

2024 Report to Tribal Citizens



## **VISION STATEMENT:**

To preserve and enhance the Jamestown S'Klallam Tribe's historical and cultural identity as a strong, proud, and self-reliant community, while protecting and sustaining Tribal sovereignty, self-governing authority, homelands and treaty rights.

## **MISSION STATEMENT:**

The Jamestown SKIallam Tribe seeks to be self-sufficient and to provide quality governmental programs and services to address the unique social, cultural, natural resource, and economic needs of our sustaining people. These Indian heritage programs and services must be managed while preserving, restoring, and sustaining our Indian heritage and ensuring community continuity.

The Jamestown S'Klallam Tribal Government operates with four goals in mind. The Report to Tribal Citizens is organized in a way that connects all the Tribe's activities and accomplishments from FY2024 back to the overarching goals to:

- Protect and advance sovereignty and governmental authority
- Secure Tribal self-sufficiency and self-reliance
- Improve programs and services
- Expand land base and infrastructure

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## On the covers:

Herons greet visitors at the Jamestown Tribal Library and Cultural Exhibit (Heron Hall), which opened to the public on February 24, 2024.

Artwork designed by Bud Turner, painted by Timothy O'Connell and Dusty Humphries.





# MESSAGE FROM TRIBAL COUNCIL



Tribal Citizens, Descendants, and Friends of the Jamestown S'Klallam Tribe:

We are pleased to present our 2024 Report to Tribal Citizens, a recap of our collective achievements for the 2024 fiscal year, from October 1, 2023, through September 30, 2024.

We are proud of our accomplishments and are confident that we will continue to prosper for years to come. Our Tribal government, health clinics, resort properties and Tribal enterprises now employ more than 1,070 people, making Jamestown one of the largest employers on the Olympic Peninsula.

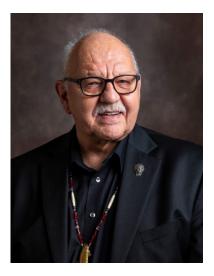
As always, our Tribal leaders work from our stated vision, mission, and goals to prioritize our actions. Serving our Tribal Citizens and community is our number one priority, and we continue to look seven generations ahead when making those decisions.

We raise our hands to our Tribal Citizens, Descendants, families, friends, and staff for making the Jamestown S'Klallam Tribe a leader in our community and throughout Indian Country.

há?nəŋ st. Thank you.

— Jamestown S'Klallam Tribal Council

# TRIBAL COUNCIL MEMBERS



**W. Ron Allen**Tribal Council Chairman
Allen Family

**Loni Greninger**Tribal Council Vice-Chairwoman
Prince Family



Theresa Lehman
Tribal Council Treasurer
Cook/Kardonsky Family

Rochelle Blankenship
Tribal Council Secretary
Cook/Kardonsky Family





**Dana Ward**Tribal Council Member
Chubby Family

## **BOARDS AND COMMITTEES**

## **CORPORATE BOARDS**

## JKT Economic Development Authority Board (EDA)

Jack Grinnell, Chair Rochelle Blankenship, Vice-Chair Matthew C. Adams, Sec./Treas. LaTrisha Suggs Lana Kerr

## JKT Development, Inc.

Jack Grinnell, Chair Joe Allen, Vice-Chair Matthew C. Adams, Sec./Treas. 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 Jeff Allen, Vice-Chair Laurie Stewart, Secretary

#### JKT/JEX Board

Jack Grinnell, Chair Joe Allen, Vice-Chair Matt Adams, Secretary Jim Bartee, ex-officio

#### **COMMITTEES AND NON-CORPORATE BOARDS**

## **Cemetery Committee**

Dana Ward, Chair Merle Holden, Vice-Chair Cathy MacGregor, Secretary Vicki Champagne Elaine Grinnell

#### **Culture Committee**

Sarah Klostermeier, Chair Alisha Adams, Vice-Chair Dusty Humphries, Secretary Marisol Canales Janet Duncan Elaine Grinnell Liz Mueller

#### **Elders Committee**

Liz Mueller, Chair Kathy Duncan, Vice-Chair Steve Johnson, Secretary Charlene Dick Janet Duncan Charlotte Fitzgerald Sandy Kardonsky

#### **Election Board**

Michael Lowe, Chair Cathy MacGregor, Vice-Chair Jordan DeChenne, Secretary Vicki Champagne

#### **Enrollment Committee**

Vickie Carroll, Chair Candy Burkhardt, Secretary Kathy Duncan Dean Holden Michael Lowe

#### **Health Committee**

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

## **Higher Education Committee**

Beth Anders, Chair Theresa Lehman, Vice-Chair Ann Tjemsland, Secretary Rochelle Blankenship Vickie Carroll

## Housing Improvement Program Committee

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

#### **Natural Resources Committee**

Josh Chapman, Chair Matthew C. Adams, Vice-Chair Cody Holden Lisa Barrell Lori DeLorm Steve Johnson Gary Peterson

## **Tribal Gaming Commission**

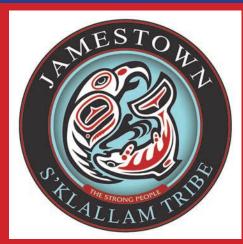
Jeff Allen, Chair Jorene Dick, Secretary Gideon Cauffman



The 2024 Executive Committee: Back row, from left: W. Ron Allen, Samantha Benedict, Luke Strong-Cvetich, Jessica Payne, Stephanie Hanna, Allie Plute, Brent Simcosky and Adam Barrell. Front row: Hansi Hals, Loni Greninger, Diane Gange, Cindy Lowe, Dustin Brenske and Kim Kettel.

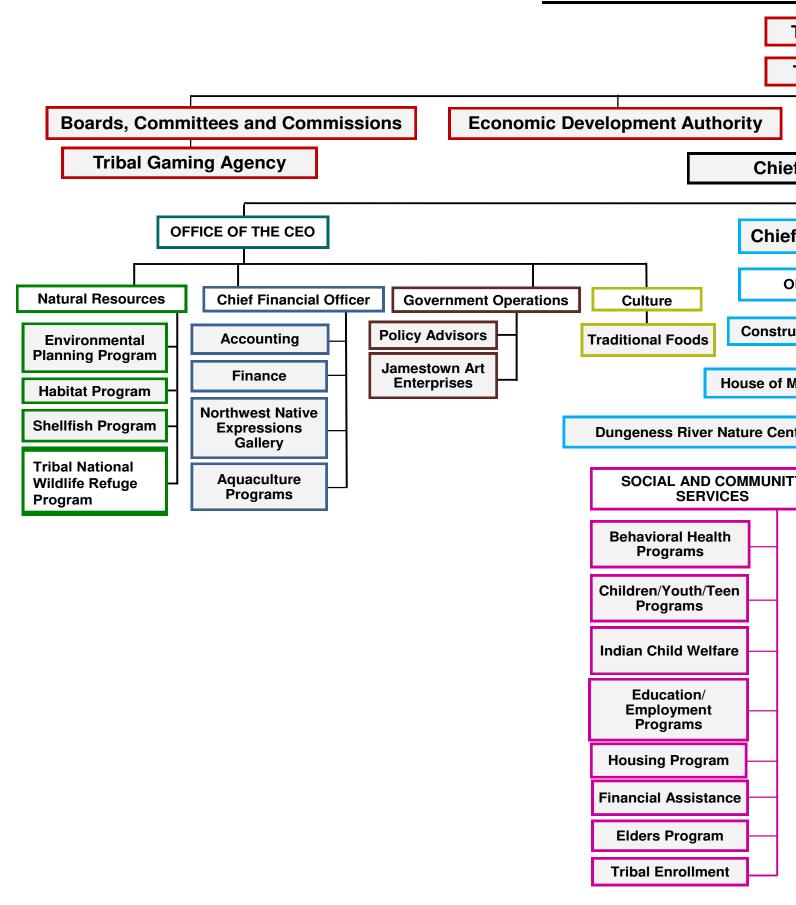
# Jamestown S'Klallam Tribe 2024 Executive Committee

W. Ron Allen, Chief Executive Officer Jessica Payne, Chief Operations Officer Diane Gange, Chief Financial Officer Jerry Allen, Chief Executive Officer, 7 Cedars Stephanie Hanna, Chief Financial Officer, 7 Cedars Rochelle Blankenship, Executive Director, TGA W. Joe Allen, Executive Director, EDA Jennifer McLaughlin, Self-Governance Legislative Assoc. Loni Greninger, Director of Culture Department Dustin Brenske, Director of Social and Community Services Brent Simcosky, JCARE Chief Executive Officer Cindy Lowe, JCARE Chief Operations Officer Allie Plute, Director, Human Resources Adam Barrell, Director, Information Services Hansi Hals, Director, Natural Resources Luke Strong-Cvetich, Director of Planning Ann Sargent, Executive Assistant to the CEO Kim Kettel, Executive Assistant to the COO Samantha Benedict, Operations Manager, EDA

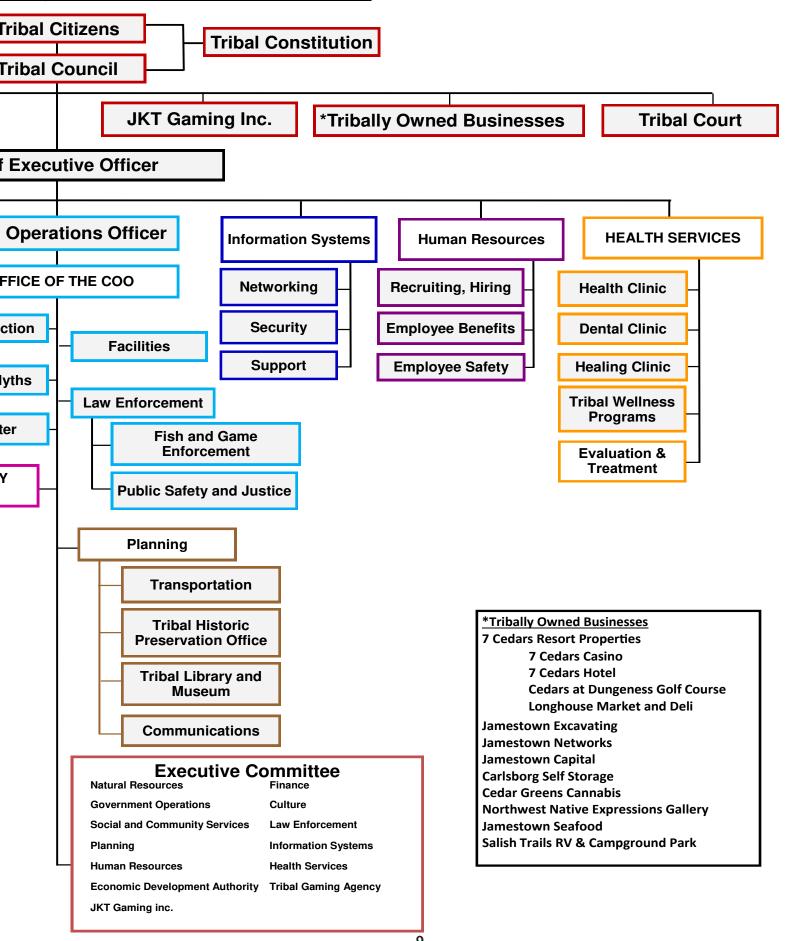


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## **Tribal Governmental**



## **Organizational Chart FY 2024**



# GOAL: PROTECT AND ADVANCE SOVEREIGNTY AND GOVERNMENTAL AUTHORITY

## TRIBAL ENROLLMENT

Enrollment in the Jamestown S'Klallam Tribe is a function of the Tribe's Constitution and is outlined in Title 4 of Tribal Code. All persons whose names appear on the list of citizens, Base Roll 1926, submitted by the Tribe in its petition for Federal acknowledgment as an Indian Tribe, who met the citizenship criteria specified in that petition, qualify to apply for citizenship in the Tribe. The following tables provide a snapshot of the citizenry's demographics, including births and deaths in FY2004 (Oct. 1, 2023-Sept. 30, 2024):

Total Enrollment: 509						
Age	0-17	18-23	24-44	45-65	65+	Total
In-Area	9	7	65	44	88	213
Out-of-area 7 4 94 89 102 296						

New Tribal Citizens				
Citizen Tribal Family Date of Birth Date of Enrollment				
William Prince Anders	Prince	3/18/2024	7/18/2024	
Jack Cote	Broten/Sullivan	9/11/1986	5/9/2024	
Tyler Walch	Kardonsky	7/1/1998	5/9/2024	

Tribal Citizen Deaths				
Citizen	Tribal Family	Date of Birth	Date of Death	
Donald Adams	Adams	8/28/1930	2/6/2024	
Gladys Howard	Hall, Hunter	5/26/1943	1/12/2023	
Jo Etta Matheny	Sparks	1/9/1936	8/31/2023	
Kenneth Merritt	Twiggs	8/16/1955	9/9/2024	
Bonnie Nichols	Bill, Hall	9/9/1954	9/28/2024	
Leslie Prince	Prince	1/22/1932	1/15/2024	
Cheyenne Tyler	Allen	2/26/1951	8/18/2024	
John Williams	Anderson, Newton	2/6/1934	6/5/2024	

## **GOVERNMENT-TO-GOVERNMENT RELATIONSHIPS**

## **Local and State Policy Work**

Association of Washington Tribes (AWT)

Tribal leaders formed the AWT in the early 1990's, either at the same time or just before tribes formed the American Indian Health Commission in 1994. By-laws and articles of incorporation were created by the tribal leaders involved at the time and the Colville Tribe certified the incorporation of the organization in 1999. The AWT served as a vehicle for tribal leaders to come together to address non-gaming issues, to help coordinate tribal engagement with the State of Washington, discuss candidates for political office, and for other purposes such as:

- To protect the sovereignty of our Tribal Governments against all threats, whether from the federal, state, or local governments, or individuals.
- To advance the government-to-government principles of the 1989 Centennial Accord between the Washington State Tribes and the State of Washington.
- To educate the State of Washington leadership and its citizens, about the Tribes, the Trust Responsibility Doctrine, and Treaties.

AWT became less active in the mid 2000's, and recently revived in December 2023. This group is still working on updating by-laws, internal organization, and hiring staff. However, we anticipate AWT will greatly assist tribes in organizing common issues. Jamestown's AWT delegates are W. Ron Allen (Allen) and Loni Grinnell-Greninger (Prince).

WA Governor's Tribal Leaders Social Services Council (GTLSSC)

The GTLSSC completed its third year of meetings in September 2024. Washington State Tribal Leaders and State Agency Leaders came together to problem-solve how state agencies can work together better when they have common clients. The state social and health agencies have created their own coalition to answer these questions. In partnership with Tribal governments, new ideas are coming forward. However, this year also had a large focus on transitioning to the next Governor and new state agency leadership. Tribal leaders, agency leaders, and staff spent time creating lists of priority issues for the next Governor to address. For Tribes, it is crucial to instruct the next administration leadership on what matters to Indian Country. Jamestown's GTLSSC Delegate is Loni Grinnell-Greninger (Prince).

WA Department of Natural Resources Riparian Roundtables (Salmon Recovery and Farms)

For decades, Tribal governments have been working with the State of WA in salmon recovery efforts. Currently, there is a longer-standing relationship between Tribes and timber industry in these efforts, and less so in the agricultural industry. The Riparian Roundtables are a forum for Tribes, the state, and agricultural industry representatives to solve how local farmers should steward their lands when they are near rivers, streams, and creeks that provide for salmon. This process has taken about two years so far, which helps to build trust and come up with the best fit solution for all parties involved and maintain treaty rights to salmon. Solution ideas have ranged from creating new laws, updating policies and permitting processes, and finding ways to incentivize local farmers to seek state funding for creating more shade areas on rivers, streams, and creeks on their lands. Jamestown's Riparian Roundtable Delegates are W. Ron Allen (Allen), Loni Grinnell-Greninger (Prince), and Hansi Hals (Natural Resources Director).

WA Department of Children, Youth, & Families Tribal Policy Advisory Committee (DCYF TPAC)

This advisory body meets quarterly to discuss issues and successes in the realm of Child Welfare, Child Care, and Early Learning. The main topics usually include federal/state laws and policies that affect tribal programs, tribal eligibility for state funded programs, and reducing barriers to access services. This year,

Tribal governments and state officials have been adjusting to new legislation that intends to reduce the number of children that are removed from their homes. Even well intended legislation can lead to imperfect interpretation and implementation. The Tribes and State are adjusting policy and practice to make sure there is a balanced response to safety threats and removing children from homes. To learn more about the DCYF's Tribal Relations, visit www.dcyf.wa.gov/tribal-relations. Jamestown's TPAC Delegates are Loni Grinnell-Greninger (Prince), Jessica Humphries (Collier), Liz Mueller (Chubby), and Dustin Brenske (Social & Community Services Director).

WA Dept. of Children, Youth, & Families Indian Child Welfare Subcommittee (DCYF ICW)

Within the DCYF TPAC, a subgroup of representatives meets bi-monthly to delve into improving the child welfare system. The main topics usually include partnered efforts to increase the number of tribal foster families, increase financial support to foster families, training DCYF staff on new laws and policies due to Supreme Court decisions, decreasing the number of tribal children in the child protection system, and increasing services to tribal families to prevent children being removed from their families. Jamestown's TPAC ICW Delegates are Liz Mueller (Chubby), Jessica Humphries (Collier), and Dustin Brenske (Social & Community Services Director).

WA Department of Corrections Indian Policy Advisory Committee (DOC CIPAC)

The CIPAC is an essential advisory body, as it brings together Washington State Tribal Leaders and DOC agency leaders to discuss how to best serve our incarcerated brothers and sisters who are in the state prison system. Having access to traditional spiritual services and arts has been found to be lifesaving for many incarcerated individuals. This year, two major policy focuses have been to complete the Strategic & Action Plan for tribal relations and create an eagle feather possession policy for ceremony. The State will consult with Tribes on an eagle feather policy next year. Learn more about DOC's Tribal Relations at www.doc.wa.gov/about/agency/tribal.htm. Jamestown's CIPAC Delegate is Loni Grinnell-Greninger (Prince).

WA Department of Social & Health Services Indian Policy Advisory Committee (DSHS IPAC)

The DSHS IPAC meets twice per year, bringing together tribal leaders and DSHS agency leaders to discuss successes and gaps in DSHS services for tribal communities. Topics of discussion have included expanding eligibility for services, increasing self-governance and funding of state services on tribal lands, and solidifying relationships between tribal and state representatives, from leadership to front-line staff. To learn more about DSHS's Tribal Relations, visit www.dshs.wa.gov/office-of-the-secretary/indian-policy. Loni Grinnell-Greninger (Prince) currently represents Jamestown on IPAC.

Clallam County Indian Child Welfare Court (ICWA Court) & Annual Conference

After the ICWA Court was developed in August 2022, relationships between the Olympic Peninsula Tribes and Clallam County have continued to build. Since then, an annual ICWA Conference has been established, with an invitation to the local Tribes, state social workers, attorneys, commissioners, court staff, and an extended invitation to those in Jefferson County. The most recent Conference was held at Field Arts & Events Hall in Port Angeles on October 15, 2024. Loni Grinnell-Greninger provided an overview presentation on tribal sovereignty, and why it matters to have Tribes involved in Indian child welfare cases. Jessica Humphries provided lead coordination and Liz Mueller (Chubby), Jessica Humphries (Collier), Dustin Brenske (Social & Community Services Director), and Thomas Sheldon (ICW Case Worker) currently represent Jamestown in ICWA cases and conferences.

Sequim School District Memorandum of Understanding (MOU) and Activities

The relationship between Jamestown and the Sequim School District has seen an increase in collaboration in the last year due to tribal staff being able to take on these duties. The Tribe has an MOU that lists all partnered services between the Tribe and school district to support American Indian/Alaska Native in their

education. The agreement was signed June 2019, and collaborative activities continue today:

- Identify American Indian/Alaska Native students within the district for culturally-appropriate and supportive services.
- Train school district staff in local American Indian culture and history.
- Provide staff to be tutors to our tribal students during and after school.
- Provide federal funding to the Tribe to support tutoring services.
- Invite tribal staff to meetings that support our students.

To learn more about the Native Education Program, visit www.sequimschools.org/ADE/native\_education\_ program. Jamestown is currently represented by Jessica Humphries (Collier), Dustin Brenske, and Robin Hall in tribal-district relations and student support.

Port Townsend School District Memorandum of Understanding (MOU) and Activities

Jamestown and the Port Townsend School District formalized their relationship with the signing of an MOU in March 2022. Current partnered duties are the same as what we provide within the Sequim School District:

- Identify American Indian/Alaska Native students within the District for culturally-appropriate and supportive services.
- Train school district staff in local American Indian culture and history.
- Provide staff to be tutors to our tribal students during and after school.
- Provide federal funding to the Tribe to support tutoring services.
- Invite tribal staff to meetings that support our students.

Jamestown is currently represented by Loni Grinnell-Greninger (Prince), Jessica Humphries (Collier) and Dustin Brenske in tribal-district relations and student support.

## **Federal Policy Work**

Administration for Children, Youth & Families Tribal Advisory Committee (ACF TAC)

The goal of the ACF TAC is to give guidance to the federal agency so that programs and funding are culturally appropriate. The advisory body meets every other month to discuss how the following programs can serve tribal communities: Upholding Government-to-Government relationship within all interactions; Child Care; Temporary Assistance for Needy Families (TANF); Substance Abuse Prevention; Mental Health Promotion; Prevention, Intervention, and Recovery for Trafficked Persons; Prevention of Missing and Murdered Indigenous Persons; Economic Development; Culturally Relevant Services; Data Tracking and Data Sovereignty; Tribal Language Preservation; and Indian Child Welfare.

A few of the most recent federal accomplishments include:

- Expanding the scope of 477 integration plans, including braiding child welfare funding with workforce funding to help preserve families.
- The Kinship Final Rule equalizes treatment for kinship foster parents, making it easier for children in foster care, including Native children, to be placed with kin caregivers by reducing barriers to licensing and expanding access to financial and supportive resources for these caregivers.
- The Head Start Final Rule allows all Tribes to serve Indian children regardless of income.
- Final Rule to eliminate the non-federal share of program expenditures requirement for Tribal child support programs so more tribes can run their own programs in alignment with tribal need and custom.

- Final Rule to reinstate Indian Child Welfare data elements in the federal Adoption and Foster Care Analysis and Reporting System (AFCARS).
- Expanded access to legal representation for foster children, their parents, their relative caregivers, their Indian custodians, and their tribes by allowing state and Tribal child welfare agencies to use federal funds to provide legal services.
- Final Rule that ensures state and tribal welfare agencies provide LGBTQIS+ and Two Spirit children with access to specifically designated foster care placements with supportive environments.
- New policies that keep children and families safely together and supported. Actions include providing
  more flexibility to Tribal Governments to use Tribally accepted prevention services when they
  collaborate with state child welfare agencies.

For 2025, this Tribal Advisory Committee will be focusing on:

- Formalizing the Strategic Plan.
- Learning more about ACF legislative process.
- Synchronizing multi-agency efforts around behavioral health and Murdered and Missing Indigenous Persons.
- Continuing efforts to add ACF programs to Self-Governance Contracts.

Loni Grinnell-Greninger (Prince) represents as the Portland Regional Area Alternate Delegate.

## **Legislative Accomplishments — Federal**

As the Biden-Harris Administration draws to an end, it is appropriate to pause and reflect on the many historic accomplishments and positive transformations that have solidified and elevated the Nation-to-Nation relationship between the United States and Tribal Nations these last four years.

Indian Self-Determination and Education Assistance Act

January 2025 marks the 50th Anniversary of the Indian Self-Determination and Education Assistance Act (ISDEAA). The ISDEAA was the cornerstone law that authorized Tribal Nations to administer and oversee their own Federal programs and services. The Practical Reforms and Other Goals to Reinforce the Effectiveness of Self Governance and Self-Determination for Indian Tribes (PROGRESS) Act was signed into law in 2020 after years of advocacy by Tribal leadership. The Act amends Title IV of the ISDEAA that addresses self-governance at the Department of the Interior. In accordance with the Act, a negotiated rule-making committee was established with members consisting of both Tribal and federal officials to negotiate and advise the Secretary of the Interior on the development of a proposed rule to revise the current regulations and implement the new provisions of the PROGRESS Act. The Committee proposed regulations which were published in the Federal Register on July 15, 2024. The Final Rule was published on December 11, 2025, and is effective January 10, 2025.

A joint Tribal-Federal Negotiated Rulemaking Committee, including Tribal elected leaders serving as representatives of their Tribe and region, met for more than two years (August 2022-September 2024) to draft the proposed NPRM and proposed final rule for the program. Jamestown S'Klallam Tribe Chairman W. Ron Allen served as part of the Tribal Leadership Team that co-chaired the Negotiated Rulemaking Committee for the Tribal side. Through the Title IV Tribal Self-Governance Program, the Department of the Interior distributes about \$1.5 billion in annual appropriations to Indian Tribes and Tribal organizations through Self-Governance compacts and Self-Determination contracts. Self-governance programs are implemented at the local level to meet the needs of Tribal citizens in areas such as public safety and justice, social services, natural resource programs, education, housing, road maintenance, aid to government



On August 16, 2024, the Jamestown S'Klallam Tribe and the U.S. Fish and Wildlife Service (USFW) announced an historic co-stewardship agreement for Dungeness and Protection Island National Wildlife Refuges. The day-to-day operations will now be led by the Tribe and the refuges will continue to be part of the National Wildlife Refuge System. W. Ron Allen, Jamestown S'Klallam Tribe Chairman/CEO, and Martha Williams, Director of the U.S. Fish and Wildlife Service hold the co-stewardship agreement for the Dungeness and Protection Island National Wildlife refuges. Behind them are Tribe and state staffers who contributed significantly to the project.

programs, and much-needed infrastructure construction projects and programs. The PROGRESS Act Final regulations will streamline the negotiation of Title IV compacts and funding agreements and the award of programs and associated funds to Tribes and Tribal organizations.

## Co-stewardship of Ancestral Homelands

The Biden-Harris Administration signed more than 400 new co-stewardship agreements with Tribes, including the Jamestown S'Klallam Tribe's Agreement with the U.S. Fish and Wildlife Service to comanage the Dungeness National Wildlife Refuge and the Protection Island National Wildlife Refuge. Tribal management of these National Wildlife Refuges is the first of its kind in Washington state and solidifies the Tribe's strong historical and cultural relationship with its ancestral homelands and waterways. This agreement upholds Tribal sovereignty and self-governance and affords Tribal staff the ability to oversee programs, functions, services, and activities concerning the day-to-day operations of the Refuges.

The Tribe's land stewardship practices and research and monitoring initiatives will allow for a more balanced approach to conservation. Most importantly, co-stewardship opportunities empower Tribal Nations and strengthens the management of cultural resources, and sacred homelands and waterways.

## Historic Investments in Indian Country

The Administration made the largest direct federal investment in Tribal Nations history with \$32 billion in American Rescue Plan Act funding since 2021. Tribal Nations were provided with another \$13 billion from the bi-partisan Infrastructure Law to invest in high-speed internet, roads, bridges, public transit, and clean water infrastructure. An additional \$700 million was provided to Tribes from the Inflation Reduction Act to help Native communities with climate resilience and adaptation programs, drought mitigation, home electrification and clean energy development. Jamestown has used the funds to strengthen and bolster programs and services.

## Buy Indian Act

The Buy Indian Act benefits Native American owned businesses by allowing preferential treatment for Indian-owned businesses stimulating economic development within Tribal communities by creating jobs and bolstering revenue streams. In prioritizing Native businesses for Department of Interior contracting opportunities, more jobs are created within Native communities addressing the high unemployment rates while at the same time allowing Tribal communities to reinvest funds to support programs and services, such as infrastructure development, education, and healthcare. The Act also makes it easier for Tribes to compete for larger construction projects and streamlines the contracting process reducing the administrative burden.

## Native Appointees throughout the Administration

The Administration acted to ensure Native people and voices had a place at the table throughout the federal government by hiring and appointing more than 80 Native appointees. Two appointees were historic firsts — the first Native American Cabinet Secretary of the Department of the Interior, Deb Haaland, and the first Native American Treasurer of the United States, Chief Lynn Malerba. The President also upheld his promise to reinstate the annual White House Tribal Nations Summit and the White House Council on Native American Affairs, allowing Tribal leaders to elevate their issues to the highest level of government.

## Addressing Missing and Murdered Indigenous Persons (MMIP)

The President issued Executive Order 14053 to work directly with Tribal Nations to strengthen public safety and criminal justice in Indian country, to reduce violence against Native people and dedicate federal resources to ensure effective response to the Missing and Murdered Indigenous Persons Crisis. The Administration also signed into the law the Violence Against Women's Act of 2022 which expanded special Tribal criminal jurisdiction authority over non-Indian offenders who commit crimes of sexual violence, child violence, stalking, and assaults on Tribal police officers and sex trafficking on Tribal lands, adding to the existing authority to prosecute perpetrators of domestic and dating violence.

## Environmental 'Justice 40 Initiative'

The Justice-40 Initiative established a government-wide goal of dedicating 40% of the overall benefits of certain federal investments to marginalized and disadvantaged communities across the country that are chronically under-served and represented and over-burdened by pollution. All federally recognized Tribal Nations and Tribal entities are considered disadvantaged, making them a priority for this funding which can be invested in clean air and water projects, affordable clean energy projects, to create jobs in Tribal communities and spur other economic benefits.

Presidential Memorandum on Restoring Healthy and Abundant Salmon, Steelhead, and other Native Fish Populations in the Columbia River Basin

The Columbia River and its tributaries, wetlands and estuaries are of extreme significance to the culture, economy, and way of life of Tribal Nations in the Pacific Northwest. Thirteen salmon and steelhead populations are listed as threatened or endangered and other Native fish populations have also dramatically declined causing substantial harm to Tribal communities who rely on these natural resources. The issuance of this Presidential Memorandum was intended to spark a sustained national effort to restore healthy and abundant fish populations and habitat in the Columbia River Basin.

## **Legislative Accomplishments — State**

The final Washington state budget included 29 budget provisos that allocate funding accessible to Washington Tribes.

In the supplemental capital budget, \$15 million was allocated to the Jamestown 16-bed inpatient behavioral health hospital.

About \$1.3 million was allocated in the 2024 supplemental transportation budget for design and engineering for the "Olympic Discovery Trail/US 101 Highway Safety Project" — a Blyn corridor project that includes safe passage across U.S. Highway 101 to the Olympic Discovery Trail.

Funding was provided in the supplemental operating budget for the Governor's Office of Indian Affairs to hire a project manager and part-time administrative assistant to support the work of the Governor's Tribal Leaders Social Services Council.

Additionally, funding was provided in the supplemental operating budget to extend the Riparian Work Group through the end of 2024 (it was scheduled to end June 30).

Jamestown supported 22 bills, with 11 of those passing:

SB 6058 Facilitating linkage of Washington's carbon market with the California-Quebec carbon market

• Makes numerous technical changes to carbon markets to help align Washington's market with those of California and Quebec, and an important step forward for the cap-and-invest program created by 2021's Climate Commitment Act. (Gov. Jay Inslee met with W. Ron Allen and Loni Greninger and requested Jamestown support).

HB 1228 Building a multilingual, multiliterate Washington through dual and tribal language education

• Provides that the Office of the Superintendent of Public Instruction (OSPI) must award grants to school districts and state-tribal education compact schools to establish dual and tribal language education programs that begin in kindergarten or to expand established dual language education programs.

HB 1877 Regarding behavioral state health system

• Legislation to improve/update the law to allow for better coordination between the state and Tribes regarding the Indian behavioral health system.

HB 1929 Supporting young adults following inpatient behavioral health treatment.

- Creates the Post-Inpatient Housing Program for Young Adults to provide supportive transitional housing with behavioral health support for persons 18-24 years old who are exiting inpatient behavioral health treatment.
- Requires the Health Care Authority to provide funding for community-based organizations to operate at least two residential programs with six to 10 beds each to serve participants for up to 90 days.

HB 1956 Addressing fentanyl and other substance use prevention education in schools

• The Health Care Authority (HCA) is required, through the biennial budget, to conduct various opioid awareness campaigns for various purposes, including harm reduction, overdose prevention, secondary prevention, and youth education. The HCA is required to consult with the DOH when conducting these public awareness efforts.

HB 2019 establishing a Native American Apprentice Assistance Program

• Administration will award assistance to eligible participants, and adopt rules and guidelines for the Program in consultation with tribes and state-registered apprenticeship programs. Funding must be

prioritized to cover any tuition costs for related supplemental instruction, and additional funding may be used to cover required supplies, tools, materials, work clothing, and living expenses.

• To be eligible, a participant must be a member of a federally recognized Indian tribe located within the United States, must file a FAFSA, and must be enrolled in a state-registered apprenticeship program.

HB 2075 Concerning the licensing of Indian health care providers as establishments

• Requires the Department of Health to issue a license to operate an establishment to Indian health care providers that attest to meeting the state's minimum standards for licensure and pay a processing fee.

HB 2335 Concerning state-tribal education compacts

• Exemptions to basic education requirements and certain compulsory coursework and activities may be included within state-tribal education compacts negotiated between the Superintendent of Public Instruction and the governing body of a tribe or qualifying school.

SB 5811 Expanding the definition of family member for individual provider

- Expands the exemptions from home care aide certification requirements for long-term care workers caring for their child or parent by specifying the relationship may exist through marriage or domestic partnership.
- Expands long-term care worker training requirements for individual providers caring for parents or children by specifying the relationship may exist through marriage or domestic partnership.

SB 6099 Creating the tribal opioid prevention and treatment account

- Beginning July 1, 2025, and annually, the treasurer must transfer the greater of \$7.75 million or 20 percent of receipts from the prior fiscal year from the Opioid Abatement Settlement Account to Tribal Opioid Prevention and Treatment Account (TOPTA). The annual minimum transfer of \$7.75 million ends on June 20, 2031, and thereafter the account must receive 20 percent of receipts from the prior fiscal year from the Opioid Abatement Settlement Account. No transfer to TOPTA is required if the average revenue received by the Opioid Abatement Settlement Account per fiscal year over the prior two fiscal years is less than \$7.750 million.
- Appropriations from TOPTA must be used to address the opioid epidemic in tribal communities including prevention and recovery services, treatment programs including medication-assisted treatment, peer services, awareness campaigns, education, and support for first responders.

SB 6121 Concerning biochar production from agricultural and forestry biomass

• Includes the combustion of natural vegetation in portable flame cap kilns as an activity for which certain agencies may permit agricultural or silvicultural burning, subject to certain limitations.

## Tribal Environmental Policy Act and Project Review

In FY2024, the Tribe utilized the Tribal Environmental Policy Act (TEPA) for a project at Cedars at Dungeness Golf Course to expand its existing driving range. The project includes filling in a portion of an existing wetland, and mitigation/improvements for the existing wetlands abutting the proposed project. Through the TEPA process, the Jamestown S'Klallam Tribe has determined that this proposal did not have a probable significant adverse impact on the environment, provided the project is implemented as described and follows the mitigation measures outlined in the determination including creation of a 2:1 wetland area planted with native vegetation typical of wetlands.

Title 27 of the Tribal Code - TEPA attempts to minimize potential impacts to tribal resources from development activities. This includes prairies, wetlands, shoreline and rivers and the flora and fauna such as camas root, cedar, elk, shellfish, fin-fin, and other wildlife (treaty resources) as well as the habitat needed to support. TEPA includes additional considerations of historic and cultural resources, pollution,

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.

The Tribe also completed Project Reviews for a range of projects in Blyn, Sequim, Carlsborg and Jamestown Beach as well as Environmental Reviews for improvements to the Tribe's housing inventory.

## 2024 Outdoor Recreation Plan Update

As a requirement for the Washington State Office of Recreation and Conservation funding, the Tribe recently updated its Outdoor Recreation Plan. Tribal outdoor recreation goals are focused on ensuring and maintaining the ability of the Tribal community to engage in traditional activities such as the harvest of finfish and shellfish, hunting, cultural and spiritual activities, and the education of future generations in traditional knowledge, skills, and beliefs. Tribal outdoor recreation goals also include supporting overall community health and wellness, sport, transportation, tourism and economic enterprises.

## **Tribal Historic Preservation Office**

Allie Taylor continued her role as the Tribal Historic Preservation Officer (THPO) through FY2024. The funding from the National Park Service allows the THPO to pursue government-to-government consultations with Federal and State agencies to ensure compliance with various cultural resource regulations. In FY2024 the THPO reviewed 761 federal and state projects in the Tribe's ancestral territory and 15 Tribally led projects — an increase of 36.38% from last year's total consultation number. In addition to these project reviews, the THPO conducted one cultural resource survey for a Tribal project.

The THPO also conducted cultural resource monitoring of ground disturbance for two Tribal projects and nine non-tribal projects. The cultural resource monitoring and surveys resulted in the recording of three pre-contact and two historic archaeology sites on both Tribal and non-Tribal property. The THPO conducted site visits for five tribally led projects and 21 non-tribally led projects within the JST usual and accustomed area. The THPO conducted public outreach in FY2024 including three cultural resource identification and inadvertent discovery training courses, four tours of Tamanowas Rock, and three JST History presentations.

#### Consultations

• Department of Energy's Pacific Northwest National Laboratory

The Jamestown S'Klallam Tribe has continued consultation with the Department of Energy's Pacific Northwest National Laboratory (PNNL) maintaining our Programmatic Agreement and Memorandum of Agreement to mitigate for impacts to the historic S'Klallam village site of  $sx^w \check{c}k^w \acute{t} y \ni \eta$ . The THPO continues to oversee ground disturbing work that may have adverse impacts on Tribal cultural resources.

• Olympic National Park

The THPO continues to consult with Olympic National Park on improvements to the water system at Hurricane Ridge. A Memorandum of Agreement has been drafted to mitigate for impacts to this important cultural site. The THPO will continue conducting periodic site visits when ground disturbing work occurs.

• Discovery Bay Cemetery Association

The THPO worked closely with the Discovery Bay Cemetery Association to improve management and maintenance of the Discovery Bay Cemetery which contains several burials of JST ancestors including ?i?áwəcà? daughter of Chief stətíləm the younger and tsəs?kínəkin of Nanaimo. The THPO worked with the Association to reinstate quarterly meetings, more frequent mowing and other maintenance activities, and update the Association bylaws.

A land survey was conducted to document the ownership and land boundaries of the Cemetery. Ground penetrating radar and historic human remains detection dog surveys were completed in an effort to identify unmarked graves. A total of 72 unmarked graves were recorded as a result of this survey.

## TRIBAL COURT/LAW ENFORCEMENT

## **Tribal Court Updates**

Jamestown S'Klallam Tribal Court sessions, a collaborative effort with the Northwest Indian Court System (NICS), are primarily held once a month, currently scheduled on Thursdays. NICS plays a crucial role in facilitating proceedings, including providing a judge, public defender, and prosecutor to oversee trials and review hearings.

**Case Activity:** Between June 2, 2023, and June 1, 2024, the court managed a total of 55 active cases, including nine criminal cases, 40 civil cases, and six search warrants, demonstrating the court's pivotal role

in upholding justice and Tribal law.

A comprehensive Tribal court assessment was completed with a thorough approach to identifying opportunities to enhance court operations and secure funding for critical improvements. This initiative reflects our commitment to continuous growth and effectiveness. We are pleased to welcome a new Bailiff to our team. His role is to ensure the safety and security of the courtroom, providing a calm and reassuring presence for all participants in court proceedings.





New Jamestown Enforcement Officers Chad Payne and Calvin Lehman are sworn in.

## **Law Enforcement Updates**

Jamestown Public Safety & Natural Resources Enforcement, in partnership with Clallam County

Sheriff's Deputies (acting as Tribal Police), continues to enforce all Jamestown Tribal laws diligently.

Service Activity: Between June 2, 2023, and June 1, 2024, Law Enforcement responded to a total of 504 calls for service and made 44 arrests, reflecting our dedication to maintaining law and order within the community.

**Team Expansion:** We strengthened our law enforcement team by hiring an additional Public Safety & Natural Resources Enforcement Officer and appointing a Chaplain. These additions reinforce our commitment to natural resource protection and the safety and well-being of our community. Our newly established Chaplaincy program is designed to provide emotional and spiritual support to both law enforcement personnel and community members. This initiative underscores our holistic approach to fostering resilience, understanding, and care within our community.

**Partnerships:** We remain steadfast in our commitment to strengthening collaboration with all law enforcement agencies in Clallam County and neighboring areas. This dedication is a testament to our united front in maintaining law and order. Emergency Response Training: Our team participated in vessel emergency response training alongside the Clallam County Sheriff's Office, Olympic Peninsula Narcotics Enforcement Team (OPNET), Port Angeles Police Department, and Jefferson County Sheriff's Department.

**Increased Engagement:** Our department continues to deepen its involvement with OPNET, enhancing efforts to combat narcotics-related issues on the Olympic Peninsula. We also took part in the Unity of Effort event in Sequim, showcasing our commitment to fostering collaboration and solidarity within the community.

**Policy and Procedures Update:** Our team is actively revising and updating the Policy and Procedures Manual to establish clear, consistent guidelines for law enforcement operations. These updates aim to ensure fairness, transparency, and adherence to the highest professional standards.

# GOAL: SECURE TRIBAL SELF-SUFFICIENCY AND SELF-RELIANCE

## Treaty resource harvest

The Treaty of Point No Point (1855) transferred large amounts of land and resources from the S'Klallams to the United States government in exchange for the right to continue to hunt and fish in the ceded areas. The United States Constitution declares treaties to be the supreme law of the land and are still protected today. United States v. Washington (Boldt Decision 1974) upheld treaty-reserved Fishing rights for Washington tribes at a time when Tribal treaty rights were being threatened. The Tribe recognizes the responsibility to protect and advance treaty-reserved fishing, hunting, and gathering, as they are essential for the social, cultural, and economic self-sufficiency and well-being of the community. These metrics were collected from Oct. 1, 2023-Sept. 30, 2024.

Total JST Commercial Shellfish Harvest				
Species	Total Commercial Harvest			
Dungeness Crab	64,079 lbs			
Coon Stripe Shrimp	13,167 lbs			
Spot Shrimp	26,890 lbs			
Sea Cucumber	o lbs			
Red Sea Urchin	180 lbs			
Geoduck	137,085 lbs			
Manila Clams	26,837 lbs			
Pacific Oysters	2,550 dz.			

Total JST Commercial Finfish Harvest				
Species	Number of Fish	Lbs.		
Chinook	47	380		
Coho	352	2,237		
Pacific Halibut	13	532		
Skate	77	728		

Total JST Subsistence Harvesters				
Card holders/Harvesters	No. of Citizens			
Subsistence Card Holders	61			
Active Harvesters	23			
Intertidal Harvesters	10			
Subtidal Shellfish Harvesters	14			
Finfish Harvesters	8			
Macroalgae Harvesters	3			



# JST Subsistence Harvests of Finfish, Shellfish & Macroalgae/Seaweed

Species	# of JST Harvesters	
Intertidal	Shellfish	
Horse Clams	1	
Chitons	1	
Cockles	1	
Gooseneck Barnacles	2	
Limpets	2	
Littleneck Clams	5	
Manila Clams	4	
Mussels	2	
Pacific Oysters	8	
Subtidal Shellfish		
Dungeness Crab	12	
Red Rock Crab	0	
Non-spot Shrimp	0	
Spot Shrimp	2	
Finfish		
Coho	6	
King	6	
Lingcod	0	
Halibut	0	
Steelhead	1	
Macroalga	e/seaweed	
Bladder Wrack	2	
Sea Lettuce	2	
Nori	1	
Winged Kelp	1	
Other Kelps	2	

**Hunting:** During the 2023-2024 hunting season, total tags issued were 27 deer, 9 elk, 7 bear and 5 cougar. Five deer were harvested — 3 in the Coyle Game Management Unit (GMU), 2 in the Olympic GMU — while 3 elk were donated from private land.

## TRIBAL BUSINESS ENTERPRISES

## JKT Gaming, Inc. dba 7 Cedars Casino & Resort Properties

The 7 Cedars Resort properties help support the essential governmental functions and programs that are so important to the Tribal citizenry. This year has seen success by achieving our customers' expectations, all while remaining vigilant and monitoring our costs. The general fund contribution was increased this year



7 Cedars Resort guests try their luck on new electronic game tables.

and will contribute \$5.5 million to the Tribe for the year.

Tax revenues include cigarette, fuel, sales tax, and hotel tax. These taxes totaled \$2.9 million for this year through September. We estimate the total taxes for 2024 to be approximately \$3.8 million. Our goal remains to continue to provide great customer service and beautiful, well-appointed properties to guarantee our continued success.

## 7 Cedars Casino & Hotel

This year we have added 23 new slot machines to the gaming floor. There have been several title changes to existing machines with the intent of keeping our floor fresh and enticing our customers with new game titles. Electronic Table Games remain popular with guests. Sportsbook continues to draw

We have enjoyed an uptick in Food & Beverage revenue this year! **The Little Sister** is the latest addition to



the casino's
F&B venues.
This new
location stays
open later into
the evening
ensuring our
guests have
options for late

night dining. **The Little Sister** offers a variety of grab and go items along with made to order options.

customers in on Seahawk gamedays, creating more traffic throughout the casino, hotel, and food venues. Entertainment proves popular on the weekends, appealing to customers by providing various genres of live music.

Totem Rewards is having success in signing up new members and promoting play through a variety of monthly campaigns. Marketing utilizes various platforms to ensure these campaigns and promotions are well advertised both locally and out of our market area.

7 Cedars Hotel celebrated its five-year anniversary in August. We have attained a 74% year-to-date occupancy which is 9% above our competition. The sales team has really ramped it up this year! We have experienced more group bookings and catered events resulting in an increase in revenue. Hotel packages are updated throughout the year, as always, the golf packages remain a popular choice!

Hotel "flash sales" remain a great way to attract new and returning customers to the property. Coordinating these flash sales with local events has deemed all the more enticing to get patrons in the door.

The number of Canadian visitors has increased with the international hotel package created in conjunction with the Black Ball Ferry system.

## The Cedars at Dungeness Golf Course

The Cedars at Dungeness Golf Course's growth remains steady this year!

The Irrigation project on the course is complete. The course now uses much less water and looks/plays better than ever. Concrete work has been done on several cart paths resulting in a much smoother ride on the course.

New turf and landscaping were added next to the No. 1 tee box to facilitate the events area under the tent. The synthetic turf used in this project both protects the ground underneath from lasting damage and adds a more polished look to this venue. Lights and elegant place settings, coupled with the newly



Chad Wagner, General Manager/Director of Golf (left) and Garrett Smithson, Head Golf Professional/Director of Group Services at The Cedars at Dungeness Golf Course.





The Cedars at Dungeness Golf Course's turf project, left, and generator.

designed tent area, provide the perfect ambiance for any group looking to have a great dining occasion on the course.

The Cedars at Dungeness continues to offer specialty dinners and catered events with great success and resulting in overwhelming customer satisfaction.

The golf course generator is now fully operational just in time for the winter weather that is sure to come our way! This will allow for the continued operation during possible power outages.

Community Contributions made by 7 Cedars				
Casino Resort 2024 (year to date):				
Community donations	\$271,904			
Public donations	\$32,087			
Problem Gambling	\$79,515			
Smoking Cessation	\$37,098			
WIGA Donations \$25,000				
Total \$545,604				

## The Longhouse Market and Deli

The Longhouse Market and Deli is open 24-hours, both inside the store and outside at the pumps. The Market has seen an uptick in their grocery revenue this year. The remodel of the espresso deli area last year is still paying off in higher sales and customer counts. Marketing has worked to provide sign and menu display screen updates. The Market will continue to service the needs of the community and travelers by providing necessities and a variety of food, beverage, and locally sourced items.

## Jamestown Seafood

It was another busy year at Jamestown Seafood, with a number of highlights in 2024, including:

- Addition of a dive team to plant and harvest geoduck in Sequim Bay
- Addition of live sales of sablefish to Asian markets in Seattle-Bellevue-Tacoma
- Development of effective vaccine in sablefish production
- New algae production systems acquired at both hatcheries
- Kona site thoroughly cleaned and new algae lab construction completed
- Production of Olympia oysters for JST beaches successful at Point Whitney



Jamestown Seafood's 2024 Year-End Sales				
Seed	Quantity	Sales		
Oysters	46.8 million	\$1.33 million		
Geoducks	3 million	\$897,000		
Market	Quantity	Sales		
Oysters	90,000 dozen	\$720,000		
Geoducks	40,00 pounds	\$680,000		

Jamestown Seafood also acquired a new lease at Kona facility for production of Manila clam seed, identified new technologies for in-water finfish farming, worked with local authorities, and continued development of internship programs with USDA funding.



## Jamestown hosts first aquaculture summit

Jamestown Seafood CEO Jim Parsons (at left) leads a breakout session titled "Jamestown Seafood, From Farm to Table" at the inaugural Pacific Northwest Indigenous Aquaculture Summit, hosted in August by the Jamestown S'Klallam Tribe and the Kurt Grinnell Aquaculture Scholarship Foundation at 7 Cedars Resort. More than 100 were in attendance to hear speakers address a variety of aquaculture topics, with a keynote address ("From Fish Farms to Indigenous-Led Sustainable Seafood Production") from Dallas Smith, Tlowitsis First Nations. The event included field trips included the NOAA Manchester Research Station, Jamestown Point Whitney Shellfish Laboratory and John Wayne Marina FLUPSY, as well as several self-guided tours of selected seafood businesses. "This was a great inaugural summit to share aquaculture practices amongst tribes within the U.S., Canadian First Nations, state government, federal government, and other organizations," said Loni Greninger-Grinnell.

## **Economic Development Authority**

In 2024, the Economic Development Authority (EDA) again experienced growth in all areas. We found new ways to expand in all EDA entities. Our determination and stability, along with the steady guidance of our board, Tribal Council and Tribal Leadership, led to another successful year at Jamestown's EDA. We attribute a lot of our success to the leadership and legacy of the late W. Joe Allen implemented.

While 2025 will be a transition period for EDA leadership, our team is confident in its projects and will continue moving forward in the following areas:

- Jamestown Networks continues to grow its relationships with state agencies to increase their coverage and access across the state. We are also exploring cell phone tower options in Carlsborg.
- Carlsborg Self-Storage is consistent in its occupancy and staffing. We are one step closer to being in trust status for the lot that the office is on. Once that is complete, we will explore storage expansion options in 2025/2026, including additional storage units, heated storage and RV storage. We anticipate movement in early 2025. We also are looking forward to updating the exterior of the property to reflect the beauty that our Tribal properties typically convey.
- Jamestown Property Management (JPM) continues to grow. The Airbnb continues to be successful, and we plan to add at least two more Airbnb units to the inventory by the end of 2025. Sequim Trading Plaza is 100% occupied and tenants are happy. Residential inventory remains stable and occupied. The EDA continues to explore options for more housing. We are currently working with Rice Fergus Miller Architects (RFM) and the City of Sequim to come up with a plan for housing around the healing clinic. This is very much still in the planning phase, but something we are hoping to continue to push forward in 2025.
- The EDA's primary focus this year has been to start Salish Trails RV & Campground park. Located at

80 O'Brien Road in Port Angeles, the park features 13 cabins, 22 full hook-up sites with water electric and sewer, 40 water and electric sites and 23 tent/dry camping sites for a total of 98 campsites on a total of 37.19 acres — plenty of room for future expansion. This was a successful KOA for many years and we are excited to take it to the next level. Currently the campground employees four full-time year-round staff and one part-time with plans to grow our staff seasonally. While we are in



planning stages with consultants, we have already begun upgrades, including road design and expansion as well as re-roofing buildings and vegetation removal. We have an experienced on-site camp manager, Mandy Barber, who is doing a great job relaying the Tribe's image across the business. The acquisition of this business will double the annual revenue the EDA takes in year over year. We are exploring different opportunities for expansion of Salish Trails and the adjacent lots for additional business revenue.

- Jamestown Capital continues to serve Tribal Citizens with loans, increasing its loan distribution to 64 loans. We are very pleased with how the Native Community Development Financial Institution (NCDFI) has served Tribal Citizens with their financial needs. The NCDFI is proud to announce that it received certification this year, which will allow for even more lending opportunities and grant fund receipts. We have also added an additional staff member to help with loan management. We are excited to see what 2025 will bring.
- 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 existing Tribal businesses,

while at the same time providing employment opportunities for Tribal Citizens. We also work with other tribal departments to advise and work through necessary projects. The EDA is seeking to diversify and expand its portfolio of sustainable revenue streams to increase support for essential governmental services.

The Board of Directors ensures that the EDA and its enterprises take up initiatives that align with Tribal goals and that the success criteria accurately measure progress.

**Business Support Services** 

Provided direct business support services to Cedar Greens, Jamestown Seafood, JST Capital, JKT Development, Jamestown Excavating, Jamestown Land Survey, Jamestown Concrete, Jamestown Heavy Haul, and other Tribal businesses and entrepreneurs as needed.

#### Jamestown Networks

• Expansion of Internet Services to government and commercial institutions

## **Carlsborg Self-Storage**

- General upgrades to buildings & equipment
- Expansion of offices & storage capacity
- Development on new lots

## **Jamestown Property Management**

- Sequim Trading Plaza office rentals
- Vacation rentals
- Housing rentals, workforce focus

## Salish Trails RV & Campground Park

- Full and partial RV hookups
- Cabins
- Tent sites
- Laundry and family friendly experiences on-site

## JKT Development

JKT Development earned quite a great reputation in 2024. With many large-scale jobs in the public, tribal and private sectors, the future looks bright for JKT Development. Jamestown Land Survey has seen growth in both the number of jobs and scale of work in 2024. Jamestown Concrete has filled a large gap in the area market with many jobs completed in 2024. Jamestown Concrete has answered the call

DEVELOPEMENT

for much needed concrete work, ranging from curbs, gutters, driveways, sidewalks and beyond such as fencing.

And, of course, JKT Development has had another amazing year with its best year-to-date in total work completed.

## **EDA Goal Measurements**

As a reminder, the EDA uses the following criteria to measure success when accomplishing its goals:

- Workforce availability
- Diversification
- Access to capital
- Management capacity
- Impact to the bottom line
- Job creation
- Access to affordable housing







## Jamestown Excavating (JEX)

- Total employees, including per diem truck drivers, is 16
- Completion of our largest projects to date Heart of the Hills and E&T Site grading.
- Continued tribal work with the Library, Cedars at Dungeness Driving Range, Mac Fence and the Jamestown Village Pavilion.

## **Jamestown Land Survey**

- Total Employees: 2
- Jamestown Land Survey has now spent two full years in business and has made operations more efficient and effective.
- Survey added an additional surveyor position. Graciano Sanchez and has been a great asset to the team.

## **Jamestown Concrete**

- Total Employees: 6
- 1 new finisher: Nick Welch joined our team this year.
- Peter Gish as well as Sam Berneking are now ACI certified.
- Jamestown Concrete has had a highly successful year in 2024, surpassing expectations with an impressive increase in commercial, residential, and public works projects.

JKT Development contributes to the Tribal Community in several ways:

- The total number of employees, including per diem staff, office personnel, concrete specialists, and surveyors, has grown from 23 to 30, reflecting our expanding workforce and continued success.
- At JEX, we prioritize Tribal citizens as potential employees. We conduct interviews with every Tribal applicant and actively seek opportunities to integrate them into our various business operations.
- JEX consistently earns high praise from general contractors for outstanding job performance. We are committed to strengthening our relationships with the City of Sequim, and our newly established partnership with Habitat for Humanity has opened numerous exciting opportunities for JKT Development. Notably, the Habitat Subdivision is now under contract with E&T Site Development, marking a significant milestone in our opportunities and success.
- We are proud to dedicate our full attention to a range of special projects for tribal citizens, and we are always eager to offer our support and assistance.

The anticipated business in 2025 is exceptionally promising! JEX has built a strong reputation within the community, with numerous bids submitted for a diverse range of projects. After achieving our best year to date, we are forecasted to surpass previous milestones and continue our trajectory of success.

The diversity of our projects continues to be exceptional. By balancing Tribal, commercial, civil, and government work, we ensure that the Tribe sees a strong return on its significant investment. This strategic approach will drive growth for all Tribal businesses under the 'JKT Development' brand, ensuring continued success throughout 2025 and beyond.

## **HEALTHCARE**

The Jamestown Health Department clinics continued to see an increase in both patients and revenue in FY2024. With 230+ staff, the clinics have performed more than 80,000 patient contacts with more than 25,000 active patients across all clinics.

The Tribe received additional funding (total of \$32 million) for the construction of a 16-bed Evaluation & Treatment Center that will be classified by the Washington State Department of Health as a Residential Treatment Center (RTF) licensed to provide evaluation and treatment services along with crisis stabilization services.



## Jamestown Family Health Clinic

- 131 employees
- 18,000 patients
- 65,000+ annual visits



## Jamestown Family Dental Clinic

- 29 employees
- 6,000 patients
- 12,000 annual visits



## Jamestown Healing Clinic

- 58 employees
- 200+ daily patients



## Jamestown Tribal Wellness

• 9 employees

## Tribal Citizens:

- 210 in-area
- 309 out-of-area

In addition, the future 16-bed Evaluation & Treatment Center (opening Spring of 2026) will employ an additional 45 employees and see 300+ unique patients annually.

#### Jamestown Tribal Wellness

Jamestown Tribal Wellness was busy over the last year providing healthcare services to Tribal Citizens in the following areas:

• Elders Home Services – Assistance with Activities of Daily Living (ADL), transportation

Service	Unique Tribal Citizens	Total Annual Visits	Yearly Patient Average
Primary Care	179	1113	6.22
Diabetes Education	7	22	3.14
Anti-Coagulation	1	16	16
Behavioral Health	34	246	7.24
BH Healing Clinic	2	7	3.5
Dental Clinic	204	508	2.49

- Community Health Representative (CHR) – Health education and prevention, transportation
- Community Health Nurse Home visits, assistance with new diagnosis and medical treatment plans, home safety assessments and skilled nursing services.
- Transitions of Care Management – Patient

tracking and care after ER or hospitalization. Patient monitoring during transitions in and out of skilled nursing facilities

- Behavioral Health Services Dedicated BH Counselor with open schedules to meet the needs of Tribal Citizens
- SUD Counseling Dedicated Counselor for individual and/ or group services for Tribal Citizens
- Behavioral Health Navigator
   Care coordination between
   BH and primary care

The Community Tribal Health Nurse who is committed to Tribal Wellness full-time, now has an office on the second floor of the Health Clinic across from the Tribal Benefits office.

Service	Yearly	Monthly Average
Transports - Local	292	24.33
Transports - Off Peninsula	52	4.33
Home Visits	260	21.66



Staff at the Jamestown Family Health Clinic.

In addition, the out-of-area benefits amount increased to \$2,500 annually.

## Jamestown Family Health Clinic

The Jamestown Family Health Clinic (JFHC) is at or near full capacity and set a one-day patient record of 313 appointments. It has been a highly successful year of provider recruitment to replace providers that have either retired or moved out of the area. We now have a more diverse and younger group of medical and BH providers.

To help alleviate capacity issues, the Behavioral Health services moved across the street to a separate building and office on North 5th Avenue.



Staff at the newly-relocated Behavioral Health services building on North 5th Avenue.

Patients like the added privacy of the location, the tribal interior design, and the easy parking availability.

## Jamestown Healing Clinic

The second full year of operation for the Jamestown Healing Clinic (JHC) has been hugely successful and beneficial to the North Olympic Peninsula region. JHC is now helping more than 290 active patients who suffer mostly from Opioid Use Disorder (OUD). Interesting second-year data includes:

- Women outnumber men 53% to 47%
- 86% of patients live in Clallam County
- Jail dosing in Clallam, Jefferson, Forks, and Neah Bay



#### **Health on Wheels**

In 2024, the Healing Clinic was awarded \$1.6 million from the Washington State Healthcare Authority to develop a mobile medication unit. This is essentially a little Healing Clinic on wheels. These funds cover the purchase of the mobile unit (motor home) as well as the initial operation costs. There were only five awardees in the state of Washington to receive this grant, the Healing Clinic being the only recipient on this side of the Puget Sound.

- EMS calls: 6 (all non-OUD related)
- Sequim Law Enforcement Calls for 2024: 4 (only 1 related to a patient)
- Telepsychiatry: Used by 15-20% of patients monthly
- 50% increase in Group Counseling sessions
- In last 2 years, 39 patients received Hepatitis C treatment

The JHC team deployed the Mobile Medication Unit (MMU) in March with daily trips to Clallam Bay, where they are treating about 40 patients daily. A team consisting of a driver/security, medical provider, nurse, and SUD counselor work in 10-hours shifts serving the west end of Clallam County. At times, the extreme weather on the West End, resulting in everything from downed trees to landslides, has made the service delivery challenging.

After two years of operation, it is now clear that the wrap-around services (primary and dental care, BH/SUD individual and group counseling, transportation, and child watch) have contributed to the high success and

retainment rates of JHC patients. The patients are highly engaged and see their treatment as a journey towards sobriety.

The JHC website includes information for any new patients along with the quarterly reports: jamestownhealingclinic.org.

## Jamestown Family Dental Clinic

The Jamestown Dental Clinic has been very busy the last year and is at full capacity with a wait list for new adult (non-tribal) patients. Consequently, we began architectural design work on a new Jamestown Family Dental Clinic that will be constructed on the land purchased to the south of the Family Health Clinic. The tribe has budgeted \$1.8 million for FY2025 to complete design and site development documents with actual construction to begin in 2026.

The Jamestown Family Health and Dental Clinic websites are: jamestownhealth.org and jamestownfamilydentalclinic.com.



Jamestown Family Dental Clinic (JFDC) hosted an event exclusively for Tribal citizens on August 15, 2024, closing its doors to the public to provide a unique and enjoyable experience for its Tribal community. The event, which drew 31 Tribal citizens, featured a movie-themed atmosphere, complete with a red carpet and a quirky "Dancing Tooth" costume.



## Tribe breaks ground on Behavioral Health Facility

The Jamestown S'Klallam Tribe held a groundbreaking in October for a 16-bed Psychiatric Evaluation and Treatment Center (E&T) in Sequim.

This facility will be constructed on the Jamestown Healing Campus and will provide essential mental health services to individuals in crisis within Clallam and Jefferson counties.

The new E&T will offer short-stay evaluation and treatment for those experiencing severe acute psychiatric symptoms. The facility will provide 24-hour support to stabilize symptoms and prepare individuals to return home or transition to other community-based programs.

"We are committed to addressing the behavioral health crisis in our community," said Brent Simcosky Director of Health Services for the Jamestown S'Klallam Tribe.

"This new facility will provide vital services and improve access to care for individuals in need. Our Tribe's vision is to create a healing space for our entire community.

"By providing comprehensive mental health services, we aim to foster a synergistic environment where individuals can receive the support they need to heal and thrive. Together, we can build a stronger, more resilient community for all."

The E&T will be owned and operated by Jamestown S'Klallam Tribe and will serve individuals ages 18 and older. The facility will be a valuable addition to the Jamestown Healing





Campus, which already offers a range of healthcare including wrap-around services for substance use disorders to serve the needs of our community.

The project is a collaborative effort between the Jamestown Tribe, Washington state, and support of our local healthcare leaders. Construction began this fall, with completion and operations anticipated in the first quarter of 2026.

Community partners included Rep. Steve Tharinger, Sen. Mark Mullet, Sen. Kevin Van De Wage, Rep. Mike Chapman, Olympic Medical Center, and North Olympic Healthcare Hospital.

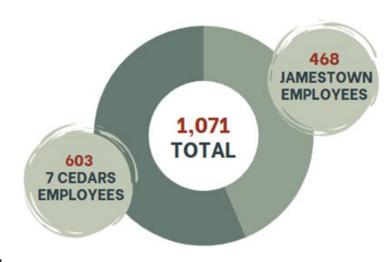
## TRIBAL EMPLOYMENT

FY2024 was a year of consistent and stable growth for our organization. Human Resources worked closely with other departments to ensure HR practices aligned with overall business objectives, optimizing efficiency and effectiveness. Our priorities are centered on talent acquisition, employee relations, performance management, and employee engagement and satisfaction.

To attract and retain top-tier talent, we implemented diverse strategies, including leveraging job boards, social media, and online marketing platforms to promote specialized and unique positions.

In line with market trends and industry standards, we continually reviewed compensation packages and benefits to provide competitive offerings. We diligently assessed our salary structure, employee benefits, and rewards programs to motivate and retain our talented workforce. Regular benchmarking exercises ensured parity with industry standards and emerging trends.

Recognizing the importance of employee wellbeing, we introduced programs and initiatives to support a healthy work-life balance. Our HR team promoted wellness through monthly newsletters, regular on-site educational meetings,



and expanded access to mental health counseling. We implemented a Flexible Spending Account plan for staff to enhance pre-tax savings for health and childcare expenses. In addition, we moved our Third-Party Administrators from Shasta to HMA to expand our medical PPO provider network, capture deeper savings and ensure top-tier benefit coverage for our staff.

As we look ahead, our HR team is committed to building upon our achievements and addressing new challenges. We will continue to attract top talent, enhance employee development programs, and foster a diverse and inclusive work environment. By leveraging technology and best practices, we aim to optimize HR processes and improve the overall employee experience.

As we move into FY25, HR remains committed to:

- Elevating Employee Experience: Continuously improving employee experience through innovative HR practices and initiatives.
- Driving Business Growth: Aligning HR strategies with business objectives to support organizational goals.
- Embracing Emerging Trends: Staying ahead of industry trends and adapting to the evolving HR landscape.

Color Marie	116 MOST LIKELY AVAILABLE TO LOCAL WORKFORCE	age	0-17	18-23	24-44	45-64	65+	TOTAL
		local	9	7	65	44	88	213
		non-local	7	4	94	89	102	296
		TOTAL	16	11	159	133	190	509
				ROLLED				

• Continuing to support the growth of our businesses and divisions as a strategic partner.

By focusing on these key areas, HR will continue to play a vital role in contributing to the Tribe's future success.

#### **CONTINUED GROWTH**

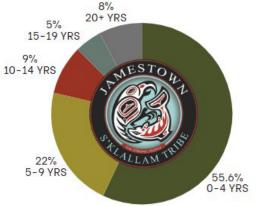
As the Olympic Peninsula's second-largest employer, we're thrilled to announce significant growth for both Jamestown Tribe and 7 Cedars! Jamestown Tribe, currently employing 468 dedicated individuals, has expanded its workforce by a robust 10%. Meanwhile, 7 Cedars, with its 603 employee-strong team, noted a 4.3% increase. Together, these expansions injected a total of 68 new hires into our community, further solidifying our position as a major economic force in the region.

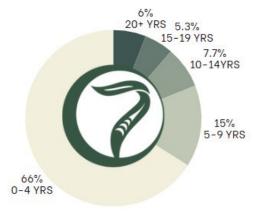
The addition of several new services and business entities helped drive our hiring numbers upward. The Tribe transitioned campground staff onto our payroll for Salish Trails and the Resort opened a new food venue, The Little Sister, located inside the Casino. A new Culture department was formed. The Resort expanded the hours of operations and created more work opportunities.

#### HIRING STATISTICS

Jamestown S'Klallam Tribal Government employs 468 individuals, and 7 Cedars employs 603 individuals, totaling 1,071 employees.

The recruitment and retention efforts for the fiscal year 2024 yielded a workforce increase of 6.78% continuing the trend of growth.



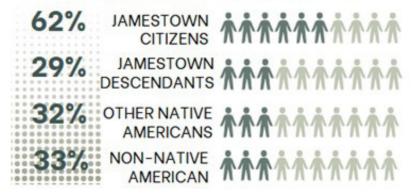


#### AGE DEMOGRAPHICS

We currently have 509 enrolled Jamestown Tribal Citizens. Locally, 213 Citizens live in our Jamestown service area. 116 Tribal Citizens between the ages of 18-64 are most likely to be seeking employment opportunities.

Jamestown and 7 Cedars proudly employed 54 Jamestown S'Klallam Tribal Citizens (46 JST/ 8 Resort) in the 2024 fiscal year, equating to 47% of our estimated working age population within the local area.

## **RATIO BREAKDOWN**



#### **HIRING RATIOS**

Our properties continue to attract top talent! In the past year, 16 Tribal Citizens applied for career opportunities, and we were fortunate to hire 10 of them, resulting in an impressive 62.5% hiring ratio.

This success story is part of a larger trend. In FY24, we welcomed 341 new hires, a remarkable 8.6% increase from the previous year. It's clear that our commitment to creating exciting opportunities and fostering an engaged workforce that honors tribal sovereignty is resonating with the local community.

## Other hiring ratios:

- 24 Jamestown Tribal Descendants applied for positions and 7 were hired, equating to a 29% hiring ratio.
- 92 Self-Identified Native Americans applied and 30 were hired, equating a 33% hiring ratio.
- 1,637 Non-Native Americans applied and 294 were hired, equating to a 17% hiring ratio. This ratio decreased due to more applicants.
- Jamestown had 9 Tribal Citizen Career Promotions during FY2024

(Note: Six Tribal Citizens applied for jobs and were not hired due to qualifications not being met, positions closing due to department needs changing, wage expectations, and withdrawing applications.)

#### **EMPLOYMENT OPPORTUNITIES**

Working within our mission to provide support to job seekers, the HR Team is here to serve our Tribal community in finding purposeful employment within the Tribe.

To apply online at 7 Cedars: www.7cedars.com/careers/

To apply online at Jamestown S'Klallam Tribe: www. jamestowntribe.org/careers

#### **WORKFORCE RETENTION**

48% of Tribal Citizen employees have dedicated a decade or more to the organization. This significant tenure, particularly among the 19 TC employees at JST and six TC employees at 7 Cedars, amounts to an impressive 501 years of experience.



Three generations of Prince Family at Moby Duck Restaurant — from left, Jason Holden, Marlin Holden, Dave Holden, and Jeremy Holden — celebrate the opening of Moby Duck, a Port Angeles restaurant, in late 2023.

## **GOAL: IMPROVE PROGRAMS AND SERV**



Social & Community Services activities include Girls Group (above) and the MMIW/P Walk (right).



## **SOCIAL AND COMMUNITY SERVICES**

## Case Management

Services and additional support for community members in a crisis, needing a hand up or on their road to recovery. This includes victims of crime resources and support, recovery support and career assistance support gaining and maintaining employment.

The services — largely funded by Department of Justice, Health Care Authority, Office of Crime Victims and Opiate Abatement funds, WeFeed and Washington State Department of Agriculture — included:

- First stop at SCS for emergent adult needs
- Women's and Men's Groups/Sweats and Retreats
- Family Community Outreach Dinners
- Transportation back up for inpatient/detox (in coordination with the Healing Campus/Clinic)
- Nutritional Food Pantry
- Family Wraparounds
- MMIW/P Walk
- Boys and Girls Prevention and Healthy Relationship Groups
- Mental Health Fun Run



Family Community Outreach dinners this year drew between 70-120 participants.

## Case Management, by the numbers

Total Overall Case Management individual efforts (includes home visits, providing transportation, crisis responses)

Non-duplicated individuals served

Transitional ER Shelter served

Community dinner 70-120 Community difficients (each)

> Mental Health Fun Run participants

Total Food Deliveries and Visits to the Food Pantry (in pounds)



The Food Pantry was upgraded in 2024, seeing a decrease in commodities and addition of fresh produce, quality dairy products and traditional seafood and meats. The pantry continues to have pork, meat and seafood distributions in addition to the new pantry items.



The Clothing Closet, a free clothing resource for the community. Contact Case Management staff for details.



The sixthannual Mental Health Fun Run, held in August, was a big success, drawing 85 participants.

## **Elders Services**

The Elders team goes beyond organizing activities, Tribal luncheons, and trips. They offer friendship to isolated Elders, help with basic needs, and ensure access to benefits, services, and care they deserve.

Among the 109 in-area Elders, the SCS team stays connected with nearly all of them. They also work to support out-of- area Elders and are committed to expanding these efforts.

Food distribution services included:

- Jamestown Elder Luncheons
- Deer, Beef, Pork, Elk, and Seafood Distributions (3)
- Elder Meals/Fruit Delivery (105 Elders)
- Elder Soup Delivery (60 Elders)
- Local Produce (Organic Vegetables) Delivery (18 Elders)



Roy Harner, Janet Giammalva, Diane Purser, Lavern Purser and Verna Johnson take in the view at Madison Falls.

Fun-filled activities this year included:

- 47 Beading Events (weekly)
- 48 Gift Making Events (weekly, with breakfast)
- 28 Elder Trips and Activities, two (or more) times per month, with trips to the Zoo, PG Pow Wow, Museums, "The Nutcracker" and other Field and Arts shows, Chair Volleyball, Bingo, Pike's Place, Holiday Lights, Concerts, BBQ's, Crab/Clam Fest, Bolt Decision Commemoration, Mini Canoe Journey, Swimming Pool, Hurricane Ridge, etc.
- Annual Elders Luncheon (260 Elders)
- Monthly Jamestown Elder Luncheons/Dinners (BBQ's, Resort/Golf Course, Red Cedar Hall, Sweetheart Tea)
- Intertribal Luncheons at other Tribes: Muckleshoot, Chehalis, Swinomish, Elwha, Suquamish



This year's annual Elders Luncheon included representatives from six tribes.



Jamestown Elders make gifts for the annual Elder's Luncheon.

# Elder Support Services, by the numbers

302

Chore Services (light duty chores for Tier 3, 4 Elders)

296

Home Visits (assessments, referrals, companionship, assisting with applications for services)

453

Rides (shopping, bank, other appointments)

14

Title VI Caregiver Support Part C Funds

# Elder Honoring: The Norton Family

On May 4, 2024, the Norton family were the spotlight of the show at this year's Elder's Honoring Lunch.



The next weekend they were even in Sequim's Irrigation Festival Grand Parade. (Pictured, from left) Ann Tjemsland, Mary Norton, Wallace "Wally" Norton, and Walter "Walt" Norton are the children of Tilly Campbell Baker (Reyes Family) and are from the House of Steethlum. Tillie is the daughter of Mercedes Reyes and John Campbell. Mercedes is the youngest daughter of Annie Jacobs. Wally, Mary, Walt, and Ann have a numerous relations, including their aunt Marion Lambert, who wrote "The Seven Brothers of House Ste-Tee-Thlum." Growing up, they would attend the family gatherings, which would often have more than 50 people — a similar number to those who attended the Elders Honoring Luncheon.



Participants in the Children's Afterschool Program wear orange T-shirts that they helped design and decorate to commemorate Orange Shirt Day on September 30, 2024.

# **Youth Programs**

After-school and summer programs for Jamestown community members and Title VI youth include:

- Four days of after-school programming for ages 5-9
- Two days of programming for ages 10 through high school completion

Programs feature the Healing of the Canoe (HOC) curriculum, along with traditional dancing, language, and crafts.

Additional in-school support is available for students in Sequim as needed.

Activities this year included:

- an 8-week Children's Summer Program
- an 8-week HOC summer program for ages 10-13
- Teen Work Readiness Program (14-year-olds)
- Teen internships (15-year-olds plus)
- Winter Wonderland
- Intertribal drumming, singing

# Youth Programs, by the numbers

24

10

28

14

Children after school program (ASP)

HOC school year

Children's Summer Program Field Trips

28

HOC summer program

12

Field Trips (zoo, beach, river center, clamming) 115

Winter Wonderland Annual gift giving holiday event for families 94

Title VI In school and after school tutoring support



Wiley and Lydia Hutsell (Kardonsky Family) work on a beading project during the Healing of the Canoe Summer Program for middle-schoolaged youth.

- Program registration dinners
- Parent Training
- After-school tutoring/ homework help
- Field trips

- Elders reading program
- Mini Canoe Journey

Activities are funded by Child Care Development Funding (CCDF), Title VI grants and HCA prevention grants.

# Teen Work Readiness (TWRPS)/Teen Career Exploration Program (TCEP)

TWRPS provides a dynamic platform for hands-on learning to gain future employment. Our teen interns engage in real-world scenarios, gaining practical insights and experiences within various career paths while our teens preparing for internships focus on community giveback days and work readiness learning opportunities.

### **Higher Education**

Higher Education provides citizens with support and financial assistance for higher education, from high school to college readiness assistance to college or technical courses and through graduation.

Some highlights this year:

- 15 Tribal Citizens assisted with Higher Education needs and awarded JST Higher Education Scholarship funding
- 3 students funded for Klallam Language Classes
- \$132,445 in total was expended for the Higher Education Program
- 6 students graduated from high school
- 2 Tribal Citizen and 2 Descendants graduated with associate's degrees; 2 Descendant graduates earned bachelor's degrees

### **Enrichment Program**

In all, 456 requests were made this year for Enrichment Program Spending.

Enrichment empowers our clients with flexible funding to enhance their participation in cultural and community events. They can also provide access to various essential needs, including transportation assistance and other supplies that focus on employment stability.



Brinley Johnson and an HOC youth go clamming with Natural Resources staffers.



The "Healing of the Canoe" is an evidence based, culturally grounded intervention designed to promote mental health and prevent substance abuse among Native American and Indigenous youth.



Loni Greninger, left, and Jessica Humphries help lead Children and Teen Programs at Red Cedar Hall.



Healing of the Canoe (HOC) teens enjoy a trip to the zoo.



Participants in the afterschool program enjoy drumming and singing.

# Housing

In this year, completed 176 work orders such as dilapidated roofs, rotted subfloors, electrical issues, unsafe decks and handrails. Example: 15 completed and pending roof replacements at a cost of \$203,023.54 — an average cost of \$13,535.90.

### **Current Units:**

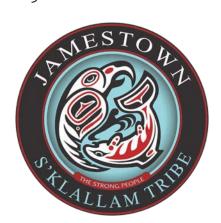
HUD (NAHASDA) — 27 (17 Elders)

- Community 13 (4 Elders)
- Emergency Shelter 3
   Rooms, 2 Studios

The Housing Improvement Program (HIP) spent a total of \$33,786.35.

Energy Assistance (LIHEAP) applications went out the week of 11/13/2023 and were processed in 2024 for a total of \$15,357.28.

Homeowners Assistance Fund (HAF) funds were issued in 2023 in the amount of \$65,179.48 Funding expires in September 2025.



# **Housing Programs**

# **HUD (NAHASDA)**

The Native American Housing Assistance and Self- Determination Act (NAHASDA) is a housing assistance program provided through SCS. It offers affordable housing for income eligible households. Citizens only.

# **Community Rentals**

Affordable rental units managed by SCS. Citizens and Descendants only.

# **Matched Savings Program**

Available for income eligible Tribal Citizens who would like to purchase their first home, in the Tribe's service area. This program requires the applicant to save up to \$8,000 in a dedicated savings account. The Tribe's NAHASDA program will then match those funds 5:1. The maximum Tribal contribution is \$40,000. This is a one-time match.

### **Down Payment Assistance**

Down Payment Assistance is available for income eligible Tribal Citizens who want to purchase their first home within the Tribe's service area. A family must be able to qualify for a conventional loan with a lending institution such as a bank, savings and loan, credit union or mortgage company and complete the two-part Journey Home Course through the Tribe's Housing Program.

# Home Improvement Program (HIP)

Covers roof and gutter cleaning and heat pump maintenance. It caps at \$2,500 per household (based on income eligibility guidelines).

### Low-Income Home Energy Assistance Program (LIHEAP)

A program designed to help low-income households cover the cost of their home energy bills, LIHEAP aims to keep families safe and healthy by providing financial assistance for heating and cooling energy costs, emergency situations such as utility shutoffs, and minor energy-related home repairs.

# Home Assistance Fund (HAF)

If you have experienced financial hardship, either directly or indirectly, from the COVID-19 pandemic, own their home and who have delinquent Mortgage payments, utility bills, property taxes, insurance and/or association fees. HAF also covers home repairs that are needed to make your homes safe for the household. Income qualified.

### Indian Child Welfare (ICW)

Funded by DCYF and Victims of Crime grants and Self Governance, ICW served more than 35 households this year and continues to work with families on a voluntary basis after CPS case closure.

The program currently serves 12 families with dependent youth and 16 CPS-involved families (non-dependency), with eight cases currently in court. Four cases are currently open, a strong case closure rate.

An additional 10-plus families received preventative Services, such as referrals, advocacy, concrete goods, and parenting assistance intended to prevent CPS involvement.

In terms of out-of-home placements, 13 children were in placement at some point this year: 6, ages 0-3; 7, ages 4-8, and none, ages 9-18.

Twelve of the 13 dependent tribal youth were placed with direct relatives or Jamestown Tribal families.

Permanency outcomes included one adoption, two reunifications with parent(s), and one child fatality.



Jessica Humphries, left, and Vashti White, right, help blanket Ramona Bennett.

Non-dependency CPS cases: investigation, 3; 11, FAR; and 2, voluntary/services only – 2

In support of Jamestown families with dependent youth, ICWA staff have attended:

- 56 dependency court hearings
- 40 'Family Team Decision Making' (FTDM) meetings involving DCYF, parents, their attorneys, relatives, and service providers
- 85+ outreach visits to parents, youth, and caregivers in their homes and community.
- Provided nearly \$12,000 of goods and services directly to the families who need them most.

The ICW team also co-facilitated the third-annual ICWA Conference, with 120 people attending.

### SCS ADMINISTRATION

The entire Social & Community Services Team and staff took part in a two-day professional development training facilitated by Citizen Paula Allen.

The team also hired two of its teen interns to become full time staff at SCS: Administrative Assistant Dylan Allen and Teen Program Assistant Ella Massey.

Highlighted trainings, development and conferences this year — all free or grant-funded — include:

- Tribal Opioid Fentanyl Summit (3)
- ICWA Annual Conference (2)
- NICWA Conference (2)
- Samhsa Core Competencies (3)

- Healing of Canoe Training (1)
- DOJ Annual Conference (2)
- Trauma Based Response Conference (2)
- WSTPS Training North Star (3)
- Trauma 101 Training (8)
- Child Safety Boot Camp (2)
- High Potency Synthetic Opioid (2)
- Mandated Reporting Training (8)
- Motivational Interviewing
- NWIHA Training Housing (2)
- NAHASDA Essentials Training (2) HUD ER Training (2)
- HUD Occupancy/Admin Training (1)

# **CULTURAL PROGRAMS AND EVENTS**

This year, the Culture Department followed a traditional seasonal calendar to determine the timing and types of activities, events, and ceremonies throughout the year.

The three seasons were determined through the study of the S'Klallam language. Within the language, the word for winter seems to encompass fall as well, combining the two seasons together.

When we observe the weather in our area, fall and winter are milder than other regions of Washington State, and blend together.

The dates of this calendar are an educated estimate based on the average date of the first frost of the year. It is amazing that we can learn about our ancient everyday life through learning our language.



# **CULTURE DEPARTMENT HOSTED EVENTS**

Month(s)	Event Name	Location	Attendance (on average)
Oct 2023	Indigenous Peoples' Day Movie Night	JST Community Garden	7
	Prairie Restoration Work Party	Dungeness River Nature Center	3
	Applepalooza	JST Community Garden	49
	Canoe Resting Ceremony	Red Cedar Hall	10
	Garden Resting Ceremony	JST Community Garden	49
Oct 2023, Feb 2024, March 2024, May 2024, Jun 2024	Gather & Cook Classes	JST Culture Building	5
Oct 2023, Apr 2024 - Sept 2024	Harvest & Hang at the Garden	JST Community Garden	5-8
Oct 2023 - Nov 2023, Jan 2024 - Jun 2024	Next Gen Group	JST Culture Building	9
Oct 2023 – Jun 2024	Klallam Language Classes (Four weekly classes)	Dungeness River Nature Center	8
Nov 2023	First Foods Ceremony	Red Cedar Hall	55
Nov 2023, Dec 2023, Jan 2024 - Jun 2024	Intertribal Song & Dance (JST hosted three times)	Red Cedar Hall	70
Nov 2023, Mar 2024, Apr 2024, Sept 2024	Plant Harvest in the Woods	JST campus or nearby areas	5

Month(s)	Event Name	Location	Attendance (on average)
Dec 2023 - Feb 2024, Apr 2024, July 2024 - Sept 2024	Clam Digs	Blyn or Jamestown Beach	5
Jan 2024	Winter Wellness Workshop	JST Culture Building	16
Jan 2024, Feb 2024	Weaving/Art Classes	JST Culture Building	10
Jan 2024, Mar 2024	Garden Prep Work Parties	JST Community Garden	5
Jan 2024, Apr 2024, Jun 2024	Seasonal Feasts	Red Cedar Hall, Dungeness River Nature Center	20-50
Jan 2024, Mar 2024 - June 2024	JST Song & Dance Practices (Bi-weekly)	Dungeness River Nature Center, JST Community Garden	10
Feb 2024	JST Library & Cultural Exhibit Opening	JST Library	50-100
	Federal Recognition	Dungeness River Nature Center	53
Feb 2024, Apr 2024,	Culture Committee Meetings	JST Culture Building	10
Aug 2024	<u> </u>		
Feb 2024, Jun 2024	Canoe Family Meetings	7 Cedars Hotel, Dungeness River Nature Center	20
Mar 2024	Weavers Weekend	Dungeness River Nature Center	43
Apr 2024	Garden Waking Ceremony	JST Community Garden	20
May 2024	Waking the Canoe	Red Cedar Hall	15
May 2024 - Jun 2024	Cedar Harvests	Indian Island Naval Base	4-15
May 2024 - Jul 2024	Canoe Pulling Practices (12 practices per month)	John Wayne Marina	10-16
June 2024	Gather from the Sea Harvest Weekend	Salt Creek and Freshwater Bay, WA	15
Jun 2024 - Sept 2024	Open Community Volunteer Day	JST Community Garden	3-8
July 2024	Canoe Journey Hosting Day 1	Fort Worden, Port Townsend	1200
	Canoe Journey Hosting Day 2	Jamestown Beach	1200
Aug 2024	Rest Month		
Sept 2024	Canoe Resting Ceremony	Red Cedar Hall	31
	Return of the Salmon Ceremony	Jamestown Beach	32

# PARTNERSHIPS WITH OTHER TRIBES OR TRIBAL ORGANIZATIONS

Month(s)	Community Partner	Project	Culture Department Involvement
April 2024	NW Portland Area Indian Health Board	Tribal Delegates Quarterly Meeting (hosted by Jamestown)	Provide a meal with traditional foods, overview presentation of traditional foods program
Apr 2024 - Jun 2024, Aug 2024	Lower Elwha Klallam, Port Gamble S'Klallam	Klallam Language Board Meetings	Provide three members to language board to review teacher certifications
May 2024	Swinomish	Intertribal Camas Bake	Learn traditional camas harvest and baking, teach JST community members
Jun 2024	Port Gamble S'Klallam	Youth Potlatch	Coordinate with Youth Program to attend, provide gifts to Port Gamble for hosting

# PARTNERSHIPS WITH OTHER TRIBES OR TRIBAL ORGANIZATIONS

The Culture Department has been able to partner with other JST Departments and Enterprises on very interesting projects throughout the year! With all the areas and governments Jamestown is involved in, we are grateful to have other Departments as partners to address everything that is important to the Tribe! Here are samples of those projects:

JST Department	Project	Culture Department Involvement	Month Completed
Dungeness River Nature Center	Wayfinding Trail Signs (two-year project)	Provide historical, cultural, and S'Klallam language input for the trail signs	Oct 2024
Jamestown Healing Clinic	Blessing of Mobile Medication Unit	Provide singers and ceremony for new service	March 2024
Tribal Historic Preservation Officer (THPO)	JST Library Cultural Exhibit	Provide historical, cultural, and language input into text panels and photos	Jan 2024 (three-year project)
	Tamanowas Rock Maintenance and Education	Provide input into trail signage, partnership with THPO for small group educational tours	May 2024, Jun 2024, Jul 2024

JST Department	Project	Culture Department Involvement	Month Completed
Tribal Historic Preservation Officer (THPO), continued	Repatriations of ancestral human remains and sacred objects back to Jamestown	Meet with parties to bring objects back home: Whitman College, UW Burke Museum, Princeton University, State of WA	June 2024 (Olympia) August 2024 (Virtual) Sept 2024 (Whitman) Sept 2024 (Olympia)
	Annual Monitoring Visit with U.S. Department of Energy	Visit old village site areas to determine status of cultural resources	Aug 2024
	Pederson Property Nearshore Restoration Project	Work with North Olympic Salmon Coalition to review their property for cultural resources and shoreline restoration plan	Aug 2024, Sept 2024
	JST Library Prime Time Reading Family Groups	Provide language speakers for teaching basic words to families that match book themes	Sept 2024
Social & Community Services	SCS and CD Family Dinner	Provide traditional foods side, dessert, and drink	Jan 2024, Feb 2024
	Spring Break Youth Culture Day	Provide a cultural craft activity station	Apr 2024
	JST Descendant Adoption Ceremony	Provide singers and gifts for family	May 2024
	SCS Swag with S'Klallam Language	Provide design for notebooks, bags, pens, and folders with S'Klallam language for client services	June 2024
	Annual Elders Luncheon	Provide singers for opening the event, provide raffle basket	Sept 2024
Administration	General Citizenship Meetings	Provide singers and prayer for meeting	Mar 2024, Sept 2024
Administration	JST and US Fish & Wildlife Co-Management Agreement Celebration	Provide and singers	Aug 2024
Jamestown Seafood	JST Seafood Website Update	Provide S'Klallam names for traditional seafoods	April 2024

# PROJECTS AT THE LOCAL, REGIONAL, STATE AND FEDERAL LEVELS

The Culture Department, in partnership with other JST Departments, also participates in projects outside of the Tribe. This list gives a sample of the types of projects that have required our formal input.

Area	Name of Agency	Project/Policy	Involvement
National	International World Intellectual Property Organization	International protections of tribal sovereignty through intellectual property, and copyright protections	Provide formal input on how Jamestown's intellectual property can be protected
	U.S. Bureau of Land Management	San Juan Island National Monument	Provide formal input into making the San Juan Island National Park into a National Monument and protecting cultural resources
	Olympic National Forest	Tribal Relations Plan Memorandum of Understanding	Provide formal input in meetings and in writing
	San Juan National Historic Park	National Historic Registry process for the area (tribal cultural resources).	Provide formal input into making the San Juan Island National Park a nation historic area, and protection of cultural resources
State	WA Parks	Renaming Marrowstone Bridge and the Passage (Marrowstone, WA)	Provide formal input for new name options of the bridge, including the S'Klallam name for the area
Local	Seabrook	Development at John Wayne Marina	Provide cultural and historical input into development plans to avoid cultural degradation
	Jefferson County Historical Society	New S'Klallam/Klallam exhibit designs	Provide historical, cultural, and language input for text panels and photos in new exhibit spaces
	Olympic Peninsula Tourism	Tourism Plan	Provide input into tourism plans that respect tribal sacred sites

# **SIGNIFICANT ACCOMPLISHMENTS:**

- Became a Culture Department on December 1, 2023, with seven permanent staff positions.
- Traditional Foods staff salaries, events and activities are 100% grant funded with grants from U.S. Centers for Disease Control and NW Portland Area Indian Health Board. We have been awarded two grant cycles in a row, and an extra \$50,000 to focus on traditional foods and substance use recovery. The Tribal Council has provided buffer funding for unanticipated needs.
- Culture Program staff salaries, events, and activities are 100% funded by tribal funds, with one grant providing extra support for language revitalization.
- We facilitated at least 30 different events by September 30th.
- Awarded the Washington Arts Commission Tribal grant for \$24,600 (\$6,600 more than applied for).
- Four new certified language teachers: Mackenzie Grinnell (Prince), Emma Barrell (Johnson), Mary Norton (Reyes), and Timothy O'Connell III (Cook).
- 94 requests for Culture Department input were received from various parties, from other JST Departments to outside organizations; 82 requests were fulfilled. Denials of requests were due to schedule conflicts, or lack of connection to the Tribe's mission or vision. The common themes were:
  - Research requests for historical information
  - Overview presentations of the Tribe's history, culture, and programs
  - Provide welcoming and/or blessings for events
  - Provide input into land acknowledgment statements
  - Tours of JST campus and properties
  - Provide S'Klallam language, historical, and cultural information for written materials
  - Provide coordination of singers and ceremony for JST events
  - Provide cultural consultation to other JST Departments
  - Provide input into formal plans of local entities that affect tribal lands.

# PROVIDING CULTURAL EDUCATION PRESENTATIONS AND TRAININGS:

The Tribe provides educational training to community members, organizations, local governments, and state governments. Jamestown is known for reaching out in partnership and provides these trainings at no charge as a symbol of goodwill and ongoing friendship. Trainings provided by the Culture Department, in partnership with other JST Departments (such as Social & Community Services, Natural Resources, and Tribal Historic Preservation Officer) during the months of FY2024 include:

Organization Receiving Presentation/Training	Topic
WA Office of Native Education, Olympic Peninsula School Districts	Since Time Immemorial Training: Jamestown History, Traditional Foods Curriculum
Aquaculture America Conference	Ancient Tribal Aquaculture Informing Contemporary Tribal Operations
The Evergreen State College Tribal Masters in Public Administration Program	Overview of Tribal Sovereignty
Port Townsend Connectivity Fair	Local Area History and Tribal Relations

Organization Receiving Presentation/Training	Topic
Affiliated Tribes of NW Indians Climate Change Conference	Climate Change Efforts at Jamestown
U.S. Treasury	Jamestown Tribal History, Climate Change Efforts
Northwest Portland Area Indian Health Board	Overview of Jamestown history and Traditional Foods Program
Marine Technology Society/Pacific NW National Laboratory	Tribal Connection to the Land, Indigenous Marine Tools and Contemporary Tribal Marine Operations
WA Native Plant Society	Overview of Jamestown Traditional Foods and Plant Relations
Olympic Unitarian Universalist Fellowship	Overview of Jamestown Traditional Foods and Plant Relations
Office of Community Services, Administration for Children and Families, U.S. Department of Health and Human Services	The Importance of Your Presence and Time from the Tribal Perspective
Port Townsend School District	Overview of Tribal Sovereignty and Local History
Pacific Northwest Indigenous Aquaculture Summit	Ancient Tribal Aquaculture Informing Contemporary Tribal Operations
Pacific Coast Shellfish Growers Association Conference	Ancient Tribal Aquaculture Informing Contemporary Tribal Operations
Olympic Paddlers Association	Overview of Canoe Journey
Olympic National Park	Prairie Restoration Efforts at Jamestown
Olympic Peninsula Academy (Sequim)	Storytelling and Cultural Education for Thanksgiving
NW Maritime Center (Port Townsend)	Bring trailered canoe to Wooden Boat Festival, provide education on Canoe Journey
San Juan Islands Agricultural Summit	Traditional Foodways
Sunfield School	Overview of Tamanowas Rock
Friends of Fort Flagler	Overview of Canoe Journey

Thank you to all who volunteer, participate, and/or support. Our Tribal Families play a sacred role in making sure our traditional values and knowledge pass on to the next generations!



A variety of Gratitude Foods at the 2024 First Foods event.



Robin Didrickson enjoys the 2024 Weavers Weekend.



Jamestown S'Klallam, Port Gamble S'Klallam and Lower Elwha Klallam gather at the Port Townsend landing site during the 2024 Canoe Journey.



Morgan Snell during the 2024 Cedar Harvest.



Jamestown Pullers take part in the 2024 Mini Canoe Journey's passage through Marrowstone Island.



Gloria Smith, Rochelle Blankenship, and Eli Smith enjoy the First Foods event.



Barb and Allan Lickiss take part in the Cedar Harvest.



Ryker Holden looks over a culinary feast during the 2024 Gather and Cook event.

# **OTHER TRIBAL PROGRAMS AND SERVICES**

### Return of Cultural Items and Ancestral Remains

The Tribal Historic Preservation Officer (THPO) and Culture Department successfully completed two repatriations under the Native American Graves Protection and Repatriation Act in FY2024. A rattle used in ceremonies made by Robert Collier was repatriated from the Burke Museum in Seattle, and is now housed at the Jamestown S'Klallam Archives and Collections.

Additionally, an on-going repatriation process beginning in the mid-1990s for ancestral remains and funerary objects, previously housed at Whitman College in Walla Walla, has officially been completed. These remains and funerary objects were buried in Jamestown Cemetery on November 5th, 2024. The THPO continues consultation with Whitman College to discuss the repatriation of several sacred objects they still have in their possession.

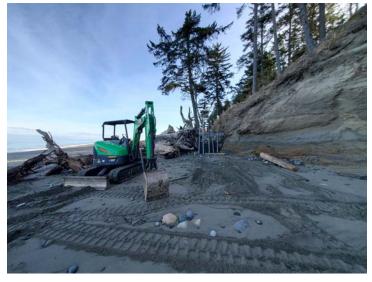
Five ancestral individuals were repatriated in FY2024 from the Department of Archaeology and Historic Preservation pursuant to RCW 68.50.645. These individuals were inadvertently discovered from several locations within the JST Usual and Accustomed Territory, including Sequim Bay, Discovery Bay, and Port Townsend. These ancestral remains were buried at the Jamestown Cemetery on September 17th and November 5th, 2024.

### **Archives and Collections**

The THPO and Library staff worked together to digitize our physical audiovisual materials housed in the Jamestown S'Klallam Archives and Collections and create physical copies of our born digital materials

as part of a Washington Digital Heritage Grant. A total of 49 VHS tapes and 63 audio cassette tapes were digitized by Jimmy Hall using inhouse equipment. 154 born digital videos and oral histories were copied onto physical CD by Brandon Taft, and 13 items were sent out to Media Preserve, a professional digitization company. In addition to the audiovisual items, three bankers' boxes of archival documents were scanned and digitized by Jimmy Hall.

The Library and THPO staff visited the Northwest Branch of the State Archives in Bellingham in June 2024, to view archival records pertaining to JST as well as the original land deeds from the Jamestown purchase. As a result of the visit, a virtual exhibit on the House of Seven Generations Online Museum was created to highlight these historic documents. See this new exhibit at www.tribalmuseum.



Staff from the Tribal Historic Preservation Office monitor an emergency repair of an eroded trail/trash receptacle platform at the Dungeness National Wildlife Refuge.

jamestowntribe.org/hsg/exhibits/Jamestownlanddeeds/exb JSTdeeds.php.

Tayona Heller and Eli Smith worked to compile S'Klallam/Klallam place names for important cultural locations from various historic documents and ethnographic sources as part of the Protecting Native Places Grant. These place names and corresponding locations were entered into an excel spreadsheet and will later be added to an interactive map for the THPO to reference while reviewing local projects for impacts to cultural resources. A total of 661 places were recorded as a result of this grant work.

Jimmy Hall, previously Archival Technician, has taken on the position of Tribal Collections, Archives,

and Exhibition Coordinator. This position is responsible for the day-to-day management, supervision, and curation of the Jamestown S'Klallam Archives and Collections. If you have any questions regarding the Archives and Collections, please contact Jimmy Hall at 360-681-6325 or jhall@jamestowntribe.org.

# **Jamestown Cemetery**

The THPO continues to manage the Jamestown Cemetery including assisting with burials and internments as well as documenting burial and columbarium reservation applications and assisting with burial planning. Two burial reservation applications were submitted in 2024. Six columbarium applications were received in 2024. Ten burials were conducted at the Jamestown Cemetery in FY2024, seven of which were repatriated ancestral remains and/or funerary objects. If you have any questions on the reservation process or need assistance with your burial planning, please contact Allie



Tayona Heller (left), Merle Holden (Prince Family, right), and Eli Smith utilize the 'Do No Harm' method to clean headstones at Jamestown Cemetery.

Taylor at 360-681-4638 or ataylor@jamestowntribe.org.

Jamestown Tribal Citizens and Staff volunteers conducted an annual cleaning of grave markers as the Jamestown Cemetery utilizing the "Do No Harm" method. Permission from family members was given prior to the cleaning of grave markers. A total of 16 markers were cleaned at the Jamestown Cemetery.

# **NATURAL RESOURCES**

### **Fisheries Management:**

The Natural Resources (NR) Department Fisheries Program is responsible for managing the Tribe's fisheries resources and assuring sustained fish and shellfish harvest opportunities for tribal citizens. Fisheries Program staff engage in harvest negotiations and assist with biological assessments, enhancement and protection of the fishery resources in the Tribe's treaty area. These are some Fisheries Program highlights over the past year:

**Salmon:** Staff participated in the annual North of Falcon and Pacific Fisheries Management Council (PFMC) meetings to negotiate a co-manager salmon fishing agreement for the 2024 salmon season. Additionally, the NR Department secured a \$1.98 million grant through the Inflation Reduction Act



Natural Resources staff and Washington Conservation Corps crews set up a rock dam (left) and aquadam to assist fish passage in the Dungeness River.

for Dungeness Summer Chum supplementation through 2031 and much needed upgrades to Dungeness Hatchery infrastructure.



A Chinook salmon is pictured with an acoustic tag.

NR staff monitored JST salmon fisheries to collect biological data for harvest management. Spawner surveys were conducted for returning adult steelhead, coho and fall chum salmon to assess the spawning adult salmonid returns to the river. An estimated 512 natural origin coho and 223 fall chum returned to the Dungeness River in fall of 2023, and an estimated 403 steelhead returned to the river in spring of 2024. Genetic samples and scales were collected from adult steelhead for age analysis, development of genetic baseline for Dungeness and compliance with NOAA's Hatchery Genetic Management Plan. Additionally, NR staff set up smolt traps on five streams: Siebert Creek, McDonald Creek, Matriotti Creek, Bell Creek and Jimmycomelately Creek, from April through June to estimate out-migrating juvenile salmon and generate return forecasts for future years.

The NR Department also led a Chinook acoustic tagging project with assistance from WDFW, Wild Salmon Center and volunteers. Twenty-four Chinook salmon were tagged below the Schoolhouse Bridge and 12 acoustic receivers were placed along the Dungeness River to track their movement during low summer flow. Staff, with assistance from a Washington Conservation Corps crew and volunteers, performed riffle modifications in the Dungeness River to assist Chinook, and other salmon, migrate to their spawning grounds during low flow related to habitat degradation and drought conditions. NR staff worked with WDFW to sample juvenile Chinook salmon for toxic chemicals through beach seine net sampling in the Dungeness River and Bay.

Crab: The NR Department wrapped up their fifth year of larval crab sampling in Sequim Bay and staff

contributed 170 hours from April – August to check and maintain the Sequim Bay larval crab light trap. Staff served on the Pacific Northwest Crab Research Group's adult crab survey and light trap technical workgroups to assess adult crab abundance and larval crab distributions in the region. Dungeness crab hardness testing in the Strait of Juan de Fuca occurred in June to avoid fishing pressure on soft crab and staff submitted a BIA Climate Resilience grant to develop a population assessment and evaluate the period of peak crab molt in management area 3-2 (Sequim/Dungeness). NR staff participated in derelict fishing gear removal in Sequim and Discovery Bays to help restore bottom habitat and educate collaborators about tribal fishing practices/regulations.



Shellfish Manager Liz Tobin and Natural Resources technician Jarrett Burns process sea cucumbers at John Wayne Marina.

**Sea Cucumber:** Staff collected sea cucumbers monthly in Admiralty Inlet to better understand timing of spawning. Sea cucumbers collected by SCUBA were processed at the dock to obtain measurements of size and fecundity (potential to reproduce). Data will contribute to a Puget Sound wide study by co-managers to inform the timing of the commercial sea cucumber fishery to avoid harvest during peak spawning.

**Halibut:** The International Panel of Halibut Commissioners (IPHC) annual stock assessment shows Pacific halibut biomass is declining through their range. However, area 2A (WA, OR and CA) has been relatively stable and maintained a Total Allowable Catch of 1.65 million lbs., of which tribal allocation was 493,195

lbs. in 2024. Staff participated in the Annual International Pacific Halibut Commission Meeting in Anchorage to secure the Tribal Halibut Quota for 2024 and monitored the JST halibut fishery to collect biological and harvest data.

Geoduck: In January 2024, Washington State
Legislature passed a bill (1297) to "investigate
opportunities to reduce negative impacts to
tribal treaty and state geoduck harvest and
promote long-term opportunities to expand or
sustain geoduck harvest." NR staff, alongside NR
committee members Josh Chapman and Cody
Holden, participated in regular meetings with
the Geoduck Task Force, and contributed to the
Population Enhancement and Harvest Restrictions
technical subgroups to support the goals and
recommendations of the Task Force. In support of
JST geoduck harvest, staff completed year-round



Work crews place shells from barge on Blyn tidelands for Olympia oyster habitat restoration.

monitoring of the geoduck fishery in Strait of Juan de Fuca, Hood Canal, and North Central Puget Sound, organized diver safety drills and trainings, including a Safety at Sea course, and completed an eelgrass



Above: Shellfish biologist Devynn Gately is pictured with live Dungeness Crab found in a derelict crab pot. At left: Derelict pots are removed from Discovery Bay.

survey at the Protection Island tract which opened more areas for harvest while ensuring protection of critical eelgrass habitat.

Intertidal: Completing annual intertidal surveys is no small task. Each year, staff survey Olympia oysters, clam populations and eelgrass on JST tidelands and co-managed beaches. This year NR staff conduced clam biomass assessments on Blyn, Indian Island, and Quilcene beaches, as well as eelgrass delineation on the Tribe's oyster farm lease in Dungeness Bay. In collaboration with and funding through the Clallam Marine Resources Committee, restoration of the native Olympia oyster continues in Sequim Bay. This spring, 160 cubic yards of shell was spread across the tideland as habitat for future Olympia Oysters. The three restoration sites on JST tidelands were surveyed for abundance and new recruitment of naturally settled Olympia oysters were identified at all three sites. NR worked with Jamestown Seafood to produce 350,000 Olympia oyster seeds to be out-planted on JST tidelands to further supplement the population.

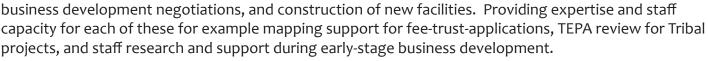
**Shellfish Co-Management:** Year-round staff participate in weekly technical and/or policy meetings with Puget Sound Treaty Tribes and WDFW to establish quotas and finalize harvest management plans for eight shellfish fisheries across 26 management areas. In response to tribal concerns over how the State estimates their recreational harvest numbers for crab and shrimp, NR staff have been involved in monthly technical workgroups to evaluate the State's recreational catch accounting methods and provide suggestions for improvement. Recommendations provided by NR staff for heightened shrimp creeling at John Wayne Marina ultimately improved the State's effort and harvest estimates and resulted in a shortened recreational spot shrimp fishery in the Eastern Straits compared to prior years.

### **Climate and Energy**

- State and federal funding allowed staff to work on climate and clean energy projects.
- Attended the Affiliated Tribes of Northwest Indians (ATNI) Tribal Climate Camp at Corbit, Oregon. Tribes from all around the western U.S. and Alaska attended and left better prepared to help their communities adapt to and mitigate climate change.
- The Tribe now has 31 electric vehicle chargers at 7 locations and is working to add chargers at additional locations. The Tribal fleet now includes three fully electric vehicles and three plug-in hybrid vehicles, and we observe more and more Tribal staff driving electric and hybrid vehicles.
- Worked with University of Washington's Clean Energy Institute students to support the electrical staff at 7 Cedars Resort to identify and address power quality issues at the Casino. Poor power quality (fluctuations in voltage and frequence) can and have caused equipment damage.
- Co-developing with SCS/Housing Program a Healthy Housing initiative to identify and address problems within the existing Tribal rental housing and to reduce energy costs for residents.
- Collaborating with the Administration Department to design a new Natural Resource building that will incorporate solar, battery, and electric vehicle charging technology, with approximately \$4,000,000 BIA grant support.

### **Environmental Planning Program**

• As the Tribe continues to expand Tribal services, its government facilities, grow its land base and expand its business opportunities, program staff play important support roles in land acquisition, fee-to-trust applications, new



- Environmental review: Jamestown staff track and comment on land use actions that could affect tribal resources. Here are a couple of examples of tribal and non-tribal projects that Natural Resources review and comment influenced: NR staff assisted with a wetland mitigation strategy to facilitate expansion of the driving range facilities at CAD. NR staff worked with a local developer and Clallam County to increase buffer protections to be protective of Matriotti creek where it will pass through a new housing development. Tribal engagement assured a 127-foot buffer (site potential tree height) of varying native plant/tree species, adding supplemental spawning gravels to the creek bed, invasive control plan to remove and prevent canarygrass, blackberry etc., and adding large wood throughout the reach.
- Water quality monitoring of surface waters throughout Sequim/Dungeness watershed and ongoing monitoring of Sequim Bay biotoxin levels.



Teresa Lehman and Jenna Ziogas share JST Healthy Housing Project elements at ATNI Tribal Climate Camp 2024.



Environmental Planning Specialist Jenna Ziogas (left) talks with a community member at Stream Fest.

# GOAL: EXPAND LAND BASE AND INFRASTRUCTURE



Tribal Council members celebrate with a blessing ceremony and ribbon-cutting ceremony for the opening of the new Tribal Library on February 24th. Pictured, from left, are Council Treasurer Theresa Lehman, Tribal Vice-Chairwoman Loni Greninger, Tribal Chairman W. Ron Allen, and Tribal Secretary Rochelle Blankenship.

# Heralding the return of Heron Hall

The Jamestown Tribal Library and Cultural Exhibit.



The Jamestown Tribal Library and Cultural Exhibit (Heron Hall) reopened to the public at a Grand Opening Celebration on February 24, 2024.

The library now has a dedicated exhibit space, a small theater, a children's area, and many books for the Tribal community to browse and check out.

One visitor's favorite part of the exhibit was "reading the information on the wall displays.

"Ancestors stories show the tribe as a living, breathing entity."

— From visitor survey

It tells a story through words and images. The Seven Brother's display stood out. The timelines were informative. Seeing the photographs of the people, the treaties, & signatures was impactful."



Interior of the new Jamestown S'Klallam Tribal Library, featuring wall décor by Jamestown Tribal staff, Shawn Gallacci (Chubby Family), Brandon Patzer (Prince Family) and Josh Carver (Johnson Family).



The library has added new physical library cards and continues to add new books, videos, and digital resources.

Since re-opening, the library has seen more than 4,500 visitors from more than a dozen countries and 30 U.S. states (see box).

In 2024, the library hosted Indigenous author Sasha LaPointe, two Learning Our Landscape programs, and most recently offered an early literacy Prime Time Family Reading Program for elementary youth and their families.



Above: Library staff join Sasha taq "šəblu LaPointe (third from right) at the author's April 20, 2024 presentation. From left: library assistant Tayona Heller (Prince family); library technician/web manager Brandon Taft (Blackfeet); library assistant Eli Smith (Cook Kardonsky Family); Sara Peté, Community Outreach Librarian and Washington Center for the Book Director-Washington State Library; LaPointe (Nooksack/Upper Skagit); Tribal Librarian Cheryl Martin and library assistant Lusa Langski.

From left: New Tribal Librarian Cheryl Martin, Tribal Chairman and CEO Ron Allen (Allen Family) and retiring Tribal Librarian Bonnie Roos celebrate the library's grand opening.



At left, Loni Greninger (Prince Family), Vice-Chairwoman and Cultural Director, shares a moment with Tribal Elder Celeste Dybeck (Cook/Kardonsky family) at the library's grand opening.

# Visitors from afar

Since re-opening in February, the library has seen more than 4,500 visitors from 15 countries, 30 U.S. states, as well as Washington D.C., the U.S. Virgin Islands and Puerto Rico.

Along with U.S. residents, visitors have come from Brazil, Canada, Columbia, Denmark, Germany, Iceland, Ireland, Italy, Mexico, Netherlands, New Zealand, Poland, Sweden and Taiwan.

# **CONSTRUCTION PROJECTS**

# Administration Building Mailroom Entrance and Playground/Veterans Memorial Access



In FY2024, the Administration Building remodel on the North Campus was completed. There is a new entrance with dedicated access to the mailroom which makes delivering packages easier and less disruptive to staff working down the hall. The upstairs offices now have a staircase and balcony, and the downstairs offices have improved vehicle and pedestrian access which also serves the new playground and the Veterans Memorial Park. This completes the exterior remodel that began in 2023.

# New Section Added to the Olympic Discovery Trail

On October 12th, 2023, Jamestown Tribal Council, Jamestown Citizens and staff, local government officials, community partners and local contractors held a brief ribbon cutting ceremony to formally open the newest piece of the Olympic Discovery Trail (ODT) just east of Blyn.

The new ODT segment replaced an overgrown dirt path with an open and accessible paved trail utilizing the old railroad grade from the end of



Jamestown Tribal Council members (Vice-Chairwoman Loni Greninger, Chairman Ron Allen and Dana Ward) cut a ceremonial ribbon opening a new section of the Olympic Discovery Trail in October 2023.

Old Blyn Highway east to Pierce Road. The new .64-mile segment of trail includes trailhead parking where Old Blyn Highway meets U.S. Highway 101.

Jamestown has been a longstanding partner and supporter of the ODT and is excited to have another section of trail completed on Tribal lands. The 135-mile ODT intersects the Tribal Government Campus in Blyn and the Tribe's Dungeness River Nature Center located just west of Sequim. The Tribe is incredibly thankful for all of the project partners who made this possible.



Newly constructed section of the Olympic Discovery Trail, with native wildflowers in bloom.

# **Sequim Little League Field Improvements**

The Tribe helped with upgrades at the Sequim Little League fields located at 124 W. Silberhorn Road. There are five ball fields in the park that support Little League baseball and over the years the gravel lot became riddled with potholes and puddles.

We know many youths in our community either have played or are playing on these fields now. Upgrades include added parking, improvements to the stormwater system, sidewalks, and parking area



lighting. The Jamestown Tribe and 7 Cedars Resort make many contributions to our local community as part of our 7 Cedars Community Contribution commitment, this project is a great example of giving back.



# **North & South Campus Signs**

New signage designed by our very own House of Myths helps direct visitors to where they need to go at the Tribal center.

The new signs are made of lasting materials and replace older wooden signs that were becoming weathered and can be found throughout the North campus and South Campus.

### Jamestown Beach Pavilion & Kitchen

The new kitchen building located at the Jamestown Beach Pavilion was completed just in time for the 2024 Annual Tribal



picnic. The new kitchen includes commercial cooking/ warming equipment, cold storage, ice machine,

dish washing station, and food preparation area. The kitchen is a major step forward in making Jamestown Beach as functional as possible in preparation for the 2025 Canoe Landing and other Tribal events.



Tribal Elders (from left) Pat Adams (Hall/Adams Family), his wife Patsy and Janet Duncan (Ellis/Becker Family) enjoy the 2024 Annual Tribal picnic at the new kitchen building at the Jamestown Beach Pavilion.

# **PROPERTY ACQUISITION**

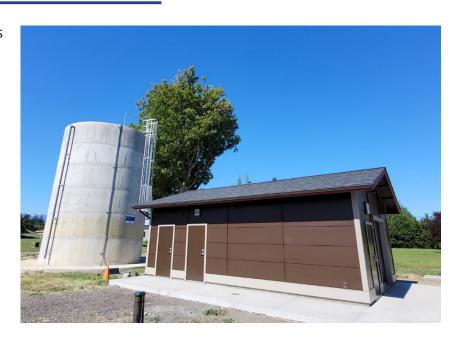
The Jamestown S'Klallam Tribe continues to reacquire portions of the ancestral S'Klallam homelands on the North Olympic Peninsula. It is important for the Tribe to have a sufficient land base to exercise our Tribal sovereignty. When appropriate, the Tribe places land into trust which gives the Tribe 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 leadership to facilitate acquisition.

The Tribe owns land in Blyn, Miller Peninsula, Jamestown Beach, Sequim, Carlsborg, Port Angeles, along the Dungeness River and throughout Clallam and Jefferson Counties. The Tribe's land base has grown to nearly 1,800 acres (841.7 acres of Trust; 269.3 acres of Reservation; and 681.54 acres of Fee land).

See map, pages 62-63.

# **PHYSICAL INFRASTRUCTURE**

The Tribe's Water/Wastewater Operations oversee public water systems in Blyn, Mt. Vista (The Cedars at Dungeness), Jamestown Beach, Dungeness River Nature Center, Dungeness National Wildlife Refuge, and the new Salish Trails campground. In addition to the public water systems, the Tribe also maintains numerous private wells that serve individual households. Most of the wastewater from the Blyn area is sent to the City of Sequim's facility where the wastewater is reclaimed to the highest standard. Treating our wastewater helps protect the health of Sequim Bay and surrounding waters. The Jamestown Facilities crew is responsible



for maintaining approximately 110,000 square feet of Tribal buildings/office space (24 buildings), which includes cleaning, painting, repairs, servicing HVAC systems, plumbing, fixtures and other furnishings.

The Jamestown S'Klallam Tribe named brothers Wally and Walt Norton the Volunteer of the Year and presented each with their own award, bestowed due to their continuous generosity and dedication to the Jamestown Tribal Community. On August 10, at the Tribe's annual picnic, Wally and Walt were announced as the awardees. Wally was out of town, so Walter accepted the award in his place.



# **USE OF TECHNOLOGY**

Information technology (IT) departments primarily focus on the technical aspects of computing, including hardware, software, networks, and technical support. That scope often focused more on the day-to-day operations and maintenance of technology systems. Responsibilities included managing and maintaining technology infrastructure such as servers, workstations, and networking equipment, and troubleshooting technical issues, implementing security measures, and ensuring systems are running smoothly. Staff are generally responsible for installing and configuring hardware and software, managing user accounts and permissions, providing technical support, and performing system updates and backups.

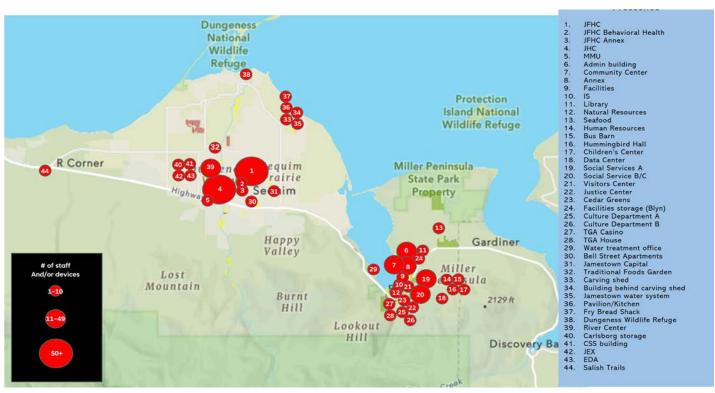
In addition to the tasks of an IT department, the Jamestown S'Klallam Tribe's Information Systems (IS) Department has broadened its focus on the alignment of technology with business processes and strategic goals, including systems design and implementation. It now encompasses not only the technical aspects but also the strategic and managerial aspects of information systems.

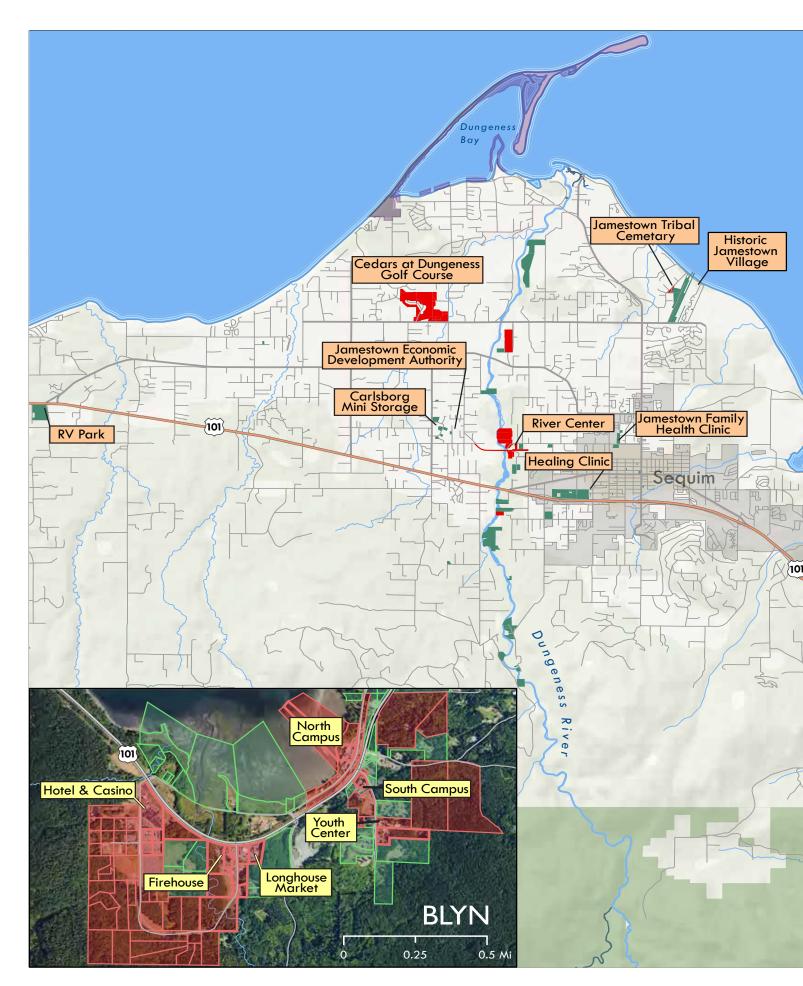
The IS Department's responsibilities now include planning and implementing information

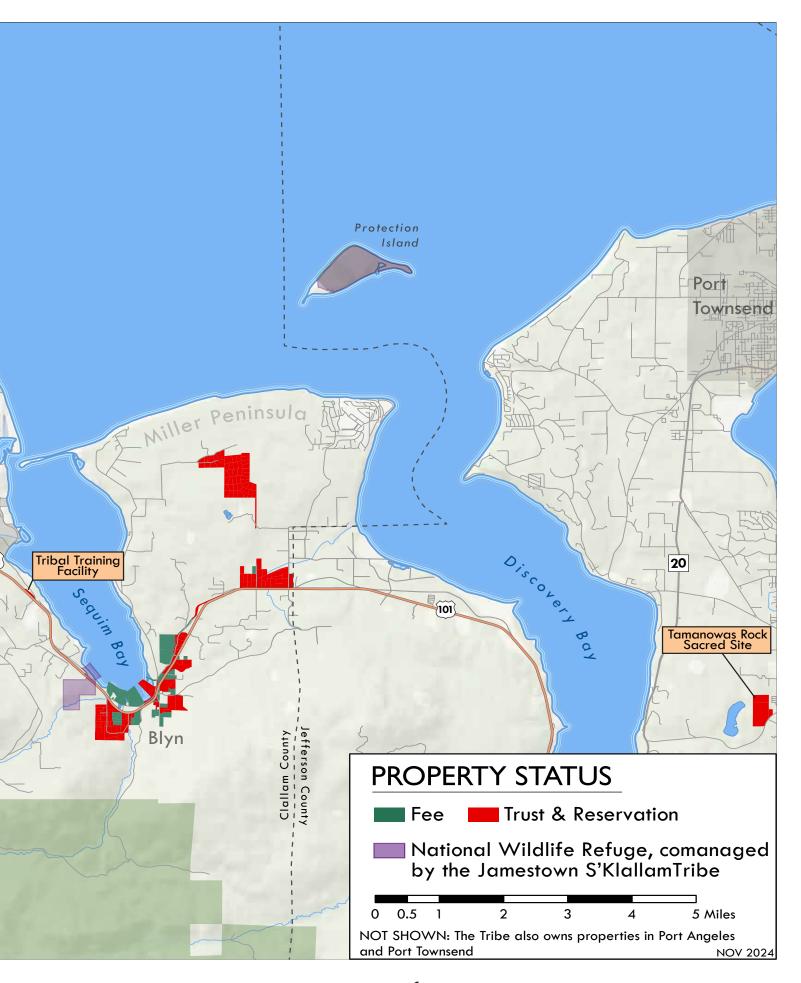
Information Systems Departme	ent Metrics
JST network presence	31-44
Endpoints (+ additional # weekly)	585-675
Supported staff	406-470
Remote work supported staff	171-200+
Security Cameras (+ 60 additional with E&T)	207-260
Telephone extensions	460
Mobile telephones and hotspots	130
Telephone systems	3

systems that support business processes and goals; this can include developing and managing enterprise systems, analyzing business needs, and integrating technology solutions with business strategies.

IS staffers design and implement information systems, oversee system development projects, manage data and information flow within the organization, and align technology with business objectives.







# FINANCIAL OVERVIEW

The Tribe continued to grow financially in some areas and remain consistent in all other areas in the Fiscal Year 2024 (FY24), with revenue expanding through increased health-related revenues, grants, and additional dividends from 7 Cedars Resort.

Budget spending grew in personnel costs and services to tribal citizens. Personnel costs remain the Tribe's largest expenditure, though increases in FY24 were lower than previous year because of fewer new job openings. The Tribe also purchased numerous properties during the fiscal year for use in housing (including Elder housing), conservation, and economic development programs.

The Accounting Department continued to see some personnel changes with the retirement of Charlene Dick and Bobbi Kallappa. These were both long-term employees, with Charlene retiring after almost 42 years with the Tribe and Bobbi about 12 years. Both will be greatly missed. By the end of the fiscal year, Accounting was back to full staffing and processes and procedures were being updated based on staff experience and expertise.

Important topics the Finance Department continues to focus on for Tribal Citizens include a state sales tax, and a hoped-for exemption for non-reservation tribes so that goods purchased by tribal citizens are not included in a state sales tax.

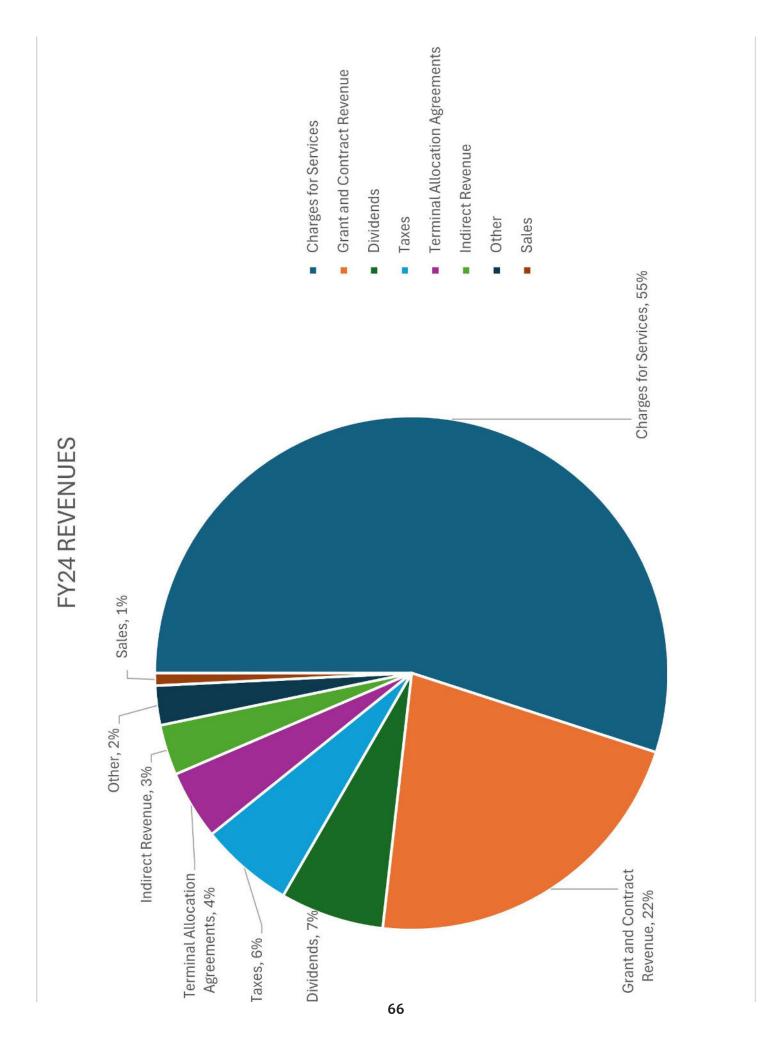
Other projects the department is working on include:

- Final regulations regarding the General Welfare Exclusion and making sure Tribe programs (Elder gifts, for example) continue to be exempt from federal income taxes.
- Efforts to get the Social Security Administration to set similar rules around assistance provided to citizens and not having those benefits affect a citizen's social security benefits.
- Work with Internal Revenue Service to after more than 25 years finalize regulations regarding income tax exemptions for tribal businesses.

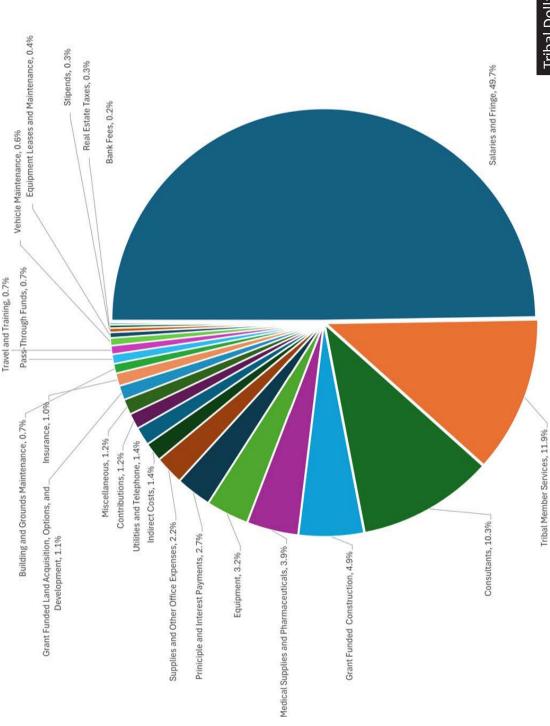
Financial statements are included in this report, as well as revenue/expenditure charts. These statements and charts are prepared consistent with prior years and show tribal citizen assistance and services which not only include direct services to tribal citizen (Elder gifts, LIHEAP payments, etc.) but also costs of programs that provide a direct benefit to tribal citizens (such as Elders programs, youth programs).

Revenues	Business Activity	Federal-State- Local Funding	Tribal Dollars	Total
Grant, Contract Revenue	\$100,000	\$18,633,437	\$845	\$18,734,282
Indirect Revenue	-	-	\$2,731,240	\$2,731,241
Dividends	-	-	\$5,610,000	\$5,610,000
Terminal Allocation Agreements	-	-	\$3,733,176	\$3,733,176
Taxes	-	-	\$5,041,932	\$5,041,932
Charges for Services/340B	\$47,224,427	-	-	\$47,224,427
Sales	-	-	\$672,411	\$672,411
Other	-	\$142,462	\$1,987,755	\$2,130,217
Total Revenues	\$47,324,427	\$18,775,899	\$19,777,359	\$85,877,685

Expenditures	Business Activity	Federal-State-Local Funding	Tribal Dollars	Total
Salaries and Fringe	\$20,676,924	\$6,772,458	\$8,233,467	\$35,682,849
Travel, Training	\$91,197	\$174,723	\$228,484	\$494,404
Office Expenses	\$536,806	\$480,211	\$787,631	\$1,804,648
Rent	\$60,018	\$8,732	\$34,276	\$103,026
Utilities, Telephone	\$192,844	\$88,710	\$706,936	\$988,489
Consultants	\$2,647,973	\$1,402,497	\$2,844,887	\$6,895,357
Equipment	\$393,851	\$843,306	\$1,106,414	\$2,343,572
Equipment Leases, Maintenance	\$42,214	\$87,262	\$176,917	\$306,393
Insurance	\$244,964	\$29,628	\$396,075	\$670,667
Contributions	\$9,110	-	\$776,674	\$785,784
Principle, Interest Payments	\$1,032,761	-	\$752,215	\$1,784,976
Bank Fees	\$59,685	-	\$46,331	\$106,016
Pass-Through Funds	-	\$406,506	\$65,596	\$472,102
Housing	-	\$105,723	\$180,602	\$286,325
Grant-Funded Land Acquisition, Options, Development	-	\$738,869	-	\$738,869
Real Estate Taxes	-	\$6,945	\$165,408	\$172,353
Grant Funded Construction	\$9,812	\$3,355,634	-	\$3,356,616
Building, Grounds Maintenance	\$243,289	\$181,033	\$235,177	\$659,499
Vehicle Maintenance	\$134,329	\$112,882	\$190,913	\$438,124
Tribal Member Services	-	\$521,812	\$67,559	\$589,371
Managed Care Expenses	\$395,187	\$522,640	\$246,107	\$1,163,934
Stipends	\$5,550	\$16,345	\$207,410	\$229,305
Purchases	-	-	\$3,353	\$3,353
Medical Supplies, Pharmaceuticals	\$2,562,901	\$6,816	-	\$2,569,718
Miscellaneous	\$220,798	\$136,363	\$414,066	\$771 <b>,</b> 227
Indirect Costs	-	\$2,678,809	-	\$2,678,809
Total Expenditures	\$29,551,382	\$18,677,907	\$17,866,497	\$66,095,786
Excess Operating Revenues Over Expenditures	\$17,773,045	\$97,992	\$1,910,862	\$19,781,899
Interfund company Transfers	(\$17,773,045)		\$17,773,045	-
Other Uses of Fund - Capital Projects, Acquisitions			\$13,007,717	\$13,007,717



# FY24 EXPENDITURES



Beach Pavilion, Completion of Library, and various Jamestown Village and Campus projects. Capital Projects and Acquisitions includes costs of completion of Phase II of Jamestown

- Salaries and Fringe
- Tribal Member Services
- Consultants
- Grant Funded Construction
- Medical Supplies and **Pharmaceuticals** 
  - Equipment
- Priniciple and Interest Payments
- Supplies and Other Office Expenses
- Indirect Costs
- Utilities and Telephone
- Contributions
- Miscellaneous
- Grant Funded Land Acquisition, Options, and Development
  Insurance
- Building and Grounds Maintenance
- Pass-Through Funds
- Travel and Training
- Vehicle Maintenance
- Equipment Leases and Maintenance
- Stipends
- Real Estate Taxes
- Bank Fees

Tribal Dollars - Consultants by Type	s by Type
Legal and Audit Services   \$900,041	\$900,041
Governmental Services	\$845,809
Maintenance	\$962,788
Miscellaneous	\$136,250
Total	\$2,844,887

