

**TRIBAL COUNCIL MEETING MINUTES  
OF THE CONFEDERATED SALISH AND KOOTENAI TRIBES  
OF THE FLATHEAD INDIAN NATION, MONTANA**

Volume 24 Number 47  
Council Chambers, Pablo, MT

Held: April 23, 2024  
Approved: April 25, 2024

**MEMBERS PRESENT:** Mike Dolson, Chairman; Tom McDonald, Vice-Chairman; Martin Charlo, Secretary; James Steele, Jr., Treasurer; Jennifer Finley; Danielle Matt; James “Bing” Matt; and Len TwoTeeth.

**MEMBERS ABSENT:** Carole Lankford; and Jim Malatare (Personal Time Off).

**OTHERS PRESENT:** Jennifer Trahan, Council Support; Leniece Trahan, Sergeant at Arms; and Abby Dupuis, Recording Secretary.

The meeting was called to **order** at 9:04 a.m. Quorum established.

The meeting was opened with a **prayer** by Martin Charlo.

The **Tribal Council Meeting Minutes** for April 16, 2024 were presented for approval.

**MOTION** by Tom McDonald to approve the Tribal Council Meeting Minutes for April 16, 2024, with corrections. Seconded by Len TwoTeeth. Carried, 6 for; 2 abstentions (Mike Dolson and Jennifer Finley).

The **agenda** was presented for approval.

**MOTION** by Tom McDonald to approve the agenda, with changes. Seconded by Martin Charlo. Carried, unanimous (8 present).

**Ann Miller**, Tribal Defenders Office, requested approval to submit an application to the Department of Justice. The grant provides funding of \$500,000 to support a 36-month program. When the department first started its practice of trying to address issues that bring people into the criminal justice system they identified access to service was a problem, so the solution was to offer in-house services. A mental health screening is done to identify the needs, and then there is a referral to Tribal Behavioral Health program or in-house. The case managers work with mental health clients to identify needs, do a needs risk assessment, and develop a case plan that is driven by the client. It works as a diversion if we do early intervention with clients and case plans that are client-driven are more

effective to prevent the client from being in the criminal justice system. The criminal justice program expires in September 2024, and the department can apply for an extension for another year. The Second Chance Act funding should be available next year and the department will apply for those funds.

**MOTION** by James Steele, Jr. to approve by resolution submission of an application for funding through the Department of Justice, Office of Justice Programs, Bureau of Justice Assistance, Justice and Mental Health Collaboration Program. Seconded by Martin Charlo. Carried, 8 for; 0 opposed; 0 not voting.

**RESOLUTION 24-071**

**RESOLUTION TO APPROVE APPLICATION FOR FUNDING THROUGH THE UNITED STATES DEPARTMENT OF JUSTICE, OFFICE OF JUSTICE PROGRAMS, BUREAU OF JUSTICE ASSISTANCE, JUSTICE AND MENTAL HEALTH COLLABORATION PROGRAM**

**BE IT RESOLVED BY THE COUNCIL OF THE CONFEDERATED SALISH AND KOOTENAI TRIBES THAT:**

**WHEREAS**, the Confederated Salish and Kootenai Tribes of the Flathead Reservation wish to seek funding to support cross system collaboration between the Tribal Defenders Office and Tribal Behavioral Health that will improve public safety and outcomes for justice involved tribal members who are experiencing mental health and substance use disorders;

**WHEREAS**, the Tribal Defenders Office, utilizing their interdisciplinary approach and their collaboration with Tribal Behavioral Health, will connect the target population to relevant services, while incarcerated and upon release, thereby improving life outcomes and community health and safety; and

**WHEREAS**, the Tribal Defenders Office will make the grant application, BJA FY24 Justice and Mental Health Collaboration Program, Competition ID C-BJA-2024-00010-PROD, Category 1—Criminal Justice System Collaboration: Pretrial, Prosecution, Courts, Behavioral Health seeking funding in the amount of \$550,000.00 to support a 36-month program. **NOW, THEREFORE**,

**BE IT RESOLVED**, That the Tribal Council of the Confederated Salish and Kootenai Tribes hereby approves the Tribal Defenders Office to make the grant application BJA FY24 Justice and Mental Health Collaboration Program, Competition ID C-BJA-2024-00010-PROD, Category 1 seeking funding in the amount of \$550,000 to support a 36-month program. Application shall be made through the Office of Contracts and Grants to be submitted electronically.

**Tom McDonald** forwarded council an email he received from the Biological Station regarding the Elk Mining River aluminum plant property. They want to revamp the area for a residential area, but do not plan on removing the pollution. Columbia Falls wants to get a third opinion on proposed mediation for that site. The Biological Station sent an email this morning asking if it was possible to attend the meetings Glencore is hosting this week and show support for a delay for the record of decision. Chelsea Colwyn has been monitoring the issue. Erin Sexton or staffers could attend the meeting and support a delay. **Len TwoTeeth** suggested having the Legal Department analyze the possibility of filing a bad actor lawsuit against the mining company purchasing the property and not wanting to clean it up. It was the **consensus** of council to have tribal representation at that meeting.

**Danielle Matt** announced two Missing and Murdered Indigenous Persons events scheduled for May 4 & 5 at Salish Kootenai College. Providence St. Joe's will host the second annual MMIP 5K walk/run event from 9:00 a.m. to 2:00 p.m. The second event on May 5 from 2:00 p.m. to 5:00 p.m. will have a self-defense and Missing and Murdered Indigenous Persons presentation by Ilima Lei Macfarlane. All proceeds will go to the CSKT Missing and Murdered Indigenous Persons Victim Services Fund. Ilima Lei Macfarlane will be giving a presentation at Two Eagle River School on May 6.

**Martin Charlo** reminded council that the Medicine Tree trip is scheduled for this Friday. Everyone will meet at the Longhouse at 9:00 a.m. and arrive at the tree around 12:00 p.m. There will be plenty of parking at the site.

**Zachary Underwood**, Tribal Forestry, requested acceptance of the high bid for the South Valley Tractor Logging Unit. 4 bids were received and Dupuis Logging was the highest bidder at \$427,967.60.

**MOTION** by Martin Charlo to accept the high bid from Dupuis Logging for the South Valley Tractor Logging Unit. Seconded by Bing Matt. Carried, unanimous (8 present).

**John Neiss**, Facilities Maintenance; and **Dan Durglo**, S&K Mission Management; requested approval of Contract # SKMM 23-104 TO112 for various paving projects throughout the reservation.

**MOTION** by James Steele, Jr. to approve Contract # SKMM 23-104 TO112 for various paving projects throughout the reservation. Seconded by Jennifer Finley. Carried, unanimous (8 present).

**Whisper Camel-Means**, Natural Resources Department, requested approval of a letter of support to nominate Katie Finley-Squeque to serve as a panelist on behalf of the CSKT on the Western Regional Panel on Aquatic Nuisance Species.

Katie was specifically requested since she serves on the technical team and was asked to speak at the conference.

**MOTION** by Martin Charlo to approve a letter of support to nominate Katie Finley-Squeque to serve as a panelist on behalf of the CSKT for the Western Regional Panel on Aquatic Nuisance Species. Seconded by Tom McDonald. Carried, unanimous (8 present).

**Whisper Camel-Means**, Natural Resources Department, informed council that she was nominated to serve on the Department of the Interior Bison Working Group and she was selected for that position, so there are now two CSKT members on that board.

**Tom McDonald** asked about United States Secretary of Transportation Pete Buttigieg's, visit on May 7, 2024. **Whisper Camel-Means** has been in contact with his staffers and there will be another discussion next week to finalize the details. **Chairman Dolson** would like to dedicate that day to spend with Mr. Buttigieg.

**Council** met in **executive session**.

Council reconvened into **regular session**.

**Jennifer Finley** stated she had made a motion in January to look at all nontribal member contacts that come before us. She intended for the council to approve them, because we have tribal preference and tribal preference matters, and there is a lack of transparency in our Tribe. She became aware of a contract for \$15,000 per month with a nonmember and the council has not seen a list of deliverables for that amount of money. Jennifer has concerns, and she wants the tribal council to approve all nontribal member contracts that CSKT engages in. It is something the council has done in the past and without it there is a lack of transparency to the membership and the council. **Tom McDonald** mentioned that not all nonmember hires are done via a contract. **Chairman Dolson** commented they would have to go through the Legal Department to determine the necessary changes that would be needed to the Personnel Ordinance. Having everything come before the council is micro-managing, and he does not support that. **Len TwoTeeth** agreed it would be tedious, but that is what we are hired for. It could be addressed in our personnel policies, but since it is not there we need to do something. What got us here was council's approval of the new organizational chart, which was something we did not foresee. Once the Executive Team took over, hiring was happening that we did not know about. It is something that is going to be more fair to tribal members, because right now we have situations where we have existing positions not being advertised where a tribal member is qualified but not given an opportunity. This action will ensure we can ask those questions and make sure every job is advertised. There are a

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lot of contracts, but that is why we were put in this job and we need to do it. In the future, we can address this through policy. **Tom McDonald** stated a great empowerment occurred with the reorganization. We tried to fix that by requiring reports on why a nonmember was hired so we could see that justification, and he does not know why that didn't happen. Tom likes the opportunity to trust they would do the right thing, but we need to verify it and that has not happened. It would be a form of micro-management, but it goes bigger than the tribal government. We are doing work with S&K Mission Management and we do not know who they are hiring. We need to do our due diligence and keep track of this. There are times we will not have a tribal member that can do the job. It should be done through the Personnel Ordinance. It is a struggle. We will have to deal with micro-management unless we change our constitution. We have to be responsive to complaints and issues. Until we come up with a better solution, he agrees with the motion. Tom wants to reconsider what we are doing with the corporations and make sure that due diligence is happening with the corporations. **James Steele, Jr.** commented that when the tribal council established 100% tribal employment in the 1990s, we haven't measured what percentage it is. It would be helpful to have a report that says we hire X amount of tribal members through the Tribes, corporations, or other tribal entities. James would like to know the working age population that reside on the reservation. **Danielle Matt** thinks the hiring process is already very slow. If this slows down the process of hiring, it impacts families financially to be without work. We have an Executive Officer that oversees the Personnel Department. We have people in place and her concern is if we do not trust them or that part of our organization, we have to do something to have trust in that department. Danielle does not think the council needs to see every hire, so maybe they should only see things that are above a certain annual wage. Danielle would support the request if it was set up for over a certain dollar amount. **Jennifer Finley** was concerned about a nontribal member contract for a lot of money that had no deliverables. That position was never advertised for tribal members to have an opportunity. The council needs to be aware of those. When we find out these things on Facebook it makes the council look bad. **Martin Charlo** commented that this action would create more barriers for descendants since they are considered nonmembers.

**MOTION** by Jennifer Finley to have the tribal council approve all nontribal member contracts, new hires, promotions, and transfers within the organization. Seconded by Len TwoTeeth. **MOTION NOT CARRIED**, 4 for (Jennifer Finley, Len TwoTeeth, Tom McDonald, and James Steele, Jr.); 4 opposed (Mike Dolson, Martin Charlo, Daneille Matt, and Bing Matt).

\*\*\*\*\* **Break** \*\*\*\*\*

**Cheryl Morigeau** and **Clarice King**, Two Eagle River School, discussed the 50th anniversary of the school and requested a change of duty for the alumni to attend

the celebration all day on May 29 and beginning at 4:00 p.m. on May 30, 2024. **Council** mentioned not everyone attended Two Eagle River School but would like to attend the celebration since they have family members that went to the school.

**MOTION** by Len TwoTeeth to grant tribal employees a change of duty, with supervisor approval, to attend the Two Eagle River School 50-year anniversary celebration all day on May 29, 2024 and beginning at 4:00 p.m. on May 30, 2024. Seconded by Martin Charlo. Carried, unanimous (8 present).

**Two Eagle River School Students** introduced themselves to the council.

**Rodney Bird** and **Arleen Adams**, Two Eagle River School, requested financial support for the 50-year anniversary celebration and two pow wows. The first request was for \$20,000 for a pow wow. Arleen visited with Ruth Swaney and found out the costs of the Beartracks and Veterans Pow Wow, and she increased the budget by \$17,500 to pay out all categories and have a hat and gown contest for the graduates. The students held fundraisers and raised \$3,800. Commemorative tee shirts will cost \$6,000. The Touch Pro is a 65-inch screen that is searchable and shares the history of the school. The cost for the Touch Pro is \$21,867. The total budget was \$71,000.00. If some of the items are removed, the budget would be reduced to \$33,200. **Len TwoTeeth** stated the council identified the top initiatives for our people and the culture language was one of them. These types of gatherings are important for our people. As leaders, we need to support these types of events for our people and our kids. **Tom McDonald** supports any pow wow and community gathering for our people. Tom was not sure about funding the Touch Pro, but he was supportive of the pow wow if a funding source could be identified. **James Steele, Jr.** supported the request; many tribal members have benefited from Two Eagle River School. Years ago, our vendors provided donations. **Martin Charlo** suggested the school request donations from the tribal corporations. The corporations donated to the Beartracks Bridge celebration. **Tom McDonald** suggested doing a dual ask of the chairman of the boards. **Jennifer Trahan** informed council that Rick Eneas sent out a letter signed by the tribal chairman requesting a donation from the corporations.

**Rodney Bird**, Two Eagle River School, informed council that school wants to apply for a grant from the American Agriculture Fund. The intent to apply is due the first part of May. TERS started a FFA program and it has been going well. The maximum grant award is up to \$200,000. The funding would focus on career, food processing, farming/ranching, food production and preservation, and farm to school which would harvest food in a community garden. **Tom McDonald** advised Jordan Thompson is applying for that funding on behalf of the Tribes. CSKT is one of the last tribes in Montana to apply for those funds. Tom suggested Rodney follow up with Jordan about the possibility of including Two Eagle River School's needs in the grant application. **Jennifer Finley**

mentioned a Youth Summit that brings participants from across Indian Country to the University of Arkansas in Fayetteville, Arkansas, to spend a week creating lifelong memories and fostering professional and academic skills development. All travel and lodging expenses are covered for accepted applicants. She sent Rodney the information if the school is interested in attending.

**Fillip Panusz**, Arlee Rehabilitation Center, gave an update on an event in February that raised \$55,000. Phillip thanked the Tribes for their support at that event. ARC prepared for its clinic at Salish Kootenai College. The final numbers were 174 animals being sterilized. A total of 265 animals have been sterilized this year. ARC has taken in 89 animals since January 1, 2024. 601 animals were sterilized in 2023. ARC received two \$10,000 grants. ARC will be having a summer camp June 19-21. There are some elders in need and ARC is helping those individuals. There will be an adoption fundraising event on May 2-3 in Missoula. That event will support ARC and the Arlee CDC Food Sovereignty program. The Annual Missoula Gives Campaign is this Saturday. They raised \$23,500 last year, and their goal this year is to raise \$25,000. ARC is looking for match sponsors for this year's event. ARC has three sponsors and is still looking for more. ARC has \$3,500 in matching pledges to date. Those funds will be used for the summer camp. The campaign will kick off on Saturday and Phillip requested a financial contribution from the CSKT. **Jennifer Finley** told Phillip she is a certified yoga instructor and reads poetry, and she volunteered to provide those services at the summer camp. **Martin Charlo** suggested requesting a donation from the tribal corporations, such as S&K Electronics, S&K Technologies, S&K Gaming, and Energy Keepers, Inc.

**MOTION** by James Steele, Jr. to donate \$1,000.00 to ARC. Seconded by Jennifer Finley. Carried, unanimous (8 present).

**Fillip Panusz** reminded the council that ARC provides assistance for individual needs and suggested they send any referrals to him. ARC has submitted an insert in the Char-Koosta News and posts information on social media. They also get the word out by going door to door. ARC is targeting those people who are out of the loop because they cannot afford communication and transportation. At the end of the spay/neuter clinic, there was a list of 150 cats and about 30 dogs that they could not get to, but they continue to work on that with their rolling services throughout the year. Phillip is seeing some evidence that they are slowing making progress by holding these clinics. There will be another clinic in September and he is hoping to expand the teams to provide services. It costs \$1,100 to have each team provide services at the clinic. It costs \$150 at the clinic and going to a veterinary clinic would exceed that amount. The scale of the needs for cats exceeds their capacity. ARC has partnered with White Wings Rescue in Polson and they work with local residents.

**Dan Decker, John Harrison, Brian Upton, Chelsea Colwyn, Lynsey Gaudioso, Katie Jones, and Zach Zipfel**, Legal Department, requested to meet with council in **executive session** to discuss legal matters. **Ann Miller**, Tribal Defenders Office; **Jordan Thompson**, Tribal Executive Office; and **Gwen Lankford**, Consultant; were present for discussion.

**Dan Decker, John Harrison, Brian Upton, Melissa Schlichting, Chelsea Colwyn, Lynsey Gaudioso, Katie Jones, and Zach Zipfel**, Legal Department, continued to meet with council in **executive session** to discuss legal matters. **Jordan Thompson**, Tribal Executive Office, was present for discussion.

Council reconvened into **regular session**.

**MOTION** by Tom McDonald to approve the resolution appointing Danielle Matt as delegate and Martin Charlo as alternate to the Montana Missing and Murdered Indigenous Persons Task Force. Seconded by Bing Matt. Carried, 8 for; 0 opposed; 0 not voting.

## **RESOLUTION 24-072**

### **RESOLUTION FOR MONTANA MISSING INDIGENOUS PERSONS TASK FORCE APPOINTMENT**

#### **BE IT RESOLVED BY THE TRIBAL COUNCIL OF THE CONFEDERATED SALISH AND KOOTENAI TRIBES THAT:**

**WHEREAS**, The Montana Missing Indigenous Persons Task Force (MMIP Task Force) was created by the Montana Legislature in 2019 (Montana Code Ann. § 44-2-411) to:

- (1) identify jurisdictional barriers between federal, state, local and tribal law enforcement and community agencies;
- (2) work to identify causes that contribute to missing and murdered indigenous persons and make recommendations to federally recognized tribes in the state to reduce cases of missing indigenous persons;
- (3) work to identify strategies to improve interagency communication, cooperation, and collaboration to remove jurisdictional barriers and increase reporting and investigation of missing indigenous persons; and,
- (4) administer the looping in native communities network grant program.

**WHEREAS**, the Confederated Salish and Kootenai Tribes place a high value on addressing the missing and murdered indigenous persons crisis; and

**WHEREAS**, the membership of the MMIP Task Force shall include a representative from each federally recognized Indian tribe in Montana; and



**NOW, THEREFORE, BE IT RESOLVED** that the Tribes appoint, Councilwoman, Danielle Matt, as delegate, and to appoint, Councilman, Martin Charlo, as alternate.

**MOTION** by Martin Charlo to grant tribal employees a two-hour change of duty, with supervisor approval, to vote in the primary election. Seconded by Bing Matt. Carried, unanimous (8 present).

**MOTION** by Tom McDonald to provide free tribal IDs to tribal members during the primary voting season. Seconded by James Steele, Jr. Carried, unanimous (8 present).

\*\*\*\*\* **Lunch** \*\*\*\*\*

**Brad Pluff**, Tribal Court; **Dan Decker**, **Michael Wheeler** and **Shane Morigeau**, Legal Department; requested to meet with council in **executive session** to discuss a personnel matter.

Council reconvened into **regular session**.

**Melissa Schlichting**, Legal Department; **Justin Kambic**, MMIP Task Force Coordinator; **Alex Sterhan**, Office of the Attorney General; and **Dana Toole**, Montana Department of Justice, Criminal Investigation, Bureau Chief of Special Services; introduced themselves to the council and stated MMIP is a priority for the Department of Justice. There was a ten-year authorization for the Task Force to focus on this job. Dana stated they were hampered in the past by having a two-year period and now they have a ten-year period to focus on this issue. Justin used to be a patrolman and detective in Cascade County and took command and control for the search and rescue unit. He has dedicated his service to search and recovery. They have been visiting tribes and requesting a primary delegate and alternate be appointed by each tribe. If we have an impact on MMIP issue, it needs to be threefold. He appreciates the work of the people on the Task Force in the past. There needs to be a focus on education, awareness and training. It would help address the issue if there is a response to the acute missing persons cases and the long-term missing persons cases. Justin wants to address the search and rescue teams training grant, and funding is available for that training. There are requirements for those funds to be released, which include the need to have a memorandum of understanding between the Task Force and the participants, an action plan on how they get activated, and communication on how to address matters. **Tom McDonald** commented that the Helena National Forest Service was disappointed in the agency's response for a missing persons case. The leadership was stifled in that regard. When talking about search and rescue, it's eyes and ears in the field. Justin responded that their interactions with the Forest Service is very limited at this point and he

would like to develop that relationship. When it comes to finding people, his experience is when there's an emergency on the ground there's people there to help. From a command aspect the training would address that. It goes into managing the search function rather than just boots on the ground application of doing a grid search. There have been emergency searches where there are multiple jurisdictions involved, and those relationships and capacities need to evolve. Tom stated the issue was looking for those instances of troubled situations and looking for those signs when something that is not right is going on and getting to that person in need, and he felt disappointed that the agency wasn't engaged in that. His officers want to be engaged with that. Justin is not opposed to anyone looking out for people. There is training he would like to bring that addresses these roundtable discussions and who should be brought to the table. It takes a community effort. They would have an invitation at the table. It would be open to volunteers and all agencies. Tom stated the agent was asking us to put pressure on the Department of Justice to have them be part of the program. **Jennifer Finley** serves on the Montana State-Tribal Economic Development Commission and they work with tourism folks. She asked what kind of training is there for workers in the hospitality industry, such as hotels and casinos who might come in contact with trafficked people, abducted persons, or people who are missing. She asked if there was any training for the hotels to send their staff to. Jennifer also asked what kind of programs there are for prevention and helping people to become resilient. Justin stated he wants to focus on those things in the meetings. MMIP is their priority. He wants to offer training to anyone who needs it. Dana stated this discussion is helpful for the Task Force. In terms of federal partners, they can carry the message for the missing persons search training to federal agencies and specifically invite them to participate. The training will be held in September. Travel will be the only cost to agencies to participate in the training. The previous Task Force heard from 4 students from Ronan High School and they talked about what it is like to be a youth and what they knew about people that go missing. It was a compelling presentation to the Task Force. That Task Force talked about needing to get outreach and education into the schools and that will be presented to the Task Force. Justin commented there are jurisdictional limitations, but they would be happy to provide training and education. **Bing Matt** asked if they would be involved in the search and rescue of missing persons and how far does he go into the investigation once individuals are found. Justin wants to be boots on the ground in his new position. He has had the distinct pleasure serving as a law enforcement detective and a search and rescue coordinator where he could wear both hats in searching for persons. He can take part on the search and recovery of individuals. The investigation into missing persons and the search, rescue, and recovery are hand in glove and work together, although they are different. That is something he is getting used to, because he no longer has those dual hats anymore. So long as the investigating agency has a good relationship with the search party, his goal is to establish units on tribal lands that are an asset to law enforcement. There are volunteers who are uneducated and untrained

that want to volunteer to help search, which can be a hinderance for law enforcement. He wants there to be a self-sufficient search party to be boots on the ground looking for people so they are indeed helping and the investigating agency can focus on the problem. **Danielle Matt** was happy to serve on the Task Force. MMIP personally affects her. Danielle's niece would have been 29 today, and she has been missing for 5 years now. Some basic necessities are needed for conducting searches and it would have been helpful to have someone coordinate those searches.

**Dan Decker** and **Lana Page**, Legal Department, discussed data points for the proposed rules and regulations for ICWA cases. Lana put together a form letter to the United States Department of Health and Human Servies regarding notice of proposed rulemaking to collect hard data points. Lana would like to submit the letter to support the regulation.

**MOTION** by Martin Charlo to approve the letter to the United States Department of Health and Human Servies. Seconded by Bing Matt. Carried, unanimous (7 present – Daneille Matt out of the room).

**Dan Decker** and **Melissa Schlichting**, Legal Department; **Jordan Thompson**, Tribal Executive Office; and **Ryan Rusche**, Sonosky Law Firm; requested to meet with council in **executive session** to discuss legal matters.

Council reconvened into **regular session**.

Council **adjourned** at 3:22 p.m., and is scheduled to meet again on Thursday, April 25, 2024, at 9:00 a.m.

### **CONFEDERATED SALISH AND KOOTENAI TRIBES**

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Martin A. Charlo  
Tribal Council Secretary