

Date updated: February 3, 2025

- ☐ Draft Plan  
☒ Final Plan

### DSHS Policy 7.01 Plan

July 1, 2025 to June 30, 2026 Annual Plan and Progress Report  
Nooksack Indian Tribe and

ESA: Division of Child Support (DCS), Region 2, Everett Office  
(contact information listed at end of plan)

	Yes	No
Met with Tribe/UIO?	x	
Tribal input received?	x	
Tribal approval of plan?	X	

Most recent meeting date: 03/13/2025

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update
1) Prepare and disseminate pertinent statistics on American Indian community and participant population's numbers of American Indian participants served and other relevant data.	1a) Provide data upon request by Nooksack Indian Tribe. Data available could include but not limited to current support collected, number of enrolled NCPs included in the caseload and other data. Provide a list of all cases upon request that are associated with the Nooksack Tribal Caseload. Review to assure that all tribal members are correctly identified.  1c) Tribes have the opportunity to identify clients that are in need of modification or possible debt write-off, due to client's situation  1d) Review cases in the FO and limited enforcement caseloads in order to ensure the debts are correct	1a) Tribes will be better informed about their member's utilization of DCS services.  1b) Tribes and DCS will be able to ensure Tribal members' cases are correctly identified as such.  1c) To ensure child support amounts are set correctly and write off debts that may cause hardships on families	State: Lisa Dupre <a href="mailto:lisa.dupre@dshs.wa.gov">lisa.dupre@dshs.wa.gov</a> Randi Evans <a href="mailto:Randi.Evans@dshs.wa.gov">Randi.Evans@dshs.wa.gov</a>  Tribe: Amber Barrett <a href="mailto:abarrett@nooksack-nsn.gov">abarrett@nooksack-nsn.gov</a> Director 360/306-5093 Kristen Regan, Roberta Humphreys case managers.  Target Date: monthly during recurring outreach to Nooksack Child Support Program and at mid-year review.	1) a & b) Reports provided as requested by NCSP. DCS will review cases quarterly to ensure only cases meeting the criteria are included in the caseload.  1c) Tribes may submit a request for DCS to review cases identified for possible modification or debt write off. Only debts owed to the State of Washington are eligible for debt write off.  If hardship is being claimed on federal offset cases,

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				<p>where tax intercept was done, collaboration between the tribe and state should occur before the hardship is processed.</p> <p>Information should be shared with NCSP if there are circumstances warranting review for medication of the child support order.</p>
<p>2) Ensure efforts are made to recruit/hire American Indian staff to meet the overall DSHS goal of having a diverse workforce.</p>	<p>2a) Job announcements sent to Aimee Gone, OIP.</p> <p>2b) Send the DOP web address to tribal newsletters and HR staff.</p> <p>2c) Training for the DOP website (careers.wa.gov) from DCS HR representative to be extended to tribes through their tribal HR offices, TERO office, or other offices as defined by the tribe.</p> <p>2d) DCS Tribal Relations Team will email</p>	<p>2) Tribal members will be better informed about and able to compete for DCS employment opportunities as they arise.</p>	<p>State: Lisa Dupre  <a href="mailto:lisa.dupre@dshs.wa.gov">lisa.dupre@dshs.wa.gov</a>            Randi Evans  <a href="mailto:Randi.Evans@dshs.wa.gov">Randi.Evans@dshs.wa.gov</a></p> <p>Tribe:            Amber Barrett  <a href="mailto:abarrett@nooksack-nsn.gov">abarrett@nooksack-nsn.gov</a>            Director 360/306-5093            Kristen Regan, Roberta Humphreys case managers.</p> <p>Target Date: monthly during recurring outreach to Nooksack Child Support</p>	<p>DCS will provide awareness of open positions to OIP representatives through informal communication as they become known (phone/email).</p> <p>DCS continued to hire Support Enforcement Officers. Tribes are sent hiring announcements from Aimee Gone and Denise Kelly as they are</p>

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	job openings to the Tribes.		Program and at mid-year review.	posted. Aimee and Denise will share with tribal partners.
3) Work with tribes to develop and/or implement local Tribal-State agreements, protocols, contracts or processes.	3a) DCS will provide training or overview of the State Child Support Program for Nooksack Indian Tribal members to explain DCS processes and remedies if requested.	3a) Tribal members will be better informed about services DCS can provide for them	<p>State: Lisa Dupre  <a href="mailto:lisa.dupre@dshs.wa.gov">lisa.dupre@dshs.wa.gov</a>            Randi Evans  <a href="mailto:Randi.Evans@dshs.wa.gov">Randi.Evans@dshs.wa.gov</a></p> <p>Tribes:            Amber Barrett  <a href="mailto:abarrett@nooksack-nsn.gov">abarrett@nooksack-nsn.gov</a>            Director 360/306-5093            Kristen Regan, Roberta Humphreys case managers.</p> <p>Target Date: monthly during recurring outreach to Nooksack Child Support Program and at mid-year review.</p>	3a) DCS can present DCS 101 presentations upon request. We can also establish meetings with mutual clients to discuss case specifics.
4) Identify needs of American Indian clients and communities and whether current programs and policies meet these needs. Identifying ways to improve	<p>4a) Continue to provide outreach to Region 2 tribes as requested and as resources allow.</p> <p>4b) Explore alternative locations and methods to work with community members.</p>	4a) In-person services can be provided for remotely located Tribal members.	<p>State:            Lisa Dupre  <a href="mailto:lisa.dupre@dshs.wa.gov">lisa.dupre@dshs.wa.gov</a>            Randi Evans  <a href="mailto:Randi.Evans@dshs.wa.gov">Randi.Evans@dshs.wa.gov</a></p> <p>Tribes:</p>	<p>4a) DCS staff will continue monthly outreach with the Nooksack Child Support Program staff.</p> <p>4b) DCS has SEOs stationed at the Smokey Point, Mt Vernon, Alderwood, Bellingham</p>

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customer service to Tribal Members	4c) Meet jointly with tribe quarterly to determine needs and assess progress of the 7.01 plan.	4b) Best processes and locations can be used to provide these services.	<p>Amber Barrett  <a href="mailto:abarrett@nooksack-nsn.gov">abarrett@nooksack-nsn.gov</a>            Director 360/306-5093            Kristen Regan, Roberta Humphreys case managers.</p> <p>Target Date: monthly during recurring outreach to Nooksack Child Support Program and at mid-year review.</p>	<p>and Sky Valley/Monroe CSOs. Clients can speak to an SEO in these offices. If they need to speak specifically to a tribal SEO then they can be called from the CSO.</p> <p>DCS has tribal liaisons located at Sky Valley CSO. Tribal liaisons can be reached in person there or by direct phone number.</p> <p>4c) In-person outreach has started 01/2025. DCS and Nooksack Child Support meets monthly on a regular basis to ensure that clients within both programs are receiving the best services possible. Tribal liaisons are available by direct line and email when not in person at Nooksack Child Support.</p>

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<p>5) Tribes will be invited to Community Partnership for Transition Services (CPTS) meeting and Local Planning Area (LPA) meetings.</p>	<p>5a) Invite tribes to participate in Local Planning Area (LPA) meetings and Community Partnership and Transition Services (CPTS) meetings.</p>	<p>5a) Attendance and participation of Tribes in LPA/CPTS meetings.</p>	<p>5a) Better services for individual Tribal members.</p>	<p>5a) The Tribes are invited and encouraged to attend LPA and CPTS meetings.</p> <p>Contact Information for LPA:</p> <ul style="list-style-type: none"> <li>Tracy Ollgaard <a href="mailto:tracy.ollgaard@esd.wa.gov">tracy.ollgaard@esd.wa.gov</a></li> <li>LPA meetings are held the 2nd Friday of each month from 9-11. Held virtually.</li> </ul> <p>Contact Information for CPTS:</p> <ul style="list-style-type: none"> <li>Kerisa Zaddack <a href="mailto:Kerisa.zaddack@ds.hs.wa.gov">Kerisa.zaddack@ds.hs.wa.gov</a></li> </ul> <p>CPTS meetings are the 4<sup>th</sup> Tuesday of the month from 1:30-3:30 and is held virtually.</p>
<p>6) DCS will ensure that training opportunities are shared with tribes.</p>	<p>DCS Regional Training Coordinator will offer and coordinate training opportunities to include regional tribes.</p>	<p>Tribal Staff will have opportunities to attend state trainings</p>	<p>State: Lisa Dupre <a href="mailto:lisa.dupre@dshs.wa.gov">lisa.dupre@dshs.wa.gov</a> Randi Evans <a href="mailto:Randi.Evans@dshs.wa.gov">Randi.Evans@dshs.wa.gov</a></p>	

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	<p>Tribal Staff are invited to attend portions of DCS academy's that might be of benefit to them.</p>		<p>Tribe:  Amber Barrett  <a href="mailto:abarrett@nooksack-nsn.gov">abarrett@nooksack-nsn.gov</a>  Director 360/306-5093  Kristen Regan, Roberta Humphreys case managers.</p> <p>Target Date: monthly during recurring outreach to Nooksack Child Support Program and at mid-year review.</p>	
<p>7a) DCS and the Tribe has an established referral process.</p> <p>7b) Statute of Limitations will be determined by the jurisdiction that has the longest Statute of Limitations</p> <p>7c) Federal Offset Referrals</p>	<p>7a) DCS and the Tribe will continue to transfer and refer cases as needed as determined by DCS and Tribe's agreement and caseload criteria.</p> <p>7b) DCS and Nooksack will continue to discuss cases that are close to Statute of Limitations</p> <p>7c) Federal offset report will be received to DCS by 10<sup>th</sup> of each month.</p>	<p>7) Communicate with the Tribe on rate of referral based and current staffing levels</p> <p>7b) Ensure correct debt is being enforced and collected.</p> <p>7c) Ensure correct reporting is done on the 3<sup>rd</sup> weekend of each month.</p>	<p>State: Lisa Dupre  <a href="mailto:lisa.dupre@dshs.wa.gov">lisa.dupre@dshs.wa.gov</a>  Randi Evans  <a href="mailto:Randi.Evans@dshs.wa.gov">Randi.Evans@dshs.wa.gov</a></p> <p>Tribe: Amber Barrett  <a href="mailto:abarrett@nooksack-nsn.gov">abarrett@nooksack-nsn.gov</a>  Director 360/306-5093  Kristen Regan, Roberta Humphreys case managers.</p> <p>Target Date: monthly during recurring outreach to Nooksack Child Support Program and at mid-year review.</p>	<p>7a) Referrals will be sent as a case qualifies per DCS and Nooksack agreement and caseload criteria.</p> <p>7b). At this time Nooksack does not have a Statute of Limitations for enforcement.</p> <p>7c) Treasury Offset agreements are reviewed every three years.</p>

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8) DCS and Tribes will discuss specific cases on a regular basis.	8) Email and phone communication regarding specific cases.	8) Clear understanding on the status of cases and client contact.	<p>State: Lisa Dupre  <a href="mailto:lisa.dupre@dshs.wa.gov">lisa.dupre@dshs.wa.gov</a>            Randi Evans  <a href="mailto:Randi.Evans@dshs.wa.gov">Randi.Evans@dshs.wa.gov</a></p> <p>Tribe: Amber Barrett  <a href="mailto:abarrett@nooksack-nsn.gov">abarrett@nooksack-nsn.gov</a>            Director 360/306-5093            Kristen Regan, Roberta Humphreys case managers.            Target Date: monthly during recurring outreach to Nooksack Child Support Program and at mid-year review.</p>	<p>8) DCS and Nooksack will continue to discuss specific cases and issues via email and telephone as questions and issues are identified.</p> <p>DCS can provide virtual outreach meetings via Microsoft TEAMS. DCS in-person outreach is approved for monthly outreach. Approval will need to be given if an increase in monthly outreach is needed.</p>
9) DCS tribal liaison staff will participate and volunteer at Tribal cultural events when available.	9) Attend and volunteer at Tribal cultural events.	9) Better understanding of the Tribal culture and heritage by DCS staff.	<p>State:            Lisa Dupre  <a href="mailto:lisa.dupre@dshs.wa.gov">lisa.dupre@dshs.wa.gov</a>            Randi Evans  <a href="mailto:Randi.Evans@dshs.wa.gov">Randi.Evans@dshs.wa.gov</a></p> <p>Tribe:</p>	DCS tribal liaison will continue to attend tribal cultural events and training as opportunities are shared and requested.

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			<p>Amber Barrett  <a href="mailto:abarrett@nooksack-nsn.gov">abarrett@nooksack-nsn.gov</a>            Director 360/306-5093            Kristen Regan, Roberta Humphreys case managers.            Target Date: monthly during recurring outreach to Nooksack Child Support Program and at mid-year review.</p>	
<p>10) Provide training and awareness to the DCS office regarding Native American Culture.</p>	<p>10) DCS Tribal Unit will host a Native American Heritage Event during the month of November as resources and budget allows.</p>	<p>10) Better educate DCS staff and build awareness of tribal culture.</p>	<p>State: Lisa Dupre  <a href="mailto:lisa.dupre@dshs.wa.gov">lisa.dupre@dshs.wa.gov</a>            Randi Evans  <a href="mailto:Randi.Evans@dshs.wa.gov">Randi.Evans@dshs.wa.gov</a></p> <p>Tribe:            Amber Barrett  <a href="mailto:abarrett@nooksack-nsn.gov">abarrett@nooksack-nsn.gov</a>            Director 360/306-5093            Kristen Regan</p> <p>Target Date: monthly during recurring outreach to Nooksack Child Support Program and at mid-year review.</p>	



**CONTACT INFORMATION NOOKSACK INDIAN TRIBE**

<i><b>TRIBE</b></i>			
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Kristen Regan	Lead Case Manager	Work cell: 360-325-5941 Wk: 360/306-5090 x3418	<a href="mailto:KRegan@nooksack-nsn.gov">KRegan@nooksack-nsn.gov</a>
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Diantha Doucette	Financial Specialist	360-306-5096	<a href="mailto:ddoucette@nooksack-nsn.gov">ddoucette@nooksack-nsn.gov</a>
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**CONTACT INFORMATION FOR STATE OF WASHINGTON**

DSHS			
Lisa Dupre	Supervisor, Tribal Unit Region 2 North	425/438-4852, Direct Line	<a href="mailto:Lisa.dupre@dshs.wa.gov">Lisa.dupre@dshs.wa.gov</a>
Randi Evans	Support Enforcement Officer 2	425/438-4921	<a href="mailto:Randi.evans@dshs.wa.gov">Randi.evans@dshs.wa.gov</a>
Heather Lockhart	Child Support Manager, Region 2 North	425/438-4746	<a href="mailto:Heather.lockhart@dshs.wa.gov">Heather.lockhart@dshs.wa.gov</a>
Teresa Wall	District Manager, Everett Office, Region 2 North	206-458-8601	<a href="mailto:Teresa.wall@dshs.wa.gov">Teresa.wall@dshs.wa.gov</a>

## **CRITERIA USED FOR CASES TO BE INCLUDED IN DCS TRIBAL CASELOAD**

- NCP is an enrolled Nooksack Indian Tribal member
- NCP is working for the Nooksack Indian Tribe, tribal business, or enterprise
- All NCP cases related to one of the above criteria
- Child or CP is enrolled Nooksack Indian tribal member and paternity needs to be established;with inquiry to NCSP to accept the case due to enrollment status and jurisdiction
- Child or cp is enrolled Nooksack Indian tribal member and order needs to be established with inquiry to NCSP to accept the case due to enrollment status and jurisdiction
- Cases referred to DCS by Nooksack Child Support Program; and NCP associated cases

# Historical Goals not Actively Being Pursued

(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update
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All previous historical information will be found on the 2024-2025 7.01 Plan and Progress Report. The information below is effective 01/2025.

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