

# Confederated Tribes of Siletz Indians 2015 Annual Report

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# Chairman's Message

2015 has been an eventful year. The economy has been on an upswing, the Tribe has benefited from new grants and increases in funding from governmental entities. Our casino has prospered and members have received additional benefits as a result.

We have been successful in getting much of our lands into trust thanks to a willing administration, which has been difficult in the past. We look forward to the coming year and getting all of our purchased land into trust.

Highlights included the Tribal Council passing the equality-based marriage and dissolution of marriage ordinances in May. Tribal members now can receive marriage licenses from the Siletz Tribal Court.

We've had tremendous participation in our cultural activities such as Culture Camp, Run to the Rogue, pow-wows, individual regalia making, basket weaving and the gathering of materials and food.

We look to 2016 as being even more beneficial to the Tribe and our membership.



*Tribal Chairman Delores Pigsley*

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*On the cover, clockwise from top: Maddy Metcalf and Noah Rodgers; William (Buster) Lane; Jessie Jackson; Mike Darcy; and Tyee Rilatos*

*The work of several photographers appears in this report, including that of Illeana Blacketer, Chinook Winds Casino Resort staff, Cohen and Park Portrait Studio, Ann Goddard, Michelle McKibben, Alicia Keene, Kathy Kentta, Kelly Miller, Diane Rodriguez, Teresa Simmons, Andrea Switter and Debbie Williams.*

## Caseload

New	483
Average monthly new cases	40
Closed	400
Hearings, monthly average (includes per capita caseload)	40

## 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 2013. Since 2013, the caseload is right around 480-500.

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

Subject matter continues to be increasingly complex with employment and personal injury cases from Chinook Winds, other matters ranging from contract

cases to enrollment matters, and any other case that may fall within the jurisdictional boundaries of Siletz Tribal Court.

Tribal Court uses Laserfiche, a document imaging program, to store 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



and participation in trainings and workshops relative to Tribal Court issues. Tribal Court participates with neighboring courts and agencies to create

a good working relationship.

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

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

### ❖ Public Relations

Representing litigants in Tribal Court matters is a pool of 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.



*Clockwise from top: Arthur Betts, Terrell Casey, LaVonna Butler, Valentina Knott, Deenye Rilatso and Marie Chapman*

# 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 2015, the Tribe hired 109 employees.

- 74 regular
- 35 temporary

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

## New Positions

Seven new positions were created:

- Intake Specialist/Job Coach
- Referral Specialist
- Natural Resources Crew Assistant Foreman
- Forestry/Engineering Technician II
- Early Learning Project Manager
- Head Start Teacher II
- Wildlife Technician

## Job Descriptions

Twenty-six revised job descriptions were approved:

- Next Gen Implementation and Training Specialist
- Diabetes Program Coordinator
- Dental Assistant I and II
- Case Manager I
- Self-Sufficiency Director
- Home Visiting Coordinator
- Vocational Rehabilitation Director
- Director Internal Auditor
- Internal Auditor
- Clinical Applications Coordinator
- Chief of Police
- Administrative Assistant
- H.R. Manager, Assistant and Clerk
- Administrative Services Supervisor
- Business Office Manager
- Alcohol & Drug Program Director
- Head Start Assistant Teacher/Bus Driver
- Health Director
- Aquatic Projects Biologist
- Community Health Director
- Dental Office Manager
- Housing Finance Manager
- Job Developer/Counselor

## Recruitment Activities

The department recruited for the following positions:

- Enrollment Clerk
- Case Manager I, II, III and IV
- Outpatient Counselor
- Medical Assistant, On-Call Medical Assistant
- Head Start Teacher, Teacher II, Assistant Teacher/Bus Driver, Classroom Aide, Food Service Aide
- Youth Services Coordinator
- Intake Specialist/Job Coach
- Community Health Services Tech II or Trainee
- Diabetes Program Coordinator
- Referral Specialist
- Job Developer/Counselor
- Temporary Pharmacy Technician
- Women's Transitional Living Center Coordinator, Resident Aide
- Medical Lab Technician
- Healthy Families Home Visitor
- Exercise Facility Assistant
- Administrative Assistant
- Administrative/Quality Improvement Coordinator/Administration
- Medical Social Worker
- Accounting Technician
- Childcare Worker, Substitute Childcare Worker
- Patient Accounts Representative
- CARE Program Advocate
- Natural Resources Administrative Assistant/Charitable Contributions Assistant
- Natural Resources Crew Foreman, Assistant Foreman
- Legal Administration Clerk
- Tribal Services Specialist I or II
- Optometry Assistant
- Background Investigator
- Patient Care Coordinator
- Prevention Coordinator Trainee
- Data Coordinator
- Business Office Clerk
- Community Health Advocate
- Housing Manager
- Force Account Carpenter
- Service Learning Coordinator
- Early Learning Project Manager
- Tribal Custodian

- Forestry/Engineering Technician II
- Pharmacy Technician II
- Home Visiting Coordinator
- Aquatic Programs Technician
- Health Director
- Gaming Inspector
- Community Health Director
- Dental Officer Manager

**Labor Force**

At the end of 2015, the Tribe’s labor force was made up of:

• Siletz Tribal Members	150
• Other American Indians	11
• Non-American Indians	76
• Total Workforce	237

**Training Activities**

Active shooter training, CPR/AED, quarterly manager/supervisor meetings/ trainings to improve management skills

**Employee Incentive Activities**

The Human Resources Department coordinates the Employee Incentive Awards program. The following awards were presented at the 2015 all-staff meetings:

• Extra Effort Award	7
• Special Acts or Services	13
• Time Off Award	2
• Outstanding Performance	8
• Employee Suggestion/Invention	1
• Employee of the Quarter	3
• Employee of the Year	1

Awards Banquet: Approximately 220 people attended the annual awards banquet at Chinook Winds.



*Clockwise from top: Sunshine Keck, Employee of the Year; Tia Butler; Maggie McAfee, Jaylee McAfee, Margo Hudson, Angella Robertson and Tina Retasket; Santa Claus (Don Hamilton) and Tayven Cole; and Tehya Seltenreich*

**Workers’ Compensation**

Our workers’ compensation insurance carrier for 2015 was Tribal First.

**Employee Assistance Program**

Our EAP provider for 2015 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

# 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 the Tribal Forestry, Aquatics, Wildlife, Hunting & Fishing, Environmental Protection and Realty programs.

Funding comes from a variety of sources, including BIA Self-Governance, Tribal Forest Management Deductions, Environmental Protection Agency (EPA) General Assistance Program (GAP) and Clean Water Act Sections 106 and 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 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 in 2015 include:

- Presales work on five timber sale areas totaling 323 acres and 11.333 million board feet
- Planting 39,705 seedlings on 69 acres
- Site preparation of 100 acres
- Precommercial thinning of 225 acres
- Completing 316 acres of stand exams
  - Issuing 121 personal use firewood permits
  - Issuing 134 property access permits
  - Cutting, splitting and delivering 16½ cords of firewood during three Elders woodcuts



*Clockwise from top: Alea Schriver; Lori Brown; Lily Whitehead, Jayda Ingersoll, Peyton Oliphant, Jonathon Ingersoll and Stan van de Wetering; Ashten Fisher and Zay Zay Garcia; and Jane John*

The Aquatics program was funded by GAP, 106 and 319 grants from the 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.

2015 accomplishments include:

- Collecting 80+ Siletz River cross sections and developing a flood and gravel transport model in conjunction with the Bureau of Reclamation to aid in the selection of future main stem habitat restoration sites
- Continuing to collect, analysis 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 the BPA for Willamette basin wildlife mitigation

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

In 2015, accomplishments include:

- Wildlife presence and habitat usage surveys on Tribal timberlands
- Bat presence and identification studies on Tribal timberlands
- Review and ranking of 2015 WWMP projects
- Development work on potential future Tribal WWMP projects

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

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

In 2015, accomplishments include:

- Issuing 300 deer tags (32 filled)
- Issuing 113 elk tags (10 filled)
- Issuing 124 salmon tags (5 filled)
- Issuing 96 shellfish gathering permits
- Picking up, processing and distributing 11,320 pounds of subsistence Chinook salmon
- Distributing 1,014 summer run steelhead from the Oregon Department of Fish & Wildlife's Siletz River fish trap
- Distributing 449 Chinook salmon from the ODFW's Salmon River hatchery
- 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, 2015 accomplishments included:

- Participating in activities to monitor assessment and cleanup of the Portland Harbor superfund site (funded in 2015 by grants from the EPA and various potentially responsible cleanup parties) and the Astoria Marine construction cleanup site
- Participating in the monitoring of 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 concerning a variety of other environmental issues, including serving on the EPA's Regional Tribal Operations Committee

The Realty program is responsible for providing a broad range of real property management and environmental planning,

review and compliance services to Tribal departments, in addition to facilitating the conversion of Tribal fee land to trust and reservation status.

2015 accomplishments include:

- Initiating fee-to-trust applications for four Tribal fee properties
- Preparing seven environmental clearance reports for Housing
- Working with the Oregon Department of Environmental Quality to develop a work plan for capping a wood solid waste landfill on Tribal land

The Tribe continued working with the Willamette, Siuslaw and Rogue River-Siskiyou National Forests on a variety of cooperative projects in 2015 in accordance with Memorandums of Understanding (MOUs) with these forests.

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

# Housing

## Mission Statement

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

## A Year in Review

2015 was a year of stability and progress for the Siletz Tribal Housing Department (STHD).

The Formula Negotiated Rule-making Committee (FNRC) met once in 2015 to review the recommendations of the data source workgroup. The workgroup did not provide a consensus position with respect to data source for the funding formula.

*Clockwise from top: Dreamcatcher; Tamina Hutchinson; Ayden Butler; Lexi Jackson and Coral Poole; and Hayle Strong*

## Organizational

The 2015 Annual Performance Report was submitted to HUD on March 4 and highlighted STHD's accomplishments for the 2015 program year.

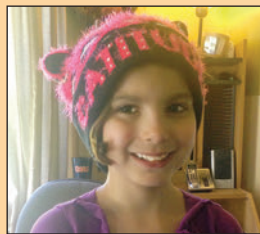
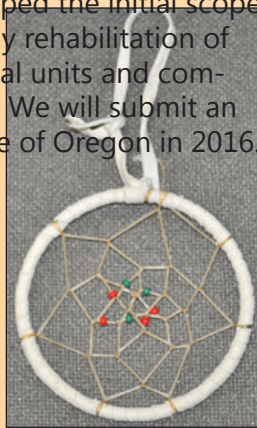
The 2016 Indian Housing Plan (IHP) was submitted Aug. 4 and was the fourth IHP using the consolidated format.

STHD staff made significant progress in tracking and reducing tenant account receivables. Six Mutual Help Homeownership units conveyed title in 2015.

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.

## Construction

STHD began the initial planning process for obtaining Low-Income Housing Tax Credits. We developed the initial scope of work that is primarily rehabilitation of 1,937 low-income rental units and community improvements. We will submit an application to the State of Oregon in 2016.



## 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 360, a bill to amend and reauthorize NAHASDA. We were very pleased with the strong bi-partisan support in the House.

The bill was sent to the Senate, where it remains. Sen. John Barrasso (R-WY) sponsored S710, a bill to amend and reauthorize NAHASDA. The bill has not cleared the full Senate but has cleared Senate Banking Committee and the Senate Committee on Indian Affairs.

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

## Miscellaneous

Sami Jo Difuntorum, STHD executive director, served as the chairwoman of the National American Indian Housing Council (NAIHC) during 2015.

The NAIHC board of directors conducted a strategic planning session in New Mexico to develop a transition plan that focuses on financial sustainability. The NAIHC board consists of nine elected officials from across the United States.

In addition, the National Congress of American Indians invited me to continue as chair of its Housing Subcommittee and co-chair of the Economic, Finance & Community Development Committee. This is a customary duty of the NAIHC chairperson.

The primary purpose is ensuring a consistent message is presented to Tribal leadership.





The Tribe had no law enforcement services in 2015. This has been the case since a lack of revenue led to terminating contracted services in March 2014. Since then the Siletz community has experienced a rapid rise in crime and drug abuse.

Siletz community residents – Tribal and non-Tribal – began voicing their concerns about this to both the Tribe and the City of Siletz. In response, the Siletz City Council formed a task force to look at ways to address public safety concerns in the community.

Members of the task force included Siletz Mayor John Robinson, City councilwoman Patti Skauge, Siletz Valley Fire Department (SVFD) Chief RC Mock, SVFD volunteer Rick Russell, Tribal assistant

general manager Bonnie Petersen, Tribal staff attorney Cat Tufts and legal assistant Tracy Worman.

Task force meetings were open to the public and generally held on a weekly basis from April through December. As ideas for addressing public safety developed into proposed actions, the task force held two public meetings to get community input. One meeting was held at Siletz City Hall and the other was held at the Logsdan Community Club.

Attendees examined proposals on contracting with security companies for neighborhood patrols or with city or county police for law enforcement services. Meetings were well-attended and ended with consensus that the task force would work toward contracting law enforcement services for the community.

The task force determined that the sheriff's office proposal was the most responsive to the community's needs. After several meetings and much research,

the task force settled on a two-pronged approach to pay for services.

First, the task force would propose a ballot measure for the May 2016 primary election to establish an enhanced law enforcement services district that if passed would pay for half of the cost. The other half of the cost would come from the Tribe.

Task force members agreed to pursue this strategy in 2016.



*Clockwise from top:  
Daniel Regan, Alina  
Mason, feather dancers  
on the beach and  
Darlene Carkhuff*

# Planning

In 2015, years of planning and preparation came to fruition with construction of the Gwee-Shut Road sidewalk project in Siletz, creating new sidewalks from Silatchee Park to elders housing.

Roadway shoulders were widened on Logsdan Road as part of this project to provide safer pedestrian access to the USDA warehouse. Crosswalk warning lights also were added as part of this project. Waterlines, a less-visible part of the project, were extended to the USDA building.

Reconstruction of upper Gwee-Shut Road also was added, which had not been constructed for the current traffic load. We expect the completed work on upper Gwee-Shut to extend the life of the existing road for another 20 years.

We would like to extend a big thank you to Silatchee Park residents for putting up with the construction work.

Transit projects continue to chug along as the Tribe continues to receive transit grants from the State of Oregon and the Federal Transit Administration. You now can connect through Lincoln County Transit north to Tillamook and east to Salem (as far as Amtrak). Meetings are ongoing develop transit connections south to Florence.

The data coordinator provides support to the Enrollment Department and helps the grant writer and Tribal departments develop grants, including the collection and evaluation of data. The data coordinator also maintains databases, manages surveys, and supports strategic planning and evaluation for all Tribal departments.

The 10-year comprehensive plan update continued to the draft final stage, which the data coordinator is coordinating and reviewing.

The part-time emergency planner continues to work 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 frequently can be found distributing information at Tribal events. It is more important than ever to be prepared.

Do you have a three-day emergency plan? Do you have a safety plan for your family in the event of a disaster? FEMA can help you prepare! Information can be found at [ready.gov/kit](http://ready.gov/kit).

The GIS/planner continues to provide support for the entire Tribal administrative structure, including Planning, Natural Resources, Housing and Public Works via collecting and maintaining data sets and creating maps.

In 2015, in addition to maintaining 3,712 data sets (all the digital and spatial background data that goes into making the Tribe's maps), the GIS/planner was busy with many projects, for example, working with the Census Bureau to update our census tract information, taking traffic counts and mapping Tribal utilities.

The Gwee-Shut Road construction project kept the construction engineer busy. The construction engineer continued to refine designs for the Neachesna subdivision, Phase II; he began developing a sidewalk plan and a water system plan.

The new solar panels continued to help reduce energy costs at the Tillicum Fitness Center and the Siletz Recreation Center (gym.) The panels generated about 100 kilowatts of power and saved just under 200,000 pounds of CO<sub>2</sub>. The value of the energy savings was approximately \$7,000.

The construction engineer was elected secretary of the Oregon Coast Economic Development Alliance Board and continued to participate in the Pacific Marine Energy Center Siting Team, in addition to appointment to the Firebare Community Radio board (KYAQ public radio).

The planning tech implements the Road Maintenance Program and 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 lights.

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, see the Tribal Transit webpage for links to up-to-date transit information. Contact Planning to let us know if you have any needs, issues or concerns about your access to transit.

The Tribal grant writer works with all Tribal departments, including Tribal support for the STAHS museum development plan, with the clinic on Healthy Beginnings and with Education on Early Learning.

The grant writer also assists with grant reporting and evaluations and forwards information to departments on grant opportunities that could help support and expand their programs.

The Tribal planner manages Planning Department operations and staffing. The Tribal planner is the point person on 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. The Tribe's transportation program has transitioned to

"programmatic agreements" with BIA Roads, essentially a self-governance program.

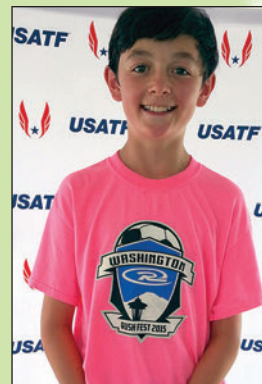
New projects are developed as Tribal Transportation Improvement Project-identified tasks. Tribal member feedback on transportation at Planning's community meetings in January is critical to meeting our federally required public input for the road and transit programs.

In 2015, the planner attended local, state and federal policy bodies as assigned, from transportation to land use to economic development.



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

The Planning Department continues to host Tribal TYEE youth and elder WEX employees, and is grateful for both the help and the opportunity to provide work experience to Tribal members.



*Clockwise from top:  
Emery Williams;  
Delores Case; Ian  
Greer; Gabriella Alonso  
Chavez; Little Miss  
Siletz Halli Lane-Skauge  
and Junior Miss Siletz  
Felisha Howell; and  
Brian Billie*

# Programs 1

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

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 the Siletz area. This past year, 1,767 meals were delivered and 1,732 meals were served at the meal site at the Siletz Tribal Community

Center, a total of 3,499 meals that were provided to help meet the nutritional needs of elders in the Siletz community.

The Title VI elders coordinator and the elders receptionist had 17,350 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 15 elders to return to work in their field of interest.

Areas of employment

included the Ripley County Senior Center, Scappoose Indian Education Program, Elders on-call transporters, Siletz Head Start classroom, Siletz Planning Department, Siletz Meals-on-Wheels site, Siletz Tribal Housing Department and other work sites within the Tribal organization and local community.

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

Advertising for these events goes in the Tribal newspaper and the elders newsletter. The elders newsletter is distributed monthly to all Tribal elders.

During the year, the elders were involved in 115 group events and activities. Those events included council meetings, Elder Honor Days with other Tribes, Run to the Rogue, Nesika Illahee Pow-Wow and various concerts and events at Chinook Winds Casino Resort.



*Top to bottom: Laverne Butler; Elders Council officers Ilene Somes, Kay Steele, Cookee Fernandez and Elena Cordts; and 477-SSP staff with their national award for outstanding performance in employment and training services*

The council covered fuel and mileage costs for drivers to transport elders from the four areas to approved Elders Council activities, which totaled 6,747 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 2015, there were 765 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 helping to organize Tribal member funerals/potlucks at the Tribal Community Center. The Tribe has budgeted \$200 per funeral/potluck.

For the USDA Program, 2015 seemed to be a year of "hurry up and wait."

When we finally had a signed budget from Washington, D.C., we waited for approval of the Tribe's new indirect rate so we could adjust our budget accordingly. Our budget year ends Sept. 30 and just three weeks before then, our indirect proposal was approved. This caused us to have to return unused funds. We had projects on hold that we could have used the funds on, but with the lengthy procurement process, the deadline could not be met.

We are now moving forward with the Salem site, combo box expansion. This will create more cooler/freezer storage for the frozen pork chops that have been added to the food box and frozen ground bison.

We also will be able to order more fresh fruits. As it is now, we usually run out of fresh produce on the second day of distribution.

We also discovered, after running through 2,000 gallons of propane in a month, there was a leak in the propane lines from the tank to where it comes into the building. Everything has been dug up and replaced with the correct materials, so we should not have any problems with it for a very long time.

We have received our first shipment of ground bison, but until the national warehouse has a good supply, we can only offer a limited amount of the product.

We also have added the frozen pork loin chops. They have been a big hit with all of our clients.

Our No. 1 goal for 2015 was serving clients by continuing to make deliveries within our 15-county service area to those who are disabled, elderly or who have no transportation. We continue to make this our No. 1 priority.

Our No. 2 goal was to continue to order a variety of fresh produce for clients. The food package review team has added fresh lemons and fresh cranberries to the approved list of produce.

Our No. 3 goal was to expand the walk-through cooler/freezer at the Salem warehouse. This project is finally getting off the ground and should be completed in the first quarter of 2016.

Goal No. 4 was create a Facebook page for this program. I am still working on this.

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

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

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

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

The 477-SSP director ended the year administering this program and supervising one administrative and monitoring specialist, seven Tribal services specialists (TSS) and two intake specialists/job coaches. Two staff are located in each area office and five are located in the Siletz office.

TSS staff works with clients to develop individualized case plans intended to help clients reach their goals of independence and self-sufficiency. In 2015, there were 475 family grants, 804 single adult grants, 41 non-needy caretaker relative grants, 30 families and individuals received emergency assistance and 36 individuals received direct placement services.

The program also provided more than 633 separate instances of support services. These numbers reflect a decrease in families and individuals needing assistance, which can be directly correlated to the improving economy in the Tribe's 11-county service area and the country as a whole.

The program received 717 applications for services. Throughout the year, there were 280 new cases and 371 approved applications, the program provided 1,873 referrals and staff completed 3,734 appointments with clients.

Successes for the year include 72 clients who entered unsubsidized employment, 257 clients who successfully closed their cases, 27 clients who successfully completed a WEX contract and 132 clients who completed a significant goal and received incentive awards.

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

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

The ICW case manager is primarily responsible for case management of the remaining child welfare cases; which at the end of 2015 was 66 children.

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

In 2015, the ICW Program closed 28 children's cases: 18 children were returned to parents, nine entered guardianships and one child turned 18 and aged out of the system. At the end of 2015, we had 21 ICW-certified foster homes.

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

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

The State of Oregon, Department of Human Services continues to implement Differential Response across the state. ICW participates in these activities, with two counties in the Siletz Tribal service area having initiated this new system.

The Siletz Tribal Vocational Rehabilitation Program (STVRP) served 54 Tribal members in various capacities and completed 85 percent of its grant goals and objectives.

STVRP provides individualized guidance and counseling to Tribal members with disabilities in obtaining or maintaining work. Services provided include systems advocacy, referral to services, assistive technology, adaptive equipment, job coaching, transportation, communication, mental health restoration, cultural services, training placement opportunities and rehabilitation services needed to be successful in an employment goal.

STVRP is a discretionary grant that the Tribe competes for every five years. 2015 was the last year of our five-year grant. Competition is rigorous and resulted in three Tribes not receiving their grants. In October, the Office of Special Education Rehabilitation Services awarded our STVRP with another five-year grant.

We look forward to meeting and exceeding the new grant requirements, which include promoting awareness, outreach, job development/employment, accessing youth with disabilities and transition services.

The Home Visiting Program provides services to children under the age of 12 months, up until their 3<sup>rd</sup> birthday, along with their families.

Program staff delivers developmentally appropriate education modules from the Family Spirit Curriculum to families during home visits (weekly, bi-weekly, monthly, or bi-monthly, depending on the child's age). In 2015, 361 home visits occurred for 23 families. Program staff also acts as a support system to families and provides referrals to external services as identified.

Another successful component of the Home Visiting Program was added in 2015 – Family Activity Nights. In the past year, Emergency Preparedness Nights were conducted, with quarterly Family Activity

Nights planned for the upcoming year.

The Home Visiting Program continues to experience a satisfactory relationship with the federal funder, having overcome challenges from the previous year. 2015 marked a year of successful completion with the following documents being revised and approved for use by the funder: The Implementation Plan, the Benchmark Plan and the Evaluation Plan. Policies and pro-

cedures are in the process of being revised for final approval.

The Home Visiting Program is research-based and data-intensive. As such, it was intimately involved in developing the EagleSun database home visiting



module to collect data on our program-specific benchmarks. After developing, testing and completing the training on the database, the staff began entering all historical data into the system and now enters information into EagleSun on a daily basis.

Program staff participates in weekly reflective consultation services provided by a third party contractor, Mara Brenner. The Home Visiting Advisory Committee

continues to meet to guide program implementation.

We applied for and received the Tribal Early Learning Initiative to the Home Visiting Program. This grant will help provide a collaborative service between the Head Start, Home Visiting and Child Care Assistance programs at the Tribe.

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



*Top to bottom: Debra Jubinal-Brown; Maria Westervelt and Shirley Walker; and Maori weavers from New Zealand*

# Programs 2

In 2015, Programs II provided the following services: Child Care, Head Start, Culture, Education, Traditional Arts and Language, Pow-Wow and Youth Services.

Of the eight Tribal Standing Committees, three are within Programs 2: Culture, Education and Pow-Wow.

The Culture Committee's staff representative is Robert Kentta, with Bev Youngman for Education and Buddy Lane for Pow-Wow.

In 2015, Programs 2 staff continued excellent 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
- The Nesika Illahee Pow-Wow, a three-day event in August
- Run to Rogue, a three-day 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 (TYEE) Program, providing summer jobs and learning experiences
- Winter Solstice in December to celebrate the change of season
- Culture classes scheduled throughout the year

## Child Care

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 39 families and 50 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: 4 Siletz-area children, 2 Eugene-area children, 1 Salem area child, 2 Portland-area children and 30 at the Tenas Illahee Child Care Center.

## Cultural Resources

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

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

Robert also gives presentations to various local, state and regional entities as well as archaeological field schools. 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 is now working on Phase II of the culture complex, which is the museum.



## Number of Students Served Through Education

Program	Total
Adult Education	110
Child Care	50
Head Start	112
Higher Education	135
Adult Vocational Training	28
Tribal Youth Education and Employment (TYEE)	58

## Education

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 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 Washington, D.C.

## Head Start

We have a very strong Head Start program that prepares 3- and 4-year-olds to enter kindergarten.

An average of 109 children were enrolled in four programs located in Siletz, Salem, Lincoln City and Portland. Average enrollment for 2015 was 74 percent American Indian children – 73 percent were Siletz Tribal children and 27 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 the all Head Start children.

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

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

*Top to bottom: Ember J. Hudson; Teila Jurado-Salas and Gabriel Jurado; and Lincoln City Head Start at the post office*

## Language and Traditional Arts

Bud Lane teaches Athabaskan language classes in each area office once a month. He also 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, Volumes 1, 2 and 3. More components will be added periodically.

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

Bud teaches Siletz basket making on an ongoing basis as well as at Culture Camp. In the area offices, interested Tribal members receive instruction prior to language class.

The gathering of materials also is taught and the Tribe continues to 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.

Several times a year students, teachers and administrators are taught Siletz culture at the Dance House, including the Feather Dance. Our philosophy is to increase the cultural knowledge of community members. Other schools come to the Dance House as well.

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

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

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

## Cultural Education and Events

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

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

Culture Camp attendance was high again this year, with 630-660 Tribal members attending. This is the fourth consecutive year with more than 600 attendees.

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 are the Loyalty Days parade, Elders Honor Day, Memorial Day, solstices, Culture Camp, pow-wow, Run to the Rogue, Restoration and the Siletz Valley School Mini Pow-Wow.

Approximately 310-345 people participated in Run to the Rogue with no injuries or accidents. Coordination includes working with the drivers, runners, cooks, local police, USFS, 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 our Run to the Rogue will be able to continue to use its area and services for the end of our event.

Restoration was a great success with 45 vendors, numerous dancers and several drums. The Pow-Wow Committee almost sold out of all merchandise. Once Restoration is over, planning and preparation begin for the next year's large events.

In coordination with Education staff in the area offices, 73 Tribal members received an individual cultural grant.

## Youth Services

We now have a youth coordinator, Jeff Sweet. He was able to hit the ground running and has coordinated many activities for young children and youth.

Activities include rec and field games, Toledo and Lincoln City swims, rec center movie days, Thanksgiving crafts, a pumpkin distribution for Halloween and a dance, Tech Wizard, Portland Winterhawks game, healthy food preparation with Health Traditions staff, school supply distribution and supervising TYEE for Culture Camp.

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

Categories for funding include education, health, public safety, gambling addiction, prevention, drug and alcohol treatment, housing, the arts, environment and natural resource preservation, cultural activities, historic preservation and other charitable purposes.

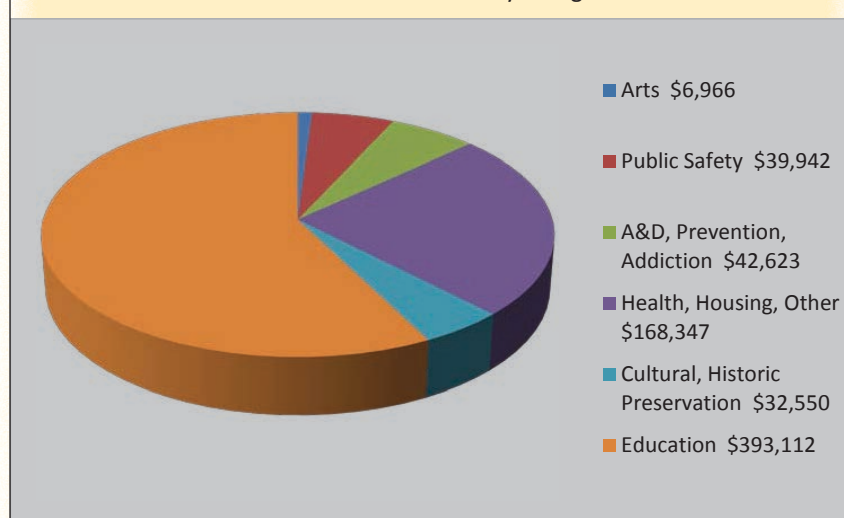
Awards are distributed four times per year at public receptions at the Siletz Tribe's Chinook Winds Casino Resort in Lincoln City, Ore.



The 2015 Advisory Board was composed of Cheryl Lane, Rebekah Goulet, and Kurt Arden, Siletz Tribal members; Karen Gertula, Mike Holden and Dick Anderson, non-Tribal community members; and Sharon Edenfield, Siletz Tribal Council representative.

During the year, we received a total of 325 applications. The Advisory Board recommended and Tribal Council approved grants totaling \$683,539.74 to 158 organizations, charities, schools and local governments. Forty-nine percent of applicants received funding.

2015 Distribution Totals by Categories



*Clockwise from top: Crystal Baker-Martin, Ayla Ben, representatives of various gleaner groups accepting STCCF grants and Misti Warren*

# Health

2015 was another year of change and significant effort within the Health Department. An exceptional amount of time was invested in two particular accomplishments:

- Achieved accreditation from the Accreditation Association for Ambulatory Health Care – this certificate of accreditation is a sign that our health care organization meets or exceeds nationally recognized standards
- Implementation of the NextGen EHR system – a digital version of our patients' paper chart. EHRs are real-time, patient-centered records that make information available instantly and securely to authorized users.

This year also saw the retirement of our long-time health director, Judy Muschamp, as well as the transition of personnel both into and out of the clinic.

The Siletz Community Health Clinic again used several locum tenens in 2015. We understand that continuity of care is impacted and patients dislike new providers, but as recruitment efforts continue they provide a valuable service.

Basic clinic metrics include:

- Kept appointments for 2015 included 7,993 in medical clinic, 1,042 in Behavioral Health and 1,064 in optometry.
- The Dental Clinic provided 3,637 dentist/dental hygienist visits and 168 Head Start screenings. Sixty-eight patients were screened for funded orthodontic services and 30 were chosen. One hundred sixty-eight patients participated in the 2015 Sealant Clinic, which provided complimentary screenings, sealants and fluoride treatment to local school children.
- The pharmacy dispensed 33,777 new and refill prescriptions.

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

- The CARE program provides culturally specific services to victims of domestic and sexual violence in terms of advocacy, crisis intervention, prevention, outreach and education. CARE collaborates intensely with community partners across the 11-county service area to address the underserved population of American Indians and Alaskan Natives and provide a variety of direct services along with speaking out to raise awareness about the dynamics of domestic and sexual assault for Indian women.
- Tobacco Prevention and Education continues to provide information to youth about the long-term health effects of tobacco use and facilitates access to cessation tools.
- Substance Abuse Prevention helps youth acquire the life skills necessary to avoid substance use and abuse.
- Behavioral Health Programs: Alcohol & Drug and Substance Abuse Prevention assist the community coalition CEDARR (Community Efforts Demonstrating the Ability to Rebuild and Restore) in developing community-wide strategies to improve community health, especially with substance abuse problems.
- Youth mental health provides one-on-one, group and family mental health counseling and coping activities.
- The Diabetes Program organizes a well-attended exercise challenge, operates the Tillicum Fitness Center in Siletz, pays for gym memberships outside of the Siletz area and offers monthly educational Talking Circles, individual/family counseling and education.
- Tillicum Fitness Center staff also conducts summer sports camps for youth.
- Healthy Traditions grant through the Centers for Disease Control and Prevention ended in 2014. The Tribal Council, however, has approved the use of clinic revenue to fund ongoing HT activities.

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

The Community Health Department arranged 440 medical transports.

The Business Office transitioned from the PAMS account management system to NextGen in March. The setup and transition into the new billing and EHR software system was a very intensive process. Our NextGen specialist has played a key role in capturing all charges and setting up our Medicaid Encounter Rate library.

The Business Office processes payments for three billing systems – ScriptPro (pharmacy), Dentrix (dental) and NextGen (medical, lab, Behavioral Health, optometry and transportation). Health E Practice Solutions continued to provide billing and posting services for the Siletz Clinic.

Contract Health Services (CHS) continues to provide level III care throughout the year, thanks to the expansion of Medicaid, the Affordable Care Act and Medicare-like rates for hospitals and physician services. More than 700 patients now have Oregon Health Plan coverage, which allows CHS to increase its 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 up to \$50 per visit for acupuncture, massage therapy or chiropractic care while funds are available.



*Top to bottom: Patti McKinney; Woody Muschamp, Judy Muschamp and Delores Pigsley; and visitors from Papua New Guinea, clinic and administrative staff, and Tribal Council members*

# 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 and Investment committees and staff representative to the Budget Committee.

The Accounting Department continued to function smoothly throughout 2015. The firm Egghart & Associates, out of Reno, performed the 2014 audit, completing its ninth 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:

- Virtualize server environment – Have virtualized majority of the servers in the Admin server room. This will help staff with updating machines and has reduced from 20 servers to eight.
- Unity upgrade – The voice messaging server was upgraded to the most current version.
- 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 45 workstations, added 15 new printers and upgraded new switch after failure.
- Replaced the Patient Management and Electronic Health Record system with NextGen.
- Continued training – All staff continue to learn new technologies as things in the IT world change.



*Clockwise from top:  
Travis Dedmore; Bella  
Gomez and Jaretzi  
Alonso; Alfred Lane Jr.;  
and Boston Stringer*

The Public Works Department provided daily services and assistance to Tribal programs and members. Listed below are a few accomplishments:

- Provided assistance with 12 funerals
- Maintained and mowed 40 acres of grass per week from March-October for a total of 1,280 acres mowed
- Completed all required testing of water systems for EPA. All generators, building fire sprinklers, fire alarms, elevator and HVAC systems received maintenance and service. Flow-tested all existing fire hydrants.
- Installed 400 feet of 10-inch water line to clinic. Re-piped existing fire hydrant to meet code, added fire hydrant at Gwee-Shut and Ropes Course Road.

- Painted Annex building (old USDA), which included power washing, caulking, minor repairs, taping, etc.
- Performed 1,115 chlorine tests.
- Purchased new tractor and generator.

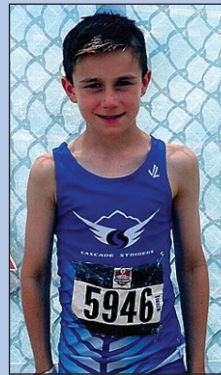
The Facilities & Fleet Department maintained 41 GSA vehicles and 30 E Plate vehicles. The Tribal Community Center was utilized for 205 events, which included Tribal program activities, Meals on Wheels, family events, funerals and fundraising functions.

The Property & Procurement Department processed 10,411 requests from stock inventory and purchase orders for a total savings of \$82,204.83.

The Administrative Support staff provided daily clerical assistance to Central Administration managers and other Tribal programs. Staff also coordinates the annual Community Christmas Program.

Staff continues with the distribution of *The People are Dancing Again* history book to Tribal members. To date 1,672 have been distributed to the membership.

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



*Clockwise from top:  
Rope; Rowan Greer;  
Spc. Michael Martin  
and Spc. Eleeziaa  
Howard; Miss  
Chemawa SuSun Fisher;  
and Jesse Boe*

# Siletz Tribal Business Corporation

STBC continued to focus on streamlining operations, increasing enterprise and property revenue and profitability, and performing long-term maintenance planning while containing costs in 2015. STBC also oversaw the redevelopment of Imprints Print Shop into Siletz Tribal Prints & Gifts.

## Financials

Overall, STBC's bottom line was down slightly in 2015 compared to 2014 primarily due to a number of capital projects increasing overall administration expenses, but its annual bottom line remained significantly improved overall historically.

## Personnel

The STBC Board of Directors revised and renamed the STBC economic development director job description to chief executive officer (CEO) to better align the position with STBC's strategic vision. The CEO position advertisement is expected by the end of the first quarter 2016.

Brenda Bremner, the Tribe's general manager, continues to serve as the acting CEO with an interim manager in place to oversee continued operations during a reorganization transition.

## Enterprises

**Siletz Tribal Prints & Gifts** (formerly Imprints): Siletz Tribal Prints & Gifts' yearly performance was down from the previous year, carrying a loss. The STBC board realigned Imprints' focus in quarter four 2015 to better align with its larger strategic vision and priorities for STBC and its operations to include the opportunity for Tribal members to sell their products through both the retail and online storefronts.

The interim manager at Siletz Tribal Prints & Gifts is a Siletz Tribal member.

**Logan Road RV Park:** The RV park's performance improved dramatically in 2015, finishing with a profit for the first time in park history. Revenue was up 20 percent, expenses down just under 2 percent and occupancy up 12 percent compared to 2014.

Logan Road's 2016 goals include strengthening its partnership with Chinook Winds Casino Resort, developing a mobile version of its website for the increasing number of smartphone and tablet users, upgrading Wi-Fi infrastructure to increase bandwidth access for guests and installing new picnic tables and pedestals.

**Hee Hee Illahee RV Resort:** The RV resort had a strong 2015, with record revenue up 19 percent from 2014's previous record revenue, occupancy up 4 percent to 79 percent for the year – the best in resort history – while expenses were up 8 percent.

2015 marked the best annual revenue and operational performance in resort history for the second year in a row. The resort contract manager position was advertised and awarded to a Siletz Tribal member through 2016.

Resort goals for 2016 include upgrading pedestals, installing a new children's playground, updating its Wi-Fi network, finalizing installation of the new clubhouse meeting room entertainment center, redesigning its website to target mobile users with tablets and smart phones, and implementing an updated operations manual and other general maintenance to continue to make Hee Hee Illahee "A Fun Place to Be."

## Properties

The occupancy rate of the six commercial real estate properties owned/managed by STBC ended 2015 at 97 percent. 2015 overall property management annual revenue increased 5 percent from 2014.

The Salem Flex building, Lincoln Shores building, Siletz Business Complex, Depoe Bay building and Siletz Gas & Mini-Mart building ended 2015 fully occupied. Goals for 2016 include developing new long-term maintenance plans and evaluating the best use for each property.

**Siletz (Portland) Business Complex:** Revenue was up in 2015 compared to 2014 due to a new tenant and full building occupancy. Expenses also were up in 2015 due to the large tenant improvement project for the new tenant, Caregiver Training Institute, which signed a seven-year lease.

**Eugene Office Building:** Revenue was flat in 2015 compared to 2014. The roof and gutters were replaced in 2015 and STBC continues to market the upstairs space that remained the only vacancy for property management.

**Depoe Bay Building:** Revenue was up in 2015 compared to 2014 and the property generated a profit. A number of building maintenance, repair and upgrade projects as well as tenant improvements were performed.

Goals for 2016 include maintaining tenant occupancy and evaluating the property for its best use over the long term.

**Siletz Yaquina Riverfront Industrial Property:** This property ended 2015 with five tenants, with revenue remaining flat compared to 2014. Expenses were up primarily due to removal of an old home on the property, with the property generat-



ing a small loss for the year. The property continues to be marketed.

**Salem Trust Property:** This property generated a profit for 2015, retaining its tenant. STBC re-signed a Tribal landscaper to perform monthly and annual maintenance for 2016. STBC continues to market the property for development.

**Salem Flex Office Building:** The building remained fully occupied throughout 2015, with all tenants signed through 2016. The property generated record annual revenue in 2015 and improved its bottom line.

Goals for 2016 include updated long-term maintenance planning.

**Siletz Gas & Mini-Mart:** This property remained fully occupied throughout 2015 and the tenant signed a new long-term lease. It generated a positive cash flow.

Goals for 2016 include evaluation of the structure and analysis of upgrade opportunities.

**Lincoln Shores Building:** This building was fully occupied throughout 2015 by Tribal tenants and is projected to remain fully occupied through 2016.

Goals for 2016 include installing a fiber circuit for the building through STBC for utilization by STBC, the Siletz Tribal Gaming Commission and Internal Audit.

**Logan Road Parking Lot:** This property, owned by the Siletz Tribe, is currently leased by STBC for its Logan Road RV Park and Chinook Winds Casino Resort for additional parking. It generated a profit for 2015 and is projected to do so through 2016.

## Siletz Tribe Revolving Credit Program

STRCP began monthly reporting of all loans to TransUnion in 2015, helping to fulfill the primary mission of STRCP to increase the overall credit worthiness of Tribal members by increasing their credit score with successful loan repayments.

Since 2001, STRCP has provided nearly \$3 million in loans for Tribal members. The STRCP webpage on the STBC website was expanded to include more educational resources, online application forms, financial calculators and useable budget templates.

The STRCP Declaration of Policies was revised twice and approved by Tribal Council. It is available online at the STBC website.

Goals for 2016 include developing online access for Tribal members to review and potentially pay for their loans.

## Projects

STBC issued a request for proposal for master planning for Chinook Winds Casino Resort in 2015 and awarded a contract to a Native-owned professional services firm. A Clearinghouse Committee was formed to oversee the RFP to include a Tribal Council representative. A final master plan is expected by the end of quarter two 2016.

Siletz Management Inc.'s website went live in 2015 at [siletzmanagementinc.com](http://siletzmanagementinc.com) to help market its accounting and property management services.

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 Clearinghouse Committee met on a quarterly basis and as needed in 2015 to review several different internally proposed projects as well as external business opportunities presented by third parties.

*Clockwise from top: Santa (Don Hamilton) and Aviana Bokuro; Roberta Aspria, Shee-Ne DePoe-Aspria, Marie Aspria and Frank Aspria; Dr. Samantha Chisholm Hatfield; and Haley Case-Scott*



# Chinook Winds Casino Resort

An anniversary never looked so good! Our 20<sup>th</sup> year in business was celebrated all year long with monthly promotions on social media, radio, in print and throughout the casino.

We shared the story of the Siletz Tribe and Chinook Winds throughout the state. We also had great improvements throughout the resort with the hard work of our Facilities staff and dedicated executive management to increase the positive experience of our guests.

Dining venues were aggressive with weekly specials and menu changes increasing revenue numbers and offering greater opportunity to promote the resort.

2015 was a year of excitement, improvement and energy that gave a boost of pride to team members throughout the resort and Tribe. We are proud of the year we had and look forward to continuing the momentum in 2016.

## Successful Entertainment and Events

In 2015 we kicked off our 20<sup>th</sup> anniversary year with the legendary Willie Nelson. Two sold-out concerts in January was a great way to start the year.

We followed up in March with a resounding success partnering with a local high school to raise money for the music program and the hit rock band Foreigner. The school received \$1,000 from Foreigner and all proceeds from their CD sales went to its National Music Scholarship program.

This concert was a prime example of combining sold-out shows, community partnerships and earned media in to one event.

Dwight Yokum was another sold-out show and added to the anniversary celebration weekend. Happy Together and

Lynyrd Skynyrd were two new shows to our venue that proved successful in the ticket sales. We ended the year with an energetic Christmas show featuring the Oakridge Boys singing to a sold-out venue both nights.

A TV partnership with *Survivor* was an example of added value with our TV purchases. Not only did the event bring guests to our casino it garnered thousands of dollars in added value TV exposure.

The Whirlwind of Cash promotion was not only a great successful gaming promotion, but with the TV support we also were able to negotiate with KGW and KATU to come onsite to promote the promotion.

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



*Clockwise from top: Josh Blacketer, Celebration of Honor, Jeniffer Leake and Mike Fisher*

Exciting new slot machines were added throughout the year, providing more opportunity for fun and exciting promotions on the gaming floor. Marketing brought in floor characters like The Flintstones and Britney Spears to promote new machines on the gaming floor.

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

Events like roller derby, arm wrestling, bubble ball, a tattoo convention and King of the Cage were not only strong events drawing in crowds, but also provided the opportunity of earned media and exposure for the resort. The goal is to try new opportunities to broaden our customer interest.

On Sept. 12, we hosted the first Beach, Bacon and Brews event, raising money for local charities. This was our first opportunity to partner with the City of Lincoln City to secure a \$20,000 grant to help fund the promotion of this first-year event.

We secured KGW's morning out-and-about reporter Drew Carney to come on site to promote this event. World-ranked competitive eater Joey Chestnut was here as a celebrity judge, which helped us garner additional press coverage for the event.

Chinook Winds also hosted the Oregon Chamber Ambassador Convention on Sept. 17-20. More than 100 chamber ambassadors from all over the state attended in order to learn more about our area.

## Native American Heritage

In February, we hosted the annual ATNI (Affiliated Tribes of Northwest Indians) conference. Our Banquet and Marketing teams partnered to host hundreds of Tribal attendees for a four-day event. This was a showcase of team members working together to represent the resort in a positive light.

We were proud to spread the news of Tribal history throughout the community to showcase the importance of the Tribe and Chinook Wind in the promotion of coastal tourism. We participated and sponsored numerous Tribal events including: Elders Honor Day, STAHS Past is Present Native Fair, Siletz Nesika Illahee Pow-Wow, Rez Kitchen Tour, Lincoln City Chowder Cook-Off Native Day, Restoration Pow-Wow and the Siletz Tribal Craft Fair in December.

Siletz Tribal member and Executive Chef Jack Strong represented the Chinook Winds and the Siletz Tribe at the Annual Oregon Governor's Conference on Tourism in Eugene. Strong also represented the casino and the Tribe on International soil in China. He was invited to showcase and talk about the indigenous foods of his Native culture and menu consultation.

## Hotel Improvements

The hotel stayed committed to upgrading the guest experience by including in-room safes, iPod docking stations and Keurig coffee makers in the Jr. Suites Building. The hotel lobby was remodeled creating a warmer, more welcoming environment for our guests.

The hotel increased revenue by 2.48 percent over 2014. Over the course of the year, we replaced the refrigerators and microwaves in the rooms, added Keurig coffee makers in the junior suites, improved the lobby amenities and added several decorative art pieces throughout the common areas.

To improve operating efficiency, we also purchased new luggage carts and laundry bins. Our renewed dedication to outstanding guest service has led to an increased amount of positive customer feedback on comment cards and social media sites.

## Facilities

### Casino

- ❖ Replaced all lighting in main convention rooms with energy-efficient LED
- ❖ Added dimmer switches to convention rooms
- ❖ Replaced all parking lot lights with energy-efficient LED
- ❖ Demo storage rooms behind deli and added one walk-in cooler and one walk-in freezer
- ❖ Added way-finding signs at bottom of escalator
- ❖ Replaced old neon bingo showroom sign with new LED
- ❖ Replaced elevator, deli and espresso neon signs with LED
- ❖ Demo old walk-in cooler in deli, creating more space in kitchen
- ❖ Replaced deli cabinets with new ones and granite counter top
- ❖ Replaced worn out equipment on deli hotline, griddle, reach-in cooler and deep fryer. All new equipment received ETO incentives and is Energy Star rated.
- ❖ Replaced the three main water heaters for all kitchen areas
- ❖ Added new carpet to bingo paymaster along with custom storage cabinets
- ❖ Installed a new keg rack system in both beer coolers
- ❖ Finished new upholstery on remaining pit chairs
- ❖ Replaced one chiller pump
- ❖ Completed full clean down and preventive maintenance on escalator
- ❖ Installed new carpet at the front entrance and employee entrance
- ❖ Removed parking lot entrance across from Marketing and paved new entrance so vehicles no longer bottom up pulling into and out of parking lot
- ❖ Installed three new light poles in lot 57 for overflow employee parking
- ❖ Built wall in bingo for six new flat-screen TVs
- ❖ Built and installed new cabinets for card storage room

## Hotel

- ❖ Finished the suites building installation of new siding, windows and doors
- ❖ Repainted all ocean-side balcony decks on suites building
- ❖ Replaced old two-well deep fryer with new three-well Energy Star-rated deep fryer
- ❖ Completed refinishing all wood handrails on B, C and D buildings

## Aces/Golf/Fitness

- ❖ Completed Aces new roof project
- ❖ Installed backup generator for Aces
- ❖ Installed new gutters and fascia for Aces

## Casino F&B Highlights

Chinook's Seafood Grill's revenue in 2015 was up 13 percent over 2014. In 2015, free live entertainment was added to Friday and Saturday nights in the lounge. The successful Wine Wednesdays and introduction of various food specials added to the 2015 increase in revenue.

Rogue River Steakhouse revenue in 2015 was up 9.1 percent over 2014. We are concentrating on the guest experience, offering multiple options to fit all tastes. Chef Jack Strong and his team constantly look for new ideas to introduce to the culinary flavors.

All dining venues went through menu updates based on customer input and venue inventory. The attention to detail on the guest experience was a large reason why all dining venues saw an increase in revenue over prior year.

## Golf Course

Rounds of golf at Chinook Winds Golf Resort increased by 4.7 percent over the previous year, including an 18 percent increase by junior golfers. Overall, golf course and fitness center revenue increased by 40 percent.

Multiple improvements were made to the golf course, including several remodeled/improved tee boxes, improved irrigation, remodeled maintenance shop and new cart path paving.

The golf course continued to host the largest single-night independent Men's Golf League in Oregon. The course also hosted multiple public and private golf tournaments, many of which were benefits for local charities.

All of these factors, plus a 2.6 percent decrease in expenses, led to an overall increase to the bottom line of 160 percent.

## Human Resources Plays Important Role in Team Development

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

In addition, we implemented a 10-minute training series that is provided to directors, managers and supervisors on a monthly basis. Overall we provided a dozen different management trainings to our directors, managers and supervisors.

Tribal member placement and advancement is a priority for Chinook Winds. We average 12-14 percent Tribal member employment, with 26 Tribal members in management positions.

We interviewed and selected two protégés to begin the Mentor/Protégé Program in 2015. This two-year program intends to provide Siletz Tribal members with the skills and knowledge to help form the future management team for Chinook Winds.

Human Resources worked closely with the departments to help streamline the hiring process. We held quarterly Job Fairs that were very successful.

2015 was a busy year in hiring staff for the resort. We offered 583 positions; 411 of the applicants were successful.

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

Quarterly Superstar Award recipients included First Quarter, Gaspar Pedro, RRR server; Second Quarter, George Linden, line cook; Third Quarter, Vicki Baker, Keno supervisor; and Fourth Quarter, Kathy Lee, Cage supervisor.

In addition, we had the honor of recognizing eight 20-Year employees – Nathan Metcalf, Surveillance; Abe Martin, Surveillance; Darrel Schroeder, Slots; Barbara John, Slots; Pricilla Sweitz, Slots, Robert Dumond, Games; Cliff Smith, Transportation; and Jenifer Leake, Human Resources.

## Giving Back to the Community

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

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

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

Staff members took part in the twice-annual SOLV Beach Cleanups. Employees formed casino-sponsored teams to partici-

pate in community trivia competitions that raise funds for charity. Our teams participated in charity golf tournaments and had a team for the American Cancer Society's local Relay for Life.

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

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 North Lincoln F&R Solidifies Community Partnership

A contribution in the amount of \$71,478 has been made to the North Lincoln Fire and Rescue District as an ongoing partnership between Chinook Winds, the Siletz Tribe and the district. A recent letter from 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 District determines what money is needed in order to service all the properties owned by the Tribe and submits the requested amount.

"We are proud of our partnership with North Lincoln Fire and Rescue District. The Tribe and the casino know the importance of strong community partnerships like this one," said Casino General Manager Mike Fisher.

### Sponsorships, Community Involvement

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

Siletz Tribal member Jack Strong once again represented the casino and the Tribe on Portland's *Good Day Oregon*, showcasing the partnership between the event organizers and



Chinook Winds. More than \$75,000 in press was earned throughout the promotion of this event.

This year we partnered to launch a mobile app for the event to entice guests to visit the casino before, during and after the event. The Marketing Team offered bounce back incentives to visitors to drive business to the casino.

It was our second year at the Portland Roadster Show in March, which had more than 37,000 visitors in 2015. Once again, the Operations Department partnered with Marketing with a blackjack table and dealers to create excitement and bring gaming fun to the Portland market.

Other community partnerships included the annual Tuna BBQ and NOAA anniversary, Oyster Cloyster, Old-School Car Show and the Siletz Bay Music Festival, to name a few.

*Top to bottom: Jack Strong; Josh Blacketer, Don Baker and Mike Fisher; 20<sup>th</sup> anniversary cake*

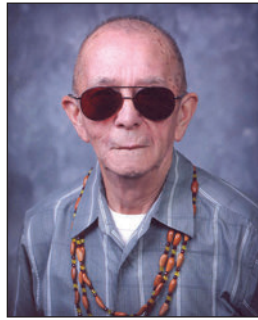
# Tribal Council



*Lillie Butler*



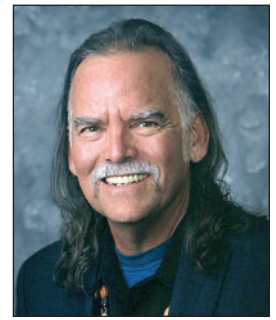
*Loraine Butler*



*Reggie Butler Sr.*



*Sharon Edenfield*



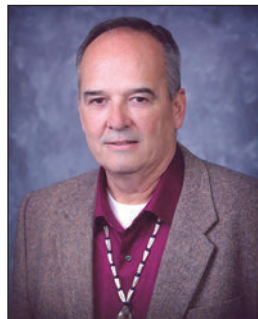
*David Hatch*



*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](http://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

## Siletz Tribal Prints & Gifts

1520 NE Highway 101  
Lincoln City, OR 97367  
541-996-5550  
Fax: 541-996-5551  
siletztribalprintsandgifts.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 11<sup>th</sup> 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



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

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Salem, OR



*Clockwise from top:  
Chrissy Joe Marceau-  
Perkins and Emma  
Marceau; basketry  
class; Erin Grace, Judy  
Gerecke and Kayla  
McCord; and Sequoia  
Breck and Vince Zettler*