



2005-2015 Comprehensive Plan



July 2005

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Resolution No. 2005-275
 Date Approved: July 22, 2005
 Subject: 2005 - 2015 Comprehensive Plan

SILETZ TRIBAL COUNCIL

Resolution

WHEREAS, the Siletz Tribal Council is empowered to exercise the legislative and executive authority of the Confederated Tribes of Siletz Indians of Oregon pursuant to Article IV, Section 1 of the Siletz Constitution approved June 13, 1979, by the Acting Deputy Commissioner of Indian Affairs; and

WHEREAS, the Administration for Native Americans has provided funding to the Confederated Tribes of Siletz Indians of Oregon to aid in completion of the 2005-2015 Comprehensive Plan pursuant to Grant #90NA7662 awarded in September 2003; and

WHEREAS, the 2003 Siletz Reservation Transportation Plan has previously been adopted by the Siletz Tribal Council in Resolution 2003-277 and will now serve as the Transportation element of the 2005-2015 Comprehensive Plan; and

WHEREAS, the creation of the 2005-2015 Comprehensive Plan has been completed by the Confederated Tribes of Siletz Indians of Oregon's Planning Department; which has been reviewed by Tribal Council; now

THEREFORE BE IT RESOLVED, that the Siletz Tribal Council hereby approves and adopts the 2005-2015 Comprehensive Plan.

Confederated Tribes of Siletz Indians
 By


 Delores Pigsley, Tribal Council Chairman

CERTIFICATION

This Resolution was adopted at a Regular Tribal Council Meeting held on July 22, 2005, at which a quorum of the Tribal Council was present, and the Resolution was adopted by a vote of 9 FOR, 0 AGAINST, and 0 ABSTAINING, the Chairman or Vice Chairman being authorized to sign the Resolution.

By


 JoAnn Miller, Tribal Council Secretary





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2005 2015 Comprehensive Plan

Completed by the Siletz Tribal Planning Department

Under the direction of
The Siletz Tribal Council
and
Pamela Barlow Lind, Tribal Planner

Project Funding from the Administration for Native Americans (ANA)



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ACKNOWLEDGMENTS:

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Most importantly, the Siletz Tribal Membership for their input and support!

Xwiit-t'i shu' nuu-xwaa-nin-la!





2005-2015 Comprehensive Plan

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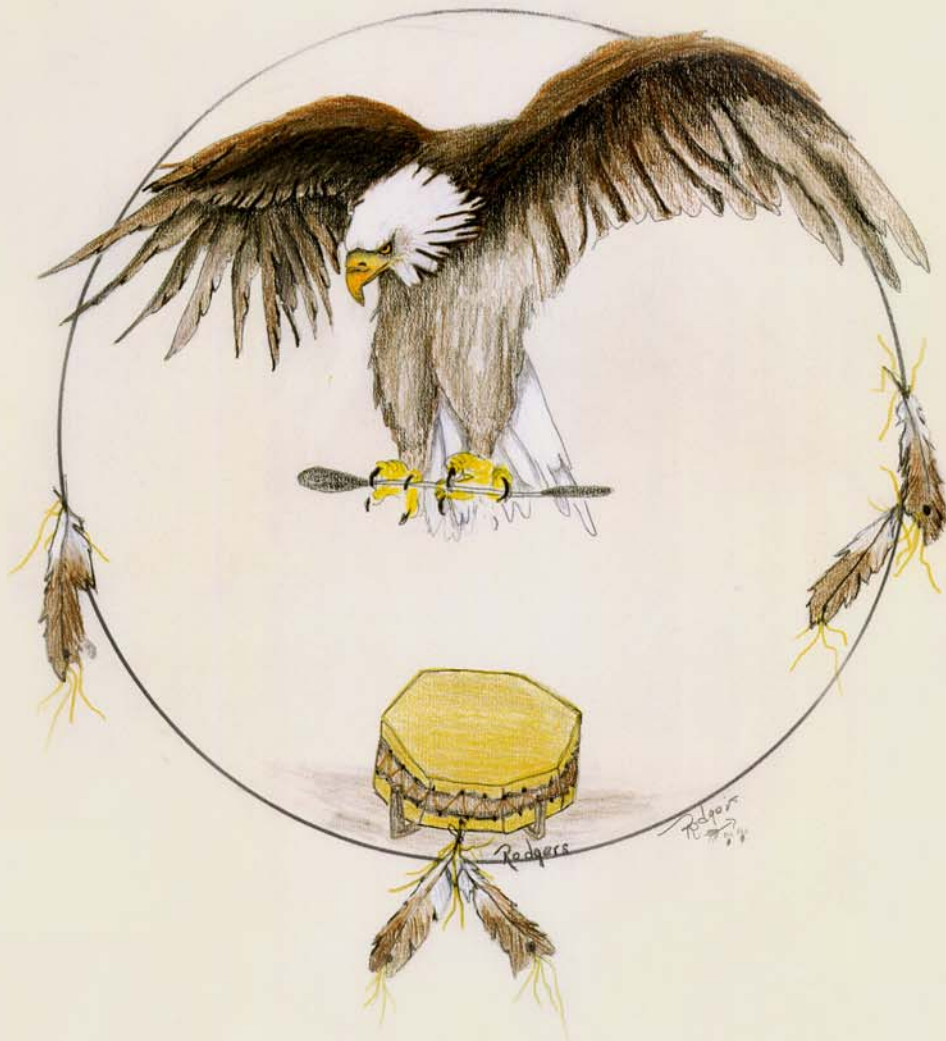
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Introduction
to the 2005-2015
CTSI Comprehensive Plan



- a. What is a Comprehensive Plan?
- b. Why have a Comprehensive Plan?
- c. The Process of Creating the New Comprehensive Plan.

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Introduction to the 2005-2015 CTSI Comprehensive Plan

What is the Comprehensive Plan?

The 2005 Confederated Tribes of Siletz Indians Comprehensive Plan is the official Document for guiding both the Siletz Membership and Tribal Government through decisions they will make throughout the next ten years. It outlines the goals and objectives developed by the Membership, and specifies a planning period up to the year of 2015.

The Plan is very general, comprehensive, and long range in nature. It is general in that it outlines broad based goals for the next ten years; comprehensive because it includes all the Tribal Members and Programs created for their benefit; and long range in that it explores the past and present situation of the Siletz Tribe for the purpose of future considerations.

The Plan is designed for use as one of the many necessary tools to assist the Tribe in directing its future. Although it is just one of the tools, it should be involved in the primary decision making process to ensure accuracy in goal achievement. It becomes the document necessary for maintaining a focus on the future, while, at the same time, being adaptable to unknown circumstances that are certain to arise in that future.



Woman's Basketry Cap





Why have a Comprehensive Plan?

In the past ten years the Siletz Tribe has enjoyed a considerable amount of growth and development within the Membership, the Programs created to benefit the membership, and the organizations designed to govern the membership. Because of this growth, planning becomes an essential function of certainty in the continued success of the Tribe. One of the tools of planning is a Comprehensive Plan, an overall direction that the organization can follow to ensure this continued success.

Therefore, it is imperative to have an easily understood document for the purpose of obtaining direction through planning. The Comprehensive Plan becomes this document.

By creating a Comprehensive Plan, the Siletz Tribal Membership has made the choice to design a workable set of procedures, which assure proper and organized decision-making. This step needs to be taken to guarantee that the quality of life for the membership is always improving, and, under no circumstance, degenerating.

In addition, the 2005 Comprehensive Plan is intended to aid programs in measuring their objective achievements on a regular basis. This will confirm that an implemented course of action is the correct strategy or will facilitate changes to improve services. Furthermore, this document will be used as a reference. Whether to quote the “History” section for a Tribal news article or to cite the “Goals and Objectives” section for a grant application, this document should be the central resource.





The Process of Creating the New Comprehensive Plan.

Overview

The 2005-2015 **Comprehensive Plan** was created using a multi-step, participant focused process. The following section describes this process. First, ANA funding for the project was pursued and obtained in 2003. The Planning department facilitated the project by hiring a Project Coordinator and Planning Clerk to manage the day-to-day aspects of the Comprehensive Plan's development. To gather input, all adult tribal members were surveyed and invited to participate in meetings to identify projects they thought the Tribe should pursue. Tribal staff was interviewed and tribal project plans, reports, studies, and previous survey results were culled for information.

All the information gathered was then analyzed to determine the needs of tribal members in the upcoming ten years. This “**needs analysis**” was combined with the many suggestions generated by tribal members in the survey responses and at the input meetings. Next, Tribal Council and the standing committees reviewed this information. Comments and suggestions were used to revise this first draft and a second draft was completed adding sections such as this one, graphics, and maps. This draft was once again presented to Tribal Council for comments. Once Tribal Council was satisfied with all of the components of the document, the 2005-2015 Comprehensive Plan was adopted. The following paragraphs describe the process in more detail.

Tribal Member Input

Survey

The first step was to create a tribal survey to collect two types of information: **demographics** and viewpoints. This survey was sent to all adult tribal members. Tribal members provided personal, demographic-type information used to create statistics about the typical tribal member. Based on this “typical tribal member,” projections were made as to what types of projects and program improvements could be developed to accommodate his or her needs.

In addition, the survey solicited opinions regarding services the tribal government provides. Respondents were asked to rate the services on a scale ranging from “Poor” to “Excellent” and to contribute comments and suggestions for each tribal program that manages these services. These suggestions were recorded and, when possible, grouped into categories. These categories were then used to accompany the suggestions made at tribal input meetings.





Meetings

The input meetings were announced in the tribal newsletter, newspaper, and on flyers posted at all tribal offices and venues. Meetings were held in each area office. Attendees were asked to write down all ideas for projects, new programs, and current program improvements on individual post-it notes, which facilitators placed on large posters hung around the room. Each poster was titled with a general heading based on **priorities** set during the 1994 Comprehensive Plan process, for instance: Elders, Culture, Education, Employment, Economic Development, and so on. Any suggestion that did not fall within an established category was placed on a poster marked “Other.” Most, if not all, suggestions on the “Other” poster fell into one of two categories: Legal and Government Operations. When all participants were finished generating comments, the post-it notes were read aloud. More time was given for any new ideas that were generated when reading the suggestions, as well as for clarification and corrections. Finally, participants were asked to choose their top three choices in each category and place a voting sticker next to each one. All suggestions were recorded.

When all four meetings were complete the suggestions that received the most votes from each meeting, and all of the suggestions that were repeated at a majority of the meetings, were moved to the top of the input list. These top suggestions were then combined with the top suggestions from the survey and used to identify tribal members’ highest priorities for the Tribe to pursue.

Transforming Proposals into Plans

Once tribal members’ most needed and preferred ideas were identified as **objectives**, these objectives were placed under the appropriate **goals** as set forth in the previous Comprehensive Plans. The goals and objective proposals were then circulated to all tribal managers and each was asked to contribute ideas on ways to implement the objectives.

Next, the implementation plans were divided into **tasks** that could be monitored for progress by each department. **Target dates** for completion, or substantive improvement, were established. These objectives, tasks, and targets were then embodied in **benchmark tables**. Each tribal program was assigned **indicators** so that the tasks can be monitored over the next 10 years to see how objectives are progressing, if they have been achieved, or to determine if changes in implementation should be made.

Finally, after all of the above was incorporated into the Comprehensive Plan and Tribal Council adopted it, the Plan was printed and distributed. This Comprehensive Plan will now serve as a reference and road map for the next ten years.

