



December 2019

Volume 4, Issue 12

Elwha News

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LOWER ELWHA KLALLAM TRIBE



LEKT Chairwoman Frances Charles participated in the ribbon cutting at the 2019 Winter Ice Village (local seasonal ice skating rink) Grand Opening Ceremony in Port Angeles on Friday 11-22-19 with other donors. At the ceremony the Song & Dance Group welcomed the crowd with songs & a Klallam language welcome speech.

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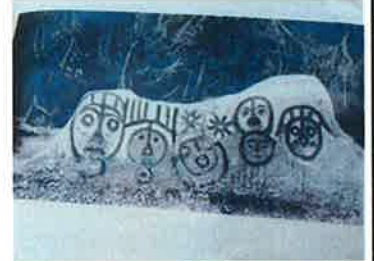


Letter from the Vice-Chair

Dear Lower Elwha Tribal Community,

Merry Christmas. It is that time of year again. I wish everyone a happy and safe Christmas. I also hope everyone has a good time at our annual Christmas Party. It is always good to see everyone there. We have good food and more importantly, we have good company and get to visit with each other.

In mid-November, as an alternate member, I attended an in-person meeting with National Tribal Caucus (NTC) held this time at Suquamish Clearwater Resort and Casino. Suquamish did a good job hosting us. We even went on a boat tour to one of their sacred grounds called Deer Beach. We also saw the petroglyph rock, which is only visible at low tide. It was nice to see the faces carved on it from long ago. It is the only petroglyph rock in Washington State like that. There are a few in British Columbia.



The National Tribal Caucus (NTC) is a national body of high-level advisors selected or elected to represent all tribes within their Environmental Protection Agency (EPA) region. In our case Region 10. We have 271 federally recognized tribes and 4 states in Region 10. Our primary focus is to identify and address tribal environmental issues that are national in scope, cross-agency in nature, or that may be emerging or urgent.

The NTC serves on the National Tribal Operations Committee (NTOC) to improve communications and build stronger partnerships between EPA and federally recognized tribes. The NTOC is comprised of the EPA Administrator, Deputy Administrator, Assistant Administrators, Regional Administrators and the NTC.

The NTC also works directly with the American Indian Environmental Office (AEIO) and senior leadership across EPA to raise tribal environmental priorities and concerns that can be assessed and discussed. The NTC has a government-to-government relationship with the EPA that supports the implementation of necessary environmental statuses and standards, ultimately leading to the protection of human health and the environment in Indian Country.

My duty as an NTC member include exchanging views, information and advice to support EPA programs in Indian Country. Identify and facilitate actions that address the gaps in data. Strengthen EPA-tribal partnerships to build capacity to develop and implement environmental programs in Indian Country and to promote mutual understanding of interests and perspectives on national tribal environmental issues, policies and priorities.

The NTC also participates in the EPA budget planning process. We establish national tribal environmental priorities. We have regular meetings with EPA Senior Leadership and collaborate with EPA media program offices and tribal partnership groups.

This does not mean we get what we want but at least we can discuss and participate in the process. I am humbled and honored that I am an alternate to the NTC. It holds a lot of responsibility as I represent many tribes and speak to a multitude of issues and concerns. I meet Tribal Leaders from all over the United States.

That brings me to you, our tribal members that vote to put me on council. I represent my tribe with pride, respect and humility. I could not be on all the national groups and councils without your support. I always strive to put our tribe first before I speak on other issues. However, most tribes in Washington State, Puget Sound and Salish Sea have the same issues. We all have habitat, hatchery, and lack of clean water and harvest issues that we are working on. We need to work on pinniped management as the seals and sea lions are at the forefront. They eat more salmon than all of us. I continue to work on these issues and others when I am at the local, regional and national level.

I want to have feedback on what I do and what I should be doing from you. My door is still open or you can call me at 360-477-1922. I promise that I will get back to you. Thank you.

Respectfully,

Russell N. (RAZZ) Hepfer



Tribal Council Resolution List

Date	Number	Resolution Title
10-28-19	117-19	Authorizing use of Microsoft Cloud Service for Tribal backups and data—APPROVED
10-28-19	118-19	Approval of participating professional service agreement, between Regence Blue shield and the Tribe with a waiver of sovereign immunity —APPROVED
10-28-19	119-19	Approval of Client services agreement between the LEKT and Arthur J Gallagher Risk Management Services Inc. with a waiver of sovereign immunity —APPROVED
11-4-19	120-19	Enrollment of: Nexcanekwen Fernandes—APPROVED
11-4-19	121-19	Enrollment of: Sarah Hopie—APPROVED
11-4-19	122-19	Adoption of: Ryan Clark—APPROVED
10-28-19	123-19	Acceptance of LEKT, Comprehensive Economic Development Services, (CEDS) Grant application —APPROVED
11-4-19	124-19	Approval of Professional services contract between Peninsula heat Inc. and LEKT for FY 2020 with a limited waiver of sovereign immunity —APPROVED
11-25-19	126-19	Appointment of Sandra Johnson as a Gaming Commissioner —APPROVED
11-25-19	127-19	Appointment of Jessica Egnew as a Gaming Commissioner—APPROVED
11-25-19	128-19	Appointment of Rachelle Wheeler as a Gaming Commissioner —APPROVED
11-25-19	130-19	Approval of Emergency Food Assistance Program and Trade mitigation program sub contract between LEKT and Olympic Community Action programs —APPROVED
11-25-19	132-19	Submission of FY 2020 Aquatic invasive plant management for early infestation program proposal to the Dept. of Ecology/Protecting the Elwha estuary: early detection rapid response to Eurasian Milfoil —APPROVED
11-25-19	136-19	Cougar research MOU w/Makah Tribe—APPROVED
11-25-19	140-19	Appointment of Suzie Bennett to the Gaming Commission—APPROVED

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Thank you



Emergency Management

In November the Lower Elwha Klallam Department of Emergency Management hosted its first CERT class in many years.

CERT stands for community emergency response team. Members are taught first aid, light rescue and fire-fighting during three 8 hour sessions. The training was provided free of charge by Clallam County Fire District #3.

CERT teams are designed to help their communities during major disasters such as an earthquake.

The photograph shows the latest members of our team.

Members will now train once a month to continually update and maintain their skills.

Additional training classes will held in Sequim starting in January. If you think you would like to be part of our team you can call Emergency Management Coordinator Glen Roggenbuck at 360-912-2624 for more information.

Winter is fast approaching. Now is a good time to have your chimney checked and cleaned if neccessary.

And to winterize your car. We never can be to sure what is in store for us winter wise but some predictions are calling for cold and wet which usually means snow.

So get ready now before the storm hits.

Glen Roggenbuck

Emergency Management Coordinator





Census 2020

2020 Census

AREA CENSUS OFFICES

♦ Seattle Office #3295
4735 E Marginal Way S, Ste 1108
Seattle, WA 98134
PHONE: 206-288-7831
FAX: 206-288-7865

OPENING SUMMER 2019

- ♦ Everett Office
- ♦ Olympia Office
- ♦ Spokane Office
- ♦ Tacoma Office

APPLICATION WEBSITE

www.2020census.gov/jobs

TOLL FREE JOBS & SUPPORT LINE

1-855-562-2020

PEAK HIRING

- Summer 2019
- Winter 2020

Application Workshops Available

Contact your local
Recruiting Manager at

1-855-562-2020

United States
**Census
2020**



Washington Job Opportunities

One application for all positions!

Positions include:

Census Field Supervisors ♦ Supervises a Team of Enumerators	\$14.50 - \$25.50 per hour
Enumerators (Census Takers) ♦ Visit households to validate address and follow-up on Census questionnaire	\$13.00 - \$23.00 per hour
Recruiting Assistants ♦ Promote Census Jobs. Local grassroots recruiting.	\$16.00 - \$25.50 per hour
Office Operations Supervisors ♦ Supervises office clerks.	\$15.00 - \$23.50 per hour
Clerks ♦ Performs clerical office duties as assigned.	\$13.00 - \$18.50 per hour

Apply online

www.2020census.gov/jobs

1-855-562-2020

Basic Qualifications

- ✓ Must have valid email address
- ✓ U.S. Citizenship required
- ✓ Must be 18 years of age or older.

For timeline information, please visit

www.2020census.gov/en/important-dates

Federal Relay Service: (800) 877-8339 TTY / ASCII -
www.gsa.gov/fedrelay

The U.S. Census Bureau is an Equal Opportunity Employer



Census 2020



Who Counts as Part of Your Home?

If you are filling out the census for your home, you should count everyone who is living there as of April 1, 2020. This includes anyone who is living and sleeping there most of the time. If someone is staying in your home on April 1, and has no usual home elsewhere, you should count them in your response to the 2020 Census.

Counting Young Children

It is important to remember to count any children who are living with you. This includes:

- All children who live in your home, including foster children, grandchildren, nieces and nephews, and the children of friends (even if they are living with you temporarily).
- Children who split their time between homes, if they are living with you on April 1, 2020.
- Newborn babies, even those who are born on April 1, 2020, or who are still in the hospital on this date.

Join the 2020 Census Team– Apply Online!

2020census.gov/jobs

For more information or help applying,
please call 1-855-JOB-2020



Census 2020

In 2020, you might be filling out the census online

Excerpted from PBS News Hour

WASHINGTON — The days of the census taker with clipboard in hand may be numbered. The Census Bureau plans to test digital tools in preparation for the 2020 census, a change that could save millions of dollars.

People may be asked to fill out their census forms on the Internet instead of sending them through the mail. Census takers may use smartphones instead of paper to complete their counts.

The once-a-decade count is used to draw congressional maps and helps determine how the government spends \$400 billion on infrastructure, programs and services each year.

Despite outreach and advertising campaigns, the share of occupied homes that returned a form was 74 percent in 2010, unchanged from 2000 and 1990. The majority of the money the bureau spends during a census goes to getting everyone else to fill out their forms, Census Director John H. Thompson said.

In the Savannah, Georgia, area and in Maricopa County, Arizona, census workers this year will be asking people to respond on the Internet instead of filling out the traditional forms with such questions as age, race and homeownership. During follow-up visits for those who don't answer, census workers will forgo using paper and instead input answers directly into their smartphones for instantaneous collection and analysis.

In addition, in Savannah and nearby South Carolina, census officials will test an Internet response system that will only require a person to input a home address to answer questions, instead of using a government-generated identification number.

"All you need to have is an address where you live," Thompson said. "If we do that, it opens up all kinds of new ways to promote the census in targeted ways. If we contact someone at a sporting event and they have a smartphone, we can get them to respond right then and there."

The Census Bureau plans to discuss its upcoming tests in a webcast on Friday.

Americans are ready for an Internet-driven census, officials said. During 2014 tests in Washington, D.C., and nearby Montgomery County, Maryland, 55 percent of the families who were asked to fill out their census tests on the Internet responded without major prodding, an "exceptional response," Thompson said. Census workers used iPhones to collect information in follow-up visits.

Census workers will use Android phones during the test this year, Thompson said. "Everything will be on those smartphones. No paper," he said.

For government officials, going digital means they can do real-time analysis on areas to figure out which households have not responded, and be able to use their workers on the ground more efficiently, he said.

"You now can electronically control the flow of information all the way, from when you get people to self-respond, hopefully by the Internet, to when you give it to the interviewers to when you get it back from the interviewers," he said.

The Census Bureau will also test using electronic records from other government agencies to help fill in gaps in responses, Thompson said.



Census 2020



Census 2020

You
count.
Be
counted.

Census Day is April 1, 2020.

Count yourself where you live and sleep most of the time as of April 1.

Every household will have the option of responding online, by mail or by phone.

Your census responses are confidential, secure and protected by law.

The online and phone questionnaires are available in English and 12 languages.

10 minutes
questions
years

It takes just 10 minutes to answer 10 questions that will shape investments in your community for 10 years.



www.ofm.wa.gov/2020census



Klallam Language After School Program

klallam language after school program Update...

Our kids had the opportunity to meet with students from Lakeside Middle School.

The kids had created signs for the Domestic Awareness Walk and joined the walk.

Klallam Language
some of what we went over:
Days of the week
Introducing themselves
Klallam Alphabet
Family Terms (mom, dad, etc)

Awareness Walk



Lakeside M. School



Native American Day





Elder Jackets

Some of the Elders would like to thank those involved in getting them the jackets they've been waiting for. The jackets are very nice, comfortable, and well-made.

Thank you Rena (Desh) Barkley and Randy Gonzales for reaching out to Leona to check on the opportunities to follow through on the Elders' request.

Thank you Desh for reaching out to Cody Bankson at the Cedar Box and asking if they would like to be involved in the contributions towards honoring our Elders with jackets.

Thank you Cody for jumping in and partnering with the Elwha River Casino to pull it off.

Thank you Leona for connecting the dots and coordinating the efforts along the way.

A HUGE thank you to the Elwha River Casino and Cedar Box employees who prepared the meal, set up the meal, served dinner to all the attendees, and completed the clean up afterwards. Each of you were kind, attentive, and made the dinner such a pleasure to participate in.



FREE WILLS & ESTATE PLANNING CLINIC



FOR LOWER ELWHA ELDERS

Tuesday, December 17, 2019

Do you need a Will, Power of Attorney, or Advanced Directives, or need to update an existing will?

Attorneys will be available to provide free estate planning and preparation for eligible tribal members who own interest in Indian trust property.

Time and staff is limited.

Please contact Leona McKinnon, Elders Coordinator, at 360- 565-7257 ext. 7466 no later than December 6, 2019 to schedule an appointment and sign a release form requesting your ITI report from the BIA. If we don't get your ITI from the BIA, we cannot draft your will, we can only give you information about estate planning.

Appointments will be scheduled for 11:00 a.m. or 1:00 p.m.

Please be aware that during our intake process, we will ask questions about your income, assets, and other detailed information. This is necessary for our office to offer free legal assistance. All information will be kept confidential.



Elder's Program

Lower Elwha Elders Program

Elder Meeting

December
23
Monday

5pm-7pm

If you need transportation to this event, please call to arrange a time for pick up.
Leona D. McKinnon 360-406-1572

Elder Shopping!

Every Wednesday

For all tribal elders

ages 55+

We go to Safeway,

Walmart,

Occasionally

Costco, Pharmacy,

and to the Bank.

Call

Leona D. McKinnon

LEKT Elder Program

Coordinator

360-406-1572 to

arrange a ride.

Lower Elwha Klallam

Elders Program

Elder Cards:

Distributed the 3rd Friday of each month.

If you would like to change your store or authorize an alternate person to pick your card up for you, those changes **must** be made in person at Social Services. Changes **cannot** be made over the phone. Update your contact info as soon as it changes so we can contact you if we have questions.

Jamestown Elder

Luncheon:

Friday, December 13,
2019

Transportation is
provided.

Elder News



Lower Elwha Health Department

Community Health & Wellness

Hello and Happy, Healthy Holidays! We have a couple things we would like you to know that will be happening in the near future.

First of all, beginning in early December, we will be conducting a *community-wide assessment* to gather your thoughts on community health and well-being. This is the first step in our process to create a community-focused strategic plan to meet the needs of the Lower Elwha Klallam Tribal Community.

Please take the opportunity to share your insights! There will be both paper and online versions of the survey available for your convenience. We will send out notices once the survey goes live with a link for the online version. Paper surveys will be available in the Tribal Center at a table outside the dining hall.

Questions? Please contact **Aleilah P Lawson, (360) 912-1560, aleilah.lawson@elwha.org**, to learn more!

Secondly, we want to promote optimal health and wellness in the community. One significant way to achieve this is for each individual to get *recommended cancer screenings*. Likely we all know of a person who has been affected by cancer- whether a friend, a family member or even ourselves. Early detection and treatment is one of the best ways to combat cancer, regardless of the type. The Community Health & Wellness Team, along with Providers at the Lower Elwha Health Clinic, want to reduce the incidence of cancer in our community. We will be increasing our efforts to make sure cancer screening is offered and made available to those wanting to be screened.

We will initially be reviewing the health history of those people who are patients at the Lower Elwha Health Clinic aged 50 years and older. If any cancer screening (s) are indicated, we will be getting in contact with those people by phone or by letter.

If you are NOT a patient at the Lower Elwha Health Clinic or are younger than 50 years old and concerned about your cancer risk, please let us know and we can work toward getting the screening(s) accomplished as well! Please contact Community Health Nurse **Vicki Gross, RN, MSN (360-452-6252)** for questions or assistance.

8 Ways to Prevent Cancer:

1. Be tobacco free
2. Maintain a healthy weight
3. Exercise regularly
4. Eat a healthy diet
5. Drink alcohol only in moderation-if at all
6. Protect yourself from the sun
7. Protect yourself from infections
8. Get screening tests done regularly

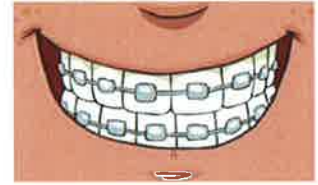




Lower Elwha Health Department

All I want for Christmas is my two front teeth... (straightened?)

It's getting close to that time of year again! If you are up to date on all your cleanings, and have no other needed dental work, you may be eligible for the **2020 Orthodontics Program**. Each year, the tribe generously pays \$3,500 for up to 15 LEKT members to get braces or Invisalign®. We love to see you smile, and sometimes straight teeth can make all the difference!



Has it been a while since you have been in to see us? Not to worry, you still may be eligible! Call Tracey today at **(360) 452-6252 x2** to schedule an appointment for a dental exam. If you need some work and a good cleaning, there is still time to be in good standing before we begin screening for candidates in the spring! Be on the lookout for program details in the January newsletter.

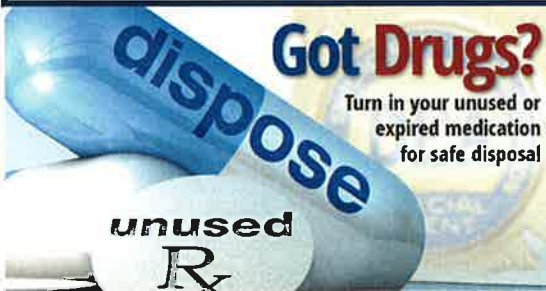
Narcan Kits Available at Lower Elwha Health Clinic



If someone you know is taking prescription pain medication or using non-prescribed opioids, would you know what to do if they accidentally overdosed? Having Narcan on hand to administer in the case of accidental overdose can stop the effect of the opioids and stabilize the person until an emergency team arrives for further treatment.

Narcan is an opioid overdose reversal medication available at no cost to community members through the Lower Elwha Tribal Response Initiative. Narcan training and distribution [are](#) available at the Lower Elwha Health Clinic, Mondays through Thursdays.

Call or text Aleilah @ 360-912-1560 to make an appointment or ask for her at the front desk of the Lower Elwha Health Clinic. Group training is also available to if you would like to schedule one for your work or family group.



Keep Your Family & Community Safe!

1 in 5 teens experiment with prescription drugs. 2/3 of teens who misuse pain meds get them from the home medicine cabinet, friends, and family.

Proper disposal of unused prescription and over-the-counter medicines, vitamins, and other items listed below helps to keep your family and the environment safe!

Items accepted include: • Prescription Medicines • Over the Counter Medicines • Vitamins • Pet Medicines • Inhalers • Medicated ointments & lotions • Liquid medicines in glass or leak-proof containers (up to 12 oz.)

Take your unused and/or expired medications and other items listed above for safe, confidential disposal in the Safe Medication Return Box located in the lobby of the Elwha Justice Center, 341 Spokwes Road.



Lower Elwha 1910 Indian Shaker Church

Lower Elwha 1910 Indian Shaker Church Regular Church Weekend

On behalf of our Minister, Eldership and members, we
welcome you to join us on:

December 20, 2019:

Dinner at 6:00 p.m., shake to follow

December 21, 2019:

Dinner at 5:00 p.m., shake to follow

December 22, 2019:

Sunday mass at 10:00 a.m.

Location: Elwha Klallam Veterans Center, 247 Ns'Klallam Drive,
Port Angeles, WA, 98363 - Upper Elwha Reservation

"Let the hearts who seek the Lord rejoice"

Everyone is welcome.

Safe travels to one and all. God bless you.



Lower Elwha 1910 Indian Shaker Church

Lower Elwha 1910 Indian Shaker Church



Local Elders

Traveling Missionary-Margaret Sawyer
1st Elder-Johanna Bowechop

Minister

Jonathan J. Arakawa
121 Charles Road
Port Angeles, WA 98363
(360) 565-6957
jonathan_arakawa@outlook.com

Secretary/Treasurer

Johanna F. Bowechop

Dear Lower Elwha Tribal Community,

We are proud to announce the Lower Elwha 1910 Indian Shaker Church has been reinstated and reorganized. On November 16, 2019, the Bishop and Board of State Elders of the 1910 Indian Shaker Church held a Bishop/Board Meeting in Lower Elwha to discuss the matter.

By consensus of the Washington State Board, the following were ordained:

- Minister: Jonathan J. Arakawa
 - Local Traveling Missionary: Margaret "Sarge" Sawyer
 - 1st Elder and Secretary/Treasurer: Johanna F. Bowechop
- for the Lower Elwha 1910 Indian Shaker Church*

For the 1910 Indian Shaker Church and Washington State Board:

- Corporate Traveling Missionary: Patricia A. George

We are grateful for all the support we have received from the community, thus far. We thank our elders for setting the foundation for us to continue building our own foundation in the shaker faith. We thank them for their teachings and guidance, grooming us for these positions. We are prepared and ready to help our people. As always, we are ready to receive calls from our community to provide spiritual help, healing and blessings from the Lord.

We want to inform our community we are available to shaker church work. We will be opening every 3rd weekend – we will be announcing the dates and location, 1 week prior or earlier. We are able to weddings, baptisms, funerals, land dedications/blessings, home blessings/shakes, etc. Special thank you to Chairwoman Frances Charles for opening the facility and providing the tables. For any questions or request for help from our shakers, please contact any of our license holders of our shaker church. We will do the best we can to answer the call. We look forward to working with each and every one of the community while we work for our good Lord.

Thank you and God bless you. Masi.

The Lower Elwha 1910 Indian Shaker Church:

Minister: Jonathan J. Arakawa

Traveling Missionary: Margaret Sawyer

1st Elder & Secretary/Treasurer: Johanna F. Bowechop



Lower Elwha Family Advocacy



Dear Readers,

Greetings! The **Lower Elwha Family Advocacy** staff would like to sincerely THANK everyone who have supported us all year round - the Honorable Tribal Business Council, Tribal members, staff, and the community members.

In November, LEFA staff facilitated the Elwha Domestic Violence and Sexual Assault Task Force quarterly meeting with 4 ongoing and 4 new supporters from the clinic, police, and social services departments. Thank you to attendees and those who donated food. We talked about elder and youth activities, which is as one of elders' wish during the Elders' meeting with Leona. We would like to start having beadings with youth and elders before the Klallam drum group on Tuesdays. The Elder and Mentoring Coordinator position is being advertised and soon to hire one. Chief White shared of his vision and organization of the police department as his program has additional funds that help the community members, like the Crime Victim Services. The next meeting will be held on February 13, 2020. If you have suggestions on what trainings or activities we should be working on for next year, please send your ideas with us.

Furthermore, with extension, the IHSDVPI grant required Annual progress report was successfully submitted.

Announcement and Resources:

The **WSC – WomenSpirit Coalition** - Washington State Native American Coalition Against Domestic Violence and Sexual Assault has two branches of services: 1. *Washington State's OVW/DOJ Tribal Domestic Violence and Sexual Assault Coalition* located at 542 N. 5th Ave, Ste C; Sequim WA 98382; Office: OFC: 360-681-3701; Fax: 360-681-3701. This office is being manage by Dee Koester, Founder, Executive Director, and Lower Elwha Klallam Tribe member. 2. *Indigenous Crime Victim Services Referral and Resource Center* — ICVSRRC /Identity Theft and Cybercrime Services - 10049 Kitsap Mall Blvd NW Suite #304, Silverdale, WA 98383, Tel: 360-633-7033 Option 2; ICVSRRC@womenspirit.net.

Also, WSC is hiring a Receptionist/Administrative Assistant. If you are interested, send your resume to Dee Koester at dkoester@womenspirit.net.

Another services I recently learned that helps Native American communities in Washington State is **the Cedar Rising Coalition** which is station in Seattle. "Our mission is to support and promote the leadership of indigenous women and girls in the ongoing regeneration of indigenous communities". www.naahillahee.org, Na'ah Illahee Fund, 1620 18th Ave, Suite 101, Seattle, WA 98122; Tel: 206-784-0818 or 514-237-9169; info@ naahillahee.org.

Northwest Justice Project provide free legal services for Native American and Alaskan Native crime victims in Washington State. You can reach at 206-707-7210 or 206-707-0920.

FYI, due to holidays, there will be no support groups on Dec 25th and Jan 1st, 2020.



Lower Elwha Family Advocacy

Tips of the month:

What is education? "Education is the process of facilitating learning, or the acquisition of knowledge, skills, values, beliefs, and habits. Educational methods include storytelling, discussion, teaching, training, and directed research. Education frequently takes place under the guidance of educators, however learners may also educate themselves. Education can take place in formal or informal settings and any experience that has a formative effect on the way one thinks, feels, or acts may be considered educational." <https://en.wikipedia.org/wiki/Education>. 11.18.2019.

Why is education important? My parents (blessed their souls) used to tell me, "Your education is for you to keep and cherish. You will take it with you wherever you may go. It is your tools to survive and opportunity of success. Do not let anyone take your education away from you, but you can share it". Education is often the only thing parents want and able to pass on to their generation to the next because it is important. It's precious. It's a gift for life. When you do have it, share it! Teach it! Embrace it! Encourage others!

****Holidays, like Christmas and New year, sometimes brings happiness or despair to some people. It can also trigger family violence. If you or someone you know are feeling depressed or experiencing abuse, please reach out for help! A gift for yourself!



With parent permission, the top left photo was taken prior to Mariners game in Seattle on 09.12.2019. A field trip with the Elwha Klallam Language Program.

May we all be blessed with good health, love, and prosperous Christmas and New Year 2020!!!

With Solidarity,

Beatriz Arakawa, LEFA Program Manager and Victim Advocate

3080 Lower Elwha Rd. Port Angeles, WA 98363

Office: 360-565-7257 ext. 7453; Cellular Hotline 1: 360-460-1745; Hotline 2: 360-775-9346

E-mail: Beatriz.arakawa@elwha.org Mission: Victim's Safety and Autonomy through Advocacy and Community Awareness. Assistance to Victims of Domestic Violence, Sexual Assault, Dating Violence, Stalking, and Provide Prevention/Awareness.



Comprehensive Economic Development Strategy (CEDS)



LOWER ELWHA KLALLAM TRIBE

ᑭᑭᑭᑭᑭᑭ ᑭᑭᑭᑭᑭᑭ "Strong People"

2851 Lower Elwha Road; Port Angeles, WA 98363

Phone (360) 452-8471 Fax (360) 452-3428

To: The Lower Elwha Tribal Community

Fr: LEKT Planning Team

Date: December 2, 2019

The Lower Elwha Klallam Tribe (LEKT) was awarded funding through the Department of Commerce to develop a Comprehensive Economic Development Strategy (CEDS) plan for regional economic development. The LEKT CEDS plan is designed to help the Tribe frame our current conditions in contrast to the regional economic conditions, analyze areas of strength, weakness, opportunity, or threat (the SWOT Analysis), gather community feedback (the community survey), and examine what makes us resilient as a Tribal community. These activities help us develop a strategic action plan reflecting top priority goals for 2018-2022, in addition to creating a framework for analyzing performance measures that allow us to review growth or recession trends over five years.

Highlighted areas of the CEDS plan are in this month's newsletter. The entire document can be found at the Tribe's website <https://www.elwha.org/announcements/>, and paper copies are available at the Tribal Center.

The CEDS plan is meant to be a working document that evolves as we grow and develop. It is meant to encourage discussion, inform areas of improvement, and provide data for continued optimal growth.

Your feedback is welcome and appreciated. The CEDS Plan will be available for public comment until January 31, 2020. You may pick up a hard copy for Planning at the Tribal Center or access the full CEDS Plan on our Tribal website:

<https://www.elwha.org/2019/12/lekt-ceds-plan-2018-2020/>

You can drop anonymous feedback at the Tribal Center lobby in the CEDS Plan Drop Box or email feedback@elwha.org through January 31, 2020.

The Planning team would like to thank the community for participating in the recent CEDS Survey. Your feedback helped inform the Tribe's CEDS Plan.

We wish you all a very Merry Christmas and Happy New Year!

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(CEDS) continued from special page 18...

Lower Elwha Tribal Economy

As of August 2019, the Lower Elwha Klallam Tribe is one of the largest employers in Port Angeles and Clallam County, employing 341 local residents.

Employed By	Total Employees
LEKT Tribal Operations	261
Elwha River Casino	41
Lower Elwha Food and Fuel	39

In the last three Fiscal Years 2017 – 2019, the Tribe's revenue encompassed ten main areas. The Federal Government revenue comprised of competitive grants and contracts, the Indian Health Service (IHS) Compact, and Bureau of Indian Affairs (BIA) PL-638 Compact, was the largest source of revenue at 34.56%. Following revenues include Enterprise at 23.18%, Third-Party Billing at 13.42%, Indirect Cost at 9.94%, General Fund/Tribal Revenues at 7.01%, State Grants and Contracts at 4.26%, Cigarette Tax at 4.12%, Fuel Tax at 3.26%, and Private Contributions at 0.25%.

Type of Revenue	Percentage
Federal Grants, IHS & BIA Compacts	34.56%
Enterprise Revenue	23.18%
Third-Party Billing	13.42%
Indirect Cost	9.94%
General Fund/Tribal Revenues	7.01%
State Grants and Contracts	4.26%
Cigarette Tax	4.12%
Fuel Tax	3.26%
Private Contributions	0.25%
	100.00%

According to former LEKT CEO Michael Peters, "LEKT Enterprises is a new department of the Tribal government to evaluate, develop, and manage revenue-producing opportunities to ensure the financial well-being of the Tribe. Education, skills training, and job opportunities for Tribal and community members are an essential part of the process that will help move the Tribe, its members, kin and community toward greater economic sustainability."

Elwha Wellness Campus
The Elwha River Casino
Enterprise which manages
The Lower Elwha Food and Fuel
The Cedarbox
The Heritage Center
The Carnegie Museum
č̓ix̓wícən Village

Tribal revenue, or investment in community development, is concentrated in the following areas:

Elwha Wellness Campus

One of LEKT's top priorities is to provide health and wellness services to their Tribal members. The Tribe manages an array of services through the P.L. 93-638 contracts with Indian Health Service (IHS). On October 1, 2001, the Tribe entered into a Compact of Self-Governance with the United States of America to administer resources and programs provided by the Indian Health Service, as authorized under P.L. 106-260, Title V of the Indian Self-Determination and Education Assistance Act.

Through our Health Department, the Tribe provides **primary care, dental care, mental health, chemical dependency, community health, alternative medicine services** – including acupuncture, massage, cold laser therapy, naturopathic/holistic medicine, manual manipulation (like chiropractic), Perineural Injection Treatment (PIT) for nerve issues, herbs and natural medicines, diabetic education, nutrition education, a community health nurse for home visits for home visits, one MD, one ARNP, 2 Naturopaths, the WIC (Women Infant Children) Program, and contract health services to both Tribal and non-Tribal populations.

The Lower Elwha Health Department provides services to Tribal members and residents of rural Clallam County, Washington, which includes the cities of Port Angeles, Sequim, Joyce, Sekiu and Clallam Bay. Average patient records over five years indicate that LEHD served 3,950 patients annually. Of those annual averages, 997 patients were Elwha Tribal members, 1,019 were enrolled in other Tribes, and 1,933 were non-Tribal.



(CEDS) *continued from special page 19*

Recovery and chemical dependency services provided through Klallam Counseling Services (KCS) has been one of LEKT'S top priorities in combatting effects from the opioid epidemic in our region. In 2017 the Tribe invested \$2.6 million of its own revenue to construct a state of the art Tribally-owned and operated KCS services. KCS provides behavioral health services that include alcohol and substance abuse treatment delivered by trained professionals. KCS works closely with the Clinic and will be adding acupuncture and other meditative practices to their group therapies to help achieve optimal results. An award from Indian Health Services enabled the Tribe to fully equip, decorate, and furnish the building. Comments from staff, clients, and visitors have been uniformly positive, saying how welcome they feel, as if they've come home.

Elwha River Casino

The Indian Gaming Regulatory Act (IGRA), passed by Congress in 1988, provided an opportunity for the Lower Elwha Klallam Tribe to successfully negotiate its gaming compact with the State of Washington. The Compact covers Class III gaming, and includes provisions that allow the Tribe to lease its unused allotment of Class III permits to other Tribes with larger casinos. These leases have been a source of substantial, stable revenue for the Tribe. As an additional form of revenue, the Tribe operates a small Class II Casino which has been in operation since 2009, and whose operations are not governed by the Class III Compact.

The Elwha River Casino was constructed for \$4 million and is a top employer and economic driver within the city of Port Angeles and greater Clallam County.

The casino is a straightforward Class II 7,000 square foot gaming venue with 138 Bingo-derivative machines. Open 7 days a week with a delicatessen, The River's Edge, it has loyal, mostly local patrons.

The casino's location is 3 miles off US Highway 101, from the Lower Elwha Food and Fuel location. The addition of a new deceleration turn lane from highway 101 has improved safety and helped direct traffic to the casino.

In 2018, the Tribe improved the casino's indoor air quality with the addition of Casino, Air, Inc. equipment to reduce tobacco smoke and creating better air quality for our visitors and staff. In addition, landscaping improvements in front of the portico and entrance added more color to the grounds from spring through autumn.

The casino contributed between \$1.75 and \$2.5 million dollars in wages and benefits for 41-45 employees in the last three years (2017 and 2018 LEKT Annual Reports). Casino sponsorship totaling \$30,500 was donated for Lower Elwha Klallam Tribal and Olympic Peninsula Community projects and events.

Lower Elwha Food & Fuel and The Cedar Box

The Lower Elwha Food and Fuel station was constructed in 2016 for \$3 million, and the Cedar Box in 2014, two miles west of Port Angeles on highway 101, and four miles south of the Lower Elwha Tribal Center. These enterprises have been an excellent source of revenue for the Tribe.

Since its opening in September 2016, the Lower Elwha Food & Fuel and Cedar Box enterprises have experienced tremendous growth and have become a welcoming hub at the west end of Port Angeles and the Highway 101 corridor. Recently a Commercial Fuel Stop addition expanded their customer base and increased their fuel volume dramatically. More volume means more taxes per gallon accruing to the Tribe under LEKT's Fuel Compact with the State of Washington.

The Cedar Box added espresso and other in-demand beverages to its tobacco line, which has been a big hit for the Tribe. In 2019, a food truck offering a variety of lunch and dinner items was added to Lower Elwha Food & Fuel and has a regular customer base.

As a result of the additional services and product lines we provide, Lower Elwha Food and Fuel (LEFF) added more employees to both venues. We now have over 40 employees, with half of them Tribal members, which is something that makes us very proud. LEFF continues to strive toward innovation and creativity which expands our customer base.



The Heritage Center

The Heritage Center, located in downtown Port Angeles, opened in 2010 and has been used as a training center and temporary office space for Tribal programs. Its mission is being redefined to best serve the needs of the Tribe.

Spaces have been used for lectures, staff/business meetings and trainings, educational purposes, musical performances, fundraisers, and other special events for the Tribe or other groups who rented the facility.

The Heritage Center currently houses the Tribe's TANF, Vocational Rehab, and General Assistance programs.

The Carnegie Museum

The Clallam County Historical Society museum in the City of Port Angeles owned the historic Carnegie Library. It was in danger of shutting down permanently due to a lack of funds, until the Lower Elwha Klallam Tribe offered to take over the Historical Society's rental agreement with the City for \$1.00/month for seven years. LEKT renewed the lease in 2019. By leasing the 99-year old building at 207 S. Lincoln Steet, the Tribe also assumed the utility payments, and provided an office space for the Enterprise Department.

Seven permanent exhibits are located at the museum. Three exhibits reflect the Tribe's interests and include the North Olympic Peninsula's Native American Heritage, the Elwha River Restoration, and čixʷícən Village.

čixʷícən Village

The Tribe has been moving forward on how best to proceed with čixʷícən, the burial ground on the Port Angeles waterfront that was uncovered in 2003. The Business Committee contracted with a non-profit consulting firm to hold community discussions on how best to develop the property while, at the same time, protecting the ancient village site. At the conclusion of that phase in 2017, the firm proposed a

way to best protect and serve the needs of the LEKT Tribal community, while educating the non-Tribal community. The Tribal Council is considering the proposals to determine a plan of action.

Tribal Infrastructure

The Tribe's original territory is outlined in the Map 1 (see Appendix, Map 1), which are federally recognized Usual and Accustomed (U&A) areas upheld by the Treaty of Point No Point (1855) and more recently, numerous treaty fishing and shellfish cases including the Boldt Decision (1974) (tribal right to share equally in harvestable fish) and the Rafeedie Decision (1994) (similar treaty rights to shellfish).

The Tribe now holds 1,012.6 acres outlined in Map 2, located in three main areas identified as the "Lower," "Middle," and "Upper" parts of the reservation. Tribal land holdings off the reservation include two locations on highway 101, 15 acres at Lower Elwha Food and Fuel, and 40 acres nearby at the Elwha Wellness Campus. Additional properties connected to the Tribe include čixʷícən Village and a location on Ediz Hook.

Tribal infrastructure is organized into five main areas, Usual and Accustomed Areas, Tribal Properties, Community Development and Public Works, Housing, and Tribal Services.

USUAL AND ACCUSTOMED AREAS

The following Map 2 (see Appendix, Map 2), outlines the Tribe's Usual and Accustomed (U&A) territory from the Treaty of Point No Point (1855). The Tribe also engages in treaty hunting and gathering on "open and unclaimed" lands, within and adjacent to, lands ceded under the Treaty of Point No Point. U&A and open and unclaimed territory is integral to the Tribe being able to practice our cultural ways of living.

We have Tribal members who make a commercial living from fisheries, shellfish, and diving. Salmon, shellfish, deer, elk, berries, and greens are harvested in U&A territory for traditional foods, ceremony, and medicine.



Adeline Smith

The Tribe also operates a sophisticated fisheries management program through its Natural Resources Department and is a recognized co-manager of the fisheries along with other Treaty Tribes and the State of Washington. The Tribe has played a leading role in the removal of the two Elwha River Dams and operates a hatchery to ensure that the original genetics of native Elwha salmon and steelhead are not eliminated as a result of heavy sediment flows in the early years after Dam Removal.

The fish habitat restoration crew has restored salmon habitat in rivers and streams throughout the northern Olympic Peninsula and along Ediz Hook in Port Angeles Harbor. This activity provides employment to Tribal members (including heavy equipment operators displaced from timber harvest due to changes in that economy) and also helps restoration of fish populations, providing additional jobs.

In addition, the Tribe participates in annual salmon harvest planning with the other Tribes, the state of Washington, and National Marine Fisheries Service. The Tribe is heavily involved in ongoing efforts to update long-term harvest management planning ensuring compliance with the Endangered Species Act (ESA) and the Tribe's ability to earn a living from fisheries.

"In aboriginal times, the river was home to ten different seasonal runs of salmon that fed more than twenty-two species of wildlife as well as the Klallam

people. Salmon returning to the river to spawn carried their wealth inland, to the forests of the watershed. The upstream migrations of the largest salmon brought a vast treasure of nutrients all the way into the upper reaches of the watershed and dispersed the wealth gathered from the sea throughout the food web of the Elwha ecosystem. The salmon mentored the Klallam people, informing a culture that mirrored ways of the Klallam's signature fish. Like the salmon, the Klallams showed their wealth by gifting and did not waste or hoard the largesse of the river, sea, mountains, and meadows that sustained their lives.

The Tribe's interdependence with the ecosystem organized the year into a seasonal round of activities, based on natural cycles of migration, abundance, and renewal. After the winter ceremonial time, spring, summer, and fall were for gathering and preserving food, with most tribal members dispersed to fish, pick berries, or hunt" (Mapes, 2009).

The richness of the land and waters that sustained this culture would draw others – explorers and then settlers – seeking the same wealth that had sustained the Strong People for generations uncounted. It started with the Elwha River" (Mapes, 2009).

Many of our traditional foods and natural materials are gathered from our U&A territory. We rely on big game for food needs, and understand the value that wildlife plays in restoring health to the Elwha River, our salmon, and the forest.



Jesse Major/Peninsula Daily News

TRIBAL PROPERTIES

The Tribe has a total of 1,012.6 acres that encompass Tribal Reservation land, Tribal Trust Land, and Tribal land in Fee. LEKT manages 30 buildings/properties



(CEDS) continued from special page 22....

including sheds, storage buildings, workshops, enterprises, and the Place Road Cemetery. Properties range from large (the Tribal Center at 28,141 square feet) to small (a 186 square foot pump house on N S'Klallam Avenue). The Facilities and Maintenance Department is responsible for not only maintenance of buildings, landscaping, parking lots, and vehicles, but also assists in special events, set-ups and breakdowns. For the most part, staff is cross-trained and flexible enough to serve the Tribe's variety of property needs. Management of the properties allows the Tribe to conduct day-to-day government operations and provide much needed Tribal Services to Tribal and community members.

Midway through 2018, the Tribe changed from using US government services (GSA) to acquire/replace its vehicles to leasing vehicles from a private, national vendor. In 2017 the "rolling stock" of vehicles included 20 leased vehicles (cars/trucks), 27 Tribally-owned vehicles, and 33 vehicles whose status needed to be updated. The current number of vehicles exceeds 75. The reason for the change was to allow programs more flexibility with their vehicles, whereas GSA did not offer that.

The Tribal offices also received a "makeover" with new paint and carpet throughout. It's been 20 years since the carpet was replaced and, with programs changing physical locations, we felt this was the best time to get it done. We are also replacing our existing lighting with more energy efficient LED lighting. This will reduce costs while providing a better quality of light. The gym heating/cooling system has been addressed so that there can be heating on the cold days and cooling on those hot days or when there are community events.

LEKT Tribal Properties

Title Status	Reservation Proclamation	Year	Acres
Reservation	Original Reservation	1968	342.9
Reservation	NS'Klallam Circle Housing Area	1981	25.6
Reservation	Mouth of the Elwha River	1982	33.5
Reservation	Angeles Point Beach & Beach	1989	19.1
Reservation	Place Road Cemetery	2001	0.7
Total Reservation			421.8

Title Status	Federal Acquisition in Tribal	Year	Acres
Tribal Trust	Curtis Addition	1997	18.9
Tribal Trust	Bourassa Addition	1999	33.1
Tribal Trust	Halberg Addition	2001	243.0
Tribal Trust	Western Addition	2002	88.8
Tribal Trust	Lower Elwha Health Clinic	2003	1.1
Tribal Trust	Hass Cemetery Addition	2004	0.4
Tribal Trust	Lake Cemetery Addition	2004	0.3
Tribal Trust	Mitchell Hopie Addition	2004	10.0
Tribal Trust	Angeles Pt. Bluffs Addition	2007	87.3
Tribal Trust	Log Yard	2012	37.7
Tribal Trust	Place Road Cemetery House	2012	0.5
Tribal Trust	Dry Creek at HWY 101	2013	15.7
Tribal Trust	Stratton Road RJW and Utility Lot	2014	2.5
Tribal Trust	Hillclimb	2014	8.8
Tribal Trust	Kacee Way at Lower Elwha Road	2015	9.3
Tribal Trust	Johanna Blacksmith Addition	2019	10.0
Total Tribal Trust Land			567.4
Title Status	Name/Tax-Exempt Property	Year	Acres
*Fee	Ediz Hook - All	2003	3.8
Fee	Heritage Center - Except gallery	2006	0.5
Fee	Tsewhitzen Village - All	2008	13.1
Fee	Elwha River Property - All	2015	17.8
Fee	Vera Jackson-Tumwater	2015	0.5
Fee	Hotel	2019	0.8
Total Fee Land			23.4
Total Reservation, Tribal Trust, and Fee Lands			1012.6

*Fee land is owned by the Tribe outside the reservation and not in trust.

COMMUNITY DEVELOPMENT AND PUBLIC WORKS

The Community Development Department, in coordination with Natural Resources, and Facilities and Maintenance staff, are responsible for basic public works at the Tribe including water, wastewater and collection, solid waste pick-up, transportation, roads and trails, levee management and service, and collaboration with local, county, and regional electrical and construction projects associated with the Tribe.

The Tribe provides community water service to 259 homes and Tribal facilities, in addition to community



(CEDS) *continued from special page 23...*

wastewater and collection service from 84 homes and Tribal facilities. LEKT provides contracted solid waste pick-up service for elder's homes and communal dumpsters for all other residents who reside on the reservation or on individual trust land.

The Lower Elwha Flood Control Levee was originally constructed in 1989 for \$1.5 million. In 2010 the Elwha River Restoration Project fortified and extended the Levee from 1.3 miles in length to 1.9 miles and added 3 pumps that pull 60,000 of flood waters per minute from the "people-side" to the "river-side" of the Levee. Pre-dam removal improvements came at a cost of \$13 million. The US Army Corps of Engineers audits our Levee maintenance annually. Proper maintenance is required to sustain the infrastructure and to assure that federal assistance will be available to the Tribe in the event of a catastrophic failure.

All homes on Tribal or individual trust land receive electricity from the Bonneville Power Administration (BPA), and the most common heating source is electric. The Tribe is currently managing a grant from Bonneville Power Administration to install heat pumps into low income qualifying tribal member homes. This project will improve energy efficiency and is anticipated to result in 25-40% in energy savings.

The Tribe manages 17 miles of roads and trails, with an additional 22 miles of county and state roads connecting Tribal roads to the regional transportation system.

Elwha Transit (ET) continues to provide fixed route shuttle service among housing areas and Tribal services at three trips per day, Monday through Friday. In FY18, ET delivered 1,113 rides, an increase of 31% since 2017.

HOUSING

Total population on reservation housing totals 638 residents as of 2017—encompassing 245 homes built by individuals on homestead trust land, privately constructed, or constructed by the Indian Home Loan Program Section 184, Housing and Urban Development (HUD) Program, the Housing

Improvement Program (HIP), and Tax Credit Program.

Most of the housing units were constructed between 1982 and 1994 and are in need of home repair or renovation. The Tribe currently manages 84 houses (45 of which were constructed within the last ten years) and 12 apartment units (2017 and 2018 LEKT Annual Report). Most of the houses are low-income rentals provided by the Tribe. In recent years, the Tribe has discussed exploring ways to meet the housing needs of its middle and upper income Tribal members.

TRIBAL SERVICES

The Tribe's Contract Health Service population is 2,873 who are Tribal, other Tribal, and non-Tribal within Clallam County (BIA Labor Force Report). Tribal membership is almost 900 people, with an estimated 64% who live within the Tribal community (Tribal Housing Data).

Tribal Programs and Services provided by the Lower Elwha Klallam Tribe include:

- Tribal Governance
- Health Care
- Dental
- Behavioral and Mental Health
- Counseling and Recovery Services
- Social Services
- Child Care and Early Childhood Education
- Culture and Language Programs
- Cultural Resources
- Educational, After School, and Recreational Programs
- Justice including a Police Force, Probation, and Tribal Court
- Natural Resources including Fisheries, Wildlife, Revegetation, Salmon Hatchery
- Community Development including Transportation and Public Works
- Enterprise and Economic Development
- Housing



(CEDS) *continued from special page 24....*

TRIBAL SERVICES CONTINUED

- Facilities & Maintenance
- Information Technology
- Employee Services
- Planning



SWOT Analysis

In 2013 LEKT'S Department Directors participated in a Director's Retreat to finalize the SWOT analysis they had been working on. The purpose behind the SWOT analysis was to drive integration and collaboration between departments, enhance existing programs while developing new ones, be more competitive in pursuit of grant funding, and do more comprehensive and productive planning for the Tribe. The following SWOT analysis reflects a majority of the 2013 findings, with minor updates.

The SWOT findings were reviewed by the CEDS Strategy Committee and edited so that the findings reflected current conditions at the Tribe. The goal is to bring these SWOT findings to the community for comment and feedback during our 30-day public period.

Strengths

- The Tribe has a 1,012 acres of Reservation, Tribal Trust, and Fee land requiring management of land assignments, leases, easements, and rights of way.
- The Tribe has 17 miles of roads and trails, with an additional 22 miles of county and state roads connecting Tribal roads to the regional transportation system that are eligible for cooperative projects.
- Wastewater collection, levee enhancements, and the primary access to the valley are relatively new facilities constructed by or concurrent with the Elwha Dam Removal mitigation.
- The Tribe has successfully partnered with federal agencies NOAA, USGS, USFWS, the Olympic National Park; Washington agencies WDFW, WA Department of Natural Resources; the Northwest Indian Fisheries Commission; the Smithsonian Conservation Biology Institute; timber companies Merrill and Ring, and Green Crow; and neighboring Tribes including Jamestown S'Klallam, Port Gamble S'Kallam, Makah, Quileute, and Skokomish in various environmental and fishery related areas of concern.
- The Tribe has amassed a large amount of data on wildlife response to the Elwha Dam Removal and will continue to monitor wildlife response to river restoration.
- The Lower Elwha Police Department has working relationships with many outside law enforcement agencies including the Clallam County Sheriff's Department, the Port Angeles Police Department, and Border Patrol.



(CEDS) *continued from special page 25...*

(STRENGTHS CONTINUED)

- Partnerships and MOUs are developed with Tribal and non-Tribal entities (Port Angeles School District) and other Tribal Departments.
- The Lower Elwha Early Learning Center provides community-based pre-school education services.
- The Tribe provides an array of services including Medical, Dental, Mental Health, Recovery Services, Elder, Indian Child Welfare, Family Advocacy, an Early Learning and Childcare Center, Housing, Library, After School and Youth Recreational Programs, Language, Natural Resources, Cultural Resources, Planning, Employee Programs, and Justice Programs.
- Elder services include nutritional lunch, transportation services for basic needs, and regional elder networking.
- The Tribal enterprise-generating activities include Gaming, Lower Elwha Food and Fuel, the Cedarbox (tobacco/coffee), and the Heritage Center.
- New construction at the Tribe includes Lower Elwha Food and Fuel, the House of Salmon fish hatchery, the Natural Resources building complete with science lab, Klallam Counseling Services with outpatient recovery services, the Billy Whiteshoes Athletic facility, and the Lower Elwha Early Learning Center.
- The internet network connecting all Tribal facilities is fiber-based, which provides a solid connection for communication needs.
- Lower Elwha Food and Fuel has grown to provide a variety of fuel and convenience services.
- The Tribe acquired waterfront and downtown property in Port Angeles to build a hotel and cultural center.
- The Tribe and City of Port Angeles are collaborating to promote the arts, science and culture in downtown Port Angeles as part of a major revitalization project.
- In addition to providing services to its Tribal members, the Tribe provides services to many local non-Native, other Tribal-enrolled, or Tribal-descendant community members including Health, Vocational Rehabilitation, Social and Youth services.



Weaknesses

- There is a need to establish a public works department for managing community infrastructure with civil engineering expertise.
- Currently, there is only one certified Klallam Language Teacher at the high school.
- A hunter-education program in Usual and Accustomed Areas has been prioritized and not developed.
- Central data collection and monitoring among all programs at the Tribe has been a continual challenge.
- Sharing best practices and challenges upon among programs and departments often does not occur, which results in loss of potential collaboration for most efficient and effective services provided to Tribal members and clients.
- While low-income housing is available to community members, the housing policies recommended by the federal awarding agencies, prevents an employment search for a period of time.



(CEDS) *continued from special page 26....*

Weaknesses (continued)

- Most services provided for Youth focus handling on at-risk situations, with limited resources focused on Youth wellness and prevention activities.
- Wrap-a-round care involving numerous services to help community members move from drug addiction to sobriety and community involvement has been successful. Lack of long-term funding plans resulted in loss of wrap-around-recovery services.
- Proof of Cultural Competency is required for Tribal Health Physicians. A Cultural Education Seminar is available for non-Tribal employees, but it is not required across all departments. This results in situations that lack appropriate cultural handling, lack of cultural inclusion, or lack of historical knowledge within the community for programs to run at most effective levels with best possible outcomes.
- Narcan and the Automated External Defibrillator devices are not available in Tribal Police vehicles.
- Despite services of the Lower Elwha Transit and the Clallam Transit System, timely transportation is not efficient and often takes hours between: the Lower Reservation, Middle Reservation, Upper Reservation, the Lower Elwha Health Clinic and Klallam Counseling Services, and basic services in Port Angeles (such as the grocery store).
- Seven miles and a bridge over the Lower Elwha River divide the reservation for efficient access to basic services.
- The hazard mitigation plan that includes the county, cities of Joyce and Port Angeles, and the Tribe needs to be updated, to include a central mobile emergency response center.

Threats

- Successful programs that run out of grant funding often lack plans to continue operating, resulting in loss of services to clients and loss of jobs.
- Continuing education or training funds to remain current in one's field is dependent on each department and/or program and their budgets.
- High employee turnover rates in either departments or programs results in loss of clients and steady third-party billing.
- The North Olympic Peninsula is economically distressed, which contributes to high rates of unemployment.
- Availability of housing options remains a challenge for Tribal members, local community members, and potential employees.
- Substance and opioid abuse has been on the rise over the years, both in our Tribal community and in the greater Clallam County. We are losing Tribal members to addiction.
- Without an overall approach to community infrastructure management, maintenance may not occur. For instance, following levee enhancements in 2011, no maintenance occurred and facilities severely deteriorated.
- During closure of the old hatchery, all 3-phase power was cut to the production of the 4 large bore, deep water wells. Catch-up on maintenance has proved expensive, so restoration of adequate power to operate the wells requires substantial investment.



(CEDS) *continued from special page 27....*

Threats (continued)

- A 0.7 mile stretch of South Dry Creek Road between Lower Elwha Food and Fuel on Highway 101 and West Edgewood Drive is a very high traffic, narrow road utilized by both highway 101 semi-trucks and local residential access.
- As the total staff grows, the cost of software and hardware to provide technology needs increases. The cost to maintain critical infrastructure servers for email, file storage, and database needs is critical on a continual basis. Server life averages 3-5 years before maintenance is required.
- While Tribal services continue to expand, many departments and/or programs do not have enough office space for their staff.
- The small manufactured building that is 960 square feet hosts the after school program, a computer lab that services both youth and adults, the Language program, the Education Program, and the library.
- Many departments rely on grant funding. With tightening budgets and lack of planning for long-term funding, critical services are lost that Tribal members have come to rely on.
- Changes in the climate results in changes in the environment, which may overwhelm our best efforts to restore and rebuild salmon populations.
- The Lower Reservation, which has basis services and homes, is in the flood plain.
- State and federal regulations have failed to provide protection and recovery of freshwater and marine habitats.
- The federal government is increasing its monitoring and scrutiny of grant funds, which affects many services provided across all Tribal departments.
- While recovery services are available through Klallam Counseling Services, transitional drug and alcohol-free housing is only available in Port Angeles and often has a waiting list.
- While the Tribe generates revenue for its Tribal community and greater Clallam County, the money earned by employees is spent in Clallam County for basic everyday needs including groceries, transportation, and basic home necessities.

Opportunities

- The Elwha River Restoration Ecosystem and Fisheries Restoration Act includes funding for land acquisition for economic development, residential use, and a home port for the fishing fleet.
- Under a fuel tax agreement with Washington State Department of Licensing, the Tribe receives reimbursement of 75% of the taxes it pays for each gallon of fuel purchased at the rack for sale at Lower Elwha Food and Fuel. The tribe is eligible to received a 100% reimbursement for each gallon purchased that qualify for the federal fuel tax exemption.
- With reclamation of the old hatchery site, 4 large bore, deep water wells are available for potential water supply for community water and irrigation.
- The Lower Elwha Klallam Wellness Center and Klallam Counseling Services is built on forty acres of property that can developed into a larger Tribal Campus serving a variety of needs.
- Successful models for wrap-a-round recovery services have been implemented at the Tribe, can be applied for through grant programs, and continue with long-term financial planning.



(CEDS) *continued from special page 28...*

Opportunities (continued)

- Five-day and four-night Elwha Summer Science Camps are currently offered to middle school and high school students, where high school students receive partial science credit. Summer cultural programs have been provided with great attendance in previous years. There is interest to continue developing a variety of cultural camps for Youth to engage in throughout the summer.
- Promoting healthy eating options and an active lifestyle is available through our community garden, walking paths, recreational and sports programs, and Elder fitness program.
- Local and regional colleges and universities can provide education and training opportunities for community members.
- One Language teacher is being mentored by the Klallam Language teacher to teach at the high school.
- Current language students are interested in pursuing teaching degrees, so that Klallam Language is taught from pre-school through high school.
- Attention to written and verbal language can be improved to invite greater participation when working in programs, especially with Youth, Family and Recovery Services.
- Elwha River Restoration continues to support future harvest and employment opportunities.
- Restoration opportunities of Tribal Usual and Accustomed Areas include the Tse-whit-zen, Port Angeles Harbor, Elwha River, Ennis Creek (Rayonier Mill Site), and Pysht Estuary.
- Home loan options are available to Tribal and community members.



Economic Resilience

The Lower Elwha Klallam Tribe has resided in our traditional territory since Time Immemorial. We developed resilience through millenia, including surviving first contact with European explorers and the epidemics that drastically reduced our population, to mass development with marginalization of all American Indian Tribes, including LEKT, at the cost of United States expansion.

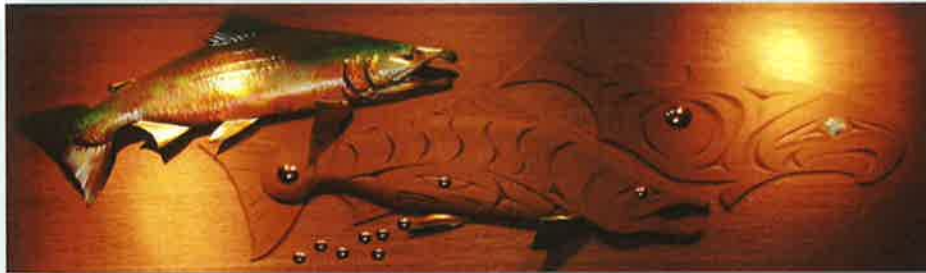
Today at LEKT we are very proud of our work in restoring the health of the Elwha River and our U&A territory. This has been a long process and reflects a true reciprocal relationship of people to place. As we restore the health of our homelands and water, so too does our Tribe improve in overall health.



(CEDS) *continued from special page 29*

We understand that our environment and global climate is rapidly changing, with many areas susceptible to natural disaster. With many of our community situated in a tsunami zone and flood plain, it was critical that we develop an emergency management plan to prepare for unexpected occurrences.

LEKT reflects economic resilience by investing in the health of our homelands for future generations. Two main priorities at the Tribe reflecting economic resilience are the Emergency Management Plan, and our story of the Elwha River Restoration which is ongoing today.



North Olympic Land Trust

EMERGENCY MANAGEMENT

The council approved the Lower Elwha Comprehensive Emergency Management Plan in 2013.

Mission

The Lower Elwha Tribal Comprehensive Emergency Management Plan seeks to coordinate all emergency management activities of Tribal government and other emergency response agencies. Emergency management activities are designed to protect lives and property, ensure continuity of government, preserve the environment of the tribe, and allow the quickest possible restoration of normal governmental and community activities.

Limitations

The diverse nature of any emergency or disaster makes it likely no single government agency or jurisdiction can handle all potential incidents alone. It is neither implied nor inferred that this plan guarantees a perfect emergency or disaster response. No plan can shield individuals from all events. While every reasonable effort will be made to respond to emergencies or disasters, resources and/or systems may be overwhelmed. Some events provide little or no warning to implement operational procedures, and all emergency plans are dependent upon tactical execution that may be imperfect.

Sovereign Immunity

Nothing in this plan is intended to waive or shall be construed or interpreted as a waiver of the sovereign immunity of the Lower Elwha Tribe, its elected officials, employees, agents, or entities. No action may be maintained in tribal, state, or federal court without the express consent by resolution of the Lower Elwha Tribal Council.



(CEDS) Continued from special page 30

Purpose

This plan describes:

1. The legal basis for emergency actions by the Tribal government during and following a disaster.
 2. The most likely disaster hazards faced by the Tribe.
 3. The Tribe's management, policies, and operational responsibilities during times of emergency.
 4. The Tribe's planned actions and responsibilities for the four commonly accepted phases of emergency operations: mitigation, preparation, response and recovery.
 5. The Tribe's organizational mechanism for emergency planning.
 6. Operational relationships between the Lower Elwha Tribe government and other agencies which provide emergency response resources to the tribe.
- Mitigation, preparedness, response and recovery policy
 - Disaster and emergency responsibilities and procedures
 - Training and public education activities
 - Emergency planning requirements of Title III of the Superfund Amendments and Reauthorization Act of 1986
4. This plan supports, and is supported by, other plans required by the federal government. This plan is not inconsistent with the National Response Plan or the Washington State Comprehensive Emergency Management Plan.
 5. In all emergencies, the Lower Elwha Tribe response efforts will proceed according to these priorities:
 - Protect lives
 - Maintain essential governmental authority
 - Eliminate major threats to property and the environment
 - Restore essential systems and services

Scope

1. This plan applies to the government of the Lower Elwha Tribe. Where other agencies and institutions are mentioned, the plan describes understandings or agreements about their expected roles and actions.
2. For the purposes of this plan, the term "emergency" means a set of circumstances that demand immediate action to protect life, preserve public health or essential services, or protect property; a "disaster" means the situation is beyond the capabilities of the responding organizations or jurisdiction. In general, the term "disaster" will be used in this plan to refer to either an "emergency" or a "disaster" that is covered under this plan.
3. This plan provides guidance to the Lower Elwha Tribal government for the following:

Organization

1. This plan is designed and developed under Tribal authority as a sovereign nation according to the Constitution and Bylaws of the Lower Elwha Tribe.
2. The Tribal Chairperson is the administrative head of the Tribal government during periods of emergency.
3. The Tribal Chair has power to make and issue orders which shall have the force of law on matters reasonably related to the protection of life and property as affected by a disaster.





(CEDS) *continued from special page 31....*

ELWHA RIVER RESTORATION

The Lower Elwha Natural Resource Department's mission is to assist the Tribe to protect, enhance, and restore land, air, and water resources, and environmental health for generations to come. They promote the protection of cultural resources, unique Tribal interests and treaty rights. They serve the Tribal community and promote sustainable community development.

For millennia, the 70 mile long Elwha River ran wild, connecting mountains and sea in a thriving ecosystem. The river was an ideal habitat for anadromous (sea-run) fish, with eleven varieties of salmon and trout spawning in its waters. For millennia these fish thrived in the river and provided food for the Lower Elwha Klallam Tribe that resided along its banks.

In the late 1800's a growing nation looked to the Northwest to supply the lumber needed to build new cities. This brought rapid change to the Olympic Peninsula and especially to the Elwha River and the people of the Lower Elwha Klallam Tribe. In the early 1900s, two dams were built on the river to provide hydroelectricity for industry: the Elwha Dam in 1910 (4.9 miles upstream from the River's mouth) and the Glines Canyon Dam (River Mile 13.7) completed in 1926. The dams fueled regional growth but blocked the migration of salmon upstream, disrupting the flow of sediment and wood downstream and resulted in flooding of the historic homelands and cultural sites of the Tribe. Moreover, the dams' engineers were requested to include fish ladders, but they were constructed illegally without ladders to accommodate migrating salmon. The dams blocked access to the upper 38 miles of mainstem habitat and more than 30 miles of tributary habitat. The pre-dam salmon runs once numbered more than 400,000 adult returns in over 70 miles of available habitat, whereas post-dam numbered less than 4,000 adult returns on only 4.9 miles of available habitat.

The irony is that though the hydroelectricity helped to fuel economic growth and development for the Olympic Peninsula and the community of Port Angeles, by the early 21st Century, the combined power output of both dams only provided the equivalent of 38% of the electricity needed to operate one paper mill, Daishowa America, that in 2003

became Nippon Paper Industries USA. The dams no longer could be justified against the cost to fish survival and the health of the ecosystem.



September 17, 2011 — The Dams

For over a century, the Tribe fought against the dams' existence. The web of ecological and cultural connections in the Elwha Valley was broken - and then the river's story changed course. With the Indian Self-Determination Act of 1971, efforts were made to bring justice to the Tribe, Elwha River, fish, and wildlife.

Gradually over the years, there grew an organized effort to remove the dams led by Russ Busch, Tribal Attorney, the NW Justice Center, Stan Speaks from BIA, US Representative Norm Dicks, and many LEKT members whose voices joined together to draw attention to the injustice of the dams and harm to the River and, consequently, the Tribe. In 1992, Congress passed the **Elwha River Ecosystem and Fisheries Restoration Act**, authorizing the US Federal Government to acquire the 2 dams for decommissioning and restoration of the altered ecosystem.

After two decades of planning the largest dam removal in U.S. history began on September 17, 2011. Six months later the Elwha Dam was gone, followed by the Glines Canyon Dam in 2014. Today, the Elwha River once again flows freely from its headwaters in the Olympic Mountains to the Strait of Juan de Fuca, although biologists say it could take a generation or more to heal. It is rare to get to watch a river reborn. Scientists (including the Tribe's Natural Resources staff) are watching, measuring,



(CEDS) continued from special page 32....



May 23, 2013—The Aftermath

A major problem raised with removal of the two dams was how to deal with the approximately 34 million cubic yards of sediment that had built up behind the dams (28 million behind the Glines Canyon Dam and 6 million behind the Elwha Dam). Tests were conducted to help gauge sediment's impact on habitats downstream from the dams as well as along beaches at the coast. The model showed that after the dams were removed, the river would begin to restore itself to natural conditions. Sediment discharge rates would increase, resulting in restored and rejuvenated habitats downstream from the dams. Fish were anticipated to return to the upper reaches of the Elwha as soon as a year after dam removal was complete. While the river might never return to historically large runs, after 15-20 years or more, there should be a significant recovery of salmon runs. Also, the draining of Lake Mills and Lake Aldwell would create an additional 715 acres of terrestrial vegetation, improving elk habitats. Increased sediments loads were also predicted to help restore the retreating delta at the mouth of the Elwha. The Elwha River today has an impressive new delta that has been formed by sediment released by the dams removal.

Because so few dam removal projects have been accompanied by scientific study, perhaps fewer than 20, this project will be a model of the effectiveness of dam removal on this scale. The Tribe's Natural Resources staff has been amazingly effective in this entire process. If restoration of the river is successful-and it appears as if it will be--it will inspire more dam removals elsewhere in the world. The ultimate goal of the dam removal is restoring the river

to a nearly pristine state. That goal is possibly more achievable because over 80% of the watershed is protected in Olympic National Park.

Challenges to Overcome

The Tribe spent 2 years in a massive, hands-on safety engineering project: excavations, heavy trucks driving night and day to haul dirt and rock, widen roads, bury 27 feet of boulders to expand and strengthen the levees, decommission several hundred septic and drainfield systems, build a sewer system, and connect Tribal buildings and homes in the valley to the sewer. The Tribe's fish hatchery was relocated to a newly constructed House of Salmon hatchery on higher ground, another mammoth undertaking.

Then from 2011 to 2012 the two dams that blocked what once had been the best salmon runs in Washington were removed to great joy and a \$353 million federal price tag... the Elwha River ran free, began to heal itself, and the return of the salmon and other species was underway.

Partners in the Efforts to Change for the Good

Agencies actively involved in the huge dam removal project were the Washington Department of Natural Resources, the Bureau of Reclamation, the Bureau of Indian Affairs, the Corps of Engineers and the National Park Service. The Tribe routinely works at the federal agency level with the Bureau of Indian Affairs, Environmental Protection Agency, US Geological Survey (the scientists who study the landscape of the United States, its natural resources, and the natural hazards that threaten it); the US Fish and Wildlife Service; NOAA, the National Oceanic and Atmospheric Administration (a scientific agency within the US Department of Commerce that focuses on the conditions of the oceans and the atmosphere); the Olympic National Park; and the Department of Ecology.



(CEDS) continued from special page 33

At the State level the Tribe works with the Washington Department of Natural Resources, the Washington Department of Fish & Wildlife, Washington Sea Grant and Western Washington University. We also work closely with the Northwest Indian Fisheries Commission (providing direct services to the treaty tribes of Western Washington including the LEKT to assist them in their Natural Resource management efforts); the North Olympic Land Trust (permanently conserving farms, fish and forests in some of the nation's richest habitats); and the North Olympic Salmon Coalition (promoting robust wild salmon stocks for families, fishers and local economies by furthering habitat restoration and education on the North Olympic Peninsula).



Painting by Roger Fernandes, LEKT member

The Tribe's Natural Resources Department also serves on the Lead Entity Group of the North Olympic Lead Entity (engaged in watershed planning, salmon recovery, groundwater and other water quality and natural resource planning and monitoring), the local group tasked with reviewing and selecting appropriate restoration projects to receive Salmon Enhancement Regional Funding (SERF Board). Over the decades, the Tribe's

Natural Resources Department has worked with great commitment on hundreds of projects with innumerable short- and long-term partners to study, educate, improve, protect and sustain our natural world. The Department has completed multi-million dollar stream restoration projects in the Elwha River as well as numerous watersheds on the Olympic Peninsula. However:

No projects have had a more significant impact on our collective Tribal spirit, culture, and community than the preparation for and removal of the dams that

choked our sacred namesake river for nearly a century and the ecosystem that we depend on.



"I feel sorry that my ancestors and grandparents aren't here to see the dams removed," said the late Elder Adeline Smith, "That's the only sorrow I have. I wish they were here to see it."

NW Indian Fisheries Commission

Plan for Fall and Winter 2017:

- Continue riverine bird surveys through December, 2017.
- Begin fall ungulate pellet and browse surveys in mid-October; continue those for about 6 weeks.
- Continue to radio-track deer fawns and does throughout the winter; look for signs of hair-loss syndrome in collared animals.
- Conduct data analysis for both the deer sh1 dy and Elwha wildlife recolonization sh1 dy (browse surveys, small mammal trapping surveys, beaver surveys, and bird surveys).
- Conduct ground-based spotlight surveys for deer over 3-4 nights in November.

Salmon Report

Fish Harvest from 1/1/2012 - 8/31/2017			
Species/Type	Commercial	Take Home	Ceremonial
Chinook	2,393 fish	40 fish	
Chum	35,681 fish	161 fish	
Pink	2,835 fish	-	
Coho	22,940 fish	416 fish	
Sockeye	2,279 fish	-	
Halibut	70,300 pounds	-	267 pounds



(CEDS) continued from special page 34



Hatchery Production Data 2014 - 2016
Number Fingerlings Stocked by Size Class (fish released)

2014

Species	Number Released	Pounds	Size Class
Steelhead	104,082	15,535	smolt
Coho	77,556	5,155	smolt
Pink	164,062	234	fry
Chum	105,770	227	fry
Total	451,470	21,151	

2015

Species	Number Released	Pounds	Size Class
Steelhead	194,795	36,754	smolt
Coho	289,328	23,911	smolt
Pink	-	-	-
Chum	49,122	108	fry
Total	533,245	60,773	

2016

Species	Number Released	Pounds	Size Class
Steelhead	93,958	16,929	smolt
Coho	139,178	13,344	smolt
Pink	67,087	63	fry
Chum	133,104	278	fry
Total	433,327	30,614	



Strategic Action Plan

VISION STATEMENT

The vision for Lower Elwha Klallam Tribe's 2018-2022 Comprehensive Economic Development Strategy is to provide leadership and opportunity for Tribal members to live a legacy of economic, environmental, and cultural sustainability (2017 Annual Report).

COMMUNITY SURVEY

The Planning Department conducted a community survey with our Tribal community and asked for feedback in areas of potential growth, employment interests, job training and educational priorities, community development needs, and general open feedback. The following tables reflect the survey results, with written feedback provided in the Appendix.

The word cloud below represents the feedback from the community survey of 194 total participants.

Q15 Do You Have Additional Feedback or Comments?



Survey question 1 asked community members to, "Select your affiliation to the Lower Elwha Klallam Tribe."

Answer Choices	% Responses	Total Responses
I am an enrolled LEKT member	44.33%	86
I am a LEKT descendant, not enrolled	5.67%	11
I am enrolled with another Tribe	12.37%	24
I am not a Tribal member	37.63%	73
	100.00%	194

Survey respondents include 44.33% LEKT Tribal members, 5.67% LEKT descendants who are not enrolled, 12.37% enrolled with another Tribe, and 37.63% not enrolled with a Tribe.



(CEDS) continued from special page 36...

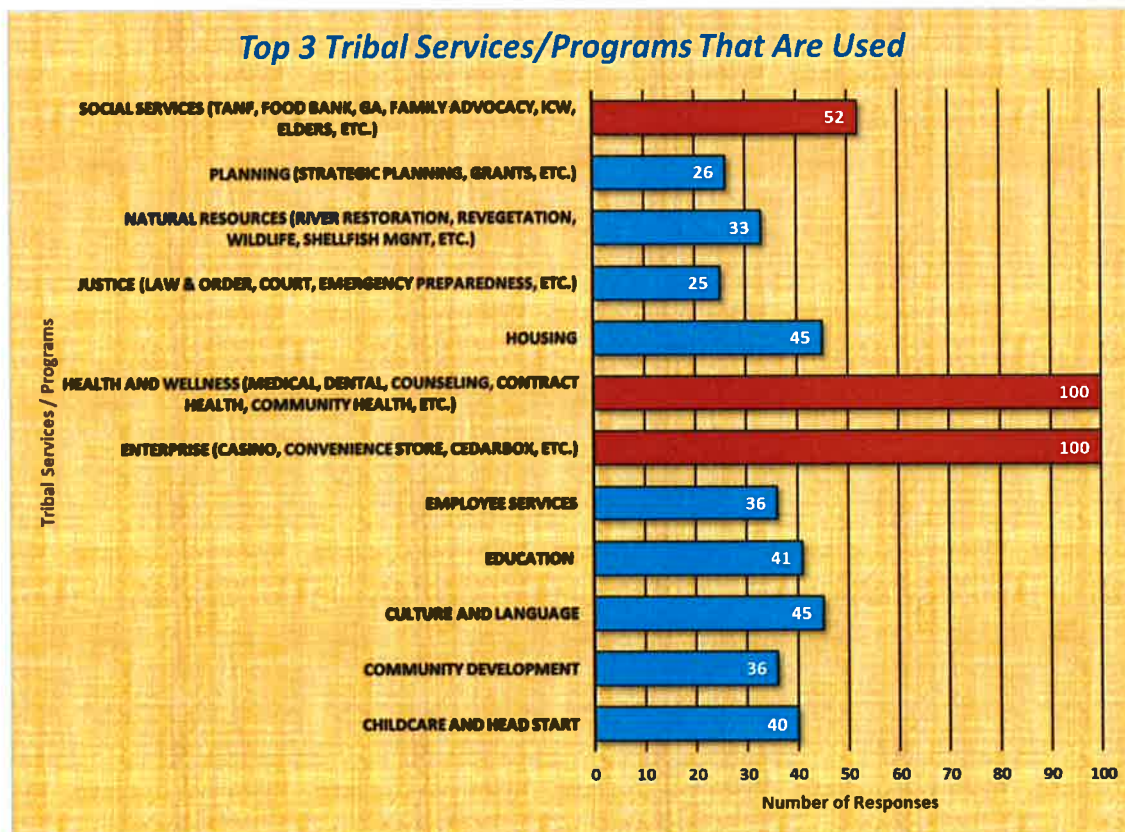
Survey question 2 asked community members to, “Please identify your age category.”

Answer Choices	% Responses	Total Responses
18 or younger	3.61%	7
19-29	19.59%	38
30-40	29.90%	58
41-55	15.46%	30
55-65	19.07%	37
65 and older	12.37%	24
	100.00%	194

Survey respondents include 3.61% who are 18 years old or younger, 19.59% who are 19-29 years old, 29.90% who are 30-40 years old, 15.46% who are 41-55 years old, 19.07% who are 55-65 years old, and 12.37% who are 65 years old or older.

Survey question 3 asked community members to, “Please identify the top 3 Tribal Services or Programs that you use (with 1 being the most used).”

Chart 1. Top 3 Tribal Services and Programs





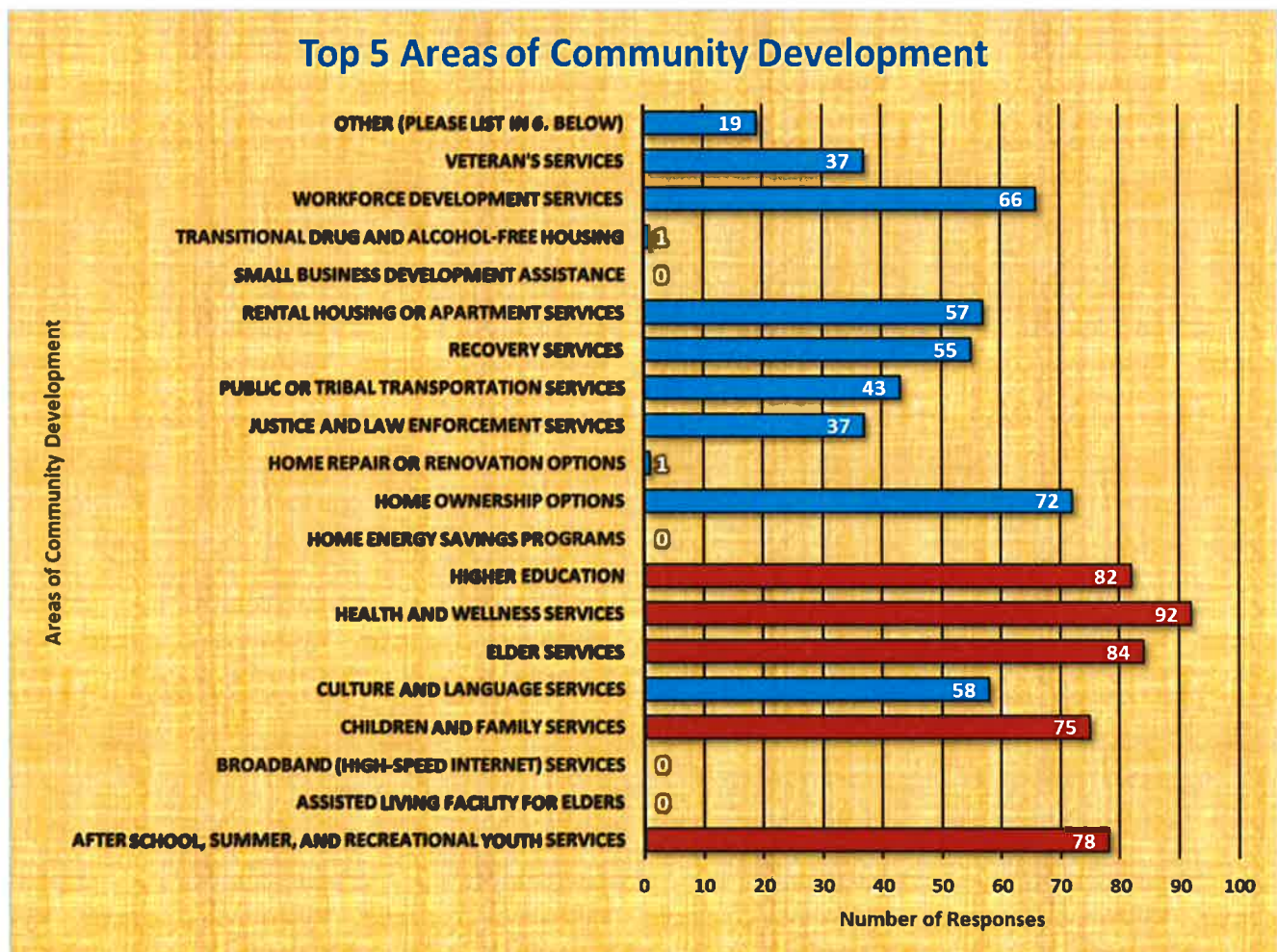
(CEDS) continued from special page 37

Out of twelve Tribal Services and Programs:

1. Enterprise (the casino, convenience store, Cedar Box, etc.) tied for the most used service with,
2. Health and Wellness (medical, dental, counseling, contract health, community health, etc.) at 100 responses each.
3. Social Services came in second with 52 responses, and
4. Housing, and Culture and Language tying for third with 45 responses each.

Survey ranking number 5 asked community members to, **“Please prioritize the top 5 areas of Community Development according to your needs (with 1 being the most needed).”**

Chart 2. Top 5 Areas of Community Development





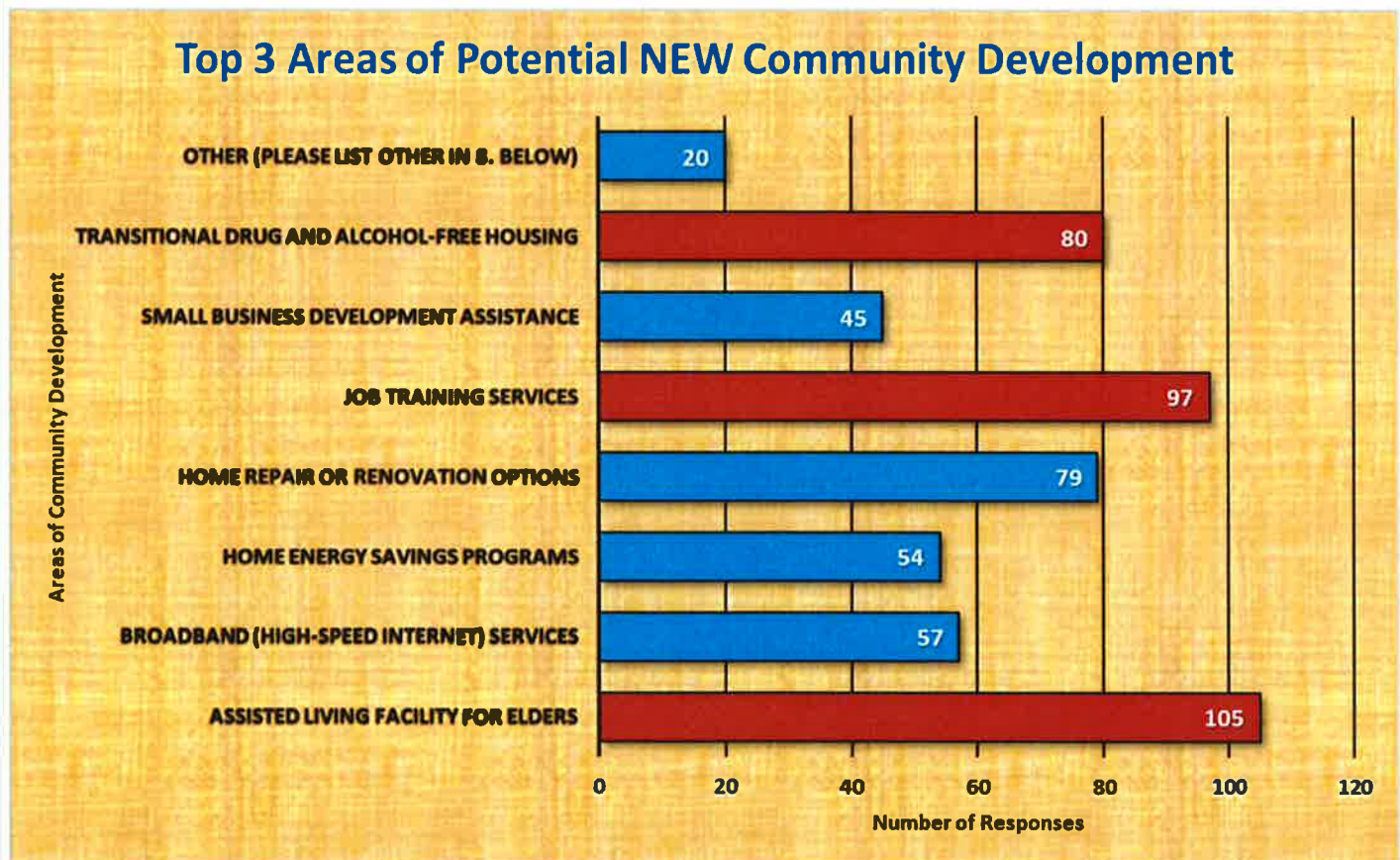
(CEDS) continued from special page 38.....

The top 5 areas of community development according to need were

1. Health and Wellness at 92 responses
2. Elder Services with 84 responses
3. Higher Education with 82 responses
4. After School, Summer, and Recreational Youth Services with 78 responses
5. Children and Family Services with 75 responses.

Survey ranking number 7 asked community members to, “Please identify the top 3 areas of potential NEW Community Development that you would like to see.”

Chart 3. Top 3 Areas of Potential NEW Community Development



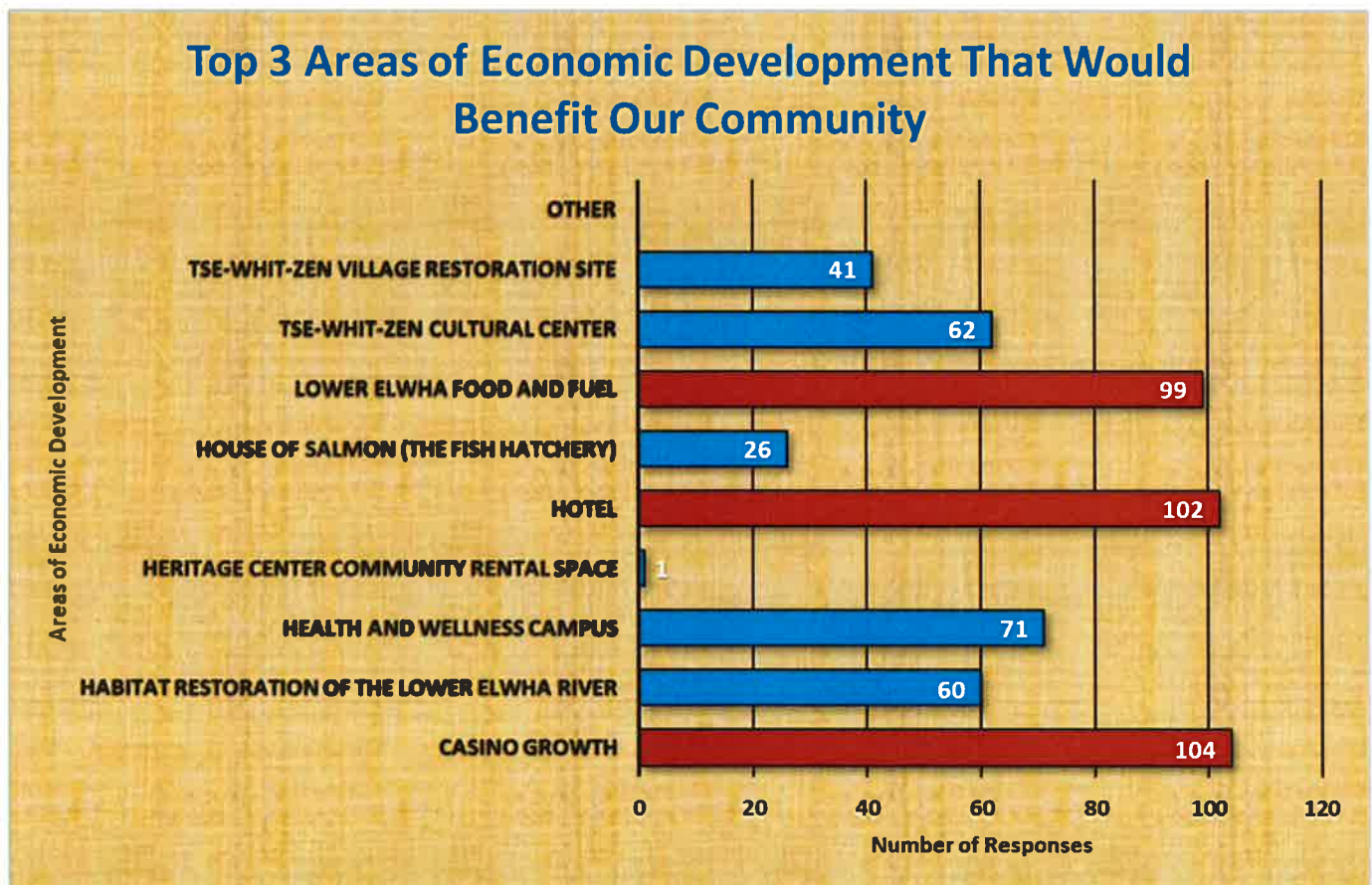


The top 3 areas of potential NEW Community Development were:

1. Assisted Living Facility for Elders with 105 responses
2. Job Training Services with 97 responses, and
3. Transitional Drug and Alcohol-Free Housing with 80 responses.

Survey ranking number 9 asked community members to, **“Please identify the top 3 areas of Economic Development that would benefit our community.”**

Chart 4. Top 3 Areas of Economic Development



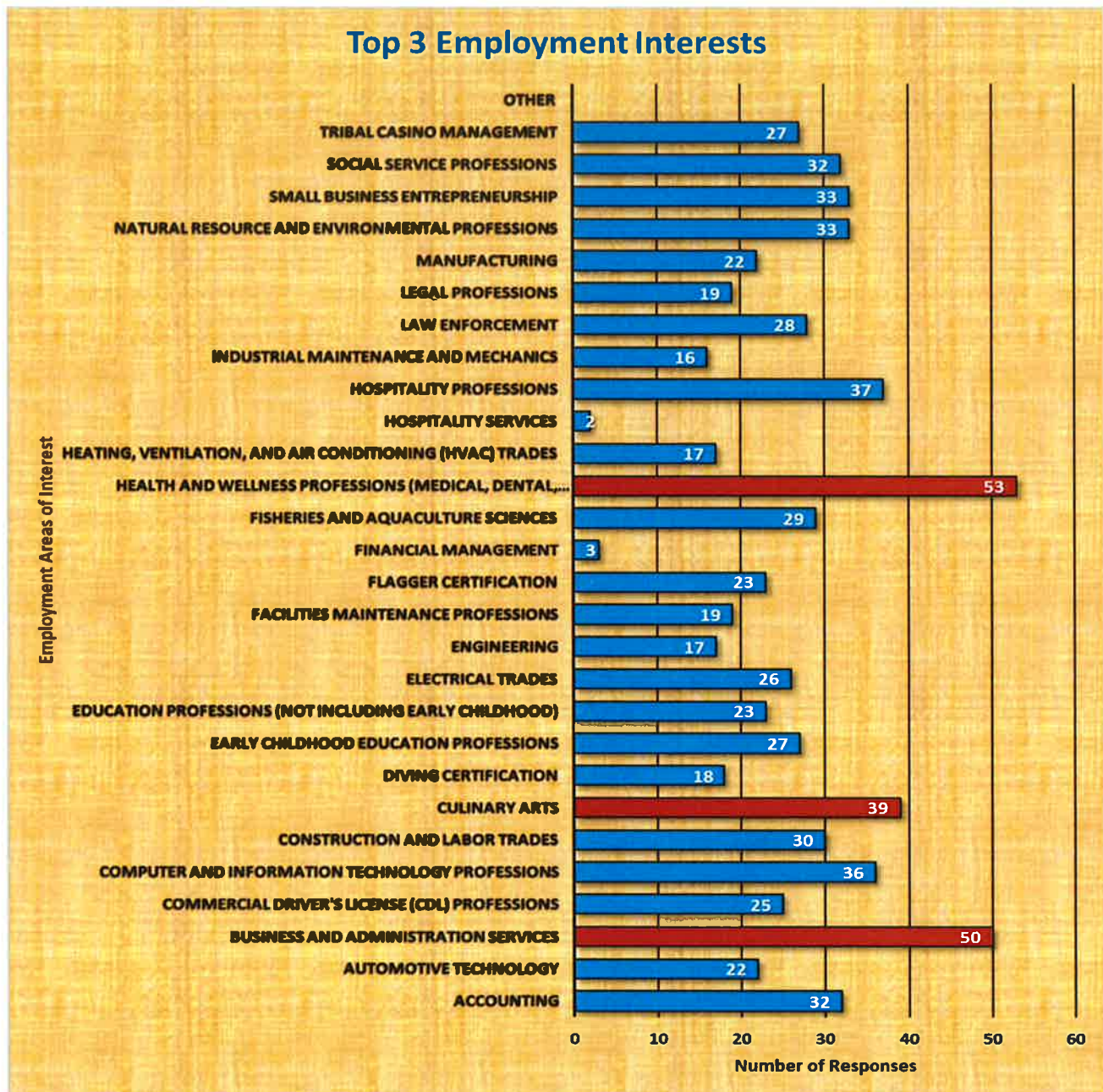
The top 3 areas of economic development were:

1. Casino Growth with 104 responses,
2. Hotel with 105 responses, and
3. Lower Elwha Food and Fuel with 99 responses



Survey ranking number 11 asked community members to, “Please identify your top 3 Employment Interests.”

Chart 5. Top 3 Employment Interests



The top 3 employment interests were:

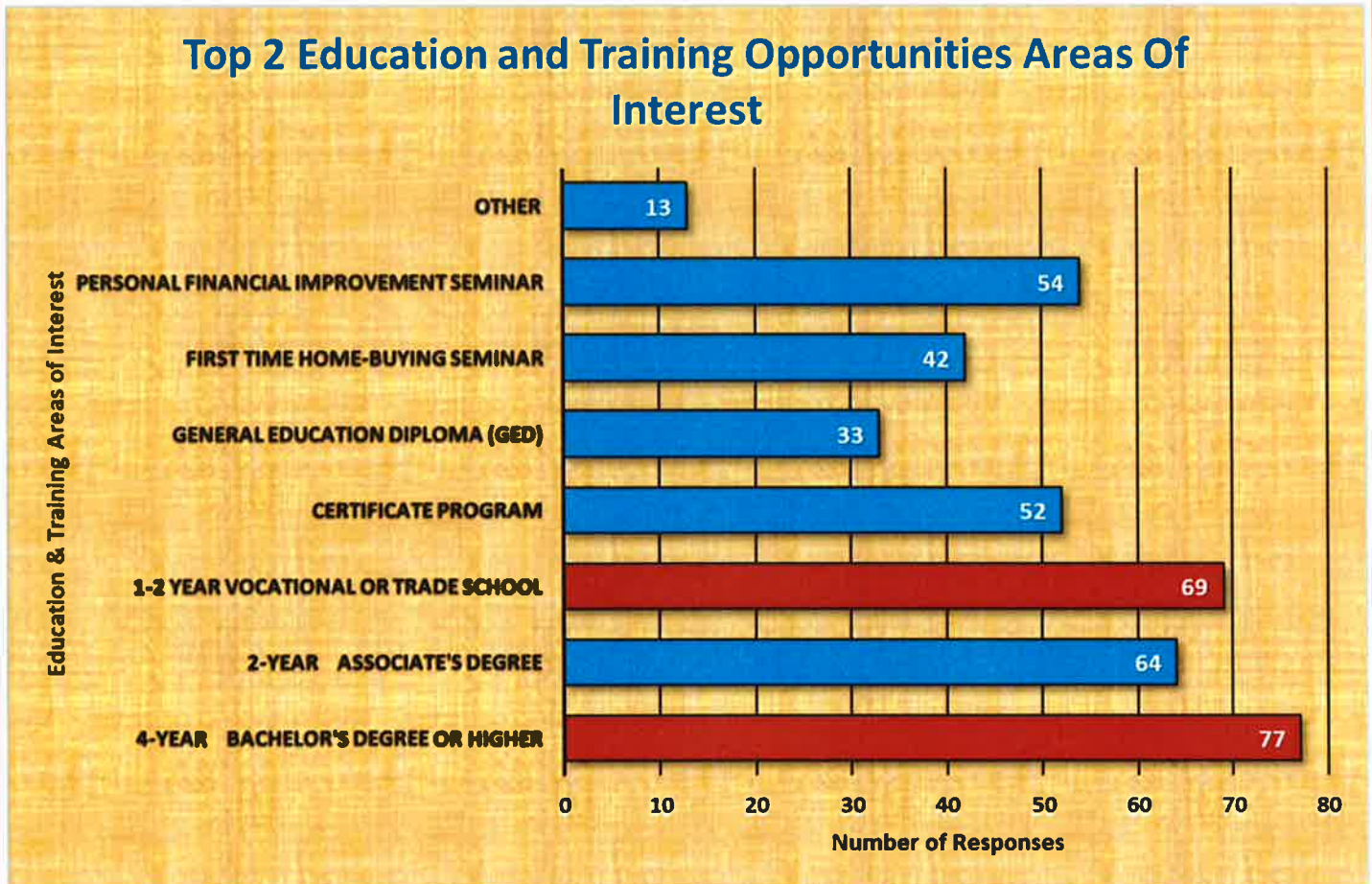
1. Health and Wellness Professions (medical, dental, nursing, behavioral health, etc.) with 53 responses.
2. Business and Administrative Services with 50 responses, and
3. Culinary Arts with 39 responses.



(CEDS) continued from special page 41....

Survey ranking number 13 asked community members to, “Please identify the top 2 Education and Training Opportunities that interest you.”

Chart 6. Top 2 Education and Training Opportunities



The top 2 education and training interests were:

1. 4-year Bachelor's Degree or Higher with 77 responses, and
2. 1-2 year Vocational or Trade School with 69 responses.



(CEDS) continued from special page 42....

Evaluation Framework

The Lower Elwha Klallam Strategic Action Plan 2018-2022 reflects 11 top priority goals (following page) for economic and community development.

LEKT understands that for optimal growth, we must carefully manage our available resources – cultural, environmental, treaty, personnel, and financial. The goals address infrastructure needs like roads and homes, community needs that support the healthy development of our youth, educational and training needs of both youth and our workforce, environmental priorities involving river and salmon habitat restoration, and finally economic development with the construction of our hotel, and community development by restoring the history of č̓ix̓wícən Village through the public kiosks along the village site.

Shared ownership of implementing the goals is reflected across numerous Tribal departments including Childcare and Head Start, Community Development, Culture/Language, Education, Enterprise, Health and Wellness, Lower Elwha Police Department, Natural Resources, Planning, Recreation, Social Services between 2020-2022.

The Strategic Action Plan is meant to reflect priorities of the Tribal community that support both economic and community development. With growth and development, and community feedback, we anticipate these goals to evolve as we improve our ability to build capacity.

PERFORMANCE BENCHMARKS

The Strategic Action Plan identifies the top 11 goals of the Lower Elwha Klallam Tribe from 2018-2022, each with performance measure for each goal.

Through annual reporting, we will be able to see which goals are being realized and which goals may require more support or resources. The goals are a multi-faceted reflection of the work at the Tribe and

demonstrate our investments in community, environment, and economy.

When analyzing our 5-year measure of performance, LEKT will use the following benchmarks to determine whether we are growing or receding and where.

Performance Benchmark	Value
Total Employees	34 ¹
Total Jobs	34 ¹
Average Wage	\$42,149.41
Total Property Base (Acres)	1,012.6
Total Enterprises	4*
Type of Revenue	(See Table Below)
Tribal Unemployment Rate	36.1%

*Lower Elwha Food & Fuel, Cedar Box, the Heritage Center, Carnegie Museum

Type of Revenue	Percentage
Federal Grants, IHS & BIA Compacts	34.56%
Enterprise Revenue	23.18%
Third-Party Billing	13.42%
Indirect Cost	9.94%
General Fund/Tribal Revenues	7.01%
State Grants	4.26%
Cigarette Tax	4.12%
Fuel Tax	3.26%
Private Contributions	0.25%
	100.00%

The average LEKT revenue from 2017-2019 provides an important benchmark for analyzing exactly where the Tribe is gaining or losing revenue streams and helps to inform areas that can be improved.

**CEDS– STRATEGIC ACTION PLAN**

No.	Goal	Objective	Outcome
1	Develop youth programs that are healthy and culturally-related.	Keep youth involved and active utilizing youth programs involving culture, sports, and outdoor activities	Promote a healthy lifestyle for the future generations
2	Provide early childhood education	Educate our youth	Early Learning Center
3	Provide job training and work readiness	Employed Tribal members	Job Training Center
4	Enhance and protect the Elwha River ecosystem by maintaining healthy habitats for fish, wildlife, and people.	Revegetate with native plants, within the Elwha watershed and within the LEKT U&A.	A healthy and thriving native plant ecosystem resilient to climate changes.
5	Salmon Habitat Restoration	Improve spawning habitat for salmon and steelhead	Increased salmon returns
6	Expand our economic diversity within our Usual and Accustomed territory.	Help improve the local economy by creating new businesses within our traditional homelands	Construction of a 4-star hotel on the Port Angeles Waterfront, with restaurants, and other amenities
7	Pre-school through grade 12 teachers, who are also Klallam Language Certified, will teach at all school levels	Develop education plans to certify our Language teachers	State certified pre-school through grade 12 teachers, who are also Klallam Language Certified
8	Bring current houses up to better livability standards.	Make homes livable.	Basic safe standard homes
9	Reconstruct Dry Creek Road between Edgewood Drive and US Highway 101	To make road safer between highway 101 and Edgewood Drive	Widen road for safety of all traveling to enterprise cluster at the end of Dry Creek Road and Hwy 101
10	Provide a vibrant, welcoming destination celebrating people, history, and natural environments on the Port Angeles Waterfront Campus	Provide a community gathering place	Lower Elwha Klallam Longhouse on the Port Angeles Waterfront
11	Exhibit the cultural history of Tse-whit-zen and educate the general public	Restore the history of village site	Acknowledgement of the history, the village, and the People whose home was Tse-whit-zen



CEDS– STRATEGIC ACTION PLAN

Year to be Completed	Performance Measures	Activity Ownership
(Goal 1) 2020	Number of programs created, number of youth served per program, types of activities participated in	Education, Social Services, Health & Wellness, Lower Elwha Police Department, Language/Culture, Recreation
(Goal 2) 2020	Construction of the Early Learning Center, number of pre-school students enrolled	Childcare & Head Start
(Goal 3) 2020	Number and types of programs and services for Tribal and community members, number of Tribal and community members employed per year	Social Services
(Goal 4) 2022	Number of plantings on the lower stem of the river and in the Aldwell reservoir, number of acres planted.	Natural Resources
(Goal 5) 2022	Number of engineered logjams, number of out-migrating smolt, number of adult returning salmon to U&A rivers.	Natural Resources
(Goal 6) 2021	Number of trainings that will be held at new facilities, Number of activities per year locally that will require overnight stay & location is convenient	Enterprise
(Goal 7) 2022	Number of Tribal members enrolled in programs, types of programs, graduation dates, pride of students learning their language	Education, Language/Culture
(Goal 8) 2022	Funding sources, number of homes renovated, type of work completed	Housing
(Goal 9) 2022	Complete goal working with the County agency to complete work needed	Community Development
(Goal 10) 2022	Number and types of cultural education offered, number of exhibits displayed, number of collaborations with waterfront partners	Enterprise
(Goal 11) 2022	Provide Tse-whit-zen educational history and timeline through public kiosks	Enterprise, Planning, Culture/Language, Community Development

**LEKT Labor Force Data from U.S. Census**

Civilian labor force	296
Employed	189
Unemployed	107
Unemployment Rate	36.1%

The above 2013-2017 U.S. Census Bureau estimates calculate LEKT's unemployment rate. Our Job Training Center, in collaboration with our Vocational Rehabilitation and Social Service Programs, are designed to train and prepare Tribal members for the work force. As our Enterprise entities grow and develop, we want to see Tribal members employed and representing the Tribe.

The Community Survey indicated that Tribal members need a Job Training Center. The top 3 professions that interest Tribal and community members are Health and Wellness, Business and Administration, and Culinary Arts professions. They also noted that achieving a Trade School Certification or Bachelor's Degree was important.

All of this data is valuable for the Tribe in our efforts to revitalize our Tribal economy. We are excited to see our Tribal people begin to take on

more and more employment roles at the Tribe.

Clallam County	\$38,862 (Vleming, 2019)
LEKT	\$42,149 (LEKT, 2019)
Washington	\$62,077 (Vleming, 2019)

Average Wages

Analyzing LEKT's average wage to Clallam County and Washington state also helps to reflect how much the Tribe contributes to our region in terms of economic resilience.

LEKT is one of the single largest employers in Clallam County, and it is no surprise that our average wage also surpasses the average in the county by 8.45%. These wage benchmarks will be used to analyze our performance and role as a top employer in our region.

As LEKT's business ventures continue to grow providing training opportunities and new jobs, we anticipate our average wage to also improve over the next five years. LEKT is very proud that we are leading Clallam County in average wages.





CEDS *continued from special page 46...*

Conclusion

LEKT's CEDS plan is meant to remain a working document, reflecting the changing needs and growth potential of the Tribe. As original Tribal residents and stewards, we take pride in leading the way of restoring the health of LEKT Territory. We have relied on our homelands and waters for sustenance and health since Time Immemorial. We understand the value of reciprocal relationships and the attention required to maintain healthy communities and homelands.

Economic development to the Lower Elwha Klallam Tribe means that we carefully manage our available resources – cultural, environmental, treaty, personnel, business, financial, and community. LEKT understands that for us to continue thriving and growing, we must be both stewards and advocates for the natural world and our Tribal community.

Areas where we shine as a Tribe include the River Restoration work on the Elwha River and our other U&A tributaries, staying true to cultural values by exercising Inherent and Treaty Rights, and applying Tribal Sovereignty and Self-Determination in our daily governance and cultural way of living.

The LEKT community understands that for the Tribe to flourish we must invest attention and resources in the areas identified as important by the community survey — Klallam Counseling Services, and Transitional Housing for those in recovery; a Job Training Center that meets the needs of our workforce who want Trade or Bachelor degrees in Health and Wellness, Business and Administration, and Culinary Arts professions; and very importantly, meeting the needs of both our elders and youth by exploring an Assisted Living Facility for our elders, and creating programs that support our youth as they develop into community members.

The LEKT community supports investment in Casino Growth, development of the Tribal Hotel and Waterfront Campus in Port Angeles, and continued expansion of the Lower Elwha Food and Fuel. The Elwha River Casino and Lower Elwha Food and Fuel are excellent economic entities that still have room for growth.

LEKT understands that we must continue our capacity-raising initiatives, positive stewardship of Tribal resources, development of career and workforce training, and strategic planning for infrastructure and program development.

Inherently woven into who we are as Lower Elwha Klallam Tribal People is a strong sense of community, giving back, helping others, and pride in culture and sense of place. We are rooted in our homeland and are investing in economic development that will sustain the health of our future generations. Our ancestors prepared the way for us to thrive, and we in return are preparing to do the same for our children, grandchildren, and future generations.





CEDS—Thank you!

*Your feedback is welcome and
appreciated.*

*The CEDS Plan will be available for public
comment until January 31, 2020. You may pick
up a hard copy from Planning at the Tribal
Center please, or access the full CEDS Plan on
our*

*LEKT Tribal Website
(2018-2020 CEDS Plan)*

<https://www.elwha.org/2019/12/lekt-ceds-plan-2018-2020/>

*You may leave confidential feedback at the
CEDS Drop Box in the Tribal Center Lobby, or
email*

feedback@elwha.org



Nutrition

Diabetes Update

My name is Dawn and I am a Certified Diabetes Educator at Lower Elwha Health Clinic as well as a dietitian. My role is to make sure every Tribal member with diabetes receives yearly diabetes education and exams of: eye/foot/dental along with kidney cholesterol , and A1C tests. Doing so will help you achieve better outcomes for your condition.

As 2020 approaches, we will be reaching out to you to schedule physicals with your provider and a diabetes education session with me. Our goal is to provide you with the best care possible. Thank you!

Nutrition Spotlight

By: Dawn Travelstead, RD/CDE
Elwha Health Clinic

Welcome to winter!

As the shorter days and darker skies ascend upon us, you may be lacking in your daily dose of Vitamin D.

Vitamin D is an incredibly important vitamin, but it's found in very few foods and is hard to obtain through diet alone. Around 42% of adults in the US are deficient in this key vitamin.

Vitamin D is important for your immune system and strong bones, and may also offer cancer prevention. Without proper D, your body can't absorb calcium very well. Regular intake is important from infants (400 IU/Day to adults (600-1000 IU/Day). For older adults and people who have darker skin, are overweight or live in areas where sunlight is limited, the [risk of deficiency](#) is even higher. Most people may need 2000 IU of D daily.

Vitamin D Food Sources: wild caught salmon, tuna, sardines and oysters have the highest concentrations.

Best time to take Vitamin D.....with a meal that contains a fat source, you increase absorption by up to 25%.

Trouble sleeping? Research links vitamin D levels to sleep quality. In fact, several studies associate low levels of vitamin D in your blood to a higher risk of sleep disturbances, poorer sleep quality and reduced sleep duration.

The Vitamin D council recommends your blood level to be between 40-80 mg. Ask your health care professional to check your blood level for this important nutrient.

To your health!



WIC EBT Cards

WIC Certification Documents Required

EXAMPLES CLIENTS CAN BRING TO APPOINTMENTS FOR:

1. **Proof of ID**

Drivers License
Tribal ID
ProviderOne Card
Passport
Voter Registration card
Birth Certificate
WIC ID card Holder (*re-certifications only*)

2. **Proof of Income**

Current Paystubs
Military Leave and Earning Statement
Unemployment benefits documents
Public Assistance Documents:
 SNAPS TANF Medicaid FDPIR
Bank Statements
Child support/divorce decree

3. **Proof of Residency**

Driver's License with current address
Utility bill
Public Assistance Documents mailed to current residency
Rent receipt
Voters registration card

4. **Clients and infant/children must be present at:**

Presumed Eligible Initial Certifications Re-Certifications

Carmen Watson-Charles, WIC Coordinator/Family Spirit Supervisor

Lower Elwha Health Clinic (360) 452-6252 ex: 7625



Christmas Bazaar

Elwha Klallam Tribe Welcomes All

Christmas Bazaar

Date: December 13 & 14 , 2019

Times: 9:00 am. To 4:30 pm.

Location: Elwha Gymnasium

Raffles, Gifts, Food, & Smiles

For vending: 360-417-8545





Lower Elwha Police Department

From the Sergeant's Desk:

It's been a busy couple months for the Elwha Police Department. One of the biggest changes is the staff we have. Since summer time we have hired four officers: Sgt. Jed Johnson, Officer Ernest Grimes, Officer Adam Lovik, and Officer Alex Hamrick. More recently, Officer Phillip Charles has transferred to Fish and Wildlife Enforcement. We are in the process of hiring some more folks as well, so keep your eyes open for new faces. We've also been able to bring a familiar face back on board. Thomas Edgington, who has been a part of the department in the past, has returned to the Elwha Police Department as an on-call officer. Officer Edgington still maintains his full time job at the Juvenile Correctional Center, but he will fill in on shifts if he is available. Officer Edgington is also an instructor in many aspects of law enforcement and is an invaluable addition to the team. We're approximately one year away from being to where we are fully staffed with officers that are trained and on the road.

There have been a couple big milestones with other agencies as well. In October, Sgt. Johnson and Officer Charles completed the Basic Law Enforcement Equivalency Academy at the Criminal Justice Training Commission. Upon completion Sgt. Johnson and Officer Charles were certified by the State of Washington as Tribal Police Officers. As certified Tribal Police Officers, we are able to be commissioned by neighboring jurisdictions in accordance to mutual aid agreements. The department already has an agreement with the City of Port Angeles. Chief White (who is already a certified Tribal Police Officer), Sgt. Johnson, and Officer Charles were sworn in as Special Commission Police Officers for the Port Angeles Police Department. The special commission allows us to act in the same capacity as Port Angeles Police Department Officers when requested or when responding to an emergency situation in the City of Port Angeles. In the near future, Officer Adam Lovik and Officer Ernest Grimes will be attending the Basic Law Enforcement Equivalency Academy.

Chief White has been working hard on getting a similar mutual aid agreement in place with the Clallam County Sheriff's Office. We expect in the coming year that agreement will be in place. With an agreement in place with the Clallam County Sheriff's Office, our officers will be better prepared to respond to incidents on and off the reservation. The agreement will formalize the working relationship our officers already have with Clallam County Sheriff's Deputies. It's an exciting time for the Elwha Police Department and I'm proud to be on the team with Chief White to build the department up as a professional police agency.

Jimmy Thompson, Sergeant





Local Crime Stats– October

Service Logs for L & O	Total
911 Hang-Up	4
Abandoned Vehicle	0
Alarm/Alarm Check	7
Animal Calls	4
Warrant Attempts	1
Assault	2
Auto Theft	1
Bar Check	0
Boating Activity	0
BLS-Medical	0
Burglary	1
Business Check	108
Burn Complaint	0
CA&N/Elder Abuse	0
Child Endangerment	0
Citizen Assist	2
Citizen Contact	2
Civil	3
Community Oriented Policing	40
Court Paperwork/Service	18
CPR	0
CPS	0
Courtesy Transport	0
Custodial Interference	0
Death/Unattended Death	0
Disturbance	2
Drug Violation	1
Drunkenness	0
DUI	0
DV	1
Eluding	0
Embezzlement	0
Erratic Vehicle	0
Exclusion	0
Explosion	0
Field Interview	0
Fire	0
Firework Violation	0
Fishing/Forestry Violation	0
Follow-Up	16
Forgery	0
Found/Recovered/Lost property	3
Fraud	1
Frequent Patrol Request	1
Impound	0
Indecent Liberties	0
Junk Vehicle	0
Liquor Violation/MIP	0
Littering	1
Malicious Mischief	0
Mental/ITA	2

Medical Aid	0
Misc. Info/False Reporting	4
Negligent Driving	0
New Call	0
Noise Complaint	1
Officer Safety	0
Other Agency Assist	14
Overdue Person	1
Parking complaint	0
Phone Complaint	0
Placing a person in fear	0
Poss. of Stolen Property	0
Prisoner Transport	4
Prowler/Vehicle Prowler	1
Rape	0
Reckless Endangerment	0
Rendering Criminal Assistance	0
Report of open door/window	0
Repossession	0
Resisting/Obstructing/Delay	0
Robbery	0
Runaway	1
Sex Offense/Monitor	2
Search and Rescue	0
Stalking	0
Suicide/Suicidal	0
Suspicious Person/Vehicle	6
Theft	1
Threats	1
Traffic Control/Emphasis/Hazard	2
Traffic Stops	1
Trespass	1
Unattended Hit and Run	0
Vandalism	0
Violation of Court Order	1
Vehicle Accidents	2
Vehicle Lockouts	3
Weapons Discharge/Violation	1
Welfare Check	0
Warrants- Tribal	2
Warrants-Non Tribal	0
Wires Down	0
Total	271

Arrests for October**Jacob Dam-Assault****Lewis Charles, Violation of Court Order**



Announcements

Reminder

It's not too late to get your flu shot. Prevention works
Last year 50 people who tested positive for the flu only 3 had
been vaccinated.

Please do not hesitate to take a few minutes out of your day to
protect yourself, and your family.

Lorna Mike, RN

*The Low Income Home Energy Assistance Program
(LIHEAP) has available funds and is accepting applications.
Applications are available at the Social Services
Department, individuals and families must be low-income
to qualify. Please help spread the word!*

*Please return applications to the Social Services
Department.*

Roberta Charles, Eaglewolf House Counseling

I continue to see clients here at Eaglewolf House Counseling, 407 Charles Road! I see clients for grief work, crisis counseling, couples counseling, all relationships that are currently or in the past difficult, domestic violence, anxiety, and depression, PTSD, and other traumas such as intergenerational trauma. Sexual abuse, and general direction in finding a healthy lifestyle after being in recovery. I take Regence, Premiera, Medicaid, Apple or Molina, Veterans Choice, Aetna, sliding scale, and others if I am told in advance. I do home visits, office visits, hospitals, and convalescent homes, as well as Juvie. If you would like to have an appointment with me call me or text me at 360-460-5963.

We will have Interfaith Devotions per usual. We are not trying to convert anyone to any particular path to our Creator but to enjoy one another as we share our own ways of worshipping the Creator. We do this to encourage Unity in our community! Bring your songs, drums or prayers and reading for all of us to enjoy and become a radiant follower of the Red Road back to our Creator and enjoy the footsteps we hear of all of the diverse ways of worship! All paths lead back to our Creator the many Lamps of the Messengers are different but the Light is the same. Just like the days of the week have different names but the Light we enjoy comes from the same source! We will have snacks and fellowship following the Devotions. If you have any snacks you would like to share, please do! Any questions or requests for prayers call or text 360-460-5963! Hoit!



Announcements

Head Start/Early Head Start

Dates to Remember:

**December 20th– Holiday Concert & Dinner, 5:30pm
Tribal Gym**

**December 21st thru January 6th– Winter Break, classes
will resume on January 7th!**

LOWER ELWHA HOUSING AUTHORITY:

All rental units, it is *required* that you recertify annually. Make sure to always be on the lookout for reminders in the mail! It is important that these do not go past due at any point.

**Merry Christmas
and Happy New
Year!**

News!

LOWER ELWHA KLALLAM SONG & DANCE GROUP

~Regular Practice Tuesdays Dec. 3, 10 at 4:30 in Dining Hall.

Dinner at 4:30, followed by singing & dancing. Help needed for set-up, cooking, cleaning kitchen and dining hall. Rides home available at 7pm.

~Holiday Jam Tues, 12/17, 5:30pm in Dining Hall

Ugly Christmas Sweater Contest with prizes! Bring your favorite dessert! *Dinner at 5:30, followed by singing & dancing. Help needed for set-up, cooking, cleaning kitchen and dining hall. Rides home available at 8:30pm.*

**Regular Practice Cancelled Christmas Eve & New Year's
Eve. No Intertribal in December**





Birthday Wishes

*Sending special birthday wishes to
Brenda Charles and Keri Ellis.*



*Happy Birthday, we love you both,
Elaine, Mike, & Payton*

Happy birthday to Papa Mitch and Mitchell. Hoping both of your birthdays are as awesome as you two are. Full of fun, laughter and good memories. We love you guys!



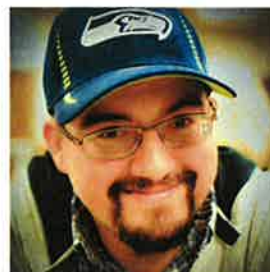
December!



*Wishing both Keri and
Troilan the Happiest of
Birthdays!*

Love, Marie

Wishing our cousin Joey a very Happy Birthday. Thank you for being awesome at life, being a best friend, a favorite cousin, and always there for everyone around you. We love you and hope you have a wonderful day!





December Birthdays– Tribal Members

12/1 Charles, Phoenix Irish Roberts, Savannah Justine	Messenger, Joseph Anthony Stevens, Jaryd Lee Joseph	12/25 Castillo, Virginia Ann Contreras, Alison Rose Peters, Roy Gabriel
12/2 Bright, Kaidence Yellout Castillo, Shane John Charles Njeldé, William Lance Stephan, Lydia Yanitza	12/13 Johnson, Brooke Victoria Kimberly, Roberta Denise	12/26 Sanchez, Tracey Leigh* Smith, Nancy Ella
12/3 Black, Geneva Phyllis Charles, Alexandria Joyce Granlund, Caroline Bessie Miller, Elsie Marie	12/15 Bennett IV, Frank Gene Charles, Brayden Jaymes Hren, Janet Lynn* Shabel, Kristopher Jay	12/27 Coutlee, James Leon Duckett, Darrell Jerome Point, Kaiden Lee
12/4 Bolstrom, Meridi Rose McGoff, Donna Lynne Muck, James Byers*	12/16 Charles, Garnet Marie* 12/17 Bennett, Elizabeth Anne 12/18 Sampson, Gordon Charles Nathan	12/28 Charles, Brenda Joyce Sampson- Weed, Rebecca E.*
12/5 Gilman, Georgina Marie Rapoza, Maria Elena	12/19 Charles, Keith Lane Charles, Russell Brandon Ellis, Keri Leanne*	12/29 Boyd, Mitchell Gerald* O'Neel, Marie Elena Paranteau, Leslie James
12/6 Peters, Victoria Antoinette Tejano, Taylor Nichole	12/20 Francis, Wade Murray 12/21 Boyd, Arlene Ava Charles, Cecelia Barbara Needham, Joshua Christian	12/31 Antunez Jr., Arnulfo Boyd, Mitchell AB Charles, Lily Kristy Mitts, Kylie Rae* Moses, Jarison Ray
12/7 Gilman Jr., Nicholas Joseph Gober, Jennifer Deann Sullivan, Jacob Aaron*	12/22 Boyd, Joseph Lee Charles Sr., Darrell Wayne Charles, Robert Ian Sanchez Sr., Richard Lee	*Tribal Members who are also LEKT employees.
12/8 Rennie, Chad Charles	12/23 Charles Jr., Gerald William Charles, Isaac Logan McLaughlin, Andrea Susan	
12/10 Gloria, Vanessa Roberta Langland, Rosanna	12/24 Point, Daniel Christopher* Sanders, Teresa Marie	
12/11 De Vore, Jessica Jean Hopie, Tahnee Nicole		
12/12 Bennett, Joseph Logan* Dunn, Alexis Amber Messenger, Jeremy Aaron		

December Staff Birthdays-

12/3– Thomas (Moe) Dannel
Aleilah Lawson
12/4– Rita Asgeirsson
12/6– Randall McCoy

12/7– Froilan Sarmiento
January Austin
12/12– Janet Elofson
12/16– Carol Shaw

12/18– Joey Silos
12/19– Mark Raycraft
12/27– Tessa Velasco
12/29– Whitney Moody



Elder's Nutrition Program Menu-- December

December 2 nd	December 3 rd	December 4 th	December 5 th	December 6 th
Garlic Sesame Chicken with Brown rice Asian style veggies Green salad Fruit Juice	Beef stroganoff with egg noodles WW rolls Green beans Green salad Blueberries	French toast casserole with WW bread Egg muffin with bell peppers Green salad Oranges	Chicken Caesar salad wraps with WW tortillas Green salad Apples	Shake N Bake pork chops with brown rice Broccoli Green Salad Bananas
December 9 th	December 10 th	December 11 th	December 12 th	December 13 th
Garlic Sesame Chicken with Brown rice Asian style veggies Green salad Fruit Juice	Lasagna with WW Rolls Mixed Veggies Green salad Grapes	WW Biscuits and Gravy Scrambled eggs Green salad Bananas	Pot Roast w/ roasted root veggies WW Rolls Green salad Mandarin oranges	LUNCH AT JAMESTOWN
December 16 th	December 17 th	December 18 th	December 19 th	December 20 th
Salmon burgers with condiments On WW buns Baked fries Carrot sticks Green salad Fruit Juice	Beef enchilada Casserole with WW tortillas Green salad Blueberries	Creamy chicken & rice soup with Brown rice WW rolls Green salad Fruit salad	Meat Loaf With WW rolls Green Beans Green Salad Bananas	Cheesy taco WW pasta Tortilla chips and salsa Green salad Grapes
December 23 rd	December 24 th	December 25 th	December 26 th	December 27 th
Cheese tortellini with Italian sausage and tomato sauce WW rolls Green Salad Fruit Juice	Sack lunch with sandwiches on whole wheat bread Celery sticks Applesauce cups	CHRISTMAS DAY CLOSED	DAY AFTER CHRISTMAS CLOSED	CLOSED CHRISTMAS HOLIDAY
December 30 th	December 31 st	January 1 st	January 2 nd	January 3 rd
CLOSED HOLIDAY	CLOSED HOLIDAY	NEW YEARS DAY CLOSED	Black bean & quinoa enchilada bake (Vegetarian) Green salad Apricot	Chicken adobo over brown rice Asian style veggies Green salad Pineapple



TRIBAL DIRECTORY

Tribal Center

2851 Lower Elwha Road
Port Angeles, WA 98363
360.452.8471

CEO Tonya Greene, Ext 7469

COO of Enterprise Ext 7438

CFO Froilan Sarmiento, Ext 7463

Accounting

2851 Lower Elwha Road
Melissa Gilman, Grants Administrator
Ext. 7461
Jo Klinski, Controller/Payroll Ext 7460

Cedar Box Smoke Shop

4779 S Dry Creek Road
Isaiah Coley, 360.452.9250

Child Care

322 Stratton Road
360.452.3562
Deborah Hales, Director Ext 7471

Education

Jessica Egnew, Director Ext 7425

Elwha River Casino

631 Stratton Road, 452.3005
Mike Watson, General Manager

Elder Services

Leona McKinnon, Coordinator Ext 7466

Employment Services/HR/TERO

Sandra Johnson, Director Ext 7429

Enrollment Services

Marilyn Edgington, Ext 7444

Facilities & Maintenance

Warren Stevens, Director Ext 7432

Gaming Commission

631 Stratton Road
360.452.5628
Elaina Begay, Director

Head Start/Early Head Start

463 Stratton Road,
360.452.2587
Deborah Hales, Director Ext 7471

Health Clinic

243511 Highway 101 West
360.452.6252
Lorinda Robideau, Interim Health Services
Director

Heritage Center

401 E. First Street, 360.417.8545
Chrissi Ducotey, Administrator Ext. 2902

Human Resources

Ext 7430

Housing Authority

22 Kwitsen Drive, 360.457.5116
Gerald Charles, Director Ext. 7551

Information Technology

Ken Giersch, Director Ext. 7541

Justice Center/Tribal Court

341 Spokwes Drive
360.452.6759

Klallam Counseling Services

243613 W Hwy 101, Port Angeles
360.452.4432
Stormy Howell, Treatment Manager

Law & Order/Police Dept.

Justice Center
341 Spokwes Drive
360.452.6759 Ext 2922
Sam White, Chief of Police

LOWER ELWHA FOOD & FUEL

Isaiah Coley, 360.452.9250

Natural Resources/Fish Hatchery

760 Stratton Road
360.457.4012
Matt Beirne, Director Ext 7485

Planning & Development

Arlene Wheeler, Director Ext 7437

Prevention Health/GYM

Jason Wheeler, Ext. 7440

Social Services

3080 Lower Elwha Road
360.565.7252
Becca Weed, Director

BUSINESS COUNCIL



Frances G. Charles

Tribal Chairwoman, Ext. 7411



Russ Hepfer

Vice Chairman, Ext. 7412



Anthony Charles

Secretary/Treasurer Ext. 7415



Steve Joaquin Robideau

Council Member, Ext. 7413



George Charles

Council Member, Ext. 7414

Change Service Requested

Services

You can find it under the “Announcements” section titled: **Newsletter**

1/1- Food and Fuel - 8:00 am – 12:30 am
Cedar Box - 8:00 am - 7:00 pm
Food Truck – 9:00 am – 9:00pm