



Confederated Tribes of Siletz Indians
2014 Annual Report

Chairman's Message

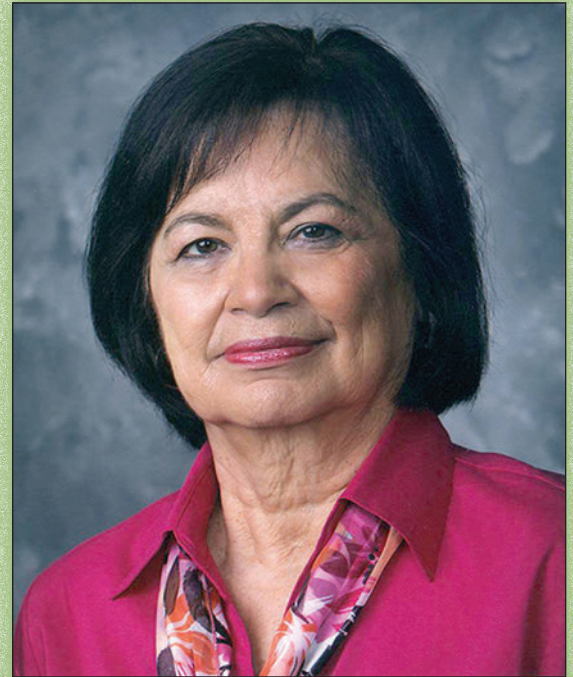
The economy in 2014 showed good improvement from previous years. Our Chinook Winds Casino Resort visitors and income are doing very well as are our RV parks.

Through grants and special funding, more services are now available to Tribal members.

Funding is in place to repair roads and build sidewalks that are badly needed. Our clinic has struggled with a billing system that didn't work for us, but we now have in place a system that should help us with the billing process.

We had many consultations with state and federal authorities throughout the year. As a result, our gathering rights have been strengthened as well as our gaming rights.

We lost many close friends and family during the year, so it has been difficult for many of us. Our strength is in our culture and our traditions – and making them a vital part of our lives.



Tribal Chairman Delores Pigsley

"We had many consultations with state and federal authorities throughout the year. As a result, our gathering rights have been strengthened as well as our gaming rights."

Table of Contents

Public Safety	1
Programs 1	2
Programs 2	6
Administration	9
Planning	10
Tribal Court	13
Natural Resources	14
Housing	16
Human Resources	18
Health	20
STBC	22
Chinook Winds	24
Tribal Council	28

*The work of several **photographers** appears in this report, including that of Cecelia DeAnda, Chinook Winds Casino Resort staff, Cohen and Park Portrait Studio, Ann Goddard, Alicia Keene, Patricia McKinney, Jazmyn Metcalf, Diane Rodriquez, Andrea Switter and Shirley Walker.*

Public Safety

The City of Toledo Police Department provided law enforcement services for two and a half months in 2014.

Effective March 18, 2014, the Tribe was forced to terminate the agreement with the City of Toledo as the Tribe could no longer afford to fund services for

both the Tribe and the City of Siletz. The City of Toledo contract required a minimum price that the Tribe could no longer fund without some assistance from the local City of Siletz.

Efforts in 2013 to get the City of Siletz to take a levy before voters did not come to fruition and the Tribe could no longer shoulder this cost alone.

In 2014, the Tribe continued to consider options to fund law enforcement and/or other programs that can contribute to the safety and well-being of the Siletz Tribal membership in our local community.

In addition, the Tribe is working with the City of Siletz to find a solution to extend those services to the local community as well.



Community members start the Eradication March in Siletz in March, an event sponsored by CEDARR (Community Efforts Demonstrating the Ability to Rebuild and Restore) to promote a drug-free community.



Students from Siletz Valley Early College Academy help plant Pinwheels for Prevention during Child Abuse Prevention Month in April. Rusty Butler (middle photo), prevention coordinator, lends a hand as Megan Hawley (right), Healthy Family Healthy Child Program manager, places a sign near the pinwheels.



Programs 1

The Programs 1 Department includes five social service programs – Elders, U.S. Department of Agriculture (food distribution), 477 Self-Sufficiency, Indian Child Welfare and Vocational Rehabilitation. Programs 1 also includes a grant for the Healthy Family/Healthy Child Project.

Eva Clayton at the end of Run to the Rogue in September



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 VI coordinator helps Elders access the Meals on Wheels program in their area. This past year, 3,347 meals were delivered and 2,193 meals were served at the Siletz Tribal Community Center meal site – 5,540 meals provided to help meet the nutritional needs of Elders in the Siletz community.

The Title VI coordinator and the Elders Council coordinator had a combined 31,442 contacts and referrals through outreach, telephone calls, home visits, case management, information for Elders and referrals, and new and updated Elders assessments.

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

The coordinators continue to partner with the Tribal Natural Resources Department to provide firewood for Elders through wood cutting events. Volunteers deliver wood to needy Elders who cannot transport the wood themselves. Advertising

for these events goes in the Tribal newspaper and the Elders newsletter, which is distributed monthly to all Tribal Elders.

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

The council covered fuel and mileage costs for drivers to transport Elders from the four areas to approved Elders Council activities, which totaled 10,857 one-way transports this year.

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

At the end of 2014, there were 716 Tribal Elders. Each one receives a monthly stipend ranging from \$100 to \$300, depending on their age.

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



Kathy Ness at the Elders Christmas Gathering in December

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

2014 was a great year for the USDA Program in terms of participation. We currently serve more than 250 individuals per month from the combined warehouses.

This increase is because of a change in policy implemented in September 2013 for the standard shelter/utility deduction.

Fortunately, or unfortunately, this increase in clients served was not anticipated by officials at USDA/FNS (Food and Nutrition Service). Food for the program is purchased at least six months ahead of when it will be delivered to the two national warehouses. This caused both of the national warehouses to run out of some of the most popular products.

By the time this trend was identified, the funding for additional food purchases had been depleted.

USDA officials have requested additional funding for food purchases and we should not see the long shortages of frozen meats, juices and fruits in the future. They also have submitted a proposal to receive a traditional foods grant in order to add buffalo/bison products to the food box at Food Distribution Programs on Indian Reservations.

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

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

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

John Roe Jr. and Ed Ben at the dedication of the Oregon World War II Memorial in June in Salem, Ore.



Everetta Butler and Laverne Butler on the Elders' float during the Nesika Illahee Pow-Wow parade in August

wellness activities. These include supportive services such as child care, transportation, skills testing, subsidized work experience and on-the-job training positions with Tribal and non-Tribal employers.

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

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

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

477-SSP helps American Indian/Alaska Native/Hawaiian participants overcome barriers to employment by offering employment and training services and

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

TSS staff works with clients to develop individualized case plans intended to help clients reach their goals of independence and self-sufficiency. In 2014, there were 534 family grants, 923 single adult grants, 58 non-needy caretaker relative grants, 29 families and individuals received emergency assistance, and 23 individuals received direct placement services.

The program also provided more than 668 separate instances of support services. These numbers continue to reflect an increase in families needing assistance, which can be directly correlated to the poor economy in the Tribe's 11-county service area and the country as a whole.

The program received 655 applications for services. Throughout the year, there were 272 new cases and 354 approved applications, the program provided 2,214 referrals and staff completed 3,270 appointments with clients.

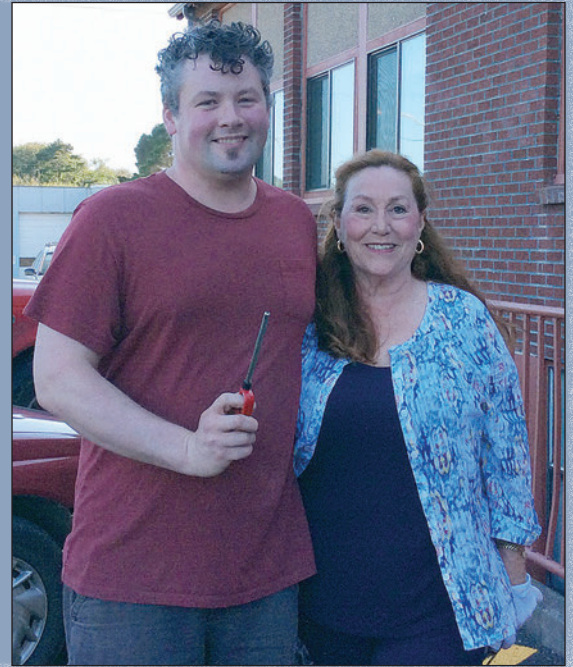
Successes for the year include 75 clients who entered unsubsidized employment, 292 clients who successfully closed their cases, 17 clients who successfully completed a WEX contract and 53 clients who completed a significant goal and received incentive awards.

The Relia-Card Program was approved by Tribal administration. Clients were registered in April and May 2014 and the first cash assistance payments were distributed electronically June 1.

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

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

Cynthia Farlow and Ben Brooks, clay class instructor, at the Lincoln City Cultural Center



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

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

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

This year, the program added an on-call as-needed Child Protective Services position. This position, after receiving the requisite training, is responsible for investigating allegations of abuse and neglect of children. Prior to the completion of training, the State of Oregon formally conducted all investigations with our staff accompanying them during the process.

In 2014, the ICW Program closed eight children's cases and 13 guardianships were finalized. We currently have 29 ICW-certified foster homes.

Word of mouth, articles in the Tribal newspaper and information sessions help

bring in new families, but the need for homes remains critical.

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

The State of Oregon, Department of Human Services is implementing Differential Response across the state. ICW is participating in these implementation activities, with two counties in the Siletz Tribal service area having initiated this new system.



Elaine Thomas (left), Julian Cordova and Kaye Stainbrook (right) at the Siletz Tribal Restoration Pow-Wow in November

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

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

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

STVRP had a 90 percent success rate at meeting grant requirements for writing individual plans for employment and a 100 percent success rate at placing participants in successful employment.

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

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

HFHCP has increased the number of successful multi-departmental team meetings and wraparound meetings, and its advocacy that various programs throughout the Tribe, state and county work together with client families to help them overcome barriers that hold them back from living successfully.

In wraparound, staff worked with 14 families involving 33 children. A total of 62 wraparound meetings were held during the year.

Positive Indian Parenting continues to be an integral part of HFHCP with some modifications in 2014. After conversations with individual community members, it became apparent that those who have learning disabilities may experience difficulty learning in a class-like setting. In 2014, HFHC staff began teaching one-on-one classes to those individuals who have indicated that a class-like setting is not an ideal learning environment for them. Between the classroom and one-on-one classes, 32 classes were taught with 24 participants in the classes.

The Programs I manager is responsible for oversight of these six social service programs, which includes direct supervision of six supervisors and one program clerk. The manager is a backup for directors in the six programs when needed and is responsible for meetings and 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 six programs as needed. The position is also part of the funeral/potluck team to meet the needs of Tribal families and be a resource for them.

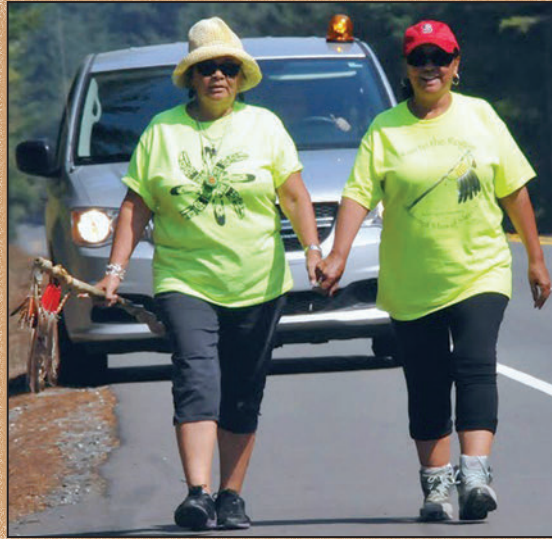
Felisha Howell, Julia Trachsel and Bristo Bayya at Skate World in Springfield, Ore., during spring break



Programs 2

In 2014, Programs II provided the following services: After-School Program, Child Care, Head Start, Culture, Education, Traditional Arts and Language, Pow-Wow, and Maternal, Infant and Early Childhood Home Visiting Program.

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



Loraine Butler and LaVonne Butler during Run to the Rogue in September

In 2014, the Programs II staff continued team development, collaboration and coordination on numerous projects, including:

- 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 Rogue, 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 in November to celebrate the restored recognition of the Tribe by the federal government
- Student Incentives, an award for graduating students in all levels of education
- Tribal Youth Education and Employment Program provides summer jobs and learning experiences
- Winter Solstice in December to celebrate the change of season
- Culture classes throughout the year

Child Care

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

This year, the program served a total of 46 families and 48 children throughout the service area. The average number of hours per month that child care was provided per child is 160.

For the year, the following were served: 1 Siletz-area child, 0 Eugene-area children, 0 Salem-area children, 1 Portland-area child and 46 at the Tenas Illahee Childcare Center.

Cultural Resources

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

He reviews archaeological permits and coordinates with other Tribal, state and federal entities to ensure protection whenever possible. Our ancestral lands cover a large area and we are responsible for any investigation of ground disturbance, legal or illegal. He responds whenever a Tribal burial has been disturbed and does reburials of skeletal remains or cultural items found in burials.

Robert also gave presentations to various local, state and regional entities.

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

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

Education

Number of Students Served through Education

Program	Total
Adult Education	104
Child Care	48
Head Start	112
Higher Education	147
Adult Vocational Training	24
Tribal Youth Education and Employment (TYEE)	58

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 with the FAFSA process and work with universities/colleges.

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

Johnson O'Malley (JOM) activities are included in supplemental education. such as tutoring, school supplies and numerous educational, recreational and cultural activities as well as working with local schools. Seven students attended the UNITY Conference this year in Portland, Ore.

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

Head Start

Head Start continues to be a strong, vital program in the Siletz Tribe. An average of 111 children were enrolled in four programs located in Siletz, Salem, Lincoln City and Portland.

Average enrollment for 2014 was 51 percent American Indian children – 68 percent Siletz Tribal children and 24 percent other Native. Of the children enrolled, 12 percent met the criteria for special needs.

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

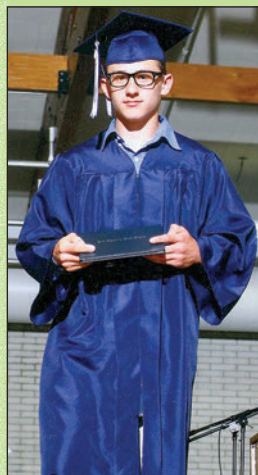


*Samantha Lynch,
graduate of Midwestern
University (Arizona)*



*Joshua M. Avery,
graduate of the
University of Montana*

*Bo Johnson, graduate
of New Plymouth High
School (Idaho)*



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

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

Language and Traditional Arts

Bud Lane teaches Athabaskan language classes in each area office once a month. In addition to these classes, he has developed language CDs and DVDs for home study for Tribal members. The Athabaskan Language Dictionary is available for Tribal members on CD disc, a hard copy and on the Tribal website.

Other components of the language also are available on the website. Tribal members can access Siletz Dee-ni Vols. 1, 2 and 3. More components will be added periodically.

Bud teaches round reed Siletz Basket making on an ongoing basis. In the area offices, interested Tribal members are taught prior to language class.

The gathering of materials also is taught and the Tribe continues its work to secure accessible areas for gathering forest products for traditional uses. Bud also teaches Tribal members how to make regalia when they request assistance through set appointments.

Bud also gives culture presentations for Tribal programs and outside groups. He coordinates all Dance House events, including hosting school class visits, representatives from state and federal agencies and other groups. Feather Dances are held for various events.

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

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

In September 2012, the Tribe accepted a grant from the Department of Health and Human Services to administer this program. During the program's first year, a comprehensive needs assessment of at-risk Tribal families who reside in our 11-county service area was undertaken for this much-needed service for our Tribal members.

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

In October, the program coordinator left MIECHV and Dorene Rilatos, Jessica Phillips and Jen Metcalf carried out the duties in an exemplary manner. Fourteen families received MIECHV program services and more will be added.

This grant is funded through 2017.

2014-15 Siletz Royalty: Hope Kibby, Little Miss Siletz; Faith Kibby, Junior Miss Siletz; and SuSun Fisher, Miss Siletz



Cultural Education and Events

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

All events require coordination with city, county and state governments; Oregon State Parks and Recreation; and the U.S. Forest Service.

The number of Culture Camp attendees reached its highest to date – 660-680 Tribal members. This is the third consecutive year that more than 600 people attended.

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

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

Approximately 350 people participated in Run to the Rogue with no injuries or accidents. Coordination includes working with the drivers, runners, cooks, local police, USFS, the city of Port Orford, OSPR and other agencies to ensure the success of this event.

Cougar Lane Lodge was under new management, so that relationship was cultivated with the hopes that Run to the Rogue will be able to continue to use their area and services at the end of our event.

In coordination with the education staff in the area offices, 53 Tribal members were awarded an individual cultural grant.

This year, funds were made available to strip the grass from the pow-wow area, level it and add additional irrigation, and then 18,000 feet of sod grass was laid.

The work was awarded to a local business, White's Landscaping, which completed the job in a week.



Zena Greenawald (above) and Alex Kaiser (below), TYEE program participants



Jordan Smith and Julio Sanchez-Russell at the Oregon Coast Aquarium in Newport, Ore., in January

San Poil Whitehead at the Nesika Illahee Pow-Wow



Administration

Sharon A. Edenfield, administrative manager, oversees Accounting, Fringe Benefits, Information Systems, Public Works, Facilities & Fleet, Property & 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 and Investment committees and staff representative to the Budget Committee.

The **Accounting** Department continued to function smoothly throughout 2014. The firm Egghart & Associates performed the 2013 audit, completing its eighth year with the Tribe. There were no findings against the Tribe or Siletz Tribal Business Corporation.

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

- Sonitrol security system – All of the buildings have been updated to use the new Sonitrol equipment and software.
- NextGen clinic software – Acquired new clinic software to replace RPMS system

- Email system upgrade – Upgraded the Exchange mail system to a cloud-based mail system called Office 365. This system uses software and equipment that is on the cloud.
- Infrastructure changes – Upgraded 65 workstation, added 20 new printers, upgraded new switch after failure
- Continued training – Some staff finished their A+ certifications and are doing CCNE classes. All staff is continuing to learn new technologies as things in the IT world change.

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

- Provided assistance with 11 funerals, nine burials and two cremations
- Maintained and mowed 167.11 acres
- Completed all required testing of water systems for EPA. All generators, building fire sprinklers, fire alarms, elevator and HVAC systems received maintenance and service.
- Painted Admin II building (old clinic), which included power washing, caulking, minor repairs, taping, etc.
- Performed 1,115 chlorine tests

The **Facilities & Fleet** Department maintained 44 GSA vehicles and 30 E Plate vehicles. The Tribal Community Center was utilized for 201 events, which included Tribal program activities, Meals on Wheels, family events, funerals and fundraising functions.

The **Property & Procurement** Department filled 4,634 requests from stock inventory and purchase orders for a total savings of \$42,334.85.

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

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

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



Planning

2014 was another year of transitions, one of those years when our activities are less visible – like the part of the iceberg you can't see.

Planning, designing, contract close-outs and grant writing dominated our activities. Planning closed out three transportation contracts as we transitioned from transportation contracts to transportation self-governance funding.

The 10-year Comprehensive Plan update continued with Tribal member input by survey and at the January community meetings. Staff is working on rewriting the plan's chapters.

Transit and road projects continue to chug along as the Tribe continues to receive transit grants from the State of Oregon and the Federal Transit Administration. We are working with Lincoln County Transit to plan for future transit connections north to Tillamook, east to Salem and south to Florence.

The upcoming Siletz Tribal sidewalk project includes water system improvements, a pedestrian rest area and hand railing on Gwee Shut Road (old Grooms Road) and wider shoulders for pedestrians on Logsdon Road from Gwee Shut to the GSA "bull pen."

Between the Siletz Community Health Clinic and Judd Road, Gwee Shut Road is showing signs of age and weather damage. We'd like to make repairs before it deteriorates further.

The **data coordinator** provides support to the Enrollment Department and helps the grant writer and Tribal departments collect and evaluate data. The data coordinator also maintains databases, manages surveys, collects data for grant reporting and supports strategic planning and evaluation for all Tribal departments.

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

The emergency planner brings useful safety information back to the Tribe and frequently can be found distributing information at Tribal events. Do you have a three-day emergency plan? Do you have a safety plan for your family in the event of a disaster? FEMA has information to help you prepare at ready.gov/basic-disaster-supplies-kit.

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

In 2014, the GIS/planner maintained 3,849 data sets (a 10-year collection of all the digital and spatial background data that goes into making the Tribe's maps).

Gloria Ingle and Jenifer Metcalf at the Eradication March for a drug-free Siletz community in May



In 2014, the **construction engineer** supervised a variety of projects and is the backup to the Tribal planner. This has been a year of preparing for construction in 2015.

The construction engineer's tasks range from working on the street design for Neachesna subdivision Phase II to developing construction design standards; from solar energy data collection to overseeing the operations of the solar power systems and solar street lights.

Solar panels were installed on the Tillicum Fitness Center in Siletz and the on the new Recreation Center carport in 2013. After one year of operation, the panels had generated 50,934 Kw of power and saved 98,736 pounds of CO₂. The value of the energy savings was approximately \$3,565.38.

The construction engineer is on the Oregon Coast Economic Development Alliance Board and worked on the Pacific Marine Energy Center Siting Team, in addition to being appointed to the Firebare Community Radio board.

The **planning tech** works closely with the construction engineer on various transportation and other projects, such as maintaining street signs, repainting street markings and monitoring the solar street lighting.

In 2014, the key **grant writer** position turned over. Our new grant writer brings many years of Tribal experience to the position.

The **transit coordinator** works with the Tribal Transportation Advisory Committee to comply with the requirements of the state's Special Transportation Fund program and other transit regulations. Rider and mileage data must be collected regularly and tabulated for grant reporting.

Transit vehicle preventive maintenance is current and transporter training is provided to all vehicle drivers. Status updates are provided to the committee. All of these activities improve safe access to rides for Tribal members.

For more information, scroll down the Tribal Transit page for links to up-to-date transit information – ctsi.nsn.us/Siletz-Tribal-Services-Umpqua-Clackamas-County-Tillamook/other-departments/ctsi-transit-program-services#content.

The **Tribal planner** oversees departmental operations, staffing and transportation planning, including acting as a council-appointed representative to regional and state transportation planning meetings.

The planner keeps the Indian Reservation Road (now Tribal Transportation Plan) inventory current and funded. Planning is now working under "programmatic agreements," essentially the BIA Department of Transportation self-governance program, which allows any cost savings to be rolled into other Tribal Transportation Improvement Project-identified tasks instead of returning to the BIA to be "re-programmed."

The planner attends additional local, state and federal policy bodies as assigned, which in 2014 included a State of Oregon Highway Safety Plan Update Committee and developing new state administrative rules for annexations within urban growth boundaries.

The **planning clerk** is a key position and a demanding multifaceted job. The clerk handles requests from all of Planning's staff members, manages the department's multiple cuff accounts and processes the department's accounts. It is a big challenge, given all the construction work, complex grants and regular reports the department processes.



Tony Whitehead and Nevaeh Whitehead at Run to the Rogue

Enrollment Statistics

Required Tribal Council Actions

New Enrollments	97
Rejected Applications	4
Deceased Removals	28
Relinquishment	1
Blood Quantum Correction	16
Name Change	34
Date of Birth Correction	7
End-of-Year Total Tribal Membership	4,984

Other Activity by Staff

Phone Calls*	6,816
Address Changes	2,854
Certificate of Indian Blood (CIB) Issued	410
Tribal IDs Issued	657

*Data not available for first and second quarters

The **Enrollment** Department processes applications for enrollment, which then are forwarded to the Enrollment Committee for review before a recommendation is made to Tribal Council.

The staff and Enrollment Committee also review and make recommendations for requests for name changes, blood quantum changes and Tribal relinquishments. Tribal Council makes the final determination on all actions affecting Tribal enrollment.

Staff is responsible for issuing Certificates of Indian Blood and Tribal IDs, researching family trees, signing form BIA-4432 to verify Tribal enrollment for federal employment and maintaining Tribal member contact information.

The Siletz Tribe provides a death insurance benefit to cover funeral expenses. All Tribal members are eligible for this, including children.

Tribal members can designate the person they want to be contacted by the Tribe in the event of their death and to receive the balance of the benefit once funeral expenses are paid.

The Enrollment staff is responsible for processing death benefits claims, currently up to \$6,000, to cover incurred funeral and burial costs. If there is a designated beneficiary, the Tribe provides a \$1,000 benefit to this beneficiary.

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

If you are not sure if you have a beneficiary on file, obtain the appropriate form from the Tribal website or contact the Enrollment Department to submit an updated form.

It is very important for you to keep all of your contact information up to date with the Enrollment Department. For your security, all changes must be in writing on the form provided by the department. Failure to update your information with the Enrollment Department can interfere with mailing the Tribal newspaper, confidential newsletter, per capita checks and Tribal elections.

To obtain forms online, go to the Tribal website at ctsi.nsn.us; on the left of the home page click Government listings; select Enrollment from the drop down and all of the forms are located on the right side of the page.

Contact the Enrollment Department to request a form be mailed to you:

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

Email: enrollment@ctsi.nsn.us

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

Ed Ben (left), Tony Molina and Stan Werth (right) at the Field of Flags during Loyalty Days in Newport, Ore., in May



Tribal Court

Caseload

New	545
Average monthly new cases	45
Closed	437
Hearings, monthly average, (includes per capita caseload)	132

Court Staff

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

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 13 years, Tribal Court has seen an increased caseload from just over 100 cases in 2000 to a caseload of more than 500 cases in 2014.

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

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

Tribal Court uses Laserfiche, a document imaging program for storing files. Deputy Court Administrator Rebekah Goulet has scanned past and current court

records into the Tribe's Laserfiche storage, saving cost and space.

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

Training

Tribal Court promotes educational enhancement for judicial and court staff through attendance and participation in

trainings and workshops relative to Tribal Court issues. Tribal Court participates with neighboring courts and agencies to create a good working relationship.

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

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

Public Relations

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

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

Saul Jurado, Sonya Moody-Jurado and Eva Jurado (front) at the Gathering of Oregon's First Nations Pow-Wow in January



Natural Resources

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

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

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

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

grant and a Bonneville Power Administration (BPA) Wildlife grant.

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

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.



Part of the Tribe's Tahkenitch property

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

Accomplishments for 2014 include:

- Presales work on five timber sale areas totaling 321 acres and 11.396 million board feet
- Planting 50,905 seedlings on 92 acres
- Site preparation of 161 acres
- Precommercial thinning of 121 acres
- Completing 329 acres of stand exams
- Issuing 90 personal use firewood permits
- Issuing 126 property access permits
- Cutting, splitting and delivering 30¾ cords of firewood during three Elders woodcuts

A view of the Tribe's Reed Creek property



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

2014 accomplishments include:

- Continuing laboratory research with lamprey eel to determine the effects of herbicides and turbidity in streams on eel survival, growth and reproduction
- Continuing to collect, analyze and model stream temperature, sediment, flow and macroinvertebrate data from locations throughout the Siletz River system, including a number of its tributaries, for use in a variety of future projects, including stream TMDL (total maximum daily load) modeling efforts and habitat restoration activities
- Continuing cooperative work in a number of coastal estuaries and rivers with various partners, including pre-restoration monitoring work in the Tillamook estuary and the Siuslaw River
- Continuing a three-year effort to delineate the various salmonid and steelhead genetic stocks within the Siletz River system, funded by an ANA ERE grant
- Continuing to participate in criteria development and selection of projects to be funded by BPA for Willamette basin wildlife mitigation



A heron (above) and a turtle hang out near the USDA Food Distribution Center in Siletz, Ore.



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.

2014 accomplishments include:

- Completing a Humboldt marten presence/abundance survey on Tribal lands
- Helping OSU conduct a beaver genetic diversity study in the Siletz watershed
- Reviewing/ranking WWMP projects
- Developing work on potential future Tribal WWMP projects

The **Hunting and Fishing** program handles all aspects of issuing and tracking deer and elk hunting tags and licenses, salmon fishing tags and shellfish gathering permits.

The program also covers processing and distributing subsistence salmon to Tribal members and processing confiscated game meat.

In 2014, accomplishments include:

- Issuing 323 deer tags (40 filled)
- Issuing 113 elk tags (7 filled)
- Issuing 158 salmon tags (5 filled)
- Issuing 97 shellfish gathering permits
- Picking up/processing/distributing 4,414 pounds of subsistence chinook salmon
- Distributing 674 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 through an EPA GAP grant. This grant's primary focus is on water quality monitoring in the Siletz River basin.

In addition to the continuation of these activities, 2014 accomplishments include:

- 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 the monitoring of the settlement agreements covering re-licensing of Eugene Water and Electric Board's Carmen-Smith and Portland General Electric's Clackamas River and Willamette Falls hydroelectric facilities
- Representing the Tribe at meetings about a variety of other environmental issues, including serving on EPA's Regional Tribal Operations Committee

In 2014, the **Realty Division** provided environmental review and compliance services to Tribal departments in addition to reviewing proposals for acquisition of additional Tribal lands.

Realty also facilitates the conversion of land to trust and reservation status by working with the BIA, surveys and clearing titles.

- Total acreage, including timberlands: 15,622.15 acres
- Pending trust status: 8.28 acres
- Placed in trust since 2013: 133.66 acres
- Total acreage in trust/reservation status: 4,562.46 acres/ 3,980.81 acres
- No new properties were acquired.

Housing

Mission Statement

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

Year in Review

2014 was a year of stability and progress for the Siletz Tribal Housing Department (STHD).

The Formula Negotiated Rule-making Committee (FNRC) met four times in 2014 and continued two workgroups – Formula Current Assisted Stock and Needs. It also identified issues for potential negotiation.

We were able to negotiate several changes before FNRC held its last session. A key accomplishment was the formation of a study group to examine data sources for the funding formula.

Organizational

The 2014 Annual Performance Report was submitted to HUD on March 23 and highlighted STHD's accomplishments for the 2014 program year.

The 2015 Indian Housing Plan (IHP) was submitted Sept. 24 and was the third IHP using the consolidated format.

STHD staff made significant progress in tracking and reducing tenant account receivables (TARS).

Overall TARs were reduced by \$62,607. The low-income rental program experienced a \$948 increase in arrears and Homeownership arrears increased \$8,613.

During the same 12 month period, however, MEPA loan arrears experienced a reduction of \$65,611 and property management arrears reduced \$6,558.

Ten Mutual Help Homeownership units conveyed title in 2014.

STHD submitted the updated Formula Current Assisted Stock information and current Tribal enrollment data to the IHBG (Indian Housing Block Grant) formula center and participated in OLINK meetings.



Maddy Metcalf launches a shot during the Siletz Community Coed Basketball Tournament in March

Construction

Phase 2 of the Tillamook development is complete. The units were ready for occupancy on Nov. 1.

The occupancy of the Tillamook community began a new era of homeownership opportunities offered to Siletz Tribal members. STHD implemented the Home of Your Own lease-purchase program.

The National American Indian Housing Council pictures the community on its new brochure.

Phase 2 construction was financed using the Title VI loan guarantee program. HUD guarantees 95 percent of the loan with payments made from the Indian Housing Block Grant. Title VI is a new funding mechanism for STHD.

Legislative

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

The House of Representatives passed HR 4329, a bill to amend and reauthorize NAHASDA. We were very pleased with the strong bi-partisan support in the House.

During lame duck session, the Senate appeared to be interested in passing HR4329 through the process known as hotline. It wasn't successful because one senator objected to one of the provisions.

The outlook for the 114th Congress is more promising for amending and passing legislation to reauthorize and amend NAHASDA.

We continue to focus on increasing appropriations for the IHBG program and also advancing legislative revisions to make the program more efficient.

*Crystal Taylor McGuire
at the Siletz Tribal
Restoration Pow-Wow*



*Mason Forty,
Sebastian Eagle
Butler, Bobby Butler
and Isaac Butler
at the Eradication
March*



Miscellaneous

During the 40th annual convention of the National American Indian Housing Council (NAIHC), I was elected to serve a two-year term as NAIHC chairwoman.

Since then, the NAIHC board of directors conducted a strategic planning session in Siletz to develop a six-month transition plan that focuses on financial sustainability.

The NAIHC board consists of nine elected officials from across the United States. It was an honor to host the meeting locally as many had never been to the Oregon Coast.

In addition, the National Congress of American Indians invited me to chair its housing subcommittee. This is a customary duty of the NAIHC chairperson. The primary focus is to ensure a consistent message is presented to Tribal leadership.

Longtime STHD employee Marci Simmons left the Housing Department to work for the Tribe in another capacity. As a result of her departure, the occupancy position became vacant.

Brett Lane successfully applied for the vacant position and Marleen Wynn was hired to administer the emergency housing assistance program and the waiting list.



Maliyah Stringer



*Tina Retasket at the
Siletz Valley Farmers
Market in July*

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. In 2014, the Tribe hired 67 employees.

- 51 regular
- 16 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 Child-care Center and Siletz Tribal Gaming Commission.

New Positions

Three new positions were created:

- NextGen Implementation and Training Specialist
- Youth Development Director
- Learning Service Specialist

Job Descriptions

Five revised job descriptions were approved:

- Bookkeeper I (Finance Assistant)
- Case Manager I
- Social Service Advocate
- Food Service Worker
- Elders Title VI Coordinator

Sharla Robinson, Healthy Traditions Project coordinator, prepares more food samples as Jack Strong, executive chef at Chinook Winds Casino Resort, signs one of his cookbooks during the Native American Heritage Festival at the Lincoln City Cultural Center.



Lisa Taylor, medical officer, is the 2014 Employee of the Year.



Recruitment Activities

The department recruited for the following positions:

- Case Manager I, II and CPS
- Compliance Agent
- Head Start: Teacher, Assistant Teacher/ Bus Driver, Classroom Aide and Food Service Aide
- Healthy Families Home Visitor
- Internal Auditor
- Planning Clerk
- A&D Program Director
- Community Health Advocate
- Dental Hygienist
- Diabetes Program Assistant
- Gaming Inspector
- Health Educator/Case Manager
- Housing Finance Manager
- Security Guard
- On-Call Child Care Worker
- VAWA Program Outreach Specialist
- Bookkeeper I/Finance Assistant
- Social Service Advocate
- Exercise Facility Assistant
- On-Call Transporter
- Patient Accounts Rep/Trainee
- Program I Clerk
- Tribal Services Specialist
- Elders Title VI Coordinator
- Mental Health Specialist
- STVRP: Job Developer/Counselor, Aide
- Temp Natural Resources Crewmember
- Tribal Custodian
- Youth Initiative Coordinator
- Bookkeeper II
- Historical Research Clerk
- STBC Accounting Clerk/Receptionist and Staff Accountant
- CHS Tech II
- Medical Assistant
- Environmental Planner
- Occupancy Specialist
- TICC Childcare Worker
- Data Coordinator
- On-Call Medical Assistant
- On-Call Pharmacy Tech I
- Home Visiting Program Coordinator
- Administrative Support Clerk
- Admissions Specialist
- Behavioral Health Data Coordinator
- Service Learning Coordinator
- SPF Project Coordinator
- Youth Development Director
- Grant Writer



Tehya Seltenreich at the Siletz Tribal Head Start Transition Ceremony in May

Stan Werth at the Memorial Day Ceremony



Workers' Compensation

Our workers' compensation insurance carrier for 2014 was Tribal First.

Labor Force

At the end of 2014, the Tribe's labor force was made up of:

- Siletz Tribal Members 142
- Other American Indians 16
- Non-American Indians 79
- Total Workforce 237

Training Activities

Fire Safety, Employee Travel and Workers' Compensation

Employee Incentive Activities

The Human Resources Department coordinates the Employee Incentive Awards program. The following awards were presented at the 2014 all-staff meetings:

- Extra Effort Award 32
- Special Acts or Services 28
- Time Off Award 2
- Outstanding Performance 19
- Employee Suggestion/Invention 2
- Employee of the Quarter 4
- Employee of the Year 1

Awards Banquet: Approximately 230 people attended the annual awards banquet at Chinook Winds.

Employee Assistance Program

Our EAP provider for 2014 was RBH. Confidential services were available to Tribal employees and their immediate families at no cost. Services available include:

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

Health

This was a year of tremendous change within the Health Department. Several long-term employees moved on to other career choices – we lost our physician assistant to Samaritan Health System, a new admin/QI/CHD position was hired, a new dentist and optometrist changes.

When providers leave the clinic, recruitment efforts begin immediately. The process of replacing a provider is long and complicated. We normally hire a recruiting firm to help us find the right fit for our location.

During this process, we hire temporary providers, called locum tenens, to see patients. Sometimes one locum tenens can stay on site until the permanent position is filled.

The Siletz Community Health Clinic used several locum tenens in the past year. I understand that patients dislike new providers, but as recruitment efforts continue they provide a valuable service.

*Liz John (left),
Danelle Smith and
Sharla Robinson at
the Garden BBQ
Walk in August*



There were 31,756 ambulatory visits this year, including physician, nurse practitioner, physician assistant, behavioral health and optometrist.

The pharmacy filled 40,322 new and refill prescriptions. The dentists/dental hygienist provided 6,934 visits.

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

- The CARE program assists victims of domestic violence and provides community outreach and education.
- Tobacco Prevention and Education provides information to youth about the long-term health effects of tobacco use and facilitates access to cessation tools.
- Substance Abuse Prevention helps youth acquire the life skills necessary to avoid substance use and abuse.
- Strategic Prevention Framework/State Incentive Grant from the State of Oregon helps the CEDARR (Community Efforts Demonstrating the Ability to Rebuild and Restore) group develop a community-wide strategy to improve community health, especially in alcohol and substance abuse.
- Youth mental health provides one-on-one, group and family mental health counseling and coping activities.
- The Diabetes Program organizes a well-attended exercise challenge, operates the Tillicum Fitness Center in Siletz, pays for gym memberships outside of the Siletz area and offers monthly educational Talking Circles, individual/family counseling and education.
- Fitness center staff also conducts summer sports camps for youth.
- Healthy Traditions grant through the Centers for Disease Control and Prevention ended in 2014. The Tribal Council, however, has approved use of clinic revenue to fund ongoing HT activities.

The **Community Health Department** (CHD) arranged 1,711 medical transports. Services include home/hospital visits, bicycle safety rodeos, monthly diabetes Talking Circles, distributing infant/toddler car safety seats, coordinating annual flu shot clinics and assisting with referrals to specialists.

CHD also coordinated a very successful Health Fair at the clinic. Vendors from 24 programs and organizations participated in this exciting event.

The **Business Office** struggled with the PAMS account management system. Although revenue was up, so too was our outstanding accounts receivable. The decision was finally made to replace both our electronic health record system and our patient management system so all systems are compatible. A workgroup was established that selected the NextGen program.

Contract Health Services continued to provide level III care throughout the year, thanks to the expansion of Medicaid and the Affordable Care Act. More than 500 patients now have health coverage, which allows CHS to increase level of care.

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

Tribal members who live outside the 11-county service area are eligible for one service per year for either vision, medical, dental or hearing. Alternative Health Care pays \$50 per visit for acupuncture, massage therapy or chiropractic care.

Zeb Payne, outpatient A&D counselor, at the Tribe's rope course and yurt

Students at Siletz Valley Early College Academy participate in challenges during Warrior Pride Day in January.



Alissa Lane and Emily McMillin at the SAAM (Sexual Assault Awareness Month) 5K in April



Siletz Tribal Business Corporation

STBC's performance in 2014 continued to improve compared to previous years with a further 18 percent reduction in EPR utilization compared to 2013.

Overall, STBC has improved its bottom line every year for the last five years with dramatic performance improvements in 2012, 2013 and 2014. STBC administration costs increased by just less than 8 percent primarily because of increased Internet bandwidth costs.

Financials

STBC continued to explore ways to increase profitability by controlling costs and increasing operating revenues across its entities and properties.

Personnel

STBC was in transition in 2014 with Brenda Bremner, the Tribe's general manager, serving as the acting economic development director with an interim manager in place to oversee continued operations during a reorganization transition. Additionally, STBC hired two Tribal members for two full-time accounting positions.

Enterprises

Imprints Print Shop: Imprints' yearly performance was up from the previous year by 4 percent but still carried a loss for the year. 2014 saw a decline in both revenue and expenses. The interim manager at Imprints is a Siletz Tribal member.

Imprints' 2015 focus is on increasing its retail sales and developing stronger relationships with both Tribal and local businesses. It also will focus on marketing its products and services to Tribal members and developing a Siletz Tribal member consignment relationship to help Tribal members sell and market goods on Highway 101 in Lincoln City.

Logan Road RV Park: The RV park's performance improved in 2014, finishing with annual revenue up 3 percent, expenses down 1 percent and occupancy down 2 percent compared to 2013.

Logan Road's 2015 goals include strengthening its partnership with Chinook Winds Casino Resort, expanding its social media marketing campaign and developing a mobile version of its website for the increasing number of smartphone and tablet users, as well as increasing advertising directly on Highway 101. Additionally, the RV park will market Imprints Print Shop as well as Tribal and Tribal member products.

Hee Hee Illahee RV Resort: The RV resort had a strong 2014, with record



Jasmine Whitehead and Jae'da Vasquez at the start of Run to the Rogue

revenue up 3 percent from 2013's record revenue, occupancy down 1 percent and expenses up 2 percent for its best annual revenue and operational performance in resort history.

Hee Hee's goals for the first half of 2015 include upgrading its amenities. A faster Wi-Fi and network infrastructure, new children's playground and selection of a new resort contract manager are scheduled. Another 2015 goal is a redesign of its website to target mobile users with tablets and smart phones.

Properties

The occupancy rate of the six commercial real estate properties owned or managed by STBC ended 2014 at 97 percent. 2014 overall property management annual revenue increased 3 percent from 2013 and has increased 53 percent since 2010.

The end of 2014 began the transition to a cloud-based property management system to maximize property management efficiencies and consolidate property information into one location.

The Salem Flex building, Lincoln Shores building, Siletz Business Complex, Depoe Bay building and Siletz Gas & Mini-Mart building ended 2014 fully occupied. The Siletz Business Complex has a signed tenant

Mason Chamberlin at the Loyalty Days Fun Run in Newport, Ore., in May



for all the vacant suites that is scheduled to move in by the end of April 2015.

Siletz (Portland) Business Complex: Revenue was down in 2014 compared to 2013 because of reduced tenant occupancy. In September, STBC signed a tenant to take over every suite in the building except for the Portland Area Office and one other suite for seven years with three one-year renewal options. The new tenant moved into one suite in November 2014 and will take over the remaining suites by the end of April 2015.

Eugene Office Building: Revenue was flat in 2014 compared to 2013. A major roof repair is scheduled for second quarter of 2015. STBC continues to market the property's upstairs vacancy.

Depoe Bay Building: Revenue was up in 2014 compared to 2013. STBC signed a tenant to multi-year leases for both floors of the building. A number of building maintenance, repair and upgrade projects as well as tenant improvements were performed.

Toledo Mill Site: This property ended 2014 with the same five tenants from 2013 and generated a small profit. The property continues to be marketed.

Salem Trust Property: This property generated a small profit for 2014, retaining its tenant. STBC signed a new Tribal landscaper to perform monthly and annual maintenance for 2015. A new fence was installed along the western boundary to increase property security. STBC continues to market the property for development.

Siletz Gas & Mini-Mart: This property remained fully occupied throughout 2014 and is projected to remain fully occupied through 2015. It generated a positive cash flow for 2014. A number of maintenance and repairs are scheduled for the second quarter of 2015.

Salem Flex Office Building: The building remained fully occupied throughout 2014 and will remain fully occupied through 2015. The property generated record annual revenue in 2014 and has improved its bottom line performance by 92 percent since 2010.

Lincoln Shores Building: This building was fully occupied throughout 2014 and is projected to remain fully occupied through 2015.

STRCP

The Siletz Tribe Revolving Credit Program (STRCP), which provides consumer, housing and small business loans, prepared to fully transition from Tribal administration to Siletz Management Inc., located at the Lincoln City office, in the beginning of 2015. STRCP policies and procedures were reviewed and updated with subsequent approval by the Tribal Council during 2014.

The STRCP webpage on the STBC website was expanded to include more educational resources, online application forms, financial calculators and useable budget templates.

Additionally, STBC successfully signed an agreement with TransUnion to begin reporting the status of all STRCP loans on a monthly basis starting in 2015. This will help fulfill the primary mission of STRCP to increase the overall credit worthiness of Tribal members by increasing their credit score with successful loan repayments.

Also, a full historical database was created to include every STRCP loan since 2001 to provide the STRCP Board of Directors with more comprehensive information.

Since 2001, the STRCP board has approved more than \$2 million in loans for Tribal members. Goals for 2015 include developing online access capability for Tribal members to review their loans.

Projects

STBC administration completed its transition to a Microsoft Office 365 cloud platform in 2014, reducing overall IT support costs.

Siletz Management Inc. is in the process of receiving its own website to begin marketing its accounting services publically to other Tribal entities and members with an expected live date in the second quarter of 2015.

The STBC board is conducting a reorganization of STBC to enhance the capability of successfully evaluating future investments into profitable business ventures, as well as to successfully manage current assets to provide ongoing profitability.

The STBC board also implemented an independent Clearinghouse Committee to review and evaluate all new internal and external economic development activities presented to the Tribe and STBC.

After the clearinghouse reviews a proposal for investment, the committee makes a recommendation to the STBC board on whether or not investment is justified. Clearinghouse Committee members include representatives with expertise in finance, business and law, with attendance by STBC staff as necessary.

The Clearinghouse Committee met on a monthly basis and as needed in 2014 to review several different internally proposed projects as well as external business opportunities presented by third parties.

In 2014, the Clearinghouse Committee reviewed the Hee Hee Illahee RV Resort network infrastructure upgrade project requested by STBC staff, which was subsequently passed by the STBC board for implementation in 2015. The committee also made recommendations on third party proposals to the STBC board.

Chinook Winds Casino Resort

2014 was a busy year for Chinook Winds Casino Resort. Our property was in a constant state of activity, including improvements, promotions, entertainment, international events and community partnerships.

There is a constant desire to ensure our guests' experience is one that leaves them with the need to return. Everything we do throughout the year is geared toward enhancing the customer experience.

Every department plays a key role in our mission to become the premier resort destination on the Oregon Coast. As you will see in this report, departments across the property are in constant motion to solidify a successful return on investment.

Entertainment and Promotions

2014 was filled with new ideas and great entertainment, including Rodney Carrington, Thompson Square, Melissa Etheridge and Diamond Rio.

Chinook Winds and the Western BCA teamed up in October with the Chinook Winds Open 10-Ball Championships. This popular event drew nearly 1,200 pool players from across the Pacific Northwest to our resort.

TV partnerships included *Wheel of Fortune* and *The Amazing Race* tryouts in October. Not only did the events bring more than 4,500 guests to our casino, they garnered thousands of dollars in added value TV exposure.

The Whirlwind of Cash promotion not only was a successful gaming event, its TV support enabled us to negotiate with KGW and KATU to come onsite for promotion.

We hosted two major poker events that drew hundreds of players and generated Twitter followers throughout the year. These events create national buzz about our resort in the poker world.

Exciting new slot machines were added throughout the year that provided more opportunity for fun and excitement on the gaming floor. Zombies roamed the floor promoting the new *Walking Dead* machines and other floor characters like *Ghost Busters* were brought in to provide something new for our guests to enjoy.

Our Bingo Department keeps getting better and Cosmic Bingo had record nights throughout the year.

Hotel Improvements

The junior suites got new loveseats in all the rooms and decorative bedding.

All of the window sills in A-building have a fresh coat of paint and the old office in A-building was converted into a hotel room.

We turned the old break room in building B into the new office for Housekeeping supervisors. All stairs to all first-floor units of buildings B, C, and D were painted with non-slip paint and caution nosing.



Drew Carney from KGW and Scott Macrae from the Marketing Department at the Whirlwind of Cash

The A-spa boiler was replaced and relocated outside the building. And finally, a new hot tub will be installed.

The maintenance team performed some or all of the work mentioned above, saving thousands of dollars by not hiring outside contractors.

The new laundry facility was completed just north of the swimming pool. The old laundry facility is currently being renovated to add two hotel rooms to the resort.

Chinook Winds also is proud about the completion of a \$125,000 remodel project at the hotel's convention center. New windows, paint, carpet and sound system are among the upgrades made to the space.

The hotel lobby is new and improved with a more-welcoming setup, including a new sitting area and an updated look.

Facilities

Facilities completed a lighting project that involved changing all of the T-12 light fixtures throughout the property to T-8. Incandescent light bulbs are being changed to LED light bulbs as well.

The Facilities Team worked with the Energy Trust of Oregon (ETO) because the organization pays us to install these energy-saving bulbs and pays for a por-

tion of our labor. After the project is complete, it issues us a reimbursement check.

We estimate a ROI on this project to be under two years property-wide and will save the resort approximately six figures annually on utilities. This project took several months to complete, but the end result provides a cleaner, more "green" product.

The Aces Sports Bar & Grill deck was completed in early March. We saw a need to replace it because of the high volume of usage it sees every year. Aces has become increasingly popular and the current structure just was not suitable for large crowds who want to enjoy their meals outside during the summer.

We are most excited about the HVAC controls phase one project, which also qualified for an incentive check from the Energy Trust of Oregon. It allows us to remotely access our controls and shut equipment off when it's not needed.

This adds up to close to five figures annually on utilities savings, but most importantly provides better air quality to our guests.

Food & Beverage

We now offer dessert items made from scratch in the Rogue River Steakhouse that focus on Native traditions and quality.

The King Estate wine dinner at the Rogue River Steakhouse was a huge success and we hosted a "Kurt Schrader for Congress" fundraiser.

New electronic menu screens in the deli were added and we successfully implemented an increase in alcoholic beverages throughout the casino property, which will have a positive impact on the bottom line.



*Sean Sheridan,
Director of Facilities*

Sales

2014 showed improvements in Sales-sourced business in several areas:

- The first quarter showed a 10 percent increase in Corporate segment revenue. The Sales Team will highlight participation with organizations shown to be advantageous in the Corporate segment for continued growth in 2015.
- The addition of a large law enforcement group helped raise revenue in the Government segment by 16 percent in 2014 versus 2013. This increase drove the Sales Department to develop a per diem menu and aggressively target leads generated through the state government's Oregon Procurement Information Network system.
- Successes in the Wedding segment came in the off-peak months of February, October and November. Overall in 2014, the average revenue generated per Wedding segment booking more than doubled. Seeing an increase in F&B spending in this market segment has led the Sales Team to increase the resort's visibility on key wedding planning websites and to exhibit in strategically appropriate tradeshows.

Chinook's Seafood Grill

A new wine menu and pricing structure were created, which increased sales.

The banquet room was fully remodeled, including new carpet, paint and a much-needed sound system. We also have focused on better-quality bands on concert weekends.

Banquet Department

The Banquet Department was pleased to present the refreshed convention space in mid-June at the hotel. The updated area has made way for a dramatic increase of weddings being hosted in 2015 and 2016.

Christmas parties were up 500 percent during December 2014 over 2013. Sales and operations have merged to redefine and increase our guest service.

Aces Sports Bar & Grill

Aces introduced seven new beer products to replace the lowest-selling ones. It solved an ongoing beer gas issue to improve the quality of draft beverages.

Aces remodeled its banquet room – bar, dance floor, ceiling fans, carpet and paint to host a larger variety of events.

Aces also is finding new creative ways to generate revenue during special sports events (selling a VIP room, working with beer vendors to help promote events, creating new dinner specials by using mostly in-house products).

Golf Course

Rounds of golf for the 2014 summer golf season were up 2 percent over 2013. Bottom-line revenue increased by 4.4 percent over 2013, with operational expenses reduced by 14 percent.

Irrigation was expanded on four holes and six tee boxes were remodeled or rebuilt. The golf course obtained certification in environmental planning from the

Audubon Cooperative Sanctuary Program for Golf Courses.

The golf course hosted the largest weekly Men's Golf Club event in the state for 24 consecutive weeks. It also hosted an annual OGA Junior Tournament, hosted and participated in junior clinics and had a 3 percent increase in youth golf participation over 2013.

The Fitness Center implemented a new fitness center massage program for guests and also implemented the American Specialty Health Certification for Fitness Center senior guests.

In the fall, the golf course ground maintenance team started installing two new irrigation laterals for #6 fairway (six new sprinklers). The crew installed drainage for the landing area on #6. All the water from #6 and #7 runs to that low spot so now it ejects toward the highway.

We are attempting the same thing on #2 because when it rains, the surface water currently runs into the #2/9 marsh area. The ground is still soft because the clay soil is so heavy, but we are already seeing a much more playable surface in those low areas.

The roof project at Chinook Winds Golf Resort was completed.

Human Resources and Team Development

The Human Resources Department focused on the development of our Management Team by providing leadership training through web-based, classroom-style and leadership IQ seminars.

In addition, we partnered with Reliant Behavior Health to provide time man-

agement training and Tribal First, which presented a classroom-style training on OSHA standards. Overall, we provided a dozen different management training to our directors, managers and supervisors.

Tribal member placement and advance is a priority at Chinook Winds. We have 13 percent Tribal members employed at Chinook Winds, with 30 Tribal members in management positions.

HR worked closely with the departments to help streamline the hiring process. We held two job fairs in 2014 that were very successful.

This was a busy year for hiring staff at Chinook Winds. We offered 531 position, 363 of the applicants were successful.

Annual employee events, including the employee

golf tournament, employee picnic, holiday party, annual health/safety fair and two SOLV Beach Cleanups (spring and fall) are all events that help us keep our team environment and company morale at a high level.

Quarterly Superstar Award recipients for 2014 were Michael Haft, Food & Beverage; Bensell Breon, Transportation; Marisa Lagula, Food & Beverage; and Kathryn Lee, Cage.

Chinook Winds Gives Back to the Community

Without the generosity of the staff at Chinook Winds, Christmas in 2014 would have been pretty lean for many local children, families and homeless individuals.

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

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

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

The blue and silver pinwheels herald the start of Community Days. They were



Play Palace staff take the ALS Ice Bucket Challenge in August.

gently placed in the ground by casino staff and community volunteers.

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

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

An interactive social media and local media splash took place when more than 60 employees took the ALS ice bucket challenge to raise awareness for the disease. Not only did employees post videos on the casino's Facebook page, they raised money as well. Even the children and staff at the Play Palace jumped on board.

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

Chinook Winds 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.

Annual Contribution to NLF&R Solidifies Community Partnership

A contribution of \$71,478 was made to the North Lincoln Fire & Rescue District as an ongoing partnership between Chinook Winds, the Tribe and the district.

In a recent letter from the district, Fire Chief Don Baker stated, "The Fire District greatly appreciates the past and future support of the Confederated Tribes of Siletz Indians and the opportunity to provide Chinook Winds Casino Resort with fire protection and emergency services."

Every budget year, the fire district and Chinook Winds enter into an agreement of funds to assist the district in providing fire protection and emergency services to Tribal properties held in trust. North

Lincoln Fire & Rescue determines what money is needed to service all the properties owned by the Tribe and submits the requested amount.

Sponsorships and Community Involvement

We hosted a Candidate's Forum in October. All candidates on the Lincoln City ballot were invited. Eighteen candidates were present and discussed issues with more than 80 attendees. The event also was live-streamed on a local news website and local radio.

Chinook Winds jumped on board with the annual Oyster Cloyster event in Newport this year. We are working on gaming fun with our sponsorship/partnership opportunities.

In addition to the two blackjack tables with Chinook Winds dealers showing the crowd of more than 400 why it's better at the beach, Jack Strong and his team placed second overall in the oyster dish competition. This event is another example of Chinook Winds putting sponsorship dollars to work bringing gaming on the road to entice future play.

Native American Heritage Month

We were proud to spread the news of Tribal history throughout the community, partnering locally with events to showcase the important connection the Tribe and the casino have with the promotion of coastal tourism.

Chinook Winds once again participated in the Lincoln City Chowder Cook-off with the second annual Native American Day. The day included Tribal dancers, storytellers and sharing the history of the Tribe through drumming and storytelling.

The Chinook Winds Culinary Team, led by Executive Chef Jack Strong, provided samples for more than 700 attendees. Chef Jack also did two cooking demonstrations for the crowd while talking about the connection of the Tribe and the casino and the integration of his American Indian heritage in the menus at Chinook Winds.

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

Executive Chef Jack Strong presents a cooking demonstration during Native American Day at the Chowder Cook-off in Lincoln City, Ore.



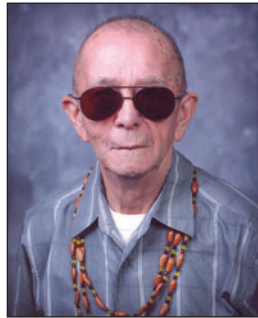
Tribal Council



Lillie Butler



Loraine Butler



Reggie Butler Sr.



Jessie Davis



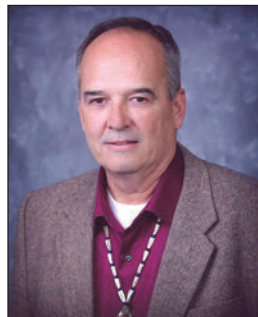
Sharon Edenfield



Gloria Ingle



Robert Kentta



Alfred "Bud" Lane III



Delores Pigsley

*Chairman
Delores Pigsley*

*Vice Chairman
Alfred "Bud"
Lane III*

*Secretary
Sharon Edenfield*

*Treasurer
Robert Kentta*

Tribal Website



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

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

Tribal Entities

Chinook Winds Casino Resort

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

Logan Road RV Park

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

Hee Hee Illahee RV Resort

4751 Astoria St. NE
Salem, OR 97305-1106
503-463-6641 or 877-564-7295
heeheeillahee.com

Imprints

1520 NE Highway 101
Lincoln City, OR 97367
541-996-5550
Fax: 541-996-5551
imprintsprintshop.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 Park 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 Logsdan 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





Peter Hatch, cultural resources technician, talks about Tribal culture with a guest at the Indian Fair sponsored by the Siletz Tribal Arts & Heritage Society, in cooperation with the Siletz Tribal Culture Department and other Tribal programs.



The Siletz Tribal Arts & Heritage Society (STAHS) was formed as a 501(c)3 in 2013 as a non-profit to enhance our ability to develop the Siletz Tribal Cultural Center. A temporary collections storage building for cultural objects and archival collections was built in 2009 as Phase I – which will convert to a traditional and

modern media arts studio space once Phase II is built and the collections move into the exhibits and permanent storage.

STAHS has been assisting the Tribe with object and archival collections acquisitions and now is moving forward with finalizing plans for the Phase II facility.

The Siletz Tribal Cultural Center will greatly enhance our ability to provide accurate cultural and historical education experiences for our members and the surrounding community.

For more information about STAHS, please visit huu-cha.org.



A mix of older and newer items are on display in Bud Lane's basket and basketcap collection at the Indian Fair in May.

STAHS Chairman Gloria Ingle and volunteer Elaine Smith stand beside the group's Christmas tree created for an annual Festival of Trees event at Chinook Winds Casino Resort.