



The Tribe experienced a difficult year! It started out looking good and took a very hard turn with frightening events.

The Tribe has worked for a few years on an emergency management plan that would keep us safe in the event of natural disasters. In 2020 the coronavirus (COVID-19) took us by surprise. The Tribal Council and our staff had to quickly plan the shutdown of our Tribal facilities as well as Chinook Winds Casino Resort.

The Siletz Community Health Clinic staff and other essential staff worked in shifts; employees who could, worked from home. We were successful in continuing to provide needed services as well as possible. Chinook Winds had a skeleton crew during their shutdown.

We are so grateful to have a dedicated staff who worked through this difficult time.

When we thought we were recovering, the wildfires swept through the coast and many other places in Oregon. The fires were devastating for everyone. Some Tribal members and employees lost their homes and many had a lot of damage.

With the help of our Tribe, the state and federal legislation, we were able to address many of the victims' needs. We were lucky that no Tribal members lost their lives during this event.

All of our staff stepped up to assist the victims in need and the Tribe was especially thankful to our congressional folks from Oregon for their diligence in ensuring Tribes were adequately funded to address our members' needs.

We look forward to 2021 as health needs are addressed with vaccines and all our offices, the Siletz Clinic and Chinook Winds are reopened.

Thank you to a GREAT staff.



Tribal Chairman Delores Pigsley

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Photographers: The work of several photographers appears in this report, however most of them are unknown. The photos were pulled from the many photo albums we keep in the Public Information office.

On the cover: A photo of the Honor Guard flags united together during the Nesika Illahee Pow-Wow in the 1980 Pow-Wow photo album.

Caseload

From Jan. 1 – Dec. 31, 2020

New	123
Average monthly new cases	10.25
Closed	75
Hearings, monthly average	6.66
(Does not include per capita casel	oad, which was
canceled this year)	•

Court Staff: One chief judge, two 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 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 19 years, Tribal Court has seen an increased caseload from a little more than 100 cases in 2000 to a caseload of nearly 500 cases in 2019 (including new and maintained cases).

Since 2013, the caseload has averaged about 480-500, though it declined between 2018 and 2019. In 2020, the caseload drastically declined largely due to the coronavirus pandemic.

The per capita caseload was canceled by Tribal Council for 2020. Many employees were laid off from Chinook Winds because of its closures, all of which affected our garnishment cases, which in turn lowered the court's caseload for 2020.

The court has operated on an essential office management status, maintaining the essential public services necessary and managing the court office duties. Court staff work in conjunction with the chief judge, creating new or modifying existing forms relevant to the ever-changing case criteria.

Subject matter continues to be increasingly complex with regard to employment, 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 Siletz Tribal Court.

Tribal Court uses Laserfiche, a document imaging program for storing files. Deputy Court Administrator Rebekah Goulet scans past and current court records into the Tribe's Laserfiche storage, saving cost and space. The records are easily searched and printed from the Laserfiche files.



Records not on Laserfiche are our juvenile records as we keep hard files indefinitely at this time.

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

The National Judicial College in Reno, Nev., continues to be 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 (nonattorneys), five independent attorneys, two attorneys with Legal Aid Services of Oregon (Newport Branch) and one attorney with Legal Aid Services of Oregon (Portland Branch).

Three 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 Peacemaker Court.



Celebration of Honor flags set out at Chinook Winds Casino in honor and remembrance of veterans



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.

Natural Resources 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 (envi-



Vera Lafferty collecting mussels

ronmental 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 in 2020 include:

- Presales work on 7 timber sale areas totaling 444 acres and 15.82 million board feet
- Planting 29,445 seedlings
- Site preparation of 27 acres
- Precommercial thinning of 12 acres
- Completing 171 acres of stocking surveys and 67 acres of stand exams
- Issuing 133 personal use firewood permits
- Issuing 122 property access permits
- Cutting, splitting and delivering 40 cords of firewood during 2 elders firewood distribution events

The **Aquatics** program was funded 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.

2020 accomplishments include:

- Completing second mainstem Siletz River restoration project on three sites
- Completing 56 miles of Siletz River Chinook spawning surveys
- Completing 8 wetland assessments
- Monitoring native oyster restoration efforts at 8 sites in Yaquina Bay
- Post-restoration monitoring of several projects in the Tillamook, Nestucca, Coquille and Yaquina basins
- Maintaining and enhancing a culturally important native plant nursery for future restoration projects
- Completing a project to document and store in a searchable database Siletz Tribal traditional ecological knowledge associated with lands and natural resources throughout Western Oregon

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 2020, accomplishments include:

- Acquiring a 504-acre WWMP property
- Due diligence work on a 102-acre WWMP property acquisition
- Submitting an application to acquire an 82-acre WWMP property
- Reviewing and ranking 2020 WWMP projects
- Development work on potential future Tribal WWMP projects
- Conducting marbled murrelet occupancy and habitat surveys on Tribal timberlands

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 2020, accomplishments include:

- Issuing 338 deer tags (46 filled)
- Issuing 134 elk tags (10 filled)
- Issuing 118 salmon tags (4 filled)
- Issuing 128 shellfish gathering permits
- Picking up, processing and distributing 4,326 pounds of subsistence chinook salmon
- Distributing 358 summer run steelhead from the Oregon Department of Fish & Wildlife's Siletz River fish trap
- Providing surplus game meat to the Tribe's USDA program for distribution to needy Tribal members

The **Environmental Protection** program is funded half through an EPA GAP

grant and half through an EPA GAP grant and half through Tribal funding. This program's main focus is as the primary repository of all requests for natural and cultural resource consultation from outside agencies.

2020 accomplishments include:

- Reviewing 510 outside agency project consultation requests
- Participating in activities to monitor assessment and cleanup of the Portland Harbor Superfund Site (funded by grants from EPA and various potentially responsible cleanup parties) and the Astoria Marine Construction Cleanup Site

- Participating in monitoring settlement agreements covering the re-licensing of Eugene Water and Electric Board's Carmen-Smith and Portland General Electric's Clackamas River and Willamette Falls hydroelectric facilities
- Monitoring approval processes for the Jordan Cove energy project and the Oregon Department of State Lands 404 permit assumption project
- Representing the Tribe at meetings about 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.

2020 accomplishments include:

- Continuing to work on fee-to-trust applications for 5 Tribal fee properties
- Completing environmental compliance for planned comfort station project in Siletz
- Performing due diligence for several potential property acquisitions
- Providing support for various Tribal planning, housing, casino and economic development projects



Natural Resources acquired the Camp Creek property that provides cultural resources outside of Springfield, Ore.



20 cords of firewood the Natural Resources Department cut, loaded and safely delivered to elders



2020 was a year of keeping the boat afloat. Planning staff worked hard both in the office (with COVID-19 protocols) and from home as required to provide good continuity of services.

In overview, we continued Enrollment Services; completed the Tribal U.S. Census project, a comprehensive community survey and a culvert and sidewalk repair project on Tootootney Court; continued transportation and transit funding development; and continued GIS services that support the Natural Resources Department and emergency planning.

The 2020 Neachesna Housing project was supported by the \$750,000 BIA Roads-funded project Planning had completed. That project included the road and sidewalks, and the required water, sewer and storm drainage needed.

Other projects included cleaning up the Chemawa Indian School site, assisting Public Works in completing the storm drain replacement from the Siletz River storm drain outflow to Siletz child care and preparing for additional Oak Flats storm drain upgrades in 2021.

We also take pride in our BIA-funded Tribal Road Maintenance program, which includes keeping Tribal streets and parking freshly repainted, roads trimmed and signs replaced.

The 2020 annual community meetings in Siletz and the area offices were held as usual, just prior to the COVID-19 shutdowns.

Transit continues to be funded by various grants from the State of Oregon and FTA (Federal Transit Administration). The state Legislature threw a bit of a monkey wrench into the transit funding mix by combining STF (Special Transportation Fund) and new STIF (Special Transportation Improvement Fund) transit funding programs (which they had promised not to do.) This also required that these state funds be used for "new services," which quickly created a lot of outrage in rural transit areas struggling to maintain existing services. For now, the state has backpedaled, allowing the funds to be used for maintaining existing operations.



Tillicum housing being built in Siletz

The coordinator also manages transit vehicle records and maintenance. Please contact Planning if you are interested in this committee or in working with your area office on transit planning and services.

The Siletz Tribal Transit System (STTS)
Committee meets regularly and is required by grants for community input. Rider and mileage data must be collected regularly and are tabulated by the transit coordinator for grant reporting to both the State Public Transit System and FTA.

The Enrollment Department is part of the Planning Department and it provides a wide range of services. Enrollment is reporting independently in this annual report, see pages 22-23 for enrollment information. There is a full-time and a half-time position to support services, in addition to backup support provided by the data coordinator and planning clerk.

The data coordinator continued to support the Enrollment Department and assist in developing grants on request, including collecting and evaluating data. The data coordinator also maintains databases, manages surveys and supports strategic planning and evaluation for all Tribal departments.

The coordinator was instrumental in leading the Tribal Census project that worked closely with the federal Census Bureau to complete the 2020 census and improved the Siletz Tribal member response rate by 20% over the previous census.

The GIS/planner provided support for the entire Tribal administrative structure, including Natural Resources, Housing and Public Works. The GIS/planner coordinates with federal, state and local entities to gather information to keep the extensive Tribal geographic information system up to date.

Currently, there are 16,327 acres in the Tribal land database. Significant work goes into documentation that keeps the Tribe in compliance with federal requirements, such as the Tribal Emergency Plan and the Multihazard Mitigation Plan. A huge range of technical services are provided, from hydrological analysis to infrastructure mapping.

Projects continued to keep the construction engineer busy. 2020 included many smaller maintenance types of projects and plans, from field mowing contracts at Chemawa, to sinkhole repairs, water system planning and submitting road report narratives to the BIA Roads program.

The construction engineer provides staff support for developing requests for proposals (RFPs) and provides on-call trouble-shooting for

all Tribal departments for a variety of issues that come up throughout the year.

The planning tech/Road Maintenance Program worked closely with the construction engineer on various transportation-related projects – maintaining street signs, cleaning storm drains, repainting street and parking markings, and maintaining the solar street lights.

The painting on Tribal roads includes reflective beads, which makes the stripes more visible in rainy and foggy weather. Painting is provided to non-BIA Tribal facilities on an actual-cost reimbursement basis (housing, STBC, gaming, for example).

The Tribal grant writer position has been unfilled during the COVID-19 crisis despite advertising the position. Departments continued to develop their own grants and the data coordinator was available to provide support on request.

The Tribal planner manages Planning Department operations and staffing. The planner is the point person on transportation planning, including acting as a councilappointed representative to regional and state transportation and transit planning meetings, such as CWACT (Cascades West Area Commission on Transportation), CWACT TAC (Technical Advisory Committee); the CWCOG (Cascades West Council of Governments) Transportation Brokerage and chairing the Lincoln County Coordinated Transit Plan committee; economic development; and various state committees, such as DLCD (Department of Land Conservation and Development) planning committees.

The Tribal planner has been working with ODOT and the City of Lincoln City on developing sidewalks and bike lanes on Highway 101 from the Neotsu Post Office to West Devils Lake Road. This would provide a safer route for pedestrians and bicyclists to get from the Neachesna housing development to Lincoln City for services and jobs.

This project leverages \$350,000 in Tribal Transportation Program road funding to access \$3 million in State of Oregon funds. The state funds have been transferred to the City of Lincoln City, which will manage the construction project.

The design is scheduled to be 60% complete in the spring of 2021. Tribal Planning staff is participating in the design development. Hopefully, this project will begin construction in early 2022.

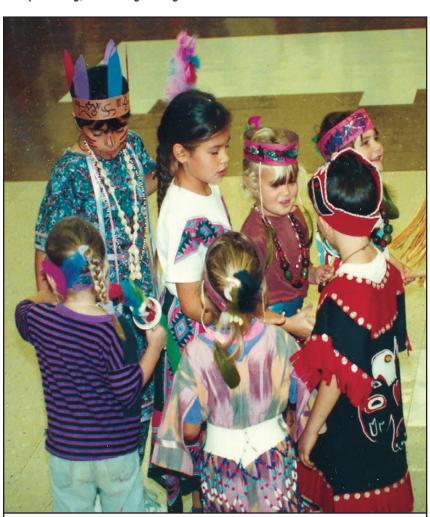
The Tribal planner also participated in the City of Lincoln City's Roads End planning process, with the objective of supporting an off-Highway 101 connection between Chinook Winds and the Tribal golf course.

This connection would make it easier to coordinate services and share customers between the two businesses and would reduce traffic at the congested intersection of Logan Road and Highway 101. This concept is included in the City of Lincoln City's road system master plan and was included in the Roads End planning project.

The planner and construction engineer oversee the Indian Reservation Road (IRR, now Tribal Transportation Program or TTP) inventory, funding and implementation. This transition to self-governance funding has worked well and allows us to more easily carry over unspent funding into other planned and Council-approved projects.

In 2020, the planner, attended mostly on Zoom, for local, state and federal policy meetings as assigned. The Tribal Transportation System Plan needs to be regularly updated. Tribal members interested in participating in a steering committee for this process in 2021 are encouraged to contact the Planning Department.

The Planning clerk is a key position and has a demanding multi-faceted job. The clerk handles requests from all Planning staff, manages the department's multiple cuff accounts and processes the department's accounts, including construction work, complex grants and regular reports on department processes. The clerk is key to preparing the transit data for reporting to the state and FTA.



Kids greeting each other during the pow-wow at Siletz School



2020 was a year of unprecedented change that required significant effort within the Health Department as the clinic responded to the pandemic.

The coronavirus forced the clinic to respond quickly in order to continue providing services safely for staff and patients.

- ♦ Medical immediately began offering tele-visits, including by phone, and adding virtual visits within a few weeks of the onset of the pandemic.
- Dental and optometry offered emergency services. Additionally, both departments supported clinic needs, with dental facilitating COVID testing and entrance monitoring, and optometry supporting entrance monitoring.
- Behavioral Health began offering tele-visits for both A&D and mental health services. Youth Services coordinated creative ways to reach young people, including virtual groups and mailing cultural packages to support ongoing youth engagement.
- Community Health coordinated efforts to reach out to elders regularly and set up a resource line for Tribal member needs. Items provided included food, cleaning supplies and safety supplies.
- Community Health organized and hosted a three-day virtual harm reduction conference in December. The conference hosted 500 participants with additional people signing up for access to the recording of the conference.
- ♦ The Diabetes Program supported ongoing clinic needs, including monitoring and custodial services. Additionally, it expanded its facility exercise



Tribal Council cutting the ribbon at the grand opening of the Siletz Community Health Clinic's new building in 2010.

- programming to online sessions so Tribal members could access workouts from home.
- Pharmacy expanded mailing services and with the support of Community Health's team, added delivery services in the local area.
- The clinic's IT and NextGen team worked tirelessly to keep services going. Without IT's additional support, the ability to provide teleservices and work remotely would not have been possible.
- Administration and Business Office (PRC and patient accounts) continued to work, ensuring no disruption to services.

Basic clinic metrics include:

- Kept appointments included 6,184 in the medical clinic, 1,850 in the MAT program (counselors and peer services), 1,426 (counselors and peer mentor) in Behavioral Health and 621 in optometry.
- The Dental Clinic provided 1,957 dentist/ dental hygienist visits.
- The pharmacy dispensed 37,976 new and refill prescriptions.

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

- Healthy Traditions and the WEAVE grant provide nutrition and traditional food education and support to a variety of programs and the community. Additionally, Healthy Traditions works toward attaining food sovereignty. Healthy Traditions staff and Diabetes staff also conduct hands-on cooking classes entitled Cooking Matters, in partnership with Lincoln County Food Share.
- The Diabetes Program operates the Siletz Rec Center and 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 in partnership with the Siletz Education Program conducts summer programming that involves recreation and traditional games, drum circles and dance classes.
- The MAT program provides treatment for alcohol and opioid use disorder. The program is multidisciplinary in its treatment approach, including medication assistance, mental health counseling and A&D counseling.
- The CARE Program provides culturally specific services to victims of domestic and sexual

violence in terms of advocacy, crisis intervention, prevention, outreach 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.

- Early Intervention Outreach Specialist/Harm Reduction is a partnership with the region, specifically Lincoln County, to provide services to reduce the rate of HIV, other STIs and overdoses in our community.
- 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.
- 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 administers the Mobile Help program, which funds medical alert devices for Tribal elders in the service area.
- The Business Office assists with three billing systems: ScriptPro (pharmacy), Dentrix (dental) and NextGen (medical, lab, Behavioral Health, optometry and transportation).
- Purchased/Referred Care (PRC formerly 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 and primary care.



Drummers at the Restoration Pow-Wow back when it was held at the Siletz School gym

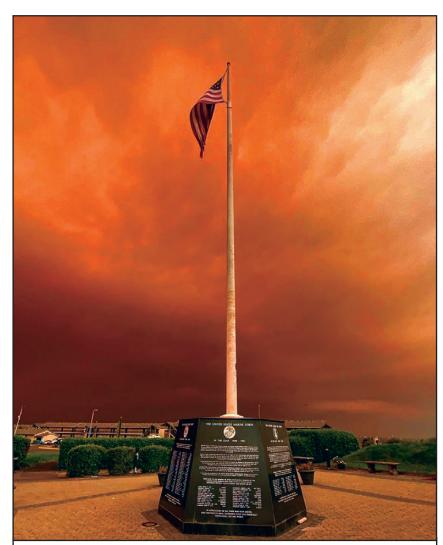
- PRC staff administers three additional programs: Out-of-Area Health Benefits, Alternative Health Care and Expanded Mental Health Services.
- Tribal members who live outside the 11-county service area are eligible for one service quarterly, including medical, mental health, dental and hearing for a combined benefit up to \$2,000 annually. In addition, Tribal members are also eligible for cataract surgery and pharmacy benefits annually and vision benefits up to \$450 bi-annually or annually (depending on status).
- Alternative Health Care pays up to \$50 per visit for acupuncture, massage therapy or chiropractic care while funds are available.



Gladys Bolton, Donna Woods, Rose Bremner, Rose Lowenberg, Liz John and Carol Blomstrom walking together at Pow-Wow



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 services 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.



The flag at Chinook Winds during the September fires

Accomplishments/Activities: One of the department's major functions is to facilitate the hiring process. During 2020, the Siletz Tribe hired 80 employees.

- 55 Regular
- 25 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, Siletz Tribal Gaming Commission and Siletz Tribal Business Corporation.

New positions: Seven new positions were created:

- Behavioral Health Case Manager
- Dental Patient Care Coordinator Trainee
- Medical Laboratory Technician II
- Laundry Attendant
- Head Start Health Data Clerk
- Sexual Assault Nurse Examiner
- PC Support Technician Trainee

Job descriptions: Thirteen revised job descriptions were approved:

- Dental Patient Care Coordinator
- Occupancy Specialist I
- Outpatient Counselor II
- Health Services Protégé
- Medical Patient Care Coordinator Trainee
- Medical Patient Care Coordinator
- Natural Resources Timber Sale Forester
- Staff Attorney
- General Manager
- Controller
- Peer Recovery Mentor
- Human Resources Manager
- Health Navigator

Recruitment Activities: Human Resources recruited for the following positions:

Accounting

- Bookkeeper I Payroll & Retirement
- Bookkeeper II
- Finance Assistant
- Controller

Administration

- IT Systems Administrator
- PC Support Technician
- PC Support Technician Trainee

- General Manager
- Assistant General Manager
- Receptionist
- Human Resources Manager

Clinic

- Women's TLC Coordinator
- Outpatient Counselor
- Outpatient Counselor II
- Patient Care Coordinator-Medical
- Patient Care Coordinator Trainee-Dental
- Patient Benefits Coordinator
- MAT Mental Health Peer Mentor
- Medical Laboratory Technician II
- Medical Assistant
- Behavioral Health Program Administrator
- Behavioral Health Case Manager
- Pharmacy Technician III
- Mental Health Therapist
- Harm Reduction Outreach Specialist
- Prevention Coordinator Trainee
- RN Case Manager
- CARE Program Domestic Violence Victim Advocate
- Sexual Assault Nurse Examiner
- Resident Aide-Men's Facility
- Business Office Clerk
- Purchased Referred Care Tech I
- Dental Assistant I

Housing

- Force Account Carpenter
- Junior Force Account Carpenter
- Maintenance Worker/ Groundskeeper-Housing

Natural Resources

- Biological Programs Biologist
- Timber Sales Forester
- Crewmember

Programs I (Social Services)

- Family Preservation Case Manager
- Vocational Rehabilitation Director

Programs II (Education & Culture)

- Head Start Classroom Aide-Portland, Salem, Lincoln City
- Head Start Food Service Worker-Salem
- Head Start Assistant Teacher/Bus Driver-Portland
- Head Start Health Data Clerk
- Language & Traditional Arts Instructor

Public Works

Maintenance Worker/Groundskeeper

Siletz Tribal Business Corporation

- Assistant Property Manager
- Commercial Property Manager
- Office Support Coordinator/Loan Administrator
- Property Management Specialist

Siletz Tribal Gaming Commission

- Licensing Agent
- Licensing Assistant
- IS Representative

Tenas Illahee Childcare Center

- Cook Trainee
- Childcare Worker

Labor Force: At the conclusion of 2020, the Siletz Tribal labor force was made up of:

Siletz Tribal Members	176
Other American Indians	11
Non-Indians	35
Total Workforce	222

Training Activities

Holiday Stress during COVID-19

Employee Incentive Activities: The Human Resources Department coordinates the Employee Incentive Awards program. The following awards were presented in 2020:

Years of Service-5 years	13
Years of Service-10 years	5
Years of Service-15 years	6
Years of Service-20 years	6
Years of Service-25 years	3
Years of Service-30 years	5
Years of Service-35 years	1
Years of Service-40 years	1

Policy Development: Revised Personnel Manual – April 17 and July 17

Workers Compensation: Our workers compensation insurance carrier was Tribal First.

Employee Assistance Program: Our EAP provider was Reliant Behavioral Health (RBH). Confidential services were available to Tribal employees and their immediate families at no cost, including:

- Counseling: 24-hour Crisis Help, Confidential Counseling, eAccess, Free 24/7 On-Demand Emotional Wellness Support, Peer Support Groups
- Life Balance: Financial Services, Home Ownership Program, Identity Theft Services, Legal and Mediation Services, Wills & Other Legal forms, College Planning Program
- Workplace: Worksite Services, Supervisor Resources



It is the mission of the Administration Department to provide administrative support to Tribal programs and Tribal government for efficient delivery of programs and services to Tribal membership and clients.

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 of the Audit and Investment committees and staff representative to the Budget Committee.

Sharon was also appointed to the Treasury Tribal Advisory Committee by Sen. Ron Wyden. She also is co-chair of the General Welfare Exclusion Subcommittee for TTAC.

The Tribe, along with the nation, was impacted by the COVID-19 pandemic. For safety reasons, we had to close our doors to the membership and community. Also during this time we were faced with wildfires throughout the state of Oregon. This did not stop services from being provided to those impacted, however, whether staff used staggered schedules to come into the office or worked from their homes. This will reflect throughout this annual report.

The **Accounting** Department continued to function smoothly throughout 2020, even though the number of checks generated by the Accounts Payable staff approximately doubled from 2019. The increase was due almost entirely to payments related to COVID relief.

	2020	<u>2019</u>	2018	<u>2017</u>
A/P Checks – CTSI	48,924	21,882	15,251	14,412
A/P Checks - Entities	2,602	3,190	N/A	N/A
Special Check Runs	45	106	80	67
Vouchers	17,671	13,750	5,701	5,420
Purchase Orders Issued	1,682	1,501	1,976	1,926
Credit Card				
Transactions reconciled				
to source documents	7,688	3,962	2,541	1,821
1099/NEC Issued			11 11 11	
includes PRC (aka CHS)	5,943	4,444	4,278	4,136

The 2019 tax information was mailed out in a timely manner and the audit of 2019 results was completed in July. Bluebird CPAs, from Reno, Nev., performed the audit, completing its 14th year with the Tribe.

Due to COVID, the audit was conducted remotely, which led to a number of challenges. There were no findings, however, against the Tribe or Siletz Tribal Business Corporation.

Accounting Stats

- 4,016 stimulus checks
- 5,523 per capita checks, mailed or deposited into Trust accounts
- 4,073 COVID Emergency Assistance payments
- 100+ grants and contracts
- 58 EPR programs
- 6,786 payroll payments processed
- 536 W-2s issued
- 0 audit findings

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

- 77 minor trust payments totaling \$713K
- 1,647 minor trust accounts with 88 new accounts for CY20
- Overview of minor trust at Investment Committee
- CFO issued request for proposal (RFP) for advisory services on minor and adult trust accounts
- 15 adult trust accounts
- 2 adult trust payment requests totaling \$9K
- 1 paid and liquidated court-appointed account of \$28K
- Address comparison between Enrollment and Minor Trust database – Updated 488 minor addresses
- Mailed 1,700+ minor and adult trust Stifel annual account statements

The Information Systems

Department provided services to all Tribal programs and employees. Highlights of its accomplishments include:

- Ordered 1,000 IPads and 500 laptops for the Tribal membership
- Upgraded Admin II Sonitrol and fire panel
- Set up 150 users to connect to the network and work from home
- Ordered and configured 175 laptops for home use with AnyConnect
- Set up the use of TEAMS, Zoom and GoToMeeting for employees to meet virtually

- Upgraded NextGen software system
- Upgraded 121 software with all of the Covid-19 changes
- Upgraded Windows 10 operating system
- Hire web content specialist to work on all social media for the Tribe from Facebook, Twitter and our website
- Upgraded Eaglesun software
- Upgraded network security
- Upgraded OmniSys Fusion IVR for pharmacy
- Upgraded MIP and HR management
- Replaced medical X-ray server
- Replaced Check Point device
- Continued training All staff continues to learn new technologies as things in the IT world change.

The **Facilities & Fleet** Department maintains usage of Tribal facilities and vehicles. In 2020 the Tribal community center was used in the first quarter and closed in March due to COVID.

The department maintained 43 GSA vehicles. with 26 for departments to check out. Fourteen are in Siletz with four in each area office.

The remaining 17 vehicles are assigned to eight different programs. The Tribe owns 28 vehicles that are dispersed among seven departments. The department also continues its responsibility for Public Works bills.

During the year, staff also assisted with folding monthly newsletters, stuffing 1099s, making necklaces for Elders Department and Central Administration, and assisted with the computer project.

The **Property & Procurement** Department processed 6,249 requests from stock inventory and purchase orders for a total savings of \$133,586. The department, along with Fleet, worked staggered hours due to the pandemic and assisted with programs where needed.

Procurement accepted excess surplus on a regular basis from Chinook Winds Casino. Also the department has continued to recycle obsolete computers from Tribal programs.

The **Administrative Support** staff provides daily clerical assistance to Central Administration managers and other Tribal programs, plus assistance with Tribal functions. Administrative staff also were charged with the computer project. Due to limits on the number of computers that could be ordered, iPads were also issued.

Overall:

- 500 computers were shipped
- 1,000 iPads were shipped

Staff continues to distribute The People Are Dancing Again history book to Tribal members. To date 1,900 have been distributed to the membership. Books are also given to new hires at the Tribe and gifted to organizations with which the Tribe works closely.

Additionally, staff:

- Distributed 20 laptops to higher education/adult vocational training students
- Sold 46 Pendleton saddle blankets
- Sold 151 Pendleton robe blankets
- Sold 4 Tribal flags



Jennifer Easter



Pauline Ricks and Sara Bell-Tellez at the Nesika Illahee Pow-Wow Parade



Mission Statement: With funds provided by the Native American Housing Assistance and Self-Determination Act (NAHASDA) and other resources, the Confederated Tribes of Siletz Indians will continue the operation of a housing program with an overall mission 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: 2020 was a year of challenges, change and continued growth at the Siletz Tribal Housing Department (STHD) as we adjusted to working remotely and making necessary changes due to the COVID-19 pandemic.

Construction of the Mamook Tokatee apartment complex in Northeast Portland began. This is the second partnership with the Native American Youth and Family Center for developing off-reservation housing.

The Mamook Tokatee development is a 56-unit apartment complex with 20 dedicated units of affordable housing for American Indian families.

Sami Jo Difuntorum and Delores Pigsley at the grand opening ceremoney for the Nesika Illahee housing in Portland, Ore.

with first preference to enrolled members of the Siletz Tribe. The remaining units will also provide affordable housing for Native households, including Siletz families, and some units will have preference for artists.

The development is located at Going and 42nd streets and similar to the Nesika Illahee apartments will have a multitude of art features.

STHD staff provides technical assistance and will conduct monitoring to ensure compliance with NAHASDA.

Organizational: The 2019 Annual Performance Report was submitted to HUD (Housing and Urban Development) and highlighted STHD's accomplishments for the 2019 program year.

We successfully submitted the 2021 Indian Housing Plan (IHP). It reflects continued diversity of programs as we broaden services to Tribal members in innovative ways by leveraging Indian Housing Block Grant (IHBG) funds.

The needs of Tribal members are everchanging and we consistently seek new funding and methods for expanding housing opportunities to keep pace.

STHD submitted the updated Formula Current Assisted Stock information and current Tribal enrollment data to the IHBG formula center and assisted with document preparation and facilitation of the OLINK meeting.

Construction: Following the successful completion of the environmental review, we received approval to use funds for construction of the workforce housing development known as Neachesna 2 in Neotsu, Ore. The project was 92% complete at the end of 2020.

Miscellaneous: The Siletz Tribal Housing Department deployed substantial resources to assist Tribal households impacted by COVID-19: \$1,254,033.17 in mortgage relief, \$1,106,845.04 in rent relief, and \$416,600 in energy assistance. We continue to provide assistance to households at or below 80% of median income.

Many thanks to Jeanette Aradoz, Valerie Hibdon, Cecelia DeAnda, Brett Lane, K.C. Short, Isaac DeAnda and Casey Godwin for their extraordinary effort and work!

Valerie retired after more than 20 years of working for the Tribe and we wish her all the best in retired life.

COVID did not stop the work of the Siletz Tribal Charitable Contribution Fund. The STCCF Advisory Board met each quarter during 2020 to review applications and send recommendations to Tribal Council for distribution of charitable funds to a variety of nonprofit organizations.

Funding for charitable distribution was based on excess pledge revenue generated two years prior to the 2020 fund year plus interest and carryover. A total of \$1.25 million was available for distribution, with 331 eligible applications received for the year.

The Advisory Board developed recommendations and Tribal Council approved 170 awards totaling \$931,119.31. Overall, 51% of applicants received a charitable award with a median of \$2,500 per award. To help mitigate the economic impact of COVID, special one-time food security awards were made to 31 gleaner and food share groups.

First quarter awards were distributed in February at Chinook Winds Casino Resort. This was the only public reception in 2020; the award checks for remaining quarters were mailed.

Members of the STCCF Advisory Board included Tribal members Sharon Edenfield (Tribal Council), Cheryl Lane, Rebekah Goulet and Kurt Arden; and non-Tribal community members Karen Gerttula, Mike Holden and Dick Anderson. Holden served as board chair and Denise Garrett as board secretary.



Bill DePoe dancing



2020 Charitable Awards by Category

The Arts Arts	\$21,410.00
Cultural Activities	\$18,634.00
Education	\$363,2 <mark>18.12</mark>
Dr <mark>ug</mark> and Alcohol Treatment	\$7,63 <mark>0.00</mark>
Health	\$184,658.25
Other Charitable Purposes	\$38,093.49
Environment and Natural Resource Preservation	\$29,500.00
Historical Preservation	\$97,345.70
Housing	\$27,630.00
Prevention	\$59,017.47
Public Safety	\$83,982.28
Total	\$931,119.31



Celebration of Honor at Chinook Winds



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. Due to the COVID-19 virus, the Elders program delivered meals to any elder who requested them. This year, 2,600 meals were delivered; 1,145 of them were new COVID meals and were paid for by separate grants.

One hundred ninety-two meals were served at the meal site at the Siletz Tribal Community Center, all in January, February and March before the COVID-19 pandemic began. A total of 2,792 meals were provided to help meet the nutritional needs of elders in the Siletz community.

The Title VI elders coordinator and the elders receptionist had 14,366 contacts and referrals through outreach, telephone calls, home visits, case management, information for elders, referrals and new/updated Elders assessments.

Ten elders worked as a direct result of the Elders Work Experience (WEX) Program, one of whom had not utilized this program before. Due to the COVID-19 pandemic, no elders worked after the week of March 27.

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. Elders are paid \$13.25 (minimum wage increased from \$12.50 on July 1) per hour with up to 40 hours of paid work per week, not to exceed 500 hours per calendar year. They accrue no leave or benefits.

Elders worked at Basile Construction, Siletz Head Start classroom, Scappoose Indian Education Program, Wee Wisdom Preschool, Siletz Planning Department, Siletz USDA, Becky-Sue's Gardens, Portland Area

Office and Taft Elementary School.

The Elders Program continues to partner with the Tribal Natural Resources Department to provide firewood for elders through woodcutting 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. We had two woodcuts this summer.

During the year, the elders were not involved in very many activities due to the COVID-19 pandemic. Elders Council meetings took place in January

and February but the rest were done virtually via Zoom. All other elder trips were canceled.

The council covered fuel and mileage costs for drivers to transport elders from the four areas to approved Elders Council activities, which totaled 537 one-way transports this year, all in the first quarter.

At the end of 2020, there were 906 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.

What a year it was for the USDA **Program**. Due to the pandemic, our client numbers were way up and then way down.

We were fortunate to be able to offer "disaster feeding" to our community. We were initially approved for 100 food boxes, but by the end of the first week, we had served almost 200 individuals so we requested an extension from USDA and were approved to serve 300.

Through CARES Act funding and USDA, we requested funds to purchase a used forklift for Salem and a new one for Siletz along with a much-needed ceiling fan for the Salem site. We also will request additional funds through the CARES Act to fix our walk-in cooler in Siletz and the roof of the Siletz warehouse.

We have also been approved to offer a bonus food package to our clients. Along with their usual shopping list items, clients can choose additional meat, fruits and juices, and additional vegetables, fresh or canned, along with bonus grains and rice. We were approved to do these bonus packages in the months of January, March and June.

We have also added some new products into the food package. We have already received shipments of frozen 4-ounce orange juice and 2-pound fully cooked breakfast sausage patties, and will soon receive Campbell's brand condensed cream of chicken soup.

The 477 Self-Sufficiency Program (477-SSP) coordinates funding from the following federal agencies: Department of Health and Human Services, Department of Labor and the Bureau of Indian Affairs.

In addition, we coordinate funding from the State of Oregon's Department of Human Services. We consolidate our funding into a single budget, allowing us to prioritize programs most in

demand. This reduces administrative costs and prevents duplication of services.

We help American Indian/Alaskan Native/ Hawaiian participants overcome barriers to employment and promote self-sufficiency by offering 15 distinct programs. We offer cash assistance through Temporary Assistance for Needy Families (TANF), Non-Needy Caretaker Relative (NNCR) and General Assistance for Single Adults (GASA).

We provide employment and training services through Classroom Training (CRT), Work Experience (WEX), On-the-Job Training (OJT), Direct Placement (DP), Core Service, Summer Youth Employment Program (SYEP), and Diverted Services.

In addition, we offer a Home Visiting Program that utilizes the Family Spirit curriculum. Once enrolled in services, we may offer child care assistance, support services, employment and wellness workshops, and culture activities.

Due to the COVID-19 pandemic, many of our goals and priorities changed. This report will focus on our pandemic and wildfire response.

477-SSP administered the COVID-19 Food Assistance Program and the Water/Sewer Assistance Programs. The food program processed 709 applications in 30 different states. These applications served 1,331 adults and 897 children in about seven months.

The Water/Sewer Program processed 464 applications in 24 states. These applications served 895 adults and 666 children in the same seven-month period.

Other COVID-19 Activities

- Created an electronic application process and waived certain eligibility criteria
- Provided compliance incentives to eligible clients
- Engaged clients on a monthly basis through phone, email or video conferencing
- Developed virtual family engagement activities
- Completed a technology survey to evaluate costs associated with virtual client workshops/trainings

Wildfire Response: 477-SSP modified our existing Emergency Assistance Program to assist Tribal members impacted by the Oregon wildfires.

We approved 55 households that were in level 2 or level 3 evacuation zones. We served six households that lost their home due to the wildfires.

Food Assistance Program Summary									
		Alabama	1	Indiana	2	Nebraska	1	South Carolina	1
Applications	709	Alaska	7	Iowa	1	Nevada	2	South Dakota	0
Adults	1331	Arizona	5	Kansas	1	New Hampshire	0	Tennessee	1
Children	897	Arkansas	5	Kentucky	1	New Jersey	0	Texas	1
IHBG Funding Total	\$13,576.44	California	34	Louisiana	1	New Mexico	1	Utah	1
U.S. T. CARES Funding Total	\$98,813.77	Colorado	4	Maine	0	New York	1	Vermont	0
Total Expenditures	\$112,390.21	Connecticut	0	Maryland	4	North Carolina	0	Virginia	0
		Deleware	0	Massachusetts	0	North Dakota	1	Washington	47
		Florida	0	Michigan	0	Ohio	0	West Virginia	0
		Georgia	0	Minnesota	1	Oklahoma	2	Wisconsin	0
		Hawaii	2	Mississippi	0	Oregon	565	Wyoming	1
		Idaho	4	Missouri	6	Pennsylvania	0	_	
		Illinois	0	Montana	5	Rhode Island	0	Total	709

Water / Sewer Summary									
		Alabama	0	Indiana	0	Nebraska	1	South Carolina	1
Applications	464	Alaska	1	Iowa	1	Nevada	1	South Dakota	0
Adults	895	Arizona	0	Kansas	1	New Hampshire	0	Tennessee	1
Children	666	Arkansas	2	Kentucky	1	New Jersey	0	Texas	1
U.S. T. CARES Funding	\$122,267.87	California	19	Louisiana	1	New Mexico	1	Utah	1
		Colorado	4	Maine	0	New York	0	Vermont	0
		Connecticut	0	Maryland	4	North Carolina	0	Virginia	0
		Deleware	0	Massachusetts	0	North Dakota	0	Washington	40
		Florida	0	Michigan	0	Ohio	0	West Virginia	0
		Georgia	0	Minnesota	0	Oklahoma	4	Wisconsin	0
		Hawaii	1	Mississippi	0	Oregon	368	Wyoming	3
		Idaho	3	Missouri	3	Pennsylvania	0	-	
		Illinois	0	Montana	1	Rhode Island	0	Total	464

Program expenses totaled \$41,042. Services included food, clothing, basic household items, personal sanitation items, transportation assistance and deposits/move in costs. The 477-SSP staff also assisted those impacted with referrals to various federal, state, county, nonprofit and other organizations for direct assistance.

477-SSP received a \$5,000 grant from United Way that supplemented program services.

477 Program Highlights

- Processed 277 TANF grants
- Processed 662 GASA grants
- Processed 286 applications with 155 new cases
- 811 outside referrals
- 2,720 client appointments
- 41 clients gained unsubsidized employment
- 198 clients had an overall successful case closure
- 1.406 combined open cases

In 2020, the **Indian Child Welfare Program** closed 18 children's cases – twice the number closed in 2019. Ten children were returned to parents, four entered guardianships and the remaining four "aged out" of foster care.

In these instances, Independent Living services were offered as well as credit education and readiness coaching. These services give foster youth the information and skills they need for that next big step.

The Siletz Tribe along with Tribes across Oregon continues to experience a shortage of foster homes. This shortfall impacts Tribal communities and the placement of Tribal children.

ICW is currently in a passive recruitment phase. This means ICW will follow the guidance of Tribal administration by minimizing contact with clients and working from home whenever possible. If an emergency placement resource needs to be certified to place a Siletz child, ICW staff will observe all safety measures and work to certify that placement.

The default case plan for ICW-involved children is to work a return to parent/parents or relatives. Guardianship with relatives is the preferred concurrent plan in the event that circumstances make it impossible for the children to return to their parents.

In all cases ICW staff makes every effort to identify and certify a relative or Tribal placement that is culturally appropriate for every Siletz child who enters foster care.

Since COVID-19 happened, ICW has been uniquely situated to provide our services remotely. In many instances our cases occur outside of our geographic and service area. Since that is the case, ICW was already prepared to conduct our work remotely. ICW has been able to nearly seamlessly apply those ongoing practices to our local work.

The one area that has been impacted is the foster home certification process. Due to safety concerns, staff is only certifying homes in urgent or emergency instances.

We are in the fifth and sixth years of our five-year grant for the **Siletz Tribal Vocational Rehabilitation Program**. We closed our fifth year with consecutive successful years of 100% + grant objectives fulfilled.

STVRP has been fully staffed for the whole year, which shows that STVRP has staff who are passionate and ambitious to help disabled Tribal members excel in the work force. STVRP has developed working relationships with all Oregon Tribes to help aid their Tribal members who reside in our service area and cannot benefit from their TVR, while continuing to provide services to a plethora of Tribal members from various locations.

STVRP provided services to 51 Tribal members this fiscal year. With 36 new IPEs (individualized plan for employment) to serve Tribal members and 15 continued IPEs from the previous year, STVRP has excelled with the grant objective as outlined, per funding allocation, at 150%.

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.

Vocational Rehabilitation Highlights

- STVRP is on the committees for WIOA (Workplace Innovation and Opportunity Act) implementation in our 11-county service area, which has fostered beneficial collaboration among state programs and STVRP.
- STVRP has developed state YTP (Youth Transition Program) services for our Tribal youth age 16-21 at Siletz Valley School for transitional services that are in tandem with STVRP and Oregon vocational rehabilitation services.

- STVRP has also met with staff and students at Chemawa Indian School to provide those same services and training.
- STVRP obtained an Advancing Disability Justice Grant for \$5,000 to help community disabled and LGBQT get together and learn from each other. We are going to focus on four different virtual learning sessions for those who are interested due to the COVID-19 pandemic.
- STVRP staff has stepped up to help Programs 1 with providing essential services to Tribal members in the 11-county service area during the COVID-19 pandemic and quarantine, and fire victims.

The Siletz Tribal Home Visiting

Program provides parenting and life skills for successful and positive parenting. We serve Siletz Tribal 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. Our numbers were down a bit due to the COVID-19 pandemic but as a team we worked through many obstacles to serve our Tribal families in the best way we could. Due to the current pandemic, the Tribe has taken on many programs to assist families in need.

Home Visiting has worked closely with other Tribal programs to assist our families with all the COVID-19 programs the Tribe has to offer. It has worked closely with social service programs in their county to find other local resources for clients, including help with food, housing and child care needs.

In January, 477/SSP put on a monthly training in each of the four Tribal offices. Chris Sherrod and Kathy Kentta talked about the Healthy Traditions program. They provided information on foods and plants our ancestors hunted and gathered and also talked about how the program can support our Tribal members.

In February, 477/SSP invited Eli Grove to come to each area office and do a presentation on emergency preparedness. He talked a lot about water supply, food supply, shelter, heat and everything else you need to know if a natural disaster would occur.

Due to COVID-19, we were not able to schedule any formal activities like we normally do. We did send clients fun activities like scavenger hunts and other things they could do safely at home. Home visiting staff provided care baskets to our families participating in the program. Each bas-

ket contained diapers, wipes, laundry soap, fabric softener, stain remover and trash bags.

In July/August, we partnered with the Coos
Tribe to offer a six-week online parenting workshop that was open to the community with
morning and evening sessions. Topics included
Traditional Native American Parenting in
Contemporary Times; Guiding Lessons in Story
Telling; Talking about the Pandemic to Children;
Home Self-Care, Routine and Harmony; Social
Media – Friend or Foe; and Learning from Mother
Nature – Our Teacher.

Home Visiting worked in collaboration with the Education Program to create early learning Tribal language children's books. Our vision is to create at least four different books to introduce early readers to our Tribal language.

As a group, we have decided on the story lines and plan to have Tribal members of all different ages and skill levels volunteer to do the illustration. We decided to focus on one book at a time. By the end of the year, we had received all the drawings to complete the first book.

We put on a family engagement activity for Siletz families who received a list of family fun activities to complete. They took a photo of each activity as they completed it and sent it in as proof. We offered prizes and then decided to create photo books and sent them to the families who participated.

The 477/SSP coordinator worked with Head Start of Lane County to get a Tribal-specific classroom in one of their sites. We had an advisory group and met once a month until COVID hit hard, then we stayed connected via conference calls.

Head Start of Lane County submitted its 2020 grant and it included the Tribal classroom. In August they hired teachers for the classroom and children enrolled. The open house was placed on hold and kids are doing classes via Zoom, but we are excited to have a Tribal classroom.

The Produce Plus program served 550 households throughout the year, totaling 1,699 people served.

Home Visiting Highlights

- Four families successfully graduated the program
- Completed 196 home visits
- Enrolled six new families
- Three new babies born in the program
- Served seven of our 11 counties

During 2020, Programs 1 departments and staff continued to work collaboratively on a number of projects, including coordinating the COVID Food Distribution Program and the COVID Water Program. We also worked with Community Health to distribute care packages to all Siletz Tribal elders. We have combined with various other Tribal staff to conduct these activities.

All Programs 1 staff participated in a virtual team-building activity in December 2020. While this was far different than the team activities we've held in the past, it was the best attempt to gather us all for the purpose of building connection and providing some training.

The Programs 1 Department remains fully staffed, with the exception of on-call elder transporters in Eugene and Siletz, the Vocational Rehabilitation Program coordinator and the foster family coordinator. At this time with COVID restrictions being set out further into the future, we are currently not recruiting for any of these vacant positions. This will be re-assessed and acted on when we begin our return to the workplace.

All Programs 1 staff are able to work remotely from their homes. The Programs 1 workplace emphasis remains fully on serving clients in a timely manner. Every program component that we can conduct continues at the same service level as pre-COVID.

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

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



Gladys Bolton and Craig Whitehead



"Disruption caused by the COVID-19 pandemic defined the year 2020 as school closures and office shutdowns forced a dramatic reorganization of program operations. Through the uncertainty, staff sought to maintain a sense of continuity for students and families by maintaining uninterrupted services, resources and opportunities while cultivating virtual spaces where Tribal students of all ages had the opportunity to build connections with their peers, Tribal community and culture." Nick Viles

Nonetheless, Program 2's staff accomplished many things and continued to provide many of the usual services, some with adaptations, but none in person.

In a normal year, Programs II provides the following services: Child Care, Head Start, Culture, Education, Traditional Arts and Language, Pow-Wows, Run to the Rogue, Culture Camp and Youth Services.

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

In 2020, Programs 2 staff continued excellent team development, collaboration and coordination on numerous projects, although the following were suspended:

- Easter Egg Hunt on the 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
- Nesika Illahee Pow-Wow, a three-day event in August
- Run to the Roque, a three-day event in early September
- Restoration Pow-Wow in November to celebrate the restored recognition
 of the Tribe by the federal government
- Tribal Youth Education and Employment (TYEE) Program that provides summer jobs and learning experiences
- Winter Solstice in December to celebrate the change of season
- Culture classes scheduled throughout the year

We continued with:

- Student Incentives, an award for graduating students in all levels
 of education
- Higher Education, Adult Vocational Training, Adult Education, JOM and Youth Fees funding



Kitti Kavanaugh cooking salmon at the Nesika Illahee Pow-Wow

A workshop on higher education, as well as ongoing information.

Child Care: Services are rendered from the Tribal administrative offices and provided to families who were employed for respite care or participating in training or education activities. Applications for the program are available at each area office and at the front desk at the Tribal admin building. Additionally, clients can request to have an application mailed directly to them.

We maintain lists of providers who are currently registered with us and provide these names to families upon request. We also refer and help families utilize the Child Care Resource and Referral services in their area, and assist providers with meeting the State of Oregon's child care provider requirements.

At this time we have six providers certified in Siletz; no providers in Salem; one provider in Portland and one provider in Eugene.

We served 23 children throughout the 11-county service area – seven Siletz-area children, one Salem-area child, nine Portland-area children, one Eugene area child and five children at the Tenas Illahee Childcare Center.

Cultural Resources: Culture Director Robert Kentta represents the Tribe on cultural issues and participates in various work activities, such as site protection, as well as in state, regional and federal meetings by Zoom. All work was completed in 2020 within the parameters of COVID.

Robert is the cultural resources issues contact person for the Tribe, such as Tribal laws and traditions, government policies, and applicable local,

state and federal laws (e.g., NAGPRA, etc.). He is also responsible for implementing the Tribal repatriation policy.

He reviews archaeological permits and coordinates with other Tribal, state and federal agencies to ensure protection whenever possible. Our ancestral lands cover all of Western Oregon and we are responsible for any investigation of ground disturbance, legal or illegal.

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.

Robert has expanded Tribal cultural and historical/archival collections with the assistance of staff member Peter Hatch. Phase II of the culture complex, which is the museum, is now under the Siletz Tribal Arts and Heritage Society.

Education: "While the COVID-19 pandemic was still with us, we continued to adapt our services to the membership. During the fourth quarter we continued to deliver all youth activities via virtual/digital format, but found more creative ways to engage with our students and families. All education services during the fourth quarter were provided via telephone, Zoom and email. The Education Department has become efficient at the use of Zoom, Microsoft Teams, Google docs and approved Tribal social media formats to advertise activities. We have been very successful at engaging with youth and students via these formats. We also continue to get information to the membership via our local area office and larger Siletz newsletters." Alissa Lane-Keene

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

They help organize and work during the Youth Conference and Culture Camp. The education specialists also work and participate in Run to the Rogue and both Tribal pow-wows; conduct cultural presentations at area schools and organizations; sit on scholarship committees; and one is the chairman of the Chemawa School Board.

Johnson O'Malley (JOM) activities are included in supplemental education, such as tutoring, providing school supplies and numerous educational, recreational and cultural activi-

ties, as well as working with local schools, with the Title VI Indian Education Association and with public schools in their area.

Number of Students Served through Education	n Program
Child Care	23
Head Start	109
Adult Education	48
Higher Education	156
Adult Vocational Training	33
Supplemental Education (JOM)	1,011
Tribal Youth Education and Employment (TYEE)	0

Head Start: Due to COVID-19, all classrooms closed mid-March 2020 and then offered virtual services.

We have an excellent Head Start program that prepares 3- and 4-year-olds for entering kindergarten.

An average of 109 children were enrolled in four programs located in Siletz, Salem, Lincoln City and Portland. Average enrollment for 2020 was 74% American Indian children – 73% were Siletz Tribal children and 27% were other Native. Of the children enrolled, 12% met the criteria for special needs.

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

Language and Traditional Arts: Monthly Athabaskan language classes in each area office were suspended mid-March due to COVID. Bud Lane has developed language CDs and DVDs for home study for Tribal members.

The Athabaskan Language Dictionary is available for Tribal members on CD, a hard copy and on the Tribal website. Other components of the language also are available on the Tribal website. Tribal members can access Siletz Dee-ni, Volumes 1, 2 and 3. More components will be added periodically.

The Language Program has produced material for our Head Start program. Language classes are taught at Siletz Valley Schools through the 12th grade. Level 2 Athabaskan is available to high school students who have already taken level 1.

"All CDs, DVDs, sound files, our dictionary and lesson plans, songs and other learning aids are all created by the Language Program. All materials are reproduced, copied or burned by the Language Program, with the exception of the hard copy of the Language Dictionary, which will need to be reprinted from time to time by professional printers. The Talking Dictionary is completely recorded and I also continue to go through our own Tribal audio archives and using a sound editing program, find and isolate words and phrases into audio wave files from many different Siletz speakers. These files will be integrated into the Talking Dictionary in place of my own language recordings so we will have a good representation of many different Siletz speakers in the dictionary. I am also working on a key to identify the individual speakers and their Tribal origins as much and as accurately as possible. There are now 10,555 entries, 10,313 audio files and 203 images entries in the Talking Dictionary. The Talking Dictionary is accessible on the Language Project website." Bud Lane

Bud retired from the Traditional Arts and Language program in August. The position is now filled by Nick Viles.

Cultural Education and Events:

"The past year was one like none that I have experienced. 2020 carried with it the COVID-19 pandemic and changes for all aspects of life, work and community. Over the last year change was the one constant. These changes made me look to technology and outside-the-box thinking in my position as the cultural education director. The inability for us to gather eliminated the possibility for any of our traditional events to take place. Our department responded by formulating a plan to move aspects of our beloved events onto a secure platform online where our membership could participate safely from their homes. This was a balancing act and careful consideration was taken as to what elements would be shared via this method. We looked to the past and took direction from our ancestors who dealt with pandemic in the 1920s. Many of the things we do are steeped in tradition and this was anything but a traditional year. This last year was a one of learning and has shown me that we are capable of acclimating and adjusting to meet any challenge."Buddy Lane

COVID-19 pandemic: The pandemic has changed the way we provide services to our membership. During the year we continued to create digital events in the place of our large in-person gatherings, like Culture Camp, Nesika Illahee Pow-Wow, Run to the Rogue and Restoration Celebration. We have utilized email, G-drive, Google docs, YouTube and Vimeo to provide services safely.

- Virtual Culture Camp: With COVID-19 preventing us from gathering, we developed Virtual Culture Camp, which started July 14 and was accessible for two weeks. Traditionally Culture Camp is only three days, but we added the additional time for participants to do all activities, lessons and crafts.
- Nesika Illahee Pow-Wow Tribute: This was an online event taking the place of our beloved pow-wow. A coordinated effort was made to produce slideshows and videos to pay homage to all those who came before us and helped contribute to making our event so special. We assembled a collage of photos from all eras of our celebration. One of our Siletz drum groups provided its songs for us to use. We also displayed pow-wow artwork from past events. We created a past royalty video with past royalty courts. This was also temporarily displayed our Tribal website.



Tony Whitehead next to his mom, Betty Whitehead

Digital Run to the Rogue: This was a digital event to take the place of our traditional Run to the Rogue during the same dates in September. We assembled information about the sites we pass on the run and created maps of the route we run and historical markers along the way. This allowed people to experience the run in very different way. Photos, direct quotes, and village places and names helped breathe life into the stories we are told about the places we pass every year on our trek to our ancestral homelands.

Youth Services

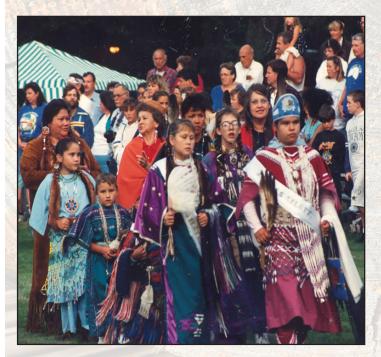
- ♦ Non-School Day Newport Cinemas "Onward": This was our last hands-on event before COVID-19. Newport Cinemas is always so easy to work with and very helpful.
- 2020 Virtual Youth Conference: This was a very different Youth Conference compared to our previous ones, but it was a great experience with great turnout to match. The key speakers were amazing and kept youth in tune to the activities. It was also great seeing all the youth over the Zoom call and learning how everyone was doing.
- Tribal Youth Facebook Page: This established outreach to our youth about upcoming activities and events, and also ensured safety for staff and youth.

















The Enrollment Department is under the Planning Department within the Tribal organization. Enrollment staff consists of one full-time and one part-time (20 hours) Enrollment officer. The half-time position was vacant from September 2020 through the end of the year. The Planning clerk provides backup to the Enrollment officer.

Enrollment staff operates under the Enrollment Ordinance as their guide of policy and procedure. The Enrollment Ordinance and all Enrollment forms can be found on the Tribal website.

It is important for Tribal members to keep their contact information up to date with the Enrollment Department. Not having an address on file with Enrollment causes items such as Tribal publications, Tribal Court notices, per capita payments and election information to not be received by the Tribal member.

The Address & Contact Information Update form can be found on the Tribal website, requested via email from angelar@ctsi.nsn.us or requested to receive one via mail by calling the Enrollment Department at 800-922-1399, ext. 1258, or 541-444-8258.

The quarterly deadline for actions affecting the Tribal membership roll is the first Friday in the months of January, April, July and September each year. There is a blackout period from Dec. 1 through Election Day on the first Saturday in February the following year, where no new enrollment of adults or name changes that would affect the voting process of the election are made.

Effective April 11, 2020, a DNA test is required for all applicants, regardless if their Tribal parent is the mother and/or father, with the Tribe paying for the cost of the first DNA test. See §2.309(e)(3) beginning on page 14 of the Enrollment Ordinance for more information.

Once an application is submitted, Enrollment staff will work with the applicant to schedule the DNA sample collection at a lab near their home.

The Enrollment officer reviews requests affecting the Tribal membership roll – applications, name changes, blood quantum corrections, relinquishments and removals. The Enrollment officer is the staff representative for the Enrollment Committee.

The Enrollment Committee meets on a monthly basis, generally the second Wednesday of each month, except during the blackout period. Requests are reviewed by the Enrollment Committee in the months of February, May, August and October.

The committee makes a recommendation to Tribal Council that is publicly posted for 20 days in the area offices and on the Tribal member area of the website. Tribal Council makes the final determination on all actions

affecting the Tribal membership roll. Their determination is publicly posted in Siletz News, in the area offices and on the member area of the Tribal website.

The current Tribal membership roll is updated after the quarterly actions by Tribal Council and posted on the Tribal website under the member area and Enrollment Posting tab. The "Termination Roll" and "Restoration Roll" can also be found there. Quarterly enrollment actions by Tribal Council occur in the months of March, June, September and November annually.

The Enrollment officer is responsible for overseeing and administering the death benefit program. The Siletz Tribe provides a death benefit of up to \$6,000 to cover funeral expenses for all Tribal members, adults and children.

There is also a \$1,000 benefit if the Tribal member designates a beneficiary. There are just over 1,500 Tribal members (27%) with no designated beneficiary on file. The Funeral Assistance and Benefits policy as well as a brochure can be found on the Tribal website under the Enrollment section.

The Tribe also has caskets with a Tribal Pendleton blanket liner provided at cost to Tribal members that can be charged against their funeral benefits. Caskets will be delivered within the 11-county service area for a fee.

If a Tribal member is not sure if they have a beneficiary on file or don't know who it is, they should update the form by printing it from the Tribal website or contact Enrollment staff to have a form mailed.

In July 2020, the Enrollment Department sent out a survey packet for COVID-19 effects, general socioeconomic information and a free space for needs/input to be used for planning purposes, with a **45.1% response rate from Tribal households**. The Planning Department intends to send out an annual survey beginning in 2021.

In 2020, the Enrollment Department was responsible for the physical preparation and mailing of the Tribal member distribution checks. One Enrollment Committee member volunteered their time to assist with preparing the mailing.

There were 4,047 Tribal members eligible for a per capita check on July 1, 2020. Twenty-six checks were not mailed that were "Missing Moccasins." Twenty-one checks were returned by the post office as "undeliverable" and only three were not able to be mailed back out by Aug. 21, 2020.

To ensure that per capita checks are mailed to the correct and current address, Tribal members should update their address as soon as it changes but no later than July 1 each year. The Address & Contact Information Update form can be found on the Tribal website and submitted via email, fax or mail.

When Tribal offices are open to the public, Tribal ID cards can be obtained in four ways:

- Contact the Portland, Salem or Eugene area
 offices to schedule a time to go in to have your
 photo taken and signature captured for the
 Tribal ID card to be mailed to your current
 address on file
- 2. Come to the Siletz Enrollment office. Calling ahead to make sure the ID system is in the office that day is a good idea but not required to get your ID card issued in person
- 3. Attend one of the Tribal events that the Tribal ID machine travels to, which will usually be advertised in Siletz News, local newsletters and/or a banner at the event
- 4. Complete the request form found on the Tribal website and email a photo as the instructions on the form require. This option is always a possibility regardless of if the offices are open to the public or not.

Enrollment staff are also responsible at minimum for the following direct services to all Siletz Tribal members:

- Maintaining Tribal member contact information and enrollment files for Tribal administration
- Issuing Certificate of Indian Blood (CIB) that can be requested by phone or email
- Issuing Tribal IDs
- Researching Tribal family trees. Copies can be provided to Tribal members by submitting a request by email.
- Providing certification of Tribal member enrollment to the Bureau of Indian Affairs (BIA), U.S. Fish & Wildlife (for eagle feathers/ parts), American Indian Graduate Center, Cobell Scholarship and other agencies as requested by Tribal members
- Maintain and update Signature Verification Form for Tribal elections in accordance with the Election Ordinance
- Mailing and coordinating Tribal member distribution checks

2015-2020 Statistics for Enrollment

Population						
	2015	2016	2017	2018	2019	2020
End of Year Population	5,065	5,106	5,210	5,347	5,484	5,547

Actions Affecting the Tribal Membership Roll approved by Tribal Council								
	2015	2016	2017	2018	2019	2020		
Deceased Removals	26	34	21	24	34	32		
Loss of Membership	0	1	0	0	4	0		
Relinquishment of Tribal Membership	1	2	1	1	1	2		
Blood Quantum Corrections Approved	74	55	408	168	218	53		
Name Change	36	28	28	27	28	19		
Rejected Applications for Enrollment	14	8	7	11	9	9		
New Tribal Members	108	76	128	189	176	96		
Voter Registration Cards Updated	75	393	22	45	50	60		

Direct Tribal Member Assistance									
	2015	2016	2017	2018	2019	2020			
Office Visits (walk-ins)	571	646	485	479	590	25			
Outgoing Mail	954	1,126	2,069	1,214	3,987	1,183			
Phone Calls	6,156	N/A*	4,762	2,976	3,881	4,318			
Address Changes	2,761	2,025	1,573	1,465	1,574	1,112			
Family Tree	23	40	54	40	57	38			
Certificate Indian Blood (CIB) issued	207	83	717	449	516	316			
Tribal ID issued	737	1,073	875	903	985	464			

Death Benefit Program Oversight & Administration						
	2015	2016	2017	2018	2019	2020
Beneficiary Form Updated	1,002	694	210	116	259	118
Caskets Sold	0	2	4	6	8	7
# of Tribal Members Benefits Issued for	22	33	19	26	34	36
Program Expenses	\$37,630	\$213,856	\$119,671	\$157,883	\$232,308	\$226,876

^{*}Phone system not able to track calls for the full year

To request information from the Enrollment Department, contact:

Telephone: 800-922-1399, ext. 1258, or 541-444-8258

Email: angelar@ctsi.nsn.us

Mail: P.O. Box 549, Siletz, OR 97380-0549

Fax: 541-444-8296



STBC describes 2020 as the year filled with change, challenges and accomplishments. A new commercial property manager came on board in the beginning of March, the same time COVID-19 was declared a pandemic. Siletz Tribal offices were closed, the casino was closed, RV parks were restricted and many of our tenants' businesses were closed.

At this point, STBC took a proactive position and implemented a COVID Rent Relief policy that allowed tenants to suspend payments for up to five months. These payments were divided over several months and will be repaid over time. Three tenants took advantage of this rent relief program. Because of this policy, STBC was able to keep its existing tenants in place.

In addition to retaining its existing tenants, STBC executed seven new leases with a total of 38,542 square feet and renewed four leases with a total of 46,824 square feet, for a grand total of 85,366 square feet.

The occupancy rate of the commercial real estate properties managed by STBC and Siletz Management, LLC (SMLLC) ended the fourth quarter of 2020 at 91%, up from 71%, the highest level since 2015.

STBC's bottom line for 2020 shows lower expenses overall due to streamlined staffing and operations. STBC staff continues to monitor costs and evaluate systems to improve its overall efficiency.

Personnel: STBC ended 2020 with a commercial property manager and a loan administrator/office coordinator, and an open position for a commercial property specialist.

Financials: Overall, STBC had a positive net income in 2020, mainly due to the addition of several new tenants and the increase in monthly lease revenues.

Hee Hee Illahee RV Resort: Due to the state of Oregon's COVID-mandated RV park closures and limited use restrictions, Hee Hee's revenue was lower than projected. When Oregon lifted its restrictions, however, Hee Hee immediately began to see its occupancy rate improve and it ended 2020 with a positive revenue stream. Hee Hee ended 2020 up by 11%.

Logan Road RV Park: Unfortunately, not only did Logan Road RV Park experience the same mandated RV park closures and restrictions as Hee Hee, the closure of the Chinook Winds Casino also had a negative effect on Logan Road's occupancy rate. The park ended 2020 with lower revenue then projected.

The STBC/SMLLC-managed properties generated an overall combined profit for 2020 and reduced expenses.

Information Technology Services: STRCP upgraded its loan processing software to Loan Servicing Soft. The new software streamlines the data entered and cuts staff time in half. The new software is a one-entry version vs. the old software that required three separate entries through multiple providers.

In addition, STBC added a commercial real estate software program that allows staff to manage leasing, maintenance requests, vendors, tenant screening and more. These process improvements are making our process as efficient and effective as can be.

Properties: As mentioned above, STBC executed seven new leases and renewed four leases this year.

Also as mentioned above, the occupancy rate of the commercial real estate properties managed by STBC and Siletz Management, LLC ended the fourth quarter of 2020 at 91% (excludes the Siletz-Yaquina Riverfront Industrial Property).

Deferred property maintenance included:

- Replacing Harbor Freight's roof
- Replacing new HVACs with state-of-the-art filtration systems on all properties using CARES Act money
- Installing touchless technology at all properties using CARES Act money
- Installing thermal imaging technology at all STBC and Tribal offices managed by STBC using CARES Act money
- Installing new upgraded energy-efficient LED indoor and outdoor lighting at several properties using Energy Trust of Oregon's Small Business Energy Savings Grant money

Depoe Bay Building: Suffered a revenue loss due to COVID-19 for both the apartment and ground floor retail/restaurant space. In addition, the building experienced a fire in December. According to the Depoe Bay fire marshal, the tenant accidentally started a fire in the second story apartment. Most of the damage was contained to the residence portion of the premises.

Siletz-Yaquina Riverfront Industrial Property: Generated an increase of revenue in 2020 compared to 2019 due to a new tenant and an annual lease increase from

existing tenants.

STBC continues to work with Stantec, an environmental consultant firm, to perform an environmental site assessment and brownfield remediation study on the properties utilizing the EPA brownfield grant and STBC funds.

Salem Trust Property: Executed three new leases and generated a profit for 2020 while retaining its existing tenants. STBC signed a Native landscaper to perform monthly and annual maintenance for 2020.

Salem Flex Building: Generated a profit in 2020 primarily through cost control



management of expenses and no large capital maintenance projects. The building remained fully occupied throughout 2020 and is expected to remain fully occupied and generate a profit in 2021.

Siletz Gas & Mini-Mart: Generated a profit in 2020. This property changed hands and the building is currently undergoing a complete remodel. The cost of the remodel is the sole responsibility of the new tenant. In addition, monthly revenue was also increased.

Lincoln Shores Building: Generated a profit. It remained fully occupied throughout 2020 by Tribal entities and is projected to remain fully occupied and generate a profit in 2021.

Logan Road Parking Lot: Generated a profit in 2020. STBC executed a two-year lease with FEMA for the families who lost their homes in the Echo Mountain Complex fire in Lincoln County. FEMA added infrastructure to the property at its sole cost and the monthly lease payments were increased by 33%.

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

Salem Development Properties 2.0: Revenue was down in 2020 due to tenant improvement costs and the COVID-19 rent relief program. Both these expenditures, however, will generate a greater revenue flow in 2021.

STBC awarded the 2020 landscaping contract to a Tribal member company and its 2021 focus is on cost control management of the building and properties.

STBC executed three new leases at this location in 2020.

Program (STRCP) worked to continuously improve its operations and fulfill one of its primary missions to assist Tribal members with access to resources through a business, consumer or home improvement loan.

STRCP finished the year issuing 25 consumer loans and one business loan for a total of \$110,680. Twenty-nine loans were paid off in 2020, with only three past due.

The STRCP board thoughtfully reviews all loan applications and actively encourages applicants to learn more about Tribal resources available to them and outside of STRCP, and to also gain business knowledge training should they pursue a business loan. It looks forward to continuing the betterment of the loan program for the benefit of the Siletz Tribal membership.



Denise Garrett sashing the 1989-1990 Miss Siletz



An honor dance at the Nesika Illahee Pow-Wow



We had a strong kick-off to 2020 with King of the Cage, Super Party, promotions and two strong headline entertainment events with Three Dog Night and Dwight Yoakam. The Newport Seafood & Wine Festival was bigger than ever and our momentum was strong heading into March ready for a strong spring break.

As we all know, in March the global pandemic was looming and it was clear tough decisions were coming our way. When we decided to shut down the resort on March 17, we didn't know exactly what was coming but we knew we would make the best of what we were being handed.

During each closure due to COVID and the Echo Mountain Complex fire, our team pulled together across departments and put our best foot forward. The Security Team remained on site to secure the grounds as well as various members from each department to continue sanitation, communication and meals.

Throughout the year we pivoted quickly to make decisions on events such as our anniversary; Beach, Bacon and Brews; Surf City; and Celebration of Honor as well as promotions and ticketed events. We successfully reopened each time with positive feedback from our team members and guests, securing our position as a leader not only in our community, but in the Oregon gaming industry as well.

Marketing: Helped implement a safe and fun place for guests to visit on the Oregon Coast. Promotionally we brought new and exciting drawings to the casino, including Behind the Mask, Chinook Stimulus and Pick Your Poison, while maintaining our monthly slot tournaments. We also transitioned our Bearable Mondays to Ducking Mondays and our Money Honey to Wednesday Hump Day to give our guests more variety of games on the promotional kiosks.

Although we had to cancel some events, we successfully modified outdoor events like Surf City and Celebration of Honor as well as indoor events like Comedy on the Coast and the popular Halloween party.

Our Marketing Team was challenged with providing promotions with protocols that made our guests feel comfortable while keeping them engaged.

We continued to maintain a strong signage presence regarding our COVID precautions throughout the resort and continued to engage our social media community in all the offerings at Chinook Winds. Our queuing system as well as sanitation staff set us apart from all other casinos while we welcomed our quests and team members back to their favorite gaming venue.

We successfully launched the Chinook Winds mobile app that allows our team to send immediate updates to our quests who choose to opt into

staying up to date on events and promotions at the casino. In October we hosted a well-attended Halloween party requiring the teamwork of Marketing and Security to ensure an inviting environment while continuing to enforce face coverings and social distancing.

Our overall focus this year has been to engage our guests and team members to feel calm and secure in the state of uncertainty we are in and offer them a place they can enjoy safely.

Media and Social Engagement:

The Public Relations Department garnered more than \$2.9 million dollars in earned media this year, including regional and national coverage. Consistent messaging and media interviews built a partnership with multiple outlets such as KPTV, KATU, KGW and local newsprint sources. Chinook Winds became an information source not only for Oregon casinos, but Lincoln County as well regarding COVID and the Echo Mountain wildfire.

This was a challenging year for not just social media but also for businesses and life. We went from having the entire 25th Anniversary year scheduled to embracing the new normal of change. Because of this quick change in the world and increased focus on the technologies that bring us together, Chinook Winds was able to flourish under unique circumstances.

We sent virtual postcards of the "People Coast" to everyone stuck at home from the Chinook Winds social media pages. We not only sustained our online audience, we also were able to grow and get to know our followers on a whole new level. This truly shows in our top post from the year as people genuinely cared as the casino evacuated in September and celebrated when we reopened to share why It's Better at the Beach inside and out!

Operations: We installed stadium-style electronic table games and have 12 socially distanced machines that offer Blackjack, Three Card Poker, Roulette and Baccarat. We are the first casino in Oregon to offer these games to our guests. The electronic table games have allowed us to offer more games to our guests while keeping them safe and also reduced our overall payroll costs.

In Slots we made the decision to reconfigure several of our slot sections for social distancing and created a new section in our convention center. This way, our players could still find machines to play while staying safe.

The Bingo Department had a great year despite COVID. Seven of the 12 months in 2020 were record months for Bingo. We will continue our successes into 2021 by increasing our player base through unique and fun events and promotions.

Our Sports Wagering Department had a very successful Super Bowl, taking in more than \$400,000 in bets for the game.

Food and Beverage: This was an unprecedented year for all areas of our Food & Beverage Department. We welcomed in the New Year with great excitement and anticipation of another successful one. March, however, hastily introduced us to the beginnings of what would become our "new normal" and our adaptability was quickly put to the test.

After the first closure, the buffet reopened as a new food court-style venue and all other dining outlets were thoroughly assessed and adapted to a service model we felt we could safely operate under the new restrictions. All areas incorporate social distancing for our guests while also allowing our team members to feel safe while performing their duties.

Little did we know that the year held two additional closures we would have to navigate before it was over. Each closure presented additional challenges our team successfully overcame by commitment, adaptability, creativity and overall perseverance.

2020 may not have manifested the way we originally imagined, but the end result was a positive one where our team felt our appreciation and our guests are thankful for all the extra efforts we made to bring them back to a safe environment and allow them to continue to safely enjoy their visits with us.

Project Team

- Completed buffet remodel for salad bar and desserts
- New automatic doors for quest smoking room
- New storefront doors and metal doors at employee entry
- New roof caps for AHU 7 and RF2
- New electrical panels for lighting on gaming floor
- Installed new motor for deli hood
- Installed 4 new smoke eaters on gaming floor
- Completed suites building remodel
- Installed new fire alarm system
- Completed skybridge project
- Installed new 6-ton HVAC unit for elevator room

- Installed new Hardie plank siding on marketing/child care building
- Fresh new paint above the escalator/atrium area
- Completed painting on ocean-side rooms in buildings B,C and D

Golf and Hotel: The global pandemic was the story of 2020. In the hotel, we closed and reopened with additional safety protocols in place for employees and guests and had a respectable year. The main change in customer behavior was how long before a trip they would book their room.

The golf course saw closures during at least parts of four months (March, April, September, December), but saw revenue for rounds and cart rentals increase 10.7% vs. 2019. We reopened with safety protocols in place, but the pandemic prevented the fitness center from operating most of the year.

The gift shop reopened with safety protocols in place and managed to control inventory levels through the changing environment.

Human Resources: 2020 spared no department at Chinook Winds a host of unforeseen challenges, including the Human Resources Department. We have never handled the return of hundreds of employees to work at the same time. We have had to work through all the uncharted waters of being the biggest employer in Lincoln County during a national pandemic.

We have faced massive turnover. Before the pandemic, Chinook Winds had 739 employees and we are now down about 100. The reduction in personnel continues to put a strain on the employee work experience.

With Covid-19, we have suspended what would usually be annual employee events and in-person training. A lot of the traditional ways we would engage with our teams have been taken away as options, so we need to get creative.

We hope the worst is behind us as we learn to adapt to a world that might never go back to what it was. We are revisiting processes to look for ways to be safe but still create positive relationships with our fellow team members and make their employment experience at Chinook Winds a great one.



Celebrating 25-year employees during a pandemic year – Barbara John and Abe Martin



Chairman
Delores Pigsley
Vice Chairman
Alfred "Bud" Lane III
Secretary
Sharon Edenfield
Treasurer
Robert Kentta







Loraine Butler



Reggie Butler Sr.



Sharon Edenfield



Robert Kentta



Alfred "Bud" Lane III



Delores Pigsley



Angela Ramirez



Selene Rilatos



Log in at the top of the home page. Enter your Tribal Enrollment number and the last four digits of your Social Security number. Visit the Tribal Members Only area on the Tribal website - *ctsi.nsn.us* - for enrollment postings, Tribal resolutions, language study materials, Nesika Illahee newsletter, Tribal member unclaimed funds, ordinance review, Healthy Traditions, Tribal Council minutes, Paul Washington Cemetery details and other information.





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 loganroadrypark.com

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



