

# Nisqually River Native Chinook

By David Troutt

Twenty-five years ago, Nisqually Fall Chinook, along with all Fall Chinook in Puget Sound, were listed as 'threatened' under the federal Endangered Species Act (ESA). The consensus by salmon managers was that the historic population of Chinook in the Nisqually River was wiped out by habitat degradation, overfishing, dam construction, and other impacts. Additionally genetic testing in the

Nisqually in the late 1990s and early 2000s showed that the Chinook left in the Nisqually were part of the hatchery population originally from the Green River.

Even though the native Nisqually Chinook was presumed to be lost, ESA recovery rules required that the Nisqually Indian Tribe had to recover naturally producing Chinook. Also, running parallel to the ESA listing process, the Tribe had developed successful hatchery production of Chinook. The challenge was to keep fishing and continue to exercise the Treaty Right, while also meeting ESA recovery requirements.

All Chinook need properly functioning habitat, so over the past 25 years the Nisqually Indian Tribe has led an effort to restore and protect tens of thousands of acres of habitat in one of the most ambitious watershed restoration efforts in the world and it appears to be working. As a part of the Tribe's salmon recovery plan, the Nisqually Natural Resources has been monitoring the abundance, distribution, and ecology of Chinook for decades and have recently made an amazing discovery.

While collecting biological and genetics data to



evaluate how Chinook are responding to the habitat improvements and management actions in the Nisqually, the Nisqually Natural Resources Department has discovered that the native historic Nisqually Chinook stock is <u>not</u> extinct but persists as a highly productive small population. The "discovery" of this wild stock is quite remarkable and represents a watershed moment in Nisqually Chinook recovery.



## **Tribal Council Business** Nisqually Tribal Council Meeting Minutes

Date: 7.25.24 Minutes Approved on: Meeting Called To Order: 2:05

Ken Choke	Chairman	Present
Antonette Squally	Vice Chairman Present	
Jackie Whittington	Secretary	Present
Norine Wells	Treasurer	Present
Chris Oline	5 <sup>th</sup> Council	Present
Guido Levy Jr.	6 <sup>th</sup> Council	Present
Leighanna Scott	7 <sup>th</sup> Council	Present
Derrick Sanchez	Sergeant of A	rms Present

Guest: Carmen K, Stephanie M, Brent B, Alvin A, David W, Joyce M, Heidi P, Shannon B, David I, Joe C, Nate C, Chebo F, Sandee W.

Shannon Blanksma/ Alvin Aganon – **Approval of a New signatory signer for ARPA funds. Suggested Administrator(s) David Iyall and Treasurer Norine Wells.** *Motioned by Guido Levy Jr, seconded by Antonette Squally. Motion passes, 5-0-0.* 

Alvin Aganon – **Approval of July 25**<sup>th</sup>, **2024**, **Weekly Budget Consent Calendar.** *Motioned by Antonette Squally, seconded by Guido Levy Jr. Motion passes 4-0-1 Chris Olin Abstains.* 

Brent Bottoms – A Resolution Addressing Native American Hiring Preference, Resolution #70. Motioned by Antonette Squally, seconded by Chris Olin. Motion passes, 5-0-0.

Joe Cushman – A Resolution to Accepting and Addressing Title Exceptions for the Nisqually DNR Property Fee-to-Trust Application, Resolution #71. *Motioned by Guido Levy Jr, seconded by Leighanna Scott. Motion passes, 5-0-0.* 

Chris Olin – Request to minimize who can send all employee emails to Chairman, Vice Chairman, CEO, Tribal Administrators, HR Director, CIO and CFO. Consents.

Chris Olin – Request to have IT finish working on website updates and bring back to council for approval to launch. Consents.

Joyce McCloud – Canoe Journy update, culture has gas cards for those that register.

Cheebo Frazier – **Request to look into updating higher education policy.** 

Norine Wells comes in 2:34

Executive Session 2:34-3:04

Antonette Squally steps out 3:03

Action out of Executive Session

Exiting CEO to get 90 days of Employee only Kobra Heath Care. Consents.

Marla Thomas – **Approval of July 18<sup>th</sup>, 2024, TC Minutes**. Motioned by Chris Olin, seconded by Leighanna Scott, Motion passes, 5-0-0. Motion to Adjourn by Guido Levy Jr, seconded by Chris Olin. Motion passes, 5-0-0.

Meeting ends at 3:17

How to Contact Us

Tribal Center 360-456-5221 Health Clinic 360-459-5312 Law Enforcement 360-459-9603 Youth Center 360-455-5213 Natural Resources 360-438-8687

#### <u>Nisqually Tribal News</u>

4820 She-Nah-Num Dr. SE Olympia, WA 98513 360-456-5221

Leslee Youckton youckton.leslee@nisqually-nsn.gov ext. 1252

The deadline for the newsletter is the second Monday of every month.

#### **Nisqually Tribal Council**

Chair, Ken Choke Vice Chair, Antonette Squally Secretary, Jackie Whittington Treasurer, Norine Wells 5<sup>th</sup> Council, Chris Olin 6<sup>th</sup> Council, Guido Levy Jr. 7<sup>th</sup> Council, Leighanna Scott Where to Find Information: **Squalli Absch Newsletter** - Mailed, on website

Street Buzz

- Mailout, on She Nah Num Facebook and website

Nisqually Indian Tribe Facebook

- geared toward educating the public She Nah Num

- Private Facebook page Website - <u>www.nisgually-nsn.gov</u>

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## Nisqually Tribal Council Meeting Minutes

Date: 8.15.24 Minutes Approved on: Meeting Called To Order: 2:03

Ken Choke	Chairman	Present
Antonette Squally	Vice Chairman Present	
Jackie Whittington	Secretary	Present
Norine Wells	Treasurer	Present
Chris Oline	5 <sup>th</sup> Council	Present
Guido Levy Jr.	6 <sup>th</sup> Council	Present
Leighanna Scott	7 <sup>th</sup> Council	Present
Derrick Sanchez	Sergeant of A	rms Absent

Guest: Jeanette D, Davor G, Connor G, Brent B, David W, Rodney T, David I, Jordan K, Keoni K, Alvin A, Nate C, Leslie F, Heidi P, Stephanie M, Joe K.

Davor Gjurasic – A Resolution to Approve and Authorize a Contract with Gjurasic Public Affairs, INC., for Work on the Quiemuth Village and Resort Project. (with changes to scope of work) Resolution #76. Motioned by Antonette Squally, seconded by Leighanna Scott. Motion passes, 6-0-0.

Jeanette Dorner - Nisqually Land Trust Update.

Alvin Aganon – Approval of August 15<sup>th</sup>, 2024, Weekly Budget Consent Calendar. *Motioned by Chris Olin, seconded by Guido Levy Jr. Motion passes, 5-0-1* (*Antonette Squally Abstentions*).

Jordan Keating – A Resolution Approving Revised Policies for the Nisqually Indian Tribal Housing Department. Resolution #77. Motioned by Antonette Squally, seconded by Leighanna Scott. Motion passes, 6-0-0.

David Wolff – A Resolution Relating to the Submission to the Bureau of Indian Affairs of an Application to Have the United States Acquire 174.07 Acres of Land in Trust for the Tribe Pursuant to 25 C.F.R. Part 151. **Resolution #78.** Motioned by Chris Olin, seconded by Antonette Squally. Motion passes, 6-0-0.

David Wolff – A Resolution Relating to the Submission to the Bureau of Indian Affairs of an Application to Have the United States Acquire the 72.22 Acre Medicine River Ranch Property in Trust for the Tribe Pursuant to 25 C.F.R. part 151. Resolution #79. Motioned by Chris Olin, seconded by Guido Levy Jr. Motion passes, 6-0-0.

Joe Cushman – Update on current Trust Property Applications 7 Day.

Leslie Ferrer – A Resolution Approving the Automatic Enrollment into the Nisqually Indian Tribe of Jax Bighorse. Resolution #80. Motioned by Guido Levy Jr, seconded by Leighanna Scott. Motion passes, 6-0-0. Leslie Ferrer – A Resolution Approving the Automatic Enrollment into the Nisqually Indian Tribe of Evangeline Shippey. Resolution #81. Motioned by Guido Levy Jr, seconded by Chris Olin. Motion passes, 6-0-0.

Stephanie Medina – **Approval of Controller Position Financial Services.** Motioned by Chris Olin, seconded by Norine Wells. Motion passes, 5-1-0 (Antonette Squally is Against).

Antonette Squally – Request to lift Suspension of Tom Iyall and Kahelelani Kalama, with no action being taken they should return to work. Third party investigators requested by Leighanna Scott. 7 Day, pending legal Review.

Marla Thomas – August 1<sup>st</sup>, 2024, TC Minutes Tabled. Antonette Squally Leaves at 3:52

Nate Cushman – Approval of 2 Letters for MCEC. First Letter being (Notice of noncompliance Annual audit Requirements 2020, 2021, 2022 and 2024). Seconded being (Tribal Council Access to Tribal Enterprise Financial Records). Motioned by Chris Olin, seconded by Norine Wells. Motion passes, 4-0-1 (Leighanna Scott Abstains).

Motion to Adjourn by Guido Levy Jr, seconded by Leighanna Scott. Motion passes, 5-0-0. Meeting ends at 3:54

#### Continued from cover-CHINOOK

Habitat restoration and harvest changes in Puget Sound and in the Nisqually River has allowed these fish to slowly repopulate the watershed under everyone's nose. They are significantly larger than the hatchery fish, brighter, and spawn generally a month later than the hatchery-origin population. The Nisqually Natural Resources Department will continue to monitor the status of this 'rediscovered' population, which will be critical to the protection and enhancement of the Nisqually Indian Tribe's treaty fishing right far into the future.





By George Walter

The celebration of the 50<sup>th</sup> Anniversary of the Billy Frank Jr Nisqually National Wildlife Refuge on Aug. 15 was a historic day.

Nisqually Chairman Ken Choke and Martha Williams, the federal Director of the U.S. Fish and Wildlife Service were the principal speakers, as well as Denny Heck, Washington's Lieutenant Governor, and Nisqually Natural Resources Director David Troutt.

The Nisqually Canoe Family opened the festivities with a song and Chay Squally offered the opening prayer in Lushootseed. It was beautiful to hear their voices drift through the audience and echo through the trees to the river.

Every speaker emphasized how amazing it was that such an impressive partnership had developed to support this refuge. It is, perhaps, the most visited wildlife refuge on the West Coast.

The themes emphasized by the speakers that stood out to me were:

**Partners** - The success of the Billy Frank Jr Nisqually National Wildlife Refuge was built through partnerships. These partners include the federal and state governments, environmental advocates and the Nisqually Indian

Tribe and the Brown family. Although any one entity can try to accomplish great goals alone, gathering partners will always help.

**Place** – Our Billy Frank Jr. Nisqually National Wildlife Refuge is a wonderful place, as is the entire homeland of the Nisqually Indians. People will protect what they love and there's a lot to love here at Nisqually.

**Patience and Perseverance** – Martha Williams emphasized the patience of the Nisqually Indian people to advocate for their rights and their place in the world in the face of monumental opposition. She complimented the tribe in its persistence in seeking to become actively involved in the refuge and all its habitat management decisions.

**People** – Those who know me will recall that I am from Ohio and attended Ohio State University. We had a football coach in those days named Woody Hayes and he liked to say, "You win with people." Without realizing it, every speaker reflected on this wisdom – it's the people, the Nisqually Indian community, the tribal and refuge staff, the refuge volunteers – that have and continue to make the difference. That's why we can all take pride in our refuge reaching its 50<sup>th</sup> anniversary and look forward to its continued success and growth.















The Nisqually Tribal Council is seeking applications from qualified Nisqually Tribal Members who are interested in serving on the Board of Directors of the Medicine Creek Enterprise Corporation (MCEC). The MCEC Board is made up of 7 members who are responsible for the management and oversight of the Tribe's business enterprises organized under MCEC including the Red Wind Casino, Nisqually Construction, and Nisqually Markets. Appointees serve three-year terms.

The MCEC Board supervises MCEC's CEO and makes business decisions regarding Tribal Enterprise operations. Board Members are considered Primary Management Officials under the Indian Gaming Regulatory Act, and as such are required to complete a background check and be licensed by the Nisqually Tribal Gaming Agency. MCEC Directors ensure that the budgets, external audits and other items are completed at specific times and oversee other aspects of business operations.

Candidates for the Board of Directors must satisfy the minimum qualifications set forth in the MCEC Articles of Incorporation, specifically:

- 1) Be 21 years of age or older;
- 2) Be in good standing with the community and of good moral character;

- Have either (i) A Bachelor's Degree and at least five (5) years of management experience in finance, accounting, business, economic development, law, or gaming; <u>or</u> (ii) At least seven (7) years of management experience in the areas of finance, accounting, business, economic development, law, or gaming;
- Satisfy and maintain any prerequisites to sitting on the Board in the capacity of a Director as provided by applicable law; and
- 5) Not have declared bankruptcy within the 10year period immediately preceding the date of being seated on the Board and/or while sitting on the Board.

Candidates cannot work for any enterprise that the Board oversees nor regulatory agencies that oversee MCEC enterprises.

Candidates must submit a Resume and Cover Letter describing their qualifications to Marla Thomas by e-mail (thomas.marla@nisquallynsn.gov) or in person at the Nisqually Administration Building no later than 4:00 P.M. on Friday, September 13, 2024.

Jackie Whittington Tribal Council Secretary

# **Elder Rentals Available**

Nisqually Indian Tribal Housing has two (2) vacant elders rentals on Journey Road that need to be filled.

Please come to Housing to fill out a waiting list application, if you are a tribal elder!

New beautiful homes across from the Nisqually Health Services Department and Nisqually Elders Department.

Or visit the <u>http://www.nisqually-</u> <u>nsn.gov/index.php/administration/tribal-services/housing/</u> for all housing application forms!







The STEP Board expresses its excitement about this event, which happens yearly with the Summer Youth, and hopes to continue collaborating with them for many more years. This year, the Summer Youth shadowed our talented Executive Chef and Sous Chefs, who curated a lunch menu for the Summer Youth participants to prepare and serve to our leadership team at the Red Wind Casino. Additionally, we engaged in painting a Sasquatch painting.

The youth had the invaluable opportunity to learn about the STEP program and gain insights from our current apprentices about their transformative experiences. Seven apprentices have discovered promising employment opportunities through STEP at the Red Wind Casino by participating in the Summer Youth Program. Furthermore, we're proud to say that three past apprentices who completed the Summer Youth program and graduated from STEP are now full-time employees at the casino. We aim for this growth and success each year and are grateful for the opportunity to participate.

We extend our heartfelt gratitude to all the youth who participated and eagerly look forward to hosting the youth again next year for another successful collaboration!

Tia Lozeau On behalf of the STEP Board











## **Color Run**

By Debbie Preston, Photos provided by Aztec Sovereign, Nisqually Tribe Communications and Media Services

Congratulations to all those who participated in the Nisqually Health Fitness and Nutrition Color Run on Saturday, Aug. 3. Kids, adults and pets enjoyed the event. The weather was much better than the original date when lightning cancelled it.







## **First Salmon Ceremony**

By Debbie Preston, Nisqually Communications and Media Services

The First Salmon Ceremony was held at Reuben's Camp on Sunday, Aug. 4. There was a little breeze on the river and kids and adults cooled their heels in the water. The ceremonial and subsistence catch was enough to feed those in attendance and the fishing opener is next week. Many thanks to the hands who prepared the food and event.





Reuben "Huey" Wells Jr. and Rueben Squally prepare the fish for the fire. Annatehya Garcia and Tamika Wells carry the salmon on a piece of cedar that belonged to Reuben Wells.Joyce McCloud, Daydishka McCloud and Elizabeth Vantiem sing as the first salmon is taken to the water. Adrian Scott helps his daughter read the river. Llewelyn Garcia checks on a fish head before it is put on the stick.







# Building Department Newsletter Article

By Jessie Fox, Executive Assistant to the Building Department Director

#### **Energy Savings at the Elders Center**

Here at the Building Department, we are dedicated to helping the Tribe achieve energy sovereignty. One way to help achieve this, is with the installation of solar panels on many Tribal buildings, including the new Elders Center. Installing solar panels on this and other buildings on the reservation has resulted in substantial savings for the Tribe. The PSE energy bill for June for the Elders Center was \$309.27 for the 20,049 sq. ft building! According to PSE, the average utility cost for commercial buildings that size around the reservation is between \$6,000,00 to \$8,000,00 a month!

is between \$6,000.00 to \$8,000.00 a month!

#### Laborer Crew Cleans up Graffiti

Earlier this summer, the Building Department received news that the Muck Creek playground had been vandalized and tagged with graffiti. The graffiti, some of which was offensive, covered about five to six surfaces. Due to the graphic nature of the graffiti, we have excluded those pictures from our article. Our laborer crew was dispatched to clean up the vandalism and graffiti. It was a time-consuming task, but with diligence and hard work, the playground was repaired, and the graffiti removed.



# Summer Garden

By Debbie Preston

The crops are coming on at the Tally Farm in the valley. Summer Youth helped dig up the potatoes and other activities around the garden. Meanwhile, Chantay Anderson and crew are just about ready to fire up the industrial composter that will help make better soil and put back any plant waste back to the soil from whence it came. The garden crew is also making sure to weigh all the food and medicines they harvest, including flowers used in salves and medicines, as part of measuring the output of the farm.

The Tally site is wetter than the upland farm site and requires adjustments in planting and harvest. It's providing a much needed rest for the Mounts Road garden soil.











By Debbie Preston

The Nisqually Tribal Health and Wellness Center's Nisqually Health Fair was a blast for all with the Medicine River Ranch horses outside along with temporary spray- painted tattoos, cotton candy, food and inside the always amazing array of information about services and the clever give aways.

Amanda was keeping the microphone hot with raffles and descriptions of the various booths. Congratulations to all those who worked hard to make this event a success.



















# **Nisqually Night Out**

By Debbie Preston- Aztec Sovereign photos, Nisqually Tribe Communications and Media Services

It was a fun afternoon for the whole family for the Nisqually Night Out and Back to School party. The Reptile Man was there with his great information and animals, the Medicine River Ranch horses, a dunk tank with officers to drown and the summer slide! School supplies were handed out and there were icy treats to be had. Thank you to all those who helped put this event together and execute it.







# Can I have some Privacy please?

Tips from the IT-WebDev Department

We've covered numerous topics on fraud, malware, viruses, phishing and scams, and online security and safety; this month we focus on privacy, especially in light of privacy lawsuits arising in early 2024.

Google agreed earlier this year to delete billions of



data records collected during users' Incognito browsing sessions. The announceme

nt comes after the company settled a class-action lawsuit regarding its user data collection practices via their private browser "Incognito mode" setting. The \$5 billion dollar settlement required the company to be more transparent and open regarding its data collection practices in Incognito mode and also imposed limits on future data collection.

Google's actions were claimed to have gathered an unaccountable plethora of information, allowing them to see and store details about users' friends, food preferences, hobbies, shopping habits, and even their most intimate and potentially embarrassing online searches. The agreement is a step towards online privacy, ensuring real accountability and transparency from Google. The four-year lawsuit highlights ongoing efforts to define clear boundaries for user data collection in the Internet age.

#### Online browsing tips for better privacy:

- Use privacy-focused browsers like Firefox or DuckDuckGo for sensitive browsing.
- Consider using a Virtual Private Network (VPN) to encrypt Internet traffic and mask IP

addresses when surfing the Internet. This can be particularly useful when using public Wi-Fi or accessing geo-restricted content.

- Maintain separate devices or accounts for work and personal use. This prevents data crossover and keeps professional and private lives distinct. Ensure to follow work-related policies and practices, especially for social media use.
- Take time to review and strengthen privacy security settings on apps, browsers, and social media platforms.
- Develop the habit of rejecting cookies on websites, especially those from third-party sources.
- Unsubscribe from unwanted newsletters and marketing emails to minimize the data information left behind.

**Disclaimer:** Nisqually Indian Tribe does not endorse, promote, review, or warrant the accuracy of the services, products or links provided.

**Editor's notes:** Most devices (to include mobile devices) come with a browser pre-installed. The most popular browsers are Safari, Edge and Chrome. There are actually numerous other browsers to choose from, including; Firefox, Opera, Brave, Aloha, Vivaldi and DuckDuckGo. Worried about what's been left behind on the Web? There are also fee-based services such as DeleteMe, Incogni and PrivacyBee, to assist with removing personal identity information on the Internet. One downside of using these services is that they may not be able to remove personal information from every website or database. Also, some websites may have strict policies or legal requirements regarding data removal, while others may simply be unresponsive to removal requests.





# Youth Cance Journey to Puyallup Photos provided by Jack George and Azetc Soverieign, Nisqually Tribe Communications and Media Services









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# Nisqually Human Resources Office Update!

The following changes were made to the Nisqually Indian Tribe Employee handbook per Nisqually Tribal Council resolution regarding these two areas. See the exact language following. Updates in section:

- 2-19 Hiring, Separation and Native Preference, section (c)Hiring and employment actions, goals, Native American and Nisqually Tribal preference.
- 6-2 Employment Separations Removal of 24 month cessation period.

### Looking for a rewarding career opportunity? Join Our Team at the Nisqually Indian Tribe!

Apply online, on your smart phone, or onsite at the Nisqually Indian Tribe's HR Application Station!

- Discover Exciting Career Opportunities
- Convenient Onsite Application Process
- Positions Updated Weekly
- Location: Human Resources Building D (Old Clinic) 4820 She- Nah- Num Drive Se Olympia, WA 98513
- Hours: Drop in to apply at the HR Application Station Monday-Friday 9 a.m.-3 p.m. or reach out to schedule a time!

Visit us today to start your journey with the Nisqually Indian Tribe! Questions? Contact the HR front desk at 360-486-9558.

Website URL: <u>https://nisquallyhr.applicantpro.com/jobs/</u>

On your smart phone camera, use the QR code then click the link to see NIT's latest career opportunities!











# Here are some healthy tips for when you test positive for COVID:

- Seek COVID treatment right away if you are at risk for severe COVID illness or long COVID. Established patients can call NTHWC to ask for a virtual visit to discuss treatment with their medical provider 360-459-5312 Option #1.
  - o Risk factors include
    - Over age 65 Pregnant Cancer History of stroke Kidney disease Liver disease Lung disease like asthma or COPD or other Neurologic conditions like dementia Diabetes Heart conditions like heart failure Immunocompromise from HIV, chemotherapy or medications Obesitv Disabilities
- Stay home until symptoms are improving and you have no fever without taking medications like acetaminophen (Tylenol) or Ibuprofen (Motrin).
  - o Usually, it is a good idea to stay home for about 5 days.
  - o Some people may need to stay home longer.
- Wear a mask for at least 10 days from the day your symptoms began.
- Inform your contacts during the 2 days before start of symptoms or testing positive that you have COVID.
  - o They can start monitoring for symptoms and wearing a mask.
  - o If they develop symptoms, they can consider testing and treatment.

For more information go to: <u>https://www.cdc.gov/covid/prevention/index.html</u>







### Nisqually Tribal Health & Wellness Center Patient Feedback Program

By Stacy Gouley, Compliance Officer

We are dedicated to achieving excellence in our services. Have you encountered any significant accomplishments that you would like to bring attention or were there any shortcomings that require improvement? Please take a moment to offer your feedback by accessing the form near the fish tank upon arrival, or our team will be happy to support you through the process.

Your feedback regarding the Nisqually Tribal Health & Wellness Center is greatly valued.



Upon completing the form, you may either submit it directly to a staff member for prompt

attention or deposit it in the designated comment box, which is checked on a weekly basis.







### Announcements

September 6, Happy Birthday Keisha, Love Dad, Mom, Jasmine, Samira, Nevaeh and Rodney

## **Tribal Estate and Will Planning**

Tribal Estate Planning Services provided by Emily Penoyar-Rambo

Services offered:

- Last will and testament
- Durable power of attorney
- Healthcare directive
- Tangible personal property bequest
- Funeral/burial instructions
- Probate

Zoom meetings will be set up for the first and third Thursday of each month. Available appointment times are 8:30 a.m., 9:30 a.m., 10:30 a.m. and 11:30 a.m.

Please call Lori Lehman at 360-456-5221 to set up an appointment.



FREE Rides Monday through Friday

Transit available 6:00 a.m. to 6 :00 p.m. Open to all tribal, community and tribal employees. We offer rides from 6:15 a.m. to last off

rez ride at 5:15 p.m. Contact Adrian Scott, Motor Pool Coordinator/Dispatch

## At 360-456-5236



Visqually Indian Tribe 4820 She-Nah-Num Dr. SE 617mpia, WA 98513