

Jamestown S’Klallam Tribe

Report to Tribal Citizens



2020

Each year Tribal Council and the Executive Team meet to plan for the upcoming year. This year, the “retreat” was postponed until September due to the ongoing pandemic and utilized a virtual format to keep participants safe. Below is a screen shot of the Zoom meeting that took the place of the traditional face-to-face conference. In addition to the Executive Committee and Tribal Council, other staff, including Planner Luke Strong Cvetich (facilitator) and Chief Medical Officer Dr. Paul Cunningham, and Public Health and Safety Officer Tom Locke attended.



Executive Committee:

W. Ron Allen, CEO
 Jessica Payne, COO
 Diane Gange, CFO
 Jerry Allen, CEO, 7 Cedars
 Coleen Berry, CFO, 7 Cedars
 Rochelle Blankenship, TGA Executive Director
 Kyle Johnson, EDA Executive Director
 Johanna Barteel, Exec. Dir, JST Capital, Inc.
 Jennifer McLaughlin, SG Legislative Associate

Rob Welch, SCS Director
 Loni Greninger, SCS Deputy Director
 Brent Simcosky, Health Services Director
 Cindy Lowe, Health Services Deputy Director
 Allie Plute, Human Resources Director
 Adam Barrell, Information Services Director
 Hansi Hals, Natural Resources Director
 Ann Sargent, Executive Assistant to the CEO
 Kim Kettel, Executive Assistant to the COO

On the cover, and page edges, the custom carpet design by Durkan Hospitality, used in 7 Cedars Hotel hallways, “Sea to Shore.”

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Changes to Tribal Council

At the beginning of 2020, long-time Council member, Liz Mueller (Fitzgerald/Chubby), resigned as Tribal Council Vice-Chair.

Mueller said the decision came from wanting to spend her energy on the health of her husband, David Mueller, and spend her days focusing on her family, which brings her immense joy. Her retirement from Council ends an 18-year long service that began in 2002.

Mueller began her service for Tribal citizens and Tribal programs in 1987 when she was the first Social Services Coordinator, Social and Community Services Director and Tribal Policy Liaison. She retired from her employment at the Tribe in 2014 to concentrate on improving services to Tribal citizens for their wellbeing. During her tenure, Mueller also was represented on the Culture, Elders and Community Network committees.

Her reach extended throughout her years of service. Mueller helped lead the passage of the Washington State Indian Child Welfare Law, Indian Country Estates Recovery policy, and Cradle to Career, among many other policies. Loni Greninger was appointed to fill this seat until the next election in November 2020.

Also, in January, Secretary Lisa Barrell resigned for personal reasons from the position she had held for four years, after serving the first three months of fiscal year 2020. Rochelle Blankenship was appointed to fill this seat until the next election in November 2020.



Message from Tribal Council



W. Ron Allen, Chair

Fiscal year 2020 (October 1, 2019 through September 30, 2020) started out like any other year. We were busy with dozens of projects and consultations.

Six months in, we had to learn new ways of doing everything. The COVID-19 pandemic, which hit in mid-March, presented us with a steep learning curve, but we jumped in immediately and wholeheartedly, devising ways for staff to work at home, and for all of our planned events and projects to move forward, safely.

Accordingly, this year's report begins with a recap of the changes we implemented in order to continue doing business and providing services in the time of COVID-19.

As Native peoples, we are accustomed to adapting to a changing world, and even with all of the changes prompted by the pandemic - including social distancing, masking, limitations on conducting business, and economic difficulties - we forged ahead on many fronts, continuing the work we had planned for FY2020, and caring for our community's health and welfare.

We raise our hands in appreciation and respect for our clinic staff, who continued to come into work month after month, to keep our community safe and healthy.



Loni Greninger, Vice-Chair



Rochelle Blankenship,
Secretary



Theresa Lehman, Treasurer



Kurt Grinnell, Council Member

Tribal Council Roles

Tribal Council members do much more than attending Council meetings. Their leadership roles include representing the Tribe and its interests at the local, regional, state, national and international levels.

Here are some of the organizations on which they currently serve

W. Ron Allen, Tribal Council Chair and Chief Executive Officer

Washington Indian Gaming Association	WIGA’s purpose is to educate and disseminate information to the Indian gaming community, federal and state governments, and the general public on issues related to gaming in Indian Country.
National Congress of American Indians (Delegate)	NCAI’s mission is to protect and enhance treaty and sovereign rights; secure traditional laws, cultures, and ways of life for our descendants; promote a common understanding of the rightful place of tribes in the family of American governments; and improve the quality of life for Native communities and peoples.
Self-Governance Communication and Education Tribal Consortium	The SGCETC strives to assist all tribal nations to achieve their own goals of self-government and seeks to ensure that the tenets and purpose of Self-Governance are accurately communicated and clearly understood by Congress, the Administration, tribal nations and all other interested parties.
Department of Interior: Tribal Interior Budget Council (Co-Chair) BIA Self-Governance Advisory Committee (Chair)	The Department of the Interior (DOI) conserves and manages the Nation’s natural resources and cultural heritage for the benefit and enjoyment of the American people, provides scientific and other information about natural resources and natural hazards to address societal challenges and create opportunities for the American people, and honors the Nation’s trust responsibilities or special commitments to American Indians, Alaska Natives, and affiliated island communities to help them prosper.
Health and Human Services: Centers for Medicare and Medicaid Services Tribal Technical Advisory Group (Co-chair) Secretary’s Tribal Advisory Council (NW Delegate)	The mission of the U.S. Department of Health and Human Services (HHS) is to enhance the health and well-being of all Americans, by providing for effective health and human services and by fostering sound, sustained advances in the sciences underlying medicine, public health, and social services.
Department of Justice Attorney General’s Tribal Nations Leadership Council (Delegate)	Department of Justice enforces the law and defends the interests of the United States according to the law; to ensure public safety against threats foreign and domestic; to provide federal leadership in preventing and controlling crime; to seek just punishment for those guilty of unlawful behavior; and to ensure fair and impartial administration of justice for all Americans.
Department of Treasury Internal Revenue Service Advisory Council	The U.S. Department of the Treasury’s mission is to maintain a strong economy and create economic and job opportunities by promoting the conditions that enable economic growth and stability at home and abroad, strengthen national security by combating threats and protecting the integrity of the financial system, and manage the U.S. Government’s finances and resources effectively.
Pacific Salmon Commission (Commissioner)	The Pacific Salmon Commission is the body formed by the governments of Canada and the United States in 1985 to implement the Pacific Salmon Treaty. It is our shared responsibility to conserve the Pacific Salmon in order to achieve optimum production and to divide the harvests so that each country reaps the benefits of its investment in salmon management.

Tribal Council Roles, continued

Loni Greninger, Tribal Council Vice-Chair and Deputy Director of the Social and Community Services Department

Governor's Oversight Board for the Department of Children, Youth, and Families ((Board Member, Western Washington Tribal Representative)	The board is authorized for the purpose of monitoring and ensuring that the department of children, youth, and families achieves the stated outcomes of chapter 6, Laws of 2017 3rd special session., and complies with administrative acts, relevant statutes, rules, and policies pertaining to early learning, juvenile rehabilitation, juvenile justice, and children and family services.
Washington State DSHS Indian Policy Advisory Committee (Alternate Delegate)	The committee advises the collective needs of the Tribal governments and other American Indian organizations to assure quality and comprehensive service delivery to all American Indians and Alaska Natives in Washington State.
Washington State Department of Children Youth and Families, Tribal Advisory Committee	The committee advises on the collective needs of the Tribal governments and other American Indian organizations to assure quality and comprehensive service delivery to all American Indians and Alaska Natives in Washington State for child protective services, foster care, dependency guardianship, termination of parental rights, adoption proceedings, and contracted services with native and non-native providers.
Washington State Department of Children, Youth and Families, Indian Child Welfare Subcommittee (Alternate Delegate)	The subcommittee advises DCYF on providing native families with services consistent with the federal Indian Child Welfare Act (ICWA) and Washington State Indian Child Welfare Act, in the areas of child protective services, foster care, dependency guardianship, termination of parental rights, and adoption proceedings. In addition to direct services, the subcommittee advises on types of contracted services needed for Tribes to serve their own Tribal members on and off Tribal lands.

Theresa R. Lehman, Tribal Council Treasurer

Northwest Portland Area Indian Health Board	Its mission is to eliminate health disparities and improve the quality of life of American Indians and Alaska Natives by supporting Northwest Tribes in their delivery of culturally appropriate, high quality healthcare.
American Indian Health Commission	The Commission's mission is to improve the health of AI/AN people through Tribal-State collaboration on health policies and programs that will help decrease disparities.
Salish Sea Behavioral Health Policy Board	The Salish Behavioral Health Administrative Services Organization (SBH-ASO) is responsible for ensuring that crisis behavioral health services are available to the Medicaid population in our region.

Tribal Council Roles, continued

**Rochelle Blankenship, Tribal Council Secretary and
Executive Director of the Tribal Gaming Agency**

Washington Association of Tribal Regulators (Secretary)	WATR strives to promote and encourage the highest professional standards and ethics for Tribal gaming regulation in Washington State through fellowship, exchange of information and sharing opinions, and to help members to urge Tribes and State for legislation, negotiations and programs that enhance sovereignty of Tribes as it relates to Tribal gaming regulation and maintain a safe, fair and ethical gaming experience for the public.
Clallam County Sheriff’s Advisory Committee	The committee advises the Clallam County Sheriff’s Office regarding issues of concern and serves as an open link of communication between the Sheriff’s Office and the community.

**Kurt Grinnell, Tribal Council Member and
Chief Executive Officer of Jamestown Point Whitney Ventures, LLC**

Tribal Policy Liaison for Natural Resource	Represents the Tribe on issues of Natural and Treaty Resources.
Point No Point Treaty Council (Vice-Chair)	The Point No Point Treaty Council is a Tribal consortium that provides natural resources support services to its member tribes, the Jamestown S’Klallam Tribe and the Port Gamble S’Klallam Tribe, to support Treaty Rights and natural resources.
Northwest Indian Fisheries Commission (NWIFC) (Commissioner)	The Northwest Indian Fisheries Commission (NWIFC) is a natural resources management support service organization for 20 treaty Indian tribes in western Washington. The role of the NWIFC is to assist member tribes in their role as natural resources co-managers.



Boards and Committees

CORPORATE BOARDS

JKT Economic Development Authority Board

Jack Grinnell, Chair
Matthew C. Adams, Sec./Treas.
LaTrisha Suggs
Joe Allen
Louis Kardonsky

JKT Development, Inc.
Jack Grinnell, Chair
Matthew C. Adams, Sec./Treas.
Joe Allen, Vice-Chair
Jim Bartee

JKT Gaming Board, Inc.
W. Ron Allen, Chair
Josh Chapman, Vice-Chair
Cliff Prince, Sec./Treas.
Paul Moore
Jim Haguewood

Cedar Greens, Inc.
Lana Kerr, Chair
LaTrisha Suggs, Vice-Chair
Mack Grinnell, Secretary

JST Capital - NCDFI
Joe Allen, Chair
Laurie Stewart, Sec./Treas.
Louis Kardonsky

COMMITTEES AND NON-CORPORATE BOARDS

Culture Committee

Janet Duncan, Chair
Elaine Grinnell, Vice-Chair
Sheila Strong, Secretary
Matthew C. Adams
Liz Mueller
Melissa Smith-Brady

Election Board

Cathy MacGregor, Chair
Lana Kerr, Vice-Chair
Gloria Smith, Secretary
Mary Norton, Alternate

Elders Committee

Liz Mueller, Chair
Kathy Duncan, Vice-Chair
Steve Johnson, Secretary
Janet Duncan
Charlotte Fitzgerald
Florence Monson
Les Prince

Enrollment Committee

Vickie Carroll, Chair
Candy Burkhardt, Secretary
Kathy Duncan
Josh Holden
Michael Lowe
Whe Whe Olitza

Health Committee

Theresa Lehman, Chair
Beth Anders, Vice-Chair
Robin Didrickson, Secretary
Lisa Barrell
Candy Burkhardt
Merle Holden
Julie Powers
LaTrisha Suggs
Rosie Zwanziger

Higher Education Committee

Beth Anders, Chair
Amber Jones, Vice-Chair
Rochelle Blankenship, Secretary
Vickie Carroll
Theresa Lehman

Housing Improvement Committee

Theresa Lehman, Chair
Lana Kerr, Vice-Chair
Cody Buckmaster, Secretary
Albert Fletcher
Eline Grinnell

Jamestown Community Network

Candy Burkhardt, Chair
Steve Johnson, Vice-Chair
Amber Jones, Secretary
Rochelle Blankenship
Vickie Carroll
22 Tribal and Local Community
Representatives

Natural Resources Committee

Kurt Grinnell, Chair
Matthew C. Adams, Vice-Chair
Lisa Barrell
Josh Chapman
Lori Delorm
Steve Johnson
Gary Peterson

Tribal Gaming Commission

Jeff Allen, Chair
Jorene Dick, Secretary
Gideon Cauffman

Jamestown S'Klallam Tribe



Above, the health clinic created two separate entrances, depending on a client's symptoms, to keep people safe.

At right, Tribal Council Chair/CEO Ron Allen models proper mask wearing.



Below, two of our facilities workers, Dean Owen and David Matson, work in their masks, with proper social distancing.



Message from our Public Health and Safety Officer

Washington State has been on the front line of the COVID-19 pandemic since the first U.S. case was detected on January 20, 2020 in a traveler returning to Everett from China. Over the next month, statewide efforts to prepare for a possible pandemic were hampered by a lack of available tests. When the Federal government finally allowed local testing to occur on February 24, it was learned that COVID-19 was already widespread in King and Snohomish counties and responsible for a deadly outbreak in a nursing home in Kirkland. Pandemic planning at the Jamestown Family Health Clinic and the Dental Clinic began in February and kicked into high gear in March with staff training, fit testing of personal protective equipment, and preparations to evaluate and care for patients presenting with COVID-19. The Tribal Council was briefed on the worsening pandemic at frequent intervals. The first Jefferson County case was detected on March 6th and additional cases were soon found in Clallam and Kitsap counties. As infections began to surge in the "I-5" counties, Governor Inslee issued his "Stay Home, Stay Safe" initiative which led to the closures of schools, restaurants, a wide range of businesses, and a ban on non-essential travel. The Tribal Council participated in this effort by temporarily closing the Casino and golf course. Food and gas operations like the Longhouse were considered essential and remained open with strict masking, distancing, and hygiene requirements. The Health Center and Dental Clinic remained open for essential services and began to offer telehealth services, when possible, to allow patients to receive services within the safety of home.

The first wave of the COVID-19 pandemic peaked in mid-April and dropped over the next month, allowing the careful reopening of businesses including Tribal enterprises by late May. Unfortunately, these relaxed restrictions led to a second wave of COVID-19 cases that peaked in July prompting increased masking mandates, physical distancing requirements, and greater use of outdoor settings to reduce the risk of COVID-19 transmission. Throughout this period the Clinic expanded its COVID-19-related services, reconfiguring the facility to offer a dedicated respiratory illness evaluation service and on-site COVID-19 testing. An outdoor drive thru anticoagulation service was added and the Dental Clinic in Blyn resumed full services. As COVID-19 cases began to rise on the Peninsula, the Clinic developed a case investigation and contact tracing capability in partnership with the Clallam County Department of Health and Human Services. This capability has proven invaluable for evaluating exposures for Tribal employees and Citizens and coordinating necessary isolation and quarantine procedures.

By September, Tribal efforts turned to preparing for an anticipated third wave of COVID-19 cases during the Fall and Winter months when respiratory viruses spread more easily. Since influenza tends to follow this same pattern, a major effort was made to encourage influenza vaccination. Strict adherence to COVID-19 prevention strategies also has the potential of reducing the spread of influenza and seasonal common cold viruses. As the community braces for a challenging and dangerous third wave of COVID-19, efforts are also underway to prepare for the distribution of a COVID-19 vaccine, likely starting in late December. Vaccine supplies are predicted to increase month by month with widespread availability by the late Spring or early Summer of 2021.



~Dr. Tom Locke, MD, MPH

Impacts of the COVID-19 Pandemic

Timeline:

- On January 21, 2020 the Centers for Disease Control and Prevention (CDC) and Washington State Department of Health announced that the first confirmed case of COVID-19 in the United States was in Washington State.
- On January 31, the Secretary of the Department of Health and Human Services (DHHS) declared COVID-19 as a public health emergency under the Public Health Service (PHS) Act.
- On February 29, the first death from COVID-19 in the U.S. was reported in Kirkland, Washington. On the same day, Washington State Governor Inslee issued a Proclamation of Emergency to address the outbreak of the COVID-19 virus in Washington State.
- On March 3, Clallam County Emergency Management (CEM) activated the Emergency Operations Center (EOC) and Clallam County Health and Human Services (CCHHS) formed a unified command to deal with the emergency within Clallam County. The Jamestown S'Klallam Tribe works closely with Clallam County EOC and Sherriff's Office, and participates on a partner-level for emergency planning and mitigation.
- On March 11, the World Health Organization declared COVID-19 a pandemic.
- On March 13, President Trump declared a National Emergency.
- On March 15, Governor Inslee addressed the citizens of Washington and issued a proclamation that closed all restaurants, bars and dining establishments throughout the state. Tribal businesses including the Seven Cedars Casino and Resort and the Cedars at Dungeness golf course and restaurants suspended operations in support of statewide efforts to contain the spread of COVID-19.
- On March 17, The Jamestown S'Klallam Tribal Council passed a resolution declaring a public health emergency for COVID-19, appointing a tribal public health officer, and execution of the mutual aid agreement for Tribes and local health jurisdictions in Washington State. This same day the Clallam County Board of Commissioners also declared an emergency.
- On March 23, Governor Inslee announced the "Stay Home, Stay Healthy" order which essentially requires every Washingtonian to stay home unless they need to pursue an essential activity; bans all gatherings for social, spiritual and recreational purposes; and closes all businesses except essential businesses.
- On April 2, Governor Inslee extended the "Stay Home, Stay Healthy" order for an additional 4 weeks until May 4, 2020.
- On April 6, Governor Inslee announced that schools will stay closed for the remainder of the 2019-2020 school year.
- On May 1, Governor Inslee presented a four phased plan that described the levels of release of activities. The stay at home order was extended until May 31st.

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A Huge Thank you to our own frontline workers!

Many of our staff members worked fulltime through the pandemic, keeping our facilities safe, and providing , medical and dental care to our clients.

We are sincerely grateful to all who helped us weather the storm of COVID-19, as we all learned how to stay safe and healthy.

Our Maintenance and Facilities staff cleaned and sanitized to new standards, set up sanitizing stations and kept our buildings in good repair while many of us worked from home.

Our clinic staff never missed a beat as the reality of the pandemic became clear. They came to work each day and donned their personal protective equipment, caring for patients, and for one another, under the stresses of both work and their own families at home. They adapted to new ways of working to provide the safest and most professional care possible to our clients.

We thank you for your dedication and sacrifices to keep us all safe and healthy!

- On June 1, Clallam County moved to Phase II of the Re-opening Plan. Telework is still being strongly encouraged and many employees still need the ability to collaborate (via technology) with inter-Tribal agencies and other groups external to the Jamestown S'Klallam Tribe.
- On August 8, the U.S. passed 5 million COVID-19 cases.
- On September 22, the United States surpassed 200,000 deaths from COVID-19.

As we continue to monitor COVID-19 developments closely, protecting the health of our Tribal Citizens and employees remain top priority. Our Medical staff at Jamestown Family Health along with our Executive Team, Social and Community Services, Administration and our Tribal Council worked hard to ensure a coordinated response. Government buildings were kept locked, with visitors allowed only by appointment, with hand sanitation stations at every entrance, and a mask mandate.

Weekly updates from our Tribal Chairman/CEO and Public Health and Safety Officer aimed to keep our community informed. County Public Health Officers and the WA Dept of Health continue to work with Jamestown Family Health Clinic to prepare for a vaccine as we continue to provide quality health care in our community.

Tribal Departmental Responses to the Pandemic

COVID-19 had a huge impact on our clinics:

Jamestown Family Health Clinic (JFHC)

In February of 2020, we had to transform our health care delivery system at JFHC. Chief Medical Officer Dr. Paul Cunningham took the following decisive actions:

- Established COVID-19 Safety Protocols for Staff/Patients – We quickly set guidelines for staff and patients regarding masks. We began with temp checks for all staff and worked diligently to create safe distancing and glass barriers where appropriate.
- Secured Inventory of Personal Protective Equipment (PPE) – In the beginning the amount of inventory available across the country created stress but again key staff jumped into action and made call after call after call to obtain HN95 masks and COVID-safe gowns.
- Fit Tested Employees for HN95 Masks – To ensure safety when wearing an HN95 mask it must be tested on each employee to ascertain whether there is leakage or not. Jamestown was one of the few health organizations with Fit-testing supplies and we helped other clinics with their testing.
- Established Drive-thru INR Clinic – Jamestown sees about 100 anticoagulation patients a week and many were nervous about coming into the clinic for INR testing. We originally provided a drive-thru tent but recently added a more permanent structure for the winter months.
- Established COVID Respiratory Clinic with Separate Entrance – It was important to establish safe testing of patients with COVID symptoms. Our COVID Clinic has a separate entrance and is staffed by providers and nurses in full protective gear. For patients with no symptoms, but required a test for quarantine, we provided car service which involved patients calling in and staff running out to the vehicle to conduct testing in the parking lot.
- Established Telehealth Services – A team of Jamestown staff developed the protocols for both video and phone telehealth services. Because of our efforts, we were able to see up to 75 tele-health patients a day.
- Implemented Nurse Triage Line for All Jamestown Employees – We quickly set aside an operational room that handled everything from incoming calls from patients concerned they might have COVID, to employees needing information on whether to test, to calling patients daily that did test positive. Our four nurses assigned to this work have provided these services 7 days a week from 7am-9pm.

- Implemented COVID-19 Contact Tracing – The same group of triage nurses were trained on COVID-19 contact tracing including the protocols to determine exposure and testing or quarantine requirements. Our team has provided backup to Clallam County Public Health as needed.
- Established Vaccination Plan – And finally, with a vaccine on the horizon, we will be developing a plan to administer vaccines to tribal citizens/health workers/ and the local community. The early stages of planning need to consider that the first vaccine will likely be a “super-cold” vaccine that requires special storage and quick distribution. In addition, it is likely the first vaccine will require 2 doses about a month apart.

Jamestown Family Dental Clinic (JFDC)

We started the year with normal operations and as COVID-19 hit the state hard, we went into partial closure mode with only 10% of normal staffing. During that time, we had a small staff seeing emergency cases only. We were allowed to reopen but only after meeting and following extensive safety protocols developed by the state of Washington.

JFDC relied heavily on recommendations from our Public Health Officer Dr. Locke, our new Dental Director Dr. Bri Butler, Deputy Director of Health Cindy Lowe, and our infection control safety officers to guide us through safety protocols.

As we learn more about the COVID-19 virus we have made several changes to our facility to keep our patients and staff safe and healthy during the ongoing pandemic. We added three upgrades to the airflow system including:

- Secure Aire Particle Control Technology system that pulls particles like viruses and bacteria out of the air;
- Air scrubber that is a highly efficient filtration system and;
- Merv8 Charcoal filtering system which are very effective at filtering microscopic particles out of the air.

To ensure safety, our staff is required to wear HN95 masks along with gowns and caps for personal protection. All patients have been required to wear masks and wait in their cars for their appointment.

JFDC secured a \$71,000 grant from the ARCORA Foundation to help assist with the higher operating costs. The grant funds were used to purchase a new M11 Sterilizer and support staff wages until Clallam County enters Phase 4 of Washington's Safe Start plan.

The re-structured Dental Clinic schedule and protocols have resulted in JFDC seeing less patients, using more PPE per patient visit, more time disinfecting and more employee hours to see each patient.

The new realities of COVID-19 have resulted in reduced revenue, increased overhead and increased use of sterilization equipment.



To alleviate concerns that patients would cancel or postpone their anti-coagulation appointments, Jamestown Family Health Clinic (JFHC) moved those critical appointments to the clinic's south parking lot. "The intent was to continue providing anticoagulation services to our patients, but also keep them safe and healthy by preventing unnecessary exposure to other patients and following social distancing guidelines," said Colby Wait, Pharmacy Program Manager for JFHC.

Social and Community Services

Staff engaged at all levels to keep Jamestown current on the COVID-19 response:

- Weekly Calls with Dep. of Children, Youth & Families (DCYF) Regarding COVID-19, March 2020 to May 2020
- Tribal Social Service Directors participated in weekly calls with DCYF on how to respond to the COVID-19 crisis. Discussions included how to keep children and families safe during child safety investigations and visitations with family members.
- Weekly Calls with Governor Inslee Regarding Stay at Home Order, March 2020 to May 2020
- Tribal Leaders from all 29 federally recognized tribes in Washington State participated in weekly calls with the Governor to partner on how to respond to the COVID-19 crisis. While the tribes govern their own lands, the tribes agreed to partner with the state in safety guidelines. These calls were also used to help guide the Governor on how CARES Act funds should be distributed to the Tribes.
- CARES Act Funding Distributed into Already-Established Grant Services, March 2020 and Ongoing

Three grants within the Social & Community Services Department were given CARES Act funding to help the Department maintain essential services to citizens and descendants while under COVID restrictions. The additional funding was given through: WA State's Department of Agriculture Emergency Food Assistance Program (Tribal foodbank), Administration for Community Living Title VI Program (Elder social activities and frozen meals), and the federal Administration for Children and Families Office of Child Care Programs (after school program and child care assistance).

The Tribe's key concern was making sure services continued to be made available so that Tribal communities did not fall into further disproportionality of services.



After months on hiatus due to Covid-19, the Elders Gift Making Group came back together to craft gifts for the Annual Elders Gathering. Masked up, the group met at the Red Cedar Hall around tables and were socially distanced to create leather pouches, necklaces, rattles and more while socializing once again. Shown here are Julie Powers, Beth Anders, Jeremy Monson, Cathy MacGregor, Dale and Michael Lowe, Janet and Boo Duncan, Pat and Patsy Adams, and Mary Norton.

Traditional Foods Program Goes Virtual

Before COVID hit, monthly activities were scheduled for the 2nd, 3rd & 4th Tuesdays of each month. The activities included Weavers & Wannabes, where we met to work on a weaving projects once a month; plant of the month, where we focused on one plant then harvested, processed and used the plant; and q̓p̓éct ʔiʔ kʷúkw̓ - gather & cook, where we gathered together to work on a cultural craft then shared a meal together focused on traditional foods. After COVID, the plant of the month was shared via the newsletter and q̓p̓éct ʔiʔ kʷúkw̓ was switched over to a virtual format. Virtual cooking has been great, and we may continue virtually after COVID! Guest tribal cooks from Alaska to Maryland have been leading us virtually in the preparation of a meal using a traditional food. The Riverside Garden project was adjusted to accommodate social distancing outdoors and the weekly meetings were attended virtually. Weekly meetings included healthy movement, Native nutrition, preventing and living with diabetes and garden chats with the garden manager. As the garden grew, we eventually hosted bi-weekly, socially distanced work parties and harvest parties. We heard from one Elder who said that it was because of the st̓at̓iḷəm ʔiyém Jamestown Strong program, and our monthly q̓p̓éct ʔiʔ kʷúkw̓ - gather & cook that she was able to make it through sheltering in place to stay safe during the pandemic.

Natural Resources

Fisheries and seafood markets were impacted severely by the COVID-19 pandemic. For instance, the Asian market for geoduck disappeared entirely when China was deeply affected by COVID-19 (from December through February) because of closed restaurants and postponed or cancelled social occasions and banquets. Meanwhile, when the Asian market began to rebound a little, our domestic market was erratic. The widespread quarantine measures and restaurant closures severely decreased market demand for seafood and at times, our fishers were not able to find buyers.

The pandemic also challenged fisheries management and fishers' ability to get out on the water safely. When the halibut season began, there was no market and then, when a limited market emerged – other fisheries (like shrimp and crab) were also opened so fishers could not sequence fishing and had to forego some opportunity. Jamestown Halibut fishers were not able to pursue a halibut fishery at all. Likewise, Jamestown clam (Manila) harvesters suffered a ~62% combined revenue loss (in comparison to the prior five-year average) due to lack of market from January through summertime. The spot shrimp fishery delayed until spring to avoid fishing on ovigerous (with eggs) females. Jamestown spot shrimp fishers suffered a 38% revenue loss (in comparison to the prior five-year average) between April and June of 2020. The geoduck revenue loss was greatest in March. From January – March we had higher oyster harvesting rates, as fishers were displaced from other markets.

While some Tribes chose to close fisheries, Jamestown elected to keep them open, per seasonal regulations – fully believing that seafood harvest is an essential activity/ food commodity. Jamestown Tribe has applied for CARES act funding for fishery impact relief of lost revenue. Unfortunately, the funding is severely limited and NOAA has created barriers to access the funding for several of the fisheries with high revenue losses. Jamestown Natural Resources staff will be contacting all eligible fishers regarding the CARES act relief funding.

Field work was curtailed, postponed and modified. This year we conducted fewer spawning surveys and installed smolt traps on only Siebert and Matriotti Creeks. Those of us out in the field worked with added safety precautions.

Human Resources

For economic reasons, the Tribe furloughed its non-healthcare government employees from April 5 through July 13th, with hourly staff taking a reduction in hours, and salaried staff taking a reduction in pay. Due to the COVID-19 mandated shutdown, many of the Tribe and Resort positions were closed for hiring in March 2020, which reduced the amount of applications received and hires made during the fiscal year. Despite these challenges, we continued to have greater hiring ratios for Jamestown Tribal citizens as compared to other applicant groups.



Masking became the norm anytime we gathered at the Tribe. Here, Loni Greninger and Fish Biologist Aaron Brooks fillet surplus salmon to use in Tribal programs such as the Traditional Foods and Elder Meals.

Information Systems

The need for social distancing in response to the COVID-19 pandemic has changed the way Tribal staff works. Jamestown Information Systems department responded to these changes by implementing a variety of technological solutions including:

- Expediting the purchase, configuration and delivery of laptop computers and webcams/microphones to staff working off-site (NCAI supported this effort with a \$5,000 grant to purchase equipment)
- Developing and deploying an easy to use Virtual Private Network solution allowing staff to access JST network resources from off-site locations while maintaining security for our networks and information
- Assisting staff in leveraging cellular connectivity in remote areas
- Developing computing security policies to help guide staff for remote work and acceptable use
- Deploying an easy to use and effective remote assistance program to allow Information Systems staff to provide “hands-on” assistance for staff working off-site
- Upgrading our existing telephone system to accommodate off-site connectivity
- Upgrading 2 meeting rooms with built-in video conferencing to accommodate small, socially distanced conferences
- Procuring a PTZ (pan, tilt and zoom robotic) video camera and microphone system to accommodate video-conferencing in locations other than where our built in systems are located.

7 Cedars Properties

The 7 Cedars Resort properties help support the essential governmental functions and programs that are so important to the Tribal citizenry. The onset of COVID-19 in 2020 has had a profound effect on operating revenues from all properties under the JKT Gaming umbrella and therefore on the contributions available to send to the Tribe. The general fund contribution will see a decrease of \$1.1 million dollars by year end 2020. Tax revenues include cigarette, fuel, sales tax, and hotel tax. These taxes, without hotel tax, totaled \$3.4 million dollars for the year ending 2019. We estimate the total taxes for 2020 to be approximately the same due to the addition of the hotel. As we navigate through these difficult times, our goal is to continue to provide great customer service and beautiful, well-appointed properties to guarantee our success.

Economic Development Authority

In 2020, the EDA was faced with considerable economic challenges and uncertainty as a result of the COVID-19 pandemic. Despite the governor’s temporary moratorium on construction and the subsequent shutdown of many businesses, the EDA was able to adapt operations and persevere. Under the leadership of the EDA and JKT Board of Directors, we pursued Federal funding through the Paycheck Protection Program (PPP Loan) and pivoted into telecommunications projects that were being funded by the Coronavirus Aid, Relief, and Economic Security Act (CARES). This enabled the EDA to win a considerable contract for constructing two cellular towers in Eastern Washington and the possibility for building at least two more in 2021. Additionally, we were able to secure several low and no interest loans for Jamestown Excavating (JEX) that allowed the business to grow. Despite setbacks from COVID-19, all EDA enterprises are meeting or exceeding budget targets for 2020.

Enforcement

Tribal Law Enforcement staff compiled a Tribal Elders list as a guide on which Elders may be at higher risk during any emergency management issues such as the current Covid-19 pandemic. We also conducted ride-alongs with the Elder Meal Delivery Program Coordinator and followed up with phone calls to Elders who had questions or concerns.



At the National Congress of American Indians' 76th National Convention, Joe Garcia (Ohkay Owingeh Pueblo) Traditional Councilman and NCAI Southwest Regional Vice President Alternate) congratulated Tribal Chairman Ron Allen on his many years of service to the organization. Allen has served in every position on the elected NCAI Board. After decades of service on the NCAI Board, Allen decided not to run for office this year.

In February 2020, NCAI President Fawn Sharp (Quinault) recognized Tribal Council Chair Ron Allen with a Special Recognition Award at NCAI's 22nd Annual Leadership Awards Ceremony at its Executive Council Winter Session (ECWS), for his many years of service in many areas of importance to Indian Country



Wrapped in a blanket given to her by the Affiliated Tribes of Northwest Indians, Executive Assistant to the CEO Ann Sargent was recognized for her 25 years of service to the organization. In that time, Sargent has served in the resolution work room, preparing, formatting and editing resolutions for committees to approve.

Goal: Protect and Advance Tribal Sovereignty and Governmental Authority

TRIBAL GOVERNMENT

Tribal Code: The following changes were made in FY20:

Amendments to Title 6 – Fishing Code: Amendments to Title 6 – Fishing Code: Regarding certain references in the Title, the Tribal Council adopted and approved the 2019 Point No Point Treaty Ceded Land Boundary Interpretation and accompanying maps which are the most accurate reflection of the boundary of S’Klallam ceded areas referenced in the Point No Point Treaty provisions.

Amendments to Title 33 – Youth Code: The Tribal Prosecutor, at the Northwest Intertribal Court System, recommended that the Tribe adopt amendments to this Title, which was originally adopted in 2018. The amendments primarily dealt with the elimination of duplications between this Title and Title 21 – Law and Order Code.

Amendments to Title 21 – Law and Order Code: The Tribal Prosecutor, at the Northwest Intertribal Court System, recommended that the Tribe adopt amendments to this Title, which was originally adopted in 2013. The amendments dealt with the clarification of certain provisions in the “General Terms” section of the Title.

Creation of a new Title 36 – Exclusion Code: The Tribal Prosecutor, at the Northwest Intertribal Court System, recommended that the Tribe adopt a new title to the Tribal Code dealing with excluding individuals, under certain circumstances, from the trust and reservation lands of the Tribe. The adopted title lays out the procedures for exclusion and permissible grounds. It also addresses appeals and emergency removals.

Creation of a new Title 37 – Traffic: The Tribal Prosecutor, at the Northwest Intertribal Court System, and the Tribe’s law enforcement staff recommended that the Tribe adopt a new title to the Tribal Code addressing traffic issues on the trust and reservation lands of the Tribe. Primarily, the Title is designed to provide an enforceable traffic code that tracks the provisions in Title 46 – Motor Vehicles of the Revised Code of Washington (RCW).

Creation of a new Title 38 - Elder and Vulnerable Adult Code: The Tribal Council has been focused on creating a set of titles to the Tribal Code related to family law. The Youth Code was the first element that was adopted in 2018. This new Title addresses the needs of Tribal Elders and Vulnerable Adults. It lays out a process for the protection of these individuals, if need be, by pursuing action within Tribal Court. It addresses both civil and criminal liabilities that may come into play if certain circumstances arise regarding those it is designed to protect are injured or harmed in any way by another. Finally, it creates an advocacy program within the Tribal government to assist Tribal Elders and Vulnerable Adults with implementation of the protections set out in the Title.

Tribal Court

Court is primarily conducted once a month. (currently on a Friday) The Tribe contracts with Northwest Indian Court System (NICS) to conduct court proceedings providing the judge and prosecutor to oversee trials and review hearings. For fiscal year 2020 we had a total of 12 open cases.

Tribal Access Program: The Tribe will receive a TAP workstation so law enforcement, courts, housing, and Human Resources will have the capability to enter and query records in the National Crime Information Center (NCIC) as well as process fingerprints for criminal and civil purposes. We anticipate the acquisition of the new TAP workstation in early 2021.

Law Enforcement

Jamestown Public Safety and Natural Resources Enforcement and Clallam County Sheriff’s Deputies (performing as Tribal Police) enforce all Jamestown Tribal laws. For fiscal year 2020 we had a total of 55 arrests: 45 were related to the Casino, 7 at the Longhouse Market, 1 at the Tribal Administration building, 1 at Railroad Bridge Park, and 1 at the Cedars at Dungeness Golf Course.

In addition, Tribal Enforcement:

- Provided active shooter training to all Jamestown S’Klallam Tribal staff
- Coordinated a presentation with Washington Department of Fish and Wildlife for the Dungeness River Management team regarding the Tribe’s and WDFW’s roles in handling enforcement related to fish and wildlife
- Participated in providing a presentation for Career Day at Greywolf Elementary.
- Provided Security for the MAT center revealing. 75 protestors and no incidents
- Coordinated a National Rifle Association blended firearms course
- Completed FBI Business audit and FBI technical audit. Received Certificate of Completion, good for three years
- Participated in the creation of a new traffic code (Title 37)
- Received an Operation Stone Garden Grant In the amount of \$75,000.00 for equipment, boat fuel and maintenance

Tribal Law Enforcement continues to collaborate with all Law Enforcement agencies in Clallam County and surrounding areas.

Tribal Victims Services Program

In 2019, the Tribe received a grant from the U.S. Department of Justice Tribal Victim Services Program in order for the Social & Community Services Department to hire new staff to be available to Tribal families who have been affected by domestic violence and sexual assault. The new Child Advocate serves families in Clallam and Jefferson counties.

The year old program started as a discussion between staff of the local Healthy Families of Clallam County and Jamestown Social Community Services. The need for child advocacy was brought forward by Health Families to the Jamestown staff, specifically for those in East Clallam County. Through the partnership of the Tribe and Healthy Families of Clallam County, an application was submitted for a grant, which was rewarded summer 2019.

With the grant monies, Jamestown Social Services has expanded its services in areas not yet reached, and will continue to find ways to bring healing to Tribal families. The program does this by providing advocacy, forensic interviewing and putting together a multi-disciplinary team made up of law enforcement, medical staff, advocates, mental health professionals and others. Sensitivity and privacy are of the utmost importance to the team who works on these cases, only sharing pertinent information that is relevant to the child or teen and family’s services.

Tribal Environmental Policy Act (TEPA)

One of the ways the Tribe exercises its right to self-govern is through its jurisdictional control over Tribal lands under Title 27 of the Tribal Code, the Tribal Environmental Policy Act (TEPA). TEPA aims to ensure that potential impacts to tribal resources are identified prior to development activities. This includes treaty resources such as shellfish, fin-fish, and other wildlife as well as the habitat needed to support treaty resources. TEPA also considers impacts on historic and cultural resources, housing, building aesthetics, recreation, public services, transportation and utilities. TEPA works to ensure that any potential impacts are identified and mitigated during the development process. All development projects begin with a Project Review. Project Reviews determine what further review such as TEPA or other jurisdictional/permitting requirements might be necessary before a project can break ground.

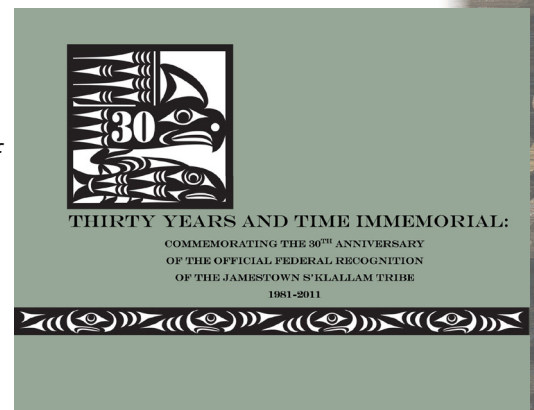
In FY2020, the Tribe administered the TEPA process for the expansion work taking place on trust/reservation land at the Dungeness River Center. This was a unique project because at the time of the review, half of the project area fell under the Tribe’s jurisdiction while the other half was still under Clallam County’s jurisdiction.

Hazard Mitigation Plan

In 2018, Clallam County Emergency Management began the process of developing a Multi-Jurisdictional Hazard Mitigation Plan. Under former Planning Director, Leanne Jenkins, the Jamestown Tribe decided to join Clallam County, other Tribes, three cities and the Port of Port Angeles in an all-encompassing plan that covers the whole county. This decision was made due to the amount of time and money it takes to put together a FEMA approved plan, and the indiscriminate nature of natural disasters. The Hazard Mitigation Plan identifies potential disasters and vulnerabilities, both natural and human caused, that we may face. It then describes these situations and a host of mitigation strategies that can be used to deal with them. Developing Hazard Mitigation Plans enables state, Tribal, and local governments to apply for funds to mitigate potential hazards, a FEMA-approved Hazard Mitigation Plan is a condition for receiving non-emergency disaster assistance. Ultimately, hazard mitigation planning enables Tribal action to reduce loss of life and property in the cases of a natural disaster and lessens the impact of natural disasters on our Tribal citizens and greater community. The plan was completed in January of 2020 and adopted by Jamestown S’Klallam Tribal Council and the rest of the stakeholders.

Communications

Thirty Years and Time Immemorial: Commemorating the 30th Anniversary of the Federal Recognition of the Jamestown S’Klallam Tribe, 1981-2011 was digitized and is now available in print or Kindle editions on Amazon.com. Monthly Tribal and staff newsletters were produced, as was the 2020 calendar (Klallam language and Tribal citizen Timothy O’Connell’s artwork) and the 2019 Report to Tribal Citizens.



In response to the national call for racial justice, Tribal Council approved and distributed the following Statement on June 11th:

The Jamestown S’Klallam Tribe stands in solidarity with the Black Lives Matter movement, against systemic racism on Black people, Native people, and people of color. We vow to work for a world in which all people, regardless of race, religion, gender, sexual orientation, financial status, or education, share this precious planet free from inequality and injustice, recognizing that each of us deserves a chance to grow and thrive during our brief time on Earth. We join our brothers and sisters of color in the current worldwide movement against

racism, oppression, and police brutality. We are opposed to violence of any kind. We pray for a world in which every human is treated with dignity and equality. We call for real change that addresses injustices and disparities, instills fairness in the criminal justice system and offers reparations to heal historic trauma and poverty. We will never give up our dreams and prayers for a better world for all.



The issue of systemic racism was brought to light in communities all over the world this year, including in downtown Sequim.

Tribal Enrollment: Total = 536

	Total	Male	Female	Age 0-17	Age 18-54	Age 55+
In Service Area	215	99	116	10	96	109
Out of Area	321	147	174	11	155	155
Within Wahsington State	404	186	218	18	187	199
Total	536	246	290	21	251	264

Tribal Citizen Deaths

Tribal Citizen	Birth/Death Dates	Tribal Family
Michael Arey	5-24-1961 – 12-15-2019	Niatum, Patsey
Barbara Arey	5-27-1935 – 12-23-2019	Niatum, Patsey
Lila Berg	1-24-1933 – 2-15-2020	Stevens
Kismet Winslow	8-10-1939 – 2-23-2019	Simmonds, Travers
Gail Feeley	10-20-1943 – 3-12-2020	Campbell, Carroll
Christopher Bill	12-3-1979 – 3-28-2020	Balch, Bill
Vernon Stevens	8-12-1931 – 5-16-2019	Stevens
Cheryl Garrick	10-28-1945 – 5-24-2020	Allen, Johnson
Donald Simmonds	5-27-1944 – 8-2-2020	Travers

Jamestown Elder is one of Washington's first COVID-19 Deaths

Gail Feeley, born on October 20, 1943 in Seattle to Nettie and William "Bill" Harrigan passed on March 12, 2020 in Kirkland, Washington of COVID-19.

Gail had been living at Life Care Center in Kirkland since September 2019 – the facility with the first COVID-19 cases in Washington State. On February 28th, her daughter and grandson visited and were told about a respiratory illness at the facility, but Gail showed no signs of illness at that time. Within a few days, she was admitted to Evergreen Hospital, where she died of COVID-19 after 8 days in the Intensive Care Unit.

Gail was especially proud of her Northwest Indian and Irish heritages. She was a Jamestown S'Klallam Tribal Elder who traced her heritage through her mother Nettie Campbell Harrigan; grandmother Eva Carroll Campbell; and her great-grandparents John Carroll and Rebecca Nettie Raey, both of whom were half-S'Klallam. Through her father's heritage she traced her lines back to coming to America from Ireland in the 1800's. Her father was one of 11 "Harrigan" boys born in California, as second generation Americans, around the turn of the 20th century.

GOVERNMENT-TO-GOVERNMENT CONSULTATION

Federal

Census 2020

The Jamestown S’Klallam Tribe partook in the 2020 Census along with the other 28 federally recognized Tribes in Washington. Jamestown participated in the Complete Count Committee for Clallam and Jefferson Counties, as well as ongoing government-to-government consultations at the federal level relating to the 2020 Census. The Census determines how billions of dollars in federal funds are distributed each year and also supports accurate redistricting and representation in congress. It is very important to provide an accurate count of Jamestown S’Klallam Citizenry (and all American Indian and Alaska Native populations) to ensure resources go to the communities that are entitled to them.



The Jamestown Canoe Family was photographed for a Census billboard that was displayed on Highway 101 between Sequim and Port Angeles.

Department of Energy

The Jamestown Tribe has continued consultation with the Department of Energy’s Pacific Northwest National Laboratory (PNNL) regarding a Programmatic Agreement and Memorandum of Agreement to mitigate for impacts to the historic S’Klallam village site of *sxʷčkʷíyən̓*. The Tribal Historic Preservation Officer (THPO) continues to work with PNNL staff on the nomination of the village site to the National Register of Historic Places. THPO and Traditional Foods Program staff also visited Travis Spit this summer to gather *Lomatium nudicaule* (“biscuit root”), an important medicinal and food plant for the S’Klallam people.



A small grant enabled the Tribe to distribute pies to Elders, to remind them that filling out the Census would make them count as part of the “pie.” Tribal Elder Whe Whe Olitza and Tribal Planner Luke Strong-Cvetich delivered this pie to Elder Harold Hammer (center).

Annual Tribal Consultation with Administration of Children and Families

Tribal Leaders from all over the nation gathered in June to provide input on the numerous programs within ACF that serve American Indians/Alaska Natives. Discussions with agencies included: Office of Child Care, Administration for Native Americans, Office on Trafficking Persons, Child Support Enforcement, Children’s Bureau, Family Youth Services Bureau, and Tribal Temporary Assistance for Needy Families (TTANF). Jamestown submits written testimony, or written comments, on how each agency can better fulfill their treaty obligations to tribes within their services. The testimony included comments such as allowing tribes more flexibility in their grant spending, creating better systems of tracking data, and allowing tribes to place their cultural practices on the evidence-based practice list.

Greer Opinion on "Reason to Know", Supreme Court

In a child custody proceeding, if a court has a "reason to know" that the child at issue is an Indian child, the court must apply the protections of the federal Indian Child Welfare Act, and the WA State Indian Child Welfare Act. In the court case of *WA Department of Children, Youth & Families v. Scott James Greer*, it was found that the lower court did not apply the federal and state Acts on behalf of the children who had American Indian ancestry. This led to three tribal-state workgroups, meeting weekly, to help the Department with their procedures in identifying when a child has American Indian heritage.

Adoption and Foster Care Analysis Reporting System (AFCARS)

The AFCARS federal data system is used to track out of home placement data for American Indian/ Alaska Native children. Foster placements, guardianships, and adoptions are tracked by this system. The ability to track the cases involving native children has been an ongoing struggle for decades. The AFCARS system was doing well in tracking important data points. However, this year HHS published a new rule that eliminated most of the data elements established under the previous Administration. Jamestown was amongst many other tribes across the county that requested more discussions and consultation regarding these data elements to avoid losing important data on our children within state and federal systems.

State

Department of Children, Youth, & Families Gov's Oversight Board

Jamestown continues as the Western Washington Tribal Representative on this Oversight Board, which is responsible to provide guidance and accountability to the Department as it achieves the goals and vision of providing prevention services, protective intervention, and transition services to children and families once services are no longer needed. The Oversight Board meets monthly to discuss service goals and how they should be achieved. This year held a major focus on helping the Agency take actions to reduce and eliminate racial injustices. The Oversight Board put out its own statement in solidarity with justice for minorities.

Department of Children, Youth & Families Tribal Policy Advisory Committee

Jamestown, with other tribes statewide, meet on a monthly and quarterly basis with Agency staff from the Department to discuss issues and successes in the realm of Child Welfare, Child Care, and Early Learning, to help the Department track progress on resolving barriers to services for our Native families.

WA State Tribal Leaders Social Services Council

Jamestown continued to spearhead the effort to bring a Tribal social services advisory body to the Governor's level, in which Tribal Leaders can bring any issues found in the state social service system directly to the Governor. The concept was approved by Tribal Leaders and the Governor at the 2019 WA Centennial Accord.

State Social Service Agency Government-to-Government Plans

At least once per year the Washington State Department of Social & Health Services (DSHS) and Washington State Department of Children, Youth, & Families (DCYF) meet with local tribes to discuss ongoing partnerships. The goal of these meetings is to make sure that American Indian children and families can receive the services they need to become self-sufficient. To give an example, the State may provide financial assistance to one of our Tribal families, while the Tribe provides cultural services to support the spiritual health of the family. One end result of these annual meetings is a list of activities that must be completed within the year. These activities can include:

- JST training state agency staff in local American Indian culture and history
- JST providing tours of the Tribal campus to state agency staff
- The State Agency including the Tribe's input when state services are changing
- The State Agency providing Tribal staff with information on all services available to our tribal families
- The State Agency passing the Tribe's concerns to the highest agency authority

WA State Department of Commerce and the Growth Management Act

In 1990, the Washington State Legislature adopted the Growth Management Act (GMA) with the intention of balancing population growth, economic development, and environmental integrity. Tribal nations were not consulted or even mentioned in the original document. Now thirty years later, the state has recognized the important role of tribes in Washington State and their many contributions. The State is seeking Tribal input on revisions to the GMA, to create a more equitable and meaningful piece of legislation through government -to -government consultation with tribes in Washington State, including Jamestown.

Local

Indigenous People's Day Proclamations

City of Port Townsend, Jefferson County, City of Sequim, and Clallam County partnered with Jamestown to honor the S'Klallam Nations through a Proclamation from the levels of City and County governments. Jamestown received the proclamations from each event and was able to share a song and brief words of gratitude.

Fiero Marine Science Center Diversity Task Force

Jamestown continued to represent the Native voice on the Fiero Marine Science Center Diversity Task Force. Work continued to refine the Center's Diversity and Inclusion Statement and implement new strategies to make each exhibit welcoming for our diverse population (i.e. race, gender, sexuality, religion, development, etc.). The Task Force met monthly to finalize the Diversity and Inclusion Statement, and a final draft was approved by the Center's Board in January 2020. Additional work regarding new strategies for exhibits continued until June 2020.

Peninsula College Tribal Education Partners

Jamestown, along with five other tribes on the peninsula, met quarterly with Peninsula College staff and leadership to discuss how to make classes more culturally relevant to native students, as well as communications and class advertisements. Additionally, the group discussed how to make financial aid more accessible to native students.

Peninsula College Tribal Advisory Taskforce

Jamestown, along with five other tribes on the peninsula, met quarterly with Peninsula College staff and leadership to discuss higher-level decision making on projects that increase tribal presence on the campus. This included guidance on language for wayfinding signs throughout campus, as well as a culturally representative cooking area behind the Longhouse.



Suggs appointed to Port Angeles City Council

With the appointment of Tribal citizen LaTrisha Suggs (Cook-Kardonsky), Port Angeles City Council now has Native representation. LaTrisha was sworn in on January 7th, joined by citizens of the Lower Elwha Tribe and Jamestown S'Klallam Tribe. Suggs is the daughter of Tribal Council Treasurer Theresa R. Lehman and works as the Restoration Planner at the Tribe. Pictured: Julie Johnson (Lummi), Theresa R. Lehman, LaTrisha Suggs, Rob Eloffson (Lower Elwha), and Tribal Council member Kurt Grinnell.

FEDERAL GOVERNMENT

Budget Accomplishments

Tribal Interior Budget Council

The Tribal Interior Budget Council (TIBC) provides a government to government forum and process for Tribal Leaders and Federal officials to work collaboratively to develop annual budget requests for Indian programs and services within the Department of Interior. Tribal leaders from each of the twelve Bureau of Indian Affairs Regions develop budgets that support Tribal Self-Governance, Self-Determination, Sovereignty, and Treaty rights. During these meetings, budget formulation, justifications, and educational information is exchanged with Tribal leadership. It also serves as a forum for Tribes to urge the Federal Government to provide sufficient levels of funding to address unfulfilled Federal obligations/unmet needs in Tribal communities. Chairman Allen serves as one of the Tribal Co-Chairs of TIBC and as the Northwest Region primary representative to help move the Tribally driven budget agenda forward.

The TIBC budget process requires Tribes to identify funding priorities two years in advance so the FY2022 Budget Recommendations were just completed and submitted for consideration. As in prior year budget recommendations, critical core Tribal government programs within eight (8) budget categories "Strengthening Tribal Communities (social service programs), Natural Resources, Land/Water Rights Management, Public Safety and Justice, Economic Development, Education, Construction and Resource Management Construction" were prioritized by each of the BIA Regions and then aggregated at the national level. The final aggregated results are then submitted to the Assistant Secretary-Indian Affairs (ASIA) to aid in the advocacy efforts at the Federal level. In the FY2022 budget formulation process, Tribal leaders adopted procedural measures to streamline the budget process to make it more effective and efficient, created greater transparency, reduced subjectivity, and allowed for greater flexibility for Tribes to respond to the unique needs and challenges of their respective regions. For example, Tribes in

the Northwest Region were able to prioritize Natural Resources.

We make sure that we convey to our Federal partners that all programs and services are important to Tribes but we still participate in the prioritization process in order to ensure we have a seat at the table to guide and advise the Administration regarding budgetary matters. It is important that we participate in the budget process because the Administration will often consider the Tribal priorities that have been identified when they are forced to make choices regarding funding increases or decreases. It is also important that we participate in the process because we are one of only two regions that prioritize funding for natural resources.



Left, NCAI President Jefferson Keel (Lt. Gov. of the Chickasaw Nation) and Jamestown's Tribal Veteran's Representative Albert Fletcher (Patsey) pose during the groundbreaking for the National Native American Veterans Memorial in Washington DC.

Legislative Accomplishments

Progress Act

After almost two decades of Tribal advocacy efforts to amend Title IV of the Indian Self-Determination and Education Assistance Act (ISDEAA) to strengthen the Tribal Self-Governance provisions at the Department of Interior, the ***"Practical Reforms and Other Goals to Reinforce the Effectiveness of Self-Governance and Self-Determination for Indian Tribes Act of 2019"*** or the "Progress Act" became law on October 21, 2020. The ISDEAA, or P.L.93-638, was passed in 1975 authorizing Indian Tribes to enter into contracts/compacts with the Department of Interior and the Department of Health and Human Services Indian Health Service. The law has since been amended five times, in 1988, 1991, 1994, 2000 and now again in 2020.

Self-Governance is a Tribally driven initiative that authorizes Federally Recognized Tribes and Tribal organizations to negotiate with our Federal partners to assume management and control over Federal programs, services, functions, activities (PSFA's) or portions thereof, that the Federal Government would otherwise provide. Under Self-Governance, Tribes have the flexibility to manage program funds and tailor programs and services in a way that best fits the needs of their communities. The newly amended Title IV provisions create administrative efficiencies enabling Tribes to carry-out the authorities under their Self-Governance compacts with the Bureau of Indian Affairs under a similar statutory framework that exists at the Indian Health Service. Overall, the law further empowers Tribes to govern their citizens and community members as they deem fit.

The Title IV amendments provide us with authority to better tailor our programs and services to suit our community needs and increases program effectiveness and efficiency. Specifically, the amendments provide clarity respecting programmatic processes and procedures to expedite approvals and claims, eliminate ambiguity, and avoid unreasonable delays.

Savanna's Act, S.227

The disproportionate incidences of violence against Native women has gone unnoticed and unreported for decades. After years of Tribal advocacy calling on Congress to address this human rights crisis, Savanna's Act was passed. Savanna's Act clarifies Tribal, Federal, State and Local law enforcement roles and responsibilities, provides for improved data collection on American Indian /Alaska Native victims of crime regardless of where they reside (on or off the reservation), requires outreach to Tribes and Tribal organizations, improves Tribal access to criminal databases needed to respond effectively to cases of missing and murdered Indigenous persons, directs the US Attorneys to establish police protocols and guidelines for responding to cases and requires Annual Reports to Congress.

Savanna's Act ensures that we will have the tools and resources that we need to respond to violent crimes committed against our citizens and community members should such a situation arise on or off the reservation.

Not Invisible Act, S.982

The Not Invisible Act was the first bill in history to be introduced by four members of Federally Recognized Tribes, Congresswomen Deb Haaland (Pueblo of Laguna), Congresswomen Davids (Ho-Chunk Nation of Wisconsin), Congressman Cole (Chickasaw Nation of Oklahoma), and Congressman Mullin (Cherokee Nation). This law is intended to compliment Savanna's Act by addressing the silent crisis of violence against Native Americans and ensure the safety of Native people is no longer ignored or dismissed. An Advisory Committee on violent crime comprised of Tribal, Federal, and local stakeholders will make recommendations to the Department of Interior and the Department of Justice to aid in the development of best practices for law enforcement to address violent crime and human trafficking of American Indian /Alaska Native people. A position will also be created at the Bureau of Indian Affairs for an expert to improve coordination and collaboration of violent crime prevention efforts across the Federal agencies. This bill puts mechanisms in place to strengthen coordination amongst Federal and Tribal stakeholders

and it guarantees Tribes have a seat at the table to guide policy development.

The Not-Invisible-Act affords us an opportunity to assist in policy development and to ensure all levels of government, Federal, State, Tribal and Local are coordinating effectively to ensure the safety of our Tribal citizens and community members from violent crime.

Executive Branch Agency Policy Accomplishments

United States Department of Transportation Tribal Self-Governance Program

Section 1121 of the Fixing America's Surface Transportation (FAST) Act established the Tribal Transportation Self-Governance Program within the Department of Transportation (DOT). The program affords Tribes greater control and decision-making authority over their use of transportation funding. It also provides Tribes greater flexibility and reduces the administrative burden of carry out Tribal Transportation Programs.

Jamestown currently has an Agreement with the Department of Transportation but we are beginning the process to implement a Self-Governance transportation program that will allow us to exercise greater control and management over our transportation program, assures we are covered by the Federal Tort Claims Act, provides us greater flexibility in the use of funding and reduces our administrative burden and reporting requirements.

United States Department of Agriculture 638 Tribal Self-Determination Programs - Food Distribution Program on Indian Reservations

The Agriculture Improvement Act of 2018 (Farm Bill) established a Self-Determination Demonstration Project within the Department of Agriculture increasing access to healthy foods on Indian reservations. The Food Distribution Program on Indian Reservations (FDPIR) provides USDA foods to income-eligible households on reservations. The new 638 program includes a \$5 million demonstration program that allows Tribes to assume greater control over their food systems through 638 contracts and affords Tribal agricultural producers parity in USDA programs. Tribes can decide which foods will be part of the commodity program, to include, traditional, healthy, and locally produced foods. The 638 provisions acknowledge the fundamental sovereignty and competence of Tribes in the areas of food production, food security, and infrastructure and will have a significant impact on food economies throughout Indian country.

Our Tribe will have the opportunity to exercise our authority to design our food distribution program so that it incorporates traditional, healthy, locally resourced foods for our citizens and community members.

Forest Service and Bureau of Land Management Demonstration Project

The Farm Bill also established a USDA forestry demonstration project under the Tribal Forest Protection Act to allow Tribes to manage and perform other functions through ISDEAA contracts on Federal Forest Service and Bureau of Land Management lands that are adjacent to their reservations.

Jamestown would be able to enter into an Agreement with the Forest Service and/or the Bureau of Land Management to manage forestry and other programs on Federal lands that are adjacent to the reservation.

Executive Order 13898

On November 26, 2019, Trump established the Task Force on Missing and Murdered American Indians and Alaska Natives or "Operation Lady Justice", a multi-agency effort, to enhance the operation of the criminal justice system. Initially, seven Cold Case Offices staffed with cold case teams have been established nation-wide to serve as a Federal portal of resources that allows top Federal officials to engage, coordinate, and work with Tribal governments to address the crisis of missing and murdered Indigenous Persons (MMIP) in Tribal communities.

The Cold Case Offices provide our Tribe immediate access to Federal resources and a team comprised of multi-agency staff who are uniquely equipped to address the crisis of missing and murdered Indigenous Persons. In many of these cases, time is of the essence and to have immediate access to these resources will enhance our ability to track down our Tribal citizens and community members who have been victimized.

Goal: Secure Tribal Self-Sufficiency and Self-Reliance

TRIBAL BUSINESS ENTERPRISES

Northwest Native Expressions Gallery

The COVID19 pandemic had its effects on the Northwest Native Expressions Gallery early in 2020. When the Governor issued the Stay Home Stay Safe order in March, the Gallery closed operations until June. Before opening, the Gallery staff and Tribal facilities staff worked to create a safe shopping environment in the Gallery. Plexiglass barriers were installed at the checkout counters and a hand sanitization station was put at the front door.

The Gallery saw positive summer sales and some rebound to the bottom line financially. The online gallery has seen a significant increase since the pandemic, and staff hope this continues. The gallery continues to stock beautiful art inventory and maintain the quality of the gallery through these trying times.

Jamestown Point Whitney Ventures, LLC

With all the challenges of 2020 the Jamestown Point Whitney Ventures operations showed increase in oyster seed sales over 2019. Seeds started at our Kona, Hawaii facility continued to provide successful strong seed to grow in overflowing Floating Upweller Systems (FLUPSYs) at John Wayne Marina. Sales prices declined within the industry but with increased amount of seed sold, we were able to achieve strong financial results. Staffing levels remained consistent over last year and we were happy that this operation was exempt from any Stay Home Orders and our workers were able to work throughout the year. The Geoduck seed project started last year at Point Whitney, partly funded through a University of Washington grant, continued to be successful in 2020. A greenhouse buildout was completed. The company is looking forward to more expansion in 2021 to include oyster grow outs in Dungeness Bay.

Partnership with Cooke Aquaculture

The Tribe partnered with Cooke Aquaculture Pacific to expand its footprint in the seafood industry. The Tribe and Cooke plan to rear sablefish (black cod) and sterile triploid, all-female rainbow trout. A reinstated farm lease at Port Angeles and significant investment by the venture in new infrastructure will be required to move this plan forward.

“Our Council is committed to pursuing our self-reliance goal through diversified economic development and education, and we believe this partnership with Cooke Aquaculture Pacific will contribute to meeting that goal,” said Jamestown S’Klallam Tribe Chairman/CEO W. Ron Allen. “We, along with our sister tribes, are strong stewards of our environment. And we firmly believe we can implement net pen aquaculture consistent with our tribal heritage and cultural values. By working together, combining our history and experience fishing on the Olympic Peninsula with Cooke’s experience and expertise in aquaculture, we are confident that we can raise a sustainable supply of trout and sablefish and contribute to our local economy.”

Along with Cooke, the Tribe has working relationships with the National Oceanic and Atmospheric Administration’s (NOAA) Northwest Fisheries Science Center, Manchester Research Laboratory and the University of Washington.



Tribal Council Chair Ron Allen, Cooke Aquaculture Pacific General Manager Jim Parsons, and the Tribe's Aquaculture Manager Kurt Grinnell signed the agreement in November 2019



Above, the ribbon cutting for the new 7 Cedars Hotel took place on August 4th. Shown from left are Cliff Prince, Jim Haguewood, Paul Moore (of the Gaming Commission), 7 Cedars CEO Jerry Allen, Tribal Elder Elaine Grinnell, Council members Ron Allen, Rochelle Blankenship, Loni Greninger, Kurt Grinnell, Theresa Lehman, and Hotel Manager Debbie Wardrop.

Visitors to the new 7 Cedars Hotel will see this 42.5-foot tall, 400-year old Western Red Cedar pole created by Nathan Gilles. All the creatures depicted in the art hold significance to the S'Klallam people, including the Killer Whale, Wolf, Black Bear, Salmon, Mountain Goat, and Marmot. On the very top of the pole (not shown in this installation photo) is the Thunderbird, perched on rings that symbolize the anticipated success of 7 Cedars Hotel. The Thunderbird represents the sky world and is the subject of stories that live in Tribal culture on the west coast of North America. In one story, it is told that the Thunderbird taught the S'Klallam people how to whale and provided the first weapons to the Native people.

Below, left, Elaine Grinnell blesses the hotel, as her granddaughter Loni Greninger assists.



7 CEDARS PROPERTIES

7 Cedars Casino & Hotel

7 Cedars Casino closed for business on March 17, 2020 and did not reopen until June 1, 2020 (the same day the rest of Clallam County moved to Phase 2 of the reopening plan). This 75-day closure due to the pandemic had a significant effect on revenue. However, once reopened, our customers have returned to our property. Gaming revenue has rebounded to pre-COVID levels. Food and Beverage revenue has declined because of capacity restrictions and patrons are hesitant to return to in-restaurant dining. Bingo reopened in mid-September.

7 Cedars Hotel opened to the public on August 4, 2020. The first 45 days have been very successful, and all targets have been met. We are very excited to offer guests an experience that exceeds their expectations. The focus will be to promote our property through the web, 7 Cedars app, television, radio, and print advertising.

The Cedars at Dungeness Golf Course

The Cedars at Dungeness Golf Course experienced a one-two punch during 2020. Poor weather conditions caused the course to close for 9 days in January, and then closed due to COVID from March 25th until May 1st. The Pro Shop and course reopened to an eager group of golfers who have been continuing to show their support. The effect of COVID has significantly reduced the number of large tournaments during the Summer season. Some have rescheduled; some have cancelled until next year.

The lack of any catering has also had a detrimental effect on revenues. Without tournaments, weddings or specialty dinners, the catering business is essentially closed. However, we are seeing some small groups booking for the holiday parties in the Legends room where social distancing can be attained, and there are plans to start the specialty dinners again with reduced capacity.

We continue to operate the pro shop at Peninsula Golf Course. This arrangement has been very successful and is especially popular with our Hotel guests who are interested in a golf package that includes two courses over 2 days.

The Longhouse Market and Deli

The Longhouse Market and Deli remained open during this time. Fuel and groceries are considered essential services and we were fortunate to have this revenue stream while all other venues were closed. From March through May, the Market experienced a 30% revenue reduction. There was light traffic while the State was in lock-down. However, customer counts greatly improved starting in June, with fuel and inside sales increasing.

2019 Community Contributions made by 7 Cedars Casino Resort

Community Donations	\$185,106
Public Donations	\$289,985
Problem Gambling	\$29,947
Smoking Cessation	\$28,116
Total	\$533,154

Cedar Greens Cannabis

Cedar Greens opened in early October of 2019. Staff was hired with the goal of having employees who excel in the areas of Cannabis Knowledge and Customer Service. The store is "medically -endorsed" by the Washington

Department of Health, which means that staff hold certificates issued by the state for Medical Marijuana Consultation. In addition, the store contracts with a pharmacist who consults with customers regarding drug or disease interactions that are possible with cannabis.

The guiding philosophy for Cedar Greens is that all cannabis use can be medical if the intentions behind it are for wellness and a healthier lifestyle. We are doing our best to educate the public and clear up the prejudices that Federal Prohibition has perpetuated against the concept of responsible cannabis use. The business is doing well: Cedar Greens has transferred over \$1 Million in Cannabis Taxes to the Tribe from the first 12 months of operations. We currently employ two Jamestown S'Klallam Tribal citizens, and one Tribal descendant.

Cedar Greens is overseen by its Board - Tribal citizens Lana Kerr, LaTrisha Suggs, and Mackenzie Grinnell.



Cedar Greens Cannabis Manager Michael R. Smith helps a customer.

Cedar Greens Cannabis was blessed with sage and song in a private ceremony in early October.

Pictured are Lisa Barrell (Wood/ Johnson), Loni Greninger (Prince), Cedar Greens Tribal staff member Korina Adams (Hall/ Adams), EDA's Hawk Grinnell (Prince), Cultural Affairs Coordinator Vickie Carroll (Wood/Johnson), Staff member Andrea Bryans (Reyes), Tribal Council Treasurer Theresa Lehman (Cook/Kardonsky) and her husband Sonny, and staff member Ricky Johnson (Allen).



ECONOMIC DEVELOPMENT AUTHORITY

Economic Development Authority (EDA)

The EDA continues to carry out strategies to further advance economic self-sufficiency, encourage entrepreneurship, and enhance resiliency of the Tribe's overall economic foundation. The primary focus of the EDA continues to be the pursuit of for-profit ventures and the strengthening of existing Tribal businesses, while at the same time providing employment opportunities for Tribal citizens. The EDA is seeking to diversify and expand its portfolio of sustainable revenue streams that will support essential governmental services. The Board of Directors ensures that the EDA and its enterprises take up initiatives that align with Tribal goals and the success criteria accurately measure progress and serve as levers for accomplishing set objectives

Dybeck steps down from EDA Board

After 16 years of service on the EDA Board, Tribal citizen Celeste Dybeck (Cook/Kardonsky) resigned as Vice-Chair of the EDA and JKT Development Boards in September 2019. Dybeck was invited to join the board in 2003 by her cousin Linda Ruffcorn. At that time, Marlin D. Holden was the Executive Director of JKT Development. Dybeck and the boards she served on met to learn about how each business under the Tribe's watch was progressing, to examine research about possible future businesses, and to make decisions about new businesses or closing existing businesses. Dybeck saw many additions to Tribal enterprises during her years on the Board. The only business to exist when she started in 2003 was Jamestown Excavating. Businesses added during her tenure include Jamestown Construction, Jamestown Homebuilding, Cedar Greens Cannabis, Jamestown Networks, Carlsborg Self Storage and JST Capital.

Jamestown Networks

Verizon Wireless activated JST Tower in Blyn. T-Mobile and AT&T connections will follow. Jamestown Tower (shown at right) was completed in October of 2019. It is a 150' freestanding mono-fir tower that is designed to blend into the surrounding tree line. It was constructed with funding from the Community Economic Revitalization Board (CERB) and the EDA. In August 2020, Verizon Wireless installed equipment on the top-most position of the tower. In addition to rent from the telecommunications company, the Tribe benefits by the expanded service coverage in Blyn. The Clallam County Fire Department and Sheriff's Department are in the process of installing life safety communication equipment, which will enhance safety throughout the Tribal campus and the Blyn corridor. The EDA is currently in talks with T-Mobile and AT&T for the installation of additional telecommunications equipment and there is also a chance that an internet service provider may install a fixed wireless system that will provide microwave broadband to nearby residents.

Jamestown Networks also won a contract to build two telecommunications towers for the Spokane Tribe.

Jamestown Excavating

- Carried out work on the Port Angeles Waterfront Center & Field Arts and Events Hall (PAWC).
- Contracting for the Dungeness River Audubon Center expansion.
- Contracting for the Healing Campus (Medication Assisted Treatment Clinic).

Carlsborg Self-Storage

Upgraded gate and security software.

Business Support Services:

Provided direct business support services to *Cedar Greens*, *Jamestown Seafood*, *JST Capital*, and other Tribal businesses and entrepreneurs.



Above, the mono-fir Jamestown Tower. Below, the heavily reinforced concrete form to hold the cell tower.



TREATY RESOURCES

Jamestown Commercial Harvest (in pounds) Oct. 1 st , 2019 to Sept. 31 st , 2020					
Species	Straits	San Juans	Central Sound	Hood Canal	Total lbs
Chinook					0
Chum					0
Coho	1,497		84	1,123	2,704
Pacific Cod					0
Pacific Halibut					0
Crab	36,195	9,997	2,594	9,546	58,332
Geoduck	81,668		19,317	97,522	198,507
Clams	3,373			264	3,637
Oyster (dozen)	200			355	555
Shrimp	28,811	6,011		13,249	48,071

Jamestown Subsistence Finfish Harvest (# of fish) Oct. 1 st , 2019 to Sept. 30 th , 2020					
Species	Straits	San Juans	Central Sound	Hood Canal	Total#
Chinook	27	0	8	0	35
Chum	17	0	0	0	17
Coho	21	0	1	11	33
Steelhead	1	0	0	0	1
Pacific Cod	0	0	0	0	0
Pacific Halibut	1	0	0	0	1

Jamestown Subsistence Shellfish Harvest (lbs) Oct. 1 st , 2019 to Sept. 31 st 2020					
Species	Straits	San Juans	Central Sound	Hood Canal	Total lbs
Crab	1,179		20	150	1,349
Geoduck					0
Clams	332			7	339
Oyster (dozen)	125			33	158
Shrimp	140				140

Jamestown Hunting Harvest 2019-2020 Report			
Species	Tags Issued	Female	Male
Deer	x	6	4
Elk	x	0	0
Bear	x	0	0
Cougar	x	0	0
Goat	x	0	0

Manila clam seed was distributed on Indian Island Beach 6.5 (approximately 2 million seeds) and on JST Sequim Bay tidelands between 'Beach C' and subsistence beach (approximately 600,000 seeds). Commercial oyster picks on our Jamestown Tribal tidelands occurred regularly from March – July 2020. This opportunity was provided to JST intertidal harvesters because Pacific oysters had set on the Natural Resources-managed areas of the Tribal tidelands in recent years. The available resource has been reduced and can no longer support this opportunistic commercial harvest. NR staff will continue to monitor oyster abundance for future commercial harvest opportunity.

HEALTH SERVICES/CLINIC ENTERPRISES

Jamestown Family Health Clinic and Jamestown Dental Clinic

See additional information on our medical and dental clinics in the COVID-19 section of this Report.

Jamestown Medication Assisted Treatment (MAT) Clinic

We began this journey back in 2019 with a grant from the Washington State legislature of \$7.2 million and the purchase of 20 acres behind the Sequim Costco zoned for health care services. Our project was supported and endorsed by all of the regional health organizations including Olympic Medical Center, Jefferson Healthcare, and Peninsula Behavioral Health.

Once our purchased property closed and it was announced in local newspapers, we heard very little from the community. A month later a group on social media was created called Save Our Sequim (SOS) and they started posting pictures of buses saying the Jamestown Tribe intended to bus homeless addicts from Seattle into Sequim. Even though we said we had no such intention, the last year has been one of fighting fear based misinformation. Over the last year, our permits were delayed as we navigated eight appeals by the SOS group. They have lost all eight appeals with the Sequim Hearing Examiner stating they have no legal standing and that our project is indeed a medical outpatient clinic and was permitted under the proper classification of A2.

Once finished the 17,200 square foot facility will provide Medication Assistance Treatment (MAT) for opioid use disorder. Modeled after the innovative Swinomish didg^wálič Clinic, it will also provide intensive wrap-around services for Tribal citizens and members of the surrounding Jefferson and Clallam County community who have a need for the service. The program will meet the patients where they are in their struggle with substance use disorder and provide individualized medical and dental care, preventive care, chemical dependency counseling, and mental health counseling. We will work to create a tracking and referral network for housing and other social needs. Anticipated completion of the Jamestown MAT Clinic is in the December 2021/January 2022 timeframe. During the construction period we will work to finalize policies and procedures; develop program workflows; and recruit and train staff.



At the Dec. 5, 2019 "MAT Reveal" event, Health Services Director Brent Simcosky revealed the design by Rice Fergus Miller Architects.

The event was opened by Jamestown Singers and Dancers Alisha Adams and Ginnie Kitzmiller, below.



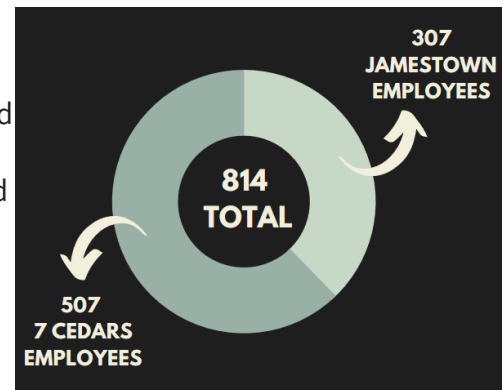
TRIBAL EMPLOYMENT

Human Resources and Employment

The Jamestown S’Klallam Tribe and 7 Cedars Resort Human Resources teams work together along with management to provide employment opportunities for Jamestown Tribal citizens and other Native Americans. Human Resources provides hiring statistics annually to evaluate the effectiveness of our recruitment and to share our successes and accomplishments.

Hiring Statistics Overview

Jamestown S’Klallam Tribal Government employs 307 individuals and 7 Cedars Resort employs 507 individuals, totaling 814 employees. The recruitment and retention efforts for the fiscal year 2020 yielded a workforce increase of 3%, continuing the trend of growth. This is significant due to the employment challenges that occurred with COVID-19 and mandated shutdowns.



Age Demographics

There are currently 536 enrolled Jamestown Tribal Citizens. Of those 536 Citizens, 217 live in the local area. Of those 217 living in the local area, 136 are between the ages of 18 and 64, and are more likely to be seeking employment opportunities. Jamestown and 7 Cedars proudly employed 56 Jamestown

JAMESTOWN AGE DEMOGRAPHICS

136

MOST LIKELY
AVAILABLE TO
LOCAL WORKFORCE

AGE	0-17	18-23	24-44	45-64	65+	TOTAL
LOCAL	12	4	71	61	69	217
NON-LOCAL	11	13	106	80	109	319
TOTAL	23	17	177	141	178	536

ENROLLED
JAMESTOWN
CITIZENS

S’Klallam Tribal Citizens in the 2020 fiscal year equating to 41% of our estimated working

age population within the local area. Of these employees, 9 Jamestown Tribal citizens were selected for promotion or a career development job change. In measuring years of service, 45% of Tribal citizen employees have 10 or more years of seniority.

Hiring Ratios

Throughout the Tribe and Resort properties, 23 Tribal citizens applied for positions and 6 were hired, equating to a 26% hiring ratio. Reasons for Tribal citizen applicants not selected for hire were due to a variety of circumstances including but not limited to: positions that closed due to COVID-19, candidates declining offered positions, candidates withdrawing applications, and candidates that were unresponsive to interview requests.

Additionally, 15 Tribal descendants applied for positions and 6 were hired, equating to a 40% hiring ratio. 113 self-identified Native Americans applied, and 20 were hired, equating to a 18% hiring ratio.

HIRING RATIOS



Careers

Jamestown S'Klallam Tribe (JST) is a top employer in Clallam County. Working within our mission to provide support and guidance to our job seekers, the HR Team is here to serve our Tribal community in finding meaningful employment within the Tribe. To apply online, refer to the links below, or contact our HR Department for assistance.

- **Tribal Government (JST):** The Jamestown S'Klallam Tribal Government provides social, health and educational programs to our Tribal Citizens, and cultural preservation and natural resource sustainability to our community.
- **Economic Development Authority (JST):** The Economic Development Authority (EDA) oversees the business divisions of JKT Development, Inc. and the enterprises of the EDA: Jamestown Excavating, Jamestown Networks, and Carlsborg Self-Storage.
- **Cedar Greens (JST):** Providing quality customer service, and natural Northwest selections on the Peninsula. Cedar Greens collaborates with health professionals to provide education and guidance for people exploring options for self-directed care.
- **Health & Dental Clinics (JST):** Our clinics are organized to offer a team-based approach; providing comprehensive, high quality health and dental care to our community and Tribal families.
- **7 Cedars:** Resort Properties include 7 Cedars Casino, Longhouse Market & Deli, Cedars at Dungeness, Cedars at Peninsula, and the 7 Cedars Hotel. We are the number one purveyor of entertainment on the Peninsula!
- **Future Job Opportunities:** If you are interested in a career with Jamestown and would like to be considered as part of our general pool of applicants, please apply to our "Future Job Opportunities" listings.

How to Apply

All applications must be received through our websites to be considered for employment.

Apply online for Jamestown S'Klallam Tribe: www.jamestowntribe.org/careers

Apply online for 7 Cedars: www.7cedars.com/careers

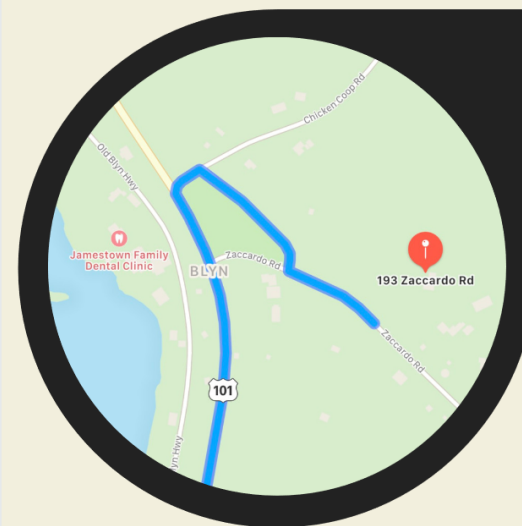
Jamestown S'Klallam Tribal Education for Employees

We are pleased to provide all new hires with the opportunity to learn more about the Jamestown S'Klallam Tribe's history. Employees attend a class led by Teresa Smithlin (Jamestown Descendant) where they watch a presentation about the history of Jamestown and the Tribe's role on the Olympic Peninsula, which includes a video interview with Ron Allen. The class tour includes Tribal and Resort properties and participants hear stories of the totem poles throughout Jamestown. The class often enlists the help of Elders, when available, to add additional insight and give a broader understanding of the Jamestown culture.

We Moved!

In January 2020, the HR staff from both the Tribe and 7 Cedars moved into one building. Our new location combines services for all employees. Due to Covid-19 safety precautions we are seeing employees by appointment only.

**We moved! The Human Resources Department is located at:
193 Zaccardo Road, Sequim, WA 98382**



DIRECTIONS

(Traveling East from Sequim)

- Turn right from HWY 101 onto Chicken Coop Road
- Turn right onto Zaccardo Rd
- Turn left at the Stop Sign to continue on Zaccardo Rd
- Take the first left and arrive at Human Resources where we are ready to help you!

Goal: Improve Programs and Services

SOCIAL AND COMMUNITY SERVICES

Essential services were maintained, despite the limitations of the pandemic. This chart shows the number of individuals/households served.

<u>Tribal Food Bank</u> secured three new food sources from Olympic Community Action Program, Northwest Harvest, and The Farm (Sequim). The Food Bank also received CARES Act funding through a current grant from the WA Department of Agriculture.	# served: 72 tribal households, receiving over 10,700 lbs. of food.
<u>General Assistance Programs</u> , including LIHEAP, continued to provide financial assistance throughout COVID restrictions.	# of citizens served: GA – 128 LIHEAP – 37, including 3 in crisis.
<u>Elder Meals</u> continued to be made and delivered throughout COVID restrictions. Staff were scheduled on opposite days to allow staff to be safe while preparing meals. This program also received CARES Act funding through a current grant from the Administration for Community Living, Older Americans Act.	# of Elders served: 82
<u>Behavioral Health and Case Management Services</u> were quickly modified to telephone and virtual visits. Staff also did errands on behalf of Tribal Elders, and some transport using safety guidelines. The Case Management Team also facilitated a virtual Men's Retreat and a Women's Retreat.	# of clients served: 125
<u>After School and Title VI Education Programs</u> were temporarily cancelled due to COVID restrictions, but recently resumed in a modified & limited way this past summer with many classes & meetings done remotely via Zoom.	# served: 24 children, ages 5-10 40 teens & pre-teens, ages 11-18
<u>Traditional Foods & Culture Program</u> modified their activities to online participation, as well as small and safe group participation at the Community Garden. A lot of fresh produce came from the garden this year, allowing in-area citizens to have fresh food for a healthy diet. Traditional Foods is probably the program that kept the highest level of <i>public</i> community engagement, both virtually & in-person, throughout the year. The 2020 Canoe Journey was cancelled.	# of citizens, descendants, & community members served: 34 events with a total participation of 599
<u>Housing Services</u> continued throughout COVID restrictions. In addition, two Tribal citizens (Brianna Allen Robinson & David Prince) were assisted in purchasing their own home through the Tribe & NAHASDA program.	# of clients served: 78 # of NAHASDA homes: 26 # of Community rentals: 25



A large group of Tribal citizens, descendants and friends gathered in November 2019 for the Canoe Honor Luncheon.

<p>Indian Child Welfare Services continued, even if staff worked remotely from home during COVID restrictions. The State moved court services to online only for a time which was interesting to navigate, but Jamestown stayed engaged in the state and court services.</p>	<p># of clients served: 8 Tribal families & 13 children.</p>
<p>The Children's Advocacy Services (CAC) in the new Justice Center continued to operate, though in a more limited capacity during COVID restrictions.</p>	<p># of clients served: 62, covering 5 area jurisdictions.</p>
<p>Higher Education and Career Services continued, even if staff worked remotely from home during COVID restrictions.</p> <p>Higher Education funding was not affected by COVID restrictions. However, some students temporarily paused their education as they did not feel online classes were the best fit.</p> <p>Local graduates were visited by the Higher Education Committee, who showered them with gifts and congratulations.</p>	<p># of clients served:</p> <ul style="list-style-type: none"> 9 high school graduates (citizens and descendants) 1 Associate's Degree (citizen) 3 Bachelor's Degrees (2 citizens, 1 descendant) 1 Master's Degree (descendant) 1 Certificated Program (citizen) <p># of adults served in career services: 4</p>
<p>Elder Activities : Monthly Elder Luncheons and weekly Elder Gift Making Group were going strong until COVID. Sadly, we had to cancel many of our <u>in-person activities</u>, including monthly Elder Luncheons and weekly Elder Gift Making Groups.</p> <p>The Elders Group switched their focus to "drive-by" Birthday greetings for Elders in the area. The groups met outside the Elder's home, while keeping distance and wearing masks, and sang Happy Birthday in the S'Klallam language and in English. These brief gatherings have brought many a smile to our Elders!</p>	<p># of Elders served: 83</p> <p>Work Groups averaged 6-8 persons.</p>

HONORED ELDERS



Allan Lickiss (Sparks/Harner) and his wife Barbara are still hard at work even after their retirement, so much so that they were named as two of the **Volunteers of the Year**. The pair consistently drive to Sequim on a monthly basis from their home in Montesano to attend events and classes, as well as on the ground crew for the past two canoe journeys as co-leads. They were nominated by Traditional Foods Director Lisa Barrell, who cited their “backbreaking work of planting the Riverside Berry Farm,” as well as their work ethic and leadership.



When Mary Norton (Reyes) retired in 2007, her plans to move back to Sequim and volunteer for the Tribe were fully realized. Her years of giving her time and energy were recognized this year as one of the **Volunteers of the Year**.

She can be found participating in the Klallam language program, acting as an alternate instructor, and moving toward becoming a certified teacher. Norton also helped with the Elder Gathering and put her sewing skills to good use by creating regalia vests and other items to be sold for raffles. As part of the Canoe Family, Norton attends its meetings, learns songs and protocol as well as assists in refurbishing canoe paddles. Nominated by fellow Elders Cathy MacGregor and Julie Powers, they called Mary a “model elder,” adding “her integrity is unquestionable; she is an example of how to behave and contribute.”



Charlotte Fitzgerald was named **Grand Pioneer** in this year’s Irrigation Festival, which had to be held virtually. Her great-grandfather George Henry Fitzgerald was an original pioneer to Sequim. He went by the nickname of “Skip,” as he was a master shipbuilder. He married S’Klallam native Celia Chubby, Charlotte’s great-grandmother. He received a grant for a homestead of 160-acres between Old Olympic Highway and Evans Road, which eventually became known as Fitzgerald Farm. The longest-running annual festival has ties to the Fitzgerald family since George Fitzgerald was part of the organization that started to irrigate Sequim.



Tribal Elder Elaine Grinnell was an Honorary Pioneer for this year’s Irrigation Festival. Just seven years ago, Grinnell was named Grand Marshal for the 2013 Irrigation Festival.

TRIBAL WELLNESS PROGRAMS

Our Tribal Wellness staff continues to improve services both to in-area and out-of-area Tribal Citizens. Besides the operation of tribal benefits, community and home health, some of the highlights this last year include:

Because of COVID-19, Tribal Wellness staff worked with Tribal citizens in their cars from the parking lot and made home visits when needed.

- Tribal Citizens reviewed for best insurance option
- Helped Tribal Citizens with Affordable Care Act rules and tax exemption forms
- Created Population Management Registry for Tribal Citizens in EPIC digital medical records system

Wellness Pathways: Providing Optimal Care for Tribal Citizens at Jamestown Family Health Clinic

Within the Jamestown Family Health Clinic, there are a variety of resources not commonly found in other primary care clinics. Under one roof we have numerous unique programs and services, as well as health care professionals who possess a wide range of skills and expertise.

Through the development of the Wellness Pathways Program for Tribal Citizens, we aim to help guide each citizen to the resources in the clinic that will best meet their health needs. By doing so, we can partner with each tribal citizen and empower them to optimize their overall health. Every tribal citizen who receives primary care from JFHC can access the Wellness Pathways by contacting the Tribal Clinic Nurse, Donna Short. Donna will then perform a comprehensive health goals/needs assessment and work with the Tribal citizen to create a customized wellness pathway. Components of a wellness pathway may include (but not limited to):

- Health and Wellness coaching with a Tribal Clinic Nurse
- Preventative exams/care
- Medication consultation with pharmacy team
- Medicare Wellness visits
- Quit smoking program
- Comprehensive diabetes care (diabetes department and tribal diabetes program)
- Diet/nutritional education
- Exercise education/coaching
- Chronic disease management
- Care coordination
- Mental health care
- Substance abuse treatment

Each pathway is fluid and may change as a citizen meets a goal or has changes in their health. The staff engaged in the citizen's wellness path will offer suggestions for pathway modifications as necessary. Throughout this process, Donna will also provide oversight and coordinate with other care providers to ensure that Tribal citizens' needs are being met to the fullest.



Tribal Clinic Nurse Donna Short

CULTURAL PROGRAMS

Tribal Library

After closing for over 4 months due to COVID-19 restrictions, the Tribal Library has re-opened for appointments, curbside delivery, and book mobile services. Progress continues with planning for the expansion of the Tribal Library and new exhibit space funded by the Institute for Museums and Libraries (IMLS) Enhancement Grant. Two community workshops were conducted this year, and future workshops are planned for 2021. Library staff also continue development of videos funded by an IMLS Accelerating Promising Practices Grant. Completed videos are available online on the Tribe’s YouTube page.

Tribal Cemetery

Significant progress was made this year with maintenance and upkeep of the Tribal Cemetery, as well as planning for future expansion. Over 90 unmarked graves have been sited with survey plates and identification numbers. Over two dozen collapsed graves have been restored, leveled and reseeded with grass. Falling grave markers have been stabilized and reset. Overgrown shrubs and vegetation were removed from where they obstructed graves. New markers were placed for the ancestral remains that were repatriated to the Tribe. The local Daughters of the American Revolution group cleaned the headstones of Tribal Veterans.

Klallam Language

S’Klallam Language classes continued in the time of COVID, using the Zoom virtual platform. The program did not see a decrease in participation and holds at 16 students. Towards the end of this fiscal year, the three S’Klallam/Klallam Tribes planned a Klallam Language class at the Peninsula College, which started Sept 29, 2020, taught by linguist Dr. Timothy Montler.

Tamanowas Rock

In December 2019 the Tribe contracted the Washington Conservation Corps’ Peninsula Riparian Crew to remove invasive species and conduct trail maintenance and upgrades. PRC made amazing improvements to accessibility by expanding the existing trails and placing cribbed platforms in areas where the trail had totally eroded (see photo at right). Over 1.5 acres of English ivy, periwinkle, blackberry, and other invasive plants were removed, as well as trash and debris.



Cultural Competency Trainings

Jamestown engages local groups and organizations to educate on Federal and Local Indian History, and Indian Culture. The following groups received cultural education from the Tribe:

Saint Andrew's Episcopal Church Annual Stewardship Dinner, October 2019

Jamestown Family Health Clinic Staff, October 2019

University of Washington Cultivate Learning Program, June 2020

Official Partnership with Sequim Museum Ends

In March 2020, the Tribe opted to respectfully end our partnership with the Sequim Museum of Arts, as the Tribe is working toward creating its own exhibit space at the Tribal Library. While the Tribe was

building a space within the museum to display history and arts, the space was gifted to the Sequim Museum instead. Marlin Holden (Prince Family) was the Tribe's representative for the Museum Board for many years. We are grateful to his work in advising the Museum on tribal matters. We are grateful for the work the museum has done over the years and wish the museum well as it continues to educate the greater community on the history of Sequim.

Traditional Foods Program yəhúmæct - Taking Care of Ourselves with Food & Culture Program

In our third year of the program, funded by the Centers for Disease Control, we held 34 events with a participation of 599 citizens. Thanks to citizens participating in multiple events our count increased significantly from last year. Programs included Weavers and Wannabes, Plant of the Month, Gather and Cook and more.

In October of 2019, thanks to a small grant we received from the Northwest Portland Area Indian Health Board's (NPAIHB) Wellness for Every American Indian to Achieve and View Health Equity (WEAVE), we were able to work on a Prairie Restoration project on the Tribe's property adjacent to the Dungeness River Audubon Center. A group of volunteers met, and we proceeded to sow prairie seeds and plant camas bulbs. It was thrilling to see camas blooming on this site the following spring.

New this year is the cá'cu sč'aʔyíqʷt - Riverside Berry Garden. Over 25 different fruit trees, berry bushes and vines were planted by a group of volunteers and within a few years we should be able to start harvesting... if they survive the winter!

Also new this year, and thanks to another WEAVE grant we received, is the Riverside Garden – cá'cu skʷaʔya' qəŋ. The Community Wellness Garden was a part of the stəti'təm ʔiyám – Jamestown Strong program. Produce from the garden was used in elder meals, program events and distributed to citizens.



Clockwise from above: A beautiful onion harvest, surrounded by healthy greens. The berry planting crew, from left: Toni O'Connell, Rachel Sullivan, Everleigh (child), Tara Owens, Sarah(child), Daniel Csizmadia, Bridgette Light, Mackenzie Grinnell, Vickie Lowe, Timothy O'Connell, Nikki, Jill Tate, Rochelle Blankenship, Marg DeFord, Barbara Lickess, Allan Lickess. Kneeling; Mel Melmed, David Brownell, Emma Brownell, not pictured: Julie Powers, Alisha Adams, Mike Williams. The Wellness Garden crew, Mack Grinnell, Jessica Johnson, Chris Tipton, Eli Smith

NATURAL RESOURCES

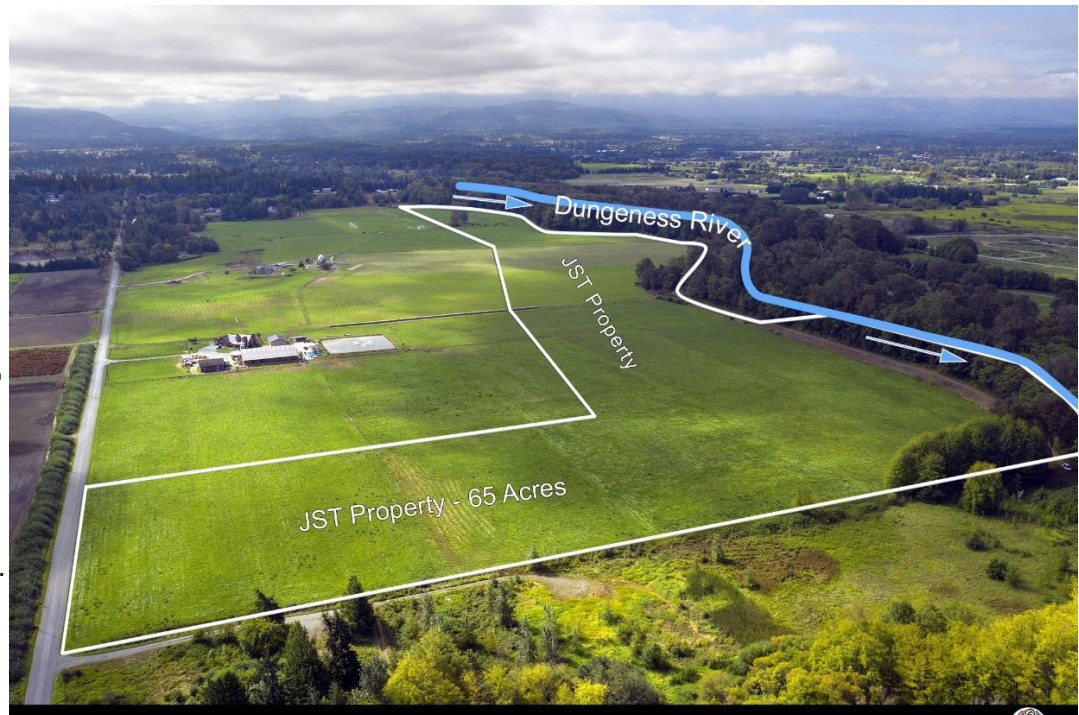
Dungeness River Habitat Restoration

When the Tribe approaches issues of Treaty Resources, protecting and enhancing habitat are paramount to ensure the restoration and continuation of resource species abundance into the future.

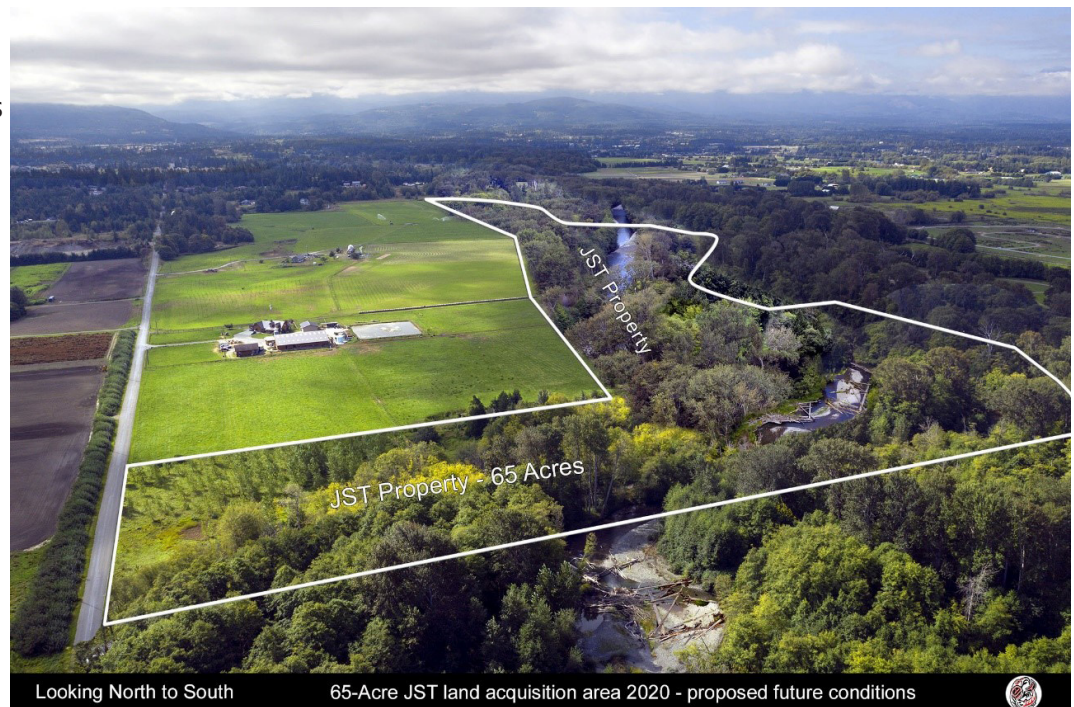
River's Edge Project

Jamestown S'Klallam Tribe acquired 65 acres of land, utilizing grants, along the Dungeness River this year. Our goal is to setback 0.9 mile length of dike to the edge of the 100-year flood inundation area to restore habitat-forming processes that sustain high quality salmon habitat including side channels and floodplain. The future conditions will benefit spawning Chinook, summer and fall chum, pinks, and steelhead through greatly increased egg to fry survival especially in years with flood events. As climate change warms air temperatures, winter precipitation is more likely to be rain, so this project is especially needed. Enormous increases in the quantity and quality of rearing habitat will benefit juvenile salmon and char during spring, summer, and fall months. The reformation of over-wintering habitat in low energy off channel areas will benefit coho, steelhead, and cutthroat from October through March.

Jamestown's River Edge project is a companion project. Clallam County is currently implementing a similar dike setback/salmon habitat restoration project along 0.95 miles of the Dungeness River



Above, the purchased property.
Below, the proposed use for the property



Looking North to South

65-Acre JST land acquisition area 2020 - proposed future conditions

immediately downstream from the Tribe's proposed project. The Tribe's project connects to and significantly upgrades the habitat functions of the County project. Together, the two projects will restore a continuous 1.95-mile reach of the Dungeness River and its floodplain. Clallam County has scheduled their dike removal project for summer of 2022. The Tribe wishes to use the material from the County's dike removal project to construct the proposed setback levee. Therefore, it is crucial that the Tribe's design, permitting, and construction contracting be completed by May 2022.

Phase II of Upper Dungeness/Greywolf Engineered Logjam Installation

In 2020, the Jamestown Tribe installed 13 additional engineered logjams in the upper Dungeness/Grey Wolf rivers. Grant funding from Washington State Recreation and Conservation Office's Salmon Recovery Program was used to build the logjams within Olympic National Forest as part of an ongoing partnership between the Tribe and US Forest Service to restore Tribal Trust resources.

This project augments an installation of 12 jams in 2016 in the upper Dungeness/Grey Wolf. Salmon and char habitat in these river reaches was severely degraded by historical large wood removal projects. Wood removal has ceased, but these reaches remain extremely lacking in wood-formed large deep pools and stable spawning habitat. The logjams will restore stable, complex spawning and rearing habitat by

scouring pools, stabilizing spawning riffles, retaining salmon carcasses, providing cover, and engendering the formation of side channels and floodplain connectivity. The primary fish species to benefit from the project include endangered Puget Sound Chinook, Puget Sound steelhead, bull trout, Upper Dungeness pinks, and coho. Monitoring of the 2016 logjams reveals fish are making use of the newly found habitat. Also, this year, the fisheries survey crews counted 293 Chinook redds in the Dungeness River: of which around 25% were upstream of Canyon Creek – even up into the Grey Wolf. Jamestown is excited that the fish are returning to the upper watershed, fulfilling one crucial element of the overall Dungeness salmon recovery strategy.



Aquaculture

Dungeness Bay Oyster Farm

In 1990, Jamestown Tribe became a Washington State tideland leaseholder (managed by DNR) and operated an oyster farm on the leased tideland in Dungeness Bay until 2005, when activity was curtailed because of deteriorating water quality conditions (unrelated to the farm), and Washington Department of Health (DOH) downgraded the Dungeness shellfish growing area classification. Following the DOH downgrade, the Tribe provided leadership, funding, and a commitment to improve water quality, securing significant local, State and Federal resources. The good news is that water quality improved and much of the Dungeness growing area classification has been upgraded!

Because of the improved water quality, the Jamestown S'Klallam Tribe has been working since 2015 to resume its oyster farm operation on the Dungeness Bay tidelands. This year the Tribe obtained required permits from Clallam County and approval from Washington Department of Ecology. The Tribe also demonstrated to the US Army Corps of Engineers (USACE) that the current lease site is the best alternative for the renewed oyster farm. However, the final permit approval from USACE is still forthcoming.

The Tribe proposes to cultivate up to 34 acres of the 50 acre lease, with 16 acres dedicated as eelgrass conservation area. Oyster cultivation on approximately 5 acres will be done utilizing anchored mesh bags – the oyster seed are placed within the bags to protect from predation. Once the oysters are large enough they can be placed on the remaining 29 available acres for grow out to marketable size.

Tribal Aquaculture - Feeding Our People

All Tribes are sovereign nations but are not truly sovereign if they cannot independently feed their people. Jamestown is well on its way to food sovereignty, with the aquaculture program being a major cornerstone. Our Tribal citizens cannot only eat healthy traditional seafood, but also offset costs for the many programs that serve them.

Steelhead trout, one of the Tribe's most cherished delicacies and traditional food sources, is in the net pen permitting stage. This program will help provide year-round protein to our diet and help offset diabetes, heart disease and obesity. These fish are fed insect and mealworms, as well as algal proteins. No additives are necessary, and no toxins or metals are eaten by these fish.

Jamestown Seafood is nearing the end of the second run of sablefish (black cod). We will harvest approximately 7000-8000 fish in May of 2021. Each fish will weigh up to 6 lbs. and the harvest will be a total of 38,000 to 44,000 pounds. Much will be sold to help fund the sablefish program with plenty for the citizens and Tribal freezers. We hope to grow sablefish on a continual commercial basis in the near future. Sequim Bay is one the most productive bays in Washington. With our 3 million+ single oyster seed planted in the bay this year, Jamestown is poised to have plenty of oysters to sell as the Covid restrictions are lifted and the country returns to normalcy. Many restaurants had reduced sales to total closures due to the virus.

In the summer of 2021, the Tribe's aquaculture program will plant roughly 4 acres of geoduck seed in Sequim Bay. This seed will grow and be harvested as adult geoduck in 4-5 years. Five hundred thousand geoduck seed will be needed from the Point Whitney hatchery to accomplish this goal. The Point Whitney Hatchery geoduck seed program is relatively new and has been very successful. Our goal is to plant our beaches and to sell any extra geoduck seed to other farmers in Washington.

Future goals for Jamestown Seafood are growing sea cucumbers that consume fish waste under our net pens and growing kelp around the pens to offset ammonia. This mitigation reduces impacts and furthers our goal of being good stewards of our homelands. Both sea cucumber and kelp are part of our S'Klallam traditional food sources. Again, our goal in the Jamestown Aquaculture Program is sustainability using best practices and science while feeding our people the traditional foods that they have eaten for millennia.

Goal: Expand Infrastructure

PROPERTY ACQUISITION

The Jamestown S'Klallam Tribe continues to reacquire the ancestral homelands. When appropriate, the Tribe transfers land into Trust status under the US government which gives the Tribe jurisdictional authority and the ability to practice self-governance and promote self-determination. Any effort to restore the Tribe's ancestral homelands requires willing sellers, sufficient financial resources and competent leadership to facilitate acquisition. Once under Tribal ownership, the fee-to-trust process is still heavily dependent on external variables. The resulting land base has been a constantly evolving checkerboard of ownership and jurisdictional authority. Nonetheless, The Jamestown Tribe has continued to reacquire the ancestral homelands. In FY2020 the following properties were acquired:

- McKenna Property – 2 parcels at Jamestown Beach totaling 10.8 acres adjacent to the Jamestown Beach Tribal Cemetery. The land was purchased with the intention of expanding the cemetery and creating a new cemetery access from Many Feathers Way.
- Cassalery Property – one parcel at Jamestown Beach that is adjacent to the new House of Myths Carving Shed. The property was purchased with the intention of supporting the relocation of the Jamestown Beach well, expanding Tribal housing and promoting Tribal ownership at Jamestown Beach.
- Rivers Edge: 65 acres to be used for habitat restoration; adjacent properties purchased from two different landowners. The first, purchased from the McLane Wallacker Trust, was a land split with North Olympic Land Trust (NOLT)/Olympic Peninsula Conservation Resources LLC in which the Tribe acquired 40.6 acres of the total of the available 104 acres. The second acquisition was 24.42 acres of farmland purchased from Olympic Peninsula Conservation Resources LLC (OPCR LLC).
- Transitional Housing: A home located on an acre of property within the Sequim city limits. When purchased, the home was a four bedroom, two bath home with a two car garage with a large extra space above the garage. After remodeling, the home now has two studio style units with half baths and small kitchenettes, and three bedrooms that share a full bath. All rooms have access to a full kitchen, dining room, living room and laundry room. The house will be used for Tribal citizens and Indian families who are in transition and need short term housing.

HOUSING

Housing Solutions Study

The project goal of the Housing Solutions Study, funded by the Administration for Native Americans (ANA), was to establish well-defined criteria, strategies, and identification of opportunities and challenges for increasing the availability of affordable, safe and sanitary housing. The study was completed in December 2019. We targeted four populations to be served by Tribal housing, including: 1) Elder (age 55+)/disability, 2) affordable family housing, 3) workforces housing, and 4) emergency and transitional housing. The success of this project resulted from active participation by our key stakeholders at meetings, focus groups, working groups, our housing marketplace, survey submissions, their housing survey, and/or provided statistical information. Without all of you, the results of the study would not have been possible. The Housing Solutions Study identifies the most feasible property sites for housing development, provides conceptual site designs based on the type of housing best suited for each property site, identifies the preferred design features and amenities expressed, and provides estimated cost to develop housing on each property site.

Four strategic actions were recommended as a result of the Housing Solutions Study. They include: 1) develop a Tribal master plan; 2) select/develop housing sites (based on priority of need); 3) develop Blyn transportation system; and 4) monitor housing solutions progress.

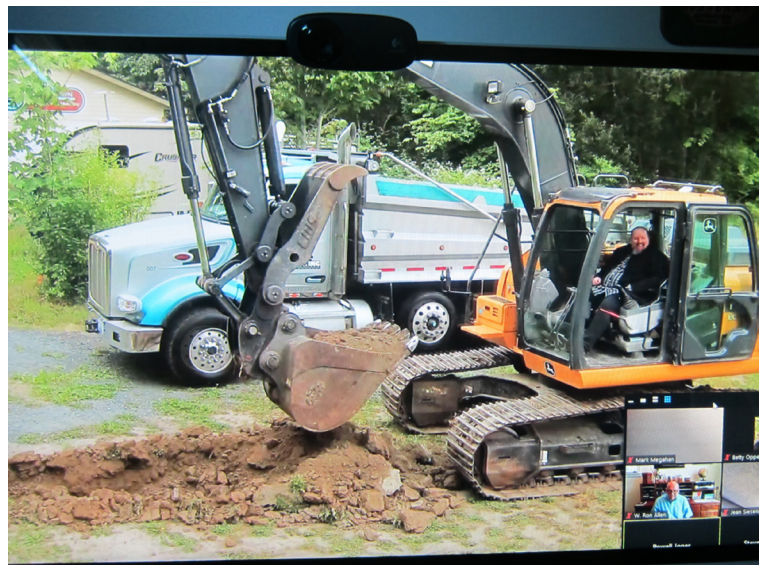
Transitional Housing

The Jamestown Tribe purchased a house in Sequim last fall for Transitional housing & shelter. This is for Tribal individuals and families who are struggling to get on their feet and need temporary housing while they do so. Additionally, the current plan is to remodel part of the house to use for COVID quarantine purposes for Tribal citizens, when and if needed.

CONSTRUCTION PROJECTS

Dungeness River Audubon Center Expansion

The Tribe has begun construction to expand and renovate the Dungeness River Audubon Center (DRAC) at Railroad Bridge Park. The building expansion is approximately 5,000 square feet and will include new additions and renovations to existing structures. The project also includes developing adjacent parcels to create a paved parking lot of 58,000 square feet with lighting, irrigation, storm drainage and sidewalks. A new access road from Hendrickson Road will serve the expanded river center. Three park-host RV sites will also be installed to support the security and maintenance needs of the park and facility. The Dungeness River Audubon Center has been a unique educational and interpretive center for the North Olympic Peninsula since 2001. The expansion will create safe, invigorating, and inspiring experiences for all visitors and further education in our community on the natural environment.



River Center - Parking Lot and Access Road Project

With the expansion of the River Center building, comes the need for better visitor access and parking. The Tribe is contributing to the development and construction of a new access road from Hendrickson Road and more parking spaces located to the east of the Center building. The project started in late summer with Jamestown Excavating hired to perform the road and parking lot construction. Additionally, adjacent Tribal land to the south of the parking lot will become the Park Host sites to accommodate two rotating Park Hosts who live on site to provide security for the Center facilities and Railroad Bridge Park.



The groundbreaking for the River Center expansion was done virtually, with Loni Greninger singing and blessing the land, and Construction Manager Kirk Nelson excavation the first scoop of dirt, on Zoom!

Human Resources Remodel

All of the Jamestown S’Klallam Tribe’s Human Resources are now under one roof. The new Human Resources building is located at 193 Zaccardo Road, the move brought Tribal Government and Seven Cedars Resort Human Resources Departments together inside a 2,600 square foot building of their own. The building includes 10 office spaces, a conference room, two restrooms, a kitchen and break room, as well as handicap parking and access along with 20 standard parking spaces. Consolidating Human Resources into one building allows for increased efficiency. The move makes more efficient use of Tribal resources and ensures the overarching goals of employing Tribal citizens and other American Indians or Alaska Natives are upheld in all areas.



Veteran’s Memorial Parking

The creation of 35 more parking spaces in front of the Jamestown Veteran’s Memorial (including handicap space) has helped alleviate pressure on our current capacity and has been especially helpful during the North Campus Remodel. The new parking lot creates improved emergency access to Tribal Government facilities as well as a fire lane. The additional parking also helps visitors to enjoy the Jamestown Veteran’s Memorial and celebrate Tribal Veterans.

TRANSPORTATION

Transit

Jamestown Campus Route #50

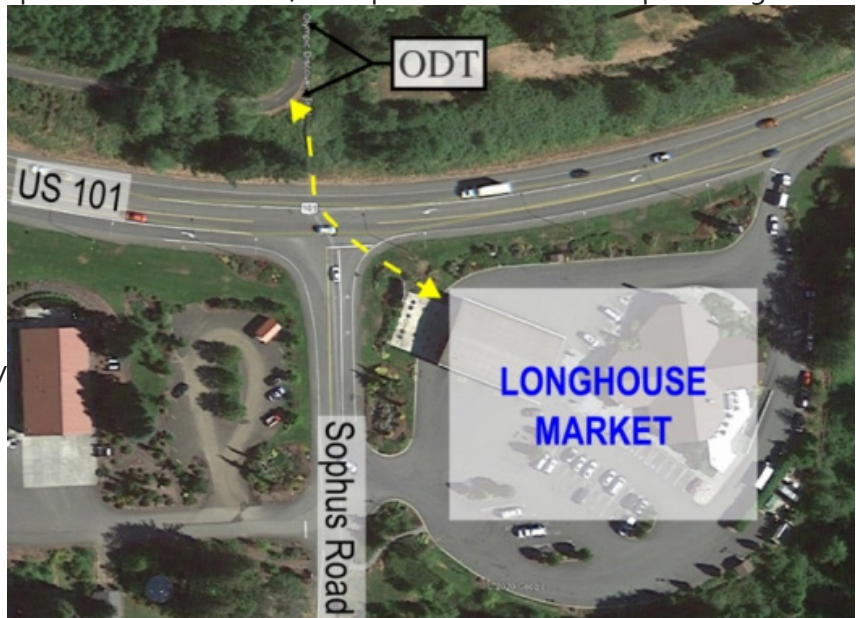
Our small but vital route between Sequim and the Tribal campus in Blyn, celebrates 10 years in 2020! The service is paid for by Jamestown with Federal Transit Administration and Washington State Department of Transportation grants, since its inception in 2010 through a long-standing contract with Clallam Transit. With the exception of one month shut-down due to Covid-19 restriction, this route has run continuously to supplement the Clallam Transit service schedule and provide public transportation to Tribal Citizens, as well as the general public. This year the Tribe received additional operations funding through the CARES Act (COVIC funding) to ensure public transportation met the safety and health protocols to keep its riders and drivers safe.

Bike Friendly Community

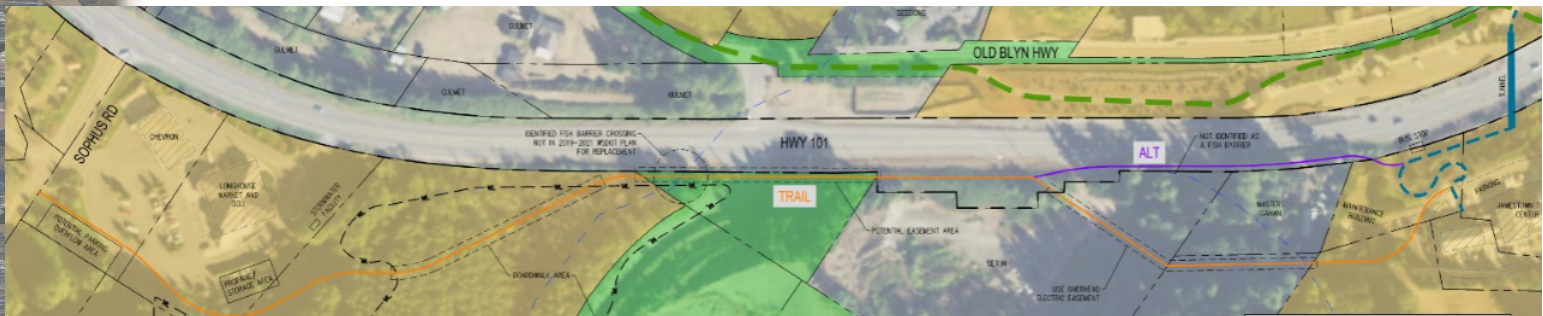
The Tribe was awarded a second “Bike Friendly Community” from the League of American Bicyclists. The first award in 2015 recognized the Tribe’s contributions to advocating for and supporting cycling in the community. The Bronze Award for the 2020 – 2024 timeframe included kudos for the continued work the Tribe is doing on the Olympic Discovery Trail, especially the most recent trail work in East Clallam County near Diamond Point Road.

Olympic Discovery Trail (ODT)– Longhouse Market

The ODT in the Blyn vicinity takes hikers, walkers and cyclists past the Longhouse Market, but on the opposite side of Highway 101. Many trail users cross the highway to access the many amenities offered by the Market. Currently, most people simply wait along the side of the road and cross the highway during a break in traffic. This is regarded as an unsafe practice, especially during the busy summer months when traffic volumes increase and crossing on foot or bike is dangerous. The need for a safe crossing to accommodate all trail users (Market customers, Casino/Hotel guests, Tribal staff), is a high priority project. Tribal staff worked with SCJ Alliance (transportation consultant) to explore alternatives to providing a safe crossing using the existing non-motorized tunnel under Highway 101 that provides access between the North and South Tribal campus facilities. The preferred alternative is spur extension of the ODT starting at the South Campus and ending at the Longhouse Market. This initial planning work was funded through the Tribal Transportation Program funds from the Federal Highway Administration. Construction is pending further design work and developing a construction budget.



The current crossing pattern (above) from the ODT to the Longhouse Market is very dangerous. Using the existing tunnel under Highway 101 to a spur trail (below) on the south side of the highway will keep pedestrians safer.



UTILITIES

Sequim Sewer Connection

The Jamestown Tribe has been sending its wastewater to the City of Sequim's wastewater treatment plant since July of 2020. This important piece of infrastructure took several years of planning and design with most of the construction work occurring in 2019 and 2020. The agreement in which wastewater from the Tribe's Trust and Reservation lands in Blyn is being sent to Sequim will allow for future growth in Blyn while treating the wastewater to Class A reclamation standards. The project was funded through a USDA construction loan and involves laying over four miles of sewer line from Blyn to Sequim.

Other Utility projects that have been worked on over the past year include:

- Joining the Blyn and 7 Cedars water systems, including the installation of a large PRV station (shown at right) to control the flows between the two systems is nearly complete.
- Connecting all of the Blyn area Tribal rentals onto the Blyn-7 Cedars consolidated water system. In early 2021 we will be placing eight homes on the North side of HWY101 on to the system. Tribal citizens live in five of these rentals.
- Nearing completion of the new Jamestown Beach Well project design. In early 2021 a new well will be dug, followed by a new pumphouse and water storage facility. This is a much needed update that will better provide a consistent supply of water for drinking and fire protection.
- Decommissioning the original abandoned Golf Course well #1 as part of the EPA's source water protection program.
- Nearing completion of the Golf Cart Barn fire protection line at the golf course. It is scheduled for full completion in early 2021.
- Decommissioning the MBR plant, now that all wastewater is on the new sewer connection.



Communications and Security Infrastructure

The Tribe's Information Systems staff participation helped to define and/or install communications and security infrastructure in the Tribe's various construction projects and remodels, including:

- IT/IS building remodel
- Administration building remodel
- Facilities building remodel
- HR building remodel
- Traditional Foods building remodel
- Security cameras for the new Veterans Memorial parking area
- River Center expansion project
- Relocated our Blyn Campus servers. Our old server room was adjacent to Sequim Bay and vulnerable to damage in the event of a large tidal surge. Our new location is at a much higher elevation and less likely to experience damage in the event of such an occurrence.
- Implemented a new ticketing system for staff to request hardware and software assistance, increasing efficiency and transparency and providing a tool to accommodate reporting.

Financial Overview

Fiscal year 2020 will be remembered for difficult financial challenges being met head on, and the focus of continuing high level of services to Tribal citizens being of the highest priority. The benefits of economic diversification were more identifiable and distinct during the pandemic, as was the importance of dedicated and committed staff to keep the financial structure of the Tribe moving in a time of great uncertainty.

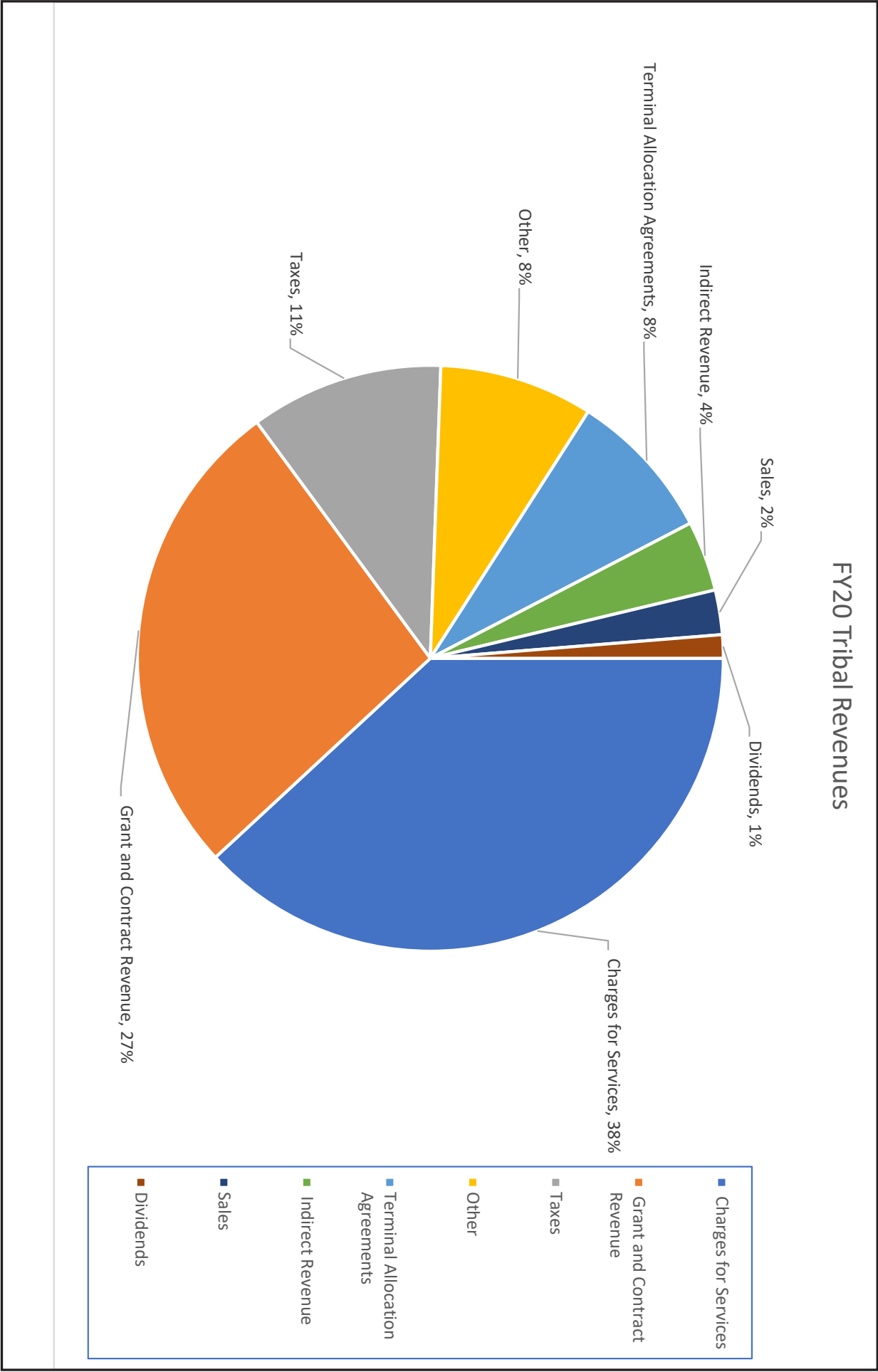
At the beginning of the pandemic, much time was spent on projecting cash flows, prioritizing expenses, and looking into the proverbial financial crystal ball. Once the Casino and dental clinic were shut down and the loss of revenues became apparent, it was determined that staffing cuts were going to be a necessity in order to reserve cash flows for critical needs and continued operation of Tribal citizen programs. Cuts in pay and hours were implemented quickly. The Tribe worked closely with our financial institutions to explore all opportunities to assist employees, if needed.

Financially we made Tribal programs a priority, including providing Elder summer payments at levels consistent with prior years. CARES Act (Coronavirus Aid, Relief, and Economic Security Act) funds were received from a variety of sources; however, these funds came with a variety of restrictions on use and though extremely helpful, had to be carefully researched and expenditures properly determined. For example, funds received from the Treasury (Coronavirus Relief Funds) could not be used on expenditures that had already been budgeted by the Tribe for FY20. Therefore, these funds could not be used to cover costs such as salaries or supplies that were budgeted but now difficult to cover due to reductions in revenues.

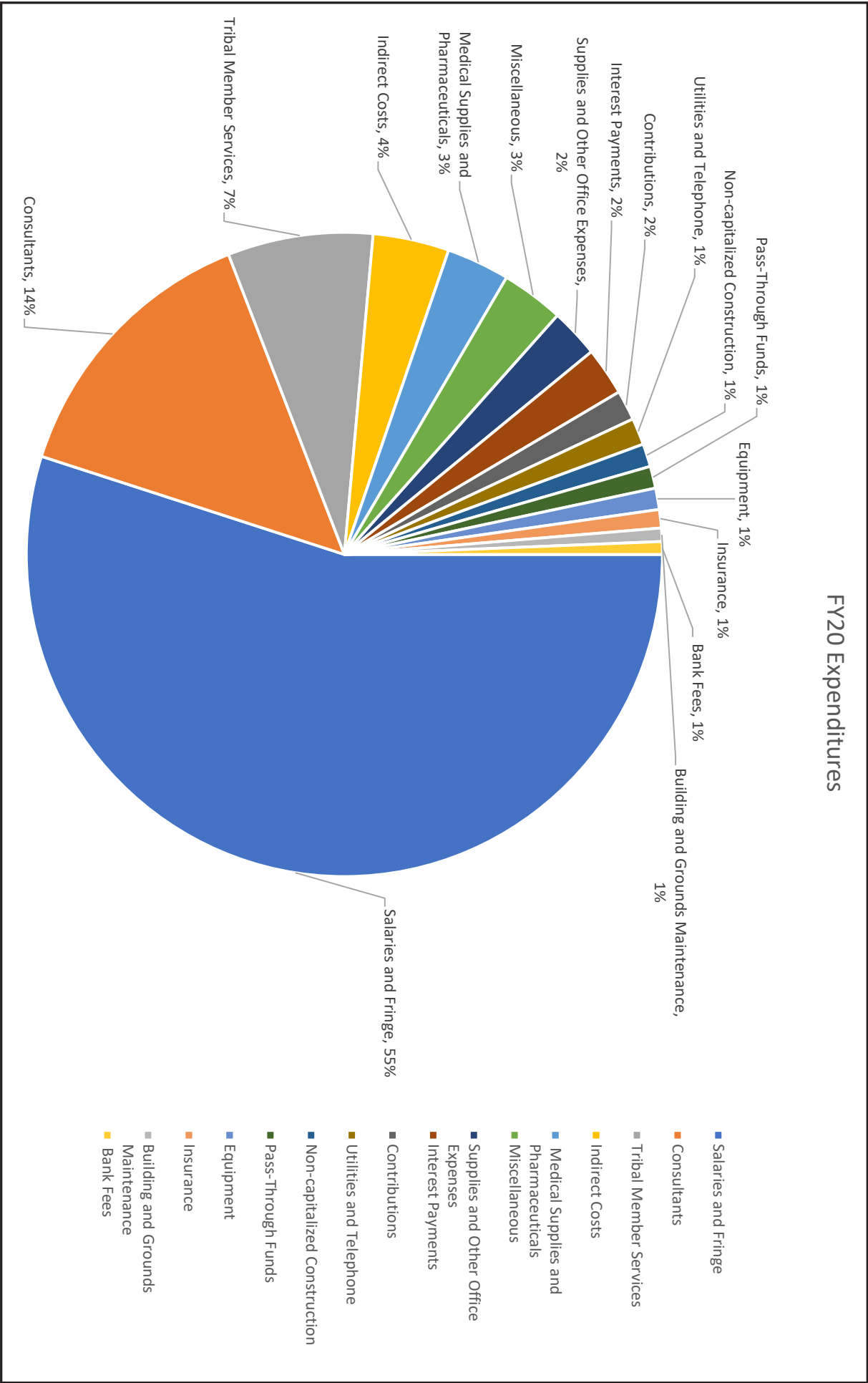
The Tribe’s focus on diversifying its economic development base proved to be an asset during FY20. Losses of revenue from the Casino, dental clinic, and natural resource ventures during the pandemic were offset by increases in taxes from the Longhouse Market (cigarette sales), Cedar Green’s cannabis taxes, and medical clinic revenues, which relieved some of the financial pressures. By having a variety of businesses in different industries, the Tribe reaped successes from business not as subject to the downturns of the pandemic, while other Tribal businesses were hit hardest.

The Accounting staff, like every other Tribal department, weathered transitions from office work environments to home office work. While some staff dedicated to essential work did come into the office regularly, most worked remotely. The IT department was a huge help during this transition, as well as later in the year, when offices opened on a limited basis, it was necessary for staff to spread out and not be in close contact. All the time, the accounting staff remained steadfast in performing their jobs at the highest level. Their flexibility and patience were greatly appreciated by the CFO and fellow staff.

	Business Activities	Government Activities	Total
Revenues			
Grant and Contract Revenue	0.00	10,395,994.35	10,395,994.35
Indirect Revenue	0.00	1,504,355.06	1,504,355.06
Dividends	0.00	500,000.00	500,000.00
Terminal Allocation Agreements	0.00	3,223,433.25	3,223,433.25
Taxes	0.00	4,135,485.66	4,135,485.66
Charges for Services	14,748,668.61	32,639.75	14,781,308.36
Sales	0.00	954,424.49	954,424.49
Other	3,254,460.60	37,897.80	3,292,358.40
Total Revenues	\$18,003,129.21	\$20,784,230.36	\$38,787,359.57
Expenditures			
Salaries and Fringe	11,108,775.45	10,097,582.02	21,206,357.47
Travel and Training	13,354.51	132,933.75	146,288.26
Supplies and Other Office Expenses	342,491.77	612,035.24	954,527.01
Rent	15,130.00	3,231.33	18,361.33
Utilities and Telephone	102,507.28	417,708.58	520,215.86
Consultants	1,061,310.43	4,397,117.58	5,458,428.01
Equipment	150,532.71	263,353.05	413,885.76
Equipment Leases and Maintenance	34,905.48	156,301.25	191,206.73
Insurance	84,897.72	270,385.32	355,283.04
Contributions	17,649.00	563,604.36	581,253.36
Interest Payments	392,942.07	542,630.48	935,572.55
Bank Fees	29,855.02	216,899.23	246,754.25
Pass-Through Funds	0.00	426,871.25	426,871.25
Land Options, and Development	0.00	187,570.07	187,570.07
Real Estate Taxes	0.00	89,466.54	89,466.54
Construction	0.00	445,147.18	445,147.18
Building and Grounds Maintenance	71,245.01	188,344.61	259,589.62
Vehicle Maintenance	9,940.71	172,335.28	182,275.99
Tribal Citizen Services	138,643.34	2,711,840.83	2,850,484.17
Purchases	0.00	5,389.72	5,389.72
Medical Supplies and Pharmaceuticals	1,236,461.54	0.00	1,236,461.54
Miscellaneous	80,828.79	321,592.99	402,421.78
Indirect Costs	5,292.60	1,489,217.64	1,494,510.24
Total Expenditures	\$14,896,763.43	\$23,711,558.30	\$38,608,321.73
Revenues Over (Under) Expenditures	3,106,365.78	(2,927,327.94)	179,037.84
Intertribal Transfers	(3,106,365.78)	3,106,365.78	0.00
Intratribal Transfers		(500,885.14)	(500,885.14)
Total Change in Net Assets	0.00	(321,847.30)	(321,847.30)



FY20 Expenditures





Above, the video board in front of 7 Cedars Casino was a very public place for the Tribe to thank all front line workers during the pandemic, including those working in all of our retail operations, who kept the doors open to serve the public and continue to bring in revenues for our Tribal programs.

Below, a group of Tribal volunteers “seed the prairie” adjacent to Railroad Bridge Park with 47 different prairie species and 1,000 camas bulbs, so that the Traditional Foods Program will have traditional plants to work with in the coming years.

