

Confederated Tribes of Siletz Indians 2011 Annual Report



Chairman's Message



Delores Pigsley

Our book, *The People Are Dancing Again*, was widely promoted at schools and university book signing events. It was shared with all Oregon schools, lawmakers, county commissioners and people who have a need to know and understand our history. We are so proud of the book and Professor Charles Wilkinson for telling our story.

We were pleased to receive a Lifetime Achievement Award from the Board of Directors and the Board of Regents of the Museum at Warm Springs.

The Tribe also was fortunate to be asked to participate in the Siletz Festival at the National Museum of the American Indian in Washington, D.C. Feather dancers were a big hit at the museum along with other tribes' activities.

2011 was a banner year for having certain parcels of land taken into trust by

the Bureau of Indian Affairs. The system to accomplish this is lengthy and costly to the Tribe. The results, however, will allow us to build more homes and use the land for economic purposes.

Legislation was introduced in the U.S. Senate to designate our 1855 treaty boundary as the boundary to use to take land into trust in the future. Our senators introduced the legislation that leads the way to a like bill being introduced in the House of Representatives.

This is a result of our issues with the present system. We are pleased that our Oregon senators have listened and assisted the Tribe.

Although the economy is still suffering, Tribal members have many reasons to be thankful for where we live and the services available to us as Tribal members. We hope 2012 will show great improvements and success for our Tribe and Tribal members.

We must always remember and respect those Tribal members who have gone before us and worked so diligently to better our lives.

We also should give thanks to all our veterans. Only a few of our World War II veterans are alive today. We salute them all.

On the cover:

A bald eagle takes flight from a tree across the Siletz River from the Tribal administration building on a cold, sunny day in March.

(photo by Diane Rodriguez)



Clan Chief Adam Dick (Kwaxsistalla – Kwakwaka'wakw Nation, British Columbia); Delores Pigsley (Siletz, Oregon), Nora Marks Dauenhauer (Tlingit, Alaska), Charles F. (Chuck) Sams III (Cocopah Nation, Oregon) and Wayne Warren Don (Cup'ig/Yupik, Alaska) gather together at the Ecotrust Indigenous Leadership Award ceremonies in November. Pigsley received the highest honor the organization bestows.

(photo by Diane Rodriguez)

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Administration

Sharon A. Edenfield, administrative manager, oversees Accounting, Fringe Benefits, Information Systems, Public Works, Facilities and Fleet, Property and Procurement, and Administrative Support staff. She also serves as BIA self-governance coordinator, plan administrator and trust officer. Additionally, she serves as a member to the Audit Committee, Investment Committee and staff representative to the Budget Committee.

The **Accounting** Department continued to function smoothly throughout 2011. CY2010 tax information was mailed out in a timely manner and the audit of 2010 results was completed in May. The firm Egghart & Associates in Reno, Nev., performed the audit, completing its fifth year with the Tribe.

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

- A new device was installed to assist IS in addressing issues in the area offices. It allows IS staff to remotely log into work stations from the main office, which makes staff time more efficient and saves travel costs.
- In coordination with Best Buy and the Geek Squad, four new monitors were installed in the Tribal Council chambers for presentation purposes. Now a presenter can use PowerPoint presentations and council members can easily view what the presenter has on his or her laptop.



*Cameron Fisher, Madison Metcalf, Mahala Fisher and Elka Fisher sell lemonade to raise money for the American Red Cross.
(photo by Diane Rodriguez)*

- The phone system was updated to a more current version that allows usage of the most current tools.
- Thirty-three new workstations and laptops were ordered, with the oldest machines switched out and excessed.
- Staff researched, ordered and installed a new optometry retinal camera monitor.

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

- Provided assistance with 12 funerals
- Maintained and mowed 167.11 acres
- Completed all required testing of water systems for EPA
- Painted the exterior of the Tribal Community Center and comfort station
- Assisted the Tribal veterans coordinator with installing nine flag poles at the Veterans Memorial
- Installed energy-efficient exterior lighting and renovated the pow-wow grounds because of a Crain fly infestation.

The **Facilities and Fleet** Department maintained 42 GSA vehicles and 24 E-Plate vehicles. The Tribal community center was utilized for 242 events.

The **Property and Procurement** Department filled 496 requests from stock inventory and purchase orders for a savings of \$76,117.51. It held quarterly excess sales and completed physical inventory.

The **Administrative Support** staff provided daily clerical assistance to central administration managers and other Tribal program departments. Staff continues to distribute the Siletz Tribal history book, *The People Are Dancing Again*, to Tribal members. To date, 1,501 have been distributed to the membership. Also, the staff distributed 26 laptops to higher education/adult vocational training students.

Planning

The Planning Department continued to work on infrastructure construction projects. This year the big projects were the completion of various road projects, the cell tower and engineering work on the new Tribal 500,000-gallon treated water storage tank.

The sidewalk project was accomplished with stimulus ARRA (American Recovery and Reinvestment Act) funds, Bureau of Indian Affairs reservation road funds and a small amount of excess pledge revenue funding. This project has made a major positive impact on the appearance of downtown Siletz and several businesses responded to the change by painting their adjacent buildings. Planning also oversaw the demolition of the "old meat locker" building, making another major change in the appearance of the community.

The new community raw water storage tank was again critical to water service. The system functioned

normally throughout our stormy winter season and service continued for this second winter (post-tank completion) with no interruptions.

Planning continues to work on design engineering for sidewalks on Gwee-Shut Road and planning for road maintenance activities. It also oversaw the installation of new roofs on the old clinic building and the old STEDCO building.

Planning's data coordinator provided support to Enrollment and assisted the grant writer, Siletz Tribal Energy Program and other departments. The data coordinator assists with the maintenance of databases and surveys, and helps develop reports that support the activities of other departments, including housing, school and incarceration demographics.

The part-time emergency planner busily coordinated with state and federal agencies as the Tribe's liaison on emergency planning and response to ensure the Tribe's compliance with federal safety mandates. He worked on a cell tower radio repeater project that improves telecommunications for local emergency responders and secured funding for that project.

The GIS/planner provided support for the entire Tribal administrative structure, including Planning, Natural Resources, other departments and the Siletz Tribal Business Corporation via the collection of data and the creation of maps.

Major projects in 2011 included biological assessment – performed spatial analysis and then developed map books to be used in the biological assessment in the timber management plan; culvert inventory – completed culvert inventory project for the Tribe's forest management plan; assisted in the purchase of a new GPS for the Forestry Department; and purchased a storage device for holding large amounts of imagery and Lidar data.

Several large projects also were completed for the Planning Department, including updating plans for the Dundas property and preliminary designs for water line extension to the property; and several maps and inspections for trust applications. In summary, 72 new maps were created, 99 data sets were maintained and 35 data sets were updated.

The construction engineer worked on many projects, from new construction to building rehabilitation.



Nikita Cole, Ameer Shamsud-Din, Sarah Addis, Monique Lane, James Anello, Ami Case, James Cederstrom and Peter Hatch celebrate graduation at the Student Gathering in June.

(photo by Diane Rodriguez)

The biggest transportation project was the completion of sidewalks on Gaither Street (Highway 229).

One unsung minor addition to the project should be noted. We were able to negotiate and construct additional widening of the shoulder from James Frank Avenue to Willow Court. This was not part of the original project, but improvements were requested by Willow Court residents. Because of cost savings, we were able to add this shoulder to the project, making it safer for people living on Willow Court to walk along Gaither Street to the library and other destinations.

The grant writer provides support to Tribal departments in developing and writing grants. He also continues to provide support for STAHS (Siletz Tribal Arts and Heritage Society) and played a key role in launching the Tribal Transit program.

In 2011, the "Ride Free with your Tribal ID" (Lincoln County Transit) program proved very popular and the additional mid-day route has halved the time it takes to make a round trip by bus from Siletz to Lincoln City.



Pam Barlow-Lind and Dave Davis from the Tribal Planning Department stand next to a Lincoln County Transit bus before the inaugural run on a new schedule funded by the Tribe.

(photo by Natasha Kavanaugh)

The department's clerk has a demanding multifaceted job, handling the department's multiple cuff accounts and processing accounts payable, always a big challenge with all the construction work.

The Tribal planner oversees departmental operations and also covers trans-

Grants

- Active grants as of Dec. 31: \$1,989,000
- Continuation grants as of Dec. 31: \$590,700
- New competitive grants awarded in 2011: \$450,412
(DOJ Violence Against Women, FTA (transit), Archives project)

IRR Transportation Program

- Highway 229 – East side sidewalks and major storm drain repairs completed
- Molalla Court extension – Design completed and work initiated
- Cemetery road – Paving completed
- Gwee-Shut Road – Sidewalks in design (new apartments to Logsdon Road on "wall" side)
- Transit Program – Transit vehicles, bus passes and a new mid-day bus route in Lincoln County, "Ride for free with Tribal ID" in Lincoln County project

portation planning, including keeping the Indian Reservation Road (IRR) inventory current and funded. Transitioning transportation to a self-governance program was initiated this year, which should move projects more quickly and allow any cost savings to be rolled into other Transportation Improvement Project tasks.

Siletz Tribal Energy Program (STEP)

STEP is funded with an Administration for Native Americans Social and Economic Development Strategies grant, an Energy Efficiency Community Block Grant, a REACH grant from the U.S. Department of Health and Human Services, new grants from the Department of Energy and the Environmental Protection Agency, and grants from the Bonneville Power Administration and local utilities.

Program goals are to provide outreach and education to Tribal members about energy efficiency, conservation and weatherization; and develop an energy management plan and green building codes. STEP also will provide training for Tribal members seeking work in the energy efficiency, renewable energy and weatherization fields.

STEP provided 3,248 compact fluorescent lights to 126 households to help them save power and money. We also provided low-flow showerheads and faucet aerators to 132 households. This helped save water, power and money.

Finally, 31 EPA Energy Star-rated clothes washers, 22 Energy Star refrigerators, five microwaves and three hot water heaters were provided to low-income-eligible Tribal members in order to help reduce use of power and water and to save money. Fourteen energy assessments on Tribal homes were provided to low-income Tribal members.

STEP held an Earth Day event and participated in four community health fairs, Elder Honor Day, Culture Camp, Lincoln County Fair, Nesika Illahee Pow-Wow, Run to the Rogue and four community planning meetings, where we disseminated information in person. We also kept our Facebook and webpage updated and wrote articles for *Siletz News* and the local newsletter each month.

Realty

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

The completion of a number of trust processes in 2011 is expected to result in several successful fee-to-trust conversions in 2012. Additionally, a revised contracting format for this process saved more than \$20,000.

The Realty planner also played a significant role in the successful completion of the cell tower project and in the demolition of the Siletz "meat locker" structures. This was coordinated with the Siletz Valley Fire Department and provided a "burn-to-learn" training opportunity for statewide firefighters.

- Total acreage, including timberlands: 15,251.37 acres
- Transition from fee title to trust status: 311 (Lyford, Coop)
- Total acreage in trust/reservation status: 4,465.91 acres/4,021 acres
- No new properties acquired



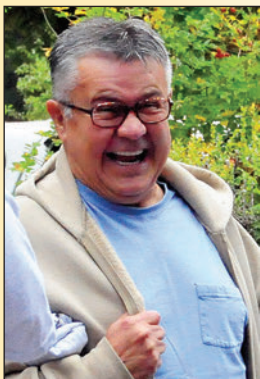
Stuart Whitehead (top), George Nagel (center) and Woody Muschamp (bottom) all take part in Run to the Rogue.



(top photo by Natasha Kavanaugh)

(middle photo by Debbie Williams)

(bottom photo by Ann Goddard)



Enrollment

Enrollment has the huge responsibility of keeping Tribal membership records. In 2011, we continued transitioning to a new Enrollment Committee process, with quarterly enrollment.

By the end of 2011, 109 new Tribal members had enrolled and 16 Tribal members had walked on. The total Tribal member population was 4,847.

Enrollment continues to be busy, fielding 7,444 telephone calls, documenting 1,567 address updates, issuing 574 Tribal identification cards and disbursing death benefits, in addition to providing data to all programs with reports. It also provided 684 Certificate of Indian Birth (CIB) forms and 574 Tribal member verifications.

Enrollment works closely with the families and the funeral homes, assisting families in their time of sorrow. Enrollment disburses a death benefit of up to \$7,000 for services if the Tribal member has a designated beneficiary. If a Tribal member does not have a designated beneficiary on file with the Enrollment Department, they are eligible for up to \$6,000 for services only. In addition, the Tribe provides Tribal members with caskets at a discounted price through Enrollment. Please make sure you have designated a beneficiary or have updated the beneficiary form in your Enrollment file.

Please help keep your and your minor children's information current by contacting the Enrollment Department right away. Include your Tribal roll number and the last four digits of your Social Security number for your security. If you do not know your Tribal roll number, provide your date of birth.

You can contact the Enrollment Department by phone at 541-444-8258 or 800-922-1399, ext. 1258; by e-mail at angelam@ctsi.nsn.us; or by mail at P.O. Box 549, Siletz, Oregon 97380-0549.

Public Safety

The Tribe continues to contract law enforcement services from the Toledo Police Department (TPD) through an agreement with the City of Toledo and has done so since June 2007.

Over the past three years, however, revenue resources to pay for the agreement declined to the point that the current agreement amount could not be covered. The Tribe and City of Toledo met and renegotiated the law enforcement contract with the City of Siletz, resulting in a new agreement for 2012.

The previous agreement provided for an average of 120 hours of law enforcement coverage per week or 6,240 hours a year. Under the new agreement, this is reduced to 80 hours per week or 4,160 hours a year, beginning Jan. 1, 2012.

The Tribe appreciates the City of Toledo's willingness to reach an agreement that balances our public safety needs with available resources.

Under the new agreement, the Toledo Police Department continues routine patrol and emergency response services for Tribal properties and residents living in Tribal housing and within the boundaries of the City of Siletz.



Siletz and Toledo firefighters (above) complete a "practice burn" at a Tribally owned house in Siletz in October.

(photo by Diane Rodriguez)

LaiLa Butler helps Grandma Bird (below) carve a pumpkin at a Halloween event sponsored by the Youth Services Team.

(photo by Natasha Kavanaugh)



Highlights for the Year

Sergeant Michael Helton was appointed acting police chief and served in that capacity until July when Chief David Enyeart returned from serving overseas in Afghanistan.

Toledo Police provided routine law enforcement services throughout the year as well as traffic control for the parade and a security presence on Government Hill during the annual Nesika Illahee Pow-Wow.

Toledo Police provided 6,189 hours of patrol time in 2011. A TPD officer regularly attended the monthly CEDARR (Community Efforts Demonstrating the Ability to Rebuild and Restore) meetings hosted by the Tribe's Behavioral Health Program.

The Tribe was successful in obtaining a one-time \$51,000 grant from the Bureau of Indian Affairs to help with law enforcement costs.

Crimes reported by TPD for 2011 as compared to 2010 are listed below:

	<u>2011</u>	<u>2010</u>
Crimes against persons	69	109
Crimes against property	101	82
Behavioral crimes	836	423
Other (informational, suspicious, 911 hang-ups, etc.)	734	301
Total	1,740	915

Of the total law enforcement responses, 1,169 or 67 percent occurred within the City of Siletz (up 1 percent from 2010) and 571 or 33 percent occurred on Tribal property (down 1 percent from 2010).

Programs 1

The Programs 1 Department includes four social services programs for the Siletz Tribe – Elders, U.S. Department of Agriculture, 477 Self-Sufficiency and Indian Child Welfare.

Two grants fall under Programs 1 – the Siletz Vocational Rehabilitation Program and the Healthy Family Healthy Child Project.

Federal funding and gaming revenue support Tribal **Elders** services.

Through a Title VI Nutrition and Supportive Services grant, the Elders Title VI coordinator helps Elders access the Meals on Wheels program in their area. In Siletz, the coordinator personally delivers meals to Elders' homes.

This year, 983 meals were delivered and 643 meals were served at the meal site at the Tribal Community Center, a total of 1,626 meals to help meet the nutritional needs of Elders in the Siletz community.

This grant also provided services to Elders through 11,088 chore services, 6,597

hours of homemaker services, 4,848 hours of home health aide services and 1,440 bus tickets and bus passes. A combined total of 18,488 transports for Tribal Elders have been made through this Program.

The two coordinators made 40,643 contacts and referrals through outreach, telephone calls, home visits, case management, information for Elders and referrals, and new and updated Elder assessments. Seventy-eight Elders were served with unduplicated services.

The Title VI coordinator also administers the Elders WEX Program, which allowed 18 Elders to return to work in their field of interest.

Areas of employment have included the Salem Parks and Recreation Department, Elders on-call transporters, Siletz Head Start classroom, Siletz Public Works Department, Brookings Indian Education Program, Scappoose Indian Education Program, Siletz Natural Resources, Siletz Honor Guard coordinator, Siletz Security, Contract Health Services, the Siletz library and numerous other work sites within the Tribal organization.

The coordinators continue to partner with the Siletz Natural Resources Department to provide firewood for Elders through three wood-cutting events. Volunteers along with the Elders staff 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 Council coordinator is also the staff representative for the Elders Council.

The council covered fuel and mileage costs for drivers to transport Elders from the four areas to approved Elders Council activities, 2,016 transports this year.

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

At the end of 2011, there were 615 Tribal Elders. Each one receives a stipend each month of \$100 to \$300, dependant on age.

Elders Program staff is responsible for shopping, cooking and assisting with the organization of Tribal member funerals/potlucks at the Tribal Community Center. Because of increases in the cost of goods for these funeral/potlucks, Tribal Council approved an increase per funeral/potluck from \$100 to \$150.

Tribal Elders Carol Blomstrom, Betty Whitehead, Alice Keene and Agnes Pilgrim wait for the Nesika Illahee Pow-Wow parade to begin.
(photo by Natasha Kavanaugh)





Wilma Strong and her grandson, Jack Strong (above), enjoy each other's company at the Elder Honor Day in April.

(photos by Diane Rodriquez)



Lou Carey displays her wares at the Gathering of Oregon's First Nations Pow-Wow in January.



Chewescla DePoe participates annually in Run to the Rogue.

(photo by Ann Goddard)

Under Public Law 102-477, the Tribe coordinates funding from several federal agencies – Department of Labor, Health and Human Services and the Bureau of Indian Affairs – into one comprehensive program, the **477 Self-Sufficiency Program** (477-SSP).

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

Other services include cash grants to individuals through the General Assistance Program and to participants with children through the Temporary Assistance to Needy Families Program, family-oriented activities and referrals to other services. The 477-SSP also supports a GED classroom in Siletz.

Self-Sufficiency activities are unique in that they include subsistence activities, wood cutting, gathering of berries and basket-making items, regalia making, assisting Elders in the community, gardening and cultural activities.

The 477-SSP director administers this program and supervises one monitoring and compliance officer and nine Tribal services specialists (TSS). Two TSS positions are in each of the three area offices and three TSS positions are in Siletz.

TSS staff works with clients to develop individualized case plans intended to help clients reach their goals of independence and self-sufficiency.

In 2011, there were 656 family grants, 937 single adult grants, 47 non-needy caretaker relative grants, plus 31 families and individuals were given emergency assistance. These numbers continue to reflect an increase in families needing assistance, which can be directly correlated to the sagging economy in the Tribe's 11-county service area and the country as a whole.

The program also services individuals through Department of Labor funds or through 108 Work Experience slots, 31 Direct Placement assistance, 128 Classroom Training slots, three On-the-Job Training and 657 supportive services. The decrease in On-the-Job Training slots can be directly correlated to the difficulty with placing our clients in job sites. This is caused by the reluctance of employers to dedicate positions because of their sluggish business revenue.

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

Funding for ICW staff and services comes from seven state and federal grants. The case manager I position is the lead staff person with administrative and supervisory responsibilities who handles most cases in the greater Portland-metro area and out-of-state cases.

The case manager II primarily is responsible for the remaining in-state Title IV-E cases. The child protective services (CPS) case manager works with voluntary cases and is a protective services position that goes on emergency calls and conducts interviews and investigations. This position also backs up as a case manager when needed on select cases.

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

The case manager IV-trainee is responsible for office and clerical duties and assists with client needs. This position additionally assists with supervised visits, transports and taking incoming calls and reports to the department.

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

In 2011, the ICW Program assisted families through voluntary agreements that prevented 28 children from coming into care. ICW-certified foster homes stood at 17 homes, with 15 of those Tribal. One is a specialized home and one is non-Tribal.

Parents' use of methamphetamines and prescription painkillers is the primary reason our Tribal children go into care. The most alarming statistic is the increase in physical and sexual abuse. The ability to facilitate voluntary agreements and intensive services to negate removal is vital to the safety and well-being of our Tribal children.



The ICW and SSP programs work together through the **Healthy Family Healthy Child Project (HFHC)** to bring information uniformity between the programs to better assist clients and prevent abuse.

HFHC has increased the number of successful multi-departmental team meetings, wrap-around meetings and its work to advocate that various programs throughout the Tribe, the state and the county work together with client families to help these families move past barriers that hold them back from successful living.

In the past year, no termination of parental rights/adoptions occurred because of ICW efforts to advocate instead for guardianship when children could not safely return home. The case managers and CPS attended more than 50 percent of court hearings, family decision meetings and treatment reviews.

This takes up a great deal of the departmental staff's time, but it is important to foster relationships with state courts, the Department of Human Services, treatment providers and Tribal families.

Mateas Rilatos (top) holds a sign made by his sister, Cameron, at the homecoming celebration for the state champion Siletz Warriors boys basketball team.

(photo by Selina Rilatos)

Louie Orona (bottom) awaits the Tiny Tots dance at the Nesika Illahee Pow-Wow.

(photo by Diane Rodriguez)

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

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

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

Program staff holds nutritional education classes and looks for volunteers to demonstrate cooking the available products and providing new and delicious recipes. Those who volunteer receive a \$25 gift card for their welcomed information and the meals they prepare with commodity foods.

The USDA program continues to brainstorm new and imaginative ways to help our Tribal families use the commodities afforded to them, such as recipe contests with prizes awarded.

The USDA program staff coordinated with Community Health and Healthy Traditions program staff to update the USDA kitchen to a new demonstration kitchen. The kitchen has been utilized for canning and preparing healthy, traditional foods.



One of the most exciting things to happen not only for Programs 1 but for the Siletz Tribe as a whole is the implementation of the Siletz Tribal **Vocational Rehabilitation** Program.

The director/counselor, job developer/counselor and two Vocational Rehabilitation assistants have been hired. The director and one assistant are located in the Salem Area Office and two staff, the job developer and one assistant, are located in Siletz.

The manual has been completed and approved and the staff is ready to start working with Tribal members.

The significance of having our own Vocational Rehabilitation Program is that vital resources and services that were not accessible to our participants in the past now will be available within our own Tribal offices and administered by our employees.



The Programs 1 manager is responsible for oversight of the four social services programs, which includes direct supervision of four supervisors and one program clerk. The manager has been a backup for directors in the four programs when needed and is responsible for meetings and constant communication and coordination of the programs and staff.

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

Tribal Elder Dennis Lane and Cecilia Tolentino (above), community health advocate in Salem, water plants at the Salem Community Garden.

(photo by Sharla Robinson)

Tayven Cole (top) makes a beaded gift at a Youth Services Team-sponsored event in December.

(photo by Natasha Kavanaugh)

Programs 2

Programs 2 provides the following services: After-School Program, Child Care, Head Start, Culture, Education, Traditional Arts and Language, Pow-Wow and Youth Services.

Of the seven Tribal Standing Committees, three are within Programs 2: Culture, Education and Pow-Wow. The Cultural Committee's staff representative is Robert Kentta, with Bev Youngman for Education and Nick Sixkiller for Pow-Wow.

In 2011, Programs 2 staff continued team development, collaboration and coordination on numerous projects, including:

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

After-School Program

This program provides after-school care for 20-25 children age 5-12. Students participate in a Homework Club, devoting 45 minutes to an hour to completing homework. The remaining time is spent on crafts, games (some educational, others for fun) and outside recreation. Students also receive healthy snacks and beverages.

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

Child Care

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

This year, the program served 29 families and 48 children. The average number of hours per month that child care was provided per child was 109.

Forty-four children received care because their parents were employed and four because their parents were in education activities. Some families accessed the program for multiple uses.

Braxton Kavanaugh and Tyee Garcia enjoy the annual Easter egg hunt in April.

(photo by Natasha Kavanaugh)



Cultural Resources

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

The cultural coordinator is a resource to Tribal members and area offices for cultural activities and does presentations for schools and various groups.

The Cultural Department coordinates the annual Culture Camp. In 2011, 525 people participated.

The cultural director reviews archaeological permits and coordinates with other Tribal, state and federal entities to ensure protection whenever possible. He also gives presentations to various local, state and regional entities. In addition, he serves on various regional committees and has worked on the Siletz Historical Research Project for several years.

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



Chris Crawford (top) and Chris Garcia, graduates of Siletz Valley

(photos by Natasha Kavanaugh)

Education

Number of Students Served Through Education

Students in	Total
Adult Education	132
Child Care	40
Head Start	112
Higher Education	222
Adult Vocational Training	49
Supplemental Education	2,012
Tribal Youth Employment Program	52
Total	2,619

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

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

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

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

Tribal members stand on the balcony of the National Museum of the American Indian in Washington, D.C., during the Siletz Festival in July.

(photo by Leonda Levchuk, NMAI)





Members of the boys basketball team at Siletz Valley stand with the championship banner after winning the 1A state title in March.

(photo by Diane Rodriguez)

Head Start

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

An average of 111.25 children are enrolled in four programs located in Siletz, Salem, Lincoln City and Portland. Average enrollment for 2011 was 78 percent Native American children – 58 were Siletz Tribal children, 29 other Native, with 24.25 non-Native. Of the children enrolled, 11.95 percent met the criteria for special needs.

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

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

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



Saul Jurado dances during a men's exhibition dance at the Third Annual Gathering of Oregon's First Nations Pow-Wow in January.

(photo by Natasha Kavanaugh)

Pow-Wow – Cultural Education

The Tribe's two pow-wows – Nesika Illahee in August and Restoration in November – were excellent events. This year, Nick Sixkiller worked on the Gathering of Oregon's First Nations Pow-Wow in January and the Restoration Mini Pow-Wow at Siletz Valley Schools.

Tribal Royalty planning, organization and activities also are coordinated through this program. These young women represented the Siletz Tribe at nine pow-wows in 2011 and raised funds for travel through craft fairs, bake sales, raffles, taco feeds and bottle/can drives.

Culture Camp and Run to the Rogue also were successfully coordinated through this department.

Language and Traditional Arts

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

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

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

Bud participated in planning meetings for Culture Camp; he taught open work basketry and daily language classes during the camp.

He meets monthly with the Oregon Department of Education and language staff from the other Oregon Tribes. He has served as the chairman of the Northwest Native American Basketweavers Association. Bud also is involved in museum planning with other staff.



Angel Oleman (left) gets a butterfly face at Culture Camp, painted by Michelle Runyan.

Bud Lane helps LaDonna Mackaravitz (below) start a basket.

(photos by Natasha Kavanaugh)



Youth Services

Liana Kaiser is the youth services worker and a member of the Youth Services Team that provides services and plans recreational, educational and cultural activities for Tribal youth.



Donna Woods participates in the Siletz Tribal Restoration Pow-Wow in November.

(photo by Diane Rodriquez)

Health

This was our first full year in our new clinic facility on Gwee-Shut Road. The expanded space has greatly improved patient care and boosted staff morale. We discovered a few “hiccups” along the way and worked with the contractor to correct those minor details.

During 2011 we surpassed the 10,000 patient registration number. It’s so hard to believe. We set up a half dozen computers in the old clinic conference room in 1990 as we prepared to open our first clinic doors and started registering patients beginning with patient chart No. 1 (she’s still a patient of ours!). To now boast of more than 10,000 charts moves our clinic into the mid-size range among Indian Health Service facilities.

There were 37,990 ambulatory visits this year, including physician, nurse practitioner, physician assistant, behavioral health and optometrist. The pharmacy filled 35,883 prescriptions. The dentists/dental hygienist provided 4,057 visits. The Behavioral Health program served 524 clients in 2011.

New provider staff hired this year includes Dental Officer Douglas Chadwick, Diabetes Case Manager Joan Canan and Pharmacist Leatha Lynch.

Dr. Chadwick comes to us from the Houston, Texas, area where he spent nearly five years in private practice. His experience and clinical skills greatly enhance our dental department and he has some terrific ideas for improving patient care and clinic access.

Canan is a certified diabetes educator living in the Corvallis area. Lynch actually has been working in the clinic for several months under a contracted arrangement with Priority Relief Rx as a result of the pharmacist vacancy. She is now a permanent member of our staff. She is an enrolled member of the Confederated Tribes of Grand Ronde.

2011 was a very busy year for our grant programs, which include the Diabetes Program, Healthy Traditions, Youth Mental Health, and Tobacco Education and Prevention.

The Diabetes Program organized a well-attended exercise challenge, operates the Tillicum Fitness Center in Siletz, pays for gym memberships outside of the Siletz area and offers monthly Diabetes Education Talking Circles and individual/family counseling and education.

Healthy Traditions activities this year included food preservation classes, gathering outings, gardening and a very successful Let’s Move It in Indian Country Walk It Off Barbecue.



Tre Jackson and Lauren and Sean McManus start their gardens by planting seeds in small containers with the help of Sharla Robinson.

(photo by Lorna Scott)



Mary Ellen Volansky, dental hygienist, helps conduct the annual checkup of children’s teeth at the Tenas Illahee Childcare Center in April.

(photo by Natasha Kavanaugh)



Isaac Hanson tries a mussel and says he likes them.

(photo by Chris Crawford)

In the Community Health Department, staff arranged 1,785 medical transports. In addition, it provides home visits, writes relevant news articles and offers flu shot clinics, youth activities and health education events.



Supplies for planting seeds are available at several events throughout the year.

(photo by Sharla Robinson)

In the Business Office, staff billed \$6,734,114 in revenue and deposited \$1,912,278. Contract Health Services obligated \$2,594,276 in care and had an unobligated balance at year's end of \$244,522. These funds will pay for 2011 claims that were still outstanding at the end of the year. The Gatekeepers Committee reviewed 1,427 requests for specialty care.

In addition, CHS staff administers two programs funded by the Tribal Council through excess pledge revenue – Out-of-Area Health Benefits and Alternative Health Care.

This year, 195 Tribal members living outside of the 11-county service area were provided \$306,000 of care in either medical, dental, vision or hearing. Alternative Health Care pays \$50 per visit for acupuncture, massage therapy or chiropractic care. Three hundred patients were served by this program in 2011.

2010-11 Siletz Royalty – Junior Miss Siletz Ashliegh Ramirez, Miss Siletz Leslie Lundy and Little Miss Siletz Healyah Butler (below left) – get ready to ride on their float during the Loyalty Days Parade in Newport, Ore., in April.

(photo by Felicia Carmona)



2011-12 Siletz Royalty – Junior Miss Siletz Clarinda Black, Little Miss Siletz Jocelyn Hernandez and Miss Siletz Jennifer Easter (below) stand in front of the AVTT Traveling Wall and Cost of Freedom Tribute display at Chinook Winds with Ed Ben and Alan Fish.

(photo by Diane Rodriguez)



Human Resources

Mission Statement

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

Accomplishments/Activities

One of the department's major functions is to facilitate the hiring process. During 2011, the Tribe hired 80 employees.

- 59 regular (40 Tribal, 4 other Tribe, 15 non-Indian)
- 21 temporary (18 Tribal, 1 other Tribe, 2 non-Indian)

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

New Positions

Five new positions were created:

- Transit Coordinator
- Planning Tech
- Strategic Prevention Framework Coordinator
- Social Services Advocate
- Violence Against Women Program Coordinator/Advocate

Job Descriptions

Five revised job descriptions were approved:

- Head Start Teacher
- Head Start Assistant Teacher/Bus Driver
- Head Start Classroom Aide
- Elders Title VI Coordinator
- Elders Council Coordinator

Recruitment Activities

The department recruited for the following positions:

- Head Start Teacher, Assistant Teacher/Bus Driver and Classroom Aide
- Cultural Education Director
- Tribal Services Specialist
- Case Manager I, II and III
- Child Protection Services Case Manager (2)
- Elders Council Coordinator
- Elders Title VI Coordinator
- Healthy Family Healthy Child Project Specialist
- Tribal Services Assistant/Data
- Social Services Advocate
- Vocational Rehabilitation Program Aide, Job Developer/Counselor (2) and Coordinator/Counselor
- 477-SSP Director
- STEP Data Coordinator
- Data Coordinator
- Transit Coordinator (2)
- Enrollment Clerk
- Aquatic Project Aide and Technician
- Exercise Facility Assistant (3)
- Optometry Assistant
- Patient Accounts Rep (2)
- Business Office Clerk
- Strategic Prevention Framework Coordinator
- Medical Assistant
- CHS Technician II
- Diabetes Program Assistant
- Pharmacy Technician
- Diabetes Case Manager
- Community Health Director
- Pharmacist
- Recreation Coordinator
- Security Guard
- Area Office Clerk
- Child Care Worker
- Gaming Inspector
- Administrative Assistant
- Information Specialist (2)

Agnes Pilgrim and a young one take part in the Nesika Illahee Pow-Wow in August.

(photo by Diane Rodriquez)



Training Activities

Update to Revised Personnel Manual



Policy Development

Revised Personnel Manual



Worker's Compensation

Four recordable worker's compensation claims were filed this year. (Our worker's compensation insurance carrier for 2011 was Tribal First.)

Employee Assistance Program

Our EAP provider for 2011 was EASE. At year-end, 151 cases were reported to have used the services.

EAP is available to Tribal employees and their immediate families. Services include drug, family, marriage, financial and depression counseling and legal referral, up to seven visits at no cost to the employee or family members.

Labor Force

At the end of 2011, the Tribe's labor force was made up of:

- Siletz Tribal Members 121
- Other American Indians 15
- Non- Indians 67

- Total Workforce 203



Jeff and Brian Holland stand outside the furniture business they have owned for more than 15 years.

(photo from Katy Holland)

Employee Incentive Activities

The department coordinates the Employee Incentive Awards program. The following awards were presented at all-staff meetings:

- Outstanding Performance 10
- Special Acts or Services 13
- Cost Savings/Inventions 6
- Extra Effort Award 9
- Employee of the Quarter 4
- Employee of the Year 1

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



Natural Resources

It is the mission of the Siletz Tribal Natural Resources Department to care for, protect, enhance and provide for the wise use of all of the Tribe's natural resources in a manner that will ensure all generations to come will benefit from these resources. This philosophy applies to all lands to which the Tribe is historically tied, including its ancient, aboriginal, ancestral lands, its Coast Reservation and its current and future land holdings.

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

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

Additionally, the department administers grants from the EPA and other entities covering its participation in the Portland Harbor Superfund site monitoring activities and contracts with a number of organizations to provide aquatics monitoring services.

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

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



Tyson Paul and C.J. and Aurora Carmona await the start of Run to the Rogue in September.

(photo by Diane Rodriguez)

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

Accomplishments for 2011 include:

- Harvesting 3.393 million board feet of timber yielding a net timber revenue of \$1,004,475
- Presales work on five sale areas totaling 304 acres and 10.607 million board feet
- Planting 14,060 seedlings on 20 acres
- Site preparation brush slashing of 50 acres
- Site preparation broadcast burning of 29 acres
- Completing 570 acres of stocking surveys
- Issuing 210 personal use firewood permits
- Cutting 20 cords of firewood during three Elders Woodcuts
- Approval of management plan covering 4,263 acres of marbled murrelet management lands

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

Accomplishments for 2011 include:

- Issuing 360 deer tags (30 filled)
- Issuing 143 elk tags (7 filled)
- Issuing 162 salmon tags (6 filled)
- Picking up, processing and distributing 4,400+ pounds of subsistence salmon
- Distributing 571 summer run steelhead from the Oregon Department of Fish & Wildlife's Siletz River fish trap
- Distributing 876 pink salmon from the Astoria commercial fishing fleet by-catch
- Providing surplus game and salmon to eligible Tribal members



Bud Lane and his granddaughter, Hallie Skauge, sing The Counting Song in Athabaskan.

(photo by John Harrington Photography)

The **Environmental Protection** program is funded through an Environmental Protection Agency GAP grant, which primarily focuses on water quality monitoring in the Siletz River basin.

In addition to the continuation of these activities, 2011 accomplishments include:

- Participating in activities to monitor assessment and cleanup of the Portland Harbor Superfund Site (funded in 2011 by grants from EPA, the City of Portland, the Lower Willamette Group, Arkema, Gasco, Linnton Plywood and the Port of Portland)
- Participating in the monitoring of the settlement agreements covering re-licensing of the Eugene Water and Electric Board's Carmen-Smith and Portland General Electric's Clackamas River and Willamette Falls hydroelectric facilities
- Representing the Tribe at meetings about a variety of other environmental issues, including serving on the EPA's Regional Tribal Operations Committee

The **Aquatics** program was funded in 2011 by GAP and 106 grants from the EPA, a watershed monitoring grant from OWEB, an ERE grant from ANA and a number of contracts and funding agreements with outside entities.

Accomplishments for 2011 include:

- Continued collection and analysis of stream temperature, stream sediment and stream flow data from locations throughout the Siletz River system, including a number of its tributaries, for use in a variety of future projects, including stream TMDL (total maximum daily load) modeling efforts and habitat restoration activities
- Continued laboratory research to determine if lamprey eel are affected by herbicides in streams and if so, at what concentrations
- Continued cooperative work in a number of coastal estuaries with various partners, including work for Ducks Unlimited as part of the restoration work in the Nilestun area of Bandon Marsh in the Coquille River estuary. This work culminated in the breaching of the last dikes in late September, allowing a 400+-acre area to be subject to tidal inundation for the first time in more than 100 years.
- Completing a monitoring survey of seven miles of Cedar Creek on the Tribe's Reed Creek property that was the subject of a 2009 Tribal stream enhancement project. Coho and chinook salmon were observed spawning in the newly created habitat.
- Participating in the development of criteria for selecting projects to be funded by BPA for Willamette basin wildlife mitigation

Housing

The Siletz Tribal Housing Department (STHD) provides housing services to Tribal families primarily through a Native American Housing Block Grant (NAHBG) authorized in the Native American Housing and Self-Determination Act (NAHASDA). This is a formula-funded program and the Tribe's 2011 NAHBG funding was \$3,773,169.

The Tribe submits an annual Indian Housing Plan (IHP) detailing its affordable housing goals to HUD's Northwest Office of Native American Programs (NwONAP) to review for compliance with NAHASDA law and regulation. The IHP format changed for FY2012 and is now a consolidated report that contemplates all open grants. The 2012 IHP was submitted and found to be compliant.

Within 90 days of a program year-end, the Tribe provides NwONAP an annual performance report detailing accomplishments for the program year.

- **Housing Construction and Rehabilitation:** The development and modernization coordinator administers the construction and rehabilitation projects for Housing. **Modernization:** Seven Tribal member privately owned home rehab projects were completed and two Tribal rental rehab projects were completed, all totaling \$383,388.34. New construction consisted of an eight-plex of low-income rental apartments at Neachesna Village in Neotsu.
- **Maintenance of Tribal Housing Units:** A maintenance supervisor and two workers provide preventive maintenance, routine repairs and replacements, and lawn maintenance for the low-rent units and maintain common areas in the homeownership developments.

- **Resident Services:** Two occupancy specialists manage 178 units located on Tribal land. Staff collects rents, conducts inspections, enforces policies and helps families access resources. In addition, a Resident Services advocate conducts home visits, coordinates youth and family activities and is the staff member who assists the Residents Organization.
- The Residents Organization is a volunteer group of housing residents who meet monthly to plan community-based projects with the goal of reducing crime and drug use in housing communities.

- The Rental Assistance Program provides rental subsidies for Tribal members to rent privately owned homes. STHD provided assistance to 69 clients through this program.
- The Emergency Housing Assistance Program works to prevent homelessness by assisting families with paying rent, late fees and mortgage payments. Assistance is limited to \$1,000 in a five-year period and 86 families received help.
- The Student Housing Program, administered through the Education Department, provided monthly rent subsidy payments for 56 student families.
- Low-Income Home Energy Assistance Program (LIHEAP) provides heating assistance to income-eligible Tribal households within the 11-county service area. Services administered from the Housing office in Siletz and at each area office helped 280 households receive assistance through LIHEAP.



Jessica Garcia and Tasha Mason stand in front of the sweat lodge in Siletz, displaying the III marks on their chins that carry cultural significance and responsibility for those who bear them.

(photo by Natasha Kavanaugh)

- The Down Payment Assistance and the Siletz Saves! IDA programs are administered by the Housing Finance manager, located in the Salem area office. Down Payment Assistance provides help with down payment and closing costs to first-time homebuyers with forgivable loans of up to \$15,000 for eligible households. Six families received down payment assistance grants. The program has helped 184 families with these grants.
- The Siletz Saves! Individual Development Account (IDA) program has finished its third year of operation. All participants have completed the required financial education, been accepted by the Valley Individual Account Program and entered their savings period. Siletz Saves! is a matched savings program designed to support those who qualify



Tribal Council members Loraine Butler, Delores Pigsley, Sharon Edenfield, Tina Retasket, Lillie Butler and Robert Kentta join staff from the Siletz Tribal Housing Department (Rob Smith, far left, and Valerie Hibdon, far right) to cut the ribbon at the open house for the Gwee-Shut Apartments in February.

(photo by Natasha Kavanaugh)

(income cannot exceed 80 percent of median) in achieving specific financial goals. Participants work on improving their credit scores and creating a healthy financial life. They can save anywhere from six months to three years. Savings are matched at the rate of 3:1 (for every dollar you save,

you get three dollars), with a limit of \$9,000 in match.

- Housing annually contributes funds to the Tenas Illahee Childcare Center to help keep rates affordable as many of the children using the center live in the low-rent and homeownership units managed by Housing.

Jenifer Metcalf (right) talks to Sierra Warren and Britany Robertson as Misti Warren signs in for the Street Dance in July.

(photo by Natasha Kavanaugh)



- The department also contributes to the Tribal Law Enforcement program that supports staffing, supplies and equipment costs and increased patrol of housing areas.
- Over-Income Housing Grants. Using gaming revenue, the Tribe funded rehabilitation projects for families who exceed NAHASDA income limits. This program runs from September through August. Notice for the date when applications become available and the deadline for submitting them is posted in the Siletz Tribal newspaper. Grants for this program are awarded through a lottery drawing.

Miscellaneous

Environmental Review: During the development of the 2012 Indian Housing Plan, we discovered that two Tribal properties (Mast – Lincoln City, Bishop – Siletz) were essentially in limbo.

Environmental review of each property had occurred but HUD determined the Tribe had not fully complied with regulations 24 CFR 58. The Tribe requested that HUD grant a waiver of the regulations and both were denied. Thus, the properties have remained undeveloped.

On Nov. 3, we submitted a request for HUD to reconsider the denial, endorse our waiver request and forward to the secretary of Housing and Urban Development.

Future/Planned Projects: STHD is in the design phase of developing a sustainable community in Siletz. The goal is to build seven single-family homes in 2012 that will be sold through the Home of Your Own program. As funds become available, we intend to build additional homes in future years in both Siletz and Lincoln City.

The Mutual Help program still will be available in existing homes but not in the new development.

Singers Justin Mason, Buddy Lane, Alfred "Bud" Lane III, Halli Skauge, Alissa Lane, Tiffany Stuart, Angeline Orona and Jennifer Easter sing at the welcoming reception of the National Congress of American Indians conference in October.

(photo by Diane Rodriguez)



Tribal Court

Caseload, Jan. 1 through Dec. 31

New	458
Average monthly new cases	38.17
Closed	368
Hearings, monthly average	39.50

Development

Funding

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

Case Management

Tribal Court strives to meet the ongoing challenge of new categories of cases and complexity of subject matter. In the last 11 years, Tribal Court has seen an increased caseload from just more than 100 cases in 2000 to a caseload of nearly 500 between 2009 and 2011.

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

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

Tribal Court uses Laserfiche, a document imaging program, for storing files. Rebekah Goulet, deputy court administrator, has scanned past and current court records into the Tribe's Laserfiche storage. This saves cost and space, and the records are easily searched and printed. Records that are not on Laserfiche are our juvenile records as we continue to keep hard files indefinitely.

Court Staff

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



Caroline Easter at the Restoration Pow-Wow

(photo by Diane Rodriguez)



Lincoln Lewelling at the Head Start graduation in May

(photo by Natasha Kavanaugh)



Gabriel and Kyler Thomas drive a Ford F-150 power wheel in the Nesika Illahee Pow-Wow parade.

(photo by Natasha Kavanaugh)

Training

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

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

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

Public Relations

Representing litigants in Tribal Court matters is a pool of three active spokespersons.

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

Siletz Tribal Business Corporation

In 2011, STBC's main focus was on improving the operations of its current entities while also emphasizing cost control to increase profit.

During the year, STBC decided to cease operations of two of its entities, Northwest Maritime Industrial and Siletz Technologies, because of market conditions. In addition STBC issued RFPs for management of both its RV parks to help contain costs and identify the best management teams.

Finally, STBC conducted a thorough business and market analysis of its print shop, Imprints, which resulted in the recommendation to purchase additional equipment to expand the shop's services and its profit.

Financials

STBC's focus on cost control had a positive impact. Administration costs were down 42 percent from 2010, providing a significant savings.

STBC also finished the year on a positive trend. During the last two quarters of 2011 (July-December), STBC turned a small positive cash flow outside of debt service.

Enterprises

Imprints Print Shop: Imprints' annual performance mirrored the previous year, carrying a small loss for the year. STBC finalized the equipment needs, floor plan and space requirements for the expanded shop, which will lead to higher quality products and enable the business to increase sales and profit. A marketing plan to acquire new business is being implemented.

Logan Road RV Park: The park ended the year break-even, its best year ever. Revenue was flat for the year but expenses were down 20 percent.

STBC issued an RFP for managing the park, with a decision due early the next year. STBC staff is looking forward to working with the next management team to make the park as profitable as possible.

Hee Hee Illahee RV Resort: The resort had a strong year, with revenue up 10 percent and occupancy up 11 percent. Solar panels to heat the pool were installed in December and this will help reduce the utility costs incurred by the park.

STBC issued an RFP for managing the resort, with a decision due early the next year. This should help reduce overall costs and hopefully increase revenue.

Siletz Valley School students and community members line Swan Avenue in front of the Tribal administration building to show their support for Run to the Rogue.

(photo by Diane Rodriguez)



Properties

2011 was a very good year for the properties managed by STBC. Not a single tenant was lost during the year and tenants were added at the Salem Flex, Eugene, Portland and Toledo Mill sites.

At year's end, the occupancy rate of the six commercial real estate properties managed by STBC stood at 80 percent, with four of the buildings completely occupied. In addition, the Toledo Mill site now has five tenants whose rents cover the annual operating costs of the property.

Portland Siletz Business Complex:

Even with a continuing soft commercial leasing market, the building did not lose any tenants and a new tenant was added in August. Strong marketing efforts continue to lease the remaining space.

Eugene Area Office: The office became completely occupied in May, with a new tenant leasing the entire second floor.

Salem Flex Building: Aramark Uniform Services signed a 10-year lease with two five-year options to use 22,000 square feet of the warehouse space and moved into the building in April. Over 10 years, this will bring in \$1.3 million, plus \$200,000 in tax and insurance rebates.

Salem Trust Property: A small area of the property was leased for construction of a digital billboard along I-5. As part of the lease, the digital billboard owner provides free advertising for Hee Hee Illahee RV Resort.

Lincoln Shores Building: The building remained full throughout the year with continued general maintenance.

Siletz Gas & Mini-Mart: A new five-year lease was signed with the current tenant and routine maintenance continues.

Toledo Mill Site: A new tenant moved in during the summer. Deferred maintenance and cleanup of the site were completed.

Depoe Bay Property: This was leased throughout the year by O'Downey's, a Tribal member-owned Irish pub and restaurant. General maintenance was done throughout year.



Sammy Hall Jr. (above) and former Oregon governor Victor Atiyeh (below) at the Restoration Pow-Wow

(photos by Diane Rodriguez)



Tony Whitehead, Charles Wilkinson, Stan Speaks and Don Pigsley take part in an honor dance for Wilkinson at the Restoration Pow-Wow in November.

(photo by Diane Rodriguez)

Business Development

Member Services: STBC provided more than 100 counseling services for Tribal members on a variety of topics.

Youth Entrepreneurship and Leadership Program: STBC staff continued to teach a youth entrepreneurship and leadership program at Siletz Valley Early College Academy. YELP is in its second year.

Core components included developing and writing a business plan, a mentorship program, developing leadership skills, an internship program and providing capital to start-up businesses.

Going Green Campaign: STBC began a Going Green campaign during the last two quarters of the year. Energy audits were conducted at several of the entities, leading to recommendations to reduce energy costs.

Solar panels have been installed at Hee Hee; electric cars have been purchased for Hee Hee and Logan Road; and energy-efficient appliances have been purchased for both RV parks. These efforts will help market the businesses and reflect the vision of the Tribe as being the stewards of the environment.

Chinook Winds Casino Resort

Without the generosity of the staff at Chinook Winds, Christmas in 2011 would have been pretty lean for many children.

Given the chance to donate PTO (personal time off) hours to fill the tags on the Department of Human Services and Taft High School Native giving trees set up in the casino, the ever-generous staff's donation totaled \$3,791. The gifts purchased with these funds combined with the gifts from employees who chose a tag from a tree (each listing a child's wishes or needs) and filled it themselves made Christmas bright for 120 youngsters.

In addition, the Chinook Winds Bingo Team coordinated the donation of 270 toys for children in Lincoln City as part of the annual toy drive sponsored by North Lincoln Fire & Rescue. But the Christmas giving didn't end there.

For the second year Chinook Winds staff volunteered to coordinate Operation Christmas Spirit, a community dinner open to everyone with the intent of feeding those most in need, at the Lincoln City Community Center on Christmas Day.

Chinook Winds provided all of the food for a traditional Christmas dinner with the exception of desserts that were donated by the community. Fifty community volunteers helped 12 casino staff members set up, tear down, wait and bus tables and greet at the door.

Meals were delivered to those unable to attend and to the homeless. Collection boxes were filled to overflowing with hats, scarves, afghans, sleeping bags and blankets that were distributed Christmas Day. By day's end, 425 meals had been served.



*Chinook Winds staff participates in the food drive for the Lincoln City Food Pantry during Community Days in April.
(photo by Chinook Winds staff)*



Delores Pigsley joins Allison Fisher (left) and Ga-Young Kim (right) at the Women's Professional Billiards Association tournament in November.

(photo by Chinook Winds staff)

As the opening event of Community Days, a community-wide week-long event, Chinook Winds, in cooperation with the Lincoln City Cultural Center and the Children's Trust Fund of Oregon, sponsored a 1,500-piece pinwheel garden on the lawn of the Cultural Center to heighten awareness of child abuse in Oregon and promote its prevention. These pinwheels shining brightly in the sun, spinning in the wind, were gently and patiently placed in the ground by casino staff and community volunteers.

Chinook Winds staff also took part in many of the activities that raise funds for nonprofits in the community, including playing in the Mud Flats Golf Tournament and collecting food at the annual food drive, to which Chinook Winds makes a sizeable donation.

An estimated 95 staff members took part in the semi-annual SOLV Beach Cleanup, staff formed casino-sponsored teams to participate in community trivia competitions to raise funds for charity, employee teams participated in charity golf tournaments and formed a team for the Relay For Life.

Chinook Winds also made a sizeable donation to Stuff a Bus, which provides school supplies to students in need. Several charity golf tournaments also were held at Chinook Winds Golf Resort.

Many of the special events held at Chinook Winds donated a portion of their proceeds to charity, including the Women's Professional Billiards Association, which raised money for the

Taft Boosters; the Antique Appraise-a-thon, with half of the proceeds dedicated to Relay For Life; and Surf City, with a donation to Angels Anonymous. Lincoln County Special Olympics, North Lincoln Fire & Rescue and the Sheriff's Posse were among other recipients of funds raised in this manner.

Chinook Winds sponsored a Junior Golf League to help local youth learn the sport and a free Safety Fair to educate families on everything from fire prevention to ways of maintaining a healthy diet.



The Tribal Council, Chinook Winds staff, Chamber of Commerce representatives and members of the community celebrate the opening of the newly remodeled Siletz Bay Buffet in November.

(photo by Chinook Winds staff)

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

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

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

What's New?

The facilities crew was busy refreshing, remodeling and refurbishing the resort.

A fresh new look and an equally fresh menu were celebrated at the Chinook's Seafood Grill grand re-opening and ribbon cutting on June 30. The restaurant and lounge located at the Chinook Winds Hotel received a major upgrade with an interior design that's bold and bright, sparkly and sophisticated. New paint, tile, upholstery and fixtures all were a part of the transformation.

The facilities crew and I-5 Design completed the remodel of the Siletz Bay Buffet in November. With the exception of the murals depicting Siletz Tribal history and culture, nearly everything else was changed.

The buffet was expanded to seat 252 people with room to add even more seating if necessary. The new design allows for more efficient flow of traffic with less congestion in the serving areas. A pleasant, spacious and relaxing atmosphere was the result. The combination of the remodel and new entrees created a buffet that is dazzling and delicious.

Chinook Winds Hotel sports new siding, roof, railing and trim. The Native basket design is still there, but now in more subtle tones that blend with the rest of the building. Inside, the rooms have been freshened up and the beds have been changed out.

Tribal Council



Lillie Butler



Loraine Butler



Reggie Butler Sr.



Jessie Davis



Sharon Edenfield

Confederated Tribes of Siletz Indians

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Tribal Council

Chairman
Delores Pigsley

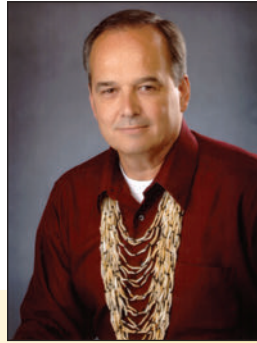
Vice Chairman
Alfred "Bud"
Lane III

Secretary
Tina M. Retasket

Treasurer
Jessie Davis



Robert Kentta



Alfred "Bud"
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Delores Pigsley



Tina M. Retasket

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*Sharla Robinson and Alfred "Bud" Lane III gather mussels during a minus tide near Seal Rock in May.
(photo by Chris Crawford)*