

Date updated: March 5, 2025

- ☒ Draft Plan  
☐ Final Plan

### DSHS Policy 7.01 Plan

July 1, 2025 to June 30, 2026 Annual Plan and Progress Report  
Lower Elwha Klallam Tribe (LEKT)/UIO and  
ESA: Division of Child Support (DCS), Region 3, Olympia 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: 03/05/2025

| Implementation Plan   |  |  |   | Progress Report   |                  |                            |                           |                   |           |                  |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |
|---|--|--|---|---|------------------|----------------------------|---------------------------|-------------------|-----------|------------------|----------|-------------|-------------|-------------|----|----|----------|-------------|-------------|-------------|----|----|----------|-------------|-------------|-------------|----|----|----------|-------------|-------------|-------------|----|----|----------|-------------|-------------|-------------|----|----|----------|-------------|-------------|-------------|----|----|
| (1) Goals/Objectives  | (2) Activities   | (3) Expected Outcome   | (4) Lead Staff and Target Date  | (5) Status Update   |                  |                            |                           |                   |           |                  |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |
| 1) Provide child support services to Lower Elwha Klallam members. Provide information regarding our services to Lower Elwha Klallam tribal staff. | Olympia tribal team works all cases for Lower Elwha Klallam tribal members and employees of the Lower Elwha Klallam Tribe. | Services provided as appropriate.<br><br>Members and employees of the Lower Elwha Klallam Tribe can expect to interact with knowledgeable staff. | Rebecca Sampson-Weed<br>Nicole Volkmann<br>Kelsie Gish<br>Sateva Henderson<br>Becky Charles<br>Jacqueline Johnson<br>Melissa Kover<br>Jill Thibault<br><br>Target Date:<br>Annually | All Lower Elwha Klallam associated cases are assigned to Jill Thibault.<br><br>The LEKT child support caseload currently has open cases involving 40 non-custodial parents (NCPs) whom self-identify as members of the Lower Elwha Klallam Tribe.<br><br>Attached is a chart showing child support collections from 7/2024 – 12/2024 (most recent collection data). The Division of Child Support will provide a child support collections report on an annual basis. <table><tr><th>Month</th><th>Monthly support obligation</th><th>Current support collected</th><th>Arrears collected</th><th># of NCPs</th><th># of NCPs paying</th></tr><tr><td>Jul-2024</td><td>\$ 6,937.51</td><td>\$ 4,109.09</td><td>\$ 2,786.14</td><td>43</td><td>18</td></tr><tr><td>Aug-2024</td><td>\$ 6,129.51</td><td>\$ 3,453.17</td><td>\$ 1,593.47</td><td>42</td><td>13</td></tr><tr><td>Sep-2024</td><td>\$ 5,942.51</td><td>\$ 3,419.43</td><td>\$ 1,827.40</td><td>41</td><td>17</td></tr><tr><td>Oct-2024</td><td>\$ 5,942.51</td><td>\$ 3,482.67</td><td>\$ 1,444.20</td><td>41</td><td>14</td></tr><tr><td>Nov-2024</td><td>\$ 5,892.51</td><td>\$ 3,162.59</td><td>\$ 1,143.65</td><td>40</td><td>14</td></tr><tr><td>Dec-2024</td><td>\$ 6,337.51</td><td>\$ 3,641.89</td><td>\$ 1,782.86</td><td>40</td><td>18</td></tr></table><br><br>The Lower Elwha Klallam tribal caseload also includes non-tribal NCPs whom are employed by Lower Elwha Klallam Tribe. | Month            | Monthly support obligation | Current support collected | Arrears collected | # of NCPs | # of NCPs paying | Jul-2024 | \$ 6,937.51 | \$ 4,109.09 | \$ 2,786.14 | 43 | 18 | Aug-2024 | \$ 6,129.51 | \$ 3,453.17 | \$ 1,593.47 | 42 | 13 | Sep-2024 | \$ 5,942.51 | \$ 3,419.43 | \$ 1,827.40 | 41 | 17 | Oct-2024 | \$ 5,942.51 | \$ 3,482.67 | \$ 1,444.20 | 41 | 14 | Nov-2024 | \$ 5,892.51 | \$ 3,162.59 | \$ 1,143.65 | 40 | 14 | Dec-2024 | \$ 6,337.51 | \$ 3,641.89 | \$ 1,782.86 | 40 | 18 |
| Month   | Monthly support obligation   | Current support collected  | Arrears collected   | # of NCPs   | # of NCPs paying |                            |                           |                   |           |                  |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |
| Jul-2024  | \$ 6,937.51  | \$ 4,109.09  | \$ 2,786.14   | 43  | 18               |                            |                           |                   |           |                  |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |
| Aug-2024  | \$ 6,129.51  | \$ 3,453.17  | \$ 1,593.47   | 42  | 13               |                            |                           |                   |           |                  |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |
| Sep-2024  | \$ 5,942.51  | \$ 3,419.43  | \$ 1,827.40   | 41  | 17               |                            |                           |                   |           |                  |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |
| Oct-2024  | \$ 5,942.51  | \$ 3,482.67  | \$ 1,444.20   | 41  | 14               |                            |                           |                   |           |                  |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |
| Nov-2024  | \$ 5,892.51  | \$ 3,162.59  | \$ 1,143.65   | 40  | 14               |                            |                           |                   |           |                  |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |
| Dec-2024  | \$ 6,337.51  | \$ 3,641.89  | \$ 1,782.86   | 40  | 18               |                            |                           |                   |           |                  |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |          |             |             |             |    |    |

| (1)<br>Goals/Objectives   | (2) Activities   | (3) Expected Outcome  | (4) Lead Staff and Target Date   | (5) Status Update  |
|---|--|---|--|--|
|   | Provide direct access to Olympia tribal team via dedicated toll free number 866-850-1496.  | Lower Elwha Klallam members' calls are automatically routed to the tribal team.   | The direct contact for LEKT is<br><br>Jill Thibault<br><br><b>Target Date:</b><br>Annually   | LEKT caseload calls are directed to Jill Thibault. If Jill is unavailable, those calls are taken by other tribal liaisons in the Olympia office. |
| <b>2) Ensure communication with Lower Elwha Klallam Tribe for information sharing, joint planning and problem solving.</b>        | Meet with tribe upon request for 7.01 planning and other meetings.   | To ensure that the Lower Elwha Klallam Tribe is informed about child support issues and enable problem solving.   | Rebecca Sampson-Weed<br>Nicole Volkmann<br>Kelsie Gish<br>Sateva Henderson<br>Becky Charles<br>Jacqueline Johnson<br>Melissa Kover<br>Jill Thibault<br>Brenda Francis-Thomas<br><br><b>Target Date:</b><br>On Demand | Lower Elwha Klallam Tribe met with DCS for the annual 7.01 meeting on March 5, 2025.   |
| <b>3) Identify needs of American Indian clients &amp; communities and whether current programs and policies meet these needs.</b> | The Olympia Tribal Team is committed to meeting with the Lower Elwha Klallam tribal staff and Lower Elwha Klallam tribal clients for quarterly outreach (or more frequently if warranted) to be available to them to resolve any child support issues or help with paperwork, etc. | Complete outreach efforts to ensure cultural awareness and that the current programs and policies meet these needs.<br><br>Participation in outreach will assist tribal members with being more comfortable working with child support. | Rebecca Sampson-Weed<br>Jill Thibault<br><br><b>Target Date:</b><br>On Demand  | Jill met with Becca for virtual outreach on 2/26/2025.<br><br>Jill will contact the tribe to schedule quarterly outreach moving forward.         |

| (1)<br>Goals/Objectives  | (2) Activities  | (3) Expected Outcome  | (4) Lead Staff and Target Date   | (5) Status Update  |
|--|---|---|--|--|
| <b>4) Foster the working relationship with the tribe and learn more cultural humility.</b>                                   | <p>The Division of Child Support is interested in participating in events such as resource fairs or other events held to benefit the Lower Elwha Klallam community. The Lower Elwha Klallam tribe will notify DCS of upcoming events that they would like DCS to participate in.</p> <p>DCS will be participating in the Canoe Journey and other community events. Lower Elwha Klallam Tribe is hosting the canoe journey, Paddle to Elwha, from 8/1/2025 – 8/5/2025.</p> | <p>Building trust and strengthening our relationships with LEKT staff and the LEKT community.</p>   | <p>Jill Thibault<br/>Melissa Kover</p> <p><b>Target Date:</b><br/>Annually</p>       | <p>Olympia tribal team looks forward to participating in future Lower Elwha Klallam community events that we are invited to.</p> |
| <b>5) The Division of Child Support and the Lower Elwha Klallam Tribe will share training and educational opportunities.</b> | <p>Educating Lower Elwha Klallam tribal staff on child support issues so they can better address concerns and questions from community members.</p> <p>The Division of Child Support is willing to provide “Child Support 101” training to Lower Elwha Klallam social services staff, Lower Elwha Klallam tribal council and/or the Lower Elwha Klallam community.</p>  | <p>LEKT staff will be better equipped to counsel community members regarding their child support issues. Lower Elwha Klallam tribal members will have a better understanding of how support is calculated and options available to them such as modification,</p> | <p>Jill Thibault<br/>Becca Sampson-Weed</p> <p><b>Target Date:</b><br/>On Demand</p> | <p>The tribe will reach out to Jill for any training needs.</p>  |

| (1)<br>Goals/Objectives   | (2) Activities   | (3) Expected<br>Outcome   | (4) Lead Staff and<br>Target Date                           | (5) Status Update   |
|---|--|---|---|---|
|   |  | conference board<br>write-offs etc.   |   |   |
| <b>6) DSHS Staff will be trained on the American Indian Policy, Administrative Policy 7.01 and Government to Government Training by GOIA.</b> | Facilitate training of 7.01 policy and Government to Government training for new staff.  | Staff will be trained on government-to-government relations and how DSHS works with tribes. | Jacqueline Johnson<br>Brenda Francis-Thomas                 | Jill Thibault completed 7.01 training and is scheduled for the Government to Government training in March 2025. |
| <b>7) Take action to recruit/hire American Indian/Alaska Native applicants to meet DSHS objectives for a diverse workforce.</b>               | Provide job postings to Regional Managers for distribution to the Tribe.<br><br>Invite tribal staff to participate on hiring panels. | Maintain a diverse workforce.   | Brenda Francis-Thomas<br>Chris Franks<br>Becca Sampson-Weed | Becca gave input on the hiring of Jill Thibault.<br><br>Job postings were shared with the tribe.                |

**CONTACT INFORMATION LOWER ELWHA KLALLAM TRIBE**

| Name                 | Title                    | Phone | E-Mail                       |
|----------------------|--------------------------|-------|------------------------------|
| Rebecca Sampson-Weed | Social Services Director |       | Becca.sampson-weed@elwha.org |
| Sateva Henderson     | TANF/GA Case Manager     |       | Sateva.henderson@elwha.org   |
| Kelsie Gish          | TANF/GA Case Manager     |       | Kelsie.gish@elwha.org        |
| Becky Charles        | TANF Coordinator         |       | Becky.charles@elwha.org      |
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|                      |                          |       |                              |

### CONTACT INFORMATION FOR STATE OF WASHINGTON

| Name                  | Title                                      | Phone        | E-Mail                            |
|-----------------------|--|--------------|-----------------------------------|
| Jacqueline Johnson    | District Manager                           | 360-664-6978 | Jacqueline.johnson@dshs.wa.gov    |
| Melissa Kover         | Tribal Team Supervisor                     | 360-664-6876 | Melissa.kover2@dshs.wa.gov        |
| Jill Thibault         | Tribal Liaison                             | 360-664-6941 | Jill.Thibault1@dshs.wa.gov        |
| Brenda Francis-Thomas | Regional Manager - Office of Indian Policy | 360-584-3338 | Brenda.francis-thomas@dshs.wa.gov |
|                       |  |              |                                   |
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|                       |  |              |                                   |

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

- A tribal case includes, at the minimum, one or more of the following:
  - A noncustodial parent (NCP) who is a member of a federally recognized Washington tribe.
  - An NCP who is not a member of a federally recognized Washington tribe, but is employed by the tribe, a tribal enterprise, or an Indian owned business located on a reservation or trust land in Washington, if:
    - An enforceable order exists, or
    - An enforceable order does not exist, but the Tribal Liaison recommended including the case in a tribal caseload.
  - A party included under a cooperative child support agreement with DCS.
  - A party receiving program services from a Washington:
    - Tribal TANF (Temporary Assistance for Needy Families) program.
    - Tribal IV-D program.
  - Paternity needs to be established and CP is a member of a Washington Tribe with a Tribal IV-D program.
  - Cases associated with a Washington tribal TANF case.
  - A Washington tribal TANF arrears-only case.
- A case involving other tribal connections.
  - Such as: One or more parties are members of a tribe. The NCP, CP or child has a tribal surname. The NCP, CP or child lives on or near a reservation. The NCP has a tribal employer. The NCP or CP has tribal income or assets. The NCP, CP or child receives tribal services. The tribe has a IV-D, TANF or foster care program. A CP has an associated tribal TANF arrears only case. The child was conceived on an Indian reservation. The child is potentially eligible for tribal enrollment. There is an existing tribal court order. DCS has a cooperative agreement or informal process with the tribe. A party receives Indian Health Services benefits.

## Historical Goals not Actively Being Pursued

| (1) Plan Year   | (2) Activities  | (3) Expected Outcome   | (4) Lead Staff and Target Date | (5) Status Update  |
|---|---|--|--------------------------------|--|
| 2021 – 2022   | Provide child support services to tribal members  |  | Eric Stender                   | Collected support for tribal members/employees of tribe.   |
|   | Provide outreach to tribe   |  | Eric Stender                   | COVID  |
| 2022 – 2023   | Provide child support services to tribal members  |  | Eric Stender                   | Collected support for tribal members/employees of tribe.   |
|   | Provide outreach to tribe   |  | Eric Stender                   | COVID  |
| 2023 – 2024   | Provide child support services to tribal members  |  | Eric Stender<br>Ann Bailie     | Collected support for tribal members/employees of tribe. Effective 3/2024 Ann Bailie became tribal liaison.                                    |
|   | Provide outreach to tribe   |  | Eric Stender                   | Eric completed outreach on 9/7/2023.   |
| 2024 – 2025   | Provide child support services to tribal members  |  | Ann Bailie<br>Jill Thibault    | Collected support for tribal members/employees of tribe. Effective 1/2025 Jill Thibault became tribal liaison for tribe as Ann Bailie retired. |
|   | Provide outreach to tribe   |  | Ann Bailie<br>Jill Thibault    | Ann had been unsuccessful in attempts to engage in outreach. On 2/26/2025 Jill and Becca participated in virtual outreach.                     |
| 2024 – 2025 Goal Tabled – The Division of Child Support is willing to partner with the Lower Elwha Tribe in developing strategies aimed at increasing the number of tribal members paying | The Division of Child Support is willing to meet with the LEKT social services staff to discuss strategies that result in increasing the amount of child support received each month. | Increase in the number of non-custodial parents supporting their children with child support payments. |                                | At the 7.01 meeting on 3/5/2025 this goal was tabled.  |



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| toward their child<br>support obligation. |  |  |  |  |
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