

Cowlitz Indian Tribe



Department Overview
November 2024 Edition

Vision:

We the Cowlitz are the forever people; who strive to stay connected to our land, water, and Tamaniwas to achieve a healthy prosperous community for all generations.

Mission:

The mission of the Cowlitz Indian Tribe is to preserve and honor the legacy of our elders and ancestors by empowering a tribal community that promotes our social and economic well-being, secures our aboriginal lands, respects our culture and sovereignty, and fosters justice, freedom, and our mutual welfare.

Values:

Ethics:

Ethics are one of our most sacred values. Our actions, our behavior and our decisions reflect our high ethical values. We treat each other with honesty and respect and we act with integrity.

Integrity:

Our sound moral judgement, individually and collectively, nurtures harmony in all our interactions. By supporting each other in the exercise of honorable principles, we flourish as a cohesive whole.

Leadership:

It is with dedication, courage and wisdom that Leaders ensure the work needed to carry out the mission is accomplished. As Leaders, we are loyal to the needs of our people and we exhibit honor and humility in our actions.

Respect:

Native American isn't just blood, it's what is in our heart that defines respect. The love for the land, the respect for it and those who inhabit it. Through respect and acknowledgement of our ancestors and elder's we teach our future generations the importance of respect.

Family:

Through traditions, values, and teachings, we understand bringing families together is fundamental in honoring the generations that have come before, and in preserving the family structure for generations to come. Recognizing the importance of all members of the family empowers our community to heal and prosper.



Letter from the Chairman

nákʷs (hello),

On behalf of the Cowlitz Indian Tribe, welcome to our Department Overview Book. It is my hope that this resource will provide a high-level look at the various departments within our government and the essential roles they play in serving our community.

Over the years, the landscape of our Tribal government has transformed significantly. What once started as a small, dedicated group has now grown into a robust organization with approximately four hundred employees, each contributing their unique skills and expertise. Our departments have expanded, our services have diversified, and our capabilities have strengthened. Since receiving federal recognition in 2000, we have made remarkable progress. Despite these changes, the heart of the Cowlitz Indian Tribe remains steadfast. Our mission to serve and uplift our members, uphold our traditions and culture, protect our land, and build a legacy for the next seven generations continues to guide every decision we make. The spirit of unity, resilience, and dedication that has always defined us is as strong as ever.

As we look to the future, we are filled with excitement and optimism. The growth and progress we have achieved are just the beginning, and we thank you for being a part of this journey.

Sincerely,

William B. Lyall
Chairman of the Cowlitz Indian Tribe

Letter from the Tribal Manager

Hello,

As the Tribal Manager of the Cowlitz Indian Tribe, it is my pleasure to introduce this Department Overview Book as a resource for those looking to better understand the operations of our Tribal government. The Cowlitz Indian Tribe is supported by a diverse array of departments that each play a unique and crucial role in supporting the Tribe, its members, and the surrounding community. From healthcare and education to cultural preservation and philanthropy, our employees work to uphold Cowlitz values and traditions while embracing innovation and progress. Furthermore, administrative roles within the Tribe provide the necessary support and infrastructure to maintain a positive and productive work environment for all of those employed by the Tribe. With offices from Tukwila to Vancouver, The Cowlitz Indian Tribe continues to be a growing force in the area, and each department's contributions are vital to upholding our mission.

Thank you for your support of the Cowlitz Indian Tribe, and the many individuals who serve this community. Together, we will continue to build a thriving and resilient Cowlitz Indian Tribe for generations to come.

Sincerely,

Michael Watkins
Tribal Manager of the Cowlitz Indian Tribe





TABLE OF CONTENTS



Administration	6
Cultural Resources	16
Gaming Commission	21
Health and Human Services	24
Housing	37
Natural Resources	41
Public Safety & Tribal Court	46
Public Works	50
Additional Resources & Office Locations	58

Administration



Human Resources

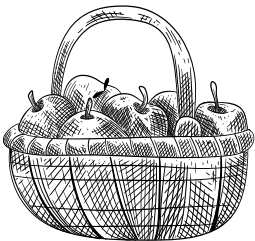
Human resources policies and procedures are guidelines that outline employee expectations, organizational obligations, disciplinary procedures and behavior standards. Human resources define a fair, equitable and competitive total compensation and benefits package.

The Human resource department helps support and improve employee's work-life quality by managing all stages of an employee's life cycle and promoting staff development and well-being. Human resources have an obligation to maintain employee records from the time of employment to well after an employee leaves.

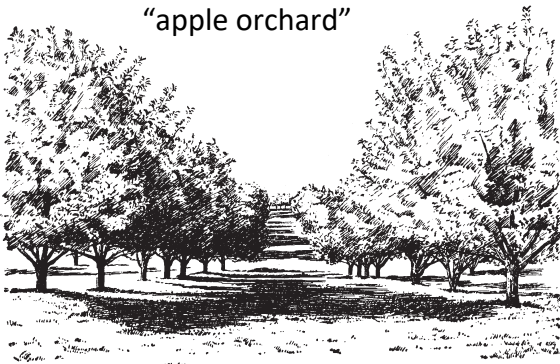


Employee Relations maintains a positive relationship between employees and the organization, handling various employee-related tasks such as counseling, and participating in recruitment and dismissal process. Communicating HR policies, collecting and analyzing employee data, and overseeing employee training, is crucial in maintaining a productive work environment and ensuring compliance with employment laws.

Payroll



ʔáplsan't
"apple orchard"



Key Functions:

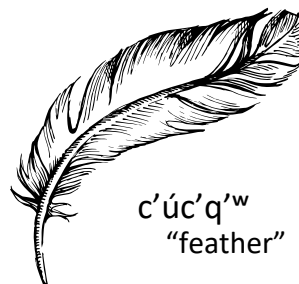
- Payroll processes time sheets calculating worked hours to pay employees earned wages.
- Payroll reconciles payroll data to keep accurate records by comparing two records of the same event ensuring they match each other.
- Uploading and depositing payroll taxes and submitting reports.
- Ensure that proper wage deductions are withheld from employees pay as required.
- Maintain organized payroll records for each employee and for company.
- Manage employee data in the employee data base while ensuring accuracy.
- Manage accurate data entry of information obtained from employee's W-4 for appropriate taxes to be withheld. Create W-2's from gathered information from payroll reports, submit to the Internal Revenue Service and mail to employees.
- Safety, Risk, Emergency Management and Tribal Enforcement & Compliance

Accounting

Protect financial and physical assets of the tribe through established policies and procedures in accordance with generally accepted accounting principles (GAAP) and government accounting standards board (GASB).

Key Functions:

- Assist grant and program managers with analyzing and interpreting financial data.
- Process and record payments made to tribal members, vendors, and employees.
- Process and record payments received from various funding sources including tribal enterprises (casino, tobacco outlet, etc.), and federal, state, and local grantors.
- Facilitate the annual budget process.
- Prepare financial statements.
- Prepare financial reports required for submission to funders, government agencies, and financial institutions.
- Manage financial audits.
- Organize and facilitate GWE payments to tribal members.
- Coordinate and process tribal travel.

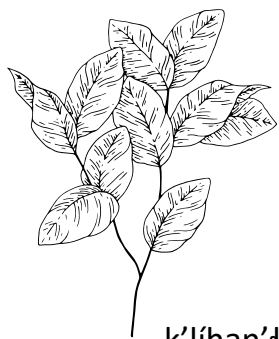


Purchasing

Procurement plays a crucial role for the Tribe by managing the acquisition of goods and services.

Key Functions:

- We identify and select suppliers who will provide the necessary goods and services at the best possible prices and terms.
- We process all orders for all departments of the Tribe.
- Review and manage contracts to ensure compliance with terms and conditions, policies and procedures, and Federal regulations.
- Issue and manage purchase orders to ensure timely delivery of goods and services.
- Develop and maintain strong relationships with vendors to ensure reliability and quality.
- Ensure that all procurement activities comply with organizational policies and procedures.
- Monitor and control costs to ensure the Tribe gets the best value for its money.



k'líhan't
"salal bushes"

These functions help ensure the Tribe operates efficiently and effectively, securing the resources it needs to succeed.



Safety & Risk Management

The process of identifying, evaluating and controlling risks at the workplace.

- Regularly prepares and post occupational safety and emergency preparedness messaging.
- Responds to internal and external safety, risk and emergency management inquiries & complaints.
- Attends, assists and advises Employee Safety Committee, coordinates ESC annual elections.
- Receives and reviews incident reports that are submitted by employees follows up with mitigation or corrective actions if necessary.
- Compiles and records all necessary data for OSHA 300 log.



páck†
“big-leaf maple leaf”



Emergency Management

Effective emergency management means plans are in place for all identified emergency scenarios. We ensure a comprehensive and coordinated response by:



xʷál'kʷp
“build a fire”

- Planning and coordinating safety inspections, annual fire drills and the annual shake out earthquake drill. Coordinating with HHS departments to meet AAAHC accreditation requirements.
- Administering online safety trainings for employees.
- Developing safety, risk and emergency management plans, policies and standard operating procedures.
- Provides emergency management representation and coordination with FEMA Region 10, Washington State Emergency Management Department, Region 4 Local Emergency Preparedness Council, Region 4 Public Health Alliance Emergency Preparedness Group, Cowlitz County Emergency Management Division, other Tribal Emergency Management Departments and Red Cross.
- Representation as member of Southwest Washington Regional All Hazard Incident Management Team. Provides subject matter expertise and instruction in incident command system.
- Provides basic citizen level First Aid, CPR, AED and stop the bleed trainings.

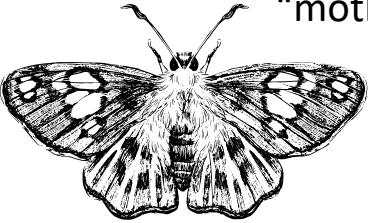


Tribal Enforcement & Compliance Officer for gaming establishment

Responsible for ensuring the implementation of and compliance with the Environmental, Public Health and Safety Protection Ordinance.



músalmx
“moth”



Enrollment

Purpose: To provide support and coordination of services for our Cowlitz Indian Tribal Members. Our desire is to advance the Enrollment Department’s mission, vision, and values by providing efficient, proficient, and effective member services.

The Tribal Enrollment Office is responsible for keeping our members contact information up to date. Members can update their contact information by phone (360-577-8140 press option 3), email (Enrollment@cowlitz.org), or our web site Cowlitz.org



Northwest Forest Pass and Discover passes are available for Tribal Members 18 and over.



Elder Vests:

Tribal members who are 60 years of age or older can receive one free Elder Vest.

Low-Income Home Energy Assistance Program (LIHEAP)

Low-income Washington State families can request a Low-Income Housing Energy Assistance Application. Proof of your income and a copy of your current utility bill is required.

Small Tribes Organization of Western Washington (STOWW)

Emergency Food Assistance Program administers food vouchers for tribal members who live in a rural area in the state of Washington and are low-income. To see if you qualify, contact Enrollment (Washington State Residents in Rural Area Only)



Burial/Funeral Assistance:

Members are eligible to receive up to \$4000 for Burial/Funeral assistance for themselves or a spouse.

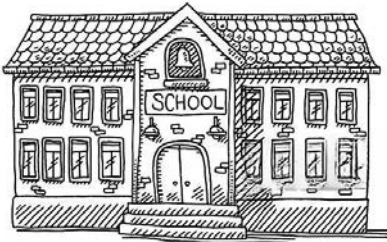
Photo Tribal ID Cards:

Tribal members may request a tribal ID in person or by mail. To have a tribal ID mailed to you please email a clear straight forward headshot picture of yourself along with your current mailing address to Enrollment@cowlitz.org



Education

Purpose: To encourage Cowlitz students in their pursuit of a vocational certificate or college or university degree.



sk^wulháws
"school house"

Funding for the program is approved by the Tribal Council each academic year and is dependent on availability of Tribal funds.

To achieve this goal, the Cowlitz Tribe offers a Tuition Assistance Award Benefit and an Educational Costs GWE Benefit.

Tuition Assistance:

Tuition and tuition related fees are awarded to enrolled Cowlitz tribal members attending an accredited vocational school, college, or university. Cowlitz Tribal funding will support one of each of the following certificates or degrees:

- Vocational Certificate
- Associate Degree
- Bachelor Degree
- Master Degree
- Doctorate Degree



Educational Costs GWE Benefit:

On August 3, 2019, the Cowlitz Tribal Council approved the inclusion of the Cowlitz Tuition Assistance Award Program as a tribal benefit under the General Welfare Exclusion Act of 2014 (Act). This approval acknowledges the tuition and tuition related fees provided by the Cowlitz Tuition Assistance Award Program meet the requirements of the Act, are not taxable, and are not subject to IRS information reporting requirements.



?á?xam'tn'
"book"

This annual benefit for educational costs may be used for, but is not limited to, books, computers, calculators, musical instruments, sports equipment, supplies for studies, tutors, clothing, room and board, and transportation to and from school.

If you are a high school graduate or have a GED and are enrolled in a certificate or degree program at an accredited vocational school, college, or university and are not receiving Cowlitz Tuition Assistance; you may be eligible for the Educational Costs GWE Benefit.

Cowlitz Tribal Foundation

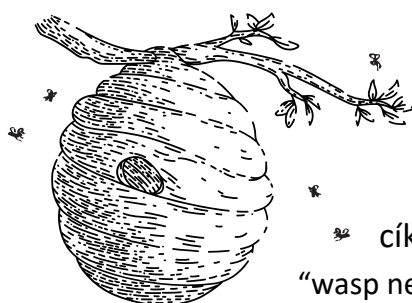
sčáyčil
“rosebush”



Purpose: To support communities on the land of which the Cowlitz Indian Tribe has nurtured since time immemorial, the Cowlitz Tribal Foundation is the philanthropic extension of goodwill toward neighboring organizations working to support our most vulnerable populations. With trust-based philanthropic principles guiding the Foundation's efforts since 2018, the Cowlitz Tribal Foundation has provided over 270 nonprofit organizations with \$27M in support of charitable efforts throughout Southwest Washington.

Values:

- Raise one another up. Guided by the values of the Forever People, the Cowlitz Tribal Foundation exemplifies the honor of raising one another up; supporting individuals, visions, and actions that catalyze positive change and prosperity for future generations.
- Seek to understand. With commitment to equity, the Cowlitz Tribal Foundation recognizes that historic and ongoing racial and structural inequities have marginalized certain voices; actions and systems sustained overtime to deny opportunities to communities based on traits such as race, ethnicity, nationality, religion, economic class, age, gender, sexual orientation, and disability.
- Foster authentic connections. Partnering with community champions, locally and regionally, provides the Cowlitz Tribal Foundation with a platform for advocacy and opportunity to lead with empathy, integrity, and transparency.
- Challenge the cycles. The Cowlitz Tribal Foundation seeks to disrupt intergenerational poverty by engaging communities and mobilizing resources to support ongoing efforts that support positive changes for generations to come.



cíkslwltx^w
“wasp nest”

Scan the QR Code
to view some of the
work do





xéw't
"trail, path"

Funding:

The Cowlitz Tribal Foundation is funded from percentages of gaming revenue. No funds from the Cowlitz Tribal Foundation shall be used to fund Cowlitz Tribal Members, Cowlitz Indian Tribe Departments, or other self-supporting efforts.

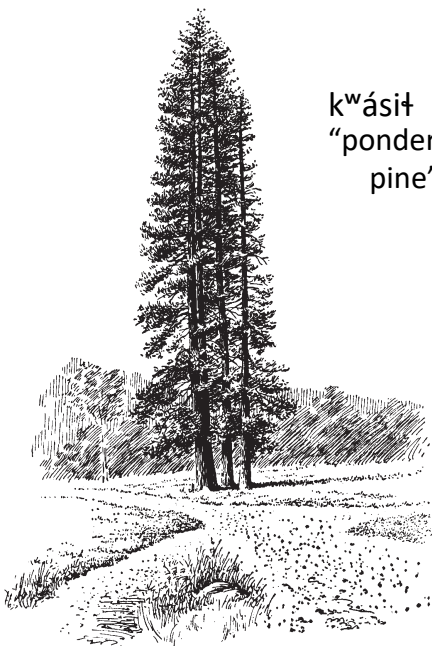
For more details and specifications, please review the Cowlitz Indian Tribe Tribal Council Ordinance (No. 07-02, Page 6) and the Cowlitz Indian Tribe Washington State Gaming Compact (Appendix X2, Page 42).

Governance:

The Department is led by a small team, whose efforts are supported by two separate Boards per the Foundation's funding requirements. These Boards act as the decision-makers once applications are processed and reviewed by the Foundation team. Through an equity lens, the Boards participate in thoughtful conversation about each application, organization mission, and rely on the Foundation Team's expertise to answer questions and clarify objectives.



pənl'aqám'
"springtime"



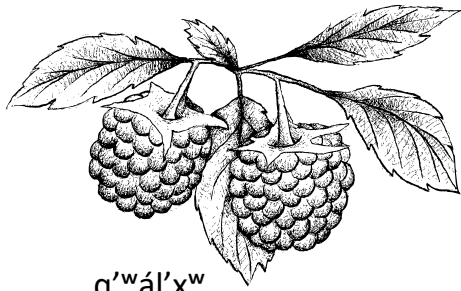
kʷásił
"ponderosa
pine"

Eligibility:

Organizations seeking partnership with the Cowlitz Tribal Foundation must be 501(c)3 nonprofit organizations. Priority is directed to culturally responsive, culturally specific, or community-based organizations with projects or programs that support low-income people, communities of color, and rural communities; projects or programs that provide basic human needs; and projects or programs that support access to education. Priority is also directed to organizations whose services provide for communities in Clark County, Cowlitz County, Skamania County, Lewis County, Thurston County, and Pierce County.

Grants

The Grant Team is responsible for researching, identifying, and applying for outside funding opportunities for all Cowlitz Tribal Departments. The Team assists Department Directors and Managers with project planning/development, drafting Tribal resolutions, project proposals, and budgets. The Team is also responsible for tracking and storing all grant application documents submitted on behalf of the Cowlitz Indian Tribe, which includes award letters, proposals, budgets, contracts, and performance/financial reports. Additionally, the Team collaborates with the Accounting Department to share grant information, such as new award updates, budgets, financial reports, and close-out documentation.



q'wál'x^w
"raspberry"

Services our staff assists with:

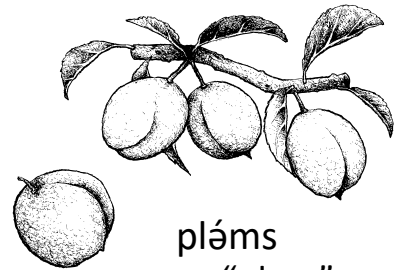
- Funding opportunity research and innovation
- Project planning
- Drafting Tribal resolutions, proposals and budgets
- Data research
- Grant tracking and storage
- General grants support

Things to come:

Various grants require specific subject matter experts to assist with critical technical information to complete project proposals. These highly competitive grants require experts in particular fields to assist in strategic planning, project support, grant proposal development, and policy recommendations to advance the Cowlitz Indian Tribe in new directions. Some of these new directions include:

- Energy, green power and electric vehicle charging stations
- Broadband infrastructure, and service expansion to Tribal members
- Emergency Preparedness
- Tribal Cybersecurity

The Grant Team will work to identify and refer Tribal Departments to outside, specific grant consulting firms to increase the success of highly competitive, complex grants for the Tribe's advancement.



pláms
"plum"

Compliance:

Future funding is contingent on completing deliverables that adhere to outlined Federal guidelines for expenditures for the funding award. Navigating the intricate processes of grant management is necessary to ensure the Tribe meets all reporting requirements, especially Federal uniform guidance regulations. The Grant Team will assist in developing grant management processes and procedures, which include creating a database instrument and establishing a centralized grant funding data storage for the Tribal Department network.

Information Technology

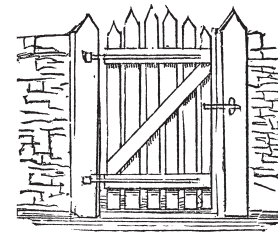
Essential to Cowlitz Indian Tribe's operations. IT manages technology infrastructure and ensures data security and accessibility. This is achieved by enhancing communication, improving service delivery, and supporting cultural preservation through technology, to help the Tribe thrive.

Key Functions:



qi téw'ttn'
"bridge"

- **Infrastructure Management:** We manage the Tribe's network infrastructure, ensuring secure and reliable communication across all Tribal facilities.
- **Cybersecurity:** We act as the gate to safeguard tribal data with firewalls, encryption, threat detection and access controls to protect against cyber threats.
- **Data Management:** We secure, maintain, and back up tribal data, ensuring compliance with privacy laws like HIPAA and preserving vital tribal records.
- **Innovation:** We solve problems, streamline processes, and introduce new technology solutions to create opportunities and efficiencies.
- **Support:** We provide help desk services and troubleshoot issues for staff to ensure smooth daily operations.
- **Technology Strategy:** We work with Tribal leadership to develop long-term strategies, focusing on adopting new or improved technologies.
- **Compliance:** We ensure adherence to internal policies and external standards like NIST for information security.



tá?qam'ttn'
"gate"

We are committed to being the bridge that connects everyone to the technology they need. We strive to deliver top-notch service and support to everyone who depends on our systems, both inside and outside the organization. Our goal is to provide quick assistance, efficient solutions, and innovative technology to improve the work and experience of all we serve.

Legal

Collectively, the Legal Department has over 60 years of legal experience. Consisting of five attorneys and one paralegal, Legal has focused their knowledge and skill sets in American Indian Law, and federal and state law.

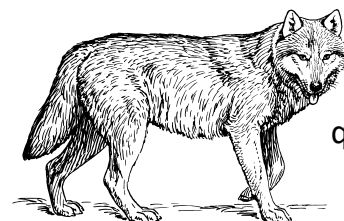
Together, our attorneys have the privilege of bar admissions in the Cowlitz Tribal Court, the states of Washington, Oregon, Michigan, Colorado, and Texas; and in several federal court jurisdictions.

We assists with:

- Drafting negotiating, and modifying agreements
- Drafting Tribal codes and resolutions
- Managing the Tribe's relationships with outside counsel and opposing counsel
- Participate in the closing of real properties
- Government-to-government consultation (State and Federal)
- Draft motions and briefs
- Litigate and advocate in Tribal Court proceedings and other jurisdictions



The Legal Department represents the Cowlitz Indian Tribe at all stages of transactions.



qinúy'tn'
"wolf"



Cultural Resources





Mission:

The Cultural Resources Department engages in the historical, archaeological, and living culture of the Cowlitz Indian Tribe. Our duties include making sure the Tribe's culturally significant places, cultural practices and ceremonies are protected for the current and future generations of Cowlitz People to exercise their inherent rights and Tribal sovereignty.

Cultural Resources

Our department engages with various state, federal, city and county agencies, local and regional organizations, and neighboring Tribes in government-to-government matters that occur within the traditional territory of the Cowlitz Indian Tribe.

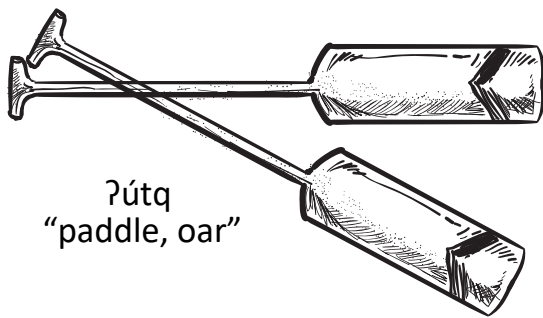


Tribal Historic Preservation Office

Engaged in the identification, protection, and preservation of historic and sacred sites, landmarks, and traditional properties or landscapes of interest to the Cowlitz Indian Tribe. This is done not only through administrative processes, such as permit review, consultation with local, state, and federal agencies, and review of archaeological and environmental reports, but also through direct outreach with Tribal members, Tribal government officials, and various public programs.

Language Revitalization

The goal of this Program is to re-awaken (revitalize) our languages which have been resting. We understand that languages emerge from the land and waterscapes of our homeland and are the breath of life from the Creator to the People. The first of our languages that we are revitalizing is Cowlitz Coast Salish.



ʔútc
"paddle, oar"

Carving

The Cowlitz Carving Department provides culturally relevant gifts for Cowlitz dignitaries and guests, in addition to carving canoe paddles, shovel-nose canoes and house poles for museums, interpretive centers and Tribal Government needs. The Master Carver also supports cultural gatherings and ceremonies e.g., fires for Salmon Ceremony, Smelt Ceremony, Solstice, etc.



Cultural Committees

sł'iw'xín'
"bald eagle"



Cultural Resources Board

The Cultural Resources Board is comprised of 12 members who provide guidance and support to all Cultural Committees. They provide feedback to Tribal Council for various culturally related initiatives. The Cultural Resources Board provides space and time for all Cultural Committees to share the being done by each committee. Ceremonies sponsored by the CRB included the Salmon, Smelt and Lamprey Ceremonies, in addition to supporting the two Solstice events and harvest of traditional foods including camas and wapato.

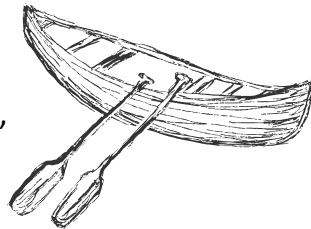
Canoe Family

The Canoe Family is a community volunteer group that meets on a regular basis for the purposes of training, planning, and attending the Intertribal Canoe Journey each year.



Being the Canoe Family is a large Cowlitz community group the Canoe Family also takes on part of the planning and facilitation of large tribal events and campouts.

ssá?wln
"making a canoe"



Drum Group

The Cowlitz Drum Committee consists of 3 officers – Chair, Vice Chair, and Secretary, and a general body of voting members. The primary purpose of

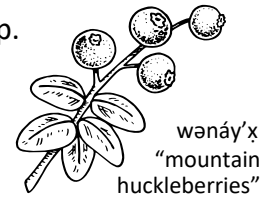


the committee is to deal with the day-to-day business and the budget. We buy supplies to make regalia, fund trips for singers to go sing at various events, and we support the Cowlitz Drum Group. We also support other Cultural Committees by sending Drum Group members to various activities. Neither the Cowlitz Drum Committee or the Cowlitz Drum Group are exclusive, we are always looking for growth and encourage people to get involved.

Huckleberry Camp



Huckleberry Camp is supported by volunteers from all Cultural Committees. This fund hosts the annual Huckleberry Camp in mid-August at Swift Creek. Tribal members are invited to set up camp at Swift Creek, where daily shuttles and vehicles take members up to pick huckleberries. Community meals and cultural arts are additional services provided at base camp. Huckleberry Camp provides gas cards on a first-come first-serve basis, one per family, which supports Tribal membership in huckleberry harvest.



Pow Wow

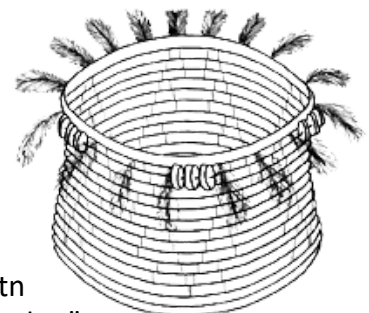
A vibrant celebration of culture and heritage. This annual gathering is an expression of the Tribe's traditions, featuring breathtaking dances, soul-stirring music, and intricate regalia. Experience the rich tapestry of the Cowlitz Indian

Tribe's history, as elders share stories and the younger generation keeps the flame of tradition alive. At the heart of the Pow Wow, drum circles resonate with rhythms that have echoed through time, and dancers move with a grace and power that speaks to the Tribe's enduring spirit. This is more than just a cultural festival – it's an opportunity to connect, to learn, and to feel the heartbeat of the Cowlitz people. Vendors offer authentic Native crafts, jewelry, artwork, and traditional foods. Dive deep into the history and learn more about the Tribe's contributions, struggles, and aspirations.



Weavers

The Weaving Committee is a group of people who are interested in weaving, have weaving skills, and some can teach weaving. They have woven with cedar, cattail, tule, pine needles, bear grass, wool, etc., and some have excelled at teaching. In addition, they understand the many harvesting practices and ensure it is done in a good way and in harmony with its surrounding. Some are newer to weaving and harvesting and are learning both inside and outside this group. This group of people are the Weaving helpers. If we are teaching a class, they can be called upon to help prepare and assist during these classes. They can be relied upon to harvest weaving products for the Tribe making weaving a sustainable practice within the Tribe.



sácsuq^wstn
"weave a basket"



Gaming Commission



Vision:

To exercise Cowlitz tribal values and sovereignty, to achieve a healthy and prosperous community for all generations through strong and effective regulation and enforcement.

Mission:

To ensure that gaming conducted by the Cowlitz Tribe is honest and fair through strong and effective regulation and enforcement and to preserve and protect integrity, assets, and safety on the Cowlitz Indian Reservation.

Values:

- Encourage open communications by bringing up issues with each other.
- Take responsibility for what we do.
- Treat everyone with respect.
- Support and assist each other and stakeholders.
- Develop and maintain close working relationships.
- Maintain and exhibit the highest level of professional integrity

Gaming Commission

The Cowlitz Tribal Gaming Commission is the government entity which regulates casino gambling activity on the Cowlitz reservation.

The Tribal Gaming Commission is composed of five members, appointed by the Cowlitz Tribal Council. We are often confused with the CTGA (Cowlitz Tribal Gaming Authority), the business entity which manages the casino. Though we work in the casino monitoring its operations, we do not work for the casino.

The Commission protects the Tribe, employees, and patrons by ensuring the gaming operation at ilani maintains strict compliance with applicable laws, ordinances, compacts, and controls. We monitor all gaming activity, the movement and accounting of every dollar of revenue, and the countless elements that go into the operation of a large and complex casino resort like ilani. To accomplish this, we work closely with casino staff, law enforcement, and outside regulatory bodies on all matters under our purview.



Internal Audit -

Performs comprehensive examinations of the gaming operations' systems of accounting and internal controls. Internal Audit conducts an in-depth annual audit of almost every casino department identifying and correcting risks, and verifying compliance with regulations, standard operating practices

Electronic Gaming Systems/ Information Technology -

Regulates the technical regulatory aspects of the casinos 2500 gaming machines and many other technologies used by ilani both on and off the gaming floor. EGS is also responsible for supporting the Commissions internal Information Technology infrastructure.

Fun Facts:

- 34% of our staff are Cowlitz Tribal Members
- 46% are Tribal
- 23% are Veterans

Licensing -

Ensures that every person and company that has any direct or indirect involvement with gaming activities have undergone the appropriate background checks and meet the strict criteria outlined in the Tribal/State Compact and the Cowlitz gaming ordinance.

Regulatory Unit -

Makes up the bulk of our staff. They are the "front line" of our regulatory efforts. They monitor the day-to-day activities on the casino floor and in the non-public areas. They conduct checklists, investigations, barrings, monitor sensitive casino tasks and patron disputes.



ṭak'wəlqs
"woodpecker"

Health and Human Services



Vision:

Generational wellness for all our relations.

Mission:

The mission of the Cowlitz Indian Tribe's Health and Human Services Department is to promote an optimal level of health and well-being for American Indians and Alaska Natives by utilizing traditional, modern, and culturally sensitive medical and social service practices which create balance in the physical, mental, spiritual, and social components of life.

Values:

- Ethics:** We are committed to upholding our ethical values in the treatment of others, decision making, and public service.
- Integrity:** We promote individual and collective well-being, and are committed to listening without judgment, respecting choices, building trust within our community and upholding the highest standards of care.
- Leadership:** We have become, and continue to be, a leader locally and nationally for addressing health and social service challenges faced by Native people in ways uniquely suited to our community. We promote synergy and foster an environment that focuses on creating leadership and building our community.
- Family:** We strive to help heal and strengthen the family structure by demonstrating core values. We understand bringing families together and passing on traditions, values, and teachings is fundamental in honoring the generations that have come before and to preserve families for generations to come.
- Spirituality:** We support individual and community efforts to create a foundation of love, respect, patience, tolerance, and resiliency. Every aspect of our being must be complete in order to truly connect and find balance. The link between values and culture is the core of who we are. Spirituality as a value, speaks to relationships with oneself, others, and a higher power.
- Compassion:** We believe compassion for others involves an unwavering belief in human worth, dignity and equality. To that end, we provide an environment where people feel safe and respected.

Behavioral Health



Philosophy of Care:

Cowlitz Indian Tribe Behavioral Health (CITBH) services treat the whole person, not just the symptoms. Mental health disorders, substance use, and other addiction behaviors often stem from a combination of emotional, psychological, social, and sometimes physical factors. Many people experiencing mental health struggles may turn to substances as a coping mechanism, and substance use can exacerbate or trigger mental health symptoms. CITBH fosters true healing by identifying needs in all aspects of a person's life and addressing them together with integrated planning and care.

Counseling & Support:

Counseling services are available on site, in the community, and via telehealth to treat symptoms that impact a person's day-to-day life. With decades of experience providing person-centered care, our providers specialize in a variety of modalities that can offer relief to individuals of all ages.



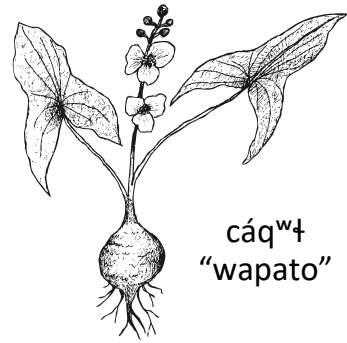
catáwi?
"cedar"

Counseling and supportive services include:

- Comprehensive behavioral health diagnostic assessment
- ASAM assessment related to substance use
- Diagnostic assessment related to gambling behaviors
- Integrated behavioral health and ASAM assessment
- Individual, Family, and/or Group therapy
- Responsible gaming promotion and advocacy
- Treatment for those affected by gambling-related diagnoses
- Substance use disorder treatment including outpatient and intensive outpatient levels of care
- Transitional services
- Peer support services
- Wellness and recovery activities
- Relapse prevention planning and support
- Parenting support and education
- Therapeutic group outings for youth and adults
- Coordination with specialty courts, probation services, and other systems
- Referral services
- Placement coordination with detox and inpatient treatment facilities
- Case management and assistance accessing benefits and community resources
- Care coordination and advocacy
- Integrated care planning and treatment for those affected by co-occurring diagnoses

Medication Evaluation and Management

Medication may be necessary for some individuals to achieve relief from symptoms and establish a sense of stability and wellbeing. Psychiatric Nurse Practitioners within CITBH specialize in evaluating needs for and potential benefits of pharmacological interventions. In addition to psychiatric medication options, CITBH offers Medication-Assisted Treatment (MAT) services to combat symptoms associated with opioid and other substance use disorders.



Services include:

- Medication evaluation
- Education on potential diagnoses and medication options
- Ongoing medication management and support
- Overdose education and prevention

Funding:

Federal, state and foundation funds.
Tribal revenue (Responsible Gaming services only)



Service Areas:

DuPont: All services except those specific to symptoms related to substance use and gambling

Longview: All services

Tukwila: All services except group counseling for individuals impacted by symptoms related to gambling

Vancouver: All services



Eligibility:

All CITBH services are open to American Indian and Alaska Native (AI/AN) community members enrolled in a federally recognized tribe regardless of insurance or ability to pay. Services to address the impacts of substance use are also accessible to other community members with a billable resource. Services to address needs related to



gambling are funded by gaming revenue provided by Cowlitz Indian Tribe and are accessible and free to all community members. The priority of CITBH is to provide highly effective, culturally responsive services to AI/AN community members. When capacity allows, additional services may be accessed by Non-Native community members with a billable resource who are engaged in SUD services and need integrated care that addresses symptoms of co-occurring diagnoses.

Health

Purpose:

To provide a holistic approach to health care that promotes disease prevention, treatment, and education. We work toward providing patient centered, culturally appropriate, and team-based medical care. We strive to create and sustain a therapeutic and ethically sound relationship with our patients. Our facilities provide patients with a safe and clean environment

Eligibility:

Any enrolled American Indian/Alaska Native (AI/AN) of a Federally Recognized Tribe
Any lineal descendant of a federally recognized AI/AN (Grandparent and/or Parent MUST be enrolled)
Dependents/Spouse of an Enrolled Cowlitz Tribal Member with a billable insurance
Tribal Employee, their dependents, and/or their spouse with a billable insurance

Services:

- Primary Care Services
- Physical Examinations
- Family Planning
- Well Child Exams
- Immunizations
- Women’s Health
- Limited Lab Services
- Medication Management
- Health Education
- Nutrition Counseling
- Patient Benefits Services
- Chronic Disease Prevention & Management
- Diabetes Screening, Management & Support
- Diabetes Self-Management Education (DSME)
- Tobacco Cessation Counseling
- Providing Educational Materials and activities to encourage Cooking and Gardening
- Cooking and Food Preservation Classes
- Seasonal garden events
- Produce Distribution in Longview, Tacoma, Vancouver, Ridgefield, and Toledo



Funding:

Indian Health Services: Annual Funding Agreement
Indian Health Services: Special Diabetes Program for Indians (SDPI)
Tribal Foundational Public Health Services
Northwest Portland Area Indian Health Board: Various Initiatives
Third Party Revenue

Community Garden

Toledo

Purpose:

Originating as a way to fulfill Tribal members' need for fresh, sustainably grown produce, the Community Garden currently serves the Elders Program as well as over 100 households of Cowlitz Tribal members and members of other Native American and Alaska Native tribes. We currently work year-round to produce annual and perennial fruits and vegetables and culturally significant crops



"I think that we really need to be a little bit more cohesive, not just even within our own tribes, but within our tribal neighbors, within our whole tribal community."

-Cowlitz Elder

Services:

- Growing and offering produce to all Cowlitz Tribal Members, Native Elders, and Native households experiencing food insecurity.
- Distribution of culturally significant crops and related products.
- Providing educational materials and activities to encourage cooking, gardening, and interacting with nature.
- Cooking and food preservation classes.
- Seasonal garden events.

Service Areas:

(Produce distribution in Longview, Lacey, Tacoma, Vancouver, Ridgefield, DuPont, Federal Way and Toledo)

Food Sovereignty:

Revitalizing Camas is essential to the Tribe's food sovereignty. This year marked the second annual Camas planting event at Gospodor property.

Tribal members and volunteers came together to plant 4,000 Camas bulbs this year, with more to come.

The property has been split into 1-acre sections. One section is slated to be planted each year, over the next 5 years.



qáwm'
"camas"



-Camas Planting 2023-



Purchase Referred Care (PRC)

Purpose:

To provide timely payment of medical care in a safe and compassionate environment supportive of a healthy Tribal community.

Eligibility:

Enrolled members of the Cowlitz Indian Tribe maintaining residency in the ten county Service Delivery Area (SDA) as published in the CFR.

Non-Native Pregnant Women

Funding:

Annual Funding Agreement with IHS

Some PRC services include but are not limited to:

- Inpatient Medical Care
- Outpatient Specialty Care
- Primary Care
- Dental
- Orthodontics
- Routine Vision Care
- Glasses/Contacts
- Hearing Aids
- Pharmacy
- Sleep Apnea
- Diabetic Supplies
- Chiropractic
- Massage



šúnč'
"cattail"

Service Area:

Clark, Cowlitz, Skamania, Wahkiakum, Lewis, Thurston, Pierce, King & Kittitas Counties in Washington, and Columbia County Oregon



Helpful Information:

1. Look for your annual registration update to arrive by mail the month prior to being due
2. If you are un/underinsured, an application to the Health Plan Finder will be required
3. The PRC program follows Medicare coverage guidelines
4. PRC eligible students who relocate outside of the service area, may continue to receive care, paid for by the program if certain criteria applies
5. You could be eligible for services if you are homeless or unsheltered, but within the service area

Veterans

DuPont



Mission: To equip Veterans with the knowledge and support necessary to acquire and utilize their entitled benefits, ensuring they have the information needed for a successful transition to civilian life. To remove barriers and provide services that deliver the most equitable opportunities, empowering veterans, servicemembers, and their families to achieve their greatest potential.

Funding:
Tribal Revenue



Eligibility: The program places primary emphasis on members of the Cowlitz Indian Tribe. Following this, priority extends to members of other Native American Tribes. Family members of Veterans may be eligible for certain services in recognition of supporting Veterans during their transition and beyond.

Services:

- VA Claims and Benefits Assistance
- Appointment Transportation
- Health and Wellness
- Veteran Advocacy
- Navigation of Veteran Resources
- Housing Services
- Education and Employment
- Burial and Family Support
- Honor Guard

Purpose: The ICW Program works with families with children who have been placed in the custody of the state, or in some cases identified as “at-risk” for a dependency.

The program works with the CIT legal department, to provide prevention of child maltreatment services and advocacy to families, as well as, culturally responsive and reunification focused support services for Cowlitz families involved with state child protective services.

Indian Child Welfare (ICW)

Program Eligibility & Restrictions:

Those who have been verified by the Cowlitz Tribal Enrollment Department as being a direct lineal descendent to an enrolled Cowlitz member. Cowlitz children identified as being an “Indian Child” per the ICWA & WSICWA.

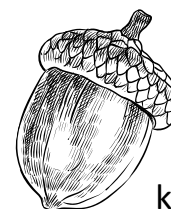
Services:

The ICW Case Workers provide prevention and intervention services through case management, in-home Positive Indian Parenting instruction, family assessments, and referrals and resources.

- Family Preservation Services-Services to keep families together
- Case Management Services (including in home safety visits)
- Referrals to other tribal and non-tribal services as needed

Funding:

Approximately 20% of the program is funded by State and Federal funding; a majority of the funding comes from Tribal revenue.



kʷískʷs
“acorn”

Pathways to Healing (PTH)

Mission: To honor traditional values and beliefs that promote safety and wellbeing for Native American/Alaska Native families and individuals by providing a holistic approach to inform, educate, and heal our communities affected by violence.



Eligibility: Any person regardless of gender identity or age, who is an enrolled member of a tribe or descendant of a tribal member, AND has been a victim of: domestic violence, sexual assault, sex trafficking, dating violence, stalking, and/or elder abuse. Services are also available to CIT employees, and non-Native parents of Native children in certain situations, please call for more information. Parental consent is required for children under the age of 13.

Services:

- Information and Referrals
- Cultural Advocacy
- Community Outreach
- Online Social Media
- Legal Advocacy
- Court Accompaniment
- SANE Exam Accompaniment
- Outreach and Prevention Services
- Support to Secondary survivors/victims
- Missing and Murdered Indigenous people support & referrals
- Safety Planning
- Emergency Planning
- Therapy
- Training
- Medical Advocacy



Funding:
Federal Funding, State Funding,
Tribal Revenue & Donations

Services Areas:

Cowlitz, Clark, Lewis, Thurston,
Pierce & King County

Cowlitz Tribal members no matter where they live.

Appointments in-person are encouraged but are available virtually and by phone call

Mission: To assist Tribal Elders to live in the least restrictive, most appropriate environment possible. We work hand in hand with our intertribal departments to bring wellness into our elders lives and provide culturally relevant activities to our Elders and tribe. We do this to assist our Elders on their journey through aging.

Elders

Toledo

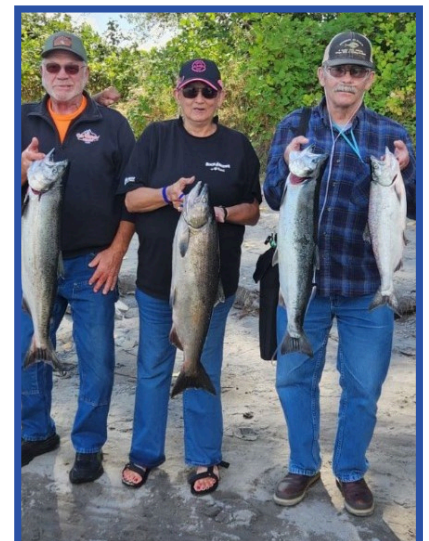
Services:

- Elders Lunch and Luncheons
- Homebound Meal Delivery Service
- Frozen Salmon Filets
- Care Packages
- Respite Care Assistance/ Light Chore Service
- Medical Transportation to Appointments (Non-ADA)
- Prescription Pick-Up & Delivery
- Access to an Elder's Wellness Advocate

Funding:
Tribal Revenue and Federal Funding

Eligibility:

Native American/Alaska Native who is 60-years+, or spouse of the before mentioned.



Mission: The mission of the Cowlitz Youth Program is to enrich the lives of youth and the Tribe through traditions that teach respect, honor, and culture by connecting them to the Elders, Cowlitz Tribal people, history, traditions, and culture of the Cowlitz Indian Tribe.

Services:

- Back to school support and supplies
- Healing of the Canoe prevention
- Various gathering throughout the year
- Cowlitz Indian Tribe Youth Council
- Tutoring support
- Culture teachings
- Summer camp
- Harvest & gathering trips
- Youth and family annual Halloween party
- Youth and family annual Christmas party

Funding:

Tribal Revenue, Federal Funding & State Funding

Eligibility:

Enrolled
Cowlitz youth ages 7-17



-Canoe Journey 2023-

Healing of the Canoe:

The Healing of the Canoe addresses youth substance abuse issues through life skills and prevention with a community based, culturally grounded life skills.

The curriculum uses the Canoe Journey by providing skills needed to navigate their journey through life without being pulled off course by alcohol or drugs – with culture, tradition, and values to guide them.



Cowlitz Youth Council:

The purpose of the Cowlitz Indian Tribe Youth Council (CITYC) is to foster future generations of strong leaders while honoring culture, tradition, and language; and to promote mental and physical well-being of Cowlitz youth. The CITYC strives to act as a voice while modeling positive attitudes and behavior for Cowlitz youth. CITYC also serves as an ambassador for Cowlitz youth when youth issues are being discussed. The CITYC plans and participates in several service projects throughout the year. The CITYC ensure youth have

input to relevant boards and committees on decisions and policies, guidance on strategic planning, and vision for the future. The council also works to bring innovative ideas and opportunities to generations of Cowlitz People.



Tribal Member Services (CTMS)

Mission: Navigating Tribal Members to services, programs, and resources available locally and worldwide.

Our Goals:

- Provide services, and access to services, to all tribal members
- Provide enhanced, transparent, meaningful communication
- Engage departments and programs to improve and sustain policies, procedures and processes across the organization
- Assist the tribe and Tribal members to help them become more self-sufficient
- Continue to exercise our sovereignty to maintain and restore our inherent rights in our aboriginal territory
- Work better together
- Preserve, protect, recover and grow tradition, culture and language to promote cultural identity

Enhancing Cowlitz culture by aid and support for gatherings.

CTMS can assist Tribal Members with:

- Navigation to resources
- Assistance with Insurance Applications
- Notary Public
- Legal Aid Referrals
- Marketplace/Medicaid/Medicare Insurance Assistance
- Medicare Supplement Plans
- Prescription Plan Coverage
- Gym Membership Reimbursements
- Amazon Prime Business Memberships (Business not required)

Culture Items Available by Request:

- Sage
- Sweet Grass
- Tobacco
- Lavender
- Drum Group CDs



Kits:

- Smudge Kits
- Tea Kits
- Dream Catcher Kits
- Medicine Bag Kits
- Cattail Mat Kits
- Rattle Kits
- Beading Kits
- Bracelet Kits
- Drum Kits
- Necklace Kits



HHS Strategic Initiatives

Employee Recruitment, Engagement, and Retention-

The Cowlitz Indian Tribe and Health and Human Services department strive “To be the employer of choice”. HHS leadership continues to collect and review feedback from staff that shapes our approach to staff resiliency, wellness, and performance.



Increased Communication-

HHS leadership is committed to increasing communication, not only within the department, but also to the Tribe, Tribal members, and our community. We have undergone a community assessment regarding health communication and will utilize these results while crafting a plan to increase our communication, enhance our social media presence, and create meaningful information sharing with HHS staff.



Electronic Health Record-

We are committed to our efforts in selecting and implementing a new electronic health record. With key leadership and infrastructures in place, we remain steadfast in moving this project forward to improve efficiency within clinical practice and create a comprehensive patient centered experience.



sq^wáq^w
“raven”

Behavioral Health Integration-

We are continuing our efforts toward integrating our services within Behavioral Health across all our locations. We are working on consistency in policies and procedures, while we continue to align our philosophy of care and approach to maximize patient access and to ensure treatment modalities reflect cultural values.

Strategic Planning-

One of the most important things we do as a department is plan for growth while meeting the needs of Tribal members and our community. Over the next year, HHS leadership will engage the community and programs in the planning process to ensure services developed align with Cowlitz Indian Tribe goals and values. We will continue exploring resources and options to bring services to more Tribal members living outside our service area and look for opportunities that benefit the Tribe as a whole.



Housing



Housing

Assists Cowlitz tribal members with their housing needs. We have several programs available, each with specific eligibility requirements. We can help you find which program will best fit your needs, answer your questions and provide you with additional or alternative resources.

Emergency Programs

Docket 218 Emergency Housing for up to \$1500 every 10 years.
Emergency medical related hotel stays.

*Designed to assist families while a first degree relative receives medical treatment more than 50 miles away from home.

One-time emergency repair assistance up to \$5000.



Eligibility:

- All Cowlitz tribal members with a qualified request
- No age or income restrictions
- Must be paid to an approved third party. Receipt required for reimbursements. Additional information may be required when paying a third party.
- Designed for an emergency when no other program fits your need.

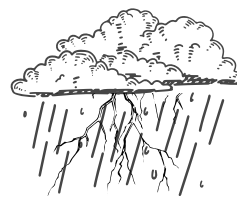
Bonneville Power Administration Home Weatherization Grant

This program provides one home weatherization project to a tribal member homeowner if they receive power from the Bonneville Power Administration.

- Limited funding available (Approx. 20 homes)
- Choose from HVAC, exterior doors, windows or insulation.

Eligibility:

- Below 200% median income level
- First come first serve basis



χášikʷukʷ4
"thunderstorm"

Well & Septic Assistance

The Housing Department facilitates paperwork for every tribal member residing in select counties to receive once in a lifetime assistance for a well or septic up to \$20,000.00.

Eligibility:

- Must reside in Lewis, Cowlitz, Clark, Pierce, Thurston, Mason, Grays Harbor or Pacific Counties
- Must be a Homeowner

St Mary's Apartment Homes

Eligibility:

- Elder members 62 or older can apply to live at St. Mary's.
- Must be below the 80% median income level
- Applications must be renewed annually
- Must agree to community rules and policies
- Requested documentation required



Aging in Place

Cowlitz Elders can receive up to \$15,000.00 of assistance annually through this program to help them stay in their homes. This is often used for property taxes, home insurance, HOA fees or home repairs or modifications.



c'q'w'i?
"wood fern"

Eligibility:

- Must be 62 or older
- Must be below 150% median income level
- Requested documentation required
- All requests must meet program qualification requirements

Student Rental Assistance

Eligibility:

- Enrolled full time in an accredited post-secondary school in the U.S.
- Below 150% median income. Parents income included if students are defined as dependent per FAFSA guidelines
- Maintain a 2.0 GPA
- Apply annually before each academic year
- Grades and enrollment verification required before each term
- Required documentation must be provided
- Assistance will not cover meal plans, parking or any expense outside of standard rent
- Any changes that will affect eligibility must be provided ASAP

Eligible students may receive rental assistance paid directly to their landlord. Student must contribute 20% of income towards rent.

Elder or Disabled Rental or Mortgage Assistance

Provides low income elder or disabled tribal members with rental or mortgage assistance anywhere in the U.S.

Eligibility:

- Elders must be 62 years or older
- Income must be below 80% median income level
- Applications must be renewed annually
- Required documentation must be provided



xáx
“house”

Note: Mortgage assistance only pays principal and interest. Taxes and insurance are not included. Some mortgage holders may not accept a partial payment.

Standard Rental or Mortgage Assistance

Provides low-income tribal members with rental assistance up to 6 months anywhere in the U.S.

Eligibility:

- Must be below 80% median income level
- Must contribute 20% of adjusted gross income towards monthly rent
- Applications must be renewed annually for assistance up to 6 months
- Requested documentation must be provided

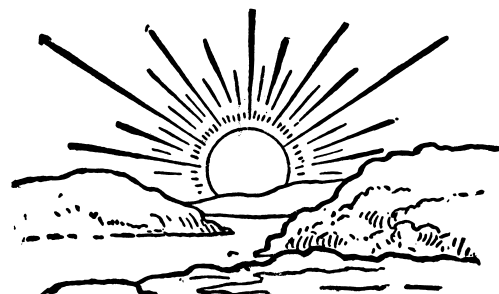
Note: Mortgage assistance only pays principal and interest. Taxes and insurance are not included. Some mortgage holders may not accept a partial payment.

Down Payment Assistance

Designed to assist tribal members with homeownership by providing up to \$35,000.00 towards a down payment on a primary residence.

Eligibility:

- Income must be below 150% median income level
- Must be approved by an accredited lending institution
- Cannot be used towards a land purchase or additional home
- Requested documentation must be provided



cíx+uk^w+tm
“sunrise”

Natural Resources



Mission/Vision:

To protect, conserve, restore, and promote culturally relevant species and landscapes integral to the unique identity of the Cowlitz People. To further educate the community and inspire future leaders and participants in this vision.

Core Programs:

Fish Distribution, Lands Maintenance, Habitat Restoration & Conservation, Wildlife, and Administration & Policy

Focal Species and Habitats:

Innumerable aspects of traditional Cowlitz culture emerge from the natural landscape. Examples include, but are not limited to:

- Plants – red cedar, acorns, camas, wapato, and huckleberries.
- Animals – elk, deer, mountain goats, salmon, eulachon, sturgeon, and lampreys.
- Key habitats and other locations – rivers and fisheries, prairies, oak woodlands, berry fields, and sources of obsidian, chert, or jasper.

The Natural Resources Department

Works to ensure the plants, animals, and landscapes central to Cowlitz culture persist and thrive for future generations.



Fish Distribution

Funding:
Tribal Revenue
& Donations

Purpose: The Fish Distribution Program provides salmon and steelhead from local hatcheries to Tribal members, connecting Tribal membership to their cultural and traditional First Foods. The program was operated for years through volunteer efforts of David Russell. With David’s passing, the program continues today with the support of his brother Kirk Russell and NRD.

Eligibility:

Enrolled members of the Cowlitz Indian Tribe



sálwax^w
“chinook salmon”

Service Areas:
Pick up Locations:
DuPont, Toledo, Longview, or Ridgefield.
Shipping Locations:
Those living > 60 miles from a pickup location

Services:

- Distributing whole fresh fish and frozen fish filets to Tribal members
- Supplying fish for cultural events
- Partnering with HHS to expand access to fish through other programs and in hosting the Annual Elders Fishing Trip



Helpful Tips:

- To sign up to receive fish, request filet shipments, share comments or questions, or schedule filet pickups, email fishdistribution@cowlitz.org or call (360) 206-0972.
- Tribal members will be placed on the distribution list in the order their request is received.
- Elders receive priority when fish supply is limited.
- Each Tribal member can receive up to 10 filets or 10 fresh fish per distribution.

Land Maintenance

Purpose: Provides the Tribe with a variety of services for more than 1,000 acres of fee-ownership and trust lands. We conduct property maintenance and improvement projects and strive to manage these landholdings for the benefit of current and future generations of Tribal members.

Funding:
Tribal Revenue,
State Contracts



qʷə́nqʷn
“nettles”

Service Areas:

Clatsop, Clark, Cowlitz, Skamania,
Lewis, Pierce and King Counties

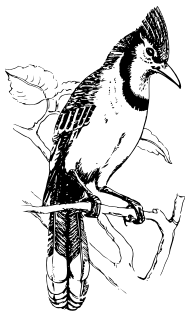
Services:

- Site preparation for cultural events; post-event cleanup
- Fencing and other improvement projects
- Road maintenance
- Fire prevention
- Mowing and noxious weed control
- Removal of garbage, hazardous waste, derelict buildings, and other debris
- Tree pruning and removal of hazard/fallen trees
- Native plant protection
- Partnering with the Community Wellness Garden on garden development/expansion and traditional foods propagation

Habitat Restoration & Conservation

Purpose: This Program develops, secures grant funds, and implements fish and wildlife habitat restoration projects throughout the Tribe’s aboriginal territory. These actions include conservation property acquisition, floodplain reconnection, large wood placement, channel modification, culvert replacement, riparian planting, and dam, levee, and road removal.

Funding:
Private Funding, State
and Federal Grants



pʼayəkʷ
“blue jay”



Current/Recent Projects:

- Completed the Cispus/Yellowjacket Phase III Restoration Project, in partnership with the U.S. Forest Service, harvesting 2,600 trees and installing 30 logjams in 0.5 miles of Yellowjacket Creek.
- Placed 4,700 whole trees (10 million lbs.) by helicopter and built engineered logjams to benefit salmon and steelhead populations in 3.5 miles of the East Fork Grays River and surrounding tributaries.
- Completed the removal of Kwoneesum Dam, constructed logjams in 1.3 miles of Wildboy Creek, and restored fish passage to 6.5 miles of salmon and steelhead rearing/spawning habitat.

Wildlife

Purpose: The Wildlife Program works with local, state, and federal agencies in developing management actions that help the animals and ecosystems they rely on to persist on the landscape.

We have assisted with the translocation of Endangered Species Act-listed Columbian white-tailed deer and are currently focused on restoring beaver to streams throughout Cowlitz Country.

Key Activities:

- Beaver reintroduction and habitat inventory
- Columbian white-tailed deer translocation, monitoring, and recovery
- Involvement in public forums and technical workgroups
- Other wildlife monitoring and research

Funding:

Tribal Revenue & Federal Grants



Administration & Policy

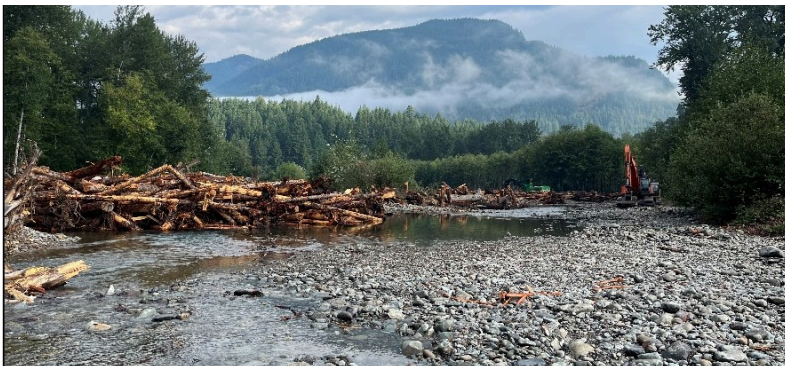
Purpose: Administrative staff provide critical program support and coordination functions. Policy staff identify, track, and engage on environmental policy issues and work to ensure Tribal Leadership has access to the best available information when making decisions on natural resource matters.

Key Activities:

- Partnership- and capacity-building in support of Tribal resource goals
- Review and analysis of actions and proposals affecting Tribal rights and resources
- Policy and regulatory engagement
- Intra- and inter-department coordination
- Personnel management, budget planning/oversight, and other administrative functions

Funding:

Tribal Revenue, State & Federal Grants



Public Safety & Tribal Court



Public Safety

payúpayuc
"conifer cone"



Mission:

The Cowlitz Indian Tribal Public Safety Department emphasizes building trust and providing open lines of communication with the community while providing exceptional service to meet the needs and priorities of the Cowlitz Indian Tribe and its members.

CITPSD is committed to upholding and protecting the Cowlitz Indian Tribe and its sovereignty. To follow and carry out the guidance of the Cowlitz Indian tribe's: constitution; laws; ordinance; civil and criminal statutes; and the rules and regulations, in a spirit of support for the Cowlitz tribal members. We strive in fostering justice, freedom and equality for the Cowlitz Tribal members.

We are dedicated to protecting the Cowlitz Indian Tribe, Tribal properties and the Tribe's assets, the our guests on the Cowlitz Indian Reservation.

Core Values:

- Professionalism
- Integrity
- Accountability
- Respect
- Partnerships
- Problem Solving

Motto:

To provide excellence in Public Safety through partnerships and problem solving.



Formed in 2017 to protect and serve the Cowlitz Tribal Reservation community and their associated properties. The department is currently staffed by 17 commissioned police officers and 3 civilian employees. Two of our officers are enrolled Cowlitz Tribal Members.



We have a great relationship with our regional Law Enforcement partners and have several interlocal agreements to include General Peace Officer Authority with the County of Clark which gives us police powers off the Cowlitz Indian Reservation within the County of Clark. We are in the process of trying to obtain similar agreements in other counties in the State of Washington, specifically where Tribal properties are located.

The officers of the CITPSD are cross commissioned, meaning they hold police commissions at the state and federal level. Many of the officers have come to CITPSD from outside agencies such as the Washington State Patrol, Washington Fish & Game, Clark County Sheriff's Office, and Ridgefield Police Department. The officers of the CITPSD have over 300 years of combined experience and service to the citizens of Washington State and the Cowlitz Indian Tribe.

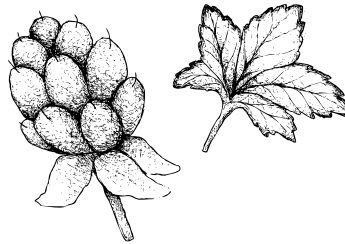
Services

- Criminal Investigations
- Traffic Enforcement
- Collision Investigation
- Emergency Response
- Conflict De-escalation & Resolution
- Crisis Intervention
- School Safety & Education

Community

- Community Outreach
- Business Partnerships
- Community Partnerships
- Engagement in Community Events
- Training & Education

The Cowlitz Indian Tribal Public Safety Department participates in over 30 planned annual and Tribal events to include but not limited to, Tribal Pow Wows, Shop with a Cop, National Night Out, and multiple regional and local parades.



yátawa?
"salmonberry"

Resources

- Water Safety & Boat Patrol
- Drone Surveillance Program
- Records Management
- Evidence Collection
- Training & Education

Additional Resources

- Washington Department of Children, Youth, and Families-DCYF: 1-866-ENDHARM (1-866-363-7246)
- Adult Protective Services-APS: 1-877-734-6277
- Domestic Violence State Hotline: 1-800-799-SAFE
- Mental Health/Crisis: 1-800-626-8137
- Cowlitz County Sheriff's Office: 360-577-3092
- Longview PD: 360-442-5800
- Lewis County Sheriff's Office: 360-748-9286
- Pierce County Sheriff's Office: 360-798-4668
- Dupont PD: 253-964-7060

The Public Safety Administration Office hours are Monday through Friday 8:00 AM - 5:00 PM

- Police officers are on duty 24/7
- In case of an emergency after hours, please call 911
- In case of a non-emergency case after hours, please call 311

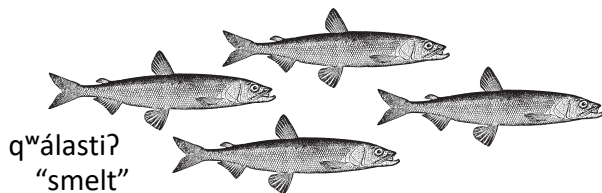
Tribal Court

Representation:

- A tribal trial judge
- A tribal court administrator
- A tribal appellate court panel

Opening our doors in 2018, we continually work to integrate traditional values with modern judicial practices to ensure the integrity and effectiveness of our court system. Tribal Court hears both civil and criminal matters within our jurisdiction and resolve disputes with integrity and compassion.

This year, we have been working on our commitments to the Cowlitz People and getting to know the Cowlitz community. From building intertribal or interagency relationships, to planning for the future, or just process improvement, Tribal Court is here for you.



Mission:

Tribal Court is dedicated to upholding justice and preserving the sovereignty of the Cowlitz Indian Tribe. We are committed to providing a Tribal Court system that protects the rights of the Tribe and its members, enforces tribal laws, and resolves disputes in a manner that promotes peace, justice, and community well-being.



wítkn't
“willow”

Additional Resources

Non-criminal, civil legal services:

NW Justice Project – The Native American Unit (NAU)
1-888-201-1014 (outside of King County)
2-1-1 (inside of King County)
1-888-201-1012 (General Information Line)

Helpful Websites:

NW Justice Project – The Native American Unit (NAU)

- www.nwjustice.org/NAU
- www.nwjustice.org/get-legal-help

Self-Help information on Native American and other legal issues:

- www.washingtonlawhelp.org/issues/native-american-issues

Public Works



Vision:

The Mission of the Cowlitz Indian Tribe Public Works Department is to develop, manage, maintain, repair, and remodel the organization's infrastructure and facilities; and to provide whatever services the organization needs to support its mission.

Mission:

The vision of the Cowlitz Indian Tribe Public Works Department is to provide great customer service at the highest standard of excellence. The Public Works Management Department organization is a team that: Promotes civility; Promotes mentoring; Encourages innovation; Trusts and empowers our staff; Has open communication; Assures confidentiality; Strives for excellence and effectiveness.

Values

Foster A Safe and Environmentally Responsible Culture.

Act With Integrity and Do the Right Thing.

Deliver Exceptional Results.

Promote A Culture of Innovation and Continuous Improvement.

Exceeding Safety, Quality, and Client Satisfaction.

Build Relationships.

Treat Each Other with Respect.

Maintenance

**Managing 46
facilities in total**

Our Maintenance Managers are responsible for minor work orders to be completed daily at our facilities. Longview is our primary location as that team maintains the bulk of our facilities; a smaller team manages both the Tukwila and DuPont campuses. Along with routine custodial services, public works is also responsible for larger maintenance tasks, to include HVAC maintenance, minor repairs and preventative maintenance for all locations.

Managed Facilities

Reservation Properties

- Public Safety Facility
(Trailer One- Court House;
Trailer Two- Public Safety)
- Tobacco Store
- Q'anapsu
(Marijuana Dispensary)
- Cornelius Property
(Storage; NRD and Fish Distribution
Processing)
- Fudge Property
(Newly Purchased)
- Brown Property
(10 acres with house & Outbuildings)
- 5 Owl
(Culture; Beaver Rescue; Storage)

Capital Improvement Program

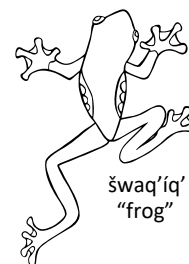
This program allows us to find ways to continually increase the value of the facilities and properties the Tribe owns. Some examples of these updates could include: HVAC maintenance/repair, sewer replacement, or even adding parking lot lights.



-5 Owl Property-



-Q'anapsu Storefront-



Managed Facilities Continued

Office Locations & Properties

DuPont Office

Longview Campus

- 900 Fir Complex
- Administration Building
- Fish Distribution Facility
- Health Clinic
- Motor Pool

Swift School House

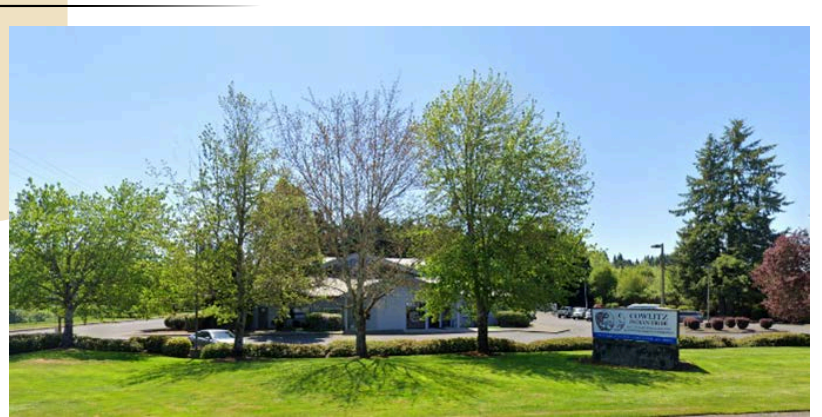
Toledo Facilities

- Elder's Housing (St. Mary's)
- Canoe Storage
- Country Kitchen Property
- Wood Carving

Transportation

Tukwila Office

Vancouver Office



Landlord for Non-Native Organizations

Over the years, the Tribe has been able to acquire buildings with pre-existing tenants. Public Works has assisted Tribal Leadership with lease contract negotiations as the Tribe took ownership of these facilities. We provide high-level maintenance services for these tenants, including preventative maintenance on HVAC systems and assisting with repairs of major issues



xic'tmc
"pacific flowering dogwood"

Security and Surveillance

Public Works is responsible for assigning facility access to employees, distributing items like key cards and security codes. This group also addresses any door sensor or fire alarm issues within each facility.



In efforts to provide our employees with a safer work environment, Tribal Council approved security in the necessary locations. The Longview campus is under 24-hour surveillance and 18-hour security services are available in Tukwila. Security is responsible for ensuring buildings are locked and secured after hours, walking clients and employees to their vehicles upon request, patrolling of the facility's multiple times a day, and contacting law enforcement when necessary.



Transportation

Service Areas

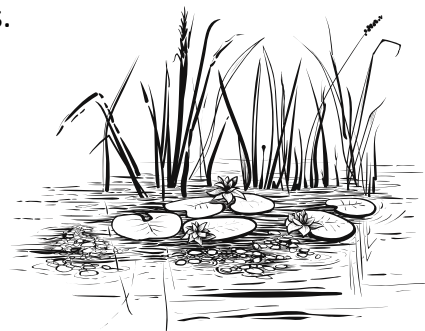
Rural areas of Lewis, Cowlitz, and Clark counties

Transit services provide transportation for individuals who are geographically secluded from vital services. This appointment-based service, available to the public as well as Tribal Members, is free-of-charge. Destinations can include, medical appointments, grocery shopping, public events, and even connecting clients to other transit service centers



Transit is responsible for coordinating and overseeing tasks and operations involving transportation activities, such as, roadway and hiking trail maintenance, sidewalk repairs and safety improvements.

spátxn
"swamp"



Vehicle Maintenance Program

Public Works sustains an 82-vehicle fleet. All routine maintenance is done in-house, including tasks like regular oil changes, battery replacements, tire rotations and minor vehicle repairs.

Building & Planning

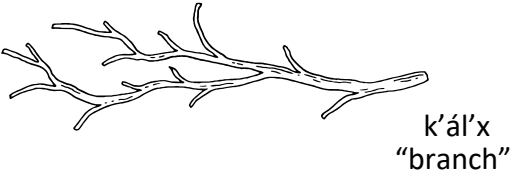
The building and planning division of Public Works oversees all remodeling within each facility. Typical tasks can include demolition, painting, flooring, and major plumbing issues. The team is also responsible for executing sidewalk and parking lot repairs.



Project Management The project management team oversees major projects at each facility, including scheduling, working with third-party vendors, and monitoring time-frames and budget. The team also works with the city and county as needed in the event of permitting issues.



Permitting To ensure the safety and quality standards set by the state and federal government, Public Works utilizes third-party consultants to perform inspections on our projects. After we pass inspection, a written version of the permit is forwarded to the Tribal Chair for final signature to grant the permit.



ARCGIS This program allows us to analyze geographical data using geographic statistics, through a specialized layered map. Public Works is able to easily collect, store, access, and share data efficiently and securely amongst departments. It integrates each department's information on tribal land, allowing for better planning and care for tribal culture, properties and facilities.

Appraisals



Utilizing a third-party appraisal company, Public Works has had all Tribal facilities appraised to assess their value, as well as, ensure they are meeting the needs of the departments using them. These appraisals have resulted in various tribal programs receiving an increase in federal funding

Administration

The department manages the profit and loss reports for all projects. Our Contract Manager works closely with the Project Manager to ensure all expenses for the projects and accounted for. Public Works also assists in creating the annual department budget.

Asset Tracking & Donation Public Works assesses the needs of the Tribe through Work Orders, allowing us to forecast how to best collaborate interdepartmentally with completing tasks in a timely manner. All tribal assets are tracked, allowing us to monitor their useful life and efficiency. This way, we know if upgrades or replacements of assets are needed, in order to potentially reduce maintenance costs in the long run.

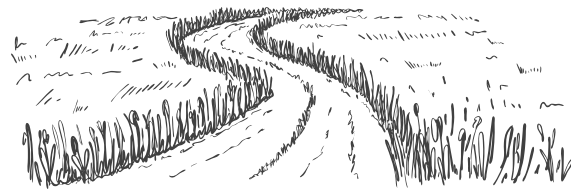


Public Works collaborates with tribal leadership and ilani representatives to repurpose, donate and/or sell assets appropriately. Largely, donatable assets are made available to Tribal Members before being sold or donated externally.



Land Purchases

Depending on the property, the Public Works team will consult our Culture or Natural Resources Department and assess properties of interest. The information is compiled into a sales package, and passed onto tribal leadership, helping to inform them about the property to aid purchasing decisions.



támx

“earth, land, country”

Necessary Checks

- survey the land
- learn the infrastructure
- perform environmental assessments
- evaluate how the land is relative to our purpose

Additional Resources & Office Locations



COWLITZ RESOURCE GUIDE

1-877-COWLITZ (1-877-269-5489) memberservices@cowlitz.org

FOOD

FOOD VOUCHERS*

(360) 577-8140

Email: cowlitzenrollment@cowlitz.org

PRODUCE BOXES/GARDEN PROGRAM

(360) 295-1570

Email: garden@cowlitz.org

COMMODITIES*

(360) 577-8140

Email: enrollment@cowlitz.org

FISH/FILLETS

(360) 772-9935/ (360) 864-7006

Dupont pickup: (360)-946-2455

Email: fishdistribution@cowlitz.org

ENROLLMENT

ENROLLMENT

(360) 577-8140

Email: enrollment@cowlitz.org

LIEHEAP (ENERGY ASSISTANCE)*

(360) 577-8140

Email: enrollment@cowlitz.org

* Availability for this resource is low income based and for WA residents only

HOUSING

HOUSING

Down Payment Assistance
Student Rental Assistance
St. Mary's Apartments/Cowlitz Village (Elder housing)
Elder/Disabled Rental Assistance
Standard Rental Assistance
Mortgage Assistance
Emergency Housing Assistance (one time up to \$5k)
Emergency Medical Hotel Assistance
Aging in Place
IHS Well and Sewer Repair or Replacement

(360) 583- 3139

Email: housing@cowlitz.org

HEALTH AND HUMAN SERVICES

BEHAVIORAL HEALTH

Counseling & Medication Management
Assessments, Intakes, Intensive
Outpatient services & Referrals

Substance Use Disorder Services

Longview (360) 575-3316

Vancouver (360) 947-2247

Tukwila (206) 466-5122

Mental Health Services

Longview (360) 353-9422

Vancouver (360) 397-8228

Tukwila (206) 721-5170

Medically Assisted Treatment Services

Tukwila (206) 466-5410

ELDERS PROGRAM

Delivery of home cooked freezer meals, toiletries, salmon (enrolled Cowlitz Elders only), medicinal tea, hand sanitizer, cleaning products, prescription pick-up, rides to doctors' appointments and/or grocery shopping
(360) 600-4552

Note: some services limited to Lewis, Clark, and Cowlitz Counties

MEDICAL CLINIC (LONGVIEW)

(360) 575-8275

PATHWAYS TO HEALING

Domestic Violence, Sexual Assault,
Stalking, Elder Abuse and Sex Trafficking
Advocacy & Therapy Services

Longview (360) 575-6239

Vancouver (360) 397-8228

Tukwila (206) 466-5131

Email: pathwaystohealing@cowlitz.org

24-HOUR HOTLINES

National Domestic Violence Hotline
1-800-799-7233

Rape, Abuse, Incest, National Network
(RAINN) 1-800-656-4673

PURCHASE REFERRED CARE

(King, Pierce, Skamania, Kittitas,
Thurston, Lewis, Cowlitz, Clark,
Wahkiakum, and Columbia Counties in
Washington and Oregon)
(360) 575-8275 Opt. 2

Email: chs-prc@cowlitz.org

PRESCRIPTION COVERAGE OUTSIDE OF THE 10 COUNTY PRC AREA

1-877-COWLITZ (1-877-269-5489)

Email: memberservices@cowlitz.org

INDIAN CHILD WELFARE (ICW)

Child and Family Welfare Services
Toledo (360) 946-2656
Vancouver (360) 831-1950

MARKETPLACE INSURANCE ASSISTANCE

1-877-COWLITZ (1-877-269-5489)

Email: memberservices@cowlitz.org

COWLITZ YOUTH PROGRAM

Tutoring, Learning and Online
Interactions, Language, Culture
Connection
(360) 353-9916

Email: Youth@cowlitz.org

COWLITZ EMPLOYMENT SUPPORT SERVICES

Career guidance, Education and or Job
Training, Housing Assistance for youth
Longview (360) 575-3318
Vancouver (360) 397-8228
Email: cess@cowlitz.org

ASSISTANCE FINDING RESOURCES

Cowlitz Tribal Member Services (CTMS)
is here to help members with available
services, programs, and resources.

1-877-COWLITZ (1-877-269-5489)

Email: memberservices@cowlitz.org

VETERANS**EDUCATION****CULTURAL RESOURCES****COWLITZ VETERANS PROGRAM**

(360) 946-2423 Ext 2408
 Email: Veterans@cowlitz.org

TUITION ASSISTANCE

(360) 353-9588
 Email: education@cowlitz.org

COWLITZ ART/CULTURAL CLASSES & EVENTS

(360) 353-9997
 Email: Culture@cowlitz.org

TRANSIT**MEDICAL & MEDICAID TRANSPORTATION, AND RURAL TRANSIT SERVICES**

Serving the General Public and Tribal members
 (360) 232-8585
 Email: transit@cowlitz.org

CHILDCARE**CHILDCARE ASSISTANCE**

Serving all federally recognized tribal members and they MUST reside in our service area of Lewis, Cowlitz, Clark, Columbia and Skamania Counties.
 (360) 353-9559
 Email: ccdp@cowlitz.org

OTHER**FREE AMAZON PRIME BUSINESS MEMBERSHIP**

1-877-COWLITZ (1-877-269-5489)
 Email: CTMS@cowlitz.org

GYM MEMBERSHIP REIMBURSEMENT

1-877-COWLITZ (1-877-269-5489)
 Email: memberservices@cowlitz.org

Discounts for Cowlitz Tribal Members

(As of October 1, 2024)

ilani Discounts (Please note: you must show Tribal ID to receive discount)

- Bamboo 8** – 25% off (applies to Tribal Member and up to 7 guests)
- Bella Vista** - 25% off (applies to Tribal Member and up to 3 guests)
- Chef Jet** – 20% off
- Cowlitz Trading Post** – 15% off
- i.talia Pizzeria** – 20% off
- Line & Lure** – 15% (applies to Tribal Member and up to 7 guests)
- Lobby Pâtissier** - 25% off (applies to Tribal Member and up to 3 guests)
- Longhouse** – 25% off food (applies to Tribal Member and up to 3 guests)
- Marshall Rousso/Ruby Blue**
 - Elders – 15% off
 - All other Tribal Members – 10% off
- Michael Jordan's** – 15% off (applies to Tribal Member and up to 7 guests)
- Rock and Brews** – 25% off (applies to Tribal Member and up to 7 guests)
- Smashburger** – 20% off
- Starbucks** – 20% off
- The Stadium** – 25% off (applies to Tribal Member and up to 7 guests)
- Taco Cantina** – 20% off
- Tom's Urban** – 15% off (applies to Tribal Member and up to 3 guests)

All Tribal Members are given complimentary valet parking.

*Note: Discounts do not include tobacco, alcohol, gift cards or currently discounted items

Other Discounts (Please note: you must show Tribal ID to receive discount)

Cowlitz Crossing

- Store – 15% off
- Fuel – \$.375 off/gallon

Q'anápsu

- Full Price Products – 25% off
- Note: Personal use only. Tribal discount cannot be stacked or combined with other discounts.

Cowlitz Tobacco Outlet (Please note: all items are tax exempt)

- Cigarettes – 30% off
- Chewing Tobacco – 30% off

Office Locations

DuPont

Services located at:

1000 Davis Place DuPont, WA 98327
360.946.2455

Behavioral Health
Youth
Indian Child Welfare
Veterans - 360.946.2423
Pathways to Healing - 360.946.2455
Cowlitz Tribe Member services - 877.Cowlitz

Longview Campus

Mental Health
900 Fir St. Suite D., Longview, WA 98632
360.353.9422

Substance Use Disorder &
Responsible Gaming
900 Fir St., Longview, WA. 98632
360.575.3316

Medical Clinic
1044 11th Avenue, Longview, WA 98632
360.575.8275

Purchase Referred Care
1044 11th Avenue, Longview, WA 98632
360.575.8275

Cultural Resources
1055 9th Avenue, Longview, WA 98632
360.575.8275

Pathways to Healing
900 Fir St. Suite D. Longview, WA 98632
360.575.6239

Natural Resources
1055 9th Ave. Longview, WA 98632
360.353.9425

Enrollment
1055 9th Ave. Longview, WA 98632
360.575.3310

Education
1055 9th Ave. Longview, WA 98632
360.353.9588

Information Technology
928 Fir St. Longview, WA 98632
360.353.9515

Administration & Purchasing
1055 9th Ave. Longview, WA 98632
360.577.8140

Cowlitz Employment Support Services
922 Fir St. Longview, WA 98632
360.575.3318

Child Care and Development
1004 Fir St. Longview, WA 98632
360.353.9909

Public Works
929 Fir St. Longview, WA 98632
360.787.4617

Ridgefield

Cultural Resources
4217 NW 319th St. Ridgefield, WA, 98642
360.353.9997

Natural Resources
31320 NW 41st Ave, Ridgefield, WA, 98642
360.575.6225

Gaming Commission
1 Cowlitz Way, Ridgefield, WA, 98642
360.887.6801

Public Safety
31501 NW 31st Ave, Ridgefield, WA, 98642
Hours: M-F 8AM- 5PM
360.727.2119

Tribal Court
31555 NW 31st Ave, Ridgefield, WA, 98642
360.353.9501

Toledo

Elders
125 Spencer Rd, Toledo, WA, 98591
360.864.7006

Community Garden
125 Spencer Rd, Toledo, WA, 98591
360.295.1570

Housing
107 Spencer Rd, Toledo, WA, 98591
360.864.8720

Tukwila

Upper Building
15455 65th Ave S Tukwila, WA. 98188
206.721.5170

Medication-Assisted Treatment
6450 Southcenter Blvd, Suite 102 &
Suite 108, Tukwila, WA 98188
206.466.5410

Substance Use Disorder
6450 Southcenter Blvd, Suite 106 &
Suite 107, Tukwila, WA 98188
206.466.5122

Vancouver

Administration/ IT
7700 NE 26th Ave Vancouver, WA 98665
360.397.8228

Health and Human Services
7700 NE 26th Ave Vancouver, WA 98665
360.397.8228

Cowlitz Tribal Foundation
1220 Main Street, Suite 203,
Vancouver, WA. 98660
tribalfoundation@cowlitz.org



**For more information,
scan below**



<https://www.cowlitz.org>