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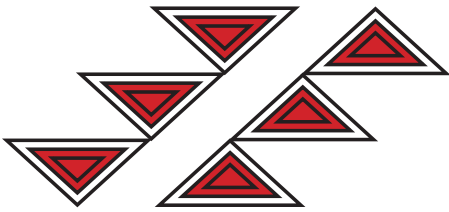
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# Confederated Tribes of Siletz Indians 2012 Annual Report

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# Chairman's Message

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*Affiliated Tribes of Northwest Indians. Delores Pigsley addresses ATNI members at a conference hosted by the Siletz Tribe and Chinook Winds Casino Resort.*

Strengthening relationships with Tribes, local governments and state governments has been a priority for our Tribe. We participate in Tribal organizations and have several Memorandums of Agreement and Understanding with various agencies and local governments.

Our relationships have paid off as we have received support from various groups this year on issues that are important to the Tribe. We continued to work on our fee-to-trust legislation and on the Tribe's gathering rights.

Once again we were invited and proud to perform traditional dances at the National Museum of the American Indian in Washington, D.C. It was the second year that the Tribe was asked to perform. The museum's relationship with Tribes is outstanding.

As the economy began to improve, we saw increased revenue at Chinook Winds Casino Resort. Under the management of Tribal member Mike Fisher, revenue went up and expenses went down even though we had a huge expense in replacing the escalator.

The Tribe was truly grateful to the Native American Rights Fund and John Echohawk for making sure that our Tribe was included in the Nez Perce class action lawsuit. The Nez Perce Trust Fund Settlement payment was a long time coming and our Tribe and members enjoyed the proceeds.

We look forward to a prosperous 2013 and the well-being of our Tribe.

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## Front Cover

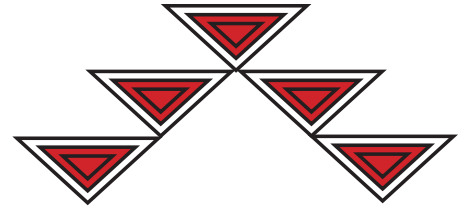
*Top row, l to r: Jordan Hoover, Alan Fish, SuSun Fisher, Joshley Howell and Carter Mason  
Bottom row, l to r: Teyha Selteneich, Justina Rilatos, Ron Butler Jr., Gabriel Jurado and Gladys Bolton*

## Back Cover

*Clockwise from top: Sahaylee Mason, Lexi Metcalf and Malik Knott, Aushay Lucas, Chewescla DePoe, Breanna Jordan-Goodell and Louie Orona and Lily Whitehead*



# Administration



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

The Tribe received a one-time payment from the Nez Perce Settlement during 2012 that resulted in the **Accounting** Department processing two per capita distributions. The department received an incentive award for its efforts.

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

- Completed fiber connectivity that greatly improved the overall speed of our network and gives us the ability to view trainings, webinars and meetings
- Set up RIO (a software upgrade of Laserfiche) as our document storage and retrieval software
- Set up the security device for VPN access that lets providers log in and work after hours
- Added new servers to the Education, Natural Resources and Planning departments
- Changed infrastructure by upgrading two firewall devices, four switches and approximately 70 workstations and adding four new routers and 21 new printers

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



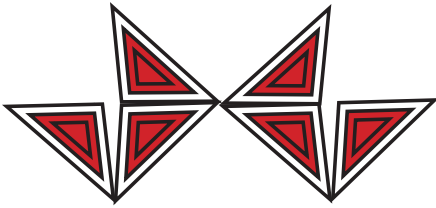
*Memorial Day on Government Hill. Siletz Color Guard, Royalty and Tribal Council approach the Veterans Memorial accompanied by the West Coast Boyz.*

- Provided assistance with 14 funerals
- Maintained and mowed 167.11 acres
- Completed all required testing of water systems for the Environmental Protection Agency, along with servicing generators, building fire sprinklers, fire alarms, elevator and HVAC systems
- All back-flow valves tested with one new installation
- Major cleanup of grounds after a couple of bad winter storms
- Renovated the community center restrooms (new tile, solar-powered faucets, partitions, fixtures and painting of walls with basketweave border)

The **Facilities and Fleet** Department maintained 44 GSA vehicles and 28 E-Plate vehicles. The Tribal Community Center was utilized for 235 events.

The **Property and Procurement** Department filled 2,866 requests from stock inventory and purchase orders for a total savings of \$106,627.41. It held quarterly excess sales and completed a physical inventory.

The **Administrative Support** staff provided daily clerical assistance to central administration managers and other Tribal programs. Staff continues to distribute the Tribal history book *The People Are Dancing Again* to Tribal members. To date 1,568 have been distributed to the membership. Administrative Support staff also distributed 36 laptops to higher education and adult vocational training students.



# Planning

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2012 was a year of transition for the Planning Department. Three key staff positions turned over (Realty, GIS and Enrollment). Several large projects neared close-out or moved to final design and engineering.

On the heels of the raw water storage tank construction, design and engineering began for the Tribal half-million-gallon treated water storage tank. This will be located across from the clinic and south of the walking path from the community center to Silatchee Park.

The Molalla Court extension was the department's big construction project of 2012. Because of cost savings, we were able to include improvements to adjacent parking areas, solar-powered street lighting, traffic tables to encourage safer speeds and storm drainage repairs. Molalla is the first "solar street" in Lincoln County.

Design engineering for sidewalks on Gwee-Shut Road neared completion. The slope of this project, as well as coordination with water system improvements and safety concerns, added some complications to the project and extended design completion.

Planning and bidding for solar panel installation on the Tillicum Fitness Center in Siletz also was completed, with construction slated for early 2013.

Planning's data coordinator provides significant support to the Enrollment Department and assists the grant writer, energy program and other departments. The data coordinator assists with the maintenance of databases and surveys, and helps develop reports that support the activities of other departments.

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



*Solar-powered street lights. Molalla Court in Siletz is the first "solar street" in Lincoln County, lit at night by 10 solar-powered lights.*

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The GIS/planner provides support for the entire Tribal administrative structure, including Planning, Natural Resources, other departments and the Siletz Tribal Business Corporation via the collection of data and creation of maps. Our new GIS/planner comes with many years of experience working for the Bureau of Land Management.

The construction engineer supervised projects, from new construction to building rehabilitation. He also works with the Tribal planner to lay the groundwork for the comprehensive plan update, the annual transportation system plan update and on water and wastewater system planning.

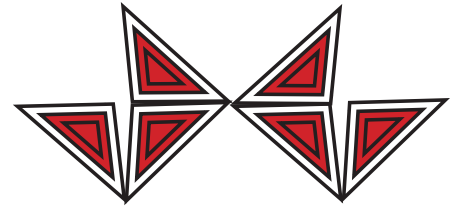
He also was elected to the Oregon Coast Economic Development Alliance Board and worked on the Pacific Marine Energy Center Siting Team.

The transit coordinator developed transit policies and procedures with the Tribal Transportation Advisory Committee, completed extensive transit vehicle preventive maintenance and transporter training, developed the transit page for the Tribal website and streamlined operations and maintenance systems, improving vehicle availability and reducing Tribal liability.

The grant writer provides support to Tribal departments in developing and writing grants and supports the fiscal side of the Transit program. The "Ride Free with your Tribal ID" (Lincoln County Transit) program continues to be very popular and the additional mid-day route has halved the time it takes to make a round trip by bus between Siletz and Lincoln City.

New grants in 2012 included the Administration for Children and Families' Tribal Maternal, Infant and Early Childhood Home Visiting, a five-year grant of approximately \$1.8 million





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(\$200,000 for planning in the first year); Farmers Market Promotion, \$42,807; and USDA Housing Preservation, \$34,846.

The Tribal planner oversees departmental operations and staffing, which included more turnover than usual in 2012. This position additionally covers transportation planning, including keeping the Indian Reservation Road (IRR) inventory current and funded.

In 2012, additional regional transit planning took place. The Tribal planner, ODOT (Oregon Department of Transportation), Lincoln County Transit, Lincoln City and the Confederated Tribes of Grand Ronde studied ways to create a transit tie between Salem and Lincoln City. A gap exists between Grand Ronde and Lincoln City where no public transit is available. A final plan was presented to the Tribal Council in early 2013.

FY12 and 2013 IRR dollars have moved into programmatic agreements, which should move projects more quickly and allow any cost savings to be rolled into other Tribal Transportation Improvement Project tasks.

The Planning Department clerk has a demanding multifaceted job, handling the department's multiple cuff accounts and processing accounts payable, a continuing challenge given all the construction work.

### **Siletz Tribal Energy Program**

The Siletz Tribal Energy Program (STEP) continued in 2012. It is funded with an Administration for Native Americans Social and Economic Development Strategies grant, an Energy Efficiency Community Block Grant, a Department of Energy grant, a Climate Showcase Communities grant from the Environmental Protection Agency and grants from the State of Oregon, Bonneville Power Administration and local utilities.

Program goals are to provide outreach and education to Tribal members about energy efficiency, conservation and weath-



*Restoration Pow-Wow. Elders Alice Keene, Carol Blomstrom, Gloria Ingle and Dolores Fernandez join the grand entry.*



*Nesika Illahee Pow-Wow. Tre Jackson dances during an inter-Tribal.*

erization and develop an energy management plan and green building codes.

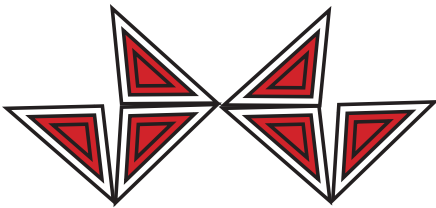
STEP provided 170 compact fluorescent lights to seven households to help save power and money. We also provided 25 EPA Energy Star-rated clothes washers, seven Energy Star refrigerators and four microwaves to 36 low-income-eligible Tribal members to help reduce use of power and water and save money.

Fourteen energy assessments on Tribal homes were provided to low-income Tribal members. Seven homes received weatherization work as indicated by these assessments. Work was funded by STEP and completed by the Force Account crew.

In administrative buildings, STEP replaced old lighting in the Tribal Community Center and Siletz Rec Center with new energy-efficient LED fixtures and bulbs. This will save the Tribe up to 50 percent of the electricity cost compared with the old fixtures.

STEP held an Earth Day event, a Halloween costume swap and a Siletz Recycles Day event and participated in numerous Tribal activities. These events helped us disseminate information in person on energy conservation and recycling.

STEP also kept its Facebook and webpage updated and wrote articles for *Siletz News* and the local newsletter each month.



## Realty

The Realty Division transitioned smoothly to new staff with an overlap and training program. Realty provided extensive environmental review and compliance to Tribal departments, in addition to reviewing proposals for acquisition of additional Tribal lands.

Realty also facilitates the conversion of lands to trust and reservation status by working with the Bureau of Indian Affairs, surveys and clearing titles.

- Total acreage, including timberlands: 15,622.15 acres
- Pending trust status: 8.3 acres
- Placed in trust since 2011: 133.66 acres
- Total acreage in trust/reservation status: 4,562.46 acres/380.14 acres
- No new properties acquired

## Enrollment

Enrollment has the huge responsibility of keeping Tribal membership records. In 2012, the department continued to develop the Enrollment database, housing a complete record of Tribal members and ancestors placed on the Siletz Reservation.

By the end of 2012, 90 new Tribal members had enrolled and 22 Tribal members had walked on. The total Tribal member population was 4,909.

The Enrollment Department continues to be busy, fielding 11,960 telephone calls, documenting 2,292 address updates, issuing 573 Tribal identification cards, disbursing death benefits for 22 individuals and providing 959 Certificate of Indian Birth (CIB) forms, in addition to providing data to all programs with reports.

### Siletz Tribal Enrollment Statistics

	2011	2012	year-to-year difference
New Enrollments	109	90	-17.43%
Deceased Removals	16	22	37.50%
Roll Total	4,847	4,909	1.28%
Phone Calls	7,444	11,960	60.67%
Address Changes	1,567	2,292	46.27%
CIBs Issued	684	959	40.20%
IDs Issued	574	573	-0.17%



*Run to the Rogue. Sharon Mason, Pam Rilatos, Phil Rilatos, Gloria Ingle and Elaine Smith enjoy the run.*



The Enrollment Department works closely with the families and the funeral homes assisting families in their time of sorrow. Enrollment disburses death benefits of up to \$7,000 if the Tribal member has a designated beneficiary. If the Tribal member does not have a designated beneficiary on file with the Enrollment Department, he or she is eligible for up to \$6,000 for services only.

In addition, the Tribe provides Tribal members with caskets at a wholesale price through the Enrollment Department. Please make sure you have designated a beneficiary or have updated the beneficiary form in your Enrollment file.

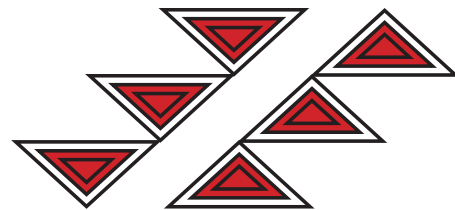
Please help keep your and your minor children's information current by contacting the Enrollment Department right away. If you do not know your Tribal roll number, provide your date of birth.

For your security, your information must be updated in writing with your signature for verification purposes. Standard forms for changes and new enrollments are available online at [ctsi.nsn.us](http://ctsi.nsn.us), click on Government Listings, Enrollment.

You also can contact the Enrollment Department by telephone at 541-444-8258 or 800-922-1399, ext. 1258; by e-mail at [covas@ctsi.nsn.us](mailto:covas@ctsi.nsn.us); or by mail at P.O. Box 549, Siletz, Oregon 97380-0549.



# Tribal Court



## Caseload

New	547
Average monthly new cases	45.58
Closed	434
Hearings, monthly average	45.58

## 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 12 years, Tribal Court has seen an increased caseload from just over 100 cases in 2000 to a caseload of more than 500 cases in 2012. Court staff work in conjunction with the chief judge, creating new or modifying existing forms relevant to the ever-changing case criteria.

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

Tribal Court uses Laserfiche, a document imaging program for storing files. Rebekah Goulet, deputy court administrator, has scanned past and current court records into the Tribe's Laserfiche storage, saving money and space. The records are easily searched and printed from the stored files.



*Court outreach.* Visiting judges, who come to Siletz to learn about Tribal history, culture and people, are joined by Chief Judge Calvin Gantenbein (front row, second from left) and staff attorney Cathern Tufts (back row, far right).

Records not on Laserfiche are our juvenile records as we keep hard files indefinitely.

### Training

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

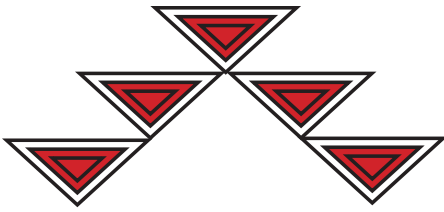
The National Judicial College in Reno, Nev., is one of our most valued resources for judicial training.

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

### Public Relations

Representing litigants in Tribal Court matters is a pool of five active Tribal spokespersons (non-attorneys), two attorneys and 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.



# Housing

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## Mission Statement

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

## Year in Review

2012 has been an exciting and busy year for the Siletz Tribal Housing Department (STHD). In January, we submitted comments to the U.S. Department of Housing and Urban Development (HUD) regarding the draft NAHASDA regulations that were a result of negotiated rulemaking. After almost four years, we have new regulations that were negotiated with Tribal leader input. The Final Rule was published Dec. 3.

March brought a representative of AMERIND Risk Management (insurer of Tribal housing units) to Siletz to present a safety award that recognized STHD as an outstanding member.

April marked the completion and occupancy of the Elder cottages, another multi-year project, and completion of the Home of Your Own policy.

Dec. 31 welcomed the first foundation pour in the Tillamook subdivision, formerly known as the Miller property.

## Organizational

The 2011 Annual Performance Report was compiled and submitted to HUD on March 30 and was the final report for the 2009 Indian Housing Block Grant (IHBG). The 2013 Indian Housing Plan was submitted Sept. 25 and was the first one using the consolidated format.

STHD staff made significant progress in tracking tenant account receivables with the implementation of a new desktop



*Housing award. Alec Grandon, AMERIND Risk Management Corporation, presents an Outstanding Member Award to the Siletz Tribal Housing Department. Sami Jo Difuntorum and Valerie Hibdon from the Housing Department and Robert Kentta and Bud Lane from the Tribal Council accept the award.*

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guide and report format. As a result, program arrearages were significantly reduced.

The low-income rental program experienced a 71 percent reduction in arrearages, MEPA (Monthly Equity Payment Account) loans 28 percent and Homebuyer arrears were reduced 41 percent. Total past due amounts paid \$94,369.03.

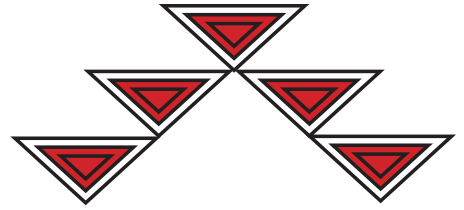
Two Mutual Help Homeownership units conveyed in 2012 and neither had an outstanding MEPA loan. STHD submitted the updated information and current Tribal enrollment data to the IHBG formula center and participated in OLINK (a group of Tribes with shared population data because of overlapping service areas) meetings.

## Construction

In January, the contract for architect and engineer services was awarded to Arbor South for the design of a single-family subdivision in Siletz. A contract was awarded to Cearley Construction for phase one construction of seven single-family homes and infrastructure development for the entire parcel. A ground-breaking ceremony was held Oct 29 and site work began Nov. 11.

The goal of developing a homeowner community in Lincoln City solidified. In 2011, we dusted off the environmental review that was completed for the Mast property in 2005. We enlisted





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HUD's assistance to pursue a waiver and have continued to work with the Northwest Office of Native American Programs' field office to that end.

The packet was sent to HUD's Office of General Counsel in November and we received confirmation that our waiver request was granted. We will begin the design phase for the Lincoln City project in 2013 and plan to begin construction in early 2014.

### Legislative

During 2012, the National American Indian Housing Council (NAIHC) workgroup on unexpended funds continued to identify barriers that prohibit some grant recipients from expending funds in a timely manner. Serving as the workgroup moderator was challenging at times but provided the STHD executive director with a broader perspective on the challenges faced by others.

### NAHASDA Reauthorization

NAHASDA will expire in September 2013 and will need to be reauthorized. Anticipating changes to the statute, the NAIHC Legislative Committee developed a matrix of potential amendments that would make the law more effective for Tribes and their housing programs. STHD actively participates with this committee to ensure that Siletz priorities are considered during this process.

### Miscellaneous

We were successful in obtaining Housing Preservation Grant funds. Although we received only a fraction of the amount requested, these funds will provide much-needed assistance to a few Tribal households.

Progress continued on resolving findings from the 2005 and 2010 HUD monitoring reports. Only two items remain open and it's anticipated they will be resolved in 2013.

The STHD Maintenance and Force Account staff modernized the Housing administration office, including installation of vinyl plank flooring and interior paint. The two departments were combined to form one crew, eliminating the need to refill the maintenance supervisor position. The restructure has provided valuable training to both crews.



*Restoration Pow-Wow. Kai Running Bear Williams dances during the pow-wow.*



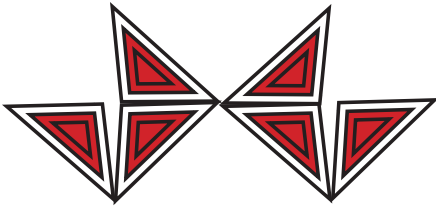
*Nesika Illahee Pow-Wow. Jessica Garica and Dee-Yun-Ne Shine Garcia dance at the August pow-wow in Siletz.*



*New Elders housing. Everetta Butler stands outside of her new home in Siletz.*

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# Human Resources

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## 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 2012, the Tribe hired 98 employees.

- 59 regular (35 Tribal, 4 other Tribe, 20 non-Indian)
- 39 temporary (27 Tribal, 2 other Tribe, 10 non-Indian)

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.



*Community Christmas Program. Tribal Accounting staff sing at the Community Christmas Program in Siletz.*

## Job Descriptions

Six revised job descriptions were approved:

- VAWA Outreach Specialist
- Women's TLC Coordinator
- Prevention Coordinator Trainee
- VAWA Program Coordinator/Advocate
- VAWA Outreach Specialist
- Force Account/Maintenance Supervisor

## Recruitment Activities

The department recruited for the following positions:

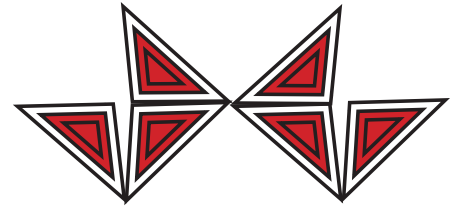
- Head Start Classroom Aide, Assistant Teacher/Bus Driver and Teacher
- After-School Program Aide
- Home Visit Program Coordinator and Outreach Specialist
- Cultural Education Director
- Project Coordinator for Siletz Language Program
- Social Service Advocate
- Tribal Service Specialist I/II
- 477 Admin & Monitoring Specialist
- Case Manager II/III
- USDA Warehouse Clerk
- Voc Rehab Job Developer/Counselor and Program Aide
- Elders Title VI Coordinator
- HFHC Project Manager
- Tribal Custodian
- Environmental Planner/Trainee
- Enrollment Clerk
- Planner/GIS
- NRAA/CCAA
- Natural Resources Crewmember
- VAWA Program Coordinator and Outreach Specialist
- Physical Activity Coordinator
- CHS Clerk Tech Trainee
- Medical Assistant
- Nursing Supervisor
- Clinical Applications Coordinator
- Community Health Director
- Exercise Facility Assistant
- Outpatient Counselor

## New Positions

Five new positions were created:

- Environmental Planner Trainee
- Force Account/Maintenance Supervisor
- Home Visit Program Coordinator
- Home Visit Outreach Specialist
- Cultural Resources Technician/Researcher





- Prevention Coordinator/Trainee
- Women's TLC Coordinator
- Pharmacy Tech I/II
- Clinical Nurse
- Tobacco Prevention & Education Coordinator
- Community Health Advocate I/II
- Dental Assistant I/II
- Diabetes Case Manager and Program Assistant
- Patient Accounts Representative
- Portland Area Office Clerk
- Receptionist
- Central Office Clerk
- Human Resources Manager, Assistant and Clerk
- Maintenance Worker/Groundskeeper
- Child Care Worker
- On-Call Custodian
- Administrative Assistant

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

### Worker's Compensation

Our Worker's Compensation Insurance carrier for 2012 was Tribal First.

### Employee Assistance Program

Our EAP provider for 2012 was RBH. Confidential services were available to Tribal employees and their immediate families at no cost. Services available include:

- Life Balance Resources: Legal services, 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

### Labor Force

At the end of 2012, the Tribes labor force was made up of:

• Siletz Tribal Members	165
• Other American Indians	19
• Non-American Indians	79
• Total Workforce	263



### Training Activities

- How to Deal with Difficult People
- Diversity and Discrimination

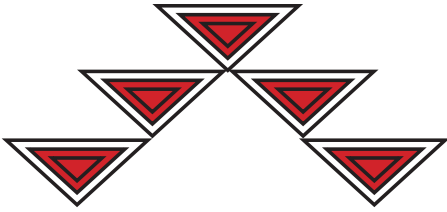
### Employee Incentive Activities

The Human Resources Department coordinates the Employee Incentive Awards program. The following awards were presented at the 2012 all-staff meetings:

• Extra Effort Award	32
• Special Acts or Services	24
• Time Off Award	2
• Outstanding Performance	22
• Employee Suggestion/Invention	1
• Employee of the Quarter	3
• Employee of the Year	1

*Halloween fun. Aiyana Imbler-Bremner and Nancy Simmons trick or treat at the Tribal administration building in Siletz.*





# Natural Resources

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*Local landscape.* The area in and near Siletz includes waterfalls that empty into the Siletz River and a salmon bake during the pow-wow in August.

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

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

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

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

Additionally, the department administers grants from EPA and other entities covering its participation in the Portland Harbor Superfund Site monitoring activi-

ties, along with contracts with a number of organizations to provide aquatics monitoring services.

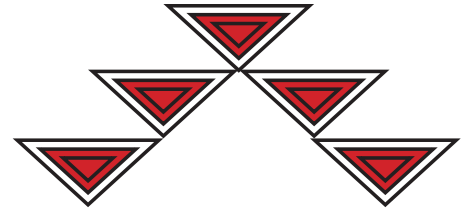
The **Forestry** Program covers all aspects of forest management on the Tribe's 15,000+ acres of timberlands, including timber sale planning (environmental assessments, unit layout and design, road layout and design, timber cruising, appraisals, contract development), timber sale administration (contract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

Accomplishments for 2012 include:

- Harvesting 2.23 million board feet of timber yielding a net timber revenue of \$675,893
- Presales work on two sale areas totaling 145 acres and 4.189 million board feet
- Planting 21,217 seedlings on 39 acres
- Completing 81 acres of stocking surveys
- Issuing 222 personal use firewood permits
- Issuing 100 property access permits
- Cutting 28¼ cords of firewood during three Elders woodcuts

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 the distribution





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of confiscated game meat and subsistence salmon to Tribal members.

In 2012, accomplishments include:

- Issuing 299 deer tags (26 filled)
- Issuing 135 elk tags (15 filled)
- Issuing 138 salmon tags (6 filled)
- Picking up, processing and distributing 4,190 pounds of subsistence salmon
- Distributing 809 summer run steelhead from the Oregon Department of Fish & Wildlife's Siletz River fish trap
- Distributing 201 winter steelhead from the Eagle Creek Hatchery
- Providing surplus game and salmon to eligible 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, 2012 accomplishments include:

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



*Postcard from the beach. Sunset on Siletz Bay in June*



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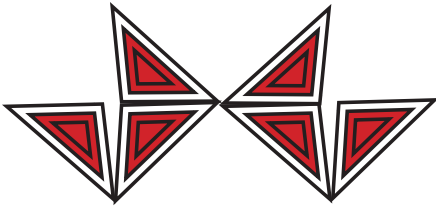
The **Aquatics** program was funded by GAP, 106 and 319 grants from the EPA; a watershed monitoring grant from OWEB; an ERE grant from ANA; and a number of contracts and funding agreements with outside entities.

2012 accomplishments include:

- Incubating and hatching 500,000 lamprey eel eggs at the Tribe's Lhuuke Illahee Fish Hatchery
- Continuing laboratory research with lamprey eel to determine the effects of herbicides and turbidity in streams on eel survival, growth and reproduction
- Continuing to collect, analyze and model stream temperature, sediment, flow and macroinvertebrate data from locations throughout the Siletz River system, including a number of its tributaries, for use in a variety of future projects, including stream TMDL (total maximum daily load) modeling efforts and habitat restoration activities
- Continuing cooperative work in a number of coastal estuaries with various partners, including work for Ducks Unlimited as part of the post-restoration monitoring effort in the Nilestun area of Bandon Marsh in the Coquille River estuary
- Initiating a three-year effort to delineate the various salmonid genetic stocks within the Siletz River system
- Continuing to participate in developing criteria and selecting projects to be funded by the Bonneville Power Administration for Willamette Basin wildlife mitigation

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

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



# Programs I

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

The **Elders** Program is partially funded by federal grants as well as gaming revenue.

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

This year, 1,557 meals were delivered and 602 meals were served at the meal site at the Siletz Tribal Community Center, a total of 2,159 meals to assist in meeting the nutritional needs of Elders in the Siletz community.

The Title VI coordinator and the Elders Council coordinator had a combined 30,462 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 17 Elders to return to work in their field of interest. Areas of employment included the Salem Parks and Recreation Department, Elders on-call transporters, Siletz Head Start classroom, Scappoose Indian Education Program, Siletz Housing Office and numerous other work sites within the Tribal organization and local community.

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

the Elders newsletter. The newsletter is distributed monthly to all Tribal Elders.

The Elders Council coordinator is the staff representative for the Elders Council.

During the year, the Elders were involved in 42 group events and activities. Those events included council meetings, Elders Honor Day with other Tribes, Oregon Tribes Gathering, Run to the Rogue, National Indian Council on Aging conference, Nesika Illahee Pow-Wow and various concerts and events at Chinook Winds Casino Resort.

The council covered fuel and mileage costs for drivers to transport Elders from the four areas to approved Elders Council activities, which totaled 2,382 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 2012, there were 732 Tribal Elders. Each one receives a monthly stipend ranging from \$100 to \$300, depending on age.

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



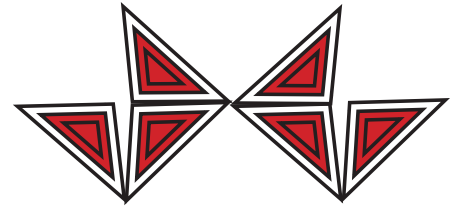
*Canoe paddle.  
Shirley Walker,  
Elders Council  
chairwoman,  
accepts a gift at  
the Elder Honor  
Day event in  
April.*

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

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

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

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.



*Bag it.* Joyce Retherford, USDA Food Program director, holds cloth bags available for USDA clients.



*Cut it.* Bennie Brown and Carlos Carmona use a wood splitter during an Elders woodcut in May.

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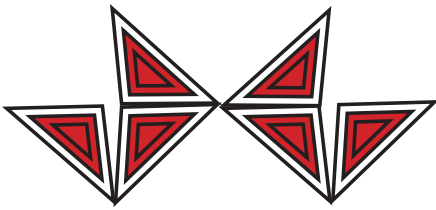
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The programs coordinate family-oriented activities and referrals to other agencies and service providers. The 477-SSP supports an education program as well as a GED class in Siletz.

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 administers this program and supervises one administrative and monitoring specialist, one GED tutor 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 2012, there were 647 family grants, 1,102 single adult grants, 27 non-needy caretaker relative grants, 26 families and individuals received emergency assistance and 23 individuals received direct placement services.



The program also provided more than 400 separate instances of support services. These numbers continue to reflect an increase in families needing assistance, which can be directly correlated to the poor economy in the Tribe's 11-county service area and the country as a whole.

The program received 489 new applications for services, 160 updated applications, 361 new cases and 455 approved applications; provided 1,136 referrals; and completed 4,216 appointments with clients.

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

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

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

The child protection services case manager works with voluntary cases and is a protective services position that goes on emergency calls and conducts interviews and investigations. This position also backs up as a case manager when needed on select cases.

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



*Culture Camp. Debbie Williams helps Caleb Brandt and Isaiah Brandt make keychains with pine nuts and beads at Culture Camp.*



*Oregon State Fair. Teila Jurado-Salas stands still as Cheryl Lane applies traditional paint for a feather dance demonstration.*



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

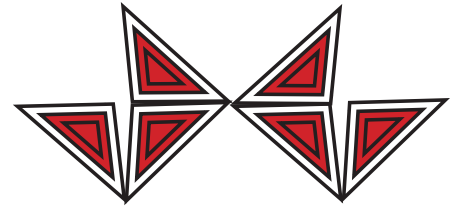
With such a small staff for an increasingly busy department, it is essential that all case managers are cross-trained and can back up other positions if needed.

In 2012, the ICW Program closed 19 children's cases and two guardianships with Tribal relatives were finalized. ICW-certified foster homes increased from 17 in 2011 to 21 homes in 2012.

Word of mouth, articles in the Tribal newspaper and information sessions help bring in new families, but the need for homes remains critical. In the past year, 37 children were placed into care by the Tribe or states.

Parents' use of methamphetamine and prescription pain killers remains the primary reason children are removed from their homes. The most alarming statistic is the increase in physical and sexual abuse. The ability to facilitate voluntary agreements and provide intense services to negate removal is vital to the safety and well-being of our Tribal children.





*Elders enjoy the holidays. Tribal Elders gather for a photo during the Elders' Christmas gathering in Siletz.*

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

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

STVRP participated in 40 wraparound meetings (multi-disciplinary meeting with multiple departments all working for the best interests of participants) and provided advocacy and referral services to other service providers and Social Security (resulting in participants receiving benefits).

STVRP had 53 potential participants inquire about the program, most of whom participated in an orientation or intake.

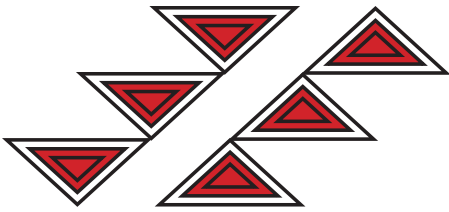
The **Healthy Family/Healthy Child** Project (HFHCP) is a coordination grant between the 477 Self-Sufficiency and the Indian Child Welfare programs. The main objective is to create information uniformity between the programs to better assist clients and identify risk factors for child abuse and neglect.

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

The program completed or participated in eight wraparound family intakes, 70 wraparound meetings and 14 MDT meetings (49 families and 98 children served); hosted a three-day Positive Indian Parenting Train the Trainer event where 20 people were trained as trainers; participated in the Increasing Your Success Conference hosted by the 477 Self-Sufficiency Program; and presented the HFHCP model at a Region X Tribal TANF and Child Welfare Conference.

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

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



## Programs 2

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Programs 2 provides the following services: After-School Program, Child Care, Head Start, Culture, Education, Traditional Arts and Language, Pow-Wow and Youth Services. Additionally, a new grant-funded program was added, the Maternal, Infant and Early Childhood Home Visiting Program.

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

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

- Easter egg hunt on the day before Easter Sunday
- Memorial Day dinner following a gathering by the Veterans Memorial
- Student Gathering to honor adult vocational and higher education students in June
- 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 July
- Nesika Illahee Pow-Wow, a three-day event in August
- Run to the Rogue, a three-day event in September featuring a relay run from Siletz to the ancestral Rogue River area in memory of our ancestors' forced journey to the reservation in Siletz. This is the longest relay run in Oregon.
- Restoration Pow-Wow in November to celebrate the restored recognition of the Tribe by the federal government
- Winter Solstice in December to celebrate the change of season
- Student incentives, an award for graduating students in all levels of education
- Tribal Youth Employment Program, which provides summer jobs and learning experiences



*Dance the day away.* Leland Butler Jr., Kelly Sixkiller and San Poil Whitehead dance during the Nesika Illahee Pow-Wow in August.

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### After-School Program

This program provides after-school care to 15-25 children age 5-12. Students participate in a Homework Club where they devote 45 minutes to one hour completing homework. The remainder of the time is spent on crafts; playing various games, some educational and others for fun; plus outside recreation and games. Students also receive healthy snacks and beverages.

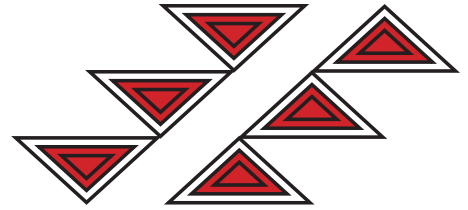
This program is housed at Siletz Valley School. The service benefits working parents because their children go to the after-school classroom directly from their home room or by bus from Toledo schools.

### Child Care

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 51 families and 79 children throughout the service area. The average number of hours per month that child care was provided per child is 109. Sixty-seven children received care because their parents were employed, 12 because their parents were in education activities and 10 for other reasons. 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 director reviews archaeological permits and coordinates with other Tribal, state and federal entities to ensure protection whenever possible. He also gives presentations to various local, state and regional entities.

Additionally, he serves on various regional committees and has worked on the Siletz Historical Research Project for several years.

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

### Education

#### Number of Students Served through Education

Students in	Total
Adult Education	92
Child Care	79
Head Start	112
Higher Education	166
Adult Vocational Training	33
Supplemental Education	1,733
Tribal Youth Employment Program	52
Total	2,267

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 (Free Application for Federal Student Aid) process and work with universities/colleges.

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

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

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



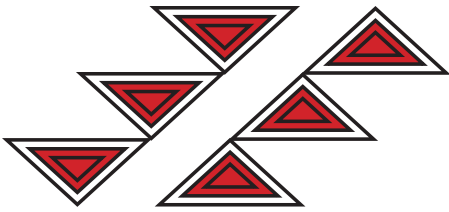
*Run to the Rogue. Little Miss Siletz Chelo Garcia and Junior Miss Siletz SuSun Fisher enjoy a moment at the start.*

### Head Start

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

An average of 110.75 children were enrolled in four programs located in Siletz, Salem, Lincoln City and Portland. Average enrollment for 2012 was 78 percent American Indian children – 74 percent were Siletz Tribal children and 26 percent other Native and non-Natives. Of the children enrolled, 11.5 percent met the criteria for special needs.

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



*Traditional marks.* Tasha Mason, Angeline Orona, Jen Easter and Elaine Jackson-Butler show the traditional l-l-l tattoos on their chins, a Siletz tradition that is coming alive again. The theme of this report incorporates these three lines and Siletz basket designs.



*Run to the Rogue.* This event has many attendees, from babies to Elders. The youngest attendee this year was Nayson Tooya Ben Warren (left) and the oldest was his great-great-uncle, Ed Ben (right).

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

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

**Language and Traditional Arts**

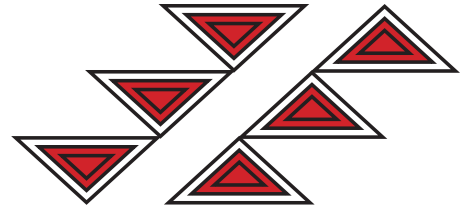
The Athabaskan language dictionary is available to Tribal members. Alfred "Bud" Lane III teaches language classes at Siletz Valley School and all four area offices. Traditional arts, basketry or regalia also are taught in all area offices.

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

Culture presentations were given for several Tribal programs, including TANF clients and the 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 events.

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





### Pow-Wow – Cultural Education

The Tribe's two pow-wows, Nesika Illahee in August and the Restoration Pow-Wow in November, were excellent events coordinated by Buddy Lane. He also assists with the local school's Mini Restoration Pow-Wow.

Tribal Royalty planning, organization and activities also are coordinated through this program. These young women represented the Siletz Tribe at eight pow-wows in 2012 and raised funds for travel through craft fairs, bake sales, raffles, taco feeds and bottle\can drives.

Culture Camp and Run to the Rogue also were successfully coordinated by the cultural education director.



### Youth Services

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



*Elder Honor Day. Kateri Whitehead, Jocelyn Hernandez, Jazmyn Metcalf, Allivea Hernandez, Clarinda Black, Shee-ne DePoe-Aspria and Tehya Woodruff follow Cova St. Onge's lead in entertaining the Elders.*



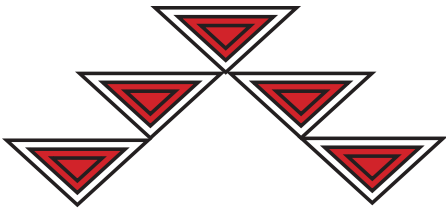
*Basketweavers. Leeann Duarte and Jocelyn Hernandez hone their basket-making skills at Culture Camp.*



*Gathering of Oregon's First Nations Pow-Wow. Bud Lane, Halli Lane-Skauge, Sharon Edenfield and Delores Pigsley join the grand entry of this pow-wow in January.*







# Health

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There were 38,097 ambulatory visits this year, including physician, nurse practitioner, physician assistant, behavioral health and optometrist. The pharmacy filled 37,387 prescriptions. The dentists/dental hygienist provided 5,544 visits. The Behavioral Health program served 512 clients.

Medical and dental provider staffing remained stable, however, our diabetes case manager position is vacant and recruitment has been unsuccessful.



*At the shore. Vera Lafferty gathers mussels at Seal Rock.*

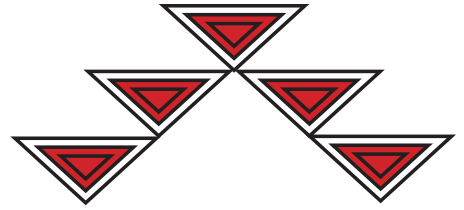


*Healthy Traditions Project. Sharla Robinson, project coordinator, shows Lily Whitehead, Nevaeh Whitehead and Nakiah Napoleon how to slice eels.*

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

- The CARE program assists victims of domestic violence and provides community outreach and education.
- Tobacco Prevention and Education provides information to youth about the long-term health effects of tobacco use and facilitates access to cessation tools.
- Substance Abuse Prevention assists youth in acquiring the life skills necessary to avoid substance use and abuse.
- Strategic Prevention Framework/State Incentive Grant from the State of Oregon assists the CEDARR (Community Efforts Demonstrating the Ability to Rebuild and Restore) group in developing a community-wide strategy to improve community health, especially in alcohol and substance abuse.
- Youth mental health provides one-on-one, group and family mental health counseling and coping activities.
- The Diabetes Program organized a well-attended exercise challenge, operates the Tillicum Fitness Center in Siletz, pays for gym memberships outside of the Siletz area and offers monthly educational Talking Circles, individual/family counseling and education.
  - Fitness center staff also has implemented a successful summer sports camp for youth.
  - Healthy Traditions program hosted all 17 Tribal grantees throughout the country. We had an opportunity to learn about what other programs are doing and get ideas to improve our program. The annual garden walk was another success with the assistance of Tribal program managers to prepare food, count laps and meet participant needs. Group activities were coordinated for such events as mussel and eel gathering, clamming and berry picking/maintenance.





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The Community Health Department arranged 1,543 medical transports. Services include home/hospital visits, bicycle safety rodeos, monthly diabetes Talking Circles, distributing infant and toddler car safety seats, coordinating annual flu shot clinics and assisting with referrals to specialists.

In the Business Office, staff billed \$6,570,666 in revenue and deposited \$2,468,190, a 22 percent increase over last year.

Contract Health Services (CHS) obligated \$2,745,960 in care and had an unobligated balance at year's end of \$4.47 (now that's cutting it close). The Gatekeepers Committee reviewed 1,578 requests for specialty care.

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

Tribal members who live outside the 11-county service area are eligible for one service per year for either vision, medical, dental or hearing.

Alternative Health Care pays \$50 per visit for acupuncture, massage therapy or chiropractic care. This program served 150 patients in 2012.



*Sealant Clinic. Dental Assistant Misty Reed checks the teeth of a Siletz Valley School student.*

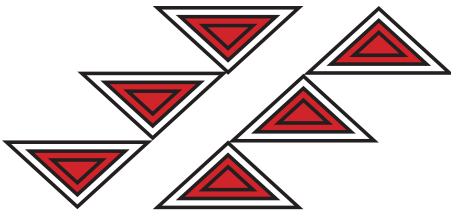
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**Robin Limbert • Head Start Teacher  
Employee of the Year**

From the nomination form: Robin spends a lot of time making sure each child has the emotional and social skills needed. She goes out of her way to make sure she acknowledges each child by telling them a little something they may know. The amount of effort and care she puts into her job and the Head Start program is exceptional. Robin is not only a resource for parents and children during the Head Start years but beyond, she is a pillar in the community and our Head Start program would not be nearly as great without her.





# Public Safety

Through a five-year intergovernmental agreement with the Tribe, the City of Toledo Police Department (TPD) provided routine patrol and emergency response services for Tribal properties and residents living on Tribal land and within the City of Siletz boundaries.

This agreement was amended effective Jan. 1, 2012, and provided 80 hours a week of patrol coverage, down 40 hours a week from the year before because of budget constraints.

### Highlights for the Year

TPD had some personnel changes in 2012 but ended the year fully staffed with Chief of Police Enyeart, Sergeant Ruark, Detective Harrison and Officers Pitcher, Harpster, Wagner, Pace and Delamore.

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

For 2012, the police department provided 3,618 hours of patrol time, a 42 percent reduction from the 6,189 hours in 2011. A TPD officer attends the monthly CEDARR (Community Efforts Demonstrating Ability to Rebuild and Restore) meetings hosted by the Tribe's Behavioral Health program.

Adequate funds for law enforcement, however, continued to be an issue. As the five-year intergovernmental agreement ended Dec. 31, 2012, the Tribe and City agreed to a six-month extension, covering law enforcement services through June 2013.

Crimes reported by TPD for 2012 as compared to 2011 are listed below:

	<u>2011</u>	<u>2012</u>
Crimes Against Persons	69	204
Crimes Against Property	101	107
Behavioral Crimes	836	1,350
Other (informational, suspicious, 911 hang-ups, etc.)	<u>734</u>	<u>      </u>
Total	1,740	1,661

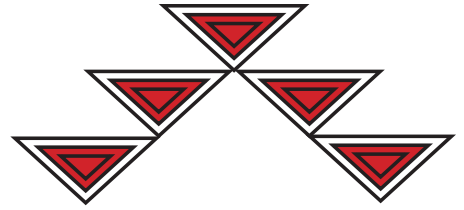
Note that in 2012, the "Other" category was included with Behavioral Crimes. Of the total law enforcement responses, 1,142 or 69 percent occurred within the City of Siletz (up 2 percent from 2011) and 519 or 31 percent occurred on Tribal property (down 2 percent from 2011).



*Charitable donations.* Recipients of quarterly grants distributed by the Siletz Tribal Charitable Contribution Fund, including representatives from the Siletz Valley Fire District (far right), gather for a photo. Tribal charitable giving had reached more than \$10 million by the end of 2012.



# Chinook Winds



Without the generosity of the staff at Chinook Winds Casino Resort, Christmas in 2012 would have been pretty lean for many local children, families and homeless individuals. The staff filled a wish list for 113 kids from a combination of 63 NAYA tags adorning the Taft Native Student Association tree and 50 hanging from the Department of Human Services tree.

Our resort team contributed more than \$1,100 in PTO (paid time off) donations for this cause. In addition, our Bingo team coordinated the donation of 270 toys from our guests and employees for needy Lincoln City children. This was part of the annual toy drive sponsored by North Lincoln Fire & Rescue.

The Christmas giving didn't end there. For the second year, casino staff volunteered their personal time to help coordinate and serve meals during Operation Christmas Spirit. This community program offers a complete hot Christmas dinner to anyone, although its main purpose is to feed those who are most in need.

This event is held at the Lincoln City Community Center on Christmas Day. Chinook Winds provided the main meal components for a traditional Christmas dinner.

Desserts were graciously provided by members of the community. Fifty volunteers from our community helped 12 casino staff members set up, tear down, serve guests, bus tables and welcome any single person or family who arrived at the door. Hot holiday meals were delivered – again by volunteers and Chinook Winds employees – to those in need who were unable to attend.

Collection boxes were filled to overflowing with hats, scarves, homemade afghans, sleeping bags, cold-weather wear and blankets that were distributed on Christmas Day. By the end of the holiday, 385 meals had been served and delivered.

As part of the annual Lincoln City Community Days celebration in April, Chinook Winds sponsored a spectacular 1,500-piece



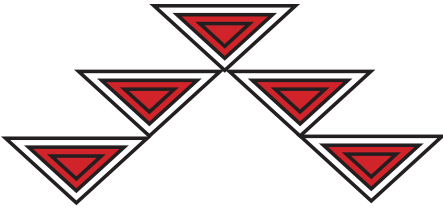
*Food for thought.* Mike Fisher (right) and Eric Smileuske from Chinook Winds present Tilly Miller from the Lincoln City Food Pantry with a check during the Community Days food drive. The pinwheel garden (below) reminded passers-by about child abuse prevention.



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.

Casino employees took part in many of the activities that raise funds for nonprofit organizations within the community, including playing in the Mud Flats Golf Tournament and collecting food at the annual food drive.



Approximately 95 staff members took part in the twice annual SOLV Beach Clean-ups. Employees formed casino-sponsored teams to participate in community trivia competitions that raise funds for charity. Our teams participated in charity golf tournaments and had a team for the American Cancer Society's local Relay For Life.

Chinook Winds also made a sizeable donation to Stuff-a-Bus, a program that provides school supplies to students in need. In addition, charity golf tournaments were held at Chinook Winds Golf Resort.

Many of the special events held at the casino donated a portion of their proceeds to charity. The Women's Professional Billiards Association raised money for the Taft Boosters; Surf City Classic Car Show and Sound Off donated to Angels Anonymous; Taste of Home Cooking Show benefited the Taft Elementary parent group; and employee party raffle proceeds went to the Taft High 7-12 Senior Grad Night and Siletz Valley School Senior Group.

Chinook Winds sponsored a Junior Golf League to help local youth learn the sport. We also host an Employee Health and Benefit Fair where 118 employees participated in health assessments from Samaritan North Lincoln Hospital. Approximately 160 people attended the fair.

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.

The casino spearheads this annual event that includes young ROTC and Sea Cadet groups and offers free buffets on that Sunday to military personnel, present and past.

Chinook Winds held a Merchants Social to thank local businesses for their support and provide networking opportunities so these business partners can work together to strengthen economic partnerships.

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

### Casino helps out in a pinch

When the Lincoln City Youth League's concessions were stolen in April, Chinook Winds heard the news and took action.

The casino decided to replace all of the items that were stolen from the youth league. Many items were recovered once the Lincoln City Police Department captured the thieves, but Chinook Winds decided to replace everything on the concession list to help kick-start the youth league season on a positive note.

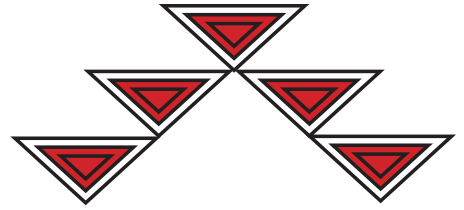
Instead of simply writing a check to the league, Chinook Winds decided to order all of the items on the list and deliver them to the ball park.

"We wanted to make the donation as simple as possible for the league. We know it takes volunteers to make that organization run so a check would have required them to go shopping



*Special delivery. Eric Smileuske, marketing director; Mike Holden, former mayor of Lincoln City; Leith St. Onge, lead receiving specialist; Mike Fisher, interim general manager; and Eric DeMello, security director, deliver supplies to the Lincoln City Youth League.*





*Newport Seafood and Wine Festival. Interim F&B Manager Peter Morris (left) and Executive Chef Jack Strong serve up seafood to festival-goers.*



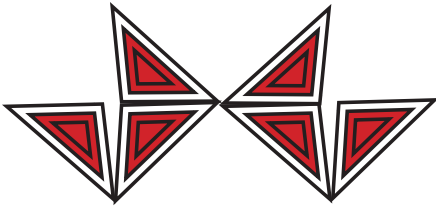
*Spirit of giving. Interim F&B Manager Peter Morris (left) presents checks of \$500 each on behalf of the Chinook Winds Toy Drive Committee. Recipients (l to r) are Pam Salisbury, Children's Advocacy Center; Karen Dummer, Children's Backpack Program; and Lori Jay-Linstrom and DeAnn Brown, Siletz Tribal Head Start.*

for all the supplies again. The Purchasing Department was able to get all but four out of the 45 items on the list, so our purchasing manager drove to Newport to get the last four items to complete the list," said Interim General Manager Michael Fisher.

Chinook Winds delivered all the supplies to Kirtsis Field on April 27 to ensure that the concession stand would be open, continuing its strong partnership with the community.

### **New in 2012**

- Employee golf rate: A new employee benefit was introduced – employees now play for free, which encourages fitness. Staff can play for free if walking or can purchase a cart at current prices.
- Tribal member golf rate: Siletz Tribal members now play golf at the golf resort at no charge. There is a cart fee of \$10 for nine holes and \$15 for 18 holes. Tribal members also receive a 50 percent discount on golf lessons.
- Newport Seafood and Wine Festival: Chinook Winds came back as title sponsor of this overwhelmingly popular tourist event. By doing so, the casino has created an opportunity for TV exposure and can track guests who attend the event and visit the casino as a result.
- Double Down Coffee and Espresso opened.
- Facebook reached 12,000 fans in October, increasing the fan base by 7,000 in a matter of six months.
- The Taste of Home Cooking Show inaugural event sold out a midweek show in October to more than 400 guests.
- Executive Chef Jack Strong won an Iron Chef-style competition at the National Museum of the American Indian in Washington, D.C. His team also brought home trophies from the annual Rez Kitchen Tour held at the Wildhorse Casino in Pendleton.



# STBC

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In 2012, the Siletz Tribal Business Corporation continued to focus on improving the operations of its current entities while also emphasizing cost controls to increase profitability.

Highlights included implementing a contract with a new management team to operate both RV parks; signing a new long-term tenant to the Salem Flex office building, resulting in full occupancy; and completing installation of new screen print equipment for Imprints Print Shop.

### Financials

STBC continued to focus on containing costs in 2012, with administration expenses down 17 percent from 2011. Financial performance for STBC and its entities is based on actual operational performance before prior-year adjustments.

### Enterprises

**Imprints Print Shop:** Imprints Print Shop's annual performance was down from 2011, resulting in a loss for the year.

A manager transition took place in the middle of the year. Just prior to year end, STBC installed a new automated screen printing machine and supplemental equipment with the goal of increasing revenue outside the traditional print shop market as the business moves forward.

**Logan Road RV Park:** The Logan Road RV Park saw a decline in revenue from 2011 but it remained higher than 2010. Expenses also were up compared to 2011, but remained lower than 2010.

Despite the decrease in revenue, however, occupancy did increase slightly year-over-year, buoyed by a number of sales promotions throughout the year.



*Hee Hee Illahee RV Resort. An electric cart is used to inspect sites, collect mail and help with maintenance and security. It recharges with a standard 110 outlet and an extension cord.*

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The RFP process for management of the park was completed in mid-January when the new management team took over park operations. The award went to a Tribal member and STBC staff looks forward to continuing to work with the team to maximize the park's profitability.

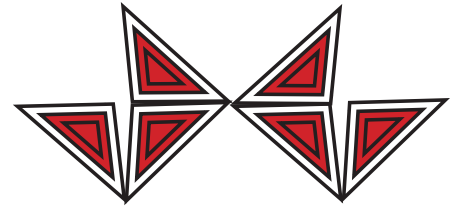
Finally, an RFP was executed to expand the existing office.

**Hee Hee Illahee RV Resort:** The Hee Hee Illahee RV Resort had a positive year, with revenue up 16 percent while expenses remained flat compared to 2011. Hee Hee's increase in revenue was matched by an increase in occupancy of 16 percent compared to 2011.

The RFP process for management of the park was completed in mid-January when the new management team took over park operations. The award went to a Tribal member and STBC staff looks forward to continuing to work with the team to maximize the park's profitability.

Finally, an RFP was executed to widen the last three rows to accommodate modern wider RVs.





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## Properties

2012 also was a good year for the properties STBC manages.

At year's end, the occupancy rate of these six commercial real estate properties stood at more than 90 percent, with five of the buildings completely occupied. In addition, the Toledo Mill site retained its five tenants, whose rents cover the annual operating costs of the property.

### Portland Siletz Business Complex:

Even with a continuing soft commercial leasing market, the building added two tenants and lost one in 2012, resulting in increased revenue year-over-year. Strong marketing efforts continue to lease the remaining space.

**Eugene Area Office:** The office building remained fully occupied through 2012. Additionally, a new HVAC system was installed, which upgraded an inefficient and barely functional system.

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

**Salem Flex Building:** Chin D Enterprises LLC, DBA Super Bounce, signed a seven-year lease for the remaining 10,293 square feet of the warehouse space. An RFP was executed to perform tenant improvements for the space, which were completed in December and culminated in the tenant occupying the space. The building is now fully occupied.

**Salem Trust Property:** Continuing from 2011, a small area of the property was leased for a digital billboard along I-5. As part of the lease, the billboard owner provides free advertising for Hee Hee Illahee RV Resort.

**Siletz Gas & Mini-Mart:** Siletz Gas & Mini-Mart remains fully occupied and its parking lot was repaved.

**Toledo Mill Site:** An existing tenant signed another lease for more space, resulting in increased revenue compared to 2011. An RFP to perform major culvert repairs was executed, resulting in new functional culverts allowing for proper drainage on the property.

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

## Business Development

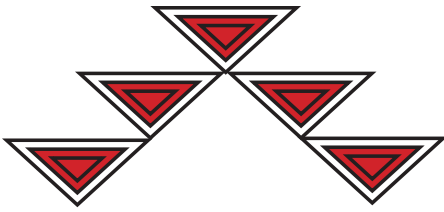
**Member Services:** STBC provided more than 100 counseling services for Tribal members on a variety of topics. Two new small business loans were issued to Tribal members from the Siletz Tribal Revolving Credit Program.

**Youth Entrepreneurship and Leadership Program:** STBC staff continued to teach the Youth Entrepreneurship and Leadership Program at Siletz Valley Early College Academy, which is in its third year. Core components included writing a business plan and developing leadership skills.

**Going Green Campaign:** STBC began a "Going Green" campaign in 2011 that continued in 2012. Electric cars were purchased for Hee Hee and Logan Road along with higher-efficiency laundry machines replacing older and broken ones. These ongoing efforts will help market the businesses and reflect the vision of the Tribe as being stewards of the environment.



**Imprints Print Shop.** The shop in Lincoln City offers screen printing, copying, promotional items and business services.



# Tribal Council



Lillie Butler



Loraine Butler



Reggie Butler Sr.



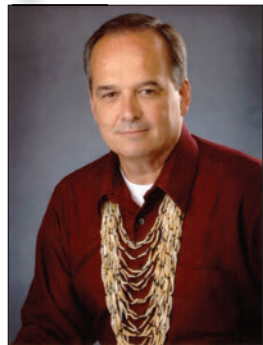
Jessie Davis



Sharon Edenfield



Robert Kentta



Alfred "Bud" Lane III



Delores Pigsley



Tina M. Retasket

Chairman  
Delores Pigsley

Vice Chairman  
Alfred "Bud" Lane III

Secretary  
Tina M. Retasket

Treasurer  
Jessie Davis



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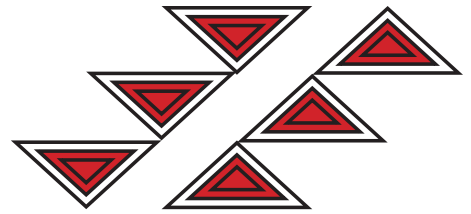
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Visit the Tribal Members Only area on the Tribal website – [ctsi.nsn.us](http://ctsi.nsn.us) – for enrollment postings, Tribal resolutions, language study materials, Nesika Illahee newsletter, Tribal member unclaimed funds, ordinance review, Healthy 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

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

Siletz Tribal Business Corporation  
2120 NW 44th St., Suite D  
Lincoln City, OR 97367  
541-994-2142 or 877-564-7298  
Fax: 541-994-5142  
stbcorp.net

Siletz Tribal Gaming Commission  
2120 NW 44th St., Suite A  
Lincoln City, OR 97367  
541-996-5497 or 800-789-5189  
Fax: 541-996-5492

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

Siletz Tribal Court  
201 SE Swan Ave.  
P.O. Box 549  
Siletz, OR 97380-0549  
541-444-2532 or 800-922-1399  
Fax: 541-444-8270

Siletz Community Health Clinic  
200 Gwee-Shut Road  
P.O. Box 320  
Siletz, OR 97380  
541-444-1030 or 800-648-0449  
Fax: 541-444-1278

Siletz Tribal Community Center  
402 NE Park Drive  
P.O. Box 549  
Siletz, OR 97380-0549  
541-444-2532 or 800-922-1399  
Fax: 541-444-2307

Siletz Tribal Housing Department  
555 Tolowa Court  
P.O. Box 549  
Siletz, OR 97380  
541-444-8322  
Fax: 541-444-8313

Siletz Behavioral Health  
200 Gwee-Shut Road  
Siletz, OR 97380  
541-444-8286 or 800-600-5599  
Fax: 541-444-8280

Tenas Illahee Childcare Center  
930 W Buford  
Siletz, OR 97380  
541-444-2450  
Fax: 541-444-2456

Tillicum Fitness Center  
1016 W Buford  
P.O. Box 320  
Siletz, OR 97380  
541-444-9656  
Fax: 541-444-1278

Siletz Rec Center  
1010 W Buford  
P.O. Box 549  
Siletz, OR 97380  
541-444-2532  
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 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





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Siletz, OR 97380-0549

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