

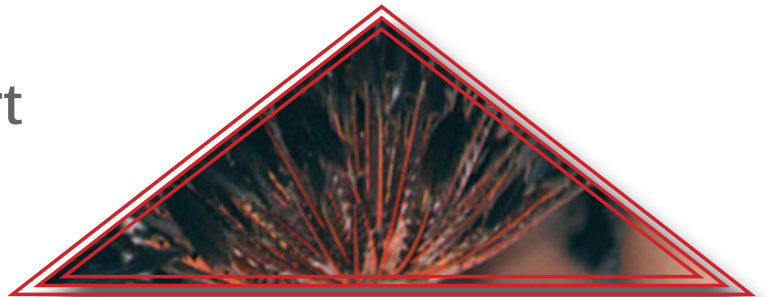
Beading

Naa-qhar'sh-delh-yu



Confederated Tribes of Siletz Indians

2013 Annual Report



Chairman's Message

Our Tribal goals continue to be raising healthy families, providing educational opportunities, providing cultural activities and protecting our Tribal sovereignty. Turning actions into accomplishments takes many forms and all of our Tribal and casino staff must perform their responsibilities to their highest potential.

The federal government's action to lift the sequestration on federal funds was very helpful to programs and grants that are funded by federal dollars. In spite of these actions, our programs were still able to provide the same level of services to the membership. Chinook Winds continues to increase business and revenue. We are blessed with a dedicated staff.

Many Tribal consultations have occurred that involve Tribal Council and staff with state and federal agencies. They have been very productive and have benefited the Tribe in many ways.

It has been an extremely busy year for consultations as all federal agencies have been instructed by the current administration to involve Tribes. State agencies also have been eager to consult with Tribes.

Our Tribe was successful at saving the Siletz "Warriors" name and image for our school in Siletz. Work still needs to be done among the Oregon Tribes on how these names will be approved after consultation with Tribes, but it's been a long hard road to get this legislation passed.

We look forward to having policies in place for future use. We also will have a part in developing curriculum for schools in teaching our Tribe's history.



Delores Pigsley

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The work of several photographers is included in this report, including that of Morgan Crawford, Max Ferreira, Ann Goddard, Natasha Kavanaugh, Mike Kennedy, Diane Rodriguez, Mandi Smith, Tiffany Stuart, Shirley Walker, Debbie Williams, Chinook Winds Casino Resort Staff and The Discovery Channel.

Tribal Court

Caseload

New	543
Average monthly new cases	45.25
Closed	435
Hearings, monthly average (includes per capita caseload)	46.08

Court Staff

One chief judge, one appellate judge, one District Court judge, one Gaming Court judge, Community Court judge (vacant), one full-time court administrator and one half-time deputy court administrator



Winter comes early in Oregon as an arctic air mass enveloped the state in early December.

Development

Funding

The court is maintained with money from the annual EPR funds and BIA funds. Tribal Court continues to seek grant funding where we qualify as a developing court.

Case Management

Tribal Court strives to meet the ongoing challenge of new categories of cases and complexity of subject matter. In the last 12 years, Tribal Court has seen an increased caseload from a little over 100 cases in 2000 to a caseload of more than 500 cases in 2013.

Court staff works in conjunction with the chief judge to create new or modify existing forms relevant to ever-changing case criteria.

Subject matter has become increasingly complex with employment and personal injury cases from Chinook Winds, other matters ranging from contract cases to enrollment matters, and any other case that may fall within the jurisdictional boundaries of the Siletz Tribal Court.

Tribal Court uses Laserfiche, a document imaging program for storing files. Deputy Court Administrator Rebekah Goulet has scanned past and current court records into the Tribe's Laserfiche storage, saving cost and space.

The records are easily searched and printed from the storage of Laserfiche files. Records not on Laserfiche are our juvenile records, as we keep hard files indefinitely.

Training

Tribal Court promotes educational enhancement for judicial and court staff through attendance and participation in trainings and workshops relative to Tribal Court issues. Tribal Court participates with neighboring courts and agencies to create a good working relationship.

The National Judicial College (NJC) in Reno, Nev., is one of our most valued resources for judicial training.

Spokespersons are encouraged to gain as much legal education as they can. As funding allows, Tribal Court sponsors continuing legal education for spokespersons.

Public Relations

Representing litigants in Tribal Court matters is a pool of five active Tribal spokespersons (non-attorneys), three individual attorneys and two attorneys with Legal Aid Services of Oregon.

Four peacemakers appointed by Tribal Council make up the peacemaker pool. The first qualification for peacemaker court is that all parties in the dispute must agree to peacemaker court.

Natural Resources

It is the mission of the Siletz Tribal Natural Resources Department to care for, protect, enhance and provide for the wise use of all of the Tribe's natural resources in a manner that will ensure all generations to come will benefit from these resources.

This philosophy applies to all lands to which the Tribe is historically tied, including its ancient, aboriginal, ancestral lands; its Coast Reservation; and its current and future land holdings.

The department is responsible for operating the Tribal Forestry, Fish and Wildlife, Aquatics and Environmental Protection programs.

Funding comes from a variety of sources, including BIA Self-Governance, Tribal Forest Management Deductions, Environmental Protection Agency (EPA) General Assistance Program (GAP) and Clean Water Act Section 106 and Section 319 grants, Administration for Native Americans (ANA) Environmental Regulatory Enhancement (ERE) grant and a BPA Wildlife grant.

Additionally, the department administers grants from EPA and other entities covering its participation in the Portland Harbor superfund site monitoring activities, along with contracts with a number of organizations to provide aquatics monitoring services and to conduct precommercial thinning of forest plantations.

The **Forestry** Program covers all aspects of forest management on the Tribe's 15,000+ acres of timberlands, including timber sale planning (environmental assessments, unit layout and design, road layout and design, timber cruising, appraisals, contract development), timber sale administration (contract administration and compliance inspections), silviculture (prescription writing, site preparation, reforestation, animal damage protection, brush control, stocking surveys), forest development (timber stand improvement, precommercial and commercial thinning), forest protection (fire management, insect and disease control), forest inventory and management planning, and firewood permits.

Accomplishments for 2013 include:

- Harvesting 2.41 million board feet of timber yielding a net timber revenue of \$665,172
- Presales work on three sale areas totaling 201 acres and 5.989 million board feet
- Planting 5,520 seedlings on 46 acres
- Site preparation of 161 acres
- Precommercial thinning of 77 acres
- Completing 148 acres of stocking surveys
- Completing 78 acres of stand exams
- Issuing 133 personal use firewood permits
- Issuing 115 property access permits
- Cutting 27½ cords of firewood during four Elders woodcuts
- Replacing a blown-out undersized stream crossing culvert with a pre-stressed concrete bridge

Work continues on a new bridge on Tahkenitch County Line Road in September.



Stan van de Wetering surveys for fish on the Tahkenitch property in September.

The **Fish and Wildlife** program handles all aspects of Tribal fish and wildlife management, including issuing and tracking deer and elk hunting tags and licenses, salmon fishing tags and shellfish gathering permits. The program also covers distribution of confiscated game meat and subsistence salmon to Tribal members.

In 2013, accomplishments include:

- Issuing 316 deer tags (32 filled)
- Issuing 109 elk tags (7 filled)
- Issuing 141 salmon tags (2 filled)
- Issuing 60 shellfish gathering permits
- Picking up, processing and distributing 4,400 pounds of subsistence chinook salmon
- Distributing 659 summer run steelhead from the Oregon Department of Fish & Wildlife's Siletz River fish trap
- Distributing 91 winter steelhead from the Eagle Creek Hatchery
- Providing surplus game meat and salmon to eligible Tribal members

The **Environmental Protection** program is funded through an EPA GAP grant. This grant's primary focus is on water quality monitoring in the Siletz River basin.

In addition to the continuation of these activities, 2013 accomplishments include:

- Participating in activities to monitor assessment and cleanup of the Portland Harbor superfund site (funded by EPA grants and various potentially responsible cleanup parties) and the Astoria Marine construction cleanup site
- Participating in the monitoring of the settlement agreements covering re-licensing of the Eugene Water and Electric Board's Carmen-Smith and Portland General Electric's Clackamas River and Willamette Falls hydroelectric facilities
- Representing the Tribe at meetings about a variety of other environmental issues, including serving on EPA's Regional Tribal Operations Committee



The **Aquatics** program was funded by GAP, 106 and 319 grants from EPA, a wildlife grant from BPA, an ERE grant from ANA and a number of contracts and funding agreements with outside entities in addition to Tribal and BIA hatchery funding.

2013 accomplishments include:

- Hiring a Tribal wildlife biologist
- Continuing laboratory research with lamprey eel to determine the effects of herbicides and turbidity in streams on eel survival, growth and reproduction
- Continuing to collect, analyze and model stream temperature, sediment, flow and macroinvertebrate data from locations throughout the Siletz River system, including a number of its tributaries, for use in a variety of future projects, including stream TMDL (total maximum daily load) modeling efforts and habitat restoration activities
- Continuing cooperative work in a number of coastal estuaries with various partners, including work for Ducks Unlimited as part of the post-restoration monitoring effort in the Nilestun area of Bandon Marsh in the Coquille River estuary
- Continuing a three-year effort to delineate the various salmonid genetic stocks within the Siletz River system, funded by an ANA ERE grant
- Continuing to participate in criteria development and selection of projects to be funded by BPA for Willamette Basin wildlife mitigation
- Constructing a 75-foot concrete rearing channel and a 90-foot concrete rearing/outflow channel at the Tribe's Lhuuke Illahee Fish Hatchery

The Tribe continued to work with the Willamette and Siuslaw National Forests on a variety of cooperative projects in accordance with the Memorandums of Understanding (MOUs) with these forests.

The Tribe also was actively involved as a natural resources trustee for the New Carissa Oil Spill Damage Assessment and Restoration Plan.

Housing

Mission Statement

With funds provided by the Native American Housing Assistance and Self-Determination Act and other resources, the Confederated Tribes of Siletz Indians will continue the operation of a housing program whose overall mission will be to ensure that low-income Siletz Tribal members have the opportunity to obtain housing that meets his/her needs, is affordable and provides a safe, healthy living environment.



Jayden Christensen during Culture Camp in July



Work continues in January on phase 1 of the Tillamook subdivision.

A Year in Review

2013 was a year of transformation for the Siletz Tribal Housing Department (STHD). With reduced funding because of sequestration, we were challenged to continue to provide services at customary levels, improve administrative efficiencies and take a closer look at staff positions.

This year marked the long-anticipated beginning of the Formula Negotiated Rulemaking Committee. STHD Executive Director Sami Jo Difuntorum is a member of this committee. Because of special expenditure rules that apply to federal agencies during budget continuing resolution, the sessions abruptly stopped after only two meetings. The committee was able to successfully negotiate a charter and protocols.

The Formula Negotiated Rulemaking Committee developed two workgroups – Formula Current Assisted Stock and Needs – and identified issues for potential negotiation.

In an effort to reduce costs and provide information to as many employees as possible, STHD hosted several trainings locally: Section 184/Title VI loan guarantee presentation by Wells Fargo, Drug Abuse and Crime Prevention in Indian Country presented by Lamar & Associates, Lead Awareness presented by the Environmental Protection Agency, Financial Literacy presented by the Northwest Asset Building Coalition, Direct Loans and Guarantees presented by USDA and Mandatory Reporting.

Organizational

The 2012 Annual Performance Report was submitted to HUD on March 18 and was the final report for the 2010 Indian Housing Block Grant (IHBG).

The 2014 Indian Housing Plan (IHP) was submitted Aug. 13 and was the second IHP using the consolidated format.

STHD staff made significant progress in tracking and reducing tenant account receivables (TARs). The updated software temporarily hampered staff ability to generate comprehensive reports, but the issues have been resolved.

Overall, TARs were reduced by \$43,493. The low-income rental program experienced a \$4,413 reduction in arrearages, MEPA loans reduced by \$56,261, Homebuyer arrears increased \$14,105 and property management increased \$3,076.

The increase in homebuyer arrears is because of debt that transferred to a successor that wasn't a MEPA loan and property management arrears increased because of one lengthy eviction.

Five Mutual Help Homeownership units conveyed in 2013; none had outstanding MEPA loans.

STHD submitted the updated Formula Current Assisted Stock information and current Tribal enrollment data to the IHBG formula center and participated in OLINK meetings.

Construction

In July, STHD completed phase I of the Tillamook subdivision in Siletz.

The occupancy of the Tillamook community began a new era for homeownership opportunities offered to Siletz Tribal members. STHD implemented the Home of Your Own lease-purchase program. The National American Indian Housing Council (NAIHC) pictures the community in its new brochure.

STHD received environmental clearance for the Mast property in Lincoln City; the initial environmental review was completed in 2005. The goal of developing an over-income homeowner and low-income community in Lincoln City solidified.



Construction progresses in March at the Tillamook subdivision.

Legislative

The NAIHC workgroup on unexpended funds continued to identify barriers that prohibit some grant recipients from expending funds in a timely manner.

Sami Jo served as the workgroup moderator, which was challenging at times but provided a broader perspective on the challenges faced by others. Their work concluded and was reported to the NAIHC board in February.

Reauthorization of the Native American Housing Assistance and Self-Determination Act (NAHASDA) was a legislative priority and provided a unique networking opportunity.

An unofficial workgroup formed to accomplish a specific agenda: Keep reauthorization on track and advocate for formula changes to occur through Formula Negotiated Rulemaking.

Joint meetings were conducted during the NAIHC Legislative Conference in February and Sami Jo continued to serve as chairman of the NAIHC Legislative Committee.

In addition, the committee actively participated with the housing subcommittee of the National Congress of American Indians to ensure a consistent message was presented to Tribal leadership.

Sami Jo was re-elected as the vice-chairman of the Northwest Indian Housing Association and NAIHC Region 6 alternate.



Shee-Ne Depoe-Aspria celebrates Dr. Seuss at Siletz Valley School in February.



Crystal Baker-Martin protects herself from the sun during Run to the Rogue in September.

Miscellaneous

In 2013 the Tribe resolved the last of the HUD findings from the 2004 and 2010 monitoring reviews and the housing department did not have any audit findings. Both of these are significant because having unresolved audit or monitoring findings impeded our ability to qualify for loan guarantee programs.

As a result, we were successful in obtaining a preliminary letter of approval for a Title VI loan guarantee.

Policies continue to undergo internal review and revision processes. We presented revisions to the Pet Policy and the Selection, Admissions and Continued Occupancy Policy, which included clarifying successor language.

New policy development consisted of the Home of Your Own and a draft for Property Managed Units.

Panning

Planning Division

2013 was a year of beginnings and endings for this department.

A couple of construction projects were completed. The Siletz Tribal Energy Program was a three-year grant-funded project that ended.

The 10-year update to the Comprehensive Plan has begun. Transit and road projects continue to roll along.

Design, engineering and construction were completed for the half-million-gallon Tribal treated water storage tank (the previously constructed tank held raw water to extend the number of days the city can treat water when the Siletz River is too muddy to use). The new tank is located across from the clinic and south of the walking path from the community center to Silatchee Park.

With drought spreading quickly from California northward, the new tank helps ensure that Tribal housing, the community center and the clinic will have water and adequate fire protection through any especially long dry summers.

Design engineering for sidewalks on Gwee-Shut Road (old Grooms Road) continued in development, with the scope of work growing twice.

First, we are adding reconstruction of the upper part of Gwee-Shut Road because this section of road shows signs of age and weather damage. Second, in coordination with water system improvements, we're expanding the sidewalk project to include work on Logsden Road for pedestrian crossings and safer highway shoulders.

If all levels of approval are completed as expected, construction will begin early fall 2014. Funding for this project comes



Solar panels on the roof of the Tillicum Fitness Center in Siletz

from our BIA (Bureau of Indian Affairs) Tribal Transportation Program (TTP, which used to be called IRR) funds.

Solar panels were installed on the Tillicum Fitness Center in Siletz and the on the new Siletz Recreation Center carport. These solar panels generated 27,400 Kw of power and saved 47,281 pounds of CO₂ – a success for the energy program and sunny Siletz.

Planning hired a new **data coordinator** in 2013. She provides significant support to the Enrollment Department and assists the grant writer and other departments in collecting and evaluating data.

The data coordinator also helps with database maintenance, manages surveys and helps develop reports that support the activities of all Tribal departments. She will have a key role in the update of the Tribe's Comprehensive Plan, which kicked off just at the end of 2013.

The part-time **emergency planner** continues to coordinate with state and federal agencies as the Tribe's liaison on emergency planning and response, including FEMA and tsunami response and pandemic flu response planning. This ensures the Tribe's compliance with federal safety mandates.

The emergency planner brings useful safety information back to the Tribe and frequently distributes information at Tribal events.

Do you have a three-day emergency plan? Do you have a safety plan for your family if there is an earthquake or other natural disaster? FEMA provides a lot of information at this link – ready.gov/basic-disaster-supplies-kit.

The **GIS/planner** continues to provide support for the entire Tribal administrative structure, including Planning, Natural Resources, Housing, Public Works, fee-to-trust applications, other departments and the Siletz Tribal Business Corporation via the collection and maintenance of data sets and the creation of maps.

Solar panels on the carport of the Siletz Recreation Center



The **construction engineer** supervised construction projects, from new construction to building rehabilitation, from solar panel deployment to overseeing the operations of the solar power systems and solar street lights. He also works on water and wastewater system planning.

He was elected to the Oregon Coast Economic Development Alliance board and worked on the Pacific Marine Energy Center Siting Team, which ensures the Tribe has a voice in any new ocean energy projects that are developed near Newport.

The **transit coordinator** works with the Tribal Transportation Advisory Committee. Together, they keep our transit vehicle program running smoothly.

Rider and mileage data must be collected and tabulated regularly for grant reporting. Transit vehicle preventive maintenance was brought up to date in 2013 and is now on a schedule; transporter training is provided to all vehicle drivers. All of these activities improve vehicle availability and reduce Tribal liability.

Check the Tribal website transit page for links to up-to-date transit information – ctsi.nsn.us/Siletz-Tribal-Services-Umpqua-Clackamas-County-Tillamook/other-departments/ctsi-transit-program-services#content.

Many state and federal transit plans and programs must be coordinated to keep the Tribe's transportation projects going, such as the "Ride Free with your Tribal ID" (Lincoln County Transit) program and the additional mid-day route from Siletz to Lincoln City.

The Siletz Tribe was the only one in Oregon to receive competitive Federal Transportation Administration funding set aside for Tribes (\$100,000; applied for July 2013 and awarded early 2014.)

The Coastal Connector is the outcome of regional planning in which the Tribe participated. This project will connect Lincoln City to Salem by bus (with transfers possible at Grand Ronde to get to Newberg too).

The Oregon Department of Transportation has awarded the project a grant, with implementation of this route in 2014. Please keep your eyes out for the Coastal Connector bus in the summer of 2014 and give it a try.

The **grant writer** helps Tribal departments write grants and supports the fiscal and reporting sides of the Transit program. He laid the groundwork in 2013 for the Comprehensive Plan update and coordinated the first meetings of that project.

The **Tribal planner** oversees departmental operations and staffing. There were some significant reductions in 2013 with the completion of the energy program grant and with turnover in the realty and data coordinator positions.

The Tribal planner covers transportation planning, including acting as a representative at regional and state transportation planning meetings and keeping the Indian Reservation Road (IRR, now TTP) inventory current and funded.

In 2013, the Tribal planner participated in the City of Lincoln City Transportation Plan update and the Lincoln City Bicycle and Pedestrian Plan update, and was appointed to the State of Oregon Department of Land and Conservation Department (DLCD)'s Rules Coordinating Committee to develop new statewide rules for annexation.

The Coastal Connector project, described above, was developed in coordination with staff at ODOT, Lincoln County Transit, Lincoln City and the Confederated Tribes of Grand Ronde.

The TTP program allocations (old IRR, Indian Reservation Road) dollars have moved into "programmatic agreements," which should be much more flexible and allow any cost savings to be rolled into other Tribal Transportation Improvement Project (TIP) tasks.

We are working as quickly as we can to close out the older BIA road project contracts.



Realty Division

In 2013, the Realty Division provided environmental review and compliance services to Tribal departments in addition to reviewing proposals for acquisition of additional Tribal lands. Realty also facilitates the conversion of land to trust and reservation status by working with the BIA, surveys and clearing titles.

Total acreage, including timberlands: 15,622.15 acres

Pending trust status: 8.3 acres

Placed in trust since 2012: 133.66 acres

Total acreage in trust/reservation status: 4,562.46 acres/380.14 acres

No new properties were acquired.

Laura Bremner clears brush at Riverside Cemetery east of Siletz during the Tribe's summer all-staff day of activities in July.

The **Planning clerk** has a demanding multi-faceted job, handling requests from all Planning staff members, managing the department's multiple cuff accounts and processing accounts payable. It is a big challenge, given all the construction work, complex grants and regular reports the department processes.



Tiffany (Bellinger) Ferreira enjoys the Nesika Illahee Pow-Wow in August.

Enrollment

Enrollment has the huge responsibility of keeping Tribal membership records. It has continued to develop the Enrollment database, housing a complete record of Tribal members and ancestors placed on the Siletz Reservation.

By the end of 2013, 81 new Tribal members had enrolled and 22 Tribal members had walked on. The total Tribal member population was 4,920.

The Enrollment Department continues to be busy, fielding 10,016 telephone calls, documenting 898 address updates, issuing 480 Tribal identification cards, disbursing death benefits for 22 individuals and providing 298 Certificate of Indian Birth (CIB) forms, in addition to providing data to all programs with reports.

2013 Enrollment Statistics

New Enrollments	81
Deceased Removals	22
Roll Total	4,920
Phone Calls	10,016
Address Changes	898
CIBs Issued	298
IDs Issued	480

The Enrollment Department works closely with the families and funeral homes assisting families in their time of

sorrow. Enrollment disburses death benefits of up to \$7,000 if the Tribal member has a designated beneficiary. If the Tribal member does not have a designated beneficiary on file with the Enrollment Department, they are eligible for up to \$6,000 for services only.

In addition, the Tribe provides Tribal members with caskets at a wholesale price through the Enrollment Department.

Please make sure you have designated a beneficiary or have updated the beneficiary form in your Enrollment file. Our reports indicate that currently more than 1,500 adult Tribal members do not have a beneficiary form on file with Enrollment.

Please help us keep your and your minor children's information current by contacting the Enrollment Department right away. If you do not know your Tribal roll number, provide your date of birth.

For your security, your information must be updated in writing with your signature for verification purposes. Standard forms for changes and new enrollments are available online at ctsi.nsn.us, click on Government Listings, then Enrollment.

You also can contact the Enrollment Department by telephone at 541-444-8258 or 800-922-1399, ext. 1258; by email at covas@ctsi.nsn.us; or by mail at P.O. Box 549, Siletz, OR 97380-0549.

Public Safety

Tribal law enforcement services are provided by the City of Toledo Police Department (Toledo PD) through an intergovernmental agreement. Services are provided on Tribal lands and for all residents within the City of Siletz.

The first agreement was for five years and scheduled to end on Dec. 31, 2012. The Tribe extended this until June 30, 2013, and then entered into a new agreement for services from July 1, 2013, through June 30, 2016.

Under the agreement, Toledo Police officers enforce state laws, investigate criminal offenses, provide Tribal Court security, enforce Tribal rules and regulations, and perform other duties as assigned by the chief of police, such as traffic control and information sharing. The agreement includes 80 hours of weekly patrol coverage.

Uncertain Funding

The Tribe has been the sole funder of law enforcement services to residents on Tribal land and within the boundaries of the City of Siletz even as law enforcement funding sources declined steadily over the last three years.

Historically, about half of the budget came from BIA and NAHASDA (Tribal housing) funding and the remaining half came from revenue generated by gaming and the Oregon tobacco tax. The 2008 financial crisis, the subsequent decline in the economy and two years of sequestration have had an impact on these funding sources.

Shrinking revenue requires reductions to and sometimes elimination of programs and services that compete for Tribal revenue. In 2012 that meant eliminating gaming revenue as a funding source and reducing the tobacco tax funding in half. The Tribe responded to these cuts by amending the law enforcement agreement to reduce patrol hours from 120 to 80 hours a week.



Tribal youth attend Camp #inTENTSity, a free overnight teen conference that focuses on healthy relationships and positive behaviors, in July.

Highlights for the Year

Toledo PD staffing includes Chief Enyeart, Detective Harrison and Officers Pitcher, Harpster, Pace, Shawver and Crocker. Officer Brittany Crocker is a new hire and currently attends training at the Oregon Public Safety Academy.

While the agreement allows for 4,160 hours of patrol time annually, total time for 2013 was 3,849 hours. In addition to patrolling, Toledo police officers assist with the annual Nesika Illahee Pow-Wow and parade, participate in CEDARR (Tribal/city/county drug elimination coalition) meetings and provide a security presence when requested.

Given the inadequate funding situation, the Tribe, the City of Siletz and the Siletz Valley Fire District surveyed the willingness of residents (both within the Siletz City boundaries and those outside the city but within the fire district), to pass an emergency services levy to help pay for law enforcement and fire protection.

Survey results show there is support for a levy. The Siletz City Council will meet in January 2014 to review survey results and decide whether or not to bring a levy to city residents for a vote.

Crimes reported by Toledo PD for 2013 as compared to 2012 are listed below:

	2012	2013
Crimes Against Persons	204	192
Crimes Against Property	107	145
Behavioral Crimes	1,350	1,304
Total	1,661	1,641

Programs 1

The Programs 1 Department includes five social service programs – Elders, U.S. Department of Agriculture (food distribution), 477 Self-Sufficiency, Indian Child Welfare and Vocational Rehabilitation.

Programs 1 also includes a grant for the Healthy Family/ Healthy Child Project.



Feather dancers and singers demonstrate the dance during the annual Tribal Government Day at the State Capitol in Salem, Ore., in May.

The **Elders** Program is partially funded by federal grants as well as gaming revenue.

Through a Title VI Nutrition and Support Services grant, the Elders Title VI coordinator helps Elders access the Meals on Wheels program in their area. This past year, 2,569 meals were delivered and 1,383 meals were served at the meal site at the Siletz Tribal Community Center, a total of 3,952 meals that were provided to help meet the nutritional needs of Elders in the Siletz community.

The Title VI coordinator and the Elders Council coordinator had a combined 23,526 contacts and referrals through outreach, telephone calls, home visits, case management, information for Elders and referrals, and new and updated Elders assessments.

The Title VI coordinator also administers the Elders WEX Program, which allowed 14 Elders to return to work in their field of interest. Areas of employment included the Ripley County Senior Center, Scappoose Indian Education Program, Kalmiopsis Primary School, Dee-Ne Gifts, Elders on-call transporters, Siletz Head Start classroom, Siletz Planning Department and numerous other work sites within the Tribal organization and local community.

The coordinators continue to partner with the Tribal Natural Resources Department to provide firewood for Elders through wood cutting events. Volunteers deliver wood to needy Elders who cannot transport the wood themselves. Advertising for these events goes in the Tribal newspaper and the Elders newsletter. The newsletter is distributed monthly to all Tribal Elders.

During the past year, the Programs 1 manager became the staff representative for the Elders Council.

During the year, the Elders were involved in 52 group events and activities. Those events included council meetings, Elders Honor Day with other Tribes, Oregon Tribes Gathering, Run to the Rogue, Nesika Illahee Pow-Wow and various concerts and events at Chinook Winds Casino Resort.

The council covered fuel and mileage costs for drivers to transport Elders from the four areas to approved Elders Council activities, which totaled 3,640 transports this year.

The Elders attended monthly meetings, Elders Council and group activities, monthly shopping trips, quarterly transporter and Elders representative meetings as well as Superstar luncheons at Chinook Winds. Elder trips are voted on at the monthly meetings.

At the end of 2013, there were 720 Tribal Elders. Each one receives a monthly stipend ranging from \$100 to \$300, depending on their age.

Elders Program staff is responsible for shopping, cooking and assisting with the organization of Tribal member funerals/potlucks at the Tribal Community Center. The Elders Program has been able to budget \$200 per funeral/potluck.

Vicki Nelson (left) and Donna Kessinger work on beaded lanyards during Culture Camp in July.



Under Public Law 102-477, the Tribe's **477 Self-Sufficiency Program (477-SSP)** coordinates funding from several federal agencies – Department of Labor, Health and Human Services, the Bureau of Indian Affairs and the State of Oregon. The programs are coordinated into a single plan and budget that reduces administrative costs and duplication of services.

477-SSP helps American Indian/Alaska Native/Hawaiian participants overcome barriers to employment by offering employment and training services and wellness activities. These include supportive services such as child care, transportation, skills testing, subsidized work experience and on-the-job training positions with Tribal and non-Tribal employers.

Other services include cash grants to individuals through the General Assistance Program and to participants with children through the Temporary Assistance for Needy Families Program.

The programs coordinate family-oriented activities and referrals to other agencies and service providers. Self-sufficiency activities are unique in that they include subsistence activities, wood cutting, gathering of berries and basket-making materials, regalia making, assisting Elders in the community, gardening and cultural activities.

The 477-SSP director ended the year administering this program and supervising one administrative and monitoring specialist and eight Tribal services specialists (TSS). One TSS position is in the Salem Area Office, along with one part-time TSS; two TSS positions are in the Portland and Eugene Area Offices; and three TSS positions are in Siletz.

TSS staff works with clients to develop individualized case plans intended to help clients reach their goals of independence and self-sufficiency. In 2013, there were 473 family grants, 1,086 single adult grants, 41 non-needy caretaker relative grants, 29 families and individuals received emergency assistance and 23 individuals received direct placement services.

The program also provided more than 926 separate instances of support services. These numbers continue to reflect an increase in families needing assistance, which can be directly correlated to the poor economy in the Tribe's 11-county service area and the country as a whole.

The program received 643 applications for services. Throughout the year, there were 328 new cases and 371 approved

applications, the program provided 1,569 referrals and staff completed 3,652 appointments with clients.

Success for the year includes 56 clients who entered unsubsidized employment; 283 clients who successfully closed their cases; 24 clients who successfully completed a WEX contract; and 70 clients who completed a significant goal and received incentive awards.

The Tribe's **Food Distribution Program** is funded by the U.S Department of Agriculture (USDA) and provides commodity foods to federally recognized Tribal families in a 15-county service area whose household income is at or below the federal poverty level. We now deliver to three clients in Grand Ronde.

In the future, we plan to add a monthly trip to the Eugene Area Office to drop off food for several clients there.

Families can opt to receive commodity foods instead of food stamps (SNAP), but cannot receive both in the same month. Families can, however, switch back and forth between food stamps and USDA food.

The program offers a wide variety of packaged, canned, refrigerated, frozen and fresh foods, including fresh produce. Staff distributes food monthly from the Siletz and Salem warehouses.

Program staff holds nutritional education classes and looks for volunteers to demonstrate cooking the available products and provide new and delicious recipes. In coordination with the Healthy Traditions Program, the USDA kitchen has been utilized to teach canning, jerky-making and preparing healthy/traditional foods.

April 2013 marked the five-year anniversary of moving into the Siletz warehouse for the USDA Program. Of course, the event was marked with the typical five-year equipment failures and additional maintenance expenses.

Further, the Salem USDA warehouse experienced a freezer failure, resulting in a loss of more than 700 pounds of meat that had thawed and was rotting in the freezer. This resulted in the installation of a temperature alarm panel that will provide notification of temperature changes.

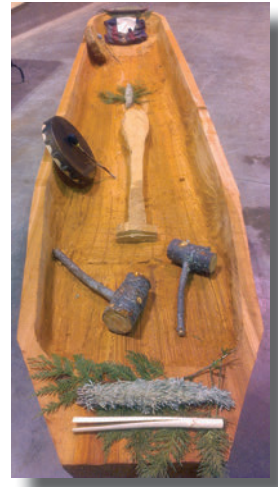


Christopher Greenawald at basketball camp in July



Melody Lundy (left) and Sierra Warren at Warrior Pride Day at Siletz Valley Early College Academy

Right: Logan family canoe at the Gathering of Oregon's First Nations Pow-Wow in January



Below: Delina John (left) and Jennifer Metcalf during Run to the Rogue in September

Bottom photo: DeAnn Brown and her son, Westman Mathews, during the Nesika Illahee Pow-Wow in August

The objectives of the **Indian Child Welfare Program (ICW)** are to (1) provide preventative services to families in need; (2) increase the number of Tribal/relative placements for Tribal children; (3) improve case management of cases open in Tribal and state courts; and (4) increase staff to enhance collaboration with community partners.

Funding for ICW staff and services comes from seven state and federal grants.

The case manager I position is the lead staff person with administrative and supervisory responsibilities who handles most cases in the greater Portland-metro area and out-of-state cases, about one-third of the ICW caseload.

The case manager II is primarily responsible for the remaining in-state Title IV-E cases, which range from 60-80 children, more than 70 percent of the caseload.

The case manager III recruits, certifies and provides training to Tribal foster home parents, supervises visits with children and families, conducts home visits and responds to the needs of children in care. This position is essential to assisting with reports, paperwork and phone contacts for the department.

With such a small staff for an increasingly busy department, it is essential that all case managers are cross-trained and can back up other positions if needed.

In 2013, the ICW Program closed 19 children's cases and two guardianships with Tribal relatives were finalized. ICW-certified foster homes increased from 21 in 2012 to 33 homes in 2013.

Word of mouth, articles in the Tribal newspaper and information sessions help bring in new families, but the need for homes remains critical.

The primary plan for all ICW-involved children is to return children to a parent/parents or relatives. Guardianship with relatives is typically the concurrent goal in the event that circumstances make it impossible for the children to return to their parents.

The State of Oregon, Department of Human Services is in the process of implementing Differential Response across the state. The Siletz ICW Program is assessing the practicality of Differential Response and its potential impact on Tribal members and the Tribal community.



The **Siletz Tribal Vocational Rehabilitation Program** (STVRP) completed its third year of providing services since implementation. The program has one director and an assistant in the Salem Area Office and one job developer/counselor and an assistant in Siletz.

STVRP helps clients with disabilities identify and remove barriers to employment. Services include evaluations (neurological, psychological and educational), ADHD counseling, supplies for participants to complete an individualized plan for employment (IPE), books/DVDs for participants (literature on disability), planners/organizers, cell phones, auto repair, bus passes, gas vouchers, interpreting services, therapy, insurance, psychotherapy, licenses, registration, résumé writing, job development, applications for employment and peer mentoring services.

STVRP participated in wraparound meetings (multi-disciplinary meeting with multiple departments all working for the best interest of participants) and provided advocacy and referral services to other service providers and Social Security (resulting in participants receiving benefits).

STVRP had 86 potential participants inquire about the program, most of whom participated in an orientation or intake.

STVRP had a 91 percent success rate at meeting grant requirements for writing individual plans for employment and a 69 percent success rate at placing participants in successful employment.

The **Programs I manager** is responsible for oversight of these six social service programs, which includes direct supervision of six supervisors and one program clerk. The manager is a backup for directors in the six programs when needed and is responsible for meetings and constant communication and coordination of the programs and staff.

Being new to the department, the Programs 1 manager has worked with supervisory staff to identify areas in which they would like to elevate the level of service provided in the department. Supervisors then prioritized these values and have been providing guidance and mentorship for staff in these specific areas. This was implemented to align practices of staff with the procedures provided by the Tribe.

The **Programs I clerk** is responsible for office administration and is trained to be a backup for clerical staff in the other six programs as needed. The position is also part of the funeral/potluck team to meet the needs of Tribal families and be a resource for them.

The **Healthy Family/Healthy Child Project** (HFHCP) is a coordination grant between the 477 Self-Sufficiency and the Indian Child Welfare programs.

The HFHCP Project continued to work with the following objectives and goals: refining and expanding multi-departmental team (MDT) meetings; continuing with wraparound services; increasing coordination between programs; and providing Positive Indian Parenting classes to Tribally-associated parents.

HFHCP has increased the number of successful multi-departmental team meetings and wraparound meetings, and its advocacy that various programs throughout the Tribe, state and county work together with client families to help them overcome barriers that hold them back from living successfully. The program is pleased to report that in 2013, wraparound services have been implemented in the following areas outside of Siletz – Salem, Albany and Eugene.

In wraparound, staff worked with 19 individuals involving 44 children among these parents. Eleven families were from Siletz, three from Salem, two from Eugene and one from Albany.

A total of 58 wraparound meetings were held during the year. Among these families, 11 were new to wraparound in 2013 and an intake was subsequently completed.

In 2013, four terms of Positive Indian Parenting classes were taught, equating to 32 individual classes, as well as two workshop classes provided at the 2013 477-SSP Increasing Your Success Conference in Lincoln City, where 19 477-SSP clients were taught the lesson Harmony in Parenting.

Tracy Worman (left), Kurtis Barker and Stuart Whitehead at the Elders Luncheon in December



Programs 2

Programs 2 provides the following services: After-School Program, Child Care, Head Start, Culture, Education, Language and Traditional Arts, Pow-Wow, and Maternal, Infant, and Early Childhood Home Visiting Program.

Of the eight Tribal Standing Committees, three are within Programs 2 – Culture, Education and Pow-Wow. The Culture Committee's staff representative is Robert Kentta, with Bev Youngman for Education and Buddy Lane for Pow-Wow.

Programs 2 staff continued team development, collaboration and coordination on numerous projects, including:

- Easter egg hunt on the day before Easter Sunday
- Memorial Day dinner following a ceremony at the Veterans Memorial
- Student Gathering to honor adult vocational and higher education students in June
- Summer Solstice in June celebrating the change of season
- Culture Camp to teach Tribal history and traditional arts; a three-day event for families in July
- Nesika Illahee Pow-Wow, a three-day event in August
- Run to the Rogue, a three-day event in September featuring a relay run from Siletz to the ancestral Rogue River area in memory of our ancestors' forced journey to the reservation in Siletz. This is the longest relay run in Oregon.
- Restoration Pow-Wow in November to celebrate the restored recognition of the Tribe by the federal government
- Student Incentives, an award for graduating students in all levels of education
- Tribal Youth Employment Program, which provides summer jobs and learning experiences
- Winter Solstice in December celebrating the change of season



After-School Program

This program provides after-school care to 15-25 children age 5-12. Students participate in a Homework Club where they devote 45 minutes to an hour completing homework. The remainder of the time is spent on crafts; playing various games, some educational and others for fun; plus outside recreation and games. Students also receive healthy snacks and beverages.

This program is housed at Siletz Valley School. It benefits working parents because their children go to the after-school classroom directly from their home room or by bus from Toledo schools.

This year, the school began a 21st Century Learning Center for children in first grade and older. The Tribal program continued to serve children in kindergarten.

Child Care

The objectives of this program are to assist Tribal families in the 11-county service area with securing child care services and with child care expenses, and to provide training and development of a provider referral list.

This year, the program served 50 families and 64 children throughout the service area. The average number of hours per month that child care was provided per child is 160.

Forty-six children received care because their parents were employed, six because their parents were in education activities and 12 for other reasons. Some families accessed the program for multiple uses.

Cultural Resources

Cultural Resources participates in various work activities and state, regional and federal meetings.

The culture director reviews archaeological permits and coordinates with other Tribal, state and federal entities to ensure protection whenever possible. The director also gave presentations to various local, state and regional entities.

In addition, he serves on various regional committees and has worked on the Siletz Historical Research Project for several years.

He has expanded Tribal cultural and historical/archival collections. He now is working on Phase II of the culture complex, which is the museum.

Miss Siletz SuSun Fisher, Junior Miss Siletz Faith Kibby and Little Miss Siletz Jocelyn Hernandez (opposite page) ride on a canoe in the Nesika Illahee Pow-Wow parade.

Education

Number of Students Served through Education

Students in	Total
Adult Education	98
Child Care	64
Head Start	112
Higher Education	121
Adult Vocational Training	30
Supplemental Education	2,187
Tribal Youth Education and Employment	59
TOTAL	2,671

An education specialist is located in each area office to provide services and resources for supplemental education, adult education, adult vocational training and higher education. The specialists also assist students in the FAFSA (Free Application for Federal Student Aid) process and work with universities/colleges.

They also work at the Youth Conference, Culture Camp, Run to the Rogue and both Tribal pow-wows.

Johnson O'Malley (JOM) activities are included in supplemental education, such as tutoring, school supplies and numerous educational, recreational and cultural activities, as well as working with local schools.

Graduates and other students are honored annually at a Student Gathering sponsored by the Tribal Education Committee and the education specialists.

Head Start

Head Start continues to be a strong, viable program of the Siletz Tribe.

An average of 110.75 children were enrolled in four programs located in Siletz, Salem, Lincoln City and Portland. Average enrollment for 2013 was 78 percent American Indian children – 74 percent were Siletz Tribal children and 26 percent other Native and non-Natives. Of the children enrolled, 11.5 percent met the criteria for special needs.

All centers provided round-trip transportation services with a Head Start bus. Teachers and staff provide developmentally appropriate curriculum for all Head Start children.

The children receive health screenings, dental exams, immunization assessments and proper hygiene instruction. They participate in activities in a culturally enriched environment.

The Policy Council of Head Start parents also receives training and meets on a monthly basis. Staff and parents also sponsor fundraising activities.



Siletz Valley Early College Academy graduates include Seth Benedict (above left), John Pullam (below left) and Tiffany Stokes (below right). Desiree Stainbrook (above right) graduates from Haskell Indian Nations University.



Sahaylee Mason, Mason Chamberlin and Ava Johnson take part in a Siletz Tribal Head Start Transition Ceremony.



Language and Traditional Arts

The Athabaskan language dictionary is available to Tribal members. Alfred "Bud" Lane III teaches language classes at Siletz Valley School and all four area offices. Traditional arts, basketry or regalia also are taught in all area offices.

Bud teaches basketry classes for other functions, such as Culture Camp. Gathering of materials also is taught and the Tribe continues to work to secure accessible areas for gathering minor forest products for traditional uses.

Culture presentations were given for several Tribal programs, including TANF clients and the Siletz Elder's Gathering. Bud coordinates all Dance House events, including hosting school class visits, representatives from state and federal agencies and other groups. Feather Dances are held for various events.

Bud participated in planning meetings for Culture Camp and taught open work basketry and daily language classes during the camp. He meets monthly with the Oregon Department of Education and language staff from the other Oregon Tribes.



Baskets purchased by the Siletz Tribal Arts and Heritage Society

Pow-Wow – Cultural Education

The Tribe's two pow-wows – Nesika Illahee in August and the Restoration Pow-Wow in November – were excellent events coordinated by Buddy Lane. He also assists with the local school's Mini Restoration Pow-Wow.

Tribal Royalty organization and activities also are coordinated through this program. The young women represented the Siletz Tribe at six pow-wows in 2013.

Culture Camp and Run to the Rogue also were successfully coordinated by the cultural education director as well as cultural classes throughout the year.

Maternal, Infant and Early Childhood Education and Home Visiting Program (MIECHV)

In September 2012, the Tribe accepted a grant from the Department of Health and Human Services to administer this program. A program coordinator, Patrice Clevenger, and outreach specialist, Dorene Rilatos, were hired in early 2013.

During the program's first year, a comprehensive needs assessment of at-risk Tribal families who reside in our 11-county service area was undertaken.

MIECHV focuses on the following areas of concern: (1) healthy pregnancies and birth outcomes; (2) infant and child health outcomes; (3) parent-child relationships; (4) safety and security of infants, children and families; (5) child maltreatment, abuse and neglect; (6) school readiness and child academic achievement; (7) crime and domestic violence; (8) family economic self-sufficiency; and (9) coordination and referrals for other community resources and supports.

This is a much-needed service for our Tribal members to have a program work with pregnant women, babies and families. The grant is funded through 2017.



Lakota Blacketer and Madison Blacketer color at the Head Start activities table during Culture Camp.

Administration

Sharon A. Edenfield, administrative manager, oversees the Accounting, Fringe Benefits, Information Systems, Public Works, Facilities & Fleet and Property & Procurement departments and Administrative Support staff.

She also serves as BIA self-governance coordinator, plan administrator and trust officer. Additionally, she serves as a member of the Audit and Investment committees and is staff representative to the Budget Committee.

The **Accounting** Department continued to function smoothly throughout 2013. The firm Egghart & Associates performed the 2012 audit, completing its seventh year with the Tribe. There were no findings against the Tribe or the Siletz Tribal Business Corporation.

The **Information Systems** Department provided services to all Tribal programs and employees. Highlights include:

- RIO – Completed upgrade of document system, which will allow for better document control
- Bomgar – Utilizing Bomgar as a support tool for employees who need to access the network while away from the office
- Upgrades also completed on Iron Port, Otter and MIP
- Infrastructure changes – Upgraded 50 workstations, added 15 new printers, upgraded new switch after failure
- Continued training – Some staff finished their A+ certifications and are doing CCNE classes. All staff continues to learn new technologies as things in the IT world change.



Top: Rylee Lautenschlager at Culture Camp
Middle: Cristobal Moreno Jr. at Tribal Government Day
Bottom: Izaiah Fisher at Culture Camp

The **Public Works** Department provided daily services and assistance to Tribal programs and members. Accomplishments include:

- Providing assistance with seven funerals
- Maintaining and mowing 167.11 acres
- Completing all required testing of water systems for EPA, plus generators, building fire sprinklers, fire alarms, elevator and HVAC systems maintenance and service
- Painting Elder pow-wow seating area
- Staining pow-wow emcee stand

Stan Werth, Public Works manager, retired effective Aug. 1. We thank him for his dedicated service to the Tribe and wish him well in his retirement.

The **Facilities & Fleet** Department maintained 44 GSA vehicles and 28 E-Plate vehicles. The Tribal Community Center was utilized for 249 events.

New duties were added to this position to assist with administrative support to the Public Works Department.

The **Property & Procurement** Department filled 1,711 requests from stock inventory and purchase orders for a total savings of \$172,813. The department also held quarterly excess sales and completed physical inventory.

The **Administrative Support** staff provided daily clerical assistance to Central Administration managers and other Tribal programs.

Staff continues to distribute *The People are Dancing Again* history book to Tribal members. To date, 1,609 have been distributed to the membership.

Administrative support staff also distributed 13 laptops to higher education/adult vocational training students.

Human Resources

Mission Statement

It is the mission of the Siletz Tribal Human Resources Department to obtain, develop and train the most important resource the Tribe has – human resources. This department will provide service to Tribal programs and employment applicants in an efficient, respectful and helpful manner. It will assist employees with skill development to ensure quality services to Tribal members and personal growth of Tribal employees.

Jerry Marzan attends the Veterans Ceremony at Siletz Valley School in November.



Accomplishments/Activities

One of the department's major functions is to facilitate the hiring process. During 2013, the Tribe hired 53 employees.

- 30 regular (16 Tribal, 3 other Tribe, 11 non-Indian)
- 23 temporary (14 Tribal, 3 other Tribe, 7 non-Indian)

In addition to the regular Human Resources duties for the administration, this department contracted out its services (consulting, job description, Human Resources Information System, recruitment, background checks) to other Tribal entities, including the Tenas Illahee Childcare Center and Siletz Tribal Gaming Commission.

New Positions

Three new positions were created:

- Wildlife Biologist
- Healthy Families Home Visitor (2 positions)

Job Descriptions

Eight revised job descriptions were approved:

- Head Start Assistant Teacher/Bus Driver
- Alcohol and Drug Program Director
- Physical Activities Exercise Coordinator
- Internal Audit Director
- Public Works Supervisor
- Head Start Program Clerk
- CHD/Admin/QI Coordinator
- Housing Finance Manager

Recruitment Activities

The department recruited for the following positions:

- Historical Researcher/Cultural Resources Tech
- Diabetes Case Manager and Program Assistant
- Community Health Director
- Home Visiting Program Coordinator and Outreach Specialist
- Clinical Nurse II
- Admin Support Clerk
- Medical Assistant
- Administrative/Quality Improvement Coordinator
- Programs I Manager
- Head Start – Teacher, Teacher/Bus Driver, Asst. Teacher/Bus Driver; Classroom Aide, Program Clerk
- Alcohol & Drug Program Director
- Case Manager I, III and IV
- Tribal Custodian
- Social Service Advocate
- Director Internal Audit
- Youth Services Worker
- Maintenance Worker/Groundskeeper
- Exercise Facility Assistant
- Temporary Dental Hygienist
- Data Coordinator
- Wildlife Biologist
- Public Works Supervisor
- Public Information Assistant I
- Elders Council Coordinator
- CHD/QI/Admin Coordinator
- SPF Project Coordinator
- Security Guard
- Occupancy Specialist
- Dentist
- TSA
- VAWA Coordinator/Advocate
- Physician
- Optometry Assistant
- Compliance Agent
- Planning Clerk

Labor Force

At the end of 2013, the Tribe's labor force was made up of:

- Siletz Tribal Members 142
- Other American Indians 15
- Non-American Indians 84
- Total Workforce 241



Training Activities

Bullying in the Workforce

Employee Incentive Activities

The Human Resources Department coordinates the Employee Incentive Awards program. The following awards were presented at the 2013 all-staff meetings:

- Extra Effort Award 34
- Special Acts or Services 46
- Time Off Award 3
- Outstanding Performance 36
- Employee Suggestion/Invention 5
- Employee of the Quarter 4
- Employee of the Year 1

Awards Banquet: Approximately 240 people attended the annual awards banquet at Chinook Winds.

Jack Strong takes time out from a cooking demonstration to be with his grandmother, Wilma Strong, during an event sponsored by the Healthy Traditions program in June.



Leatha Lynch, pharmacist, is Employee of the Year.

Photos left, top to bottom:

Sylvia Butler and Elaine Thomas attend Elder Honor Day at Chinook Winds Casino Resort in April.

Sapphire Yarbour at Run to the Rogue

Spencer Hatch, volunteer firefighter with the Siletz Valley Fire District, at the Health Fair in May

Poppa Williams at Run to the Rogue



Worker's Compensation

Our Worker's Compensation Insurance carrier for 2013 was Tribal First.

Employee Assistance Program

Our EAP provider for 2013 was RBH. Confidential services were available to Tribal employees and their immediate families at no cost. Services available include:

- Life Balance Resources: Legal service, will preparation, mediation services, financial services, home ownership program, identity theft services, personal advantage, worksite services
- Counseling: RBH eAccess, 24-hour crisis help, confidential counseling – up to seven face-to-face counseling sessions for each new issue, including family, relationships, stress, anxiety and other common issues



Health

There were 33,372 ambulatory visits this year, including physician, nurse practitioner, physician assistant, behavioral health and optometrist.

The pharmacy filled 39,766 prescriptions. The dentists/dental hygienist provided 5,444 visits.

Dr. Warren Sparks retired at the end of the year and we continue to search for a diabetes case manager.



More than 50 shirts were displayed in the Siletz Clothesline Project during Domestic Violence Action Month in October.

Teresa Ueland, Bekki Lundy, Wendi Schamp and Kelley Ellis take part in the local One Billion Rising walk in February, part of a global movement to end violence against women and girls.



Potatoes dug up from the Siletz Community Garden

The Health Department administers several grants in addition to our recurring Indian Health Service compact funds:

- The CARE program assists victims of domestic violence and provides community outreach and education.
- Tobacco Prevention and Education provides information to youth about the long-term health effects of tobacco use and facilitates access to cessation tools.
- Substance Abuse Prevention assists youth in acquiring the life skills necessary to avoid substance use and abuse.
- Strategic Prevention Framework/State Incentive Grant from the State of Oregon assists the CEDARR (Community Efforts Demonstrating the Ability to Rebuild and Restore) group in developing a community-wide strategy to improve community health, especially in alcohol and substance abuse.
- Youth mental health provides one-on-one, group and family mental health counseling and coping activities.
- The Diabetes Program organizes a well-attended exercise challenge, operates the Tillicum Fitness Center in Siletz, pays for gym memberships outside of the Siletz area and offers monthly educational Talking Circles, individual/family counseling and education.
- Fitness center staff conducts summer sports camps for youth.

- Healthy Traditions sponsors the annual garden walk and coordinates group activities for such events as mussel and eel gathering, clamming and berry picking/maintenance.

The Community Health Department arranged 1,621 medical transports. Services include home/hospital visits, bicycle safety rodeos, monthly diabetes Talking Circles, distributing infant and toddler car safety seats, coordinating annual flu shot clinics and assisting with referrals to specialists.

In the Business Office, revenue increased more than 7 percent over last year.

Contract Health Services (CHS) obligated \$2,800,718 in care and had an unobligated balance at year's end of \$202,992. This unobligated balance is used to pay end-of-year claims.

CHS staff administers two additional programs, Out-of-Area Health Benefits and Alternative Health Care.

Tribal members who live outside the 11-county service area are eligible for one service per year for either vision, medical, dental or hearing.

Alternative Health Care pays \$50 per visit for acupuncture, massage therapy or chiropractic care.



Left: Christopher Bayya runs the SAAM (Sexual Assault Awareness Month) 5K race in April.

Top right: Woody Muschamp cleans eels at Culture Camp.

Right: Mindy Blomstrom makes trail mix during a Hands on Food event in August.



Siletz Tribal Business Corporation

STBC's performance in 2013 continued to improve compared to previous years with a further 40 percent reduction in EPR utilization compared to 2012.

Overall, STBC has improved its bottom line every year for the last four years with dramatic performance improvements seen in 2012 and 2013.

STBC also reduced administrative overhead in 2013 compared to 2012.

Financials

STBC continued to explore ways to increase profitability by controlling costs and increasing revenue, with a number of its existing entities achieving improved overall profitability at its RV parks and properties as a whole compared to 2012.

Personnel

STBC saw the transition of two economic development directors in 2013.

The Imprints Print Shop also hired a Tribal member to work full time in its Lincoln City retail location.

Below left: Nolan Lane in a photo from The Discovery Channel

Below right: Julia Trachsel during Culture Camp



Arthur Butler during Run to the Rogue



Joe Scott during the Living Earth Festival at the National Museum of the American Indian in Washington, D.C., in July

Enterprises

Imprints Print Shop: Imprints' yearly performance was down from the previous year and it carried a loss for the year. 2013 saw an increase in revenue and expenses over 2012.

Imprints' 2014 focus is on increasing its retail sales and developing stronger relationships with both Tribal and local businesses. It also will focus on marketing its products and services to Tribal members.

Logan Road RV Park: The RV park rebounded in 2013, finishing with annual revenue up 3 percent and costs remaining flat, with decreased occupancy of 4 percent compared to 2012. It had a strong fourth quarter in 2013 and looks to continue that trend throughout 2014.

Logan Road's 2014 goals include continuing to strengthen its partnership with Chinook Winds Casino Resort, expanding its social media marketing campaign and developing a mobile version of its website for the increasing number of smart phone and tablet users, as well as increase advertising directly on Highway 101.

Hee Hee Illahee RV Resort: The RV resort had a strong 2013, with revenue up 11 percent, occupancy up 9 percent and expenses down 1 percent for its best revenue and occupancy in park history, beating the previous record revenue and occupancy numbers for 2012.

New picnic tables were installed at every site along with new wireless repeaters to provide better wireless Internet coverage for guests.

Hee Hee's goals in the first half of 2014 are to continue the positive fiscal and occupancy trends set in 2012 and 2013 as well as increase its marketing presence in social media and develop a mobile version of its website, like Logan Road RV Park, for the increasing number of smart phone and tablet users.

Properties

The occupancy rate of the six commercial real estate properties managed by STBC ended 2013 at 85 percent. 2013 overall property management revenue increased 6 percent from 2012 and has increased 47 percent since 2010.

The Salem Flex building, Lincoln Shores building and Siletz Gas & Mini-Mart properties ended 2013 fully occupied.

Siletz Business Complex: Revenue was down in 2013 because of reduced tenant occupancy. To help better market the property, fiber Internet is being installed in the first half of 2014 with an increased focus on building and landscaping improvements aimed at increasing Stark Street visibility.

Eugene Office Building: Revenue was down in 2013 compared to 2012 because of a lost tenant. A major HVAC repair and upgrade took place to increase energy efficiency and replace older units. STBC continues to market the property.

Depoe Bay Building: Revenue was down compared to 2012 because of the loss of its tenant. A new tenant was signed to the upstairs apartment from June 2013-May 2014.

This property ended 2013 with one tenant in the upstairs apartment and the downstairs retail/restaurant area available for lease. STBC continues to work diligently to fill that space.

Toledo Mill Site: This property ended 2013 with five tenants on-site and generated a profit. 2013 also saw ongoing discussions with ALCAN about utilizing of a portion of the 70-acre property as a log yard.

Salem Trust Property: This property generated a profit for 2013, retaining its tenant. STBC continues to market the property for development.

Siletz Gas & Mini-Mart: This property remained fully occupied throughout 2013 and will remain fully occupied through 2014.

Salem Flex Office Building: A tenant moved into the remaining empty space in January. The building was fully occupied throughout 2013 and will remain fully occupied through 2014.

Lincoln Shores Building: This building was fully occupied throughout 2013.

Siletz Tribe Revolving Credit Program

The Siletz Tribe Revolving Credit Program (STRCP) consumer loan and housing loan components that were previously administered at Tribal administration in Siletz began their transition to STBC during the fourth quarter of 2013. STBC already manages the small business loan component of the program.

STBC will begin managing the entire program at its Lincoln City office on Jan. 1, 2014.

As part of that transition, STRCP will have an expanded presence on the new STBC website set to debut in early 2014.

Goals for 2014 include developing online access capability for Tribal members to review their loans.

Youth Entrepreneurship and Leadership Program

The YELP program, located at Siletz Valley Early College Academy, completed its third year with two scholarships awarded to Tribal members. Core components included writing a business plan and developing leadership skills.

Projects

STBC administration will transition to a Microsoft Office 365 cloud platform in the first quarter of 2014 to more efficiently manage its operations to include its properties and enterprises. This transition is expected to reduce IT service and maintenance costs, increase uptime and reliability of its email and IT infrastructure, and provide more tools for staff and enterprise managers to effectively manage their responsibilities as well as streamline personnel transitions.

Right: Jazmyn Metcalf

Below right: Deenie Rilatos at the Siletz Tribal Restoration Pow-Wow in November

Below: Chris Vandaam and his daughter, Savannah Vandaam



Chinook Winds Casino Resort

2013 was a busy year for Chinook Winds Casino Resort. Our property was in a constant state of activity, including improvements, promotions, entertainment, international events and community partnerships.

Remarkable Improvements to the Property

Chinook Winds had a busy first quarter of 2013. One of the biggest accomplishments you may remember was the tear-down of our old escalator and installation of the new one.

Because of the hard work of Schommer & Sons Contracting of Portland, Otis Worldwide and nearly a dozen Chinook Winds personnel, the escalator was up and running five weeks ahead of schedule. The escalator debut was on a busy sold-out weekend of the Gabriel Iglesias show and the Newport Seafood and Wine Festival.

The escalator ran without a glitch. This \$1 million project also was completed nearly \$20,000 under budget.

In addition to the escalator replacement, the Facilities crew was busy all year with projects including, but not limited to, a new roof over the receiving area and demolition of the old bar floor, opening an area for more slot machines.

They began replacing lighting for increased energy efficiency and continued replacement and updating of the old and badly damaged HVAC system.

The first phase of siding on the suites building was completed and landscaping was brought in-house as part of an ongoing program to reduce costs while improving the landscaping around the casino and resort areas.

The roof over the Banquets area outside of Chinook's Seafood Grill was completed, making it easier to clean and more attractive to our dining guests.

Aces Sports Bar & Grill was remodeled to increase customer flow and the golf course maintenance shop now has a new indoor restroom, bringing the facility up to ADA compliance.

The projects listed above are a sampling of the projects completed and ongoing, but it gives you a snapshot of the commitment we have to making our resort live up to the expectations our guests have come to have of us.



A ribbon cutting celebrates the opening of the new escalator, with (l to r) General Manager Mike Fisher; Siletz Tribal Council members Sharon Edenfield, Reggie Butler Sr., Loraine Butler, Lillie Butler, Delores Pigsley and Jessie Davis; representatives from Otis Worldwide and Schommer & Sons of Portland, Ore.; and Sean Sheridan, project manager.



Tribal Chairman Delores Pigsley presents a dentallium necklace to a member of the Japanese delegation during an international tsunami debris workshop in February.

Tsunami Debris Workshop

Chinook Winds hosted a two-day international tsunami debris workshop on Feb. 15-16. During this event, students from all over Lincoln County were invited to participate in a special SOLV beach cleanup in front of our hotel.

Survivors of the Japanese tsunami were in attendance as well as Japanese scientists; SOLV; representatives from Washington, D.C.; and the Ocean Conservancy, as well as the First Lady of Oregon, Cylvia Hayes.

We were proud to have Tribal Chairman Delores Pigsley welcome the Japanese delegation and present them with dentallium to let them know our appreciation of their efforts and concern for our beaches. The event was filmed by Japanese television and aired in Japan the weekend of the event.

Oregon Coastal Caucus Economic Summit

More than 300 people attended the Oregon Coastal Caucus Economic Summit with Tribal Chairman Delores Pigsley as the opening welcome. The summit included participants from the state legislature, county and local politicians as well as coastal business owners and leaders.

The opening discussion was Tribal Contributions to Economic Diversification on the Oregon Coast. The first discussion was how Oregon's nine federally recognized Tribes contribute immensely to economic diversification.

ATNI Salmon Marketing Program Partnership

In March, Chinook Winds began a partnership with the ATNI (Affiliated Tribes of Northwest Indians) Salmon Marketing Program, completing a process that started in September 2012.

It took a lot of hard work from Executive Chef Jack Strong, Purchasing Manager Eric Anderson and Tribal Council member Tina Retasket. This program is our opportunity to invest in the Pacific Northwest Indian community. We are committed to setting ourselves apart by putting quality first and supporting inter-Tribal cooperation through the ATNI initiative.

The first delivery was 85 pounds of steelhead from Quinault Tribal member-owned Sea-Atco Seafood on March 4. Thus far, 2,225 pounds of Quinault River steelhead has been delivered.

Chinook Winds uses more than 20,000 pounds of salmon/steelhead product every year in all outlets, so it's important to work through ATNI's program to ensure the need is met.

The ATNI Salmon Marketing Program works to promote inter-Tribal cooperation for the greater good of all Northwest Tribes.

Golf Resort and Fitness Center

Chinook Winds Golf Resort and Fitness Center experienced increases in revenue and guest counts. 2013 numbers showed increases in many areas over 2012, including golf resort revenue up 12 percent, total number rounds of golf played up 19.9 percent, number of rounds played by Siletz Tribal members up 2 percent, number of rounds played by junior golfers up 19 percent, golf lesson revenue up 279 percent and Fitness Center-related revenue up 3.6 percent.

The golf resort also hosted the largest weekly golf course men's club in Oregon for 24 consecutive weeks.

The golf course is in excellent shape and is in constant improvements status. The staff works hard every day to make the course a beautiful place to play golf.

The crew remodeled/rebuilt five tee boxes for playability and worked with the Facilities team to remodel the golf maintenance shop and added a fully functional ADA restroom on the course.

Giving Back to the Community

Without the generosity of the staff at Chinook Winds, Christmas would have been pretty lean for many local children, families and homeless individuals.

The staff filled a wish list for the tags for children from NAYA adorning the Taft Native Student Association tree and children from the Department of Human Services tree.

For the fourth year, casino staff volunteered their personal time to help coordinate and serve meals during Operation Christmas Spirit. This community program offers a complete hot Christmas dinner to anyone, although its main purpose is to feed those who are most in need.

As part of the annual Lincoln City Community Days celebration in April, Chinook Winds sponsored a 1,500-piece pinwheel garden in cooperation with the Lincoln City Cultural Center. This moving tribute on the center's lawn served to heighten awareness of child abuse in Oregon and promote its prevention.

The blue and silver pinwheels herald the start of Community Days, shining brightly in the sun and strikingly spinning in the wind. They were gently and patiently placed in the ground by casino staff and community volunteers.

Casino employees took part in many of the activities that raise funds for nonprofit organizations within the community, including playing in the Mud Flats Golf Tournament and collecting food at the annual food drive (to which Chinook Winds makes a sizeable donation).

Staff members took part in the semiannual SOLV Beach Cleanups. Employees formed casino-sponsored teams to participate in community trivia competitions that raise funds for charity. Our teams participated in charity golf tournaments and had a team for the American Cancer Society's local Relay For Life.

Once again, Chinook Winds sponsored the American Veterans Traveling Tribute with the Vietnam Wall and the Field of Honor – a display of 1,000 American flags – for the Celebration of Honor. This event honors all veterans of the Armed Forces, active duty personnel and their families.

The casino spearheads this annual event that includes young ROTC and Sea Cadet groups and offers free buffets to military

personnel, present and past, in an effort to demonstrate the commitment to support our troops.

Chinook Winds held a Merchants Social to thank local businesses for their support and provide networking opportunities for these business partners, furthering the goal of working together to strengthen economic partnerships.

A Community Leaders Social Gathering was held to provide elected and appointed officials, Siletz Tribal Council, casino executives and other community leaders with an opportunity to meet and become acquainted in a relaxed, informal atmosphere. This also provided a venue to showcase Chinook Winds' culinary offerings available for conventions and other gatherings.

Bus Sales

A punch card promotion was introduced in December 2013. Each time a passenger comes down on the bus and accumulates at least 50 points on their Winners Circle card, they received a punch on their card. After they receive eight punches, they earn \$20 slot play. As of March 31, 2014, we have hosted 3,905 bus passengers.

Chinook Winds Fund Raising Bus Program also was introduced in 2013 in an effort to reach out to a segment of the population that hasn't visited Chinook Winds. Groups have started booking multiple trips, which was the goal of this program. This is also an opportunity to showcase our commitment to community organizations.



A Chinook Winds team participates in a beach cleanup.

Sponsorships Result in Free Publicity

Two major sponsorships in February garnered more than \$40,000 in TV news exposure with the Newport Seafood & Wine Festival and the Portland Golf Show.

Chinook Winds was the presenting sponsor of both events and we showcased our amenities to thousands of visitors. The Portland Golf Show had more than 6,000 attendees and the Newport Seafood & Wine Festival in Newport, Ore., reported more than 20,000 in attendance.

Golf professional Aaron Johnson and Interim Food and Beverage Director Jack Strong were casino representatives on both KGW and KPTV news stations in Portland, Ore. Our goal is to capitalize on sponsorships when at all possible to get the most exposure for the casino and the Siletz Tribe.

Food and Beverage

Aces Sports Bar and Grill was remodeled to increase guest flow, introduced new food items, debuted a sleek new logo and now is host to the most TVs and beer taps in town. The focus increased head counts and sales in 2013.

We also hosted the BigFoot Brewfest and with its great success look forward to the 2014 event. We were able to showcase all of the beer taps available on property and partner with Big Foot Brewery for the event to keep our costs down.

New TV monitors were installed in the buffet, showing guests the benefits of the ATNI Salmon Marketing Program. We are committed to "telling the story." The buffet refreshed its countertops for a new upgraded look.

The Chinook's Seafood Grill dessert menu changed from pre-bought to "all made in-house" for improved quality and creativity and the appetizer menu changed to a shared small plates concept to compliment the new beverage program incorporating new forms of drink specials and wine.

The Food and Beverage team proudly introduced Sunday brunch, which has proved to be a popular item with our guests.



Jack Strong leads the Chinook Winds culinary team during Literacy Night at Taft High 7-12.

Native American Heritage Month

We were proud to help spread Tribal history throughout the community, partnering locally with events to showcase the important connection the Tribe and the casino have with the community.

Chinook Winds participated in the Lincoln City Chowder Cook-off during the first Native American Day on Nov. 10. We partnered with the Siletz Tribal Arts and Heritage Society (STAHS) to execute a great event.

The day included Tribal dancers, storytellers and sharing the history of the Tribe through beading demonstrations and more at the STAHS booth. The Chinook Winds Culinary team, led by Executive Chef Jack Strong, provided samples for more than 700 attendees.

Chef Jack also did two cooking demonstrations for the crowd while talking about the connection of the Tribe and the casino and the integration of his American Indian heritage to the menus at Chinook Winds.

The culinary team also participated in Native American Literacy Night at Taft High 7-12, sponsored by the Native Student Association.

Chinook Winds also is proud to have hosted Grandma Agnes Pilgrim in the elementary schools, sharing the story of the Tribe with fourth-grade students and the students of the Siletz Tribal Head Start in Lincoln City.

Tribal Council



Lillie Butler



Loraine Butler



Reggie Butler Sr.



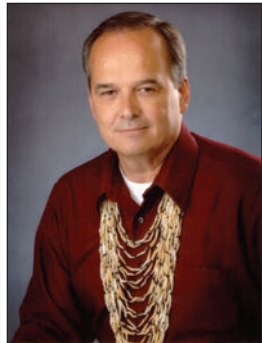
Jessie Davis



Sharon Edenfield



Robert Kentta



Alfred "Bud" Lane III



Delores Pigsley



Tina M. Retasket

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Delores Pigsley*

*Vice Chairman
Alfred "Bud"
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*Secretary
Tina M. Retasket*

*Treasurer
Robert Kentta*

Tribal Website



Log in at the top of the home page. Enter your Tribal enrollment number and the last four digits of your Social Security number.

Visit the Tribal Members Only area on the Tribal website – ctsi.nsn.us – for enrollment postings, Tribal resolutions, language study materials, Nesika Illahee newsletter, Tribal member unclaimed funds, ordinance review, Healthy Traditions, Tribal Council minutes, Paul Washington Cemetery details and other information.

Tribal Entities

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