



**SNO<sup>w</sup>EYŁMISTN**  
THE PLACE WHERE YOU DO YOUR BEST

## Mission/Vision



**Mission Statement:** To nurture indigenous community through experiential learning and traditional life ways.

**Vision:** The Flathead Reservation is an empowered and strengthened community that inspires generations of strong-healthy Sqwelixw (people).



## Phase 1



### 1. Land acquisition

- Place is imperative to the success of our Mission and Vision.
  - An elder once said, "...Children once knew the land like they knew their mothers face..."

#### A. LAND PURCHASE

- Swenson Ranch/ Red Horn Property
- Available Lands \* (Within close proximity of Tribal Lease #4316)

#### B. LAND PROVISIONS

1. **Physical Location** (Sets Foundation for all activities)
2. **Homes** (Security and foundation for familial success)
3. **Ceremony House** (Spirituality, Prayer, Ceremony, Centering)
4. **Food** (Gardens, Green House, & Livestock)
5. **Community** (Family, Extended Family, Safety, Belonging, Love, Esteem, Learning, Growth)
6. **Adequate Ranch Space** (Corals, Arena, Barn, Tack Shed, Hay Sheds)



## Phase 1



## 2. Seasonal Programming

- **Target age range:** 0-18 yrs (Dependent on program)
- Allows authentic content for the website, establishes credibility as an organization, and allows us to build a seasonal model to implement in our Intentional Community.
- Connection to place, Awareness of self, Identity formation, Awareness of others, Traditional Values, Traditional Knowledge, Learning through the negative experience (group and individual mistakes), and Cementation-through the positive experience (group and individual successes).

### A. SUMMER (sʔánłq)

1. **Horse Camp**
2. **Mountain Backpacking**
3. **Language Camp**



4. **Gathering (Berries)**
5. **Link foster families to cultural summer activities and programs.**

**B. FALL (sčłey)**

1. **Fishing**
2. **Hunting**
3. **Gathering (Berries, Roots)**

**C. WINTER (sʔístč)**

1. **Coyote Stories**
2. **Traditional Crafts**
3. **Ceremony (Jump Dances)**

**D. SPRING (sqépc)**

1. **Fishing**
2. **Gathering (Bitter root, Camas, Onions, etc...)**
3. **Medicine Tree**

### **3. Program Development**

- “...There are currently nearly 4,000 children in the state’s foster care system. Forty percent of these children are Native American, while the Native population in this state is less than 8%.” (Meyers, 2020)

- A. Research State, Tribal, & National Statistics (Establish Need)**
- B. Evidence Based Research Practices (Experiential Learning)**
- C. Evidence Based Research (Establish Cultural Significance)**
- D. Salish Research (Salish Medicine Wheel understanding and Life Ways)**
- E. Develop Snqweylmistn Model (Finalize with Elder Advisory Board)**



## 4. Peer Engagement

- Setting our intention and gathering local support
  - A. **Draft LOI** (Letter of intent)
  - B. **Meet Tribal Council**
  - C. **Meet Elders Committee**
  - D. **Meet Tribal Social Services**

## 5. Media

- Build enduring community support through authentic content, communication, and media.
  - A. **Website**
  - B. **Social Media**
  - C. **Media Packet**
  - D. **Launch Content** (All of the above)

## 6. Business Plan

- A path for success with supplemental incomes and food sustainability operations
  - A. **Cattle**
  - B. **Crops** (Land Acquisition Dependent) (surplus selling)
  - C. **BLM Horses** (Land Acquisition Dependent) (adopt, train, and sell)

## 7. Board Leadership

- Successful leadership framework from the ground up
  - A. **Team and Relationship Building** (Training & Workshops)
  - B. **Lateral Leadership Training**
  - C. **Financial Policy Training**



## Phase 2



### 1. Create and Implement Organizational Structure

- We are committed to restoring traditional Salish values and consensus practices within our entire organization
- “If you want to go fast go alone if you want to go far go together” (African Proverb)
  - A. **Horizontal / Consensus Model**
  - B. **Staff Positions and Position Descriptions**
  - C. **Flow Chart** (Visual Aid)
  - D. **Post to website**

### 2. Professional Advisory Board

- Key to in-depth strategic decision making
  - A. **Research Qualified Participants**
  - B. **Secure Qualified Professionals** (Experience in Business, Social Work, and Foster Care)
  - C. **Post to website**



### **3. Elder Advisory Board**

- Vital to accurate implementation of Salish life ways
  - A. Identify key Salish Elders**
  - B. Secure Salish Elders** (Council in all things Salish)
  - C. Post to Website**

### **4. Establish Procedures**

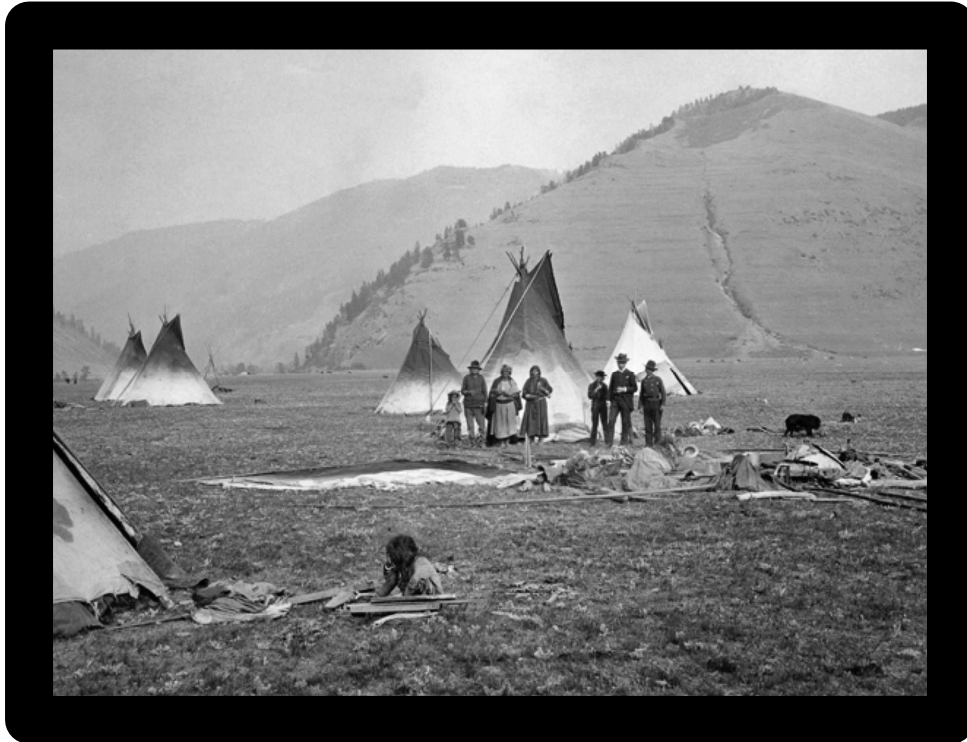
- To address State and Federal laws, rules, and regulations
  - A. Utilize Professional Advisory Board**
  - B. Secure State and Tribal Foster Certifications**

### **5. Organizational Policies**

- Guidelines for efficient operation and staff
  - A. Utilize Professional Advisory Board**
  - B. Utilize Elders Advisory Board** (Knowledge of Traditional Decision Making)
  - C. Create lasting and meaningful Policies**



## Phase 3



### 1. Building The Intentional Community

- Building will be from ceremony house out, will be environmentally efficient, and will resemble a traditional Salish camp.

**A. Design Facility** (Architect)

**B. Phase Building** (as needed)

**C. Ranch Improvements** (Corals, Barn, Hay Sheds, Arena, Round Pen, Tack Shed)

### 2. Employment

- Building a team that believes in a better future for all Salish people and children

**A. Hire Operations Staff**





### 3. Staff Development

- Continued education provides for a Happy, Healthy, and Efficient team

“...This rock is too big to push alone but together, we can move it...” (E. Hunt)

**A. Orientation** (facilities, policies, procedures)

**B. Trainings** (Duty specific, community leadership, team and relationship building)

### 4. Transition Forever Parents

- We don't believe in aging out or temporary placement, children will be provided a lifetime familial system.

**A. Orientation**

### 5. Transition Foster Children

- We feel that if we create a solid foundation that each generation will become inherently stronger than the next.

**A. Orientation**

### 6. Establish Food Sustainability

- Creating sustainable food sources for Snqweylmistn that work in conjunction with our relationship to the land and the food we put in our bodies is one that our ancestors' knew was of the utmost importance.

A. Gardens

B. Green Houses

C. Livestock (Cows & Chickens)



## 7. Practice

➤ Full utilization (by all) of the naturally built in coping mechanisms of Salish life ways and Ranch life.

- A. Seasonal Movements and Practices** (Salish Life ways)
- B. Experiential Learning** (Negative and Positive)
- C. Daily Ranch Chores**
- D. Self Care** (Physical, Mental, Spiritual, Emotional)