



Confederated Tribes of
Siletz Indians

2009 Annual Report



2009 was a year of significant and memorable Tribal events. At the same time, it was a year of great heartache for many of our members.

Our national economy continued to spiral downward, hitting our local community hard. The federal government's stimulus funds, however, provided to selected communities across the country, including ours, enhanced Tribal economies and contributed to needed jobs.

The Siletz Tribe received \$6 million in stimulus funds for much-needed improvements to our Tribal community. These funds will benefit the Tribe and the benefits will be very evident as we move forward with the construction of additional Tribal housing units in Siletz and Lincoln City.

On the down side during 2009, our Tribe lost many beloved Tribal members. It was a heartbreaking year of remembrance for our many tragic personal losses.

It also was a year during which the Siletz Tribe had much to be thankful for. Many Siletz cultural events were celebrated during 2009 – the Run to the Rogue, which had the largest number of Tribal members ever participate in it, and the Tribe's Culture Camp, the solstice dances and our pow-wows.

We also believe the new Siletz Community Health Clinic in Siletz will be capable of providing improved, proficient medical services to our members and the community in general. We look forward to this magnificent clinic's grand opening in 2010.

Also near the close of 2009, our friend and nationally recognized legal authority and historian, Charles Wilkinson, completed his book on the Confederated Tribes of Siletz Indians titled *The People Are Dancing Again*. The book is scheduled to be available, appropriately, at the November 2010 Restoration Celebration.

In conclusion, I wish to extend my personal appreciation to the dedicated members of the Siletz Tribal Council and capable Tribal staff for what we accomplished during 2009 as we look forward to a new year of challenging new ventures and accomplishments.



photo by Diane Rodriguez

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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 the BIA self-governance coordinator, plan administrator and trust officer. Additionally, she serves as a member of the Audit and Investment committees and is staff representative to the Budget Committee.

The **Accounting** Department once again received an excellent audit report. The IRS made two visits to the department during 2009 to review records.

The **Information Systems** Department upgraded and installed new racks and power supply to the IS server room and Portland Area Office server room. A new server backup system was installed and also a server for the upcoming transition from Novel.

The phone system was upgraded with a new server and software package. Other software upgrades included Eaglesun and MIP accounting software. Other servers installed were for ABBRA, Symantec, Websense and other miscellaneous servers.

Department staff purchased and installed 11 printers, 18 PCs and 11 laptops.

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

- EPR projects; purchased new gas stove for community center, repairs to kitchen, HVAC unit replaced at community center office area and annex

- All fire extinguishers serviced or replaced; building sprinkler system repaired and serviced
- Heating/cooling units upgraded in administration building
- Eye wash station installed in the Tribal domestic water pump house
- Tribal domestic water storage tank fenced
- Assistance provided to nine funerals

The **Fleet** Department maintained 42 GSA vehicles and 21 E-Plate vehicles. The department also oversees activities at the community center and booked 348 functions for the year.

Property & Procurement filled 2,484 requests from stock inventory and 4,120 P.O.s for a total savings of \$58,198.60. It held one excess sale in the fourth quarter.

Administrative support staff provided daily clerical assistance to central administration managers and other Tribal program departments. Staff also assisted with the Nesika Illahee Pow-Wow, Community Christmas Program, the Giving Tree and food basket program.



The Programs 1 Department includes four social services programs for the Siletz Tribe.

Federal funding and gaming revenues support **Tribal Elders Services**. Through a Title VI Nutrition and Supportive Services grant, the Elders coordinator helps Elders access the Meals on Wheels program in their area.

In Siletz, the coordinator and the Elders Program clerk deliver meals to Elders' homes. This year, 3,455 meals were delivered and 448 meals were served at the meal site at the Tribal Community Center.

This grant also provided services to Elders through 877 chore services, 863 hours of homemaker services, 737 hours of home health aide services and 391 bus tickets, bus passes and transports.

The coordinator had 3,810 contacts and referrals through outreach, telephone calls, home visits, case management, information for Elders and referrals, and new and updated Elder assessments.

The coordinator also administers the Elders WEX Program, which allowed 21 Elders to return to work in their field of

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

The coordinator continues to partner with the Siletz Natural Resources Department to provide firewood for Elders through three wood cutting events.

The coordinator also is the staff representative for the Elders' Council. The council covered fuel and mileage for drivers to transport elders from the four areas to approved Elders' Council activities. These transports totaled 1,584 this year.

The Elders had monthly meetings, Elders' Council and group activities, monthly shopping trips, quarterly transporter and Elders representative meetings and Superstar luncheons at Chinook Winds, as well as Elders trips that are voted on at their monthly meetings.

The total number of Tribal Elders at the end of 2009 was 552. Each Elder receives a stipend check each month of \$100 to \$300, dependant on their age.

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

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

Funding for ICW staff and services comes from seven state and federal grant sources. The case manager I position is the lead staff person with administrative and supervisory responsibilities and handles most out-of-state cases and cases in permanency.

The case manager II is primarily responsible for in-state Title IV-E cases. The CPS case manager works with voluntary cases and is a protective services position that goes on emergency calls and conducts interviews and investigations.

The case manager III recruits, certifies and provides training to Tribal foster home parents, supervises visits with children and families, does home visits and responds to the needs of children in care.

The case manager IV-trainee is responsible for office and clerical duties and assists with client needs.

In 2009 the ICW Program assisted 37 families through voluntary agreements that prevented 65 children from coming into care. ICW-certified foster homes went from 17 to 19.

Prescription drug abuse, heroin and methamphetamine use continue to be the primary reasons for children to be removed from their homes. In the past year, 10 children were placed into care by the Tribe or the State. This is a decrease from 28 last year.

The ICW and SSP programs work together through the Healthy Family Healthy Child Project grant to bring information uniformity between the programs to better assist clients and prevent abuse. The White Bison Initiative is still going strong and has been well-received. Meetings are held regularly in Portland and Siletz.

In the past year, no termination of parental rights/adoptions occurred because of ICW efforts to advocate instead for guardianship when the children could not safely return home. The case managers and CPS attended 187 State and Tribal Court hearings. This number represents a more than 90 percent attendance record.



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

SSP helps American Indian/Alaska Native/Hawaiian participants overcome barriers to employment by offering employment and training services and wellness activities. These include supportive services such as child care and transportation, skills testing, subsidized work experience and on-the-job training positions with Tribal and non-Tribal employers, cash grants to individuals through the General Assistance Program and to participants with children through the Temporary Assistance to Needy Families Program, family-oriented activities and referrals to other services. SSP also supports a GED classroom in Siletz.

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

The SSP director administers this program and supervises one monitoring and compliance officer, one employment and training counselor and nine Tribal services specialists (TSS).

Two TSS positions are in each of the three area offices and three TSS positions are in Siletz. TSS staff works with clients to develop individualized case plans intended to help clients reach their goals of independence and self-sufficiency.

In 2009, there were 192 family grants, 223 single adult grants, 23 non-needy caretaker relative grants and 44 families and individuals were given emergency assistance.

The program also serviced individuals through Department of Labor funds or through 83 Work Experience slots, 22 Direct Place-

ment assistance, 138 Classroom Training slots, 20 On-The-Job Training and 720 supportive services.

Each year clients participate in the Increasing Your Success workshop organized by SSP staff. The workshop was held at Silver Creek Falls Park/Lodge in 2009.

Participants obtained training on the proper way to fill out their self-sufficiency forms, learned job training techniques, participated in Healthy Families Healthy Child workshops, viewed a generational trauma presentation and spent time as a group in healthy family-oriented evening activities.

Some additional accomplishments this year are as follows:

- Monthly cultural activities for clients, including clamming, beading and cooking.
- 477 Program staff, program director, monitoring and compliance officer, Portland Area Office staff, general manager and the Tribal chairman met with the administration of the Department of Health and Human Services to discuss Tribal needs.
- A compliance and monitoring specialist was hired to ensure accountability and accuracy when working with client files and to assist in program management under the 477 director.



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

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

The program offers a wide variety of packaged, canned, refrigerated, frozen and fresh foods.

Each month staff distributes food from the Siletz and Salem warehouses. In 2008, a new warehouse was built in Siletz adjacent to the fleet bullpen. In 2009, some additions to the warehouse included safety gates purchased with American Recovery and Reinvestment Act funds.

In 2009, the USDA program added reusable shopping bags to its inventory to encourage saving our natural resources and discourage the use of plastic bags that can harm the environment. The bags are much like the reusable bags seen in grocery stores and can be used for supermarket shopping trips as well.

Nutritional education classes continue to be taught by volunteers at both warehouses. Those who volunteer receive a \$25 gift card for their welcomed information and the meals they prepare using commodity foods.

The Programs 1 manager is responsible for oversight of the four social services programs, which includes direct supervision of four supervisors and one program clerk.

The program clerk is responsible for office administration and is trained to be a backup for clerical staff in the other four programs as needed.

Caseload

Caseload from Jan. 1 through Dec. 31:

| | |
|---------------------------|-------|
| New (January – December) | 493 |
| Average monthly new cases | 41.08 |
| Closed | 432 |
| Hearings, Monthly Average | 15.16 |



Court Staff

One chief judge, two appellate judges, one District Court judge, one Gaming Court judge, one Community Court judge, one full-time court administrator and one half-time deputy court administrator

Development Funding

The court is maintained with money from the annual EPR budget. 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.

From 2000 to 2008, the caseload increased from just more than 100 cases in 2000 to more than 500 cases in 2008. In 2009, there were just fewer than 500 cases.

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

Tribal Court uses Laserfiche, a document imaging program, for storing files. The deputy court administrator 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 in Laserfiche are our juvenile records, as we continue to keep hard files indefinitely.

Training

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

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

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

Public Relations

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

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

Programs 2 encompasses Child Care, Head Start, Culture, Education, Traditional Arts and Language, Pow-Wow and Youth Services. Direct services are provided to Tribal members through these programs.

Of the seven 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 Mona Fisher for Pow-Wow.

In 2009, the Programs 2 staff continued team development, collaboration and coordination on numerous projects, including:

- Easter Egg Hunt
- Student Gathering
- Memorial Day Dinner
- Summer Solstice
- Culture Camp
- Nesika Illahee Pow-Wow
- Run to the Rogue
- Restoration Pow-Wow
- Student Incentives
- Tribal Youth Employment Program
- Winter Solstice
- Youth Activity Fund

After-School Program

In 2009, this program provided after-school care to approximately 12 children.

Students participate in a homework club where they devote 45 minutes to an hour to completing homework. The remainder of the time is spent in poetry, art or theater arts and playing various games, some educational and others for fun.

This program is housed at Siletz Valley School. The service benefits working parents, with their children going to the after-school classroom directly from their home room. Students are provided healthy snacks and beverages.

Child Care

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

This year, the program served a total of 49 families and 110 children throughout the



service area: 42 in Siletz, 50 in Salem, 12 in Portland and six in Springfield. The average number of hours per month that child care was provided per child was 140; average monthly child care subsidy per child was \$166; average monthly parent co-payment per child was \$149.

Throughout the service area, 57 children received care because their parents were employed and nine because their parents were in education activities. Some families accessed the program for multiple uses.

Cultural Resources

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

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

The Cultural Department coordinates the annual Culture Camp. In 2009, 580 people participated with 600 attending the salmon dinner.

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

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

Education

Number of Students Served through Education

| Students in | Total |
|---------------------------------|-------|
| Adult Education | 159 |
| Child Care | 40 |
| Head Start | 112 |
| Higher Education | 192 |
| Adult Vocational Training | 47 |
| Supplemental Education | 1,986 |
| Tribal Youth Employment Program | 52 |
| Total | 2,588 |

An education specialist is located in each area office to provide services and resources for supplemental education, adult education, adult vocational training and higher education. The specialists also assist students with the FAFSA process and work with universities/colleges. They work at Culture Camp, Run to the Rogue and both Tribal pow-wows.

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

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

Head Start

Head Start continues to be a strong, viable program in the Siletz Tribe. An average of 112 children are enrolled in four programs located in Siletz, Salem, Eugene and Portland.

Average enrollment for 2009 was 74 percent American Indian children. Fifty-seven were Siletz Tribal children, 26 were other Native and 20 were non-Native. Ten percent of the children enrolled met the criteria for special needs.

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

Youth Services

Liana Kaiser is the youth service worker and coordinated a successful move to the Tribal gymnasium. The center is open four hours after school for students who wish to work on homework or crafts, watch movies or play video games or pool.

Youth services works with other Programs 2 and Tribal staff to plan recreational, educational and cultural activities for Tribal youth.

Language and Traditional Arts

Alfred "Bud" Lane III printed the Athabaskan language dictionary transliteration that is available to Tribal members. Bud teaches language classes at Siletz Valley School and all area offices.

Traditional arts, basketry or regalia are taught in all area offices. Bud teaches basketry classes for other functions, such as Culture Camp. Gathering of materials also is taught and the Tribe continues working to secure accessible areas for gathering minor forest products for traditional uses.

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

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

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

Pow-Wow – Cultural Education

Mona Fisher successfully coordinated the Tribe's two pow-wows – Nesika Illahee in August and the Restoration Pow-Wow in November. This year she also worked on planning yet again for the Oregon 150 celebration. She also helped Siletz Valley School coordinate its Restoration Mini Pow-Wow.

Tribal Royalty activities also are coordinated through this program. The young women represented the Siletz Tribe at 10 pow-wows in 2009 and held craft fairs, bake sales, raffles, taco feeds and bottle/can drives to help fund their travel.

Mona also is responsible for Culture Camp and coordinates all meals for Run to the Rogue. In addition, she prepares meals for Feather Dances and coordinates with other programs and departments to provide activities for Tribal youth, such as the annual Easter egg hunt.

Four issues became the primary focus in 2009:

- H1N1 (swine) Flu
- Planning/Designing New Health Clinic
- Accreditation Survey
- Electronic Health Record Implementation

Flu – The worldwide threat of a pandemic flu outbreak had an impact on operations of the Siletz Tribal Health Department. Planning, prevention and immunization were keys to successfully dealing with the enormous potential risk that a pandemic can cause.

In the clinic, well and sick waiting areas were established, masking stations were set up and hand sanitizers were available. As a visual reminder, our CPR mannequins were placed outside the clinic entryway with a reminder that if patients are feeling flu symptoms, they should protect others.

A flu hotline was established, allowing patients to call in and hear the latest flu news. As soon as immunizations became available they were distributed, beginning with priority populations and eventually becoming available to anyone.

For the clinic and special flu clinics, this meant providing not only seasonal flu immunizations but an H1N1 as well and children were recommended for a second H1N1. Community Health staff conducted flu shot clinics in each area office and the casino.

New Health Clinic – Interior design work was completed. Groundbreaking was held Aug. 3 with Tribal Council members, the general manager and health director ceremonially turning the first shovel of dirt. Construction progress has been fast-paced.

The building is 46,000 square feet. We will initially occupy only 32,000 square feet, with allowance for future expansion.

The new facility will include 15 exam rooms, two procedure rooms, large pharmacy, 11 dental operatories, medical laboratory, radiology suite, counseling offices, Contract Health, Prevention, Community Health and administrative space. It will be completely wired for electronic health records and conference meeting rooms will include the latest audio/visual technology.

A design/build contract for \$7,428,075 was awarded to Silver Star Construction in partnership with Anderson Shirley Architects Inc. of Salem, Ore. Equipment and other allowances make the total estimated cost of the project \$8.765 million.

The project is funded by a \$2 million grant from the Indian Health Service, \$860,000 + \$400,000 from EPR set aside, \$176,356 equipment grant from IHS, \$3,395,611 from third-party revenue, \$93,256 from interest on IHS grant and a \$1,831,006 loan from Tribal EPR funds to be repaid from third-party revenue at 6 percent interest.

Accreditation – Participation in the accreditation process involves ongoing self-evaluation and improvement. Demonstrating our continuing commitment to excellence, the Siletz Community Health Clinic invited the Accreditation Association for Ambulatory Health Care to inspect our facility.

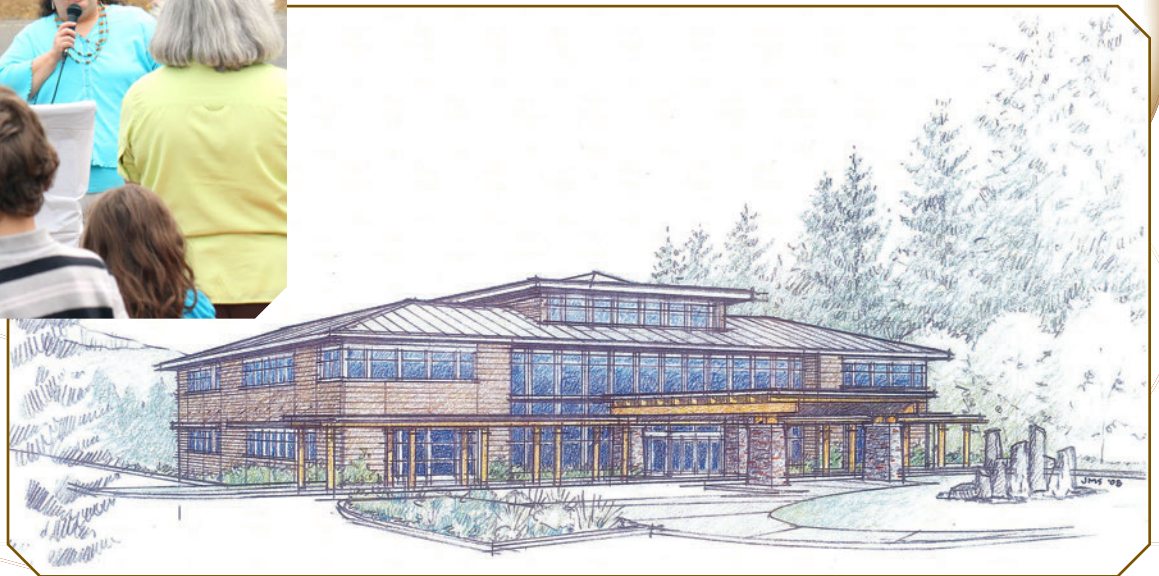
On June 14-16, two surveyors looked at all aspects of operations, including governance, administration, quality of care provided, clinical records, financial and quality improvement. We were extremely proud to be awarded a full three-year accreditation.

Electronic Health Record (EHR) – Implementation of an electronic medical record at any health care organization is a complex and lengthy process, requiring preparation and changes in essentially all areas of a medical facility. Rolling out an electronic record system at any facility requires a considerable training effort at the time of implementation as well as an ongoing program of training and support.

The Siletz Clinic “went live” in 2009 with the IHS EHR software. The applications are designed to move most clinical transactions from paper-based to an electronic environment. The EHR uses upgrades of existing applications and clinical data, but provides a graphical user interface that facilitates access to the direct entry of this data by clinical users.

The two most significant clinical enhancements provided by the EHR are the direct entry of orders (pharmacy, laboratory, radiology, nursing, etc.) by providers and the online documentation of clinical encounter notes.

The process has been difficult and medical staff continues to work through the many challenges the system presents. As providers become more familiar with the new EHR system, we look forward to more timely charting of visits and accurate orders.



Some interesting statistics for 2009:

- ✓ A total of 49,489 ambulatory visits (all types) were made to the clinic (14.8 percent increase over 2008).
- ✓ The 10 leading purposes of visits were:
 1. Pharmacy
 2. Non-specific consultation
 3. Dental exam
 4. Administrative encounter
 5. Diabetes
 6. Vaccine and inoculation for influenza
 7. Alcohol dependence
 8. Hypertension
 9. Optometry
 10. Astigmatism
- ✓ Contract Health Services issued more than 12,000 authorizations.
- ✓ Total CHS obligations were \$3.483 million.
- ✓ 9,261 individuals are registered for health care, of these:
 - ✓ 3,964 are Siletz Tribal members
 - ✓ 2,332 are other Indian
 - ✓ 2,965 are non-Indian community members
- ✓ 772 people have joined the Tillicum Fitness Center.
- ✓ 7,054 visits were made to the Tillicum Fitness Center (an average of nine visits per year).
- ✓ 453 clients received alcohol/substance abuse treatment, accounting for more than 2,000 visits.
- ✓ 2,667 volunteer hours were recorded at the Women's Transitional Living Center.
- ✓ 1,309 prevention services were provided during the year.
- ✓ 87 patients were counseled for smoking cessation.
- ✓ 196 Tribal members living outside the 11-county service area received care through EPR (gaming revenue) – dental (115); medical (28); vision (49); hearing (4)
- ✓ 83 patients were approved for alternative health care (chiropractic or acupuncture).
- ✓ 51 young people participated in the annual Tribal Youth Conference.
- ✓ 844 transports were provided to medical appointments.
- ✓ 477 home visits were made by Community Health staff.

The Health Department successfully competed for several grants this year, receiving a grant through the Komen Foundation for transportation to breast cancer treatment, a youth mental health treatment grant to provide a youth mental health counselor at the Portland Area Office, a Healthy Traditions grant to revive healthy food choices and a dental health promotion/disease prevention grant to help implement an oral health project.

All in all – a great year!

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. The Human Resources 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 2009, the Tribe hired 61 employees.

- 43 Regular (32 Tribal, 2 other Tribe, 9 non-Indian)
- 18 Temporary (15 Tribal, 1 other Tribe, 2 non-Indian)

In addition to the regular Human Resources duties for the administration, the HR Department contracted out its services (consulting services, job description, HRIS, recruitment, background checks, etc.) to other Tribal entities, including the Tenas Illahee Childcare Center, Siletz Valley School, Siletz Tribal Business Corporation and Siletz Tribal Gaming Commission.

New Positions

Six new positions were created:

- STEP – Project Coordinator
- STEP – Project Technician
- Healthy Traditions Project Coordinator
- Director of Legislative and Governmental Affairs
- Charitable Contributions Administrative Assistant
- Prevention Coordinator Trainee/CPS

Job Descriptions

Seven revised job descriptions were approved:

- Administrative Assistant – Fleet
- Information Systems Manager
- Internal Auditor
- Data Coordinator
- Junior Force Account Carpenter
- Force Account Laborer
- 477 Administrative and Monitoring Specialist



Recruitment Activities

The department recruited for the following positions:

- Head Start Teacher
- After-School Program Aide
- Classroom Aide
- Tribal Services Specialist (2)
- Self-Sufficiency Director
- USDA Warehouse Clerk
- Elders Program Coordinator
- Elders Program Clerk
- STEP – Project Technician
- STEP – Project Coordinator
- Data Coordinator
- Exercise Facility Assistant
- Youth Mental Health
- Community Health Director
- CHS Tech II/Trainee
- Community Health Advocate
- On-Call Medical Assistant
- Prevention Coordinator
- Prevention Coordinator Trainee/CPS
- Women's TLC Residential Aide
- Healthy Traditions Project Coordinator
- Internal Auditor
- Accounting Clerk
- Information Systems Manager
- Administrative Assistant – Fleet
- Housing Manager
- Force Account Laborer
- Force Account Carpenter
- Force Account Coordinator
- Resident Services Advocate
- Background Investigator
- Fifth-Grade Teacher
- Sixth-Grade Teacher
- Title I Assistant
- Volleyball – High School
- Softball – High School
- Controller
- Accounting Technician
- Administrative Assistant
- Development Manager
- Staff Accountant

Employee Incentive Activities

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

| | |
|----------------------------|----|
| • Outstanding Performance | 35 |
| • Special Acts or Services | 5 |
| • Cost Savings/Inventions | 1 |
| • Major Acts of Merit | 4 |
| • Employee of the Quarter | 3 |
| • Employee of the Year | 1 |

Awards Banquet: Approximately 240 people attended the annual awards banquet at Chinook Winds.

Worker's Compensation

Seven recordable worker's compensation claims were filed. (Our worker's compensation insurance carrier for 2009 was Tribal First.)

Labor Force

At the end of 2009, the Tribe's labor force (regular and temporary workers) included:

| | |
|--------------------------|------------|
| • Siletz Tribal Members | 118 |
| • Other American Indians | 12 |
| • Non-Indians | 79 |
| Total Workforce | 209 |

Training Activities

Recognizing Drug and Alcohol Abuse for Employees

Employee Assistance Program

Our EAP provider was STEPP. At year-end, 65 individuals had used the services available.

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



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 ensures 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 Siletz Tribal Natural Resources Department is responsible for operating the Tribal Forestry, Fish and Wildlife, Aquatics and Environmental Protection programs.

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

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

The **Fish and Wildlife** program handles all aspects of Tribal fish and wildlife management, including issuing and tracking deer and elk hunting tags and licenses, salmon fishing tags and shellfish gathering permits. The program also covers distributing confiscated game meat and subsistence salmon to Tribal members. In 2009, accomplishments include:

- Issuing 385 deer tags (45 filled)
- Issuing 123 elk tags and 37 special hunt permits (18 filled)
- Issuing 200 salmon tags (7 filled)
- Picking up, processing and distributing 4,017 pounds of subsistence salmon
- Distributing 767 summer run steelhead from the Oregon Department of Fish & Wildlife's Siletz River fish trap
- Providing surplus game, salmon and salmon eggs to eligible Tribal members

The **Environmental Protection** program is funded through an Environmental Protection Agency 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, 2009 accomplishments include:

- Participating in activities to monitor assessment and cleanup of the Portland Harbor Superfund Site (funded in 2009

The **Forestry** Program covers all aspects of forest management on the Tribe's 8,492 acres of timberlands, including timber sale planning (environmental assessments, unit layout and design, road layout and design, timber cruising, appraisals, contract development), timber sale administration (contract administration and compliance inspections), silviculture (prescription writing, site preparation, reforestation, animal damage protection, brush control, stocking surveys), forest development (timber stand improvement, pre-commercial and commercial thinning), forest protection (fire management, insect and disease control), forest inventory and management planning, and firewood permits.

Accomplishments for 2009 include:

- Harvesting 2.774 million board feet of timber yielding a net timber revenue of \$908,299.91
- Pre-sales work on two sale areas totaling 90 acres and 3.120 million board feet
- Constructing 0.28 miles of new timber sale access road
- Planting 14,480 seedlings on 85 acres
- Pre-commercial thinning of 38 acres
- Alder release spraying of 101 acres
- Completing 1,453 acres of stand exams and stocking surveys
- Issuing 120 personal use firewood permits
- Cutting 29 cords of firewood during four Elders' woodcuts
- Measuring 137 continuous forest inventory (CFI) plots
- Completing a draft management plan covering 4,263 acres of marbled murrelet management lands

by grants from the EPA, City of Portland, Lower Willamette Group, Arkema, Gasco, Willbridge Cove and the Port of Portland)

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



The **Aquatics** program was funded in 2009 by GAP and 106 grants from the EPA, watershed enhancement and monitoring grants from OWEB, an ERE grant from ANA and a number of contracts and funding agreements with outside entities.

Tribal aquatics personnel collected and analyzed stream temperature, stream sediment, algae, stream flow and nutrient source data collected from locations throughout the Siletz River system, including a number of its tributaries. This data will be used for a variety of future projects, including stream TMDL (total maximum daily load) modeling efforts and habitat restoration activities.

Cooperative work continued through the year in a number of coastal estuaries with various partners, including Ducks Unlimited. Five hundred logs were placed in seven miles of Cedar Creek to enhance fisheries habitat.

During 2009, the Tribe continued working with the Willamette, Siuslaw and Siskiyou National Forests on a variety of cooperative projects in accordance with the Memorandums of Understanding (MOUs) with these forests. The Tribe also was actively involved as a natural resources trustee for the New Carissa Oil Spill Damage Assessment and Restoration Plan.



During this economic roller coaster of a year, your Planning Department remained busy with construction projects, including the new clinic, Women's Transitional Living Center (TLC) and Elders assisted living complex. These new facilities are the fruition of other departments' long-term strategies to provide better service to the Tribal membership.

Funding has been obtained for additional projects, which moved from the planning phase into the design and engineering phase of development. With funding from both the State and Tribe, the City of Siletz completed the update of its comprehensive plan. Significant stimulus funding was secured for Tribal projects, including funding for water storage, weatherization and construction of sidewalks in Siletz.

The ANA SEDS grant for a Tribal centralized information system project (TCIS) was completed and the project is now the primary source of Tribal information for enrollment and social services.

Planning's data coordinator worked with multiple grants and programs to provide data collection and analysis, along with providing assistance with conducting surveys. She also served as Siletz Tribal liaison to the U.S. Census Bureau.

The Tribe received a new ANA SEDS grant to fund the Siletz Tribal Energy Program for two years. Goals include providing outreach and education to Tribal members about energy efficiency and weatherization, and developing an energy management plan, green building codes and a plan to provide ongoing training for Tribal members seeking work in the energy efficiency and weatherization fields. The Department of Energy (DOE) and the Bonneville Power Administration also awarded funding for weatherization and energy efficiency projects.

The part-time emergency planner busily coordinated with state and federal agencies as the Tribe's liaison on emergency planning and response to ensure the Tribe's compliance with federal safety mandates. A grant from Oregon HRSA (Health Resources and Services Administration) funded emergency shelter supplies for the Tribe and a trailer in which to put them.



The GIS/planner provided support for the entire Tribal administrative structure, including Planning, Natural Resources, other departments and STBC via the collection of data and creating amazing maps. Major projects included baseline assessment of the Arnold Creek property, maps for the Tribal history project and providing vacant lands inventory and other maps for the city comprehensive plan update process. Doing so helps the city respond to Tribal development needs.

The construction engineer had his hands full this year, coordinating construction of the new 46,000-square-foot clinic, the 2,800-square-foot women's TLC and the six modular units of the Elders assisted living complex. Additionally, he has been busy working with engineers on Siletz water system improvements.

The grant writer/planner has been very busy and successful as usual this year with the added challenge of accessing stimulus funding. More than \$6 million in stimulus funding has been earmarked for the Tribe, including DOE, \$345,000 for weatherization and another state award of \$113,000 for weatherization; IHS/EPA (Indian Health Service Environmental Protection Agency), \$615,000 for water storage; IHS Health Services for projects from lab equipment to Elder's support; HUD, more than \$3 million for the Siletz Tribal Housing Department; and BIA, \$345,000 for Siletz sidewalks.

Planning's department clerk kept the ball rolling, handling the department's multiple cuff accounts and processing accounts payable, an especially big challenge this year with the major construction work.

Enrollment has the huge responsibility of keeping Tribal membership records and is learning the new centralized database module.



Realty Division

In 2009, the Realty Division provided extensive environmental review and compliance to Tribal departments in addition to facilitating the acquisition of additional Tribal lands. Realty also facilitates the conversion of lands to trust and reservation status by working with the BIA, surveys and clearing titles.

Realty

Total acreage, 2009, including timberlands: 9,100 acres

Total acreage in trust, 2009, including reservation status: 4,121 acres

New properties acquired: 1

Realty continues to pursue fee-to-trust conversion, but also is key to the NEPA compliance requirements of project development, providing services to Housing and other departments.

The Tribal planner oversees departmental operations and also covers transportation planning, including keeping the Indian Reservation Road inventory current and funded.

2009 Projects

New Clinic
 Women's Transitional Living Center
 Elder Assisted Living Complex

Grant Writing

| | |
|---------------------------------------|--------------|
| New grants awarded in 2009 | 17 |
| Total value of new grants | \$11,105,643 |
| Total number of active grants in 2009 | 60 |
| Total value of active grants | \$34,212,134 |
| ARRA Funds | \$6,009,382 |

Transportation

BIA has granted funding for safety improvements to Highway 229 (design completed), Molalla Court extension (in design), improvements to the cemetery road (in design); Lakeside subdivision roads (completed), maintenance and transportation planning.

State of Oregon Special Transportation Funds (STF) pass-through funding helps with transit vehicles and bus passes.

Enrollment Division

The Enrollment Department was as busy as ever, fielding nearly 4,000 calls in 2009. By year end, 149 new Tribal members were enrolled, bringing the total number of Tribal members to 4,677. There were 33 applications for name changes.

The Siletz Tribe had 19 members who passed in 2009. The Enrollment Department works closely with families and funeral homes to help families in their time of sorrow. Along with the death benefit, the Tribe provides Tribal members with caskets at a wholesale price.

Data to all programs is generated from the Enrollment Department; 137 reports and 1,045 CIBs were sent to programs this year and 137 family trees were completed.

Please help us keep Tribal records current by letting Enrollment know right away when member information changes or needs correcting. The documented number of address changes in 2009 was 1,490.

The Tribe's Housing Department provides housing services to Tribal families primarily through a Native American Housing Block Grant (NAHBG) authorized in the Native American Housing and Self-Determination Act (NAHASDA). This is a formula-funded program and the Tribe's 2009 NAHBG funding was \$3,635,558.

The Tribe submits an annual Indian Housing Plan detailing its affordable housing activity goals and objectives to HUD's Northwest Office of Native American Programs (NwONAP) to review for compliance with NAHASDA law and regulation. The 2010 IHP was submitted and found to be compliant. Within 60 days of a program year-end, the Tribe has to provide an Annual Performance Report (APR) detailing what was accomplished. The Tribe has submitted the 2009 APR.

In addition to reporting, the Tribe also is required to monitor housing activities. It conducts annual self-monitoring whereby a team of Tribal staff and committee members completes compliance checklists for services provided under the IHP.

In addition, one staff, the administrative and monitoring specialist, is dedicated to this function. The specialist initiates the yearly self-monitoring assessment; conducts random file reviews throughout the year to verify compliance with NAHASDA law, regulations and the Tribe's IHP goals and objectives; and follows up on corrective action resulting from self-monitoring and file reviews.

While the majority of housing funding comes through an annual Indian Housing Block Grant (IHBG) created by NAHASDA, additional funding comes through the Bureau of Indian Affairs and from gaming revenues. These funding sources supported a variety of housing activities in 2009:



Housing Construction & Rehabilitation: The development and modernization coordinator, assisted by the inspector, administers the construction and rehabilitation contracts for Housing, 2009 proved to be an exceptionally busy year for these projects.

The Neachesna housing development of 20 low-rent apartments at the Lakeside property in Lincoln City, Ore., was completed and tenants began occupying units in October. One Tribal Elder in Logsdan, Ore., received a new home under the Elder Home Replacement program.

Seven homes owned by Tribal members were rehabbed using private contractors. The Housing inspector conducted more than 347 inspections on Tribal rental and homeownership units. The Tribal Force Account crew – a supervisor, four carpenters and two laborers – provided renovations and repairs to 22 rental units and 21 homeownership units under Housing management.

Maintenance of Tribal Housing Units: A maintenance supervisor and three maintenance workers provided preventative maintenance, routine repairs and replacements, and lawn maintenance for the low-rent units and maintained common areas in the homeownership developments. Maintenance staff conducted 1,048 inspections and completed 253 work orders on rental units and 22 work orders on homeownership units.

Resident Services: Three occupancy specialists comprise the Housing Counseling Program. They manage 79 low-rent and 83 homeownership units that house 505 occupants. Staff collects rents, conducts inspections, enforces policies and helps families access resources. In addition, a Residents Services advocate conducts home visits, coordinates youth and family activities and is the staff member to the Residents Organization.

The **Residents Organization** is a volunteer group of housing residents who work with Housing staff to share management responsibilities. In 2009, the Residents Organization held 13 meetings.

Several Tribal programs, including Housing and the Residents Organization, supported 17 events to promote posi-

tive drug- and alcohol-free recreational activities for Tribal youth and families. These included Family Game Nights, Youth Wellness Conference, Portland Natural Resources Center field trip, bowling, swimming trips, community cleanups, youth basketball tournament, Elders woodcuts, shell gathering, bus shelter paint touchup, bicycle safety rodeo, river rafting/water safety, roller skating, Youth Leadership Conference and snow tubing.

Rental assistance subsidies are offered through three programs. The Rental Assistance Program coordinator administers monthly rent subsidy payments for Tribal families. By year's end, 80 families were receiving assistance.

The **Emergency Housing Assistance** Program works to prevent homelessness, assisting families with paying rent, late fees and mortgage payments. Assistance is limited to \$1,000 in a two-year period and 88 families were helped through this program. The **Student Housing** Program, administered through the Education Department, provided monthly rent subsidy payments for 32 student families.

The Housing manager, who supervises the Residents Services staff, also coordinates the **Low-Income Home Energy Assistance** Program. This program provides heating assistance to income-eligible Tribal households within the 11-county service area. Services are administered from the Housing office in Siletz and at each area office. Staff assisted 251 Tribal households in meeting their heating needs.

A Housing Finance manager staffs the **Down Payment Assistance** and the **Siletz Saves! IDA** programs. She is located in the Salem Area Office.

Down Payment Assistance provides help with down payment and closing costs to first-time homebuyers with forgivable loans of up to \$15,000 for eligible households. Eleven families received down payment assistance grants in 2009. Since the inception of the program, 163 families have received grants.

The Housing Finance manager also can help Tribal families access HUD's Section 184 program originated by local lenders, which guarantees 100 percent of the mortgage loan made to eligible Tribal borrowers. Loans can be used to acquire existing housing, rehabilitate a home, construct a new home and for refinancing. Another significant feature is that this program has no maximum income limits – you do not have to meet NAHASDA low-income requirements to qualify for assistance.

The **Siletz Saves! Individual Development Account (IDA)** Program has finished its first year of operation and now has seven participants building savings accounts. All participants have completed the required financial education, been accepted by the Valley Individual Account Program (VIDA) and entered their savings period.

Siletz Saves! is a matched savings program designed to prepare and support those who qualify (income cannot exceed 80 percent of median) in achieving specific life and financial goals. VIDA provides the matching funds when participants reach their savings goals and complete the program.

These participants also work on improving their credit scores and creating a healthy financial life. They attend monthly meetings to discuss current events and receive additional financial education.

Participants can save anywhere from six months to three years. Savings are matched at the rate of 3:1 (for every dollar you save, you get three dollars), with a limit of \$9,000 in match.



Housing annually contributes funds for the **Tenas Illahee Childcare Center** to help keep rates affordable as 35 percent of the children using the center live in the low-rent and homeownership units managed by Housing. Housing also contributes to the **Tribal Law Enforcement** program that supports staffing, supplies and equipment costs and increased patrol of housing areas.

Over-Income Housing Grants: Using gaming revenues, the Tribe funded 40 rehabilitation projects for families who exceed NAHASDA income limits. This program runs September through August and at the end of 2009, 23 projects had been completed. Six were in process, leaving 11 more to initiate and complete by August 2010.

Notice for the date when applications become available and the deadline for submitting them is posted in the Siletz Tribal newspaper. Grants for this program are awarded through a lottery drawing.

Tribal law enforcement services are provided by the City of Toledo Police Department (Toledo PD) through an intergovernmental agreement. Services under this agreement include patrol of the City of Siletz. The agreement became effective July 1, 2007, and continues through Dec. 31, 2012.

Under the agreement, Toledo police officers enforce state laws, investigate criminal offenses, provide Tribal Court security, enforce Tribal rules and regulations, and perform other duties as assigned by the chief of police, such as traffic control and information sharing. Officers also attend annual diversity training provided by staff from the Culture and Administration departments.

The Toledo PD provides emergency response and patrolling of Tribal properties and the surrounding community of Siletz. The law enforcement services agreement provides for 120 hours per week in the community for 52 weeks of patrol time annually. Toledo PD patrol time for the Tribe in 2009 was 6,352 hours.

In addition to patrolling, Toledo PD presents safety tips at Tribal Housing Residents Organization meetings, provides security for youth street dances, directs traffic for the annual pow-wow parade, participates in the monthly CEDARR (Tribal/city/county drug elimination coalition) meetings, provides safety tips to Siletz Valley

School youth, provides bicycle safety instruction for kids in Tribal housing and maintains a continuing presence in the Tribal community.

Toledo PD provides dispatch services and statistical reporting. At right and on the next page are data for services provided in 2009:

Crimes Against Persons

| | 1 st Qtr | 2 nd Qtr | 3 rd Qtr | 4 th Qtr | Total |
|------------------------------|---------------------|---------------------|---------------------|---------------------|-------|
| DHS Referrals | 5 | 9 | 7 | 16 | 37 |
| Child Neglect/Abuse | 1 | | 1 | 2 | 4 |
| Assault | 8 | 6 | 5 | 7 | 26 |
| Restraining Order Violations | 1 | | 2 | 4 | 7 |
| Suicidal Subject | 1 | 2 | 1 | 1 | 5 |
| Missing Person(s) | | 2 | | | 2 |
| Menacing | | | 3 | | 3 |
| Stalking | | | | | |
| Rape/Sex Abuse | 1 | | | | 1 |
| Identity Theft | | | | | |
| Indecent Exposure | | | 1 | | 1 |
| Telephonic Harassment | | | | 1 | 1 |
| Murder | | | 1 | | 1 |
| Unattended Death | | | 2 | | 2 |
| Conspiracy | | | | 1 | 1 |
| Tampering with Evidence | | | | 1 | 1 |

Crimes Against Property

| | 1 st Qtr | 2 nd Qtr | 3 rd Qtr | 4 th Qtr | Total |
|-------------------|---------------------|---------------------|---------------------|---------------------|-------|
| Theft | 4 | 9 | 14 | 12 | 39 |
| Burglary | 1 | 1 | 4 | 1 | 7 |
| Stolen Auto | 3 | 1 | | 1 | 5 |
| Criminal Mischief | 3 | 4 | 8 | 11 | 26 |
| Hit and Run | | | | | |
| Fraud | | | 4 | 1 | 5 |
| Coercion | | | | 1 | 1 |

2009 Statistics

| | 1 st Qtr | 2 nd Qtr | 3 rd Qtr | 4 th Qtr | Total |
|--------------------|---------------------|---------------------|---------------------|---------------------|-------|
| Number of Calls | 216 | 197 | 250 | 157 | 820 |
| On City Property | 164 | 134 | 167 | 168 | 633 |
| On Tribal Property | 52 | 63 | 83 | 83 | 281 |
| Handled by TPD | | | | | All |



Behavioral Crimes

| | 1 st Qtr | 2 nd Qtr | 3 rd Qtr | 4 th Qtr | Total |
|-------------------------|---------------------|---------------------|---------------------|---------------------|-------|
| Driving While Suspended | 4 | 1 | | 2 | 7 |
| Elude | | | | | |
| Warrant | 6 | 6 | 8 | 4 | 24 |
| Trespass | 3 | 2 | 3 | | 7 |
| Harassment | 2 | 5 | 5 | 7 | 19 |
| Animals at Large | 16 | 11 | 25 | 21 | 73 |
| Runaway | 1 | 5 | | 1 | 7 |
| Drugs | 3 | 1 | 2 | 3 | 9 |
| DUII | 2 | | 2 | 1 | 5 |
| False Swearing | | | | | |
| Minor in Possession | 2 | 1 | 3 | 1 | 7 |
| Disorderly Conduct | 1 | | | 1 | 2 |
| Traffic | 32 | 17 | 14 | 7 | 70 |
| Juveniles | 6 | 7 | 4 | 7 | 24 |
| Disturbance | 5 | 14 | 10 | 12 | 41 |
| Noise | 7 | 5 | 7 | 2 | 21 |
| Hazard | 1 | | | 3 | 4 |
| Prowler | | | 2 | | 2 |

Overall, 2009 was a year of transition and reorganization at STBC with related staff and role changes for all employees resulting in an organization with greater skills and expertise in marketing, management and technology services. In a year with devastating national and local economic conditions, STBC enterprises held steady with improvement but suffered some key tenant losses on properties.

Enterprises

Imprints Print Shop: This business was acquired in October 2008. After re-vamping the floor plan, merchandising and signage, equipment upgrades were made and a new computer embroidery machine and multi-head screen-printing press were purchased. New computers and design software were purchased and a user-friendly virtual store website was created.

The marketing program has included local cable television and radio promotions, Chamber and Buy Local memberships, a direct mail campaign and exhibits at trade shows. Thanks to strong support from past customers, in particular Tribal government, Chinook Winds Casino Resort, Mo's and Siletz community groups, the year finished with a 42 percent increase over 2008 in total sales.

Logan Road RV Park: Because of economic challenges, direct mail campaigns were started early in '09 along with upgrades of the webpage, brochures and repair of deferred maintenance. A change in the management contract was made to very positive results, along with policy changes such as discouraging monthly stays over peak-rate daily and weekend stays.

Marketing partnerships were formed with Tanger Outlet Center and the Oregon Coast Aquarium that allow the park to offer more value to guests. A very successful direct mail campaign started with Chinook Winds Casino Resort. Sales revenue increased 44 percent for 2009 over 2008, while total expenses were reduced by 9 percent.

Hee Hee Illahee RV Resort: In terms of marketing, the park's three main needs were signage, website and promotional materials. A lease was signed to allow a digital billboard with I-5 exposure to be erected on Salem trust property. The deal included a \$15,000 22-foot sign allowance for high-traffic Portland Road as well.



New brochures were designed and printed featuring area attractions. Park management was asked to start collecting e-mail addresses and full mailing information so a direct mail campaign could begin. The manager continued to exhibit at trade shows throughout the West Coast. Sales revenue decreased by 1 percent for 2009 over 2008, while total expenses were reduced by 47 percent.

Northwest Maritime Industrial: Major projects in 2009 included surveying and scoping work for Hawaii Kai, debris removal at Foster Dam, survey inspection of Pelton Dam, fast-water survey support for Burlington Northern bridge in Montana and several Bureau of Reclamation dam (Bowman, Ochoco and Wickiup) survey inspections.

New multi-beam sonar was added in early fall and a new survey vessel was created at minimal cost. Sales revenue increased 41 percent for 2009 over 2008, while total expenses increased by 9.85 percent.

Siletz Technologies: We submitted a grant application in August and in September STBC was awarded the largest USDA-RBEG grant given (\$169,000) for the State of Oregon in 2009.

A business plan and budget were created and job descriptions were written to form the new business. The goal of the venture is to create a profitable enterprise and jobs for Tribal members. Estimated employment by the end of year one is 12 people.



Properties

Property Management Operations/Marketing: A new property management software system was purchased in fall 2009 to streamline the leasing process, billing process and marketing.

All vacancies have signage and are actively being marketed on Craig's List.

Portland Siletz Business Complex: Because of an unprecedented decline in the commercial leasing market, the building lost some occupancy in 2009 but strong marketing efforts were undertaken to refill those spaces.

In an effort to attract tenants, all deferred maintenance was repaired and the overall building appearance was improved. In addition, ADA ramps were installed to help ingress and egress.

The building vacancies were listed on Craig's List and signage was placed in all windows. There have been a handful of inquiries, but no new leases have been signed.

Eugene Area Office: Repairs were made to the area office. Despite advertising and listing the property with a local broker, the upstairs office space remained empty for the entire year. The challenge has been a Lane County Transit project that is slated to run right through the Tribe's building. The threat of condemnation has made leasing the upstairs space nearly impossible.

Lincoln Shores Building: General maintenance was completed throughout 2009. STBC expanded into neighboring Suite C.

Salem Flex Building: Marketing efforts improved during the year. Leasing signage was placed and the property was listed on Craig's List. Listing the space with a commercial broker was considered, but by their own admission, Salem had not seen a major commercial lease signing since October 2008.

In early summer, we began negotiations with a national service company to lease 22,000 square feet of the warehouse space. Term

sheet was agreed and the year ended with waiting for a lease to be drawn up. The remaining 10,000 square feet will continue to be aggressively marketed.

Siletz Gas & Mini-Mart: Repairs to heating and electrical systems were completed, along with installation of a new food counter. At contract manager's request, STBC agreed to install a second 12,000-gallon fuel tank and unmanned card-lock system. The increased capacity should help reduce the price of gas in Siletz.

Toledo Mill Site: STBC continued the long overdue cleanup of the site. Deferred roof maintenance was repaired for Shangri La. Drainage ditches were cleaned and a flood gate repaired to abate flooding issues. Water lines were replaced and all tenants were metered for the purpose of charging them for consumption, as is required by all STBC leases.

Depoe Bay Property: The Café by the Bay was started by non-Tribal members in early spring and had closed by August. Later in the fall, a Tribal member with considerable restaurant experience moved into the apartment in September with plans of opening O'Downey's Irish Pub by Dec. 1. A delay moved the opening into early 2010.

Challenges, changes, community involvement and sustainability topped the list at Chinook Winds

2009 was a year that required examination of the economy, our values and our practices from several different vantage points.

A struggling economy offers challenges to the tourist industry but also can bolster it at the same time. People still travel, go on vacation, attend a seminar, take the family for a drive and play on the beach.

If it's entertaining, meaningful, fulfilling or enlightening, the reason for going is there. Product value, substance and commitment all go into the mix. When those are delivered, word spreads, guests return and a good experience is the result.

To be economically viable in leaner times requires a full review of those things that can be streamlined without causing the end product to suffer – things that will be meaningful to the public, events that can be combined or complement each other rather than compete and those that will benefit the community as well. A collaborative effort with community involvement creates a more harmonious environment, goodwill and strong partnerships – all vital components to success.

In 2009, Siletz Tribal member Sar Richards took the helm as the general manager of Chinook Winds Casino Resort. Richards became employed in a gaming-related position first in 1997 as a Siletz Tribal gaming commissioner. In 2000 he was hired as the director of slots for the casino, followed by a promotion in 2002 as the director of casino ops.

His thorough understanding of the gaming operation through extensive experience, his years of community involvement, familiarity with the staff and his commitment to the success of the Siletz Tribe made this transition a smooth one. This was the first of many changes that would chart the course for the future.

Among much debate followed by intense planning for implementation, alcoholic beverages became available for Chinook Winds guests to purchase on the gaming floor, mirroring the example set by the State of Oregon. Policies and procedures were developed and intense staff training took place before the policy was put into place in mid-June.

Improvements both to the efficiency of the operation and those items that enhance the experience of Chinook Winds' guests were made possible by taking advantage of the technology of the day.

From online box office ticket sales to high-speed wireless Internet access for hotel guests to a "one card" that makes it possible for Winner's Circle members to use earned points for purchases in the gift shop or restaurants, change came at a rapid pace in 2009.

Facilities met the challenge of the constant revitalization both to employee areas and guest facilities. Games Galore, the arcade, was remodeled along with the golf resort's Aces Bar & Grill. The hotel suites were upgraded and many employee areas, including the employee dining rooms at the hotel and casino, were given a new look.



As the fishing and timber industries in Lincoln County face a growing decline, tourism has become the largest source of revenue for the county, with Chinook Winds Casino and the Confederated Tribes of Siletz Indians now the largest employer in Lincoln County. Community involvement is an ever-growing and changing partnership as we strive to meet the needs of our local communities and enhance the quality of life along with the social and economic climate of the area.

Free community events were planned, such as the Safety Fair designed to educate area families on health and safety issues. Chinook Winds Casino spearheaded the Celebration of Honor, an annual community-wide weekend event to honor veterans of the military.

The staff takes part in numerous competitions and fund-raisers throughout the year, including the SOLV Beach Cleanup, food drives, toy drives, trivia competitions, Christmas giving trees and the annual September blood drive that commemorates 9/11.

Sponsorships are provided to local annual events, including the Fleet of Flowers in Depoe Bay, the Wooden Boat Show, the sandcastle contest, Lincoln City kite festivals and many more.

Special events of the casino include a charitable component with funds raised to help many area non-profit organizations. Surf City, for example, is an outdoor car show with a contribution going to Angels Anonymous in return for board members working at the event.

To promote cultural awareness, diversity and sharing, events were developed that showcase American Indian arts, culture, values and talent, including the Native American Market, the Native American Art Festival and the Rez Kitchen Tour, an American Indian culinary competition.

The concept of "going green," a philosophy and way of life of indigenous peoples since the time of beginning, now has become fashionable in the larger community. To that end, Chinook Winds Casino Resort actively promotes this concept and joins with others as they begin to understand the necessity of conservation, recycling, using only what is needed and giving back to Mother Earth.

The administration of Chinook Winds Casino Resort, the individual departments and members of the staff continually seek to find ways to help preserve the environment that has been entrusted to us.





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

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

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
www.stbcorp.net

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

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

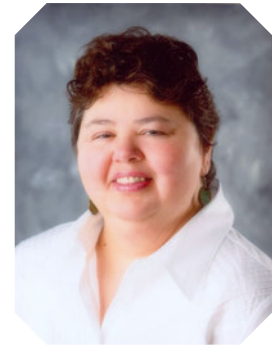
Administration Building
 201 SE Swan Ave.
 P.O. Box 549
 Siletz, OR 97380-0549
 541-444-2532 or 800-922-1399
 Fax: 541-444-2307

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 Tribal Youth Center
 1010 W Buford
 P.O. Box 549
 Siletz, OR 97380-0549
 541-444-4278
 Fax: 541-444-2307

Siletz Alcohol and Drug Program
 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 Gymnasium
 1010 W Buford
 P.O. Box 549
 Siletz, OR 97380
 541-444-2532
 Fax: 541-444-2307

Salem Area Office
 3160 Blossom Drive NE, Suite 105
 Salem, OR 97305
 503-390-9494
 Fax: 541-390-8099

Portland Area Office
 12790 SE Stark St., Suite 102
 Portland, OR 97233
 503-238-1512
 Fax: 503-238-2436

Eugene Area Office
 2468 W 11th Ave.
 Eugene, OR 97402
 541-484-4234
 Fax: 541-484-4583

USDA Food Distribution Center
 Siletz Warehouse
 815 Logsdan Road
 P.O. Box 549
 Siletz, OR 97380
 541-444-8279 or 800-922-1399
 Fax: 541-444-2307

USDA Food Distribution Center
 Salem Warehouse
 3160 Blossom Drive NE, Suite 185
 Salem, OR 97305
 503-391-5760
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