow clients and families to complete and submit the needed documentation remotely. Additionally, workarounds were created to obtain client signatures remotely.

## **Frequently asked questions:**

Q. When to seek services?

A. It is normal for youth to experience challenges. There are times when normal problems develop into ongoing struggles that can affect many areas of the youth's life. We offer mental health therapy to support and help provide relief from difficulties the youth may be experiencing.

Signs that may signal your child needs professional support/full range services include:

- Anxiety or depression
- Family concerns
- Child behavior and school problems
- Grief and loss
- Attention difficulties
- Impulsive behaviors
- Appetite and sleep concerns
- Anger difficulties

Q. How can I request services through CYF?

A. Complete the Request for Services (Youth Referral) form

- This form is used to gather the demographic and clinical information needed to schedule an appointment promptly and appropriately. All information on the form is required.
- If you have any questions about completing the referral, please call us at 360-716-4224.
- Return the Request for Services (Youth Referral) form by fax to 360-716-0751 or bring to the reception desk at our primary location - 4033 76th PL NW, Tulalip, WA 98271

## **Mission:**

Provided research based medical nutrition therapy in individual counseling settings to improve nutritional status of tribal members. Provided nutrition education in group settings to improve the community's nutritional status.

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### **Contact:**

dawsonamerman@tulaliptribes-nsn.gov  
cell-360-502-5745

### **No. of employees:**

1 Dawson Amerman-Registered Dietitian

### **2020 highlights:**

I got to help multiple programs with projects they were working on that related to nutrition education for various age populations. Started seeing clients in the clinic and over the phone during the pandemic.

### **Services provided to Tulalip citizens in 2020:**

- I am a Clinical Dietitian for the Tulalip Clinic and WIC department. I'm available to anyone registered in the clinic for nutrition education and medical nutrition therapy.
- I also provided group nutrition education.
- I was also a WIC Dietitian, available to anyone wanting to or needing to see a dietitian that's in the WIC program.

### **How did you adapt to provide services during COVID:**

- I started doing appointments over the phone and video conference is available.
- WIC services were provided over the phone.

### **Frequently asked questions:**

Q. Do you need a referral to see you (the dietitian)?  
A. No referral needed! Anyone that is registered at the clinic can see me. Just call the clinic front desk and ask for an appointment. If you or your children are enrolled in the Tulalip WIC program, you can make an appointment through the WIC department.

## Mission:

H.O.P.E. (Helping our patients everyday)

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### Contact:

Jennie Fryberg, Clinical Records Director  
360.716.5700  
jfryberg@tulaliptribes-nsn.gov

### No. of employees: 28

(23 full-time and 5 open positions)

11 Tribal members

3 Tribal spouse/parent

3 Other Native

6 Non-Native

### 2020 highlights:

- 165 New Patients @ Tulalip Health System
  - Tulalip Tribal Members-90
  - Other Natives-75
- 19,622 Patients checked into the Patient-In Take Specialist Team within the Tulalip Health System.

### Services provided to Tulalip citizens in 2020:

- Due to COVID, almost all year, we provided acute care walk-in for medical and dental clinics. We provided drive up COVID testing for patients, as well for all employees.
- We also provided clinics for mental health/chemical dependency due to their offices being closed.
- During furlough, we answered all incoming call for Tulalip Tribes Administration Offices.

### How did you adapt to provide services during COVID:

- Safety measures staff took:
- Take temperature when arrive @ work
- Wear masks
- Stay home if any symptoms of covid

### Frequently asked questions:

Q. Are we scheduling appointment for providers at medical/dental clinic?

A. Yes, we are scheduling appointments for both medical/dental clinic. You will call into clinic, we will forward your call to correct providers assistant to schedule your appointment. All assistants are screening patients to see the importance of appointment, and to see if patients needs to come in or if we can do visit virtual.

Q. How do I get a covid test?

A. You will come to the clinic, park in one of the numbered slots in parking lot, call into clinic let them know name/d.o.b./what slot number you are in. A nurse will come out and give you test in your car.

## Mission:

The mission of our Health System is to provide a premier integrated healthcare delivery system that is culturally relevant and addresses the physical, mental, spiritual, and emotional needs of all Tulalip Tribal Members.

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### Contact:

Christopher Kinslow DDS, Dental Director

### No. of employees: 19

3 Tulalip tribal members

3 Other Native

13 Non-Native

### 2020 highlights:

- Tulalip Tribal Member, Inga Weddle, began working as a Dental Therapist (Provider) with the clinic and saw her first patient in September.
- New dental chairs in all operatories/rooms
- Continued to provide advanced services including dental implants, dental implant restorations and Orthodontics.
- Provided acute care and emergency services even throughout closures due to the COVID-19 pandemic.

### Grants administered:

IHS

- Special COVID related grant through Delta Dental's ARCORA Foundation

### Services provided to Tulalip citizens in 2020:

- Acute Dental Care (Scheduled and Walk In)
- Saturday hours (Acute care and scheduled appointments)
- General dentistry procedures
- Specialty dental procedures including implants, endodontics and Orthodontics.

### How did you adapt to provide services during COVID:

- Increased use of PPE according to CDC guidelines including
- Laundered lab coats replaced after each patient encounter
- Increased PPE measures for staff and providers during aerosol producing procedures like fillings and cleanings due to the nature of COVID-19 transmission
- Head/hair coverings
- Face Shields
- N95 masks
- The dental clinic continued to provide services during COVID-19 closures in line with CDC guidelines.
- Emergency and acute care services were always available during COVID closures.
- Routine appointments were re-scheduled according to CDC recommendations and guidelines at different periods during 2020.

### Frequently asked questions:

Q. What are your hours?

A. Monday, Tuesday, Thursday, Friday, Saturday:  
8am - 5pm

Wednesday: 10am - 5pm

We are closed daily from noon to 1pm for lunch

Q. Do you take walk-ins and emergencies?

A. Yes. Emergency patients are seen during all open hours. 4 days per week there is a dedicated acute care dentist.

There is sometimes a wait to see the acute care provider if we have multiple walk-ins. In that case we see patients based on the severity of their dental problem.

Emergent dental situations are typically addressed the same day. Other, less emergent issues such as chipped teeth or fillings or other dental procedures that require an extended amount of time may be asked to return for a future scheduled appointment.

Q. Can I get dental implants?

A. Yes. Our providers are able to place some dental implants depending on the complexity of the case and patient needs. We also work with outside specialists for more complicated implant cases.

Generally patients need to have all basic dental needs addressed and their dental health stabilized prior to initiating implant treatments.

Dental implants can be a time consuming process typically taking several months or even a year before the final prosthetic is delivered after the initial surgeries. This ensures proper integration of dental implants and makes for more long lasting and successful treatment outcomes.

Q. Do you provide braces/orthodontics?

A. Yes. We have an Orthodontist providing care for Tulalip Tribal members of all ages 2 days per week. Tulalip Tribal members of all ages are eligible for Orthodontics but do need to have basic dental needs addressed before beginning treatment.



## Mission:

To walk alongside our people in a caring and supportive partnership that promotes prevention and treatment of diabetes.

**Contact:** Veronica Leahy Program Coordinator  
360-716-5642

**No. of employees:** 3 full-time employees, 1  
3- Tulalip tribal members  
1- Other Native

## 2020 highlights:

### 2020 End of the year Totals

Clinical Classes	Clinical In-Services for nursing and medical staff	Clinical Visits Seen patients only *See note below	DM Prevention Outreach Classes/ Events	COVID-19 Response Deliveries and Mailouts, cold care kits
9	12	1003	10	12 for approx 250 patients per month

Notes: Clinical visits do not include: PCP visits, optometry or physical therapy. Total does not include no shows and cancellations.

Administrative work includes: Special Diabetes Program for Indians Grant (SDPI) management and audit submission, Stillaguamish Community Grant submission, Tulalip Cares grant management, Health and Human Services office of the Assistant Secretary for Health collaboration, Guest speaking for National Native Diabetes Prevention Conference and Bastyr University and Monthly NPAIHB Diabetes Echo monthly meetings and presentations.

Administrative Program Support includes: All registry telephone call surveys, COVID-19 educational mailout and delivery program.

## Grants administered:

- Special Diabetes Program for Indians (SDPI) administered by Indian Health Service
- Renewing our Native Health administered by Tulalip Cares Grant curriculum development and services.
- Applied for Stillaguamish Tribes Community Grant for diabetes prevention

## Services provided to Tulalip citizens in 2020:

Our outreach and service work resulted in 3,539 total people who received services or participated in

any activities funded by our program. This was accomplished by monthly and quarterly mailouts, Covid related care kits, deliveries of medical incentives, 4 farm tours and 9 in clinic classes.

Our Tulalip tribal staff have given guidance to create a culturally based program. Our multi-disciplinary clinical team offers services in the following areas:

- Physical Therapy Intervention with patients who have a moderate to inactive lifestyle due to fear of falling, previous injuries which have limited their mobility due to inadequate foot

care, neuropathy and have decreased strength and balance.

- Medication therapy management consultations and medication reconciliations offer the opportunity for the pharmacist to serve as a liaison between the patient and their health care providers and become an integral member in their health care team to help optimize medication therapy. Medication reconciliations involve either face to face, telephone visits with the patient or the patient’s caregivers and/or other members of their healthcare team, or chart reviews with the purpose of ensuring that the patient’s medication list is up to date, accurate, and consistent among all levels of care, especially when patient is transitioning in and out of different facilities. This is also another opportunity to identify, prevent, and resolve medication-related problems.
- Kay Moua, DNP, ARNP, BC-ADM started with our team in June 2020 as an independent contractor paid with SDPI grant funds. During this time she has provided the following ser-

Dr Kay Moua, DNP, ARNP, BC-ADM			
Chart Reviews	Case Study Reviews with DM Staff	Collaborative Appointments	Meetings with Providers
Type 1 Patients Reviewed=10 A1c>than 9%=55 Total chart reviews=65	On-going case reviews with Dr. LeVee and Dr. Johnson	As needed	4 Provider In-service meetings
<b>Additional work efforts:</b> Assist with Grant reports and applications Assist with Diabetes Prevention curriculum for the Youth Program Participate in Diabetes Team meetings Assist with job descriptions and interview questions for RN and MA positions Provide support and collaborate patient care with Dr. LeVee Provide support to Roni Leahy, Program Coordinator/Manager			

vices for our patients:

- Development of a Tulalip Tribes Curriculum for Diabetes Prevention called “Living Life In A Good Way” A Native Youth Health Series

## Diabetes Prevention Team Farm Tour and U-pick

August 19	September 2	September 16	September 30	October 10	October 17
Participation 45	Participation 36	Participation 58	Participation 67	Participation 71	Participation 150



Physical, Emotional, Mental and Spiritual Wellbeing

- Assistance with Homeless Shelter Garden development.

### How did you adapt to provide services during COVID:

- COVID-19 has affected all aspects of our normal educational programming, individual patient care appointments and staffing. As a result, we have adapted our program in the following manner:
  - In person provider appointment availability has been impacted due to state regulations in an attempt to limit potential exposure.
  - Programming funds had to be reallocated from our 2020 activities to pay staff salaries.
  - We offered farm tours located at Garden Treasures in Arlington instead of our normal garden day activities at the health clinic to reduce exposure.
  - We contacted our patients via telephone to conduct a survey evaluating their needs. We met those needs in our educational mailouts and delivery of Covid supplies to each home throughout the year.

### Frequently asked questions:

Q. Does everyone who comes to you have to have Diabetes?

A. Our diabetes classes are specific to people diagnosed with diabetes. However, we have diabetes prevention programs and educational materials for those who have high risk for developing diabetes. We also provided classes, outdoor activities, cooking classes and field trips for our Wisdom Warriors (people that have other chronic health conditions).

Q. Who can come to the garden days?

A. All Tulalip people, their families and people who come to the health clinic for their medical care.

Q. How do I see a member of the diabetes program for care:

A. Often your health clinic provider will send you to our program for assistance with managing and understanding your diabetes. However, if you are a Tulalip tribal member and see an outside provider, you can self-refer to our program.

## Mission:

To provide prompt quality Lab and Radiology services to the providers.

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**Contact:** Waseem A. Bashir

**No. of employees:** 6

### 2020 highlights:

- Successful recertification by CLIA (Federal Agency).
- Maintained 98% average score with American proficiency Institute.
- Promptly established Covid-19 testing in-house and met the challenge of turnaround time. Staffing deserves appreciation.

### Services provided to Tulalip citizens in 2020:

- Without any delay, Covid-19 testing services were rendered uninterrupted and smoothly.
- How did you adapt to provide services during COVID?:
- Education, training and supportive behavior of the leadership helped to adapt the challenging situation.

### Frequently asked questions:

Q. When my Covid test result will be available?

A. CR Test: in 24 hours

Rapid Molecular test, in-house: 30 minutes

Rapid Antigen Test, in-house: 30 minutes

Covid IgG Antibody test: 72 hours

## Mission:

To provide a culturally sensitive transitional home that provides a safe, secure, supportive and stable environment for Native Americans seeking to maintain a clean and sober lifestyle.

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**Contact:** Steven Iron Wing, II, SUDP, Manager  
360-716-4416  
sironwing@tulaliptribes-nsn.gov

**No. of employees:** 8  
3 Tulalip tribal members  
2 Other Native  
3 Non-Native

### 2020 highlights:

- Continued retainment with the majority of our residents despite the difficulties of the lodge's extended running quarantine to limit contact due to Covid19. We're seeing our highest average length of stay and engagement during the time the lodge has been operating.
- By following proper PPE/prevention measures established by the THC, there have been no positive cases of Covid-19 for our residents or staff to date.
- The Family Services team coordinated coming out to the QHL property to engage residents and staff in team-building exercises and other learning activities.
- Providing care and support for residents who may have relapsed and assist them with getting back on the Red Road.
- Many of our residents have gotten gainful employment at the highest ratio to date. In January of 2020 there were 2 residents actively working, at our peak 12 residents were actively employed during their stay.

- With staff assistance and other resources made available through their groups and counselors, residents have successfully obtained major life components such as drivers licenses, their own vehicle, opened their first bank account, are building or repairing their credit, and finding their own place to live after their stay at the Qwibilal?txw Healing Lodge.
- Residents have been able to complete parenting classes and establish visitations through Beda?chelh with plans to regain custody of their children.
- An ongoing connection has been established with the North Intertribal Vocational Rehabilitation Program to better support, inform, and educate all residents that come to the Qwibilal?txw Healing Lodge on a range of things such as employment options, assisting with clothing and food vouchers, looking for personal residency, and navigating the application processes for these.

### Services provided to Tulalip citizens in 2020:

- We have provided 37 residential intakes, with 9 returning members.
- Providing access to SUDP and mental health services for residents as determined by Tulalip Family Services.
- Connecting our residents with medical and dental services.
- The QHL helps residents establish and remain in compliance with any court-related issues or

other court-ordered services by having a stable and sober living environment.

- Facilitating access to services such as; GED/ high school completion, employment search/ training (TERO), and parenting skill classes.
- Residents are provided with supplies and resources to engage with cultural activities further or for some to connect with their culture for the first time.

### **How did you adapt to provide services during COVID:**

- Tulalip Family Service groups and Red Road/ AA/NA meetings on zoom.
- Vide conference calls for court and leadership meetings.
- Staff duty sanitation of high traffic areas, proper PPE when residents leave for shopping and other outside appointments.

### **Frequently asked questions:**

Q. How long can I stay at the Healing Lodge?

A. Length of stay can be up to one year if necessary.

Q. How does someone get into the Healing Lodge?

A. Contact manager direct at 360-716-4416.

Q. How much clean time is needed to go to the Healing Lodge?

A. Minimum of 14 days documented through UA testing.

## Mission:

The mission of our Health System is to provide a premier integrated healthcare delivery system that is culturally relevant and addresses the physical, mental, spiritual, and emotional needs of all Tulalip Tribal Members.

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**Contact:** John Okemah, M.D., Chad Cleven, D.O.

### 2020 highlights:

- The Medical Division has played a significant role in terms of Tulalip Tribes response to the COVID-19 pandemic. We have so far performed 4255 COVID-19 tests and have administered 5521 doses of COVID-19 vaccine (thru 2/9/2021).
- We have made significant progress in terms of filling our many vacant Medical & Psychiatric Provider positions with permanent Providers. This includes hiring 4 Family Practice Physicians, 1 Family Practice Nurse Practitioner, and 2 Psychiatric Physicians. Filling these positions has provided our patients with many new choices to Establish Care with a PCP.

### Grants administered:

- SDPI (Diabetes)

### Services provided to Tulalip citizens in 2020:

- Acute Care
- Family Practice
- Internal Medicine
- Adolescent Medicine
- Pediatrics
- Rheumatology
- Orthopedics
- Clinical Pharmacists
- Complementary Medicine (Acupuncture, Massage, Physical Therapy, Bowen)

- Nursing services
- Dental (Preventative, Procedures, and Specialties)
- Imaging (X-ray)
- Clinical Laboratory
- Diabetes Care and Prevention, Chronic Disease Self-Management, and Wisdom Warriors
- Community / Public Health
- Disability, Elder's Support, and Elder's Special Medical Needs (DME)
- WIC (Women / Infant / Children) Services
- Nutritional Services
- Behavioral Health and Recovery Services

### How did you adapt to provide services during COVID:

- The Tulalip Health Clinic Medical Division played a significant role in Tulalip Tribes response to the COVID-19 pandemic, including being the primary division that performed COVID-19 testing and vaccinations for Tribal Members and Tulalip Employees.
- We also had to develop and implement many new infection control protocols in order to prevent COVID-19 transmission within the clinic.

### Frequently asked questions:

Q: When will the Medical Clinic be back to normal operations?

A: Currently, we are having to adjust the services offered on a week to week basis in order to be able to provide large numbers of COVID-19 vaccina-

tions per day. This has meant that for certain periods of time, we have been only able to offer Acute Care and COVID-19 testing services. During periods that only Acute Care is open, they are providing expanded services including seeing patients for medication refills. We will provide regular scheduled appointments with our PCP's whenever pos-

sible, however we are also having to prioritize the distribution of the COVID-19 vaccine in order to help protect all of the Tulalip Tribal Members. It is our plan to begin offering scheduled appointments again with our PCP's on Tuesdays and Thursdays beginning February 16<sup>th</sup>.



## Mission:

To protect, maintain, and preserve the legacy of traditional cultural values and spiritual beliefs for which our ancestors gave their lives; To assure that these values and beliefs are treated with dignity, respect, and integrity within the Tulalip Community and Surrounding Communities; To keep the cultural and spiritual fires burning for generations yet to come. (Hank Gobin)

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**Contact:** Richard

**No. of employees:**

7 including one unfilled position  
All Tulalip tribal members  
1 Archaeological Consultant  
1 Conservator Consultant  
1 Antiquities Consultant

**2020 highlights:**

- Continued with the Ballast Island/Alaskan Way Viaduct workgroup and completed an inter-tribal Traditional Cultural Place nomination for Ballast Island. The nomination has been approved by the State Historic Preservation Office.
- Continued cataloging archival collections for research purposes
- Working with our GIS department on a Cultural Resource database of the reservation.
- Repatriation of ancestral remains from Sultan in progress, Covid has slowed the repatriation process down for all of 2020
- Participated with Tribal workgroups to protect and repatriate ancestral remains, included multiple on-site meetings and monitoring on Whidbey, Camano and the San Juan Islands.
- Responded and monitored numerous project applications on and off reservation to protect from cultural resource impacts
- Participated in City of Redmond Archaeological Resource Plan

- Curation staff exhibited and safely returned the original Treaty of Point Elliott to NARA
- Responded to multiple cell tower project notifications
- Continued to participate in the San Juan National Monument Cultural Resource inventory
- Continuing to participate in active workgroups with Department of Transportation Mukilteo Ferries, 520/Foster Island mitigation planning including an ethnographic report.

**Grants administered:**

- Tulalip Charitable Fund

**Services provided to Tulalip citizens in 2020:**

- Protecting, researching and identifying Ancestral Cultural Sites and Treaty Rights

**How did you adapt to provide services during COVID:**

- We practiced Covid 19 protocols put in place by the Tribal administration; social distancing, temperature reading at the beginning of each shift, masks worn at all times except at workspaces, sanitation stations, encouraged zoom meetings and limited visitor access.

**Frequently asked questions:**

- Q. What are your hours of operation?
- Q. Is this an artifact?
- Q. Can you help me research my family history?

## **Mission:**

Provide support for the Museum, Museum Gift Shop and Natural History Preserve staff.  
Process all requests for payments and purchases.  
Provide budget and revenue reports as needed.

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**Contact:** Sara Andres

**No. of employees:**

I am the only employee providing these services to the HCC Staff.

**Grants administered:** 2

**Services provided to Tulalip citizens in 2020:**

I do not provide directly to Tulalip citizens.

**How did you adapt to provide services during COVID:**

The Hibulb was closed. When we opened again, I was proactive communicating with main finance. Making sure to be informed of new processing protocols for requesting and processing payments and purchase order requests. Implementing new process for accepting Purchase Orders from the Tribe for Gift Shop purchases. Communicating and following up when necessary.

## Mission:

Weaving together the threads of our ancestors to restore traditional skills and knowledge within the community, connecting our people through cultural revitalization.

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**Contact:** Virginia Jones, 360-716-2643  
vjones@tulaliptribes-nsn.gov  
Taylor Henry, thenry@tulaliptribes-nsn.gov

**No. of employees:** 2

### 2020 highlights:

- Rediscovery drive thru kit events

### Services provided to Tulalip citizens in 2020:

- Classes: 10 classes with 135 Tulalip tribal member attendees
- Outreach for departments, programs, and tribal members: 182 items
- Plant products distributed: 2197
- Drive thru kits distributed: 685
- Species of plants harvested: 8
- Videos Created: 2

These services were provided January-March and August-December.

### How did you adapt to provide services during COVID:

- Rediscovery has been able to create and distribute cultural kits to Tulalip Tribal members at our drive thru events.

### Frequently asked questions:

- You can provide donations to our department through The Tulalip Foundation-Rediscovery.
- We are not providing classes due to Covid-19. We are planning to provide cultural kits and videos until we are able to gather again.

- Captured drone footage of Quil Ceda Creek Casino on a weekly basis
- captured drone footage of Hibulb, Gathering Hall Construction and Marina construction on a quarterly basis
- interviewed Don Hatch Jr. regarding members of the Board of Directors
- interviewed Leroy and Nick Joseph for the baseball championship video
- interviewed Marv Kastening for a Kenny Moses Sr. biographical video
- presented a video program at the Everett Public Library and Stanwood Historical Society on Harriette Dover
- produced a public service announcement to announce a meeting on Stanford research
- produced a video “The Glen Parks Story”
- produced a video “Tulalip Baseball Championship in 1969”
- produced a video “Tulalip Elders’ Advice” for the high school banquet
- produced a video “Tulalip History Minute 18 - Coast Salish Wool”
- produced a video “Hibulb Conversations - Darlene Grayloe”

- produced a video “Hibulb Conversations - JoAnn Jones”
- produced a video “Hibulb Conversations - Tony Hatch”
- produced Chairwoman video reports for January, February and March
- provided b-roll footage for the “Raising Hands” video
- the Harriette Dover biographical video won a Malstrom award from the League of Snohomish County Historical Organizations

### **Services provided to Tulalip citizens in 2020:**

Produced videos of Tulalip history for the Tulalip cablevision channel as well as the Hibulb Cultural Center website.

### **Frequently asked questions:**

Q. Where can I find Tulalip History Project videos?

A. <https://www.hibulbculturalcenter.org/Explore/Videos/>.

# Homeless Shelter

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## Mission:

To provide temporary shelter to Tulalip Tribal members and their families who are in crises and assist them in overcoming their barriers as to why they can't succeed to get permanent housing

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**Contact:** Deloris Parks  
Dparks@tualiptribes-nsn.gov 360-716-4701

### No. of employees: 6

1 Interim Manager – Deloris Parks  
1 Administrator/Case Manager – Carrie Enick  
1 Office Specialist – Kayla Monseguar  
3 Resident Aids – Christy Saeteurn, Laura Ranney, Antonio Smith

### 2020 highlights:

- Six families successfully overcame their barriers, achieved goals and moved on into their own housing.
- Three Clients received vouchers from the Cares Act funding and will be rent-free for a year.
- We have new (6) six new families moved into the shelter and they are working on building their credit and learning how to budget money.
- The Homeless shelter staff continued to run the shelter 7 days a week, during the furlough, and made sure clients were safe and taken care of.

### Grants administered:

- The Homeless Shelter received a grant through the Tulalip Foundation. Starting in spring we will begin working on the Healing Garden for the clients, each cabin will have their own garden box. The Healing Garden will help families have an opportunity to bond in a therapeutic setting, while getting physical activity. The families are learning to be self-sufficient with food sovereignty and providing meals for themselves.

- The Homeless Shelter received WIFI, so every cabin had Wi-Fi installed for the children to be able to do distant learning from home. The Wi-Fi was funded through the CARES Act.

### Services provided to Tulalip citizens in 2020:

- We provide wraparound Case Management to our clients. We provide budget training, life skills training and give them the training they need to build their confidence and be successful.

### How did you adapt to provide services during COVID:

- We were able to modify the schedules and had dedicated staff that worked during the furlough making sure everyone was safe. We provided needed supplies and equipment for our clients to where they can cook and get by with the supplies given.

### Frequently asked questions:

Q. What are the qualifications to get into the Homeless Shelter?

A. You have to be a tribal member or have tribal children. You fill out an application, we can mail, fax, email or you can pick up an application from the Homeless Shelter. Must be able to pass a UA and background check.

Q. Are there any vacancies available?

A. There are no vacancies at this time. However, you can fill out the necessary paperwork and be put on the waiting list. There are currently three on the waiting list.

# Housing

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## Mission:

The mission of Tulalip Tribes Housing Department is to enhance the Tulalip community by creating and sustaining quality, safe and affordable living environments across the continuum of needs that foster stability and increase self-sufficiency for Tribal Membership.

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**Contact:** Mainline: 360-716- 4580  
<https://www.tulaliphousing.org/>

**No. of employees:** 33

3 Administrative Staff (one vacant position)

1 Finance Staff

10 Tenant Services (2 Vacant)

21 Maintenance

### 2020 highlights:

- IHP Grant funding. The IHP grant is making it possible to create new programs that will assist tribal members in attaining their housing and self-sufficiency needs. For

### Grants administered:

- IHBG grant: Indian Housing Plan Cares Act:
- ICBDG: Rental Assistance and Utility Assis- tances it serves low income and over income
- IHP: Mortgage Assistance and Housing Ser- vices(utility) Low income only(80% under the median income for the county they live in)

### Services provided to Tulalip citizens in 2020:

#### Rental Assistance – Over Income {deposit}

*80-100% LMI Native American Families will be as- sisted.*

- Security Deposit 50% of total move in cost (this may include first last and deposit). The deposit will be returned to Tulalip Housing after appli- cant’s moves out of their home.
- Must have the rental agreement signed by the landlord. It will be verified. The deposit will be

paid based of the rental agreement “Security de- posit cost” and “First and last month”.

- The housing assistance payments will be made directly to property owners over income- will be up to \$2000\*10= \$20,000. This number can vary on how much will be paid to over income based on need.
- Plan is to assist 10 families with a planned bud- get of \$20,000 per 12 month program year.

### Tenant Based Vouchers – Low Income:

*Rental Vouchers- According to Policy over Income families between 80%-100%.*

- Native families may be eligible to receive se- curity deposit, last month’s rent, and/or first month’s rent
- 1-2 Bedroom \$800 a month times 30 vouchers is 24000\*12 = \$288,00 a year.
- 3 Bedrooms \$1000 a month \* 10 vouchers\*1000 a month= \$120,000 a year.
- 4 bedroom (Plus) \$1200 a month \* 10 vouch- ers= \$12,000 \$144,000.00 a year.

Total is \$552, 000 a year.

Planned to assist 50 families, budgeted \$552,000.

- Grant Funded: 276,000.00
- Non program funds 276,000

### Rental Assistance - Low Income

*Low income federally recognized Native Americans with preference given based of the current Housing Policy.*

- Low income native families may be eligible to receive security deposit, last month’s rent, and/ or first month’s rent. Cannot exceed 50% total

# Housing

cost of moving into the new unit.

- Tulalip Tribes Housing Department Low Income: 10 residents @ \$3,000.00=\$30,000.00 a year.

## Tenant Based Vouchers-Tulalip Homeless Shelter - Low Income

### *Low Income Native American Families*

- The housing department will offer clients of the Tulalip Tribes Homeless Shelter under the 80% median income rental vouchers, if they qualify.
- Low Income:
  - 1-2 Bedroom \$800 a month times 1 vouchers is 800\*12 = \$96,00.
  - 3 Bedrooms \$1,000 a month \* 1 vouchers\* 12 month. \$12,000 a year.
  - 4 bedroom (Plus) 1200 a month \* 1 vouchers\*. \$14,400 a year.
- Planned to assist 3 families with a budget of \$36,000 for 12 month program year.

## Tenant Based Vouchers-Tulalip Homeless Shelter - Over Income

### *80-100% LMI Native American Families*

- Tulalip Tribes Housing Department will set aside 3 vouchers for the Tulalip Tribes Homeless Shelter. The Housing Department will offer clients at the Homeless Shelter that are Over Income (80-100% median income) Rental vouchers.
  - 1-2 Bedroom \$700 a month times 1 vouchers is 700\*12 =\$8,400.
  - 2- 3 Bedrooms \$900 a month \* 1 vouchers\* 900 a month. \$10,800 a year.
  - 3-4 bedroom (Plus) \$1,100 a month \* 1 vouchers= \$1,100. \$13,200 a year.

## Home Ownership Services

### *Low Income Native American Families 80%-100% over Snohomish County median income.*

- The Wellness Activities coordinator will admin-

ister training for existing tenants that live in the housing units. (WAC) will create an in-depth training for tribal members to become self-sufficient.

- Each person will have an assessment that will tell which phase they need to be in. The program will work with Low Income and/or tribal members over 80-100% Snohomish County median income.

### Phases:

- I. budgeting
- ii. Credit Worthiness
- iii. Employment (1. Professionalism 2. Attendance 3. Team Player 4. Resume Writing)
- IV. Will be four stage program to homeownership. This will offer extensive classes on how to be self-sufficient, which will lead to homeownership
- Planned to serve 20 families, budgeted \$20,000 for 12 month program year.

## Youth Activities

*Low income federally recognized Native Americans with preference given to Tulalip Tribal members under the following preference with the current housing policy.*

- The Wellness Activities Coordinator (WAC) will create and develop activities with the youth on drug education.
- The Wellness Activities Coordinator (WAC) will network with other tribal departments, outside agency's to create positive events for youth primarily between the ages of 12-18.
- \$24,619 budgeted for 12 month program year

## Health and Safety

### *Low Income Native American Families*

- The Tulalip Housing Department will set side to create and develop a plan with the Tulalip Tribes Police Department on creating healthy and safe

# Housing

environments for current residence of the Tulalip Housing. The plan will help us determine what will be best for the Tulalip Housing.

- Budgeted \$96,000 for 12 month program calendar year,

## HUD Income

Section 8 Definition of Annual Income- Resolution 2020-605 was approved December 2020 to only section 8 guidelines. Section 8 is the best fit for housing because you do not have to use children's General Welfare/ per-capita as income.

## Tax Credit Partnership

- Tax Credit I- Tax Credit I has 25 homes that have been all put as 60%, however, it still counts set asides for 30%,40% and 60% of the median income. The agreement will be up in 2024.
- Tax Credit II- Tax Credit II has 25 homes that have been all put as 60%, however, it still counts set asides for 30%,40% and 60% of the median income. This will be up in 2025.
- Tax Credit III- Tax Credit III has 25 homes that have been all put as 60%, however, it still counts set asides for 30%,40% and 60% of the median income. This will be up in 2026.

## Vacancy Report February 2021

Vacant unit with a completion date

- 2 vacancy.

Vacant units waiting to be returned back to Housing

- 3 waiting to be returned back to housing

Tulalip housing is awaiting keys, as these units are in court processes. We have to wait until the date on court paperwork, which returns these units to housing. Two units are in process because tenants passed away. We are coordinating with families to get back the houses.

**Pending move-ins:** 5 Pending units:

- 2 HUD
- 3 Tax Credit

Units are pending eligibility, to ensure all current information is correct & complete. We need birth certificates, social security cards and proof of income. A letter is sent out to prospective tenants, giving two weeks to contact the housing department and make an appointment. Tenants need to have all required documentation for application processing at this appointment. Pending approval, another appointment is made for move in. During the appointment tenants will need to read & sign lease. Move inspection is conducted and tenants are required to pay first and deposit.

## Frequently asked questions:

Tulalip Housing frequently receives questions about its waitlist, eligibility, accounts receivables, inspections, animals and drug activity. Below is a list of frequent topics reviewed with tenants.

**Wait List:** Applicants on waiting list:

- 2 bedroom: 111
- 3 bedroom: 18
- 4 bedroom: 14
- 5 bedroom:11

## Waiting list requirements:

- Charges reviewed
- Drug charges, drug paraphernalia charges in last 12 months
- Assault charges within 12 months
- If repeat offender of violent charges are longer than 12 months old
- Sex offender
- Most charges are looked at for the last 12 months- with exception to history of violence and sex offenders
- For history of violence- will be required to show proof of rehabilitation
- Sex Offenders- are not eligible at all



# Katherine “Molly” Hatch Sr. Center

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## Mission:

To provide a healthy nurturing environment for our Tulalip Tribal Elders and seniors so that they may thrive in our Tulalip tribal community.

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**Contact:** 360-716-4684

**No. of employees:** 7.5

4.5 Tribal members

2 Other tribal/spouse

1 Non-Native

### 2020 highlights:

- Increased amount of meal deliveries from 152 meals to current of 347 meals delivered daily Monday through Friday.
- Facilitation of 3 community food distributions 2 of which included deliveries to Elders (233-237 deliveries)
- Elder water distribution of 233-237 deliveries weekly for 10 weeks.
- Weekly senior water drive through distribution of an average of 50 participants.
- 2 Elder supply distributions- deliveries of 233-237 kits.
- Drive through senior supply distribution (weekly for 9 weeks along with water drive though, 1 kit per member)
- Processed 124 Elder repair work orders to construction.

### Grants administered:

- Title 6 grants

### Services provided to Tulalip citizens in 2020:

- Senior/Elder meal delivery
- Senior/Elder supply distribution
- Facilitation of the elder repair program

### How did you adapt to provide services during COVID:

- By shifting our delivery of services mechanisms, we have had to be more diligent and forecasting with our availability of resources to maintain efficacy.

### Frequently asked questions:

Q. Who is all working in the department?

A. Elishia Stewart, Lorina Jones, Barb Jones, Jessica Leslie, Nina Fryberg, Stephanie Jones, Roque Juvinel, Christopher Short.

# Legacy of Healing

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## Mission:

To support survivors of intimate partner violence, stalking, and human trafficking in the Tulalip tribal community through prevention, education, advocacy, and community collaboration.

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**Contact:** Jade Carela 360-716-4100

### No. of employees:

3 Tulalip

1 Parent of Tulalip descendant

2 Non-Native.

### 2020 highlights:

- Moving our services to tele-services
- Receiving an almost \$900,000.00 grant
- Received 2 competitive grants
- Brought Domestic Violence (DV) awareness on multiple platforms to our community
- With grant funds added a new position to provide direct services to clients
- We provided services to 71 adults

### Grants administered:

- DVLA
- Tribal Government VOCA
- CTAS-DOJ- Purpose Area #5
- VOCA- Unmet Needs

### Services provided to Tulalip citizens in 2020:

- Advocacy
- Legal Assistance
- Monetary Client Support
- Emergency shelter for the first 4 months of 2020

### How did you adapt to provide services during COVID:

- We moved all services to tele-services.

### Frequently asked questions:

Q: Where are we located?

A: We are located at the old police station, 7720 Waterworks Road

Q: Does Legacy of Healing work with men?

A: Yes, we work with men who have been a victim of domestic or sexual violence.

Q: Does someone have to be enrolled to utilize Legacy of Healing services?

A: No. We work with Tulalip members, Parents of Tulalip members, Spouses of Tulalip members, and other native-but they do not have to be enrolled.

# Lushootseed

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## Mission:

To preserve the ʔə́ɕusadad (traditional training, teaching) of the people of Tulalip by protecting its records and by becoming “living records” ourselves who by speaking, teaching and involvement in living culture pass on to the tribal community what we have learned.

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**Contact:** Michele Balagot

**No. of employees:** 17

16 Tribal members

1 Non-Tribal

### 2020 highlights:

- Added 6<sup>th</sup> Grade Class a Totem
- Began New Curriculum Development w/TELA (almost complete)
- Established Online Lushootseed Community Class
- Maintained teaching obligations during pandemic
- 3 staff members remained actively working through closures to ensure we continued providing services to students and community

### Grants administered:

Potlatch Fund.

- Purchased equipment needed to perform online instruction (webcams, headphones, lights, back-drop, cameras, etc. to allow us to record videos and post online)

### Services provided to Tulalip citizens in 2020:

- Languages Classes (In person, Online)
- Lushootseed Stories
- Lushootseed Calendar
- Added more materials to the website
- Outreach as requested (prayers, storytelling, translations)

### How did you adapt to provide services during COVID:

- Zoom Meetings
- Live Stream videos Facebook
- Online Community Class
- Outreach Videos on Social Media

### Frequently asked questions:

Q. Requests for Indian Names

A. We do not give out Indian names, we can attempt translations, not all can be translated.

Q. Word translations for community and/or departments: naming departments, translating quotes, single word requests.

Q. Place names: traditional villages, mountains, waterways, etc.

## **Mission:**

To keep all mechanical systems in working order for a healthy work environment.

---

**Contact:** William Carson III

**No. of employees:** 12

9 Tulalip

1 Spouse

1 Other Native

1 Non-Native

## **2020 highlights:**

- We combined the building maintenance department with facilities

## **Services provided to Tulalip citizens in 2020:**

- Helped with mowing elders lawns throughout the spring and summer

## **How did you adapt to provide services during COVID:**

- Worked with public works to help in any capacity as needed

The Customers of the Fleet Maintenance Department are all operators of Tulalip tribe motor vehicles

### **Mission:**

To provide excellent service, repair and maintenance for all Tribally owned vehicles and equipment.

### **Vision:**

To provide the Tulalip Tribes with a safe and secure transportation system.

I envision for the future that the Fleet Maintenance Department Service, Repair and Maintenance will provide all departments of the Tulalip Tribes with the quality of work that will meet all the growing needs of the Tulalip Tribes.

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**Contact:** Tal Severn, Fleet Manager  
360-716-4106

Carissa Robinson, Admin Assistant, 360-716-4104

David Pyne, Mechanic

Clayton Horne, Mechanic

John JT Tracy, Mechanic

### **No. of employees: 5**

2 Tribal members

1 Spouse

2 Non-Tribal

### **2020 highlights:**

- We went from 6 Mechanics to 1 for 8 weeks. In the 8 weeks I performed all services to vehicles and equipment along with all admin work.
- We put 1 more mechanic back to work after the 8 weeks.

- At 14 weeks I was able to put the 3<sup>rd</sup> mechanic back to work. At this time the department was able to keep up with about half the work load.
- 19 weeks the Admin Assistant came back to help with admin work.
- The first of 2021 I was able to put one more mechanic back to work.
- Now we are running 3 full time mechanics.

### **Frequently asked questions:**

Q. Do we work on Tulalip Tribal member personal vehicles?

A. No this is a service we don't provide due to the liability that the tribe would be responsible for.

Q. Do we work on GSA vehicles?

A. No the Tulalip Tribe is not set up as a vender to GSA.

## Mission:

Through teamwork and interdepartmental cooperation, Tulalip Roads Maintenance strives to provide the highest quality of public service to all tribal maintained roads in the most cost-efficient manner.

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**Contact:** Junior Hunt, 360-965-5745

**No. of employees:** 2

- 1 Tribal member
- 1 Tribal member parent

**2020 highlights:**

- Came together through the closure and supported one another by taking on much larger roles to ensure Public Works remained operational.

**Services provided to Tulalip citizens in 2020:**

- Sidewalks
- Signs
- Storm
- Detention ponds
- Ditch management,
- Mowing/trimming
- Patching
- Snow/ice removal
- Pavement markings
- Winter storm response

**How did you adapt to provide services during COVID:**

- Did the best we could under the circumstances by working with other Public Works Departments.

**Frequently asked questions:**

Q. Can you fix my road?

A. Tulalip Roads Maintenance currently maintains all Tribally owned roads.

# Media & Marketing

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## Mission:

The Tulalip Tribes Media and Marketing Department is the conduit for communication, information, entertainment, and history; to preserve, strengthen, and empower our community.

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**Contact:** Niki Cleary  
ncleary@tulaliptribes-nsn.gov

**No. of employees:** 11

3 Tulalip  
2 Tulalip descendants  
1 Other Native  
5 Non-Native

**2020 highlights:**

- 49 issues of the syeceb
- Approximately 200 original articles
- Tulalip Voters Guide
- 2020 Report to the General Council
- Social Media
- 17,551 Tulalip News FB subscribers
- 2,283 Instagram followers
- 1,029 Twitter followers

**Video coverage**

- 2020 Election and Candidate's coverage
- 150 original videos
- 24 Board meetings (Business, Services and regular Board)
- 13 Chairwoman's reports
- 7 Treasurer's reports
- 15 funeral videos (many families have opted to wait due to Covid)
- Live coverage of the 2020 Board Election
  
- Tribal Member Email subscribers are 1,070  
Average 2 emails to tribal members per week
- Events Text subscribers 591
- Vaccine Text subscribers 566

23 texts sent out since Jan 1, 2021

- Average 10 website updates a week  
Tulalip Tribes website  
Tulalip Health System  
TELA  
Tulalip Police Department  
Natural Resources
- Average 4-5 graphics a week
- Average 5 fillable PDF documents per month
- Maintain and updated UC View screens at Admin, TELA, Clinic, and Court
- 3 Survey Monkey Surveys created so far in 2021  
Created 11 surveys in 2020  
Created 5 surveys in 2019  
Created 4 surveys in 2018
- Emergency Management COVID-19 Bulletins (average twice weekly)

**Services provided to Tulalip citizens in 2020:**

- Media and Marketing provides a weekly newspaper - the Syeceb, an online version- TulalipNews.com, and a variety of social media.
- Tulalip TV, Salish channels 3 and 503 are now provided to tribal member households only.
- We provide our original public videos on TulalipTV.com, apple, android apps, and Amazon, Apple TV and Roku channels.
- We provide information to tribal members via the UC View billboard system at the Administration Building, TELA, The Tulalip Health Clinic and Tribal Court buildings, the digital reader board near Priest Point, daily email newsletter to tribal members and text information line.

# Media & Marketing

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- We've also provided direct customer service to the Tulalip Tribal Member Facebook groups.

## **How did you adapt to provide services during COVID:**

- In 2020 Tulalip Media and Marketing adapted to provide even more remote and digital services. We've changed our operations to conduct work as remotely as possible to reduce risk to our employees and our clients.
- We've embraced zoom, email and social media as ways to get more information to our people.
- In addition to our previous products, we've created numerous social media shareable graphics and we've begun creating educational animations.
- Our department reduced from 15 to 11 employees through the reduction in force to meet our new budget needs.
- By telecommuting, our team has continued to operate without breaks in service due to weather, or Covid closures.
- We've become streamlined and we look forward to evolving even more in 2021 to meet the needs of our people.

## **Frequently asked questions:**

Q. What is the deadline for the Syceeb?

A. The deadline is Monday for the issue that is printed Saturday of the same week, example: Monday, April 19<sup>th</sup>, 2021, is the deadline for the Saturday, April 24<sup>th</sup>, 2021 issue.

Q. How do I get the tribal member email?

A. You can go to the Tulalip Tribes webpage, scroll to the bottom and click the link 'stay informed' link, or you can enter <https://tulaliptribes.us18.list-manage.com/subscribe?u=4eab484b7d505b0bd36a9ae51&id=e49b757220> into a web browser, then fill out the form.

Q. How can I watch Tulalip TV

A. Tulalip TV is on Salish Networks channels 3 and 503, or you can download the Tulalip TV app from Google Play or the Apple App store. We also have channels on Roku, Amazon and Apple TV. Last, we have a website, TulalipTV.com that features all of our original public videos, and our Tulalip only videos are featured on [www.iAmTulalip.com](http://www.iAmTulalip.com).



## Mission:

We will operate and maintain the hatchery program and facilities using best management and fish health practices in order to provide a healthy rearing environment during the fresh water phase of the life cycle for the various species and stocks of salmon raised here for the benefit of our future generations.

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### Contact:

Tulalip Tribes Bernie Kai-Kai Gobin Salmon Hatchery, 10610 Waterworks Rd., Tulalip, WA 98271  
360-716-4420

Steven Young, Hatchery Manager

Holly Reed, Assistant Manager

Jesse Rude, Assistant Manager

George LL Jones, Fish Culturist

Kanoa Riveira, Fish Culturist

Andrew Williams II, Fish Culturist

Erick Chance, Facilities Maint. Tech.

Leland Jones Jr., Facilities Maint Tech.

Alan Cortez, Trapper/Hatchery Tech.

**Number of Employees:** 9 full-time

Temp/Seasonal Personnel: Currently 1 seasonal employee is assisting with springtime fish care and feeding duties.

Fall Fish Spawning Crew/Pond Security:

We hired 10 temporary personnel during the chum salmon spawning operations.

### Percentage of Tulalip Tribal employees:

Current Regular Staff 9:

7 Tulalip tribal members

2 Tribal/spouses of a Tulalip tribal member

Current Seasonal 1 Other Native tribal/spouse.

### 2020 Highlights:

**Estimated number of salmon released into Tulalip Bay in good health during the Spring of 2020:**

- Chum (2019 egg take): 420,000
- Chinook (2019 egg take): 2 million
- Coho (2018 egg take): 900,000+

### EPA Inspection

In September, the hatchery and its satellite facilities successfully passed an EPA Clean Water Act/NPDES Permit Compliance Inspection. (YAY!)

### Staff Training/Continuing Education

- In August, staff attended an online Fish Nutrition and Feeding workshop sponsored by the fish health staff from the Northwest Indian Fisheries Commission.
- In December, staff attended a mandatory online power point session on Harassment Prevention in the Workplace.

### Spring 2021 Projected Releases into Tulalip Bay:

- Chum (2020 egg take): 700,000+
- Chinook (2020 egg take): 2.1 million
- Coho (2019 egg take): 1.0 million

Note: Chum and Chinook release numbers, as shown, are far short of our program goals due to less than optimal adult escapement returns in brood year 2020.

### Current Fish Rearing Status/ Info:

All salmon stocks currently under our care appear to be healthy thus far and feeding and growing as expected. The chum fry are from egg takes conducted at our Tulalip Bay Battle Creek facilities during

November- December, 2020 and are scheduled for release in April of 2021. The chinook and coho fry are from egg takes conducted at the Wallace River Hatchery, respectively, during September & November. Also, 2020 is our second year of a several year chinook release study to help determine if an earlier or later timed release strategy should be incorporated into our salmon rearing program. This is part of our continuing efforts to address marine survival issues due to climate change events and other contributing causes that have affected our adult harvest return rates. One group of chinook is scheduled for early release in April, 2021, then a larger group is scheduled for normal programmed release in May, and the late group is scheduled for a fall release. The yearling coho are from egg takes conducted at the Wallace River Hatchery during November, 2019 and are scheduled for release in May-June of 2021.

Note: 1. Our coho stocks are longer reared fish during their fresh water phase and are in our care from egg incubation through their juvenile and smolt life stage for an approx. time frame of 18 months.

Hatchery staff also out-planted 3,000+ cutthroat trout into Lake Weallup & Ross Lake for contribution to the on-reservation recreational fishery. John Sam Lake is normally stocked as well, but we could not obtain access this year.

### **Grants Administered:**

- Bureau of Indian Affairs 638 Hatchery Operations Grant & BIA Hatchery Maintenance Grants.
- Hatchery Reform Project Grants.
- We compete for other grants and projects as they become available.

### **Special Projects /Accomplishments:**

- A new well water line was put on-line. We currently have access to additional well water from the former utilities well system. This extra water will help with future egg incubation and fish rearing needs.

### **Services provided to Tulalip citizens in 2020:**

- Provided seasonal employment for 12 tribal members/other tribal/and spouses.
- For the recreational fishermen we raised and out-planted cutthroat trout into two reservation lakes.
- Provided surplus salmon as available to the Tulalip fishermen, tribal seniors and membership.

### **How did you adapt to provide services during COVID:**

- We are essential staff and given the nature of what the hatchery staff responsibilities are in the 24/7 care of our salmon we could not go on furlough or administrative leave during 2020.
- Throughout the course of the pandemic, the uncertainty of it, and currently going into early 2021, the staff has stayed vigilant in performing their job duties.
- We have followed the recommended safety protocols and with only a few close calls from possible COVID exposure all staff have managed to get through this last year in reasonably good health.

## **Frequently asked questions:**

Q. How are our fish doing?

A. In following our program mission of using the best management and fish health practices in the daily care of our fish, staff makes every reasonable effort possible to prevent health issues from starting up. Our fish are also inspected on a regular basis by certified fish health specialists from the Northwest Indian Fisheries Commission based out of Olympia, WA. But as with any living animal, our fish are subject to the circumstances of their environment and sometimes despite our efforts to prevent health

issues from happening, the fish can quickly become sick or expire from exposure to certain pathogens, parasites, or pollution in the water and fortunately if, or when, this happens there are fish medications available that we can utilize to help treat the fish.

Q. Do you give tours of the hatchery?

A. Yes, though there are better times throughout the year to visit as there is more fish to see and most days are fine during regular business hours. For group/school tour arrangements, please contact Jesse or Holly at the Hatchery office.

## Mission:

Preserve, protect, and restore Treaty-reserved natural resources within the Tribes  
"Usual and Accustomed" area.

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Contact: Kurt Nelson, 360-716-4617  
knelson@tulaliptribes-nsn.gov

### No. of employees: 16

2 Tribal members

3 Other Native

11 Non-Native

Kurt Nelson, Environmental Division Manager

Harvey Eastman, Water Quality Program Manager

Todd Zackey, Nearshore Program Manager

Zackery Lamebull, Environmental Protection  
Ecologist

Valerie Streeter, Stormwater Planner

Brett Shattuck, Restoration Ecologist

Natasha Coumou, Assistant Restoration Ecologist

Kelly Finley, Environmental Education & Outreach

Jon Hall, Wetlands Biologist

Matt Pouley, Field Project Coordinator

Michael Abrahamse, Field Specialist

Michelle Totman, GIS Specialist

Derek Marks, TFW Program Manager

Neal Shea, Watershed Scientist

Ethan Say, Field Biologist

Devin Robinson, Seasonal Field Biologist

### 2020 highlights:

Habitat Restoration and Planning: Over the course of the year the Restoration Ecologist attended meetings to facilitate project development, stakeholder coordination, environmental review, or technical coordination/comments. Staff have been involved in the acquisition of properties to protect critical salmon habitat. 715 acres adjacent and near to the reservation were acquired from Kimberly Clark at no cost in 2020. Other properties are in various

stages of acquisition using state grant funds or donation (e.g., Klock Farm, Reiner Farm, Skykomish Property, and Marshlands property). Tulalip Natural Resources staff are also involved in developing an acquisition and stewardship strategy to more effectively direct our protection efforts. Staff completed work on the removal of the Pilchuck River Diversion Dam (see attached), which will restore full fish access to over 37 miles of priority habitat. The dam removal project was completed with a cost savings, allowing the remaining project funding to be redistributed to other important projects to be conducted by Tulalip Restoration Staff. These projects include Haskel Slough side channel connectivity planning in the Skykomish River, implementation of other grant funded acquisition projects, and planning for restoration efforts in the Stillaguamish Estuary. All of these projects will be grant funded, were prioritized for funding in 2020, and will have significant benefits to Treaty Retained resources such as chinook salmon.

Restoration staff also assisted other programs with restoration efforts on Martha Creek and Little Pilchuck Creek. Invasive species planning, removal, and native planting is occurring within the Reservation Boundary and on other Tulalip owned lands. Restoration staff continued maintenance of the Qwuloolt Restoration project and levee inspections. Program staff continue to be involved at various levels in implementing adapting and refining salmon recovery plans in multiple watersheds including the Stillaguamish and Snohomish watersheds, San Juan Islands and Island County. Staff continue to work with WSDOT on culvert projects,

including projects on Trafton Creek, Loutsis Creek and Patterson Creek (pictures attached), monitoring Edgecomb Creek and Church Creek culverts. Staff also have been engaging Snohomish County with culvert assessments, designs and prioritization.

**Wetland Program:** The Wetlands Biologist provided technical assistance to Reservation landowners and other programs (e.g., Planning, Code Enforcement, Construction, Public Works, Forestry, etc.). Staff assisted approximately 12 tribal members with activities they were planning on their parcels, or in evaluating wetland resources on potential land purchases. The technical assistance included wetland identification and delineation, permit review, mitigation planning, impact assessment, and vegetation planting recommendations. Staff continued involvement in the Tribal Wetlands Working Group (TWIG), Tribal Wetland Training Advisory Workgroup, and the Washington State Wetlands Monitoring and Assessment Working Group. The Wetland Biologist manages three wetland grants to assess wetlands and to update the wetland database.

**Water Quality Program:** Successfully completed monthly ambient monitoring of 25 sites within the Reservation and maintained laboratory certification with the Washington Department of Ecology. The Water Quality Manager is working on laboratory certification for other bacterial analysis including Enterococcus and E.coli, and has been monitoring total nitrogen and total phosphorous at various sites. Staff also assisted the Stormwater Planner implement the Beach Watchers monitoring effort and compiled all water quality data for all sites, from 2016 – 2019 and submitting to EPA’S database.

**Environmental Permit Review and Assessment:** Staff received and performed office reviews of over 600 development permits of various kinds, from US

Army Corps permit applications for wetland impacts to permits for single family residents in North Bend. Of these off the reservation permits staff responded to in the form of comment letter or site investigations over 30 different projects. Of these, approximately 10 involved further response and site visits.

**Environmental Education and Outreach:** Due to staff maternity leave, furlough, and COVID restrictions, outreach was limited for 2020. Staff did develop and provide teachers at Quilceda elementary with pollution prevention at-home, hands-on projects in lieu of the presentations typically provided. Staff also began development of activity booklets about salmon and climate change to provide to elementary age children.

**Stormwater Program:** The Stormwater Planner continues to work on the Tulalip Stormwater Program development for EPA Clean Water Act coverage under an NPDES permit. As part of this program, the planner provides environmental outreach to school groups, facilitates water monitoring at Mission Beach and participates on the Tribal permit review committee, which reviews dozens of permits over the course of the year. The stormwater planner provides permit comments during meetings and submitted more than 20 detailed comment letters on more complex proposals. Staff assist the construction department on required stormwater permitting for various tribal projects including the Marina, Dining Hall, Gathering Hall, and Q Casino; and performs project related monitoring (e.g. Marina and Beach Watchers) assisting on compliance and enforcement of permits. The Stormwater Planner wrote and implemented a monitoring strategy for measuring bacteria on several Tulalip beaches potentially impacted by failing septic systems; working with both shellfish and septic programs.

Staff began to work on regional stormwater issues, giving presentations at regional meetings on stormwater and water quality and participated in Puget Sound Recovery as co-chair of the Implementation Committee of the Snohomish LIO, a member of the Stormwater Initiative Action Team (SIAT). Staff manages over seven EPA grants.

**Research and Monitoring Program:** Program staff completed one month of the monitoring the outmigration of juvenile salmon from the Skykomish and Snoqualmie Rivers until the pandemic forced us to shut down, it was the 18<sup>th</sup> year of the operation of the smolt traps. Data collected from the monitoring effort is used to forecast return runs of different salmon species. One month of post restoration fish monitoring of the Qwuloolt restoration site was completed before the pandemic forced us to shut down sampling. We were still able to collect data on vegetation, sediment, and water quality at the site. This data is used to determine how fish are utilizing the site and how the site is recovering from being isolated from the tidal waters of the Snohomish estuary for the past 100 years. In partnership with NOAA and with Snohomish County, staff completed a month of monitoring juvenile salmon rearing and migration in the Snohomish estuary before sampling was shut down due to the pandemic. Estuaries are the most important rearing habitat for juvenile Chinook and the restoration and recovery of estuaries is one key to recover Chinook populations. This monitoring effort helps us to better understand how Chinook utilize the different habitats in the estuary and the areas where restoration and protection efforts are the most needed. Despite the pandemic and social distancing staff were able to conduct spawner surveys on the Pilchuck River after the Pilchuck dam removal during the summer. Staff also continue to be involved in reviewing and providing feedback on studies and cleanup plans for

polluted sites in Port Gardner and provide GIS support to the entire department.

**Air Quality Program:** Program staff continued to perform Tulalip indoor air quality interviews remotely (telehealth adaptation) and continued activities with the Health Clinic under the asthma home visit pilot study and providing green cleaning supplies. The tribal contractor coordinated development of social media content concerning indoor air quality in tribal homes, continued to distribute AirMatters kits during COVID. Staff provided advice to tribes on HVAC systems, and e-learning resource development on carbon monoxide and visuals for white board presentations, and developing more advanced story-boards to present to professional editors for publication and the Smoke Ready campaign materials for THHN web site. Provided online presentations, trainings and workshops with EPA, HUD, ATNI and participated in EPA-Tribal Air Pollution and Health messaging.

**Timber Fish and Wildlife Program:** The Timber Fish & Wildlife Program continued to review and participate in site reviews and proposals for timber harvest (and related activities) in the Tribes basins of interest—approximately 276 in total. Staff also spent significant time assisting in both major and minor efforts with the implementation of several restoration-type projects, including the Tolt River helicopter LWD deployment, Pilchuck River dam removal and monitoring, several WSDOT fish passage projects as part of the Culvert Case, Lake Martha Creek restoration, Edgecomb Creek relocation, and additional on-going scoping efforts for future projects. Some past projects (Deer Creek LWD project and WSDOT fish passage projects) were monitored as part of an overall approach to keep tabs on our successes in years' past.

**Grants administered:** 44

**Services provided to Tulalip citizens in 2020:**

- Protection of treaty rights
- Protect and restore salmon and other culturally important resources
- Involved in state culvert replacements
- Land Acquisition (using State Funds) for protecting Tribal Resources
- Evaluating habitat enhancement projects in Snohomish, King, Island, San Juan counties
- Reviewing and appealing land development permits
- Assist other department with Tribal Projects
- Assist tribal membership to evaluate property conditions (e.g. wetlands shorelines) and help address environmental issues
- Education, monitoring, and tool kits to address indoor air quality issues
- Monitoring water quality in Tulalip Bay and on streams on the reservation

**How did you adapt to provide services during COVID:**

The Environmental Division adapted by shifting to meeting online with contractors, consultants, and local, state, and federal agencies. Field work and projects continued throughout 2020 where social distancing and other preventative measures could be taken. Other projects that required working in close proximity were postponed or delayed.

**Frequently asked questions:**

**Q.** Exactly what does the Environmental Division do?

**A.** I would like to tell the Tribal Community that the environmental division is extremely active trying to protect and restore natural resources, resources of economic and cultural importance. The Division

staff review hundreds of project proposals to make sure natural resources are not harmed; from the San Juan Islands to North Bend. Staff provide environmental education presentations to youth and community members about pollution and habitat needs of fish, shellfish, wildlife, and culturally important plants. Staff are involved in salmon recovery planning and review of resource protection regulations. We provide indoor air quality monitoring services, wetland assessment services, water quality monitoring services, and property site assessments for members who are interested in purchasing property. We also monitor juvenile salmon abundance, habitat quality, and perform habitat restoration. A more recent concerted effort by staff involves the removal of fish barriers like culverts.

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### 2020 Habitat Restoration Efforts

The General Council should know that even with the covid restrictions and confusion this year, staff have accomplished much toward restoring salmon habitat in 2020. A major accomplishment on the Pilchuck River was the removal of a diversion dam operated by the City of Snohomish for almost a hundred years. Removal of that dam opened 37 miles of habitat on the Pilchuck River to chinook salmon. Staff have also been an integral part in opening 17 miles of stream habitat blocked by WSDOT culverts in the Snohomish and Stillaguamish rivers, and opening a previously blocked stream that flows into Port Susan just south of the Stillaguamish River. All of these projects will have meaningful contributions to improving salmon production in the Snohomish and Stillaguamish Rivers in years to come.



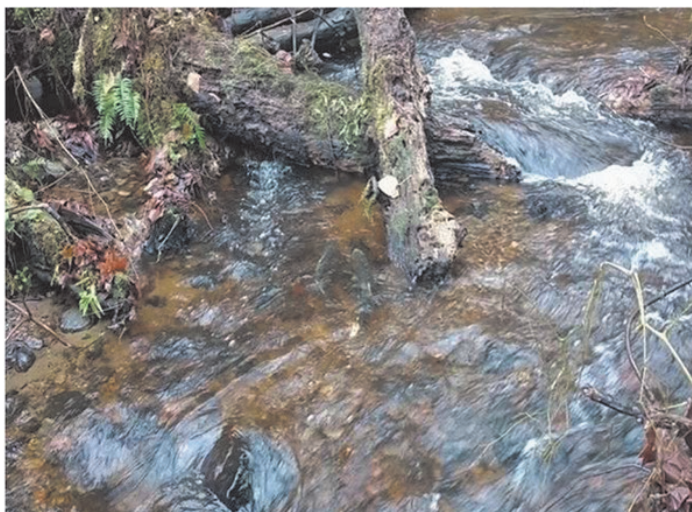
Former Dam Site on Pilchuck River



Chinook spawning in the upper Pilchuck River for the first time in 100 years



Replacement of a barrier culvert on Trafton Creek on the Stillaguamish River.



A pair of coho salmon spawning in Trafton Creek after culvert replacement. First time in decades.





Martha Creek restoration benefits young salmon migrating from the Stillaguamish River



Culvert replacement of a 60-inch barrier culvert on Loutsis Creek on the Snoqualmie River



Replacement of culverts on Patterson Creek on the Snoqualmie that were barriers.



Placement of large wood in the South Fork Tolt River by helicopter to enhance chinook and steelhead habitat.

## Mission:

To carry out the Tulalip Tribes' fishery management authorities and responsibilities in a manner consistent with treaty rights as well as protection and perpetuation of the resources upon which the people have depended for thousands of years.

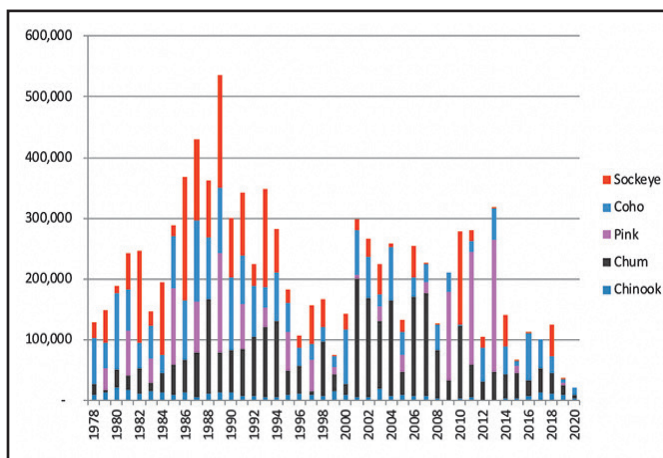
**Contact:** Diego Holmgren  
 cell: 425.622.4041 office: 360.716.4610  
 dholmgren@tulaliptribes-nsn.gov)

**No. of employees:** 3  
 Diego Holmgren, Manager  
 Richard Miller, Harvest Mgmt. Tech II / Water  
 Quality Lab Coordinator  
 Robert Skoog, Natural Resources Specialist I

### 2020 highlights:

- Drafted and implemented several commercial fisheries for Steelhead (areas 8A and 8D), Chinook (area 8D), Coho (areas 8A and 8D), and Chum (areas 8D, Area 10), under the challenges imposed by the Covid-19 pandemic. However, 2020 was an extremely difficult year for Tulalip salmon fisheries and for other tribes as well. In terms of catch and revenue generated to Tulalip fishermen, it was the worst year.
- Tulalip hatchery Chinook had a less than average performance, with only 3,433 fish caught (previous four-year average was 9,360 fish). Tulalip hatchery coho catch in 8D was relatively poor at 10,258 fish compared to previous four-year average at 35,300 coho. For the third consecutive year, there was not a chum 8D fishery, given the extremely poor returns. The only fishery available in area 8A was for coho, with only 1,460 fish caught. Chum fisheries have been closed in 8A since 2011 to protect the Stillaguamish and Snohomish wild chum populations. Area 10

chum fishery was again very poor at 4,300 fish, compared to the previous four-year average of 28,860. There was no fishery for Fraser sockeye in 2020 in the areas 6,7,7A due to record poor sockeye returns.



- Prepared an application and was awarded Coronavirus Aid, Relief, and Economic Security Act (CARES Act) funds. CARES assistance funds to help Tulalip fishermen with commercial and C&S losses related to the Covid- Pandemic.
- Our staff sampled intensively the 8A and 8D fisheries (3,529 sampled for Coded Wire Tags and Ad-clip status and 1,251 for otolith and fish scales). This information is crucial to determine incidental impacts on ESA-listed Chinook, hatchery origin, and age composition of coho and Chinook, which are used to calculate specific harvest rates on the various stocks and their contribution to the fisheries. We have demon-

strated that between 90 to 95% of the coho and Chinook caught in 8D are produced at the Tulalip Bernie Kai Kai Hatchery.

- We collaborated with Brad Warren (National Fisheries Conservation Center) in securing the highest rating with the PCC Chinook Sourcing Standard for the Tulalip Hatchery Chinook fishery in Tulalip Bay.
- Our group collaborated closely with the Tulalip Stock Assessment and the License and Permitting staff in reviewing and analyzing the fisheries and license/permitting data, as well as improving their database capabilities. We will be designing an improved fisheries management database in 2021-22.

### **Grants administered:**

- 2020 Pacific Salmon Treaty (PST) implementation (through BIA).
- 2020 Pacific Salmon Commission-Coho Technical Committee contract (through NWIFC)

### **Services provided to Tulalip citizens in 2020:**

- Planned, negotiated, and implemented salmon and halibut fisheries in a sustainable way, so that Tulalip fishermen (more than 100 in 2020) could exercise their fishing treaty rights now and in the future.
- Assisted the Permitting and License staff on technical and regulatory issues (database, issuing fishing regulations, fishing permits, training staff).

### **Frequently asked questions:**

We did not get many questions in 2020 due to the Covid 19 pandemic. We were communicating with some fishermen, sending Nixle notifications on fishing opportunities, fishing regulations, and so on. The few times, fishermen called me last year, were to find out on how the chum fisheries in Area 10 was going, and if we still had quota left. In a normal year, I would be getting many calls and visit to the office per week to chat about fisheries planning and performance. Sadly, that was not the case last year and, I missed having those conversations.

### Mission:

To use professional forestry to protect and enhance the health and productivity of the forest lands of the Tulalip Tribes while taking care to protect the fish and wildlife habitat and spiritual and cultural benefits that the forest provides.

#### Contact:

Nick Johnson, Forestry Program Manager

#### No. of employees: 5

2 Tribal members

1 Other Native

2 Non-Native

#### 2020 Highlights:

**Timber Sales:** We completed logging on three major timber sales, one commercial thinning (Joker Timber Sale) and two clearcut timber sales (Firlough and Tulalip 888 – Unit F). A larger than average allotment timber sale was prepared and carried out in fall of 2020. The Firlough Sale also occurred in the fall of 2020. Log prices increased considerably in August of 2020, so it was fortuitous that we had the allotment sale and Firlough ready to be sold in October of 2020.

**Commercial thinning acreage:** The Joker Timber Sale resulted in the thinning of approximately 162 acres of overly dense, 30-40 year old, primarily Douglas-fir stands. Approximately 948 MBF (1 MBF = 1000 board feet) of sawlogs and pulpwood were removed and sold. Approximately 70 cords of pulp logs were removed to be used for the tribal elder firewood program.

Tribal income = \$188,781.46 for 537 MBF of sawlogs and 439 MBF of pulpwood

**Commercial timber cutting permits:** A Special Allotment Timber Cutting Permit was prepared by Forestry and issued by the BIA for a clearcut harvest on an allotment. It was for the clearing of 9 acres of mostly Douglas-fir so that the landowner could use the property for a purpose other than growing trees. Income = \$70,846.47 for 150.82 MBF of sawlogs

**Clearcut timber harvest acreage:** During 2020 approximately 13 acres of mostly red alder and bigleaf maple were harvested as Unit F of the Tulalip 888 Logging Unit Timber Sale Contract with the BIA.

Tribal income = \$43,370.85 for 122.98 MBF of sawlogs

Firlough Timber Sale was also harvested in 2020. It contained approximately 37 acres of mostly Douglas-fir and red alder.

Tribal Income = \$278,301.21 for 549.29 MBF of sawlogs

**Total volume and value of timber sold in 2020:** \$511,300.05 for 1,360 MBF sawlogs and 499 MBF of pulpwood

**Tree planting:** Both Unit F and Firlough are scheduled to be replanted in March of 2021.

**Timber sale unit layout:** We're almost done with the preparation of a 100-acre commercial thinning in the John Sam Lake area. We're also preparing another commercial thinning on approximately 100 acres in the west-central portion of the reservation.

**Hazard tree management:** Forestry staff visited approximately 60 homes and at most of those we had trees trimmed or removed that were presenting a danger to the residents or a liability concern for the Tribes or tribal members.

Forestry conducted 167 site visits in 2020 at Port Susan Camping Club. During those visits we marked 402 trees for removal. The commercial volume of those trees was 32.7 cords for which we collected \$1635.00.

**Tribal membership firewood cutting permits:**  
96 permits issued

**Tulalip Reservation burn permits:**  
36 permits issued

### **Tribal Firewood =**

70 cords of firewood were delivered to 44 elders. 12¼ cords were delivered for ceremonial burnings in 2020. The split firewood, weighing a total of approximately 164 tons, was transported mostly by Forestry (with 5 cords delivered by Public Works during the covid furlough) in 77 separate deliveries. We plan to get enough pulp logs from our upcoming commercial thinnings to provide an adequate supply of elder firewood for this coming fall and winter. Grants administered: BIA SELF GOVERNANCE OSG123

### **Frequently asked questions:**

**Q:** Can I have a permit for cutting firewood?

**A:** Generally, after we complete the commercial logging on tribally owned land we announce a firewood opening via e-mail and Facebook. Permits to cut wood during a firewood opening can be obtained from the CSRs at the Admin. Bldg. or in Forestry. If there is a naturally downed tree on tribal land Forestry can issue permits to cut up that tree.

**Q:** Can I have a burning permit?

**A:** Yes, from Forestry, but it depends on many things, like the weather, where, what and when you want to burn, etc. The rules that pertain to burning on the Reservation are too numerous to mention here but, if you'd like to look them up, burning is regulated under Tulalip Tribal Code 8.25.220-8.25.250.

## Mission:

Supply technical oversight of the Tribes' shellfish resources and assist in the commercial and non-commercial fishery management.

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**Contact:** Michael E. McHugh 360-716-4615

### No. of employees: 5

Mike McHugh, Program Manager

Cathy Stanley, Harvest Management Biologist

Max Lundquist, Shellfish Biologist

Sam Kaiser, GIS Shellfish Biologist

Rocky Brisbois, Shellfish Specialist

### 2020 highlights:

- Completed all shellfishery related management tasks on-time and without delay during the Covid work closures.
- Maintained equipment, fishery sampling and catch account tasks with 50% staff reduction while working through safety and personal-space issues.

### Grants administered:

- BIA Shoreline Mapping Climate Change Grant
- Marine Salmon Plankton Sampling Survival

### Services provided to Tulalip citizens in 2020:

Assisted in running the commercial shellfish operations through test fishing, management plan negotiations and management, issuance of fishery regulations, tracking of Tulalip and non-Tulalip catches, and environmental monitoring for ecosystem and public health.

### How did you adapt to provide services during COVID:

- We reviewed the science associated with Covid19 and created rules and procedures to keep staff safe.
- We established work from home and streamlined operations to focus on core program needs and Tulalip community needs.
- We worked complex hours to meet the new demands of government operations and to maintain fishery income and opportunity.

### Frequently asked questions:

Q. When are we going fishing and how much quota do we have remaining?

A. Most everything the Shellfish Program does is to secure, oversee, track and share the Tulalip shellfish resource with direction from the Fishery Director. The Program works with the Tulalip Fish and Wildlife Commission and assist with Tulalip Natural Resource marine related projected.

## Mission:

To manage the Tribe’s reservation and off-reservation wildlife and gathering areas for sustainable populations of game and non-game species and use our knowledge and wildlife management skills to help maintain healthy wildlife populations throughout the state for future generations to enjoy.

**Contact:** Mike Sevigny  
Office 360-716- 4623 Cell 425-330-3476  
msevigny@tulaliptribes-nsn.gov

**No. of employees:**  
3 Non-Native

**2020 highlights:**  
Program highlights include:

### Elk

#### North Cascades Elk Herd

The North Cascades Elk Herd project aims to track the herd population, reduce the number of “damage” elk, and investigate research questions related to herd movement and habitat selection, all with the goal of expanding the herd for Tribal hunting opportunity. This is a multi-tribe collaboration with Tulalip, Stillaguamish, and Sauk-Suiattle taking the lead. Future project goals involve monitoring and data management of GPS collared elk, improving elk enhancement fields, and looking at habitat characteristics unique to this herd.

- In 2003 – 2005 we helped to move 100 cow elk from Mount St Helens to the Nooksack Game Management Unit in an effort to rebuild the elk herd.
- Starting in 2006 harvest was started again in the herd with one bull elk being allocated to The Tulalip Tribes.
- Since that time the herd has been continuing to grow, and now over half of the elk harvested by Tulalip hunters comes from the North Cascades

Elk herd. The Tulalip Tribes now harvests around 50 elk a year, when in the past when hunting was closed in the North Cascades Elk Herd we harvested around 20 elk per year.

- The potential for herd growth and expansion into the herd’s historic range is a constant goal for the tribe’s wildlife department. If herd expansion goals are met The Tulalip Tribes could harvest 100+ elk a year just from the North Cascades Elk herd .Since July 2015, over 50 elk fencing projects have been completed through a coordinated effort between the Point Elliot Treaty tribes and the Washington Department of Fish and Wildlife.
- Maintained 12 acres on three elk enhancement fields, located on Skagit Land Trust land.
- Helped with the North Cascades Elk Herd Plan and North Rainer Elk Herd Plan
- Helped on Management Plan for G10 tribes
- Negotiated Harvest Allocations for GMU 418 (North Cascade Elk Herd)
- Mapped elk collar data for elk road crossing along Hwy 20.
- Mapped predicted elk use for contributions to a GMU 448 Management Plan proposal
- Completed work on a scientific journal article looking at site fidelity of elk in the North Cascades Elk Herd, the paper titled “Spatial Distribution, Site Fidelity, and Home Range Overlap in the North Cascades Elk Herd: Implications for Management”, was accepted and will be published in the Scientific Journal, Northwest Science in 2019.

## Mountain Goat

The Mountain Goat Translocation Project is a large project spearheaded by the National Park Service (NPS) and Washington Department of Fish and Wildlife (WDFW). The goal was to relocate as many Mountain Goats from Olympic National Park to predetermined locations throughout the Mount Baker-Snoqualmie National Forest over a two year period. As of 2020, the NPS and WDFW attached 115 Tulalip owned collars to translocated goats across the Cascades. Tulalip Wildlife staff assisted in relocating goats, tracking individual and group movement, and investigating questions that will lead to increased harvest for the Tribe in the future. Additionally, staff participated in the annual mountain goat survey of the Darrington group to estimate population numbers and guide management.

## Beaver

In 2020 The Tulalip Beaver Project expanded its operations from the Snohomish Watershed to include the South Fork Stillaguamish Watershed. Project staff received a historic grant for this work, becoming the first Tribe in the nation to obtain a TFPA grant under the new 638 agreement. Project staff performed reconnaissance at 22 potential relocation sites and relocated 21 beavers to four relocation sites in the Snohomish Watershed

- The Wildlife Program was hit hard by the effects of Covid 19. In February we were able to hire a new full time technician, but unfortunately had to let him go two weeks later.
- Staff were unable to hire their annual seasonal technicians to support Tulalip Beaver Project operations so were down from five staff to two.

- Staff came into beaver field season having missed two months due to furlough but were still able to operate the project with a reduced capacity and still met the majority of grant obligations.
- Contributed to state beaver management recommendations as a committee member on the WA Beaver Working Group.
- Contributed to an effort to initiate a beaver relocation pilot program with the state of California
- Conducted interviews with the High Desert Museum and Smithsonian to promote Tulalip's exemplary work in using beavers to create and perpetuate salmon habitat.
- Conducted technical training with Land's Council biologist to assist him in his beaver relocation efforts in Spokane.

## Other

- Performed maintenance on all reservation meadows and Reworked two department-created meadows for deer enhancement on the reservation
- Assisted Tulalip Environmental program staff with pre-restoration and post-restoration monitoring and implementation of Qwuloolt plantings, Pilchuck Dam Removal, and fish sampling.
- Addressed the potential increased recreation impacts to treaty resources by researching affects, drafting a report with Treaty Rights office, and attending relevant internal and external agency strategy meetings



### Grants administered:

- Recreation Conservation Organization Salmon Recovery Funding Board
- Department of Ecology Watershed Planning Implementation and Flow Achievement
- Tribal Forest Protection Act/638 Agreement

### Services provided to Tulalip citizens in 2020:

- Conducted several site visits on the Tulalip Reservation to assist residents with their nuisance beaver problems and mediate roadway and property flooding.

### Frequently asked questions:

Q: What information do we receive from elk and mountain goat collars?

A: We receive GPS location points for collared animals, which can help us to deduce home range size, road and river crossing activity, determine the habitat types in which animals spend the majority of their time. This information is used to enhance key habitat types, fence off areas where elk can become labeled as damage animals and inform management decisions.

Q: Why are we building fences?

A: Our program works with agricultural landowners who are not considered elk-friendly to fence in their fields where elk are causing damage to their crops. These fences are highly successful at keeping elk out. These elk would otherwise be deemed damage animals and would be subject to lethal removal by state master hunters. The animals that are preserved by our efforts can continue to contribute to population growth and hunting opportunity for Tulalip Tribal members.

Q. Why do we work with beavers?

A. Beavers create incredible spawning and rearing habitat for imperiled salmon species. We are strategically placing beavers in areas where the fur trade decimated population numbers in an effort to restore historic spawning and rearing grounds within the Tulalip Tribes U&A. The Tulalip Beaver Project simultaneously address lowland flooding/infrastructure issues involving beavers by sourcing only beavers that are considered nuisance animals and relocating them to Forest Service land in the Snohomish Watershed, a top two salmon producer to Puget Sound.

# Office of the Reservation Attorney

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## Mission:

The mission of the Office of Reservation Attorney is to support, defend and advance the interests of The Tulalip Tribes of Washington by providing quality legal services to tribal policy makers and staff.

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**Contact:** Michelle Sheldon, 360-716-4530

**No. of employees:** 16

- 1 Tribal Member
- 7 Other Native
- 8 Non-Native

**Grants administered:**

- NARIP
- SDVCJ

**Frequently asked questions:**

Q. We are often asked – “How do I hire an attorney?” or “Will the in-house legal counsel help me with my legal issue/question?”

A. The in-house counsel serves the Board of Directors, Tribal Government, QCV, TGO, Tribal Enterprises and its entire staff. The in-house attorneys are unable assist tribal members outside of the office due to a conflict of interest. However, the Tulalip Tribal Court has a list of admitted attorneys who can help you on a variety of legal issues. The Tribal Court will provide that list upon request or you can access this list on the Tulalip Tribal Court website. You may contact the Tulalip Tribal Court at: (360) 716-4773.

Tulalip also has a Tulalip Civil Legal Aid Office (TOCLA), which provides free legal services relating to civil matters. This includes the following case types: consumer law, education, exclusions, family Law, Indian Estate Planning (wills), and youth advocacy. To be eligible for legal services from TOCLA, you must be: (1) a member of a federally recognized tribe, and (2) low-income and meet financial requirements. You can make an appointment with TOCLA at: (360) 716-4517.

# Oscar Carl Jones Sr. Tulalip Tribal Court

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## Mission:

To professionally, effectively and fairly administer justice to the Tulalip Community as an essential sign of sovereignty.

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**Contact:** Alicia Horne, Court Director

**No. of employees:** 24

9 Tribal members

13 Other Native

2 Non-Native

6 Vacant Positions

Total position 30

**2020 highlights:**

- Tulalip Tribal Court hosted two virtual Narcan trainings and distributed 87 kits to Tulalip community.
- Tulalip Tribal Court collaborated with the Children's Advocacy Center of Legacy of Healing hosted a virtual Human Tracking Training.

**Grants administered:**

- Tulalip Tribal Court received a grant from the Bureau of Indian Affairs-Office of Tribal Justice Support provided the Court one-time funding for a GAL/Child Advocate Attorney in the amount of \$112,236.80 for salary and benefits; Pro Se Navigator in amount of \$40,535.04 for salary and benefits.
- Quil Ceda Village/Court contract approved, received \$319,278.00 in impact funds.
- The Comprehensive Opioid, Stimulant, and Substance Abuse Site-Based program (COSS-AP) awarded the Tulalip Tribal Court in amount of \$499,996.13 to support the Overdose Mapping Application Program.
- The Bureau of Indian Affairs-Office of Tribal Justice Support provided the Court one-time funding for COVID-19 technologies and sup-

plies to support the court staff in amount of \$60,367.00.

- The Bureau of Indian Affairs-Office of Tribal Justice Support provided the Court one-time funding for Domestic Violence Judge in amount of \$249,183 for salary and benefits.

**Services provided to Tulalip citizens in 2020:**

- The Tribal Court hears a variety of cases by video or telephonic such as child custody, child support, dissolutions, adoptions, domestic violence, guardianships, marriage, name changes, Tulalip Gaming Appeals, elder protection, dependency cases, civil complaints, fishing and hunting issues, forfeitures, exclusions, infractions, etc.
- Wellness Court, another division of the Tribal Court, is a 12-24 month program that focuses on honesty, sobriety, and rehabilitation that works in coordination with Behavioral Health, Healing Lodge, Police, Prosecution, Public Defenders, Health Clinic and several other departments to provide the support & resources necessary for participants to begin living sober lives and reconnecting with their families, community and culture.
- Family Wellness Court, is a new division of the Tulalip Tribal Court, is an alternative to current dependency proceedings for parents struggling with substance abuse and past personal or historical trauma. FWC meets frequently than a typical dependency thus addressing successes and challenges in real time rather than months later. Using Wellness Team approach, the team meets frequently early on to ensure there are

# Oscar Carl Jones Sr. Tulalip Tribal Court

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minimal barriers to recovery and reunification. While the parents are ultimately responsible for progress, there is a team providing support every step of the way to speed up the reunification process.

- The Overdose Mapping Application Program (OD MAP), is a new division of the Tulalip Tribal Court, is a program designed to help combat a public health issue that leaves American Indian and Alaskan Natives uniquely over represented in several substance misuse oriented categories.
- The Probation Office makes reports to the Tribal Court on pre-adjudication & post-trial adjudication matters. They supervise & monitor clients and coordinate with other departments & agencies such as Behavioral Health, Central UA, Treatment Facilities and Triton (electronic home monitoring).

## How did you adapt to provide services during COVID:

Tulalip Tribal Court adapted and held virtual video or telephonic court hearings. The court also shifted to accept E-filings to allow parties to file ongoing court obligations. The Tulalip Tribal Court continued to schedule, receive, and held court hearings for Tulalip Community

## Frequently Asked Questions:

Q: How do I ask the Court (Judge) something or present new information in my case?

A. If you have an active case at the Court, you can file a Motion to present new information and/or ask the Judge a question. \*(If you want to pen a new civil case, you would file a petition with the Court).

Q. What documents can I get from the Court?

A. Copies of criminal history, civil and criminal orders, petitions, and appellate opinions. The court will not release: drug & alcohol assessments; mental health evaluations, or bedeviled cases.

Q. How can I get a Police Report?

A. From the Tulalip Police Dept. Request forms are available at the Police Department at the receptionist window.

Q. I misplaced my traffic ticket, now what?

A. You must request another copy form the Tribal Police Dept.

Q. How much is my traffic ticket?

A. Before calling the Court, please double check your citation to see what amount you were fined.

Q. What if I don't pay or respond to my traffic ticket?

A. It will go into default & you may be assessed increased fines, and court costs.

Q. I'm excluded from the Reservation, can I come to Court to pick up paperwork to come back on the Reservation?

A. No. You must call or mail a letter to the Court & we will mail you the Motion for Deferral Exclusion Packet or download form the Court's website. A hearing date will be set for you within 20 days to appear at Court. You may attend Court hearings but, must call Tulalip Police Department (TPD) non-emergency line to notify TPD of your hearing and request to appear.

Q. How do I request an exoneration of my bail?

A. You must request to the Judge in open Court or file a Motion with the Court to request the bail posted.

Q. I have an Exoneration of bail, when can I get reimbursed?

A. It depends on the situation. The Tribal Court must have possession of the check from either Marysville or Snohomish County before processing an exoneration which can take anywhere from 2 to 4 weeks for the whole process before you receive a check.

# Planning

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## Mission:

Provide the Tulalip community with the services necessary to achieve the Tribes' vision for Reservation lands while protecting public health, safety and general welfare; protect and expand tribal authorities over resources important to the Tulalip Tribes; prepare, update, and implement long-range plans, as well as support the functions of the Tulalip Planning Commission.

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**Contact:** Planning 360-716-4214  
Julia Gold, Planning Manager  
jgold@tulaliptribes-nsn.gov 360-716-4210  
<https://www.tulaliptribes-nsn.gov/Home/Government/Departments/PlanningDepartment.aspx>

### No. of employees: 4

1 Tribal member  
1 Tulalip Tribal Spouse  
1 Other Native  
1 Non-Native

### 2020 highlights:

- Coordinated and completed permit reviews, approvals, and inspections for the new QCCC and Gathering Hall
- Participated in the 2020 U.S. Census count activities and outreach
- Held Joint meetings with Snohomish County and Health District leadership to focus attention on nuisance properties; included Tulalip Elders to speak on these issues
- Worked with other WA tribes to propose changes to the Growth Management Act
- Anticipate completion of Land Use Code and Zoning Map update in 2021

### Grants administered:

- Charitable Table grant to assist Tribal members with asbestos abatement

- Co-wrote grant to inventory and manage noxious weed species
- Used grant funds to support meetings with Snohomish County and Health District

### Services provided to Tulalip citizens in 2020:

- Provided information to landowners and lessees regarding land use and building codes that related to their development plans
- Supported tribal project planning and information gathering
- Worked with Planning Commission to continue update of land use code
- Processed building, sign, demolition, grading, home occupation, and subdivision permits
- Conducted compliance on permitted projects
- Used tidelands policies to move replacement bulkheads off tribal tidelands
- Reviewed Snohomish County permit reports to look for potential impacts to the environment, tribal resources and human health
- Investigated and worked toward resolving land use and environmental code violations
- Worked with Tulalip Police and Legal Department to address nuisance properties
- Submitted reports and met with Snohomish County staff regarding non-Tribal property code enforcement issues
- Participated in Port Susan Camping Club Board Meetings

# Planning

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## **How did you adapt to provide services during COVID:**

- Provided all department services online, over the phone, zoom, and in the field
- Continued to hold Planning Commission meetings over zoom

## **Frequently asked questions:**

Q. What can I do with my land? Do I need a permit?

A. When you come with this question we will provide you information regarding utilities, environmental conditions, aerial photos and maps, applicable codes, development options, permit application forms, and refer you to the other relevant tribal departments and staff that can help you figure out the best plan for your land.

# Police Department

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## Vision:

The Tulalip Tribal Police Department strives to provide excellent police services to the Tulalip tribal members and the community, committed to partnerships with the community and other departments, utilizing creative and innovated problem solving, to reduce crime, improve the safety and livability of the Tulalip Reservation, and to serve and help people.

## Mission:

The mission of the Tulalip Tribal Police Department and its existence constitutes an organization whose actuality is justified solely based on service to Tribal members and the Tulalip tribal community.

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**Contact:** Chris Sutter, Chief of Police

**No. of employees:** 54

### 2020 highlights:

- **Civil Unrest-** National and regional civil unrest and attempted looting at Quil Ceda Village. The Tulalip Police Department working in partnership with other departments and Tribal members protected the Quil Ceda Village from an organized attempt to loot and do damage to the Tribe's assets.
- **Staffing-** Maintaining our workforce has been a challenge with several patrol officers leaving the Police Department to accept employment with other area law enforcement agencies. We continue to work to identify officer retention strategies to ensure that the Tulalip Police Department can become an employer of choice where staff want to stay and serve the Tribe.
- **Opioid Epidemic-** The opioid epidemic continued to bring tragedy and heartache for families who lost loved ones due to opioid overdoses. In 2020 the Tulalip Police Department responded to 19 overdose cases. The highly concentrated synthetic opioid Fentanyl resulted in death cases. The Tulalip Police Department through all its units have combated this problem focusing on those who sell drugs and profit from the exploitation of those with substance use disorder. The newly formed Overdose Map Team in partnership with the Tribal Court is new grant funded resource to help those struggling with addiction.
- **Loss of Officer Cortez-** On November 17, 2020, Officer Charlie Cortez, Officer in the Tulalip Police Fish and Wildlife Division, lost his life while on duty in a fatality boat incident. Officer Cortez and Boat Operator Shawn Edge were returning back to Tulalip after investigating a suspected poaching incident near Everett when their patrol vessel was capsized, a combination of high winds, outgoing minus tides, and storm conditions, created a very dangerous and turbulent sea. Officer Cortez is honored as a hero who gave his life in the service of his Tribe, he is missed every day by all who knew and worked with him. We continue to keep the search and recovery of Officer Cortez in our daily operations as weather conditions and staffing permit. We express our deepest condolences to the Cortez family and all who knew and loved Officer Cortez, he is missed but will never be forgotten.

# Police Department

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## **2020 Service Delivery Highlights:**

27,297 Calls for service into the CAD system.

3,240 Case reports accomplished.

2,363 Traffic Stops

251 Citations issued

## **Partnerships**

**Tribal Court OD Map Team-** The Tribal Court in partnership with the Tulalip Police Department implemented the Overdose Map Team. This grant funded OD Map Team serves the Tulalip Community with overdose awareness, prevention, outreach, Narcan distribution, social service navigation, client case management, and other services to assist those with substance use disorder get into treatment and recovery. The OD Map Team consists of a Program Coordinator, two Case Workers, and one Law Enforcement Embedded Social Worker.

## **Police Advisory Board**

The Tulalip Police Chief and staff meet regularly with the elected Police Advisory Board (PAB). The PAB provides community perspectives, insights, and makes recommendations to the Chief of Police regarding policy, department issues, and citizen complaints.

## **Fish and Wildlife Division**

- The Tulalip Police Fish and Wildlife Division is led by Cmdr. Robert Myers.
- Three new Fish & Wildlife Officers were hired.
- One new Boat Operator was hired.
- Fish and Wildlife Officers conducted routine patrols with Public Works of the wooded areas to locate illegal camps and serve persons with Trespass notices.
- New Marina Building was completed and will be ready for occupancy soon.
- Purchase of New Fish & Wildlife Duty Vehicles (4x4Trucks) completely outfitted.

- Responded to numerous calls for assistance by Tribal Fisherman in the Usual & Accustomed fishing areas. This including towing back to port, assisting in retrieving gear, assisting vessels out of fuel. These being done in daytime and nighttime and in all weather conditions.
- Responded to a number of calls for assistance for non-tribal members through SnoPac and the United States Coast Guard, these also included a number of Search & Rescue calls. On a number of Search & Rescue calls, we work in conjunction with Tulalip Bay Fire, United States Coast Guard and local Sheriff's, Police and Fire agencies.

## **F&W Service Delivery**

- Animal Control, there was numerous follow-ups on animal complaints, vicious dog paper service served and numerous dogs & cats picked up and taken to the Shelter.
- Interior Patrols of the gated areas of Tulalip Reservation, which consist of approximately 50% of the total Reservation size, which is 23,000 Square Acres or 36 Square Miles. These being for Illegal Wood Cutting, Illegal Dumping, Illegal use of Tribal Lands by ATV's, motor bikes, 4x4 vehicles, also for checking for wood cutting permits, checking Tribal Members harvesting berries, bark, etc.
- Boat Patrols in Usual & Accustomed Fishing Areas (off Reservation) consisting of 2,826,880 Square Acres or 4,417 Square Miles. These running from South Puget (Seattle) up to Central Puget Sound and North Puget Sound.
- From North Puget Sound to the San Juan Islands and along the Canadian Border, including the areas of Blaine & Point Roberts to the Canadian Border.
- These Boat Patrols are done for the various fisheries that include Steal Head, Chinook salmon,



# Police Department

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Sockeye Salmon, Coho Salmon, Chum Salmon, Halibut, various bottom fish, Crab, Shrimp, and Geoduck. There is also Subsistence Permits for all of these mentioned where we check for proper permits, proper size and insure that persons are staying within the allowed permit allocation(s)/poundage.

- These Patrols are done during the open times for these various fisheries to check vessels, crews and permits and during the closure times to deter any illegal poaching, these patrols occur in the daytime and nighttime.
- Hunting Patrols in the Game Management Areas (off Reservation) of Tulalip, which consist of 13,078,400 Square Acres or 20,435 Square Miles. These Patrols are for checking persons for proper permit(s) and Identification requirements and following up on reports of possible poaching and illegal hunting.

## Patrol Division

- The Tulalip Tribal Police Patrol Division is led by Cmdr. Paul Arroyos.
- During the COVID Pandemic, Tulalip Tribal Police Officers assisted in numerous food and water distributions to Tribal members and elders. TPD also assisted the Tulalip Pharmacy with home deliveries during the COVID crisis to help serve people who could not safely leave their homes to travel to the pharmacy to pick up their prescriptions.
- Prior to the COVID closures, Tulalip Tribal Police staff held Tribal neighborhood meetings, these meetings were police-neighborhood listening sessions to learn more about how we can improve relationships, increase communication, and build trust, while addressing service delivery and any safety and livability needs.
- The TPD Patrol K-9 team made worked hard to detect illegal narcotics and interrupt the flow of drugs onto the Reservation.

## Communications Unit (Dispatch)

- The Communications Unit is led by Lorelei Ranney, Dispatch/Records Supervisor.
- In 2020 the Tulalip Police Department Dispatch received over 27,297 calls for service and Patrol accomplished 3,240 police reports. Each call for services is entered into the Computer Aided Dispatch (CAD) system. All reports are processed, distributed, and filed in our Police Records. All Dispatch staff accomplished the Bureau of Indian Affairs, Dispatcher Tele-Communications Course.
- Tulalip Tribal Police Criminal Investigations Division:
  - The Tulalip Tribal Police Investigations Division is led by Cmdr. Jim Williams.
  - The Tulalip Police Department Criminal Investigations and Drug Task Force made significant efforts to investigate and submit criminal cases and also combat illicit drug dealing on the Reservation.

## 2020 highlights:

- Organized Retail Theft 27 cases
- Fraud/ Forgery 12 cases
- Child referral (CPS/Beda ? Chela) 82 referrals
- Death Investigations 23 cases
- Missing Persons 9 cases
- DV Assault 14 cases
- Sex Assaults 14 cases
- Aggravated Assaults 6 cases
- Car prowl 15 cases
- Arson 2 cases
- Robbery 2 cases
- Burglary 10 cases
- Federal Court Convictions: 2 cases both sexual assault of a child, 2 defendants were charged and convicted or plead guilty for narcotics charges in 2020.
- Federal pending charging cases: 4 cases for DV, Robbery, and Vehicular Homicide Federal Pros-

# Police Department

ectors are still processing approximately 8 additional cases for narcotics sales/possession on the Tulalip Reservation.

## Tulalip Tribal Police Drug Task Force:

- Residential Narcotic Search Warrants 10 cases
- Vehicle Search Warrants for Narcotics 12 cases
- Drug Cases Being Charged in Federal Court 8 cases
- Stolen Vehicle Recoveries 13 cases
- Assisted FBI and DEA Drug Investigations 3 cases
- Probable Cause Narcotics Arrests 31 cases

## Totals of Items Seized for 2020:

- Vehicles 29 seized
- Weapons 19 seized
- Guns 49 seized or stolen recovery
- Cocaine 141.39 grams recovered from search warrants
- Heroin 1,545.64 grams recovered from search warrants
- Marijuana 689.46 grams recovered from search warrants
- Meth 3,382.33 grams recovered from search warrants
- Drug Paraphernalia (PDP) 709 pieces of paraphernalia seized from search warrant
- Pills 6,017 suspected fentanyl pills
- Unknown 134.51 grams unknown type narcotics or cutting agent

## Professional Standards Unit Highlights for 2020

The Tulalip Tribal Police Professional Standards Unit conducted 39 pre-employment background investigations and was responsible for the hiring and onboarding of 19 new TPD employees.

Hires by Preference	Non-Veteran	Veteran	Total
Tier 1	2		2
Tier 2	1		1
Tier 3	3		3
Tier 4	1		1
Tier 5	2	1	3
Non-Preference	7	2	9
<b>Total</b>	<b>16</b>	<b>3</b>	<b>19</b>

## Professional Standards Accomplishments:

- The Tulalip Tribal Police Professional Standards Unit is led by Angela Davis, PSU Manger.
- The Professional Standards Unit also helped to move the Department forward with the following accomplishments in 2020:
- Implemented new TPD Website with updated content, contact information, structure and Recruitment videos supporting our Recruitment Campaign that was geared towards Tribal Members.
- Purchased Lexipol policy content to assist with standardization of policies.
- Purchased eSOPH to assist with efficiency and standardization of background investigations.
- All sworn officer positions background investigations are Adjudicated to ensure due diligence of gathering information to make an informed hiring decision.
- Implemented the Use of Force policy to be aligned with National Standards and expectations, supported with the use of the new Incident Review Form and Use of Force Report Form for better documentation and tracking. Also included department wide, De-escalation training for all Officers.
- Continued collaboration and transparency with the Tulalip Citizen Police Advisory Review

# Police Department

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Board.

- Four (4) cadets graduated the United States Indian Police Academy (USIPA). 1 Tribal Member, 2 Spouse and Parents of a Tribal Member, and 1 Other Native.
- TPD New Hire Orientation created and given to all new hires.
- Audit completed for Drug Task Force and Criminal Investigations Unit financial controls and transactions.

## **Sex Offender Registration and Notification Act (SORNA)**

Mission: SORNA aims to close potential gaps and loopholes that existed under prior laws, and to strengthen the nationwide network of sex offender registrations.

- The Tulalip Tribal Police Department SORNA program is led by Alyshia Ramon, TPD SORNA Program Manager.
- 2020 SORNA Highlights:
- Debra Muir our previous SORNA Manager retired from the department with 17 Years of service. Debra worked in collaboration with the Department of Justice and many others to bring what the SORNA Program is today. TPD thanks Debra for her 17 years of service and hard work she has dedicated to the department and SORNA Program.
- On March 17, 2015, the U.S. Department of Justice, Office of Justice Programs, Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART) notified Tulalip Tribes of Washington of its determination that the tribe had substantially implemented the provisions of the Sex Offender Registration and Notification Act (SORNA), Title I of the Adam Walsh Child Protection and Safety Act of 2006.

- In December 2020 TPD hired a new TPD Program Manager (Alyshia Ramon). Alyshia has been working diligently to help streamline some of our processes and updating our RSO files ensuring that our program(s) are following best practices.
- Alyshia continues to work in collaboration with our business partners ensuring that our programs remain in compliance.

## **Future Projects and Efforts**

The Tulalip Tribal Police Department's future projects include the following:

- **Community Outreach** - Strengthen existing Community Outreach efforts working with Community members and the other Tribal Departments to enhance service delivery to the Tulalip Community.
- **Embedded Social Worker Program** - Fully implement the Law Enforcement Embedded Social Worker program in partnership with the Tribal Court and other Tribal Departments to better assist those in need with the appropriate response to substance use disorder, crisis calls for service, and enhanced victim's services. Assigning a sworn police officer(s) to work with the embedded social worker program.
- **Training** - Enhance and further implement in-service department training focused best practices, marine and officer safety, critical incidents, and use of force de-escalation.
- **Staffing** - Recruit, hire, train, and retain talented employees to staff the critical service delivery units within the department.
- **Crime Control** - As staffing permits, increase staffing in the Drug Task Force, Criminal Investigations Unit, Patrol, Narcotics K-9 team, Neighborhood Response Team, Fish and Wildlife, and Patrol.

# Police Department

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- **Technology** - Implement a Technology Committee with Tulalip Data Services to prioritize and manage IT projects within the Police Department. Such IT projects include Records Management System (RMS) upgrade, CAD upgrade, digital evidence storage system, protection order service tracking system, recorded interview room upgrades, drone program, etc.
- **Building Improvements** - Complete tenant improvements at the current police station, interior office build out to support the current and future program needs of the Police Department.
- **Diversion Center** - In partnership with Snohomish County enter into working agreements for Tulalip Embedded Social Worker to utilize the Diversion Center as a temporary sheltering resource for those getting off the streets and into treatment.
- **Radio System** - In partnership with Snohomish County on a pilot program to become a contract user agency of the Sno911 radio system, this will enhance radio coverage, officer safety, radio interoperability, and would be a cost saving for the Tribe.
- **Policy Manual** - Continue to revise the TPD Policy Manual, this is a lengthy process that has been started and will continue throughout 2021.

## **How did you adapt to provide services during COVID:**

COVID-19-In 2020, despite the COVID 19 pandemic, the Tulalip Tribal Police Department continued to provide 24/7 full police services to the Tulalip Community. Along with the all other Tribal Departments, the COVID 19 pandemic created service delivery issues as the Police Department implemented COVID safety protocols to protect both the public and our staff. Examples of our safety protocols included, wearing of PPE, maintaining social distancing, field booking releasing arrestees with more referrals made to the Tribal Prosecutor's Office rather than booking arrestees into jail to limit exposure risks, limiting our community outreach, and curtailing neighborhood meetings.

## **Frequently Asked Questions:**

Q. How can I find out if a Sex Offender lives in my area/neighborhood?

A. To find out if an Offender lives in your area you can search online at <https://tulalip.nsopw.gov/ConditionsOfUse.aspx>

Tulalip Tribes Sex Offender Registry gives a view of which offenders currently reside in your area/ neighborhood.

# Positive Youth Development & Leadership

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## Vision:

Tulalip Education honors and preserves our ancestral teachings by strengthening our youth and families. We provide educational pathways for current and future generations; we strive to ensure quality and inclusive services, while offering life-long learning opportunities through dedicated, compassionate support for our students in reaching their goals and dreams.

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**Contact:** Courtney Jefferson  
360.716.4882  
courtneysheldon@tulaliptribes-nsn.gov

**No. of employees:** 8  
7 Tribal members  
1 Spouse/Other Native

### 2020 highlights:

- Center maintained COVID procedures and kept all who attended center safe
- Advocates reached students at all MSD location VIA email/phone/social media/mail
- Advocates working within all MSD school's serving over 1200 Native students
- Summer programs, weekly hiking, swimming, and fundraising
- Daily meals @ teen center included breakfast, lunch and a snack
- Maintained drumming in our center, open opportunity's so share songs

### Grants administered:

- Facilitated COVID back to school funds over 1100 students/families issued checks for back to school funds

### Services provided to Tulalip citizens in 2020:

- Open space for 6/12<sup>th</sup> grade students
- Helped families re-enroll in school
- Connected families and MSD with needs from families

- Opened communication for MSD staff when unsuccessful, home visits/outreach

### How did you adapt to provide services during COVID:

- Opened space at teen center to host kids zoom classrooms
- Assisted youth, helped find services for families (tutorial, additional spaces, outlets and activities-incentive based)
- Summer programs with youth
- Fundraised
- Helped when families needed chrome books
- Housed MSD staff in our center for back to school pick up supplies and needs basis meetings
- Brought in MSD staff to our center to still connect 1:1 help with students

### Frequently Asked Questions:

Q. Who is my Advocate at my school?

A. We currently have advocates in all schools in the Marysville School District, also an out of area Advocate; Shantel Osborn sosborn@tulaliptribes-nsn.gov desk 360.716.4911, cell 360.502.1926

Q. Are we able to access funding for my child?

A. Funding changes for 2021 Activity funding \$500, Tutorial \$2500, Private School \$10,000 forms can we found at <https://www.tulalipyouthservices.com/> also follow us on FB <https://www.facebook.com/TulalipTribesYouthServices>

# Positive Youth Development & Leadership

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Q. What is your role as a School Advocate?

A. A School Advocate is to provide support and resources to our Native youth in areas of academics, behavior, attendance & health/wellness.

Q. What are the Advocates goals in the Schools?

A. The goal of an Advocate to assist, redirect and encourage Native students in many areas of their life so that they can be successful. The Advocates are mentors and supporters of our Native Youth.

# Roads & Transportation

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## Mission:

Responsible for maintaining our tribal owned roads throughout the reservation.

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**Contact:** Christina Parker 360-913-4205

### No. of employees:

Judith Colina, Douglas Bender, Chris Hunter

### 2020 highlights:

The transportation department has been working on a lot of projects since 2019 and thru the Covid pandemic. Here's the highlights

#### Construction projects completed

- I-5/116<sup>th</sup> Interchange improvements Ramps –interchange improvements for long term safety, mobility and capacity
- Q Roadway and Infrastructure Improvements – road, water and sewer improvements in support of new QCC Casino and reduce reliance on city of Marysville water and sewer
- Sewer Extension from the new Q to QCV treatment plant –sewer improvements to reduce reliance on city of Marysville sewer
- Justice Center Stormwater improvements - stormwater repairs and replacements to reduce parking lot flooding and improve stormwater outfall to Quilceda Creek

#### Construction projects in progress

- Valve Can Maintenance – repairs Tulalip Utilities valves and lids within various reservation roadways

#### Transportation Inventory

- Reservation Road R/W research and inventory – researched, collected, organized, and cataloged land ownership and right of way plan information of 80 miles of public roads on the reservation (GIS inventory)

#### Transportation planning

- Developed Tribal Transportation Improvement Plan (TTIP) – 5 year plan to make needed road improvements, preservation, and maintenance projects

#### Project preliminary engineering

- 88<sup>th</sup> / Quil Ceda Blvd Signal modifications project – constructs signal modifications to provide eastbound left turn phase for driver and pedestrian safety, ready to bid for construction
- Corridor Improvements at 4<sup>th</sup> Street and 88<sup>th</sup> St NE – I-5 Interchanges project – transportation traffic and planning to determine corridor improvement needs thru and across I-5 for long term safety, mobility and capacity improvements
- Hermosa Beach Pavement preservation project – rehabilitates road pavement, sidewalk, lighting and stormwater improvements, ready to bid for construction
- Battle Creek Housing area pavement preservation project - rehabilitates road pavement, sidewalk, lighting and stormwater improvements, ready to bid for construction
- Mission Hill Road pavement preservation project - rehabilitates road pavement, sidewalk, lighting and stormwater improvements, ready to bid for construction

#### How did you adapt to provide services during COVID:

Our dept is able to telecommute and still maintain our relationships with surrounding jurisdictions & consultants.

# Roads & Transportation

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## **Frequently Asked Questions:**

Q. When will we fix the light on Marine Drive to head east bound into Marysville?

A. We are currently in design phase of the 4<sup>th</sup> Street & 88<sup>th</sup> Street Corridor Improvements project & we will be having an open house for this project in the near future to share with our community of the changes being made at both of these locations.



# Solid Waste & Recycling

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## Mission:

The Tulalip Solid Waste & Recycling Program aims to help improve the environment and protect the land for future generations. Through the recycling program we will be able to:

- Reduce waste going to landfills
  - Conserve precious natural resources
  - Lower our carbon footprint
  - Lower waste management costs
- 

**Contact:** Mike Johnson, 425-366-6729

**No. of employees:** 4

4 Tribal members

### 2020 highlights:

- Came together through the closure and supported one another by taking on much larger roles to ensure Public Works remained operational.

### Services provided to Tulalip citizens in 2020:

- Elders garbage pick up
- Demolitions
- Tribal member dumping at Shelco
- Housing curbside recycling
- Housing curbside garbage
- Tribal Government garbage service
- Tribal Government recycling service
- Illegal dump site clean ups
- Road Side/Beach clean ups

### How did you adapt to provide services during COVID:

- Did the best we could under the circumstances by working with other Public Works Departments.

### Frequently Asked Questions:

Q. Do we provide residential garbage service?

A. No, we are not equipped with the trucks or manpower to be able to provide that type of service.

# Stan Jones Retirement Home

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## Mission:

The Retirement Home is here to enrich the lives of our tribal residents. By providing them with the utmost care. We follow the tribal culture ways by being respectful, listening to their needs, showing compassion, and empathy. We promote independent living and honoring the tribal culture. We understand the importance of family and community involvement.

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**Contact:** Kathy Hurd

**No. of employees:** 11

7 Tribal members

4 Other Native

### 2020 highlights:

- No staff or resident tested positive for COVID

### Services provided to Tulalip citizens in 2020:

- 24 hour care
- 3 home cooked meals a day and snacks
- Laundry services
- Housekeeping Services
- Transportation to medical appointments and meeting with PCP
- Medication Services
- In-House Activities- Bingo, Story-telling, spa-day, daily exercise

### How did you adapt to provide services during COVID:

- Per the governors mandate for Long Term Care Facilities no visitors are allowed in the facility. To compensate for the loss of family not being able to come in the facility there are window visits, face time with family and of course phone calls to keep residents connected to their families.
- There were numerous virtual visits with PCP, they continue monthly
- For Residents entertainment – We added Story-telling and spa day.

### Frequently asked questions:

Q. Do tribal members have to pay rent?

A. Yes, the cost is \$800.00

# Tiny Homes Project

## Mission:

Address homelessness and chemical dependency issues in the Tulalip Community

**Contact:** Teri Nelson, 360-716-4920  
tnelson@tulaliptribes-nsn.gov

**No. of employees:**  
Pre Design & Development Phase

### 2020 highlights:

- Designed Conceptual Site Plans
- Applied and Awarded State Grant 2.3 million

### Grants administered:

- Washington State Department of Commerce
- Tulalip Foundation Donation

### Services provided to Tulalip citizens in 2020:

- Strategic Planning for 17 cottages and one community building (13 two bedrooms and 4 one bedroom units)

### How did you adapt to provide services during COVID:

- Continued site planning and design via Zoom

with key stakeholders, departments, engineers, consultants, CEO Offices, Board of Directors and architects.

### Frequently asked questions:

Q. Who is your target population?

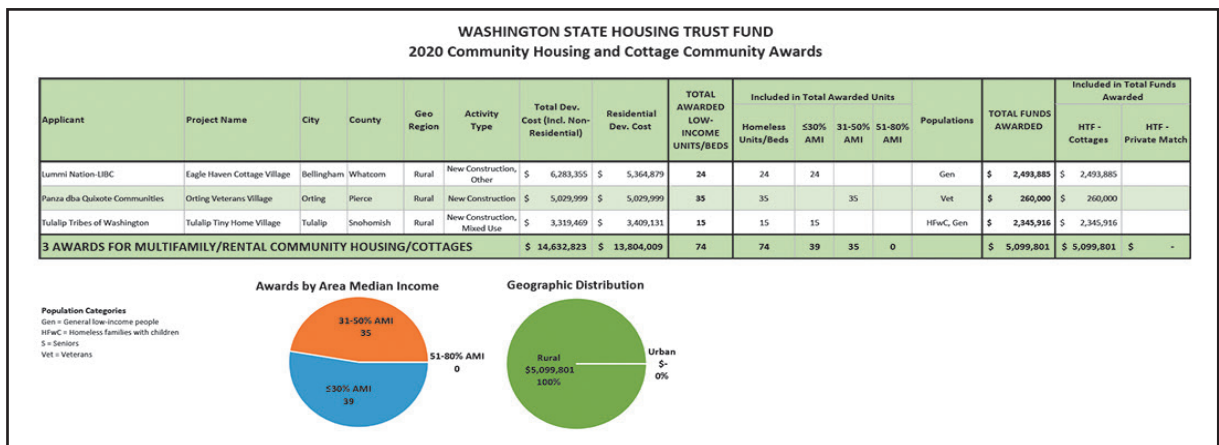
A. Based on the stakeholder survey and national best practices for homeless housing, the project will be permanent supportive recovery housing for singles, couples, and small families with up to 4 family members. Many residents are expected to use this housing as a stepping stone. Others may need this type of supportive structured program to maintain long term housing stability.

Q. What is the criteria to qualify to live at tiny homes village?

A. Clients must be physically homeless at entry

Q. When will the cottages be complete?

A. Ground breaking will be June 2021 with construction complete April 2022.



# Tiny Homes Project

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## Tulalip Tiny Home Village

### Project Summary

The Tulalip Tribes have identified a need for housing for homeless Tribal members, both individuals and families, and plan to build cottage housing at a site on Mission Hill Road in Tulalip Bay.

The Tulalip Tiny Home Village would have 17 1- and 2-bedroom cottages and a community building, with a large kitchen, dining room, children's play area, quiet computer/homework room, laundry, staff offices and a conference room that can be used for meetings and support groups.

The project will be permanent supportive recovery housing, with services tailored to the needs of each household. Two staff will work on site, a Program Administrator and a Case Manager, who will link residents to services and work with families on meeting goals.

### Target Population

The cottages will house individuals, couples and families with children with up to four family members. All of the residents will have been homeless at entry. An estimated 30 children, from infants to teenagers, will live in the Village.

### Schedule

We have applied and received notification of \$2.3 million dollar award from State Housing Trust Fund last December 2020. The project is expected to break ground June 2021, with occupancy by April 2022.

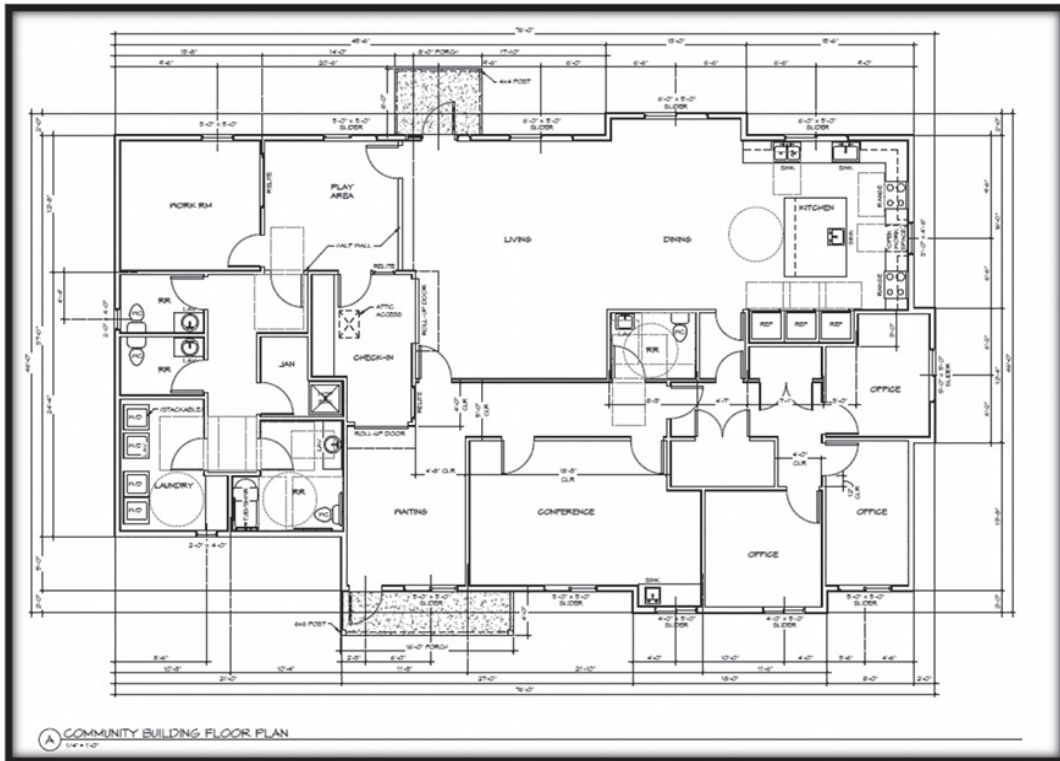
### Contact:

Teri Nelson

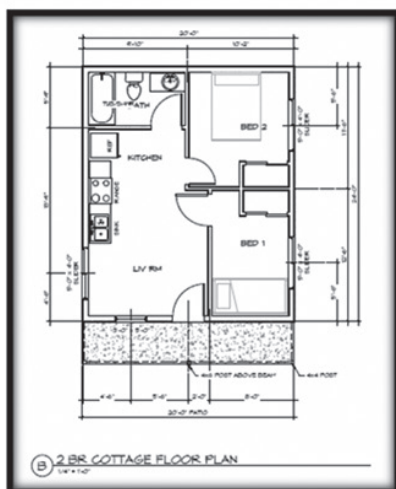
[tnelson@tulaliptribes-nsn.gov](mailto:tnelson@tulaliptribes-nsn.gov)

360.716.4920

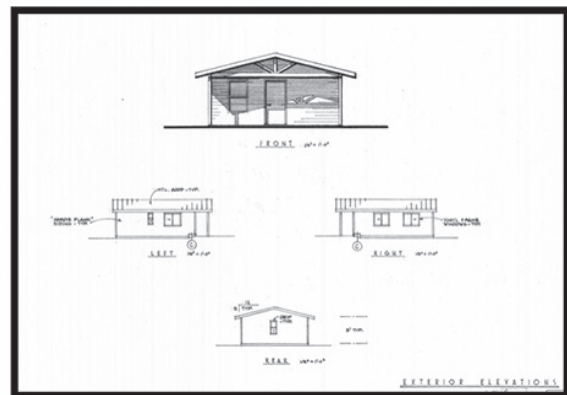
# Tiny Homes Project



**Community Building**



**Floorplan of 2-Bedroom Cottage**



**Exterior Elevations of Tiny Home**

## Mission:

Provide safe reliable on time transportation services to the Tulalip Bay area

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**Contact:** Mary Hargrove, 360-716-4206  
maryhargrove@tulaliptribes-nsn.gov

### No. of employees: 2

- 1 Tribal member
- 1 Non-Native

### 2020 highlights:

- Program established January 2011
- Lead Transit Operator has just begun their 11<sup>th</sup> year of service.
- Grants administered: Federal Transit Administration (FTA) 5311 (c) Rural Tribal Transit for 11 years.
- CARES ACT Funding.
- Took delivery of new bus.

### Services provided to Tulalip citizens in 2020:

- Due to the stay at home order service was suspended from March 9, 2020 – October 26, 2020. This reduced our annual rides drastically. Service was restored as soon as we could do it as safe as possible.
- 69,000 rides provided through the duration of the program.

### How did you adapt to provide services during COVID:

- We were able to use CARES ACT funding to install protective barriers in the buses.
- The workforce reduction that took place left the program with only one driver. Because of this the service schedule had to be adjusted decreasing the amount of trips. Using data collected we kept as much of the service as possible.
- Protective safety measures are used onboard the bus to do our part to prevent the spread of COVID.

### Frequently asked questions:

Q: What time will the bus be here?

A: Using the schedule answer accordingly.

# Treaty Rights & Governmental Affairs

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## Mission:

Protect and advance the treaty reserved rights, self-determination and sovereignty of the Tulalip Tribes and its members through policy and political advocacy at all levels of government.

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**Contact:** Ryan Miller, 360-716-4632  
ryanmiller@tulaliptribes-nsn.gov

### No. of employees: 10

5 Tribal members

5 Non-Native

### 2020 highlights:

- In the third quarter of 2020 the Treaty Rights Office separated from the Natural and Cultural Resources Department and became a new department that now included Government Affairs.
- Worked with other tribes to pass a tribal-only sports gaming bill in the WA state legislature
- Worked to pass legislation that resolved Tulalips' tax case
- Received funding for three Near Term Actions equaling ~\$800,000
- Attending nationwide consultations for tribes to ensure Tulalip receives all available Covid relief funds

### Grants administered:

- In 2020 our department administered or received over \$1 million in state and federal grants

### Services provided to Tulalip citizens in 2020:

- The service our department provides is often indirect but our work is responsible for protecting Tulalip rights to hunt, fish and gather in our

Usual and Accustomed fishing grounds and in all open and unclaimed areas. We provide cedar bark for our rediscovery work as well as for the language department and funeral roses.

- In 2020 we worked with the board of directors to pass the legislation to resolve Tulalip's tax case against Snohomish County and the State of Washington.

### How did you adapt to provide services during COVID:

- All staff were moved to telecommuting and were provided laptops and other equipment necessary to continue their duties. We were also able to schedule a social distant cedar bark pull for department purposes.

### Frequently asked questions:

Q: Do I need a permit to harvest on Forest Service or Washington Department of Natural Resources land (DNR)?

A: No, our department as well as Natural and Cultural Resources often work with DNR and the forest service to get tribal members permits so that we can make sure that we're managing the resources on the landscape to the best of our abilities but, Tribal members have the right to gather plants of all kinds on all public lands within the State of Washington, at any time, without a permit.

# Tribal Employment Rights Office (TERO)

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## Mission:

Enforce the provisions of the TERO Code to: Ensure preference in employment, contracting and economic opportunities; Provide vocational training opportunities with the outcome of employment; Prohibit employment discrimination

## Tulalip Vocational Training Center (TVTC)

## Mission:

To train Native Americans and their families in the construction trades, resulting in our students gaining successful employment in family wage jobs. To work with the entire family, offering pathways to services and organization that will be beneficial to student family success, creating a healthy and culturally vibrant family and community.

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**Contact:** 360.716.4744 [www.tulaliptero.com](http://www.tulaliptero.com)  
360.716.4760 [www.tvtc.tulaliptero.com](http://www.tvtc.tulaliptero.com)

### No. of Employees:

TERO: 6 Tribal members

TVTC: 1 Other Native

TERO WEX: 5 Tribal members

### 2020 Highlights:

2 TVTC classes, with successful COVID plan in place. Twenty one (21) graduated from the combined classes

- 14 Tulalip Tribes
- 1 parent of Tulalip Tribes
- 1 Nez Perce
- 1 Makah
- 1 Upper Skagit
- 1 Tlingit
- 1 Quileute
- 1 parent of Stillaguamish
  
- 5 earned their high school diploma
- 2 of them went to work; BIA policeman and secretary
- 2 are working on retrieving their WSDL through Northwest Justice

- 1 student took the driver's test and earned his WSDL

- 62 Dispatched TERO workers.
- \$20+ million Sub contracted Tulalip Contractors on the QCCC project.
- 174 Compliance Plans
- 27 Referrals

### Grants Administered:

- TERO is funded through TERO fees and an EEOC Government to Government Contract.
- We received grant funding from our Tulalip charitable table which keeps our program up and running paying for college accreditation and other supplies for training. We continue to utilize the (P.A.S.S. grant Pre Apprenticeship Support Services) to pay the wage of our grant funded Family career navigator's salary. With help from the tribe's charitable donations dept., she helped us secure funding from a few different funding sources. We received 30K from the SCHOOLS OUT WASHINGTON, 5K from THE FERGUSON FOUNDATION. CHARITABLE DONATIONS from THE STILLAGUAMISH TRIBE 5K, and a few private



# Tribal Employment Rights Office (TERO)

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donations from community members. Our long relationship with SOUND TRANSIT whom we have received grants from in the past reached out and granted us 8K to use for PPE and other encumbrances to help with potential remote learning.

## Services provide tod Tulalip citizens in 2020:

### TERO & TVTC

- First aid/CPR/AED, 25
- Washington State traffic control card, 26
- OSHA 10, 21
- Forklift/Boom lift/Scissor lift, 25
- Trades Apprentice Programs
  
- Work Experience, 7  
Work Attire, 40
- Driver's Education, 43  
Work-Source
- Client Dispatch, 41  
Client Referrals, 27
- NW Justice—License Retrieval  
Entrepreneur/Business development/Government Contracting

## How did you adapt to provide services during COVID:

- The Winter/Spring class started in January and was postponed on March 2020 they would re-start where they left off in October and join the Summer/Fall class that started September 2020

- In preparation of COVID, the shop was grid out in six foot blocks so students could learn in a social distance manor. Masks were provided to students with a donation of masks from K. Newland. In addition other masks, cleaning supplies, more specific PPE to keep students safe were provided by the Tribe. TVTC purchased an electrostatic sprayer, institutional disinfectant solution, hand sanitizer, masks and anti-fog glasses among other safety supplies. The instructor purchased a microphone so all the students could hear him. Daily cleaning and sanitizing of the building is completed at the end of each day.
- TERO worked with contractors via email and phone to continue dispatching workers. Worked with Membership via email and phone to process Client Services.

## Frequently asked questions:

Q. What jobs are available?

A. We dispatch to all construction projects and assist with referrals to the Central Employment Department for other Tribal jobs.

Q. How do I get certified on the Native American Owned Business (NAOB) registry?

A. There is an application process where TERO certifies that the company's ownership is 51% or more Native; along with documentation to verify expertise and business structure.

# Utilities Authority

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## Mission:

Tulalip Utilities strives to provide safe & consistent water, wastewater, & septic service to our customers while maintaining a high level of customer service.

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### Contact:

Office 360-716-4840  
Billing 360-716-4349  
Manager 360-529-7497

### No. of employees: 14

8 Tribal members  
2 Tulalip tribal member parents  
3 Other Natives  
1 Non-Native

### 2020 highlights:

- Tulalip Utilities completed 2,400 ft. of A/C mainline replacement around Tulalip Bay in 2020.
- There are 3 more grant funded major infrastructure upgrade projects scheduled 2021 also.

### Grants administered:

- Scattered Sites Grant
- Tulalip Cares Grant
- Watersheds Grant
- I H S Infrastructure Grants

### Services provided to Tulalip citizens in 2020:

- Water Service
- Sewer Service
- Septic Pump Out Service
- Water Tap Installation
- Sewer Tap Installation
- IHS funding helped with installation of new water & sewer/septic services for Tulalip Tribal Members & other natives.
- Trouble repair and maintenance of existing septic systems

### How did you adapt to provide services during COVID:

- Tulalip Utilities Authority remained open and running during the duration of 2020 as we are an essential service to the health and welfare of the entire community. We did operate with a reduction in staffing during the COVID administrative closures.
- We were forced to adapt our operation by closing our doors to the public at our office. We conducted all customer service & billing issues through email and phone conversations. We did our best to maintain a high level of service during this difficult time.

### Frequently asked questions:

Q: Why is my water bill so high?

A: The first thing to check when concerned about your water bill that seems abnormally high is for leaks in fixtures or a running toilet. Once you have conducted a leak check on your side of the meter and are still concerned Tulalip Utilities would be glad to come check your metering equipment for proper operation upon customer request. If it is determined that the equipment is functioning properly you will be charged a service call fee and be liable for the existing bill. If the metering equipment is malfunctioning Tulalip Utilities will fix the meter free of charge and adjust your bill to the date of the malfunction.

# Veterans

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## Mission:

Our mission is to provide any assistance necessary for our veterans to achieve our vision and to provide documentation to our administration and our B.O.D., and our people regarding our activities in the effort to serve our Veterans.

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**Contact:** William C. McLean III, 360-716-4862  
wmcleaniii@tulaliptribes-nsn.gov

**No. of employees:** 1

### 2020 highlights:

The department was on furlough for most of the year so the only event that took place while we were working was the Veterans Day event which was more or less an offer as opposed to an actual event due COVID-19 and keeping social distancing in mind. We were also able to provide Color Guards and Honor Guards when necessary.

### Services provided to Tulalip citizens in 2020:

- When possible we still made ourselves available to Veterans for most of our services which include, but are not limited to, the following:
- Providing our respect and loyalty to our veterans
- Providing information to assist our veterans with VA benefits
- Providing transportation to health care facilities for veterans as requested
- Providing referrals for our veterans to the entity best suited to address the individual
- Networking with other agencies to address situations of veterans needs
- Providing positive public relations for the Tulalip Tribes

- Providing Color Guard services for Tulalip events, ceremonies and Veteran funerals
- Providing accurate accounting of our budget
- Coordinate monthly Veterans gatherings at the beginning of the year
- Coordinate Veterans Committee meetings

### How did you adapt to provide services during COVID:

We have taken a lot of precautionary measures and followed guidelines set out by The Tulalip Tribes in order to maintain safe social distancing with Tulalip Veterans. We are still able help, in most aspects, when it comes to the requests of individual Tulalip Veterans. Unfortunately we have not been able to provide the monthly meetings or other events in which to celebrate and honor Veterans due to COVID-19.

### Frequently asked questions:

**Q:** Can the Veterans Department provide a Color/Honor Guard for (insert function here)?

**A:** As long as nothing is already on our schedule we try to oblige the request, especially for Honor Guards at funeral services. Once we have the date, time and location we reach out to the Tulalip Veterans within our community to come participate in the event.

## Mission:

To help improve the health and nutrition status of pregnant women, new mothers, guardians, infants and children under the age of five.

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**Contact:** Layla Fryberg, WIC Coordinator.  
360-716-5625

### No. of employees: 2

Layla Fryberg WIC coordinator/Clerk  
(certifies clients, issues benefits, recertifies clients, monthly visits.

Dawson Amerman Registered Dietitian  
(consults with WIC clients)

### 2020 highlights:

During the pandemic, WIC was/is so essential, I was provided a laptop from the state so that I can conduct appointments/help clients from home.

### Grants administered:

Washington state WIC grant.

### Services provided to Tulalip citizens in 2020:

- Nutrient rich foods
- Nutrition education,
- Health screenings,
- Breastfeeding support
- Referrals to other health/services

### How did you adapt to provide services during COVID?

I went in daily to conduct my appointments over the phone, the state sent me a laptop so that I was able to do remote services from home because WIC is an essential need.

### Frequently asked questions:

Q. Is WIC solely based on income?

A. Yes, WIC is funded to help with supplemental foods for low income families.

Q. How many cans of formula does WIC help supplement?

A. For infants less than 30 days old, WIC provides 1 can of formula to help promote breastfeeding (case by case) if not breastfeeding at all WIC supplements with 9-10 cans under the age of 6 months, 6 months and older will receive 7 cans because this is the age an infant should be introduced to solids (unless told otherwise by a Doctor)

# Youth & Family Enrichment

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## Mission:

Tulalip Education honors and preserves our ancestral teachings by strengthening our youth and families. We provide educational pathways for current and future generations; strive to ensure quality and inclusive services, while offering life-long opportunities through dedicated, compassionate support for our students in reaching their goals and dreams.

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**Contact:** Josh Fryberg, Manager  
joshfryberg@tulaliptribes-nsn.gov  
Work cell: (360) 913-1534

**Number of employees:** 13  
10 Tribal members  
3 Other Native

### 2020 Highlights:

Pre covid 19

- Hosted 2 coastal jams pre covid 19
- Culture night programs
- Daily facility programs included games room, weight room, arts & crafts room, community basketball league, strength & conditioning
- Talking circles
- Mentoring program
- Cooking classes
- Elder & Youth drumming program
- Skate Park
- Field programs softball, kickball, football
- Daily rides to the facility & home

Covid 19

- Summer camp (outdoor activities)
- Hunting program
- Created 20 zoom room classrooms at our facility 5 days a week
- Created P.E. classes for students
- Daily Breakfast and lunch for all students attending

- Skate Park
- Field activities
- Staff, student, parent and school networking
- Daily rides to the facility and home
- Recorded 3 songs with staff and community for the community to see

### Services provided to the Tulalip citizens in 2020:

- Daily activities for youth
- Skate park
- Community basketball league
- 20 facility zoom rooms for grades 6-12
- Summer camp for 6-12 grade
- Youth, family and school outreach.

### How did you adapt to provide services during COVID 19:

We created covid 19 guidelines for programs, enforced masks and temp checks. Created our facility into 20 zoom room classrooms so that students 6-12 grade could do their work also provided P.E. and shared cultural songs.

### Frequently asked questions:

Q. When can we have a tournament and coastal jams or utilize the field?

A. When we are able to in a safe manner, safety plan and guidelines have been submitted we are waiting on approval. Everything will be happening sooner than later with safety guidelines.

# Tulalip Gathering Hall



