



Confederated Tribes of Siletz Indians

2017
Annual
Report

Chairman's Message

Looking back at 2017, we had some highs and lows.

Major Tribal funds come from casino revenue and Chinook Winds Casino Resort had a good year, although it wasn't certain as the year began what impact the new casino (in Ridgefield, Wash.) would have on us.

The Tribe increased enrollment from 5,106 to 5,210. We are lucky to be able to provide services to our increased population.

We had many reasons to celebrate. The 20+ years of being stripped of our identity, from 1954 - 1977, were very costly to our members. Many people had to leave Siletz to find work, others stayed to work in the mills as loggers and some just stayed because it was home.

Our family moved to Chemawa Indian School, where many of our family members and other Tribal members became employed. Health and education benefits were not available to our members during that period. We had no land base or resources, no way to provide services.

Today we have programs for every age of our membership. Some are limited but a focus on youth and education remains high, the investment is for the Tribe's future leaders. We are proud to be able to fund higher education students and watch them graduate from high school and from universities across the nation.

One of the lows: The attention and planning that occurred to ease traffic and manage the volumes of people who would visit the coast to view the eclipse. Some of the coast was overcast and the large numbers of visitors didn't occur. It was disappointing to the coast and to our casino.



Tribal Chairman Delores Pigsley

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Photographers: The work of several photographers appears in this report, including that of Angela Ramirez, Diane Rodriguez, Teresa Simmons, Andy Taylor and Chinook Winds Casino Resort staff.

On the cover: Wax flowers hang to dry at the Siletz Tribal Community Center in preparation for the Memorial Day Ceremony.

Tribal Court

Caseload

◇ New	446
◇ Average monthly new cases	37.17
◇ Closed	418
◇ Hearings, monthly average	34.83
◇ (includes per capita caseload)	
◇	

Court Staff

One chief judge, three associate judges, Community Court judge (vacant), one full-time court administrator and one half-time deputy court administrator

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 17 years, Tribal Court has seen an increased caseload from a little more than 100 cases in 2000 to a caseload of more than 500 cases in 2017 (including new and maintained cases). Since 2013, the caseload is right around 480-500.

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

Subject matter continues to be 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.

... an **increased** caseload from a little more than **100** cases in 2000 to more than **500** cases in 2017 ...

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 stored 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 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 and schedule allows, Tribal Court sponsors continuing legal education for spokespersons.

◇ Public Relations

Representing litigants in Tribal Court matters is a pool of eight active Tribal spokespersons – three Tribal members (non-attorneys), three independent 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 of the parties in the dispute must agree to the court.



Lincoln County Sheriff Curtis Landers (left) with Sidney Rilatos, who joined the sheriff's office in July.

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, Aquatics, Wildlife, Hunting & Fishing, Environmental Protection and Realty programs.

Funding comes from a variety of sources, including BIA Self-Governance, Tribal Forest Management Deductions, Environmental Protection Agency (EPA) General Assistance Program (GAP), Wetland and Clean Water Act Section 106 and Section 319 grants, Bonneville Power Administration (BPA) and BIA Wildlife grants, and BIA Climate Change grants.

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 the Natural Resources Conservation Service (NRCS) to conduct precommercial thinning of forest plantations and a number of organizations to provide aquatics monitoring services.

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 2017 include:

- ◇ Presales work on five timber sale areas totaling 287 acres and 8,507 million board feet
- ◇ Planting 16,450 seedlings
- ◇ Site preparation of 105 acres
- ◇ Precommercial thinning of 75 acres
- ◇ Completing 191 acres of stocking surveys and 384 acres of stand exams
- ◇ Issuing 281 personal use firewood permits
- ◇ Issuing 120 property access permits
- ◇ Cutting, splitting and delivering 40½ cords of firewood during four elders woodcut events



Sofia Andaverde-Butler holds a plastic bag as Denise Garrett, Natural Resources administrative assistant, slips a steelhead into it.

The *Aquatics* program was funded in 2017 by GAP, 106, 319 and Wetlands grants from EPA, and a number of contracts and funding agreements with outside entities in addition to Tribal and BIA hatchery and climate change funding.

2017 accomplishments include:

- ◇ Completing the hydraulic modeling of the upper Siletz River in conjunction with the Bureau of Reclamation to aid in the selection of future main stem habitat restoration sites
- ◇ Preparing for a main stem restoration project covering one mile of the Siletz River, including acquiring more than \$978,000 in grant funding for the project
- ◇ Completing salmon redd surveys covering more than 200 miles within the Siletz River basin

- ◇ Collecting shellfish distribution, abundance, community structure and habitat preference data from 125 Yaquina River and Siletz River estuary sites
- ◇ Continuing to participate in developing criteria and selecting projects to be funded by BPA for Willamette basin wildlife mitigation
- ◇ Participating in ocean planning efforts through the West Coast Ocean Partnership and the West Coast Regional Planning Body

The *Wildlife* program is funded by a BPA contract covering Tribal participation in the Willamette Wildlife Mitigation Program (WWMP). In addition to participating in this project, the program provides wildlife expertise and support to other Tribal programs.

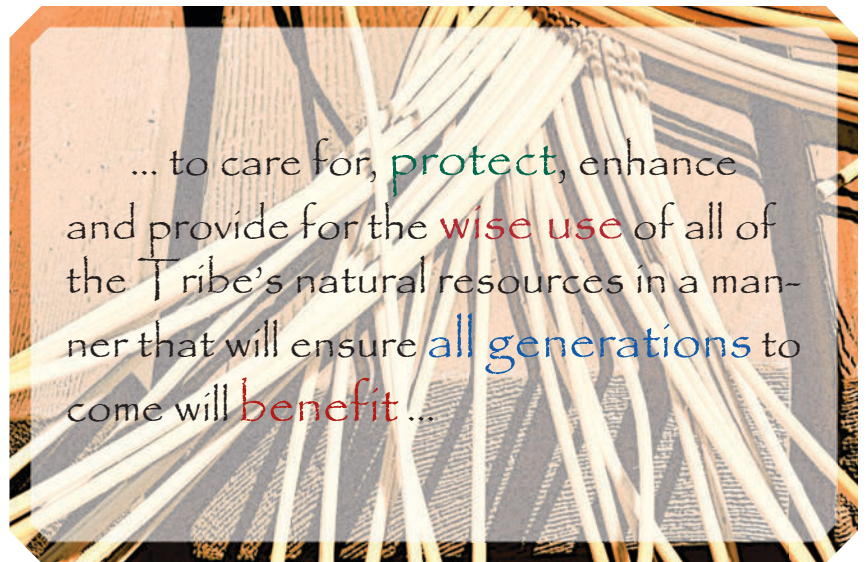
In 2017, accomplishments include:

- ◇ Conducting marbled murrelet surveys on Tribal timberlands, including both audio/visual surveys and audio recordings
- ◇ Reviewing and ranking 2017 WWMP projects
- ◇ Development work on potential future Tribal WWMP projects

The *Hunting and Fishing* program handles all aspects of issuing and tracking deer and elk hunting tags and licenses, salmon fishing tags and shellfish gathering permits. The program also covers processing and distributing subsistence salmon to Tribal members and processing confiscated game meat.

In 2017, accomplishments include:

- ◇ Issuing 291 deer tags (19 filled)
- ◇ Issuing 131 elk tags (4 filled)
- ◇ Issuing 169 salmon tags (2 filled)
- ◇ Issuing 148 shellfish gathering permits
- ◇ Picking up, processing and distributing 11,049 pounds of subsistence chinook salmon
- ◇ Distributing 603 summer run steelhead from Oregon Department of Fish & Wildlife's Siletz River fish trap
- ◇ Providing surplus game meat to Tribe's USDA program for distribution to needy Tribal members
- ◇ Issuing 440 bear claws and 20 bear teeth to 44 Tribal members



... 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**...

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, 2017 accomplishments include:

- ◇ Participating in activities to monitor assessment and clean up of the Portland Harbor superfund site (funded in 2017 by grants from EPA 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 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 concerning a variety of other environmental issues

The *Realty* program is responsible for providing a broad range of real property management and environmental planning, review and compliance services to Tribal departments, in addition to facilitating the conversion of Tribal fee land to trust and reservation status.

2017 accomplishments include:

- ◇ Continuing to work on fee-to-trust applications for five Tribal fee properties
- ◇ Facilitating environmental compliance and cleanup needs for a variety of Tribal projects
- ◇ Developing and implementing a work plan for capping of a wood solid waste landfill on Tribal land

The Tribe continued to work with the Willamette, Siuslaw, and Rogue River-Siskiyou National Forests on a variety of cooperative projects in 2017 in accordance with the Memorandums of Understanding (MOUs) with these forests.

The Tribe was also 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.

A Year in Review

The staff of the Siletz Tribal Housing Department (STHD) was incredibly busy administering a diverse housing program.

Our Maintenance and Force Account crew not only maintained Tribal housing units and grounds, they also assisted with replacing the roof at the dance house.

In addition to the Indian Housing Block Grant (IHBG) program, STHD provides the Low Income Heating and Energy Assistance Program and administers Indian Health Service contracts for water and sewer systems, plus over-income rehabilitation grants.

The IHBG program provided Down Payment Assistance grants, rehabilitation grants, and elder and student rental assistance to eligible Tribal households.

Organizational

The 2017 Annual Performance Report was submitted to HUD on March 16 and highlighted STHD's accomplishments for the 2017 program year.

We successfully submitted the 2018 Indian Housing Plan. Thinking beyond status quo programs, what can we do to broaden services to Tribal members and what is achievable in the one-year time frame remains the focus.

The needs of Tribal members are ever-changing and we strive to develop programs and methods for expanding housing opportunities to keep pace.

Two Mutual Help Homeownership units conveyed title in 2017.

STHD submitted the updated Formula Current Assisted Stock information and current Tribal enrollment data to the IHBG formula center and participated in OLINK meetings. We also successfully appealed a HUD decision on behalf of 11 Tribes in Oregon and Northern California to ensure stable funding.

STHD staff is developing professionally, with four employees recently obtaining professional certifications in their respective program area and four diligently studying to obtain Professional Indian Housing Management certifications. This is a significant achievement that requires dedication and many hours devoted to studying, training and testing.



Construction

Homeownership: Phase 3 of the Home of Your Own program is under way! This will be our final phase for HOYO development in Siletz. We are constructing eight single family units and anticipate completion by Sept 1, 2018. We conveyed title and initiated mortgages for Phase 2 participants.

Rental: STHD applied for grant funding through Oregon Housing and Community Services, the Meyer Memorial Trust and others to develop affordable workforce housing in Neotsu, north of Lincoln City. The infrastructure is in place and we hope to start construction of the rental units in 2018.

We anxiously await the Mast property being placed in trust status. Once it looks like that will occur, we will begin the design process and preliminary work to apply for a Title VI loan guarantee.

The Mast property is a relatively small piece of land, but we anticipate building two low-income homebuyer units and three low-income rentals, probably townhouse rentals.

Legislative

Reauthorization of the Native American Housing Assistance and Self-Determination Act (NAHASDA) and stabilizing funding were our legislative priorities.

The House Financial Services Committee is the committee of jurisdiction within the House of Representatives. Rep. Steve Pearce (R-NM) introduced legislation to amend and reauthorize NAHASDA and Sen. Tom Udall (D-NM) introduced similar legislation in the Senate that has not been voted out of the Senate Committee on Indian Affairs.

Sen. John Hoeven (R-ND), chairman of the Senate Committee on Indian Affairs, introduced the BUILD Act that would amend and reauthorize NAHASDA. There has been no recent movement on the three bills.

Miscellaneous

We are in early discussions with potential housing partners in the Portland area. It is our hope that we can find creative ways to provide affordable housing opportunities to Tribal members living in and near the Portland-metro area.

Sami Jo Difuntorum, STHD executive director, continued to serve as chairwoman of the National American Indian Housing Council (NAIHC). The NAIHC board consists of nine elected officials from across the United States, plus the chairwoman.

In addition, she continued as chair of the National Congress of American Indians Housing Subcommittee and co-chair of the Economic, Finance & Community Development Committee. This is a customary duty of the NAIHC chairperson. The primary purpose is to ensure a consistent message is presented to Tribal leadership.

We continue to focus on increasing appropriations for the IHBG program. This program will receive a one-time increase in 2018 that will be made available competitively for construction and rehabilitation grants.

This marks the first sizable increase to IHBG since 2010 and marks the highest level of regular appropriations since the program was enacted under the Native American Housing Assistance and Self-Determination Act of 1996.



The needs of Tribal members are ever-changing and we strive to develop programs and methods for expanding housing opportunities to keep pace.

2017 was another year of change and significant effort within the Health Department. An exceptional amount of time was invested in two particular accomplishments:

- ◇ Establishing a walk-in clinic to address the clinic's no-show rate while ensuring patient access to care. The walk-in clinic has been well-utilized and significantly reduced the number of no-shows.
- ◇ Ongoing implementation of patient accounts processes to improve the overall revenue cycle.

This year welcomed a new health director, Marci Muschamp, and business office manager, Forrest Pearson; the resignation of two medical providers, Dr. Freddy Chavez and William Fisher, PA; as well as the transition of personnel both in and out of the clinic. The Siletz Community Health Clinic will begin recruitment efforts to fill the physician vacancy.

Basic clinic metrics include:

- ◇ Kept appointments for 2017 included 7,203 in the medical clinic, 1,902 in Behavioral Health and 1,045 in optometry.
- ◇ The Dental Clinic provided 4,816 dentist and dental hygienist visits, plus 183 Head Start screenings. Ninety-one patients were screened for funded orthodontic services and 44 were chosen. Two hundred forty-three patients participated in the 2017 Sealant Clinic, which provided complimentary screenings, sealants and fluoride treatments to local school children.
- ◇ The pharmacy dispensed 35,574 new and refill prescriptions.

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

- ◇ The CARE program provides culturally specific services to victims of domestic and sexual violence in terms of advocacy, crisis intervention, prevention, outreach

10,150
medical,
Behavioral
Health and
optometry
visits

4,815
visits to
the Dental
Clinic

35,574
new/refill
prescriptions
dispensed by
Pharmacist staff

830
medical
transports
by the
Community
Health
Department

and education. CARE collaborates intensely with community partners across the 11-county service area to address the underserved population of American Indians and Alaskan Natives. It provides a variety of direct services along with speaking out to raise awareness about the dynamics of domestic and sexual assault for Indian women.

- ◇ Tobacco Prevention and Education continues to provide information to youth about the long-term health effects of tobacco use and facilitates access to cessation tools.
- ◇ Substance Abuse Prevention helps youth acquire the life skills necessary to avoid substance use and abuse.
- ◇ Behavioral Health Programs: Alcohol & Drug and Substance Abuse Prevention assist the community coalition called CEDARR (Community Efforts Demonstrating the Ability to Rebuild and Restore) in developing community-wide strategies to improve community health, especially with substance abuse problems.
- ◇ 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.
- ◇ Tillicum Fitness Center staff also conducts summer sports camps for youth.

Community health advocates serve Portland, Salem, Eugene and Siletz. They provide support services through home visits, office visits and community events; and work on a variety of health and wellness topics, including diabetes, medical transports, proper car seat installation and much more. Services are individualized to meet the needs of Tribal members.

The Community Health Department completed 830 medical transports.



Miles Case takes a turn at the water slide during the Wellness Carnival in August.

The Business Office assists with three billing systems: ScriptPro (pharmacy), Dentrax (dental) and NextGen (medical, lab, Behavioral Health, optometry and transportation). HRG also began providing billing and posting services for Dentrax in May.

Beginning in October, pertaining to pharmacy benefits only, Oregon Health Plan open-card recipient services are payable to the clinic at an encounter rate, which has a significant impact on pharmacy third-party billing.

Contract Health Services (CHS) continued to provide level 4 care throughout the year, thanks to the expansion of Medicaid, the Affordable Care Act and Medicare-like rates for hospitals.

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. In addition, Tribal members are also eligible for cataract surgery and pharmacy benefits.

Alternative Health Care pays up to \$50 per visit for acupuncture, massage therapy or chiropractic care while funds are available.

Administration

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

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

Sharon was also appointed to the Tribal Tax Advisory Committee by Sen. Ron Wyden.

The *Accounting* Department continued to function smoothly throughout 2017.

2016 tax information was mailed out in a timely manner and the audit of 2016 results was completed in May. Bluebird CPAs, from Reno, Nev., performed the audit, completing its 11th year with the Tribe. There were no findings against the Tribe or Siletz Tribal Business Corporation.

In July, the department processed the annual gaming per capita payments for 5,156 Tribal members, which were mailed or deposited to their trust account on July 31.

Accounting statistics include:

- ◇ 80+ grants and contracts
- ◇ 58 EPR programs
- ◇ 7,156 payroll checks and direct deposits processed
- ◇ 443 W-2s issued
- ◇ 24,421 accounts payable checks processed, including 3,695 per capita checks
- ◇ 1,461 per capita transactions processed to TM trust accounts
- ◇ 54 average EFT payments per month
- ◇ 4,195 1099s issued
- ◇ 3 adjusting entries
- ◇ *0 audit findings*

The *trust officer* provides assistance to minors, adult trust and unclaimed funds:

- ◇ 82 minor trust requests
- ◇ Worked with Office of Special Trustee and UBS to provide financial literacy classes at youth conference and Culture Camp
- ◇ Overview of minor trust for Investment Committee
- ◇ 9 adult trust requests
- ◇ 22 unclaimed funds processed

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

continued on following page

Administration, continued

- ◇ Upgrade to Office 2010 – this was needed due to use of Outlook 365
- ◇ Complete infrastructure change – completed the new LAN arrangement for the switches and routers on the network
- ◇ NAS upgrade – worked with consultant to replace NAS
- ◇ Replace backup system with Veeam – worked with consultant to replace our backup system with Veeam software
- ◇ SIP trunk project – this project enabled the Tribe to utilize caller ID
- ◇ Configured training lab – installed 12 student workstations and 1 lectern station, smart board and projector/screen
- ◇ Continue upgrades of NextGen software – Meaningful Use Share
- ◇ Electronic signature pad – patients electronically sign documents directly in PM and HER
- ◇ I2iTracks – provides extensive patient data for the Patient-Centered Medical Home model
- ◇ Security assessment – both the clinic and the rest of the administration went through an outside security risk assessment
- ◇ Infrastructure changes – upgraded approximately 80 workstations
- ◇ Software upgrades – upgraded MIP, EagleSun, Otter and GIS software
- ◇ Continue training – all staff continues to learn new technologies as things in the IT world change

The **Facilities & Fleet** Department maintained 43 GSA vehicles and 29 E Plate vehicles.

The Tribal Community Center was utilized for 283 events, which included Tribal program activities, Meals on Wheels, family events, funerals and fundraising functions.

The administrative support clerk backs up the receptionist, provides clerical assistance to Public Works and assists with Tribal special projects, i.e., folding monthly newsletters, making dream catchers and necklaces for Elder Honor Day, preparing kits for Culture Camp, making necklaces for Sen. Ron Wyden and his assistant, con-

ducting a dream catcher class at a NICWA (National Indian Child Welfare Association) conference, making necklaces for the Restoration Celebration, coordinating the giving tree program and making decorations for the community Christmas program.



The Property & Procurement Department processed **8,119** requests from **stock inventory** and purchase orders for a total savings of **\$200,390.**

The **Property & Procurement** Department processed 8,119 requests from stock inventory and purchase orders for a total savings of \$200,390.

The department completed the warehouse move and relocated to the annex building at the beginning of the calendar year. This department, along with Fleet, has had staff changes with four support staff throughout the year.

Procurement & Fleet assisted with the donation of one police car to the Siletz Fire Department. The vehicle will be used for the fire department's practice.

Additional excessing and disposal of obsolete items were done throughout the year.

The **Administrative Support** staff provided daily clerical assistance to Central Administration managers and other Tribal programs, which includes assistance at Tribal functions and utilization of their art skills. The various projects are reported in Fleet Department's report.

Staff continues to distribute The People are Dancing Again history book to Tribal members. To date, 1,768 have been distributed to the membership.

Administrative Support staff also distributed 20 laptops to higher education/adult vocational training students.

Siletz Tribal Charitable Contribution Fund

The Siletz Tribal Charitable Contribution Fund was established in 1999 to distribute net revenue to charitable organizations and local governments located in the Tribe's 11-county service area and to American Indian organizations anywhere in the United States.

The first awards were distributed in January 2000. By the end of December 2017, a total of \$11.18 million had been distributed.

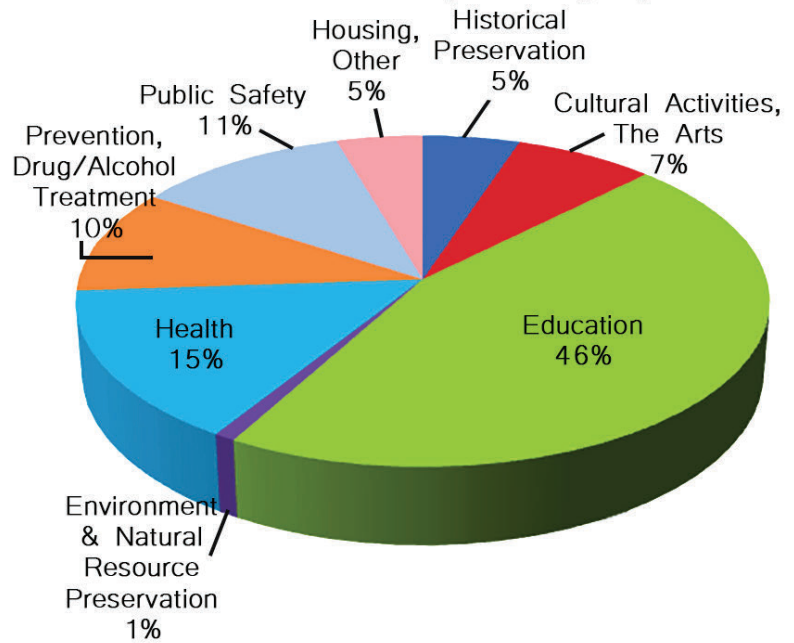
Charitable award categories include education, health, public safety, gambling addiction, prevention, drug and alcohol treatment, housing, the arts, environment and natural resource preservation, cultural activities, historic preservation and other public service projects.

The 2017 Advisory Board was composed of Siletz Tribal members Kurt Arden, Rebekah Goulet and Cheryl Lane; non-Tribal community members Dick Anderson, Karen Gerttula and Mike Holden; and Tribal Council representative Sharon Edenfield.

During the year, 291 eligible applications were received. The Advisory Board met quarterly to review applications and develop recommendations for the Tribal Council. Tribal Council approved 159 awards totaling \$836,544.04.

Fifty-five percent of applicants received funding. Awards were distributed at public receptions held in February, May, August and November (photo below) at the Siletz Tribe's Chinook Winds Casino Resort.

Charitable Awards by Category 2017



The first awards were distributed in January 2000. By the end of December 2017, a total of \$11.18 million had been distributed.



Programs 1

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

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 the Siletz area.

This past year, 2,231 meals were delivered and 839 meals were served at the meal site at the Siletz Tribal Community Center, a total of 3,070 meals to help meet the nutritional needs of elders in the Siletz community.

The Title VI Elders coordinator and the Programs 1 administrative assistant had 10,632 contacts and referrals through outreach, telephone calls, home visits, case management, information for elders and referrals, and new and updated elders assessments.

Sixteen elders, including one who had not previously utilized Elders WEX, worked as a direct result of the Elders Work Experience (WEX) Program. This program is funded through excess pledge revenue and allows elders to return to the work force in a field they have an interest in but may have had no formal training.

They are paid \$11.25 (minimum wage increased April 1, 2017) per hour with up to 40 hours of paid work per week. They cannot exceed 500 hours per calendar year. They accrue no leave or benefits and are not eligible for work-related supportive services.

Elders worked at Siletz Health Clinic janitorial; Siletz Head Start classroom; Scappoose Indian Education Program; Wee Wisdom Preschool; Siletz administration janitorial; Portland, Salem and Eugene area transporter; Siletz Planning Department/ Enrollment clerk; Ripley County Senior Center (Doniphan, Mo.); Siletz meal site; Brookings-Harbor Chamber of Commerce receptionist; and Siletz USDA.

The Elders Program continues 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 elders newsletter is distributed monthly to all Tribal elders.

During the year, the elders were involved in 60 group events and activities. The elders pay the cost of their non-Tribal/elder spouse or caregiver to attend events and activities.

Those events included council meetings, Elder Honor Days with other Tribes, Nesika Illahee Pow-Wow, monthly shopping trips, Culture Camp, elders barbeque, 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 4,936 one-way 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 2017, there were 811 Tribal elders. Each one receives a monthly stipend ranging from \$100 to \$300, depending on their age.

Elders Program staff is responsible for coordinating Tribal member funerals/potlucks at the Tribal Community Center. The Tribe has budgeted \$200 per funeral/potluck.

2017 was a let's just make it through the week kind of a year for the *USDA* Program. It just seemed like it was always one step forward and two steps back.

Our client participation numbers went up and back down again. There is really no explanation for the ups and downs.

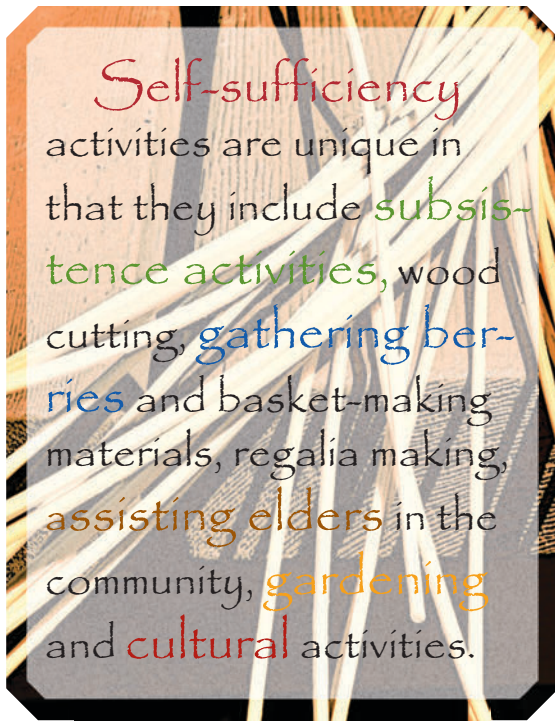
The shell egg program is closer to being approved as a part of the food package. This is one of the best improvements to the package in the last 15 years.

We started 2017 with our No. 1 goal of getting a waiver or abolishing the rural only designation for counties in our service area. I had spoken with Cat Tufts (staff attorney) about this previously, but with her passing, we are starting over in the process.

Our No. 2 goal was to continue to order a variety of fresh produce for clients. We still offer a good variety of fresh fruits and vegetables and with the cooler expansion at the Salem site, we can order more.

Our No. 3 goal was to request capital funds to fix the leaking roof at the Siletz warehouse, but once again, Max Hoover and his crew were able to fix the problem.

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, education assistance, 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 berries and basket-making materials, regalia making, assisting elders in the community, gardening and cultural activities.

In 2017, the 477-SSP Program goals were met in the following manner:

Department of Labor Programs (WEX, CRT, OJT, DP, CORE, Youth): Partnered with other programs to assist CRT clients/

tuition costs, develop additional worksites for WEX/OJT and add more classes for CORE services clients (computer, résumé, etc.).

The Classroom Training Program continues to provide an additional resource to those students who also receive funding from the Higher Education program. We help with additional support services and stipends to assist students. The program helped students who attend higher education online.

We developed 14 additional worksites for WEX/OJT. Our partnership with Chinook Winds remains productive and they contact the program monthly for job training opportunities within the casino, hotel and golf course. The program requires all job-ready clients to attend casino-sponsored job fairs.

We continue to seek partnerships with businesses that are willing to work with our adults and youth.

The Summer Youth Employment Program started accepting applications in May; the program closed Sept. 30. It had limited funding (\$ 1,006) for 2017 and we served 13 youth (eight WEX, five CRT).

Increasing Your Success Conference (IYS): The program will host a conference for all cash assistance clients and those who are job-ready for WEX.

The program hosted a one-day workshop for all 477 clients in place of the usual three-day conference. With declining caseloads throughout the program and after a cost analysis, the conference was not feasible.

We contracted with the Leadership Lab, a Native-owned business in Portland, to provide comprehensive one-day training. The agenda focused on goal setting, strengths/life wheel, professionalism, personal statements and conflict resolution.

Have a one-stop training center in Siletz for the community-at-large to utilize: After many delays and setbacks, this long-term goal was completed in 2017.

The program completed the installation of a computer lab in the administration building. It includes 12 workstations, lectern station, smart board and projector system. The lab will be utilized for client trainings, employment workshops, and staff and community meetings/trainings.

We also were able to complete the construction of a file room and re-configured the Human Resources cubicles to match the design of the lab.

TANF (federal/state): Help needy families address barriers to employment, such as education, mental health, substance abuse, etc. This objective is continuous and ongoing.

A portion of our participants are engaged in either an employment or education goal. We have a large number of clients engaged in mental health and substance abuse treatment.

Throughout the year, we have operated at a lower-than-average caseload. The majority of our cash assistance clients are considered hard to serve or unemployable.

The program hosted several SSI workshops in each area office for the public to attend. SSP clients who are considered exempt from employment activities were required to attend.

BIA (General Assistance): Help single adults address barriers to employment/self-sufficiency. The majority of our GASA clients in the Willamette Valley are engaged in higher education and the clients in the Siletz area are engaged in either employment activities, seeking SSI/SSD or engaged in behavioral health.

Client Workshops: Each office will host quarterly workshops that focus on life skills, education, employment skills, etc. Each of the four offices hosted monthly workshops or job club meetings for their clients. Many of these workshops included SNAP focus group, Lane County Application Workshop (featured on local news), Building Critical Soft Skills, Native Wellness, Elevator Speech, Two-Spirit Talking Circles, Diabetes Education, Cooking Matters, Life skills, Wisdom Warrior, Breaking Beautiful Project and Re-Entry Education.

2017 Program Highlights

- ◇ 419 applications, including 207 new cases and 95 updated applications
- ◇ 243 approved files
- ◇ 384 outside referrals
- ◇ 2,175 contacts or appointments made
- ◇ 47 clients completed a significant goal and received an incentive award
- ◇ 45 clients entered unsubsidized employment
- ◇ 206 clients had an overall successful case closure

The objectives of the *Indian Child Welfare* Program (ICW) are to (1) promote the safety and stability of Tribal children and families; (2) establish Tribally supported permanency options for children in the child welfare system; and (3) enhance collaborations with outside agencies.

Funding for ICW staff and services comes from seven state and federal grants. The ICW Program administrator position is the lead staff person with administrative and supervisory responsibilities as well as managing a portion of the ICW caseload.

The ICW case manager is primarily responsible for case management of the remaining child welfare cases, which at the end of 2017 included 36 children.

The ICW foster family coordinator 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.

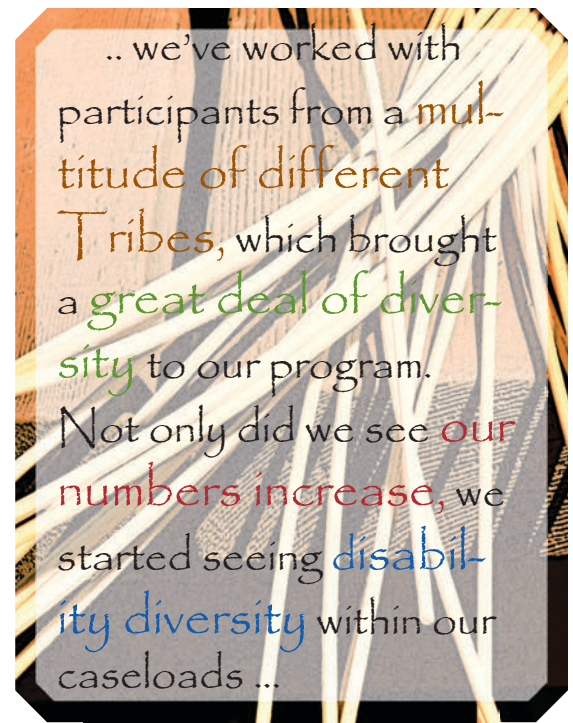
In 2017, the ICW Program closed 28 children's cases: 16 children were returned to parents, eight entered guardianships and one child turned 18 and aged out of the system. At the end of 2017, we had 13 ICW-certified foster homes.

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

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

The *Siletz Tribal Vocational Rehabilitation* Program (STVRP) provided services to 80 Tribal members. With 30 participants under a new Individualized Plan for Employment (IPE), we have exceeded our grant goals for both fiscal years.

STVRP provides individualized guidance and counseling to Tribal members with disabilities in obtaining or maintaining work. Services provided include systems advocacy, referral to services,



assistive technology, adaptive equipment, job coaching, transportation, communication, mental health restoration, cultural services, training placement opportunities and rehabilitation services needed to be successful in an employment goal.

Highlights

For the first time, STVRP is fully staffed as of October with a good and orderly direction to excel in program implementation and grant objectives. STVRP is transitioning from providing services under a limited policy to expanding service capabilities using American Indian Vocational Rehabilitation Services (AIVRS) CFR 371, under which our grant operates.

This past year we've worked with participants from a multitude of different Tribes, which brought a great deal of diversity to our program. Not only did we see our numbers increase, we started seeing disability diversity within our caseloads, which we have enjoyed.

STVRP held its annual Disability Awareness Day(s) at the annual pow-wow in Siletz on Government Hill. The booth had disability technology on display and information about STVRP and other disability organizations that provide services.

STVRP has made substantial gains with the Oregon Department of Education (ODE) and Oregon Vocational

Rehabilitation Services (OVRs) to address the unique needs of our youth at Siletz Valley School.

The program director was able to get a collaborative team together consisting of special education teachers from the school, the area manager for OVRs, the Youth and Operations manager for the state, the Local Youth in Transition workers, the Youth in Transition Region 3 manager and the secondary transition liaison for ODE to formulate a plan of action to help our struggling Siletz youth in their educational attainment while providing services to youth in transition (ages 14-21).

Success Stories

Smurfette presented with severe anxiety, depression and battered victim syndrome. As a child, Smurfette was removed from the primary school so she could be a full-time caretaker to her younger siblings. Due to these circumstances, she was unable to further her education.

She came to Tribal services requesting assistance with obtaining gainful employment. Although, she was working part time, she was encouraged by the business owner to find a job as the owners were going to close their business.

Smurfette had been in extensive Tribal/county mental health counseling and was on psychotropic medications. She was highly motivated to find employment that did not require a high school diploma or GED. STVRP referred her to the local community college for basic education courses and to possibly be evaluated for a learning disability to accommodate her goal to obtain her GED.

Smurfette showed her resiliency as a "can do" client and impressed with her history of maintaining long-term employment using a plethora of soft skills that could be easily transferred to her next job. Her employer and STVRP assisted her in applying online for customer service positions and other jobs.

She was hired on part time at a sheriff's department, where she has maintained employment for several months. With STVRP's assistance, she was also hired on at Spirit Mountain Casino. Smurfette is currently working full time and loves her job.

Our *Home Visiting* Program provides parenting and life skills for successful and positive parenting. We serve Native families that are either expecting or have infants under the age of 12 months, continuing through the child's 3rd birthday.

We travel throughout the Tribe's 11-county service area. The model and curriculum we provide is called Family Spirit and was developed by the Johns Hopkins Center for American Indian Health. We are funded by the Tribal Maternal, Infant, Early Childhood Home Visiting Program (TMIIECHV).

In 2017, our program served families from nine different counties. Lincoln County was the most served county, followed by Marion and then Lane. The Tribal Home Visiting Program has been granted funding through year six, which ends Sept. 29, 2018.

In 2017, our program conducted 442 home visits.

We ended the year fully staffed. Staff includes Jessica Phillips, program coordinator and home visitor for Eugene and surrounding areas; Danelle Smith, home visitor for the Siletz and coastal area; and Lori Christy, full-time home visitor for the Salem/Portland area.

In 2017, the Home Visiting Program held several family activity nights for the families. These included freezer meals class, dream

catchers, pumpkin patch field trip and holiday craft night (gingerbread houses, cookie decorating, ornament making, key chains, bracelets, hand prints and hot cocoa mix).

In addition to family activity nights, the program participated in Culture Camp, where we had a rock painting and dream catcher activity table as well as holding a book walk.

The program and the community health advocate in Eugene participated in a food rescue project with Willamette Farm and Food Coalition. This was a pilot program where Tribal staff picked up surplus produce that did not sell at the farmer's market and distributed it to Siletz Tribal members.

We collected from June 2017 to October 2017 for a total of 1,186 pounds of fresh organic fruits and vegetables.

Six families successfully graduated from our Home Visiting Program in 2017.

Success stories

- ◇ In January, one of our families moved into a place of their own. Thanks to the Down Payment Assistance Program, this family is now buying and in February had their second child.
- ◇ A couple of moms have gone back to school. One works for Head Start and has wanted to go back to school to become a teacher. She has been accepted to a program and started taking classes. Her employer is paying for the classes. The other is planning to take a course in the medical field this fall and is currently taking a prerequisite at our local community college.
- ◇ A mother graduated from a drug rehab program. She and her children moved from the drug rehab facility into their own apartment. Her graduation ceremony was in July.

The Programs | manager is responsible for oversight of these six social service programs, including 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 communication and coordination of the programs and staff.

The Programs | clerk is responsible for office administration and is trained to be a backup for clerical staff in the programs as needed.

Programs 2

In 2017, Programs 2 provided the following services: Child Care, Head Start, Culture, Education, Traditional Arts and Language, Pow-Wow and Youth Services.

The Tribe has eight Standing Committees, three are within Programs II: 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.

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

- ◇ Easter Egg Hunt on day before Easter Sunday
- ◇ Student Gathering to honor adult vocational and higher education students
- ◇ Memorial Day dinner following a ceremony at the Veterans Memorial
- ◇ Summer Solstice in June to celebrate the change of season
- ◇ Culture Camp to teach Tribal history and traditional arts; a three-day event for families in mid-July
- ◇ The Nesika Illahee Pow-Wow, a three-day event in August
- ◇ Run to the Rogue was canceled in 2017 because of extensive wildfires in Southwest Oregon
- ◇ Restoration Pow-Wow in November to celebrate the restored recognition of the Tribe
- ◇ Student Incentives, an award for graduating students in all levels of education
- ◇ Tribal Youth Education and Employment (TYEE) Program, providing summer jobs and learning experiences
- ◇ Winter Solstice in December to celebrate the change of season
- ◇ Culture classes scheduled throughout the year

Child Care Program

This program assists Tribal families in the 11-county service area with securing child care services and with child care expenses, provides training and develops a provider referral list.

This year, the program served 25 families and 46 children throughout the service area. The average number of hours per month that child care was provided per child is 160.

For the year, the following were served: 10 Siletz-area children, four Eugene-area children, zero Salem area children, three Portland-area children and 29 at the Tenas Illahee Child Care Center.

Cultural Resources

Culture Director Robert Kentta represents the Tribe on cultural issues and participates in various work activities, as well as in state, regional and federal meetings.

Robert responds whenever a Tribal burial or other culturally sensitive area has been disturbed and does reburials of skeletal remains or cultural items found in burials.

He reviews archaeological permits and coordinates with other Tribal, state and federal entities to ensure protection whenever



Jaretzi Alonso makes a dentallium necklace during spring break activities in March.

Bud teaches **Siletz** basketry and regalia making on an ongoing basis as well as at Culture Camp. In the area offices, interested **Tribal members** receive instruction prior to language class. The goal is to **teach** Tribal members to make traditional Siletz regalia for the **Feather Dance**.

possible. Our ancestral lands cover a large area and we are responsible for any investigation of ground disturbance, legal or illegal.

Numerous presentations are given to various local, state and regional entities as well as archaeological field schools. In addition, Robert serves on various regional committees and has worked on the Siletz Historical Research Project for a number of years.

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

Number of Students Served through Education

Program	Total
Adult Education	15
Child Care	39
Head Start	110
Higher Education	120
Adult Vocational Training	14
Tribal Youth Education and Employment (TYEE)	58

Education

We have four education specialists, one in each area office, to provide services and resources for supplemental education (UOM), adult education, adult vocational training and higher education.

The specialists also assist students with the FAFSA process and work with universities/colleges. They organize and work during the Youth Conference and Culture Camp. Sixty Tribal youth participated in the Youth Conference.

The education specialists also work and participate in Run to the Rogue and both Tribal pow-wows.

Johnson O'Malley (UOM) 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.

Seven students attended the 2017 UNITY Conference in Washington, D.C., with three chaperones.

Head Start

We have an excellent Head Start program that prepares 3- and 4-year-olds to enter kindergarten. Deann Brown is the Head Start director.

An average of 110 children were enrolled in four programs located in Siletz,



Larell Covington pokes holes for the laces of his drum at the Youth Conference in October.

Salem, Lincoln City and Portland. Average enrollment for 2017 was 71 percent American Indian children ~ 53 were Siletz Tribal children and 25 other Native. Of the children enrolled, 18 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 the all Head Start children.

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

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

Head Start has 15 community partnerships.

Language and Traditional Arts

Bud Lane teaches Athabaskan language classes in each area office once a month. In addition, he has developed language CDs and DVDs and other material for home study for Tribal members.

The Athabaskan Language Dictionary is available for Tribal members on CD disc, a hard copy and on the Tribal website. Other components of the language also are available on the website.

Tribal members can access Siletz Dee-ni, Volumes 1, 2 and 3. More components will be added periodically. Work continues on the Talking Dictionary.

The Language program has produced material for our Head Start program. Language classes are taught at Siletz Valley Schools through the 12th grade.

Bud teaches Siletz basketry and regalia making on an ongoing basis as well as at Culture Camp. In the area offices, interested Tribal members receive instruction prior to language class. The goal is to teach Tribal members to make traditional Siletz regalia for the Feather Dance.

The gathering of materials also is taught and the Tribe continues to work to secure accessible areas for gathering forest products for traditional uses.

Several times a year students, teachers and administrators are taught Siletz culture at the Dance House, including the Feather

Dance. Our philosophy is to increase the cultural knowledge of community members.

The philosophy is, "I believe it is a good thing to educate not only our own younger people about our culture, but also all of the young folks in the community and even some of the older ones. We do this at different times of the year and it is a good way of sharing Siletz culture and beliefs so there is more understanding of what we do by our neighbors."

Other work includes hosting evening cultural classes in basketry, rope and string making, feather tying, making acorn soup, maple bark gathering, hazel stick peeling and a project night so Tribal members can finish regalia as well. Bud participates in several Literacy Nights throughout the year with Education and other Programs staff.

Bud also gives culture presentations for Tribal programs and outside groups throughout the year. He 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 during the camp and daily language classes. He meets monthly with the Oregon Department of Education and language staff from the other Oregon Tribes.

Cultural Education and Events

All four large Tribal events were successful under the direction of Buddy Lane. This includes Culture Camp, Nesika Illahee Pow-Wow, Run to the Rogue and the Restoration Pow-Wow.

Events require a great deal of coordination. For some, event coordination and approvals are needed from city, county and state governments, Oregon State Parks and Recreation (OSPR) and the U.S. Forest Service (USFS).

Culture Camp attendance reached one of the highest number of total attendees to date! More than 700 people attended this year. The lion's share of our instructors are in-house workers here at the Tribe. Only four of our instructors were contracted out.

We successfully handled the volume of people at meal times. Our planning was on point in terms of quantity of food needed for a camp our size. I feel like we are getting really good at refining our meals throughout each day



A Summer Reading Challenge in June draws a crowd, including (clockwise from bottom left) Elijah Markham-Pitts, Sarah Butler, Nehayla Cordova, Julian Cordova, Cruz Cordova, Education Specialist Alissa Lane and Papa Williams.

of camp so there is little that goes to waste. Supplies were adequate, though depleted, but we did not run out of supplies for activities.

Tribal staff teach participants through workshops, in the kitchen and where needed. The staff has a wealth of talent.

Buddy regularly works with the Pow-Wow Committee and Royalty, planning and assessing objectives and responsibilities. Other events on the schedule are the Loyalty Days Parade, Elders Honor Day, Memorial Day, solstices, Culture Camp, pow-wow, Run to the Rogue, Restoration and the Siletz Valley School Mini Pow-Wow.

Run to the Rogue was cancelled this year for health and safety reasons because of the large Chetco Bar Fire.

Restoration was a great success with 40 vendors, numerous dancers and several drums. The Pow-Wow Committee almost sold out all of the merchandise. Once Restoration is over, planning and preparation begin for the next year's large events.

With the help of education staff in the area offices, we served 64 Tribal members who applied for and were approved by the Culture Committee for an individual cultural grant.

Youth Services

Tribal youth and younger children participated in a wide variety of activities for their age groups. With an increase in hours, more youth were served. Jeff Sweet also participates in Family Literacy Night and the Youth Conference.

Activities include rec and field games, Computer Wiz, Skate World, Sky High, Splash Wave Pool, Lincoln City swims, rec center movie days, after-school and non-school day activities, NBA 2K Tournament, Thanksgiving crafts, a pumpkin distribution for Halloween and a dance, Tech Wizard, Cosmic Bowling, healthy food preparation with Health Traditions staff, school supply distribution and supervising TYEE for Culture Camp.

Nineteen large group activities were held this year.

Public Safety

Law Enforcement. The Lincoln County Sheriff's Office (LCSO) has been providing enhanced law enforcement services to the Tribe since November 2016. The enhanced services are the equivalent of two full-time patrol deputies performing 80 hours of services for 52 weeks annually.

Services include traffic law enforcement and investigation; criminal law enforcement and investigation; security on request for Tribal court hearings and Tribal Council meetings; enforcement of Tribal Court orders (including protective orders, temporary restraining orders and permanent injunctions) and court appearances; transportation of arrested person to the Lincoln County jail; records and evidence keeping; and participation with interagency law enforcement groups.

LCSO reported the following incidents for 2017:

- ◇ 2 aggravated assault
- ◇ 6 larceny/theft
- ◇ 5 assault (no weapons)
- ◇ 8 vandalism
- ◇ 1 weapons (carrying, possessing, etc.)
- ◇ 1 sex offence
- ◇ 2 drug abuse violations
- ◇ 10 domestic violence incidents
- ◇ 5 restraining order violations
- ◇ 1 fraud
- ◇ 12 fugitive trespass

As part of the agreement, the sheriff and his deputy interact with Tribal representatives and community groups to strengthen relationships. In 2017, this included attending monthly CEDARR (Community Efforts Demonstrating the Ability to Rebuild and Restore) meetings; monthly Siletz Valley area entity leaders meetings (Siletz mayor, Siletz Valley fire chief, Tribe's general manager and Siletz Valley School principal); engaging with the Siletz Neighborhood Watch; and attending other meetings upon request of the Tribe and the availability of the sheriff or his designee.

As part of the agreement, the sheriff and his deputy interact with Tribal representatives and community groups to strengthen relationships.

Emergency Preparedness. The Tribal Emergency Management Program is guided by an Emergency Operations Plan (EOP) and a Multi-Hazards Mitigation Plan (MHMP).

The EOP outlines the Tribe's emergency response, assigns responsibilities for emergency functions, identifies lines of authority and communication, and provides a framework for emergency planning.

The MHMP evaluates natural hazards, such as floods, earthquakes, severe winter storms, wildfires, landslides and other naturally occurring processes, and identifies actions to reduce the risk and mitigate losses.

The Tribe's program is implemented by an Emergency Management Preparedness Team (EMPT), using the "whole community" planning approach, which recognizes that it takes all aspects of a community to effectively prepare for, protect against, respond to, recover from and mitigate against any disaster.

The EMPT includes Tribal staff – Public Works supervisor, Administrative Services supervisor, IS support tech, Nursing supervisor, Community Health director, GIS planner, GIS construction management engineer; City of Siletz staff – mayor and utilities worker; and Siletz Valley Fire District staff – fire chief and office administrator. The Tribe's assistant general manager is the staff representative to the team and coordinates its efforts.

In 2017 the EMPT focused on several areas: (1) updating the Emergency Operation Plan, to conclude in 2018; (2) getting EMPT staff trained in four baseline courses and two management capacity courses—one staff is fully trained and four have completed the baseline courses; (3) inventorying emergency medical and survival supplies, and replacing expired supplies; and distributing three-day emergency survival backpacks to all Tribal staff.

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.

Accomplishments/Activities

One of the department's major functions is to facilitate the hiring process. During 2017, the Siletz Tribe hired 118 employees.

- ◇ 76 regular
- ◇ 42 temporary

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

Seven new positions were created:

- ◇ Lead Custodian
- ◇ CARE Program Sexual Assault Victim Advocate
- ◇ CARE Program Domestic Violence Victim Advocate
- ◇ Outpatient Counselor II
- ◇ Peer Recovery Mentor
- ◇ Youth Development Coordinator
- ◇ Patient Care Coordinator – Dental



Kurtis Barker, director of the 477 Self-Sufficiency Program, is named employee of the year and accepts his award from General Manager Brenda Bremner.

Job descriptions

Twenty revised job descriptions were approved:

- ◇ Classroom Aide
- ◇ CARE Program Coordinator
- ◇ Community Health Advocate II
- ◇ Outpatient Counselor, Counselor Trainee
- ◇ Behavioral Health Program Administrator
- ◇ Data Coordinator
- ◇ Prevention Coordinator
- ◇ Mental Health Therapist, Specialist
- ◇ Women's TLC Coordinator
- ◇ NextGen Implementation Training Specialist
- ◇ Cultural Education Director
- ◇ Language & Traditional Arts Instructor
- ◇ Cultural Resources Director, Technician
- ◇ Historical Research Clerk
- ◇ Business Office Manager
- ◇ Foster Family Coordinator
- ◇ ICW Program Administrator

Recruitment Activities

The department recruited for the following positions:

- ◇ PC Support Technician
- ◇ Administrative Services Supervisor
- ◇ Child Care Workers – Part Time
- ◇ Women’s TLC Coordinator, Aide
- ◇ Men’s TLC Coordinator, Aide
- ◇ Lead Tribal Custodian, Custodian
- ◇ Dental Hygienist, Assistant I or II
- ◇ Physical Activity Assistant
- ◇ Aquatic Projects Biologist, Technician, Temporary Aide
- ◇ Medical Archive Scanner
- ◇ Domestic Violence Advocate
- ◇ Sexual Assault Advocate
- ◇ Vocational Rehabilitation Director, Job Developer/Counselors
- ◇ Central Office Clerk
- ◇ Cultural Resources Tech – Historical Research
- ◇ Bookkeeper I – Payroll & Retirement
- ◇ Head Start – Classroom Aides, Food Service Worker, Teacher, Assistant Teacher/Bus Drivers
- ◇ Health Director
- ◇ Part-Time Staff Pharmacist, Pharmacy Tech I, II or III
- ◇ Peer Recovery Mentors
- ◇ Patient Care Coordinator
- ◇ NextGen Implementation and Training Specialist
- ◇ Outpatient Counselors – CADAC II, I or Trainee
- ◇ Behavioral Health Program Administrator
- ◇ Business Office Manager
- ◇ Human Resources Manager
- ◇ CHS Tech II/Trainee
- ◇ Nurse Practitioner
- ◇ Forestry/Engineering Tech I
- ◇ Licensing Assistant
- ◇ Gaming Inspector
- ◇ Administrative Support Clerk
- ◇ STBC Accounting Clerk/Receptionist
- ◇ Patient Care Coordinators – Dental, Medical Support
- ◇ ICW Program Administrator, Case Worker, Foster Family Coordinator
- ◇ Community Health Advocate I or II
- ◇ Medical Assistant
- ◇ Youth Development Program Coordinator
- ◇ Elders Council Coordinator

Labor Force

At the end of 2017, the Tribe’s labor force was made up of:

- ◇ Siletz Tribal Members 168
- ◇ Other American Indians 10
- ◇ Non-American Indians 74

- ◇ Total Workforce 252

Training Activities

- ◇ Chinook Life Pack
- ◇ Policies & Procedures Review

Employee Incentive Activities

The Human Resources Department coordinates the Employee Incentive Awards program. The following awards were presented at the 2017 all-staff meetings:

- ◇ Extra Effort Award 68
- ◇ Special Acts or Services 28
- ◇ Time Off Award 7
- ◇ Outstanding Performance 71
- ◇ Employee Suggestion/Invention 7
- ◇ Employee of the Quarter 4
- ◇ Employee of the Year 1

Awards Banquet

Approximately 250 people attended the annual awards banquet at Chinook Winds.

Workers’ Compensation

Our workers’ compensation insurance carrier for 2017 was Tribal First.

Employee Assistance Program

Our EAP provider for 2017 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

Planning

For the Planning Department, the highlight of the year came early. In February at the BIA Northwest Regional Conference, the Tribe was awarded the Best Inter-modal Project of 2016 for the sidewalk construction project on Gwee-Shut Road in Siletz.

The Tribe was recognized both for the quality of the project and for investing in making walking a viable part of the Tribal transportation system.

The Planning Department depends on feedback from the Tribal membership to develop all transportation projects, from road construction to transit development.

Membership input forms the foundation of all our plans and the Planning Department thanks the many generous and committed Tribal members in Siletz, Eugene, Salem and Portland who attend Planning's regular community meetings in January. Your participation in the process is a requirement to receive state and federal road construction and transit funding, so thank you for making project funding possible.

When big projects like the Gwee-Shut sidewalks are under construction, Planning notes the visible project is "just the tip of the iceberg." When Planning is less visible, we have descended into the murky depths of reporting, project closeouts and renewed planning for the next cycle of projects.

The Tribal planner is council's alternate to the Cascade West Area Commission on Transportation and was appointed to the State Transportation Safety Plan Committee. The committee rewrote the state's Transportation Safety Plan in 2017, which the state has adopted.

Planning has been working on reporting, surveys, outreach, developing plan documents, developing projects and priorities. Plans we began or began updating in 2017 include the Transportation System Plan and its supplemental plans (transit, ADA, multimodal/bike-pedestrian, safety); Water Master Planning, (potable water supply needs and wastewater system update requirements); and supporting administration's new Comprehensive Planning process.

In addition to working with other agencies and contracting with consultants to help develop plans, Planning provides technical assistance to other Tribal departments.

The construction engineer assists departments with contracting, facilitates various community construction and projects, and assists with emergency preparedness and planning.

As a project example, the construction engineer worked with our Public Works Department and the Indian Health Service on both a grant and contract to repair 17 manholes. This reduces the amount of water feeding into the wastewater system, which increases the difficulty and cost of wastewater treatment.

Planning continues to maintain the solar street lights on Molalla Street in Siletz. We monitor the performance of the solar panels on the Tribal fitness center and recreation center as well.

Planning additionally oversaw contracting to develop construction plans for the new Culture Center and performed the contracting for the batting cage.

Alan Fish, Heather Walker and Tony Molina form part of the Siletz Honor Guard during Celebration of Honor at Chinook Winds Casino Resort in September.



We also contracted for repairs to our noted Gwee-Shut sidewalk project's lighting. It took a direct lightning strike and much of the wiring was, essentially, fried.

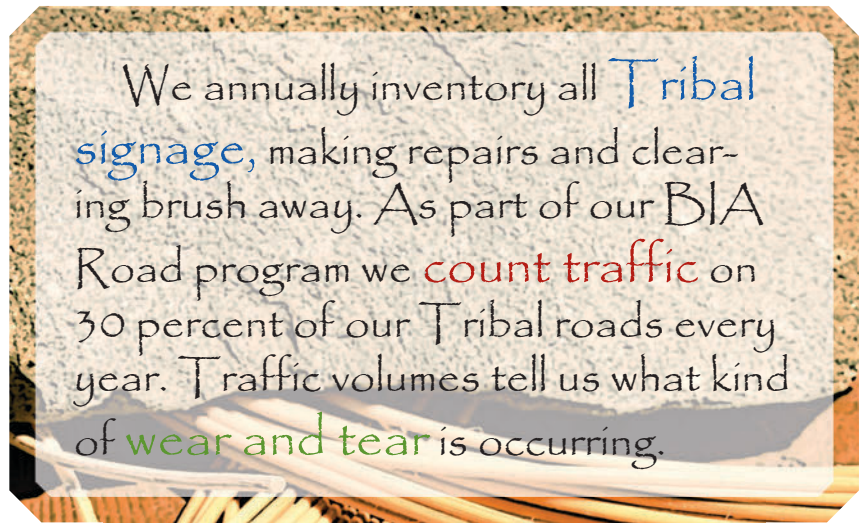
Planning's highly capable data coordinator and GIS/planner produce high quality data, maps and reports that are the envy of other Tribes and of local governments. The data coordinator is beginning to prepare for the 2020 census and the GIS/planner is very excited about the potential of drones for capturing data for maps.

Planning's grant writer also provides technical assistance in grant development and writing. Better yet, he knows the ins and outs of grants.gov.

On an ongoing basis, Planning manages self-governance BIA Road program and other transportation grant funds, and continues much the same with project development, inventory maintenance and reporting.

Our road technician acquired road painting equipment through the BIA program. Now we do our own road painting,

Olivia Mae Hoover sews a drumstick during Culture Camp in July.



which is cheaper, more responsive to requests and produces a higher quality outcome. We strive to do an excellent job of keeping our Tribal roads and parking well marked.

We annually inventory all Tribal signage, making repairs and clearing brush away. As part of our BIA Road program we count traffic on 30 percent of our Tribal roads every year. Traffic volumes tell us what kind of wear and tear is occurring.

We have a great working relationship with Lincoln County Transit, with which the Tribe contracts for the popular "blue line" route. If you haven't used your Tribal ID to ride free on Lincoln County transit – try it! It's a great service for the Tribal community.

In addition to asking for Tribal member feedback at the annual Planning Department community meetings, the Tribal planner has been very active attending a lot of Transportation Plan updates with local governments, from Lincoln County Transit's plan to Lincoln City's Bicycle and Pedestrian Plan.

A lot has been going on in Lincoln County and around the state. Expect more to happen in the future with the new State Transportation Improvement Program payroll tax funding. The Tribe is a "QE" (qualified entity) and able to receive this new funding that is required to target the transportation needs of low-income households.

Transit forms an important social safety net for Tribal members, Tribal employees and the community. Everyone's input is valued.

Regional planners are working together to connect the transit system between Yachats and Florence. A test bus connection started operating with ODOT (Oregon Department of Transportation) support in 2018.

Funding for a new bus was awarded in 2017, with the new bus arriving in 2018. The Planning Department's transit coordinator collects and tabulates report data, works to keep drivers compliant with training mandates and keeps our small fleet of Tribal transit vehicles in a mandatory "state of good repair."

We look forward to seeing you at our community meetings in January – a lot is happening and we'll need your input!

Siletz Tribal Business Corporation

STBC continued to focus on streamlining operations, increasing enterprise and property revenue and profitability, and performing long-term maintenance planning while containing costs in 2017.

Financials

Overall, STBC's net income improved in 2017 compared to 2016, reflecting its best operational performance in more than a decade. Additionally, the Logan Road RV Park and Hee Hee Illahee RV Resort both generated a profit for the year.

Personnel

The STBC eliminated the staff accountant position and transitioned the former staff accountant, a Siletz Tribal member, into the interim STBC controller position with the intention of making the transition permanent.

STBC also revamped multiple job descriptions during the year to continue to streamline operational efficiencies while remaining focused on cost control management.

Enterprises

Siletz Tribal Prints & Gifts: After ongoing evaluation of the rebranding process, it was determined to shut down Siletz Tribal Prints & Gifts in the middle of 2017 and focus on other business and economic development opportunities.

Logan Road RV Park: The park finished 2017 with a profit for the third straight year. The park fulfilled multiple goals it set for 2017, including developing a new contract manager contract, replacing one-third of park pedestals, finishing the replacement of picnic tables, tighter integration with Chinook Winds Casino Resort's Marketing Department, increased social media presence and installing a new outdoor gazebo and barbeque pit for guest utilization.

2017 also marked the first year Logan Road RV Park earned the coveted Top Rated Good Sam Park designation for 2018 after review. The completed goals helped the park fulfill its vision of showing RVers it truly is "Better at the Beach."

2018 goals continue to focus on long-term maintenance of Tribal assets at the resort, including the third and final stage of installing new pedestals and increasing its social media presence to drive up occupancy.

The park's ongoing mission is to provide RVers visiting the Oregon Coast a top-rated Good Sam Member Park through dedicated customer service, strong amenities and a relaxing atmosphere while providing a Tribally owned business complement to Chinook Winds.

Hee Hee Illahee RV Resort: The resort had a strong 2017, generating an annual profit for the first time in resort history while having its best operational performance in resort history for the fourth year in a row.

The resort contract manager position was advertised and awarded to a Siletz Tribal member through 2018.

STBC continued coordinating the development of a **disaster and resiliency** committee consisting of Chinook Winds, STBC and Tribal Planning Department staff to jointly develop disaster **planning** and **recovery** policies to cover IT, natural or economic disasters.

Keionni Goodell (left) talks with an instructor in the Aquarium Science building during a visit to Oregon Coast Community College.



The resort met several of its goals for 2017, including upgrading 65 pedestals, updating its Wi-Fi network, installing new pool and spa chemical controllers to better serve their utilization by guests and increasing its social media presence. These fulfilled goals helped Hee Hee's vision to provide RVers "A Fun Place to Be."

2018 goals continue to focus on long-term maintenance of Tribal assets at the resort and increasing its social media presence to drive up occupancy.

Hee Hee's ongoing mission is to provide discriminating RVers visiting or living in the Willamette Valley a 10/10*/10 top-rated Good Sam Preferred Park through dedicated customers service, top flight amenities and a relaxing atmosphere while generating a profit and jobs for the Confederated Tribes of Siletz Indians.

Siletz Management LLC (SMLLC): STBC completed the purchase of Siletz Management Inc. in 2017 and has begun the process of integrating its services and operations under the STBC umbrella.

The Siletz Tribe Revolving Credit Program, Tribal Elder Stipend Program, Siletz Tribal Gaming Commission, Tenas Illahee Childcare Center as well as the Confederated Tribes of Siletz Indians renewed their MOUs with SMLLC to provide accounting services for them in 2017.

SMLLC's 2018 goals focus on operational efficiencies and evaluation of expansion to provide services outside Tribal entities.

Properties

2017 combined property management revenue for all properties STBC owns or manages for the Tribe increased 16 percent from 2016 while expenses increased 35 percent, reflecting multiple capital maintenance projects and new properties to manage.

The Salem Flex building, Lincoln Shores building, Siletz Business Complex and Siletz Gas & Mini-Mart building ended 2017 fully occupied.

Siletz (Portland) Business Complex:

Generated a profit for 2017 while remaining fully occupied.

Eugene Office Building: Generated a smaller net income loss in 2017 compared to 2016. Revenue was up due to partial occupancy of the second floor suite while expenses were up due to additional HVAC upgrades and repairs.

STBC continues to market the upstairs.

Depoe Bay Building: Generated a larger loss in 2017 compared to 2016 due to multiple capital maintenance projects, including repainting the building and refrigeration maintenance and repair.

The property retained one tenant occupying an upstairs apartment throughout 2017 and is expected to retain the tenant throughout 2018.

Siletz-Yaquina Riverfront Industrial Property: Generated a larger loss in 2017 compared to 2016 due to loss of tenant, reducing revenue.

Remediation work was completed on the old mill landfill located on the property. The Tribe and STBC continued to work in conjunction with the Oregon Cascades West Council of Governments (OCWCOG) as a coalition partner in an OCWCOG-led \$600,000 EPA brownfield grant awarded in the second quarter 2017.

The coalition, which includes the STBC chief executive officer, provided guidance on how to allocate grant funds for brownfields prioritized by the coalition in the Lincoln County area to include the Tribally owned Siletz-Yaquina Riverfront Industrial Property.

Under the CEO's leadership, the coalition agreed the Siletz-Yaquina Riverfront Industrial Property was the top-ranked brownfield identified in the grant.



Portland State University graduate Theresa Smith

Lt. Samantha Lynch of the U.S. Public Health Service Commissioned Corps



The Siletz Tribe Revolving Credit Program (STRCP) continued monthly reporting of all consumer and home improvement loans to TransUnion, helping to fulfill one of its primary missions to increase the overall credit worthiness of Tribal members by improving their credit score with successful loan repayments.

Furthermore, STBC and the Siletz Tribal Council agreed to match any funds from the EPA grant utilized on the Siletz-Yaquina Riverfront Property to include environmental testing and post-remediation economic development planning.

Salem Trust Property: This property generated a profit for 2017 while retaining its tenant. STBC re-signed a Tribal landscaper to perform monthly and annual maintenance for 2018.

Due to its potential utilization for Tribal development, STBC is not marketing the property at this time.

Salem Flex Building: Generated a small loss for the year due to large roof and exterior wall repainting projects.

The building remained fully occupied throughout 2017 and is expected to generate a profit in 2018. All tenants are signed through 2018.

Siletz Gas & Mini-Mart: This property remained fully occupied throughout 2017, generating a positive cash flow.

Lincoln Shores Building: Generated an annual profit for the Tribe. A full roof and gutter replacement capital maintenance project was performed in 2017.

It remained fully occupied throughout 2017 by Tribal tenants and is projected to remain fully occupied through 2018.

Logan Road Parking Lot: Revenue was up slightly in 2017 compared to 2016 due to lease rate increases generating an annual profit.

The property is currently leased by STBC for its Logan Road RV Park and Chinook Winds Casino Resort for additional parking. The tenants are projected to remain through 2018.

STBC is performing property management of the property for the Tribe.

Salem Development Properties 2.0: STBC performed multiple maintenance and repair projects for the newly purchased Harbor Freight building and hired a Tribal landscaper to perform landscaping on the adjacent empty properties.

STBC also began marketing the vacant spaces and negotiating new long-term leases with the existing tenants.

STRCP

The Siletz Tribe Revolving Credit Program (STRCP) continued monthly reporting of all consumer and home improvement loans to TransUnion, helping to fulfill one of its primary missions to increase the overall credit worthiness of Tribal members by improving their credit score with successful loan repayments.

STRCP purchased new loan software and is working to transfer to the new program.

STRCP issued a total of 43 loans in 2017: 42 consumer loans and one home improvement loan totaling \$147,090.71.

The STRCP Declaration of Policies is available online at the STBC website.

Operational Projects

STBC continued to coordinate the development of a disaster and resiliency committee consisting of Chinook Winds, STBC and Tribal Planning Department staff to jointly develop disaster planning and recovery policies to cover IT, natural or economic disasters.

STBC began evaluating secondary warm server setup at Hee Hee Illahee RV Resort, more than 50 miles inland from the Oregon Coast, to serve as a base of operations for business continuity in case of natural disaster while providing a third backup location of its mission-critical data in addition to Cloud and on-site NAS-based solutions.

The STBC chief executive officer presented to the STBC Board of Directors in the fourth quarter 2017 a recommendation to create a new Economic Development Advisory Committee that would serve to advise both the STBC Board of Directors and the Siletz Tribal Council on economic development opportunities moving forward.

Chinook Winds Casino Resort

I'm proud to say that 2017 was a great year for our resort. We overcame challenges presented to us through creativity, hard work and managing our guests' expectations.

Chinook Winds plays a key role in driving tourism to the Central Oregon Coast and in 2017 we celebrated the groundbreaking of our new parking structure that will ensure our ability to expand in the future and create a better guest experience.

Our Facilities Team has done an outstanding job of overseeing the parking structure project by ensuring all development is environmentally sound and efficient. The project is set to be completed in the fall of 2018.

Marketing

We kicked off 2017 once again with a Nooney's Day Brunch. This is an opportunity for us to offer our players a tasty reason to stay one additional day to celebrate the New Year. This event has proven to be very popular, so we have made it an annual tradition for our guests.

Kiosk promotions proved to be a big success this year. We transitioned many of our promotions to our kiosks, including birthday promos, food and beverage offers and slot tournament registrations. As always, we strive to make our guest experience fun and convenient. This has eliminated long lines and reduced the cost of entry forms.

We also went live with virtual drawings in 2017. Between minor and major promotions, 17 of them included a virtual drawing element.

We launched new business intelligence and CRM software - CampaignViz and HostViz - and participated in Everi's \$1,000,000 Tournament of Champions.

Entertainment played a huge role in the successful 2017 with acts like Theresa Caputo, which sold out in record time and in turn allowed us to offer a third show to take care of our guest demands.

Events like King of the Cage; Beach, Bacon and Brews; Surf City and Surf City Soundoff; and Celebration of Honor were not only strong events that drew in crowds, but also provided the opportunity of earned media and exposure for the resort.

Quarterly Superstar Award recipients included Dallas Bolan, beverage service; Randy Kessinger, player development host; Sherri Marley, assistant cage supervisor; and Ediberto Avila, lead player services representative.

Surf City Soundoff is an internationally recognized event that attracts judges and media exposure all over the world.

Casino Operations

We make it a priority to ensure our guests have a great experience. In order to do so, we make continual updates and improvements to our facilities.

In 2017, we installed new gaming floor carpet, lobby tile, ceiling tiles on the gaming floor and LED lighting in the soffits on the main gaming floor. We also upgraded the gaming floor entrance display and completed a refresh and upgrade on the main cage.

Food and Beverage

Food and Beverage earned a 55 percent increase over 2016, resulting in a savings to the bottom line of \$425,962. Our focus on achieving this goal was cost of goods, menus and management of labor costs.

Chinook's Seafood Grill added the Oyster Bar, which aided in the increased revenue of 6 percent over 2016. The Oyster Bar has been a great added amenity for our guests and their experiences while visiting.

F&B and Marketing worked together to utilize the showroom for large events by turning it into a nightclub, resulting in some of the best-attended events for F&B during New Year's Eve and spring break.

Hotel

The hotel had increases in average daily rate (ADR), revenue per available room (RevPAR) and occupancy versus budget and prior year.

ADR increased 2.95 percent over budget and 2.5 percent over 2016. RevPAR increased 5.4 percent over budget and 2.58 percent over 2016. Occupancy increased 2.1 percent over budget and .08 percent over 2016.

Golf

At the golf resort, we focus on increasing the services we offer to our customers. By doing so, we increased lessons by 49.8 percent, equipment sales increased by 39

percent and clothing sales increased by 52 percent over prior year.

All of these increases are due to our Golf Resort Team understanding their guests and what they look for in a golf resort.

Facilities

- ◇ New roof on marketing building
- ◇ New roof above accounting and surveillance
- ◇ Replaced back-of-house VCT
- ◇ Fresh paint on casino walls throughout
- ◇ New flooring on gaming floors
- ◇ Replaced ceiling tiles and painted grid in gaming areas
- ◇ Refreshed HR office– new paint, flooring and countertops, plus cabinets refaced
- ◇ New concrete walkway behind C building
- ◇ Remodeled hotel restrooms in B & C buildings
- ◇ Built Oyster Bar at Chinook's Seafood Grill
- ◇ Installed new sign with stonework at golf course entry

Security and Transportation

The Security Department has implemented Reporting System CIP. This is the data collection for all of our dispatch logs, lost and found, officer scheduling and incident reports.

This streamlined system that was designed for casino security has given us the ability to create efficiencies within our reporting processes. The system will allow us to do automatic distribution of reports once they are completed. Additionally, we will be able to pull analytics from the system regarding incidents and trends and react accordingly.

In the Transportation Department, we are continuing to look for and create efficiencies. We have installed the Verizon network fleet management system in most vehicles, which gives us the ability to monitor our vehicles when they are in service. We can track speed, stops, idle time and location. This data enables us create more efficient processes.



Members of the Siletz Tribal Council, including (from left) Joe Lane Jr., Bud Lane, Reggie Butler, Loraine Butler, Delores Pigsley, Sharon Edenfield and Robert Kentta, break ground on the new parking structure in June.

Human Resources Plays Important Role in Team Development

The Human Resources Department focused on the training and development of our Executive Management team by providing bi-monthly leadership trainings through web-based trainings and classroom-style and Leadership IQ seminars.

In addition, we provided monthly 10-minute trainings to directors, managers and supervisors. Overall, we provided more than 19 different management trainings to our directors, managers and supervisors.

Tribal member placement and advancement is a priority for Chinook Winds. We average 13 percent Tribal member employment at Chinook Winds, with 31 Tribal members in management positions.

We interviewed and selected two protégés to begin the Mentor/Protégé Program in 2017. This is a two-year program with the intent of providing Siletz Tribal members with the skills and knowledge to help form the future management team for Chinook Winds.

Human Resources worked closely with the departments to help streamline the hiring process. We held quarterly job fairs that were very successful. 2017 was a busy year in hiring staff for the resort. We offered 374 positions; 233 of the applicants were successful.

Annual employee events, including the employee golf tournament, employee picnic, holiday party, annual Health/Safety Fair and two SOLV Beach Cleanups (spring and fall), are programs and events that help us keep our team environment and company morale at a high level.

Quarterly Superstar Award recipients included Dallas Bolan, beverage service, (first quarter); Randy Kessinger, player development host (second quarter); Sherri Marley, assistant cage supervisor (third quarter); and Ediberto Avila, lead player services representative (fourth quarter).



The parking structure in various stages of construction

In addition, we had the honor of recognizing 10 20-year employees – Linda Holton, slots; Patricia Fredrickson, games; Kyle Baker, IT; Victoria Baker, Keno; Michael Blacketer, player development; Kathryn Parsons, accounting; Olivia Patterson, buffet; Patricia Hess, cage; George Linden, buffet; and Darlene Nichols, receiving.

Sponsorships and Community Involvement

Every year we are proud and honored to participate in the Nesika Illahee Pow-Wow in Siletz, which is a celebration of the heritage and history of the Tribe. In 2017 our team enjoyed building a float and tossing fun items for both children and adults to the crowd.

You may have noticed that we took the opportunity at our booth to share more information about our employment opportunities and the events we host. We are committed to providing every opportunity possible to inform our Tribe, and the thousands of visitors attending every year, about everything happening here at Chinook Winds.

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 spectacular 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.

Staff members took part in the twice annual SOLV Beach Cleanups. Employees also formed casino-sponsored teams to participate in community trivia competitions that raise funds for charity.

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.

Chinook Winds partnered with the City of Lincoln City and the North Lincoln County Historical Museum for the award-winning Tour to Die For in October.

Chinook Winds celebrated its sixth year as presenting sponsor of the Newport Seafood & Wine Festival. The event had record attendance of more than 27,000 people.

Interim Executive Chef Jesse Valle represented the casino and the Tribe on Portland's Good Day Oregon, showcasing the partnership between event organizers and Chinook Winds. More than \$25,000 in press was earned through the promotion of this event.

It was our fourth year at the Portland Roadster Show in March, which had more than 37,000 visitors in 2017. Once again, the Operations Department partnered with Marketing to supply a blackjack table and dealers to create excitement and bring gaming fun to the Portland market.

Other community partnerships included the Annual Tuna BBQ and NOAA anniversary, Old-School Car Show, Lincoln City Chowder and Brewfest, and the Siletz Bay Music Festival.

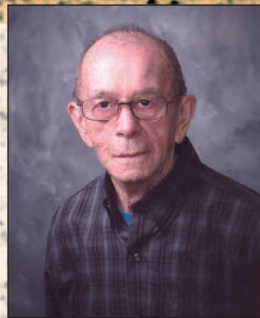
Tribal Council



Lillie Butler



Loraine Butler



Reggie Butler Sr.



Sharon Edenfield



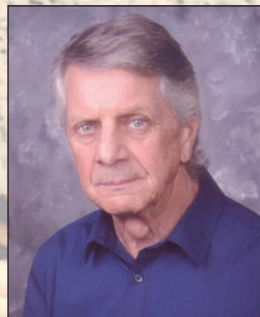
Gloria Ingle



Robert Kentta



Alfred "Bud" Lane III



Joseph Lane Jr.



Delores Pigsley

Chairman
Delores Pigsley
Vice Chairman
Alfred "Bud" Lane III
Secretary
Sharon Edenfield
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.usn.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

Chinook Winds Casino Resort
1777 NW 44th St.
Lincoln City, OR 97367
541-996-5825 or
888-CHINOOK
Fax: 541-996-5852
chinookwindscasino.com

Logan Road RV Park
4800 NE Logan Road
Lincoln City, OR 97367
541-994-4261 or
877-LOGANRV
loganroadrvpark.com

Hee Hee Illahee RV Resort
4751 Astoria St. NE
Salem, OR 97305-1106
503-463-6641 or 877-564-7295
heeheecillahee.com

Siletz Tribal Business
Corporation
2120 NW 44th St., Suite D
Lincoln City, OR 97367
541-994-2142 or 877-564-7298
Fax: 541-994-5142
stbcorp.net

Siletz Tribal Gaming Commission
2120 NW 44th St., Suite A
Lincoln City, OR 97367
541-996-5497 or 800-789-5189
Fax: 541-996-5492

Administration Building
201 SE Swan Ave.
P.O. Box 549
Siletz, OR 97380-0549
541-444-2532 or 800-922-1399
Fax: 541-444-2307

Siletz Tribal Court
201 SE Swan Ave.
P.O. Box 549
Siletz, OR 97380-0549
541-444-2532 or 800-922-1399
Fax: 541-444-8270

Siletz Community Health Clinic
200 Gwee-Shut Road
P.O. Box 320
Siletz, OR 97380
541-444-1030 or 800-648-0449
Fax: 541-444-1278

Siletz Tribal Community Center
402 NE Government Hill Drive
P.O. Box 549
Siletz, OR 97380-0549
541-444-2532 or 800-922-1399
Fax: 541-444-2307

Siletz Tribal Housing
Department
555 Tolowa Court
P.O. Box 549
Siletz, OR 97380
541-444-8322
Fax: 541-444-8313

Siletz Behavioral Health
200 Gwee-Shut Road
Siletz, OR 97380
541-444-8286 or 800-600-5599
Fax: 541-444-8280

Tenas Illahee Childcare Center
930 W Buford
Siletz, OR 97380
541-444-2450
Fax: 541-444-2456

Tillicum Fitness Center
1016 W Buford
P.O. Box 320
Siletz, OR 97380
541-444-9656
Fax: 541-444-1278

Siletz Rec Center
1010 W Buford
P.O. Box 549
Siletz, OR 97380
541-444-8209
Fax: 541-444-2307

Salem Area Office
3160 Blossom Drive NE, Suite 105
Salem, OR 97305
503-390-9494
Fax: 541-390-8099

Portland Area Office
12790 SE Stark St., Suite 102
Portland, OR 97233
503-238-1512
Fax: 503-238-2436

Eugene Area Office
2468 W 11th Ave.
Eugene, OR 97402
541-484-4234
Fax: 541-484-4583

USDA Food Distribution Center
Siletz Warehouse
815 Logsdon Road
P.O. Box 549
Siletz, OR 97380
541-444-8279 or 800-922-1399
Fax: 541-444-2307

USDA Food Distribution Center
Salem Warehouse
3160 Blossom Drive NE, Suite 185
Salem, OR 97305
503-391-5760
Fax: 503-391-4296



Confederated Tribes of Siletz Indians
P.O. Box 549
Siletz, OR 97380-0549

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Several Siletz Tribal members and part of the event's Color Guard visit with Gov. Kate Brown at the Legislative Commission on Indian Services/Nine Tribes Spring Celebration at the Oregon State Capitol in May. Those pictured above include (front row) Ed Ben, Alton Butler, Gov. Brown, Education Specialist Sonya Moody-Jurado and SuSun Fisher; and (back row) Richard Van Atta, Edelio Chavez-Gonzalez, Izaiah Fisher, Tribal Veterans Representative Tony Molina and Jeidah DeZurney.