

Confederated Tribes of Siletz Indians



Annual 2018 Report

Chairman's Message

2018 was an eventful and prosperous year for the Tribe and the Tribal Council.

The Tribe continues to advance the Salem casino, working with local groups and elected officials. Preparation is under way to apply for fee-to-trust status for gaming on the site. Bureau of Indian Affairs officials have been consulted to ensure the process is accurately followed.

The Tribe received a self-governance award in recognition being a second tier Tribe in self-governance at the annual self-governance meeting in Albuquerque. Tribal Council member Angela Ramirez accepted the award on behalf of the Tribe.

The Lummi Tribe and Siletz conferred on a project to honor and remember Chemawa students and staff who are interred in the cemetery located at Chemawa Indian School. Lummi carver Jewel James carved two beautiful story poles and a bench; Siletz donated the cedar.

The story poles were to be placed inside the Chemawa Cemetery. Caught up in red tape outside the Tribes' parameters, however, the poles were placed in the Chemawa auditorium awaiting approval to be placed in the cemetery.

A ground-breaking ceremony was held in Portland for a Tribal housing project. The 59-unit project will provide housing for 19 Siletz families.

Congress passed the Tribal Social Security Fairness Act and the president signed it into law. This enabled Tribal Council governments across the nation to contribute to Social Security taxes and to receive coverage under the act for Social Security benefits.

President Trump signed into law the Endangered Salmon Predation Prevention Act. It becomes Public Law 115-329. The State of Oregon and Siletz, Confederated Tribes of Umatilla, Warm Springs Tribe and Confederated Tribes of Grand Ronde may form a committee to coordinate management of seals and sea lions on Oregon tributaries of the Columbia River below Bonneville Dam. Our Tribe worked with other Oregon Tribes in the passage of this important legislation.

In December 2018, the threat of a government shutdown was made good as Congress closed out the year. The Partial shutdown lasted into early 2019.

Tribal staff is to be commended for the programs and services provided throughout the year.

Photographers: The work of several photographers appears in this report, including that of Jocelyn Hernandez, Raina Johnston, Natasha Kavanaugh, Angela Ramirez, Diane Rodriguez, Andy Taylor and Chinook Winds Casino Resort staff.

On the cover: A close-up photo of a basketcap in the Tribe's collection.



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Public Safety

Law Enforcement. The Tribe continues to receive enhanced law enforcement services through an agreement with the Lincoln County Board of Commissioners. Under the agreement, the Lincoln County Sheriff's Office provides the equivalent of two full-time patrol deputies performing 80 hours of services for 52 weeks annually.

Services include traffic law enforcement and investigation; criminal law enforcement and investigation; security on request for Tribal court hearings and Tribal Council meetings; enforcement of Tribal Court orders (including protective orders, temporary restraining orders and permanent injunctions) and court appearances; transportation of arrested person to the Lincoln County jail; records and evidence keeping; and participation with interagency law enforcement groups.

The LCSO reported the following incidents for 2018:

- 4 simple assaults
- 2 intimidations/other criminal threat
- 1 stalking complaint
- 5 restraining order violations
- 1 robbery – other
- 1 burglary – residence
- 1 theft of motor vehicle parts/accessories
- 1 vandalism
- 2 drug offences
- 1 minor in possession – alcohol
- 1 disorderly conduct
- 2 criminal trespass
- 1 animal ordinance violation
- 2 all other offences
- 11 non-criminal domestic disturbances
- 1 custody – mental

As part of the agreement, the sheriff and his deputy interact with Tribal representatives and community groups to strengthen relationships. This includes one deputy attending monthly CEDARR (Community Efforts Demonstrating the Ability to

Rebuild and Restore) meetings; the sheriff and/or 1-2 deputies attending the monthly Siletz area community leaders meeting with the mayor, the fire chief, the Tribe's general manager and the school superintendent; engaging with Siletz Neighborhood Watch; and attending other meetings upon request of the Tribe and availability of the sheriff or his designee.

Emergency Preparedness. This year the Tribe secured funds for an Emergency Preparedness coordinator position, with half coming from a FEMA Emergency Management Performance Grant and the other half from gaming revenue.

Eli Grove, a Siletz Tribal member, started the job in December. He will coordinate the efforts of the Emergency Management Preparedness Team (EMPT) to build the Tribe's capacity to respond to emergencies or natural disasters.

The EMPT uses the "whole community" planning approach, which recognizes that it takes all aspects of a community to effectively prepare for, protect against, respond to, recover from and mitigate against any disaster.

The EMPT includes Tribal staff – Public Works supervisor, Administrative Services supervisor, IS support tech, Nursing supervisor, Community Health director, GIS planner and GIS construction management engineer; City of Siletz staff – the mayor and the utilities worker; and Siletz Valley Fire District staff – the fire chief and office administrator.

For 2018, the EMPT focused on several areas: (1) updating the Emergency Operation Plan, to conclude in 2018; (2) updating the Multi-Hazard Mitigation Plan; (3) getting EMPT staff trained in four baseline courses and two management capacity courses; (4) inventorying emergency medical and survival supplies, and replacing expired supplies; and (5) distributing three-day emergency survival back packs to all Tribal staff.

For 2019, program goals are to complete plan updates, continue to train staff, build emergency communications capability (hand-held radios, satellite phones, ham radio, etc.) and schedule at least two full-scale exercises.



Community Garden BBQ go'ers enjoying some sunshine, good food and friends.



Lincoln County Sheriffs giving candy to a fellow officer during the Head Start class Trick-or-Treat.

Housing

Mission Statement

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

A Year in Review

2019 was a year of innovation at the Siletz Tribal Housing Department (STHD).

The partnership with the Native American Youth and Family Center (NAYA) for the Nesika Illahee development was finalized. The partnership is new and creates an opportunity to leverage resources in an innovative way.

The Nesika Illahee development of a 59-unit apartment complex will provide 20 units of affordable housing for American Indian families in Northeast Portland, with first preference to enrolled members of the Siletz Tribe.

The process to develop the partnership was fairly complex and may serve as a roadmap for future projects. STHD staff will provide technical assistance and monitoring to ensure compliance with the Native American Housing Assistance and Self-Determination Act (NAHASDA).

Organizational

The 2017 Annual Performance Report was submitted to HUD (Housing and Urban Development) on March 16, 2018, and highlighted STHD's accomplishments for the 2017 program year.

We successfully submitted the 2019 Indian Housing Plan using the EPIC system for the first time. Thinking beyond status quo programs, how to broaden services to Tribal members and leveraging Indian Housing Block Grant (IHBG) funds to maximize services is the Housing Department's focus.

The needs of Tribal members are ever-changing and we consistently seek new funding and methods for expanding housing opportunities to keep pace.

STHD staff made significant progress in tracking and reducing tenant account receivables and five Mutual Help Homeownership units conveyed title in 2018.

STHD submitted the updated Formula Current Assisted Stock information and current Tribal enrollment data to the IHBG formula center and assisted with document preparation and facilitation of the OLINK meeting.

Construction

Phase 2 participants in the Home of Your Own program became homebuyers! We conveyed title and initiated mortgages for each of the Phase 2 participants.

STHD completed the third and final phase of the Home of Your Own community in Siletz. Eight Tribal families moved into brand new homes and are in the 1-3 year lease phase. Six of the families formerly lived in STHD rental units, which created rental opportunities for Tribal members on the waiting list.

We continue to wait for completion of the environmental assessment for the workforce housing development known as Neachesna 2. During the year we completed all of the activities that are considered exempt under the National Environmental Policy Act, including procuring architect and engineering services for the town house designs. The design should be complete in March and we anticipate bidding the project as soon as the environmental assessment is finished.

Legislative

Reauthorization of the NAHASDA Act and stabilizing funding remain our legislative priorities.

The National American Indian Housing Council (NAIHC) began vetting legislative proposals for inclusion in a NAHASDA reauthorization discussion draft.

The goal is to prepare draft legislation that strengthens self-determination and includes Indian Country's priorities to make Indian housing programs more efficient. NAIHC's plan is to have a NAHASDA reauthorization bill introduced early in the next session of Congress.

We continue to focus on increasing appropriations for the IHBG program. The additional \$100M appropriation will not be disbursed through the IHBG funding formula; it will be competitive.

As you can imagine, some are scrambling to influence the criteria and in some instances, redefine "need." It will be an interesting 2019 as the U.S. Department of Housing and Urban Development rolls out the Notice of Funding Availability.

Miscellaneous

Jessica Garcia obtained the Professional Indian Housing Management certi-



Jacob Reid and his daughter, Penny, at the Wellness Carnival.



Nesika Illahee housing groundbreaking ceremony.



Naiya Mason wins the race to an egg at the Siletz Easter Egg Hunt.

fication through the NAIHC. This is a significant accomplishment as it takes many years to complete the required courses.

The PIHM is the highest certification offered by NAIHC in the area of Indian Housing Management and requires well-rounded knowledge of multiple program areas.

Sami Jo Difuntorum, STHD executive director, concluded her second term as NAIHC chairwoman. She was presented with the Virginia Kizer Award for outstanding lifetime service for her leadership of NAIHC and achievements in Indian housing.

Sami Jo currently serves as co-chair of the NAIHC legislative committee, vice-chair of the Northwest Indian Housing Association and the alternate NAIHC board member for Region 6.

STHD entered into a Memorandum of Understanding with the Resident Organization. The primary function of the RO in 2018 was coordinating "dump day" for the Lincoln City and Siletz communities. The dumpsters were well-utilized and thus both events were successful.



Students participate in a paper airplane race at the Nike N7 Youth Movement field day.



Isaac Butler after winning the state championship.



Frank Viles making a paper flower.

Natural Resources

It is the mission of the Siletz Tribal Natural Resources Department to care for, protect, enhance and provide for the wise use of all of the Tribe's natural resources in a manner that will ensure all generations to come will benefit from these resources. This philosophy applies to all lands to which the Tribe is historically tied, including its ancient, aboriginal, ancestral lands, its Coast Reservation and its current and future land holdings.

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

Funding comes from a variety of sources, including BIA Self-Governance, Tribal Forest Management Deductions, Environmental Protection Agency (EPA) General Assistance Program (GAP), Wetland and Clean Water Act Section 106 and Section 319 grants, Bonneville Power Administration (BPA) and BIA Wildlife grants, and BIA Climate Change grants.

Additionally, the department administers grants from EPA and other entities covering its participation in the Portland Harbor Superfund Site monitoring activities, along with contracts with the Natural Resources Conservation Service (NRCS) to conduct precommercial thinning of forest plantations and 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 2018 include:

- ◇ Presales work on four timber sale areas totaling 243 acres and 6.79 million board feet
- ◇ Planting 25,447 seedlings
- ◇ Site preparation of 86 acres
- ◇ Precommercial thinning of 200 acres
- ◇ Completing 140 acres of stocking surveys and 365 acres of stand exams
- ◇ Issuing 182 personal use firewood permits
- ◇ Issuing 122 property access permits
- ◇ Cutting, splitting and delivering 32¾ cords of firewood during three Elders Woodcut events

The **Aquatics** program was funded in 2018 by GAP, 106, 319 and Wetlands grants from EPA, and a number of contracts and funding agreements with outside entities in addition to Tribal and BIA hatchery and climate change funding.

2018 accomplishments include:

- ◇ Completing water level data gathering along 56 miles of the Siletz River
- ◇ Preparing for seven mainstem restoration projects on the Siletz River
- ◇ Completing salmon redd surveys covering over 256 miles within the Siletz River basin
- ◇ Collecting shellfish distribution, abundance, community structure and habitat preference data from 120 Yaquina River estuary sites
- ◇ Monitoring native oyster restoration efforts at eight sites in Yaquina Bay
- ◇ Post-restoration monitoring of several projects in the Tillamook and Nestucca basins
- ◇ Establishing a culturally important native plant nursery for future restoration projects
- ◇ Continued participation in criteria development and selection of projects to be funded by BPA for Willamette basin wildlife mitigation
- ◇ Participating in ocean planning efforts through the West Coast Ocean Partnership and the West Coast Regional Planning Body

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

In 2018, accomplishments include:

- ◇ Conducting marbled murrelet surveys on Tribal timberlands
- ◇ Reviewing and ranking 2018 WWMP projects
- ◇ Submitting an application to acquire 504-acre WWMP property
- ◇ Development work on potential future Tribal WWMP projects



Helpers at the Elders Woodcut.



Memory game showdown taking place at Family Literacy Night.

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

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

In 2018, accomplishments include:

- ◇ Issuing 292 deer tags (34 filled)
- ◇ Issuing 119 elk tags (5 filled)
- ◇ Issuing 138 salmon tags (1 filled)
- ◇ Issuing 143 shellfish gathering permits
- ◇ Picking up, processing and distributing 4,402 pounds of subsistence chinook salmon
- ◇ Distributing 577 summer run steelhead from Oregon Department of Fish & Wildlife's Siletz River fish trap
- ◇ Providing surplus game meat to Tribe's USDA program for distribution to needy Tribal members
- ◇ Issuing 170 bear claws to 17 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, 2018 accomplishments include:

- ◇ Participating in activities to monitor assessment and cleanup of the Portland Harbor Superfund Site (funded in 2018 by grants from EPA and various potentially responsible cleanup parties) and the Astoria Marine Construction Cleanup Site



A veteran gifted and hugged at Siletz Valley School.

- ◇ 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 concerning a variety of other environmental issues

The **Realty** program is responsible for providing a broad range of real property management and environmental planning, review and compliance services to Tribal departments, in addition to facilitating the conversion of Tribal fee land to trust and reservation status.

2018 accomplishments include:

- ◇ Continuing to work on fee-to-trust applications for five Tribal fee properties
- ◇ Facilitating environmental compliance and cleanup needs for a variety of Tribal projects

The Tribe continued to work with the Willamette, Siuslaw and Rogue River-Siskiyou National Forests on a variety of cooperative projects in 2018 in accordance with the Memorandums of Understanding (MOUs) with these forests.

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

Health

2018 was another year of change and significant effort within the Health Department. An exceptional amount of time was invested in two particular accomplishments:

- ◇ Offering Medication Assisted Therapy (MAT) from the clinic's medical department. The program treats alcohol and opioid use disorder by providing patients with medication assistance, mental health therapy, and alcohol and drug counseling. The program has a 79 percent retention rate.
- ◇ Expanding walk-in clinics for the dental and optometry departments to address the clinic's no-show rate while ensuring patient access to care.

This year welcomed a new medical provider, Sheila Mitchell MD, as well as the transition of personnel both in and out of the clinic.

Basic clinic metrics include:

- ◇ Kept appointments for 2018 included 6,974 in the medical clinic, 713 in the MAT program (includes all MAT services), 1,850 (counselors and peer mentor) in Behavioral Health and 999 in Optometry.
- ◇ The Dental Clinic provided 4,852 dentist/dental hygienist visits and 99 Head Start screenings. Seventy-eight patients were screened for funded orthodontic services and 40 were chosen. One hundred fifty-three patients participated in the 2018 Sealant Clinic, which provided complimentary screenings, sealants and fluoride treatments to local school children.
- ◇ The pharmacy dispensed 36,018 new and refill prescriptions.



Ropes Course game with Corey Strong, tobacco prevention and education program coordinator.

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

- ◇ The MAT program provides treatment for alcohol and opioid use disorder. The program is multidisciplinary in the treatment approach, including medication assistance, mental health counseling and A&D counseling. The clinic was nominated for the IHS Portland Area Director's Recognition of Excellence award for the MAT program.
- ◇ The CARE program provides culturally specific services to victims of domestic and sexual violence in terms of advocacy, crisis intervention, prevention, outreach and education. CARE collaborates intensely with community partners across the 11-county service area to address the underserved population of American Indians and Alaskan Natives. It provides a variety of direct services along with speaking out to raise awareness about the dynamics of domestic violence and sexual assault for Indian women.
- ◇ Healthy Traditions and WEAVE grant provides nutrition and traditional food education and support to a variety of programs and the community. Additionally, Healthy Traditions works toward attaining food sovereignty.
- ◇ Early intervention outreach specialist/harm reduction is a partnership with the region, especially Lincoln County, to provide services to reduce the rate of HIV in our community.
- ◇ Tobacco Prevention and Education continues to provide information to youth about the long-term health effects of tobacco use and facilitates access to cessation tools.



Natasha Kavanaugh making a Red Shawl with the Care Program.

- ◇ Substance Abuse Prevention helps youth acquire the life skills necessary to avoid substance use and abuse.
- ◇ Behavioral Health Programs: Alcohol & Drug and Substance Abuse Prevention assist the community coalition called CEDARR (Community Efforts Demonstrating the Ability to Rebuild and Restore) in developing community-wide strategies to improve community health, especially with substance abuse problems.
- ◇ Youth mental health provides one-on-one, group and family mental health counseling and coping activities.
- ◇ The Diabetes Program organizes a well-attended exercise challenge, operates the Tillicum Fitness Center in Siletz, pays for gym memberships outside of the Siletz area and offers monthly educational Talking Circles, individual/family counseling and education.
- ◇ Tillicum Fitness Center staff also conducts summer sports camps for youth.

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

The Community Health Department completed 960 medical transports.

The **business office** assists with three billing systems: ScriptPro (pharmacy), Dentrax (dental) and NextGen (medical, lab, Behavioral Health, optometry and transportation).

Purchased/Referred Care (PRC, formerly CHS) continued to provide level 4 care throughout the year, thanks to the expansion of Medicaid, the Affordable Care Act and Medicare-like rates for hospitals.

PRC 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. In addition, Tribal members are also eligible for cataract surgery and pharmacy benefits.

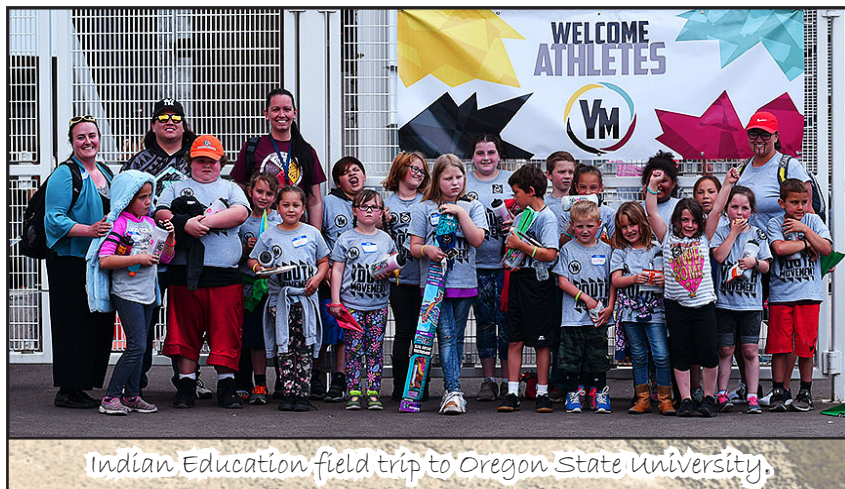
Alternative health care pays up to \$50 per visit for acupuncture, massage therapy or chiropractic care while funds are available.



Culture Camp clamming group.



Danielle Payne and daughters Caliyah, Layla and Natalia explore books.



Indian Education field trip to Oregon State University.



Daniel Warren helps gather wood at the Elders Woodcut.

Tribal Court

Caseload

◇ New	458
◇ Average monthly new cases	38.16
◇ Closed	408
◇ Hearings, monthly average (includes per capita caseload)	34.75

Court Staff

One chief judge, two associate judges, 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 18 years, Tribal Court has seen an increased caseload from a little more than 100 cases in 2000 to a caseload of nearly 500 cases in 2018 (including new and maintained cases).

Since 2013, the caseload is right around 480-500. Court staff work in conjunction with the chief judge to create new or modify existing forms relevant to the ever-changing case criteria.

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

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

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

Training

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

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

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

Public Relations

Representing litigants in Tribal Court matters is a pool of nine active Tribal spokespersons – three Tribal members (non-attorneys), four independent attorneys and two attorneys with Legal Aid Services of Oregon.

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



Tracey Viar and Casey Godwin work at team-building during the Winter All-Staff.



TYEE workers Tyson and Randy Rilatos paint parking spaces.

The Siletz Tribal Charitable Contribution Fund was established in July 1999 to distribute gaming net revenues to charitable organizations and local governments within our 11-county service area and to Native American organizations anywhere in the United States. The first charitable funds were distributed in January 2000.

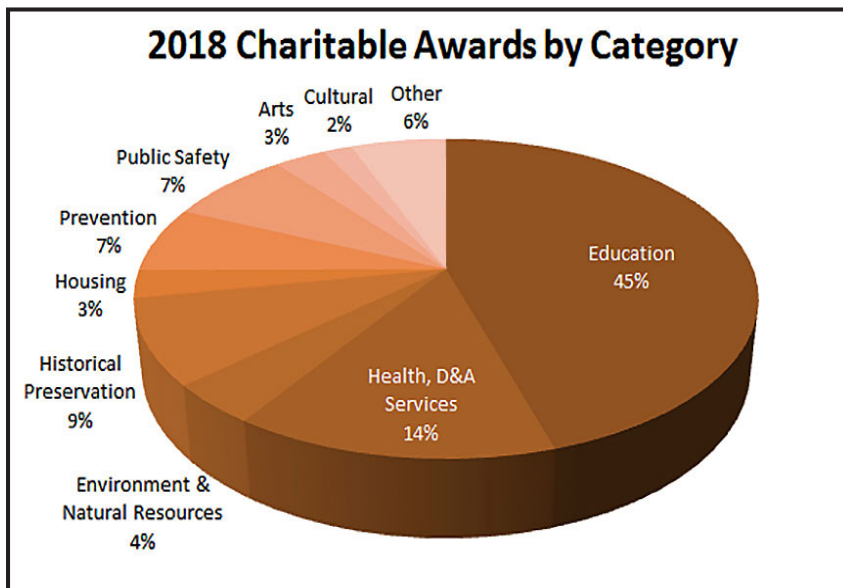
During 2018, we received 307 eligible applications for grants. The charitable advisory board met on a quarterly basis to review requests and make recommendations to Tribal Council.

Tribal Council approved 195 awards totaling \$1,064,751.91. Awards were distributed during public receptions held in February, May, August and November at Chinook Winds Casino Resort in Lincoln City, Ore.

Charitable fund categories include education, health, public safety, gambling addiction, prevention activities, drug and alcohol treatment, housing, the arts, environment and natural resource preservation, cultural activities, historic preservation and other community services.

As of December 2018, STCCF had distributed more than \$12.2 million.

STCCF Advisory Board members are Siletz Tribal members Kurt Arden, Rebekah Goulet and Cheryl Lane; non-Tribal community members Dick Anderson, Karen Gerttula and Mike Holden (chairman); and Tribal Council representative Sharon Edenfield.



Elders summer BBQ photo booth.
Say "Cheese"

Michelle Strickler participates in family fun at the Wellness Carnival.

Programs 1

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

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

Through a Title VI Nutrition and Support Services grant, the Elders Title VI coordinator helps elders access the Meals on Wheels program in the Siletz area. This past year, 2,792 meals were delivered and 1,176 meals were served at the meal site at the Siletz Tribal Community Center, a total of 3,968 meals that were provided to help meet the nutritional needs of elders in the Siletz community.

The Title VI Elders coordinator and the elders receptionist had 12,578 contacts and referrals through outreach, telephone calls, home visits, case management, information for elders and referrals, and new and updated elders assessments.

Sixteen elders, one of whom had not previously utilized Elders WEX, worked as a direct result of the Elders Work Experience (WEX) Program. This program is funded through excess pledge revenue and allows elders to return to the work force in a field they have an interest in but may have had no formal training.

They are paid \$12 (minimum wage increased April 1, 2018) per hour with up to 40 hours of paid work per week. They cannot exceed 500 hour per calendar year. They accrue no leave or benefits.

Elders worked at Chinook Winds Marketing administrative assistant; Lincoln City Head Start; Basile Construction; Siletz Community Health Clinic janitorial; Siletz Head Start; Scappoose Indian Education Program; Wee Wisdom Preschool; Siletz Administration janitorial; Portland, Salem and Eugene area transporter; Siletz Planning Department enrollment clerk; Ripley County Senior Center (Doniphan, Mo.); Siletz meal site; Brookings-Harbor Chamber of Commerce receptionist; and Siletz USDA.

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

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

During the year, the elders were involved in 70 group events and activities. The elders pay the cost of their non-Tribal/elder spouse or caregiver to attend events and activities.

Those events included council meetings, Elder Honor Days with other Tribes, Nesika Illahee Pow-Wow, monthly shopping trips, Culture Camp, elders barbeque, and various concerts and events at Chinook Winds. Elder trips are voted on at the monthly meetings.

The council covered fuel and mileage costs for drivers to transport elders from the four areas to approved Elders Council activities, which totaled 4,134 one-way transports this year.

At the end of 2018, there were 876 Tribal elders. Each one receives a monthly stipend ranging from \$100 to \$300, depending on their age.

Elders Program staff is responsible for coordinating Tribal member funerals/potlucks at the Tribal Community Center. The Tribe has budgeted \$200 per funeral/potluck.

2018 was a year of ups and downs for the USDA program. We had four out of five refrigerator units break down. The repairman suggested we get a big ceiling fan to circulate the warm air the mechanicals on the units produce. This is in the works.

Our client numbers continue to increase. It seems that we are almost back to where the numbers were in early 2000s.

In mid-December, the warehouseman/clerk resigned her position so the position has been advertised.

Our #1 goal for 2018 ... get a waiver or abolish the rural only designation for counties in our service area. This remains the No. 1 goal for 2019. We think it is important and hope to write up a proposal for the Tribal Council to take to ATNI (Affiliated Tribes of Northwest Indians) or government-to-government meetings to drum up support. We plan to talk to the new staff attorney about our issues.

Our No. 2 goal was continue to order a variety of fresh produce for clients. We have been doing the fresh produce program since 2005. Our clients appreciate the variety and sometimes that is all they choose on their shopping lists. It is a bonus once the cupboards are stocked.

Under Public Law 102-477, the Tribe's 477 Self-Sufficiency Program (477-SSP) coordinates funding from several federal



Siletz Head Start students singing at the Community Christmas Program.

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, education assistance, skills testing, subsidized work experience and on-the-job training positions with Tribal and non-Tribal employers.

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

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

In 2018, the 477-SSP Program goals were met in the following manner:

****Department of Labor Programs: (WEX, CRT, OJT, DP, CORE, Youth):** Partnership with other programs to assist CRT clients/tuition costs and to develop additional worksites for WEX/OJT. More classes for CORE services clients (computer, résumé, etc.)

The Classroom Training Program continues to provide additional resources to students who also receive funding from the Higher Education Program. We provide support services and stipends to assist students. The program assists students taking online classes, basic education, higher education and vocational training.

We developed 13 additional worksites for WEX/OJT. Our partnership with Chinook Winds Casino Resort remains productive and they contact the program monthly for job training opportunities within the casino, hotel and golf course. The program will require all job-ready clients from the Siletz office to attend casino-sponsored job fairs.

We continue to seek partnerships with businesses that are willing to work with our adults and youth. Our worksites are becoming more skilled and we avoid worksites that create little opportunity after the training position has ended.

****Increasing Your Success Conference (IYS):** Host a conference for all cash assistance clients and those who are job-ready for WEX.

The program hosted the IYS conference Oct 23-24 at Aldersgate Retreats in Turner, Ore. The keynote speaker was Kasey Nicholson, who focused on wellness, self-care, motivation and self-esteem. Other workshops were provided by the CARE and Mental Health programs.

The program hosted a resource fair that included the Education, CARE, Voc. Rehab, Diabetes, Contract Health and Behavioral Health programs. Thirty-four clients from TANF and GA attended.

****We now have a one-stop training center in Siletz for the community at large to utilize. The Computer Lab located in the administration building was completed in January. The lab has also been used for program orientation, payroll and Voc. Rehab clients.**

The program entered into an agreement with the Social Security Administration to provide space for a video kiosk. This will allow clients and community members to attend appointments through video conference. The Internet



LaVonna Butler walks the balance beam in a Youth Conference exercise.

lines have been installed and the kiosk will be operational in the first quarter of 2019.

****TANF (federal/state):** Help needy families address barriers to employment such as education, mental health, substance abuse, etc.

This objective is continuous and ongoing. The majority of our participants are engaged in either an employment or education goal. We have several clients currently seeking mental health and substance abuse treatment.

We are operating at a significantly lower-than-average caseload. The majority of our families are considered hard to serve or unemployable. We are working with many on applications for Social Security and other outside resources.

****BIA (General Assistance):** Help single adults address barriers to employment/self-sufficiency. The majority of our GASA clients in the Willamette Valley are engaged in higher education and clients in the Siletz area are engaged in either employment or seeking disability. We continue to seek partnerships with other organizations to provide more referrals to our clients.

****Client Workshops:** Each office will host monthly workshops that focus on life skills, education, employment skills, etc. The program hosted workshops on a monthly basis except for October when we hosted the IYS Conference.

Some highlights in the year:

423 applications with 151 new cases

247 approved files

498 outside referrals

2,229 contacts or appointments made

81 clients completed a significant goal and received an incentive award

61 clients entered unsubsidized employment

179 clients had an overall successful case closure

2 clients obtained their GEDs

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

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

The ICW case manager is primarily responsible for case management of child welfare cases; which at the end of 2018 was 27 children.

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

In 2018, the ICW Program closed 26 children's cases: 11 children were returned to parents, 13 entered guardianships and two children were emancipated. At the end of 2018, we had 10 ICW-certified foster homes and they were all at capacity or not taking children.

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

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

In the third year of our five-year grant for the **Siletz Tribal Vocational Rehabilitation** Program, we faced new challenges that have steered our program to new heights.

STVRP has been fully staffed for the whole year, which is a new development. STVRP has staff that is passionate and ambitious to help disabled Tribal members excel in the work force. STVRP has developed working relationships with all Oregon Tribes to help aid their Tribal members who reside in our service area and cannot benefit from their TVR, while continuing to provide services to a plethora of Tribal members from various locations.

STVRP provided services to 62 Tribal members which is a 122% increase from the previous year. With 28 new IPEs (individualized plan for employment) to serve Tribal members and 13 continued IPEs from the previous year, STVRP has excelled with the grant objective as outlined, per funding allocation, at 112%.

STVRP provides individualized guidance and counseling to Tribal members with disabilities in obtaining or maintaining work. Services provided include systems advocacy, referral to services, assistive technology, adaptive equipment,

job coaching, transportation, communication, mental health restoration, cultural services, training placement opportunities and rehabilitation services needed to be successful in an employment goal.

Highlights

STVRP is on the committees for WIOA (Workplace Innovation and Opportunity Act) implementation in our 11 county service area, which has fostered beneficial collaboration among the state programs and STVRP.

STVRP has initiated the development of state YTP (Youth Transition Program) services for our Tribal youth age 16-21 in Siletz Valley School for transitional services that are in tandem with STVRP and Oregon vocational rehabilitation services.

STVRP coordinated cultural trainings in three out of the four are offices with weeklong fish net making, oral history and other net designs.

STVRP held Disability Awareness Days at the annual pow-wow in Siletz. One day we distributed information on the TVR program, disabilities and community outreach. On the second day, an outside supplier of adaptive technologies showcased user-friendly technologies for our community.

The Diabetes Prevention Program, Community Health advocate, Early Child Development and STVRP contributed to a Wellness Carnival where we set up a



Carol Blomstrom and Liz John pose for a photo at the Elders BBQ.

booth to distribute information on disabilities and conduct various carnival games. More than 200 adult community members and their children attended the carnival

The **Tribal Home Visiting** Program provides parenting and life skills for successful and positive parenting. We serve Native families that are either expecting or have infants under the age of 12 months continuing through the child's 3rd birthday.

We travel throughout the Tribe's 11-county service area. The model and curriculum we provide is called Family Spirit and was developed by the Johns Hopkins Center for American Indian Health.

We were funded by the Tribal Maternal, Infant, Early Childhood Home Visiting Program (TMIECHV), however, the funding ended Sept. 29. We did apply for a NCE and were able to use the remaining grant dollars to fund the program for the rest of the calendar year. Effective January 2019, the Home Visiting program will move under the 477-SSP program for funding purposes.

In 2018, our program served families from eight different counties. Lincoln County was the most served county, followed by Marion and then Lane. In 2018, our program conducted 393 home visits.

We ended the year fully staffed. Staff includes; Jessica Phillips, program coordinator and Home visitor for Eugene and surrounding areas; Danelle Smith, home visitor for the Siletz and coastal area; and Lori Christy, full-time home visitor for the Salem/Portland area.

In February/March, we held a family activity night in Eugene, Salem and Siletz. We only had one family in our Portland area interested in the event, so rather than hold the event in the Portland office the home visitor brought the supplies to the family's home. We made bracelets and painted canvases.

In March, the Eugene area office had an open house that included an Indian taco feed. The Home Visiting and Education programs held an Easter hunt at the event.

In May, we held a family activity night for families. We provided dinner and taught families how to make dream catchers using abalone shells. We held the activity in the Siletz, Salem and Eugene area offices.

In July, the program participated in Culture Camp, where we had a rock painting and dream catcher activity table as well as holding a book walk. We also went blueberry picking in Eugene.

In August, we held a picnic in the park in Salem and Siletz, plus made clay masks in Salem. October included the annual pumpkin patch trip in Eugene.

In December, we had our holiday craft nights in the area offices. We offered many different crafts, including gingerbread houses, cookie decorating, key chains, bracelets, ordainments, family photos, etc.

The program coordinator participates in a monthly meeting held in Eugene for community partners. It's called Advocacy and Outreach Workers of Lane County (AOWLC). We meet each month at a different agency to learn more about them, then each person gets a chance to share program updates and changes. We all leave business cards and referral forms on the table for anyone who is interested.

This group has helped establish connections in the community as well as a few referrals. Lori connected with Lisa Harnisch of Marion & Polk Early Learning Hub. Hub members are part of an email group that keeps each other informed of events.



Addison Hibler playing at Culture Camp.

Danelle is working closely and building rapport with Lincoln County home visiting.

Home Visiting and the community health advocate in Eugene participated in a food rescue project with Willamette Farm and Food Coalition. This was a pilot program where Tribal staff picked up surplus produce that did not sell at the farmer's market and distributed it to Siletz Tribal members.

We collected from June to October for a total of 2,453 pounds of produce of fresh organic fruits and vegetables.

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

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

Programs 2

Programs II provides the following services: Child Care, Head Start, Culture, Education, Traditional Arts and Language, Pow-Wows, Run to the Rogue, Culture Camp and Youth Services.

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

In 2018, the Programs II staff continued excellent team development, collaboration and coordination on numerous projects, including:

- ◇ Easter Egg Hunt on the day before Easter Sunday
- ◇ Student Gathering to honor adult vocational and higher education students
- ◇ Memorial Day dinner following a ceremony at the Veterans Memorial



Elaine Thomas gets steelhead from Assistant Tribal Forester Mari Kramer.

- ◇ Summer Solstice in June to celebrate the change of season
- ◇ Culture Camp to teach Tribal history and traditional arts; a three-day event for families in mid-July
- ◇ The Nesika Illahee Pow-Wow, a three-day event in August
- ◇ Run to Rogue was cancelled in 2018 because of extensive wildfires in Southwest Oregon
- ◇ Restoration Pow-Wow in November to celebrate the restored recognition of the Tribe by the federal government
- ◇ Student Incentives, an award for graduating students in all levels of education
- ◇ Tribal Youth Education and Employment (TYEE) Program, providing summer jobs and learning experiences
- ◇ Winter Solstice in December to celebrate the change of season
- ◇ Culture classes scheduled throughout the year

Child Care Program

This program assists Tribal families in the 11-county service area with securing child care services and with child care expenses, provides training and develops a provider referral list.

A child care facility, the Tenas Illahee Child Care Center (TICCC) opened in Siletz in March 2003. The Tribal Child Care Program developed an MOU for FY2019 and will provide up to \$225,000 to TICCC to support the center's operations. The total amount of support is contingent upon the funding received by the Tribal Child Care Assistance Program.

To ensure quality of the programs offered at TICCC, the Head Start ECE quality coordinator assists with curriculum planning for the preschool, toddler and strider rooms.

In partnership with the Head Start program to support the full-year/full-day slots at TICCC, Head Start places a mentor teacher in the TICCC preschool classroom one day a week to model developmentally appropriate practices.

This year we were not able to partner with the Siletz Tribal Head Start program to provide a morning Head Start/preschool class at TICCC due to the unavailability of a teacher. It is our hope that a qualified teacher will be found so we can again collaborate with the Head Start program for the 2019-2020 school year.

We served an average of 15 families throughout the 11-county service area – three Siletz-area families, one Eugene-area family, one Salem-area family, one Portland-area family through the certificate program and nine TICCC.

We served an average of 20 children throughout the 11-county service area – one Siletz-area child, one Eugene-area child, three Salem-area children, two Portland-area children and 13 at TICCC.

We also served an additional 15 Siletz Tribal children at TICCC but they were not CCDF-eligible.

Cultural Resources

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

He oversees the operations of the Tribal Culture Program, including supervision of personnel, project planning and coordination, preparation and tracking of budgets, and reporting accomplishments.

Robert is the cultural resources issues contact person for the Siletz Tribe, for issues relating to Tribal laws and traditions, government policies and applicable local, state and federal laws (e.g., NAGPRA, etc.).

Robert is responsible for coordination and implementation of Tribal repatriation policy. He reviews archaeological permits and coordinates with other Tribal, state and federal agencies to ensure protection whenever possible. Our ancestral lands cover all of Western Oregon and we are responsible for any investigation of ground disturbance, legal or illegal.

He responds whenever a Tribal burial or other culturally sensitive area has been disturbed and does reburials of skeletal remains or cultural items found in burials.

Robert also gives presentations to various local, state and regional entities as well as archaeological field schools. In addition, he serves on various regional committees and has worked on the Siletz Historical Research Project for a number of years.

Robert has expanded Tribal cultural and historical/archival collections. Phase II of the culture complex, which is the museum, is now under the Siletz Tribal Arts and Heritage Society.

Education

An education specialist is located in each area office to provide services and resources for supplemental education (JOM), adult education, adult vocational training and higher education. The specialists also assist students in the FAFSA process and work with universities/colleges.

They help plan, organize and work during the Youth Conference and at Culture Camp. The education specialists also work and participate in Run to the Rogue and both Tribal pow-wows. They make cultural presentations at area schools and organizations, sit on scholarship committees and one is the chairman of the Chemawa school board.

Johnson O'Malley (JOM) activities are included in supplemental education, such as tutoring, providing school supplies and numerous educational, recreational and cultural activities, as well as working with local schools. The specialists attend IEP meetings at area schools, work closely with the Title VI Indian Education Association and work with public schools in their area.

Ten students attended the UNITY Conference in San Diego, Calif., with three chaperones.



Ryan Smith shows off his big catch.



Dean Smith at the Youth Conference.

Number of Students Served through Education

Program	Total
◇ Child Care	39
◇ Head Start	109
◇ Adult Education	127
◇ Higher Education	16
◇ Adult Vocational Training	2,655
◇ Supplemental Education (JOM)	59
◇ Tribal Youth Education and Employment (TYEE)	

Head Start

We have an excellent Head Start program that prepares 3- and 4-year-olds to enter kindergarten.

An average of 109 children were enrolled in four programs located in Siletz, Salem, Lincoln City and Portland. Average enrollment for 2018 was 74 percent American Indian children – 73 percent were Siletz Tribal children and 27 percent other Native. Of the children enrolled, 12 percent met the criteria for special needs.

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

The children receive health screenings, dental exams, immunization assessments and proper hygiene instruction. The children participate in activities in a culturally enriched environment. The Policy Council of Head Start parents

receives training and meets on a monthly basis. Staff and parents also sponsor fundraising activities.

Language and Traditional Arts

Bud Lane, language and traditional arts instructor, teaches Athabaskan language classes in each area office once a month. In addition, he has developed language CDs and DVDs for home study for Tribal members.

The Athabaskan Language Dictionary is available for Tribal members on CD disc, a hard copy and on the Tribal website. Other components of the language also are available on the Tribal website. Tribal members can access Siletz Dee-ni, Volumes 1, 2 and 3. More components will be added periodically.

The Language program has produced material for our Head Start program. Language classes are taught at Siletz Valley Schools through the 12th grade. Level 2 Athabaskan is available to high school students who have already taken level 1.

During language classes students learn to use the Practical Alphabet. This single-sound alphabet is a great tool for learning our language.

The Athabaskan Language has been transliterated from the former Unifon to the much easier to learn Practical Alphabet. There are roughly 12,000 entries in the dictionary.

The focus for beginners is learning nouns. As students progress, they are taught how use verbs with nouns to say simple sentences in the Athabaskan word order. As students become more proficient in speaking the sentence structure, their learning becomes more complex and precise.

All materials are developed by Bud or staff on computers. All CDs, DVDs, sound files, our dictionary, lesson plans, songs and other learning aids are created by the Language program. All materials are reproduced, copied or burned by the Language program, with the exception of the hard copy of the language dictionary, which will need to be reprinted from time to time by professional printers.

The Talking Dictionary is completely recorded and Bud also continues to go through Tribal audio archives and use a sound editing program, finding and isolating words and phrases into audio wave files from many different Siletz speakers. These files will be integrated into the Talking Dictionary in place of his language recordings so we will have a good representation of many different Siletz speakers in the dictionary.

Bud also works on a key to identify the individual speakers and their Tribal origins as much and as accurately as possible. There are now 10,555 entries, 10,313 audio files, and 203 image entries in the Talking Dictionary, which is accessible on the Language Project website (siletzlanguage.org).

Bud teaches Siletz basket making on an ongoing basis. In the area offices, he works with interested Tribal members prior to language class. In many instances we use store-bought round

reed. If students have gathered their own materials, they of course use those.

At Culture Camp, Bud also uses the same round reed to teach Siletz basket weaving techniques. He places notices in the main Tribal newspaper and all of the local ones about times to gather materials and how to contact him for assistance. He will take interested parties out to gather materials.

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

Several times a year students, teachers and administrators are taught Siletz culture at the Dance House, including the Feather Dance. Our philosophy is to increase the cultural knowledge of community members. University students also come to the Dance House to visit and learn.

Other work includes hosting evening cultural classes, assembling material and kits for maple bark classes, basketry, rope and string making, dentalium stringing, feather tying, tule mat weaving, making acorn soup and a project night so Tribal members can finish regalia as well as participate in several Literacy Nights throughout the year with Education and other Programs II staff.

Bud also did several radio shows for our local Siletz radio program with the Public Information Department and gives culture presentations for Tribal programs and outside groups throughout the year. He coordinates all Dance House events, including hosting school class visits, representatives from state and federal agencies and other groups. Feather Dances are held for various events.

Bud participated in planning meetings for Culture Camp and taught open work basketry during the camp and daily language classes. Preparation for Culture Camp includes cutting, drilling and preparing 150 wood bottom basket starts and cutting and preparing soap stone for carving.

Cultural Education and Events

All four large Tribal events were highly successful under the direction of Buddy Lane, cultural education director. This includes Culture Camp, Nesika Illahee Pow-Wow, Run to the Rogue and the Restoration Pow-Wow. Run to the Rogue was cancelled again this year due to the enormous Klondike Fire.

We had more than 780 Tribal members attend Culture Camp this year. The lion's shares of our



Sapphire Yarbour, at the Youth Conference.



Volunteer youth help clean debris and invasive plants from Dundas Pond.

instructors are in-house staff here at the Tribe. Only a few of our instructors were contracted out.

We successfully handled the volume of people at meal times. Our planning was on point in terms of quantity of food needed for a camp our size. We are getting really good at refining our meals throughout each day of camp so there is little that goes to waste.

Supplies were adequate, though depleted, but we did not run out of supplies for activities. The staff has a wealth of talent.

This year's August pow-wow was an enormous success. Budget parameters were kept. This is a particularly happy achievement as we raised payouts for all of the adult categories.

We hired and supervised some 50+ employees who work the duration of the pow-wow. All of our Culture and Education staff pull together to help with this event.

Education staff helps with the hiring in collaboration with Accounting and Human Resources. Tribal staff helps work the merchandise booth and Natural Resources staff helps set up the canopies and gather firewood for the pits. Public Works helps set up the tipis and spends months prepping and maintaining the grounds.

Planning helps by painting and prepping areas for the high traffic, emergency vehicles and fire lanes. Clinic staff helps with the nurse's station. It really is the "everyone contributing something" that makes our pow-wow such a special one.

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

Restoration was a great success with 43 vendors, numerous dancers and several drums. The Pow-Wow Committee almost sold out of all merchandise. Once Restoration is over, planning and preparation begin for the next year's large events.

With the help of Education staff in the area offices, we served 80 Tribal members who received an individual cultural grant from the Culture Committee.

Buddy works with and helps educate all of the folks who drop in and want to talk about Siletz culture and history. We have people from all walks of life who call, write and drop in.

Some of the groups he worked with this year were Newport, Toledo and Siletz (high, middle and elementary) schools, Siletz Tribal Head Start, Oregon State University and Oregon Coast Community College. He also responds to mail that makes its way to the Tribe from schools throughout the state.

Youth Services

Jeff Sweet, Youth Services coordinator, planned and organized numerous activities for Tribal youth. He also plans and is at open gym for students.

Tribal youth and younger children participated in a wide variety of activities. Jeff also participates in Family Literacy Night, the Youth Conference and supervises TYEE for Culture Camp

2018 activities included rec and field games, especially on non-school days, with 1,030 youth served.

Activities included Computer Wiz, Skate World, Splash Wave Pool, Lincoln City swims, Sky High during spring break, Nerf wars, rec center movie days, after-school and non-school day activities, IAMTHECHANGE 3v3 Basketball Tournament, Thanksgiving crafts, a pumpkin distribution for Halloween and an interactive haunted house, Cosmic Bowling, street dance, game night, healthy food preparation with Healthy Traditions staff, Christmas break movie, participation in the Wellness Carnival and school supply distribution.

With all events, 2,144 youth were served.



Jeff Sweet poses with Avi and her newborn brother, Andrae Bokuro.



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 2018, the Siletz Tribe hired 96 employees.

- ◇ 73 Regular
- ◇ 23 Temporary

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



Gregg Gubuan nominated as Employee of the year and is gifted a blanket by Brenda Bremner and Sharon Edenfield.

New positions

Six new positions were created:

- ◇ Health Services Protégé
- ◇ Health Information Lead Medical Support
- ◇ Health Information & Privacy Officer
- ◇ Emergency Preparedness Coordinator Trainee
- ◇ MAT Outpatient Counselor
- ◇ MAT Peer Mentor

Job descriptions

10 revised job descriptions were approved:

- ◇ Programs Clerk
- ◇ Business Office Manager
- ◇ Biological Programs Biologist
- ◇ Biological Programs Aide
- ◇ Biological Programs Technician
- ◇ Natural Resources Crew Foreman
- ◇ Natural Resources Crew Assistant Foreman
- ◇ Natural Resources Crewmember
- ◇ Chief Financial Officer
- ◇ Harm Reduction Outreach Specialist

Recruitment Activities

The department recruited for the following positions:

- ◇ Harm Reduction Outreach Specialist
- ◇ Resident Aide – Men’s Facility
- ◇ Medical Asst./Radiology Tech/Lab/Floater
- ◇ Transporter Coordinator
- ◇ Resident Aide – Women’s Facility
- ◇ Planner/GIS
- ◇ Tribal Services Specialist I or II
- ◇ STBC Accounting Assistant/Office Support Coordinator, IS Representative, Controller, Staff Accountant
- ◇ Head Start Food Service Worker – Salem
- ◇ Housing Maintenance Worker/Groundskeeper
- ◇ Community Health Advocate I or II
- ◇ Tobacco Prevention & Education Coordinator
- ◇ Insurance Verification Specialist
- ◇ Contract Health Services Clerk Trainee/CHS Technician II
- ◇ Head Start Classroom Aide – Salem, Lincoln City and Portland
- ◇ Bookkeeper II
- ◇ Patient Care Coordinator – Medical

- ◇ Health Clinic Protégé
- ◇ Enrollment Officer – Part Time
- ◇ Patient Benefits Coordinator
- ◇ Health Information and Privacy Officer
- ◇ Youth Development Program Coordinator
- ◇ CARE Domestic Violence Advocate, Sexual Assault Victims Advocate
- ◇ Administrative Support Clerk
- ◇ Head Start Teacher – Siletz/TICCC
- ◇ Staff Attorney
- ◇ Food Service Worker – Salem
- ◇ Transporter Coordinator
- ◇ Data Coordinator – Behavioral Health
- ◇ Maintenance Worker/Water Operator, Maintenance Worker/Groundskeeper
- ◇ Portland Area Office Administrative Supervisor
- ◇ Dental Assistant I or II
- ◇ Biological Programs Biologist, Aide
- ◇ Temporary Classroom Aide – Siletz, Salem
- ◇ Pharmacy Technician I, II or III
- ◇ Mental Health Therapist
- ◇ Emergency Preparedness Coordinator Trainee
- ◇ MAT Mental Health Peer Mentor, Outpatient Counselor
- ◇ Childcare Cook
- ◇ Chief Financial Officer
- ◇ Rental Assistance Program Coordinator/Resident Advocate

Labor Force

At the end of 2018, the Tribe's labor force was made up of:

◇ Siletz Tribal Members	162
◇ Other American Indians	15
◇ Non-American Indians	80
◇ Total Workforce	257

Training Activities

- ◇ Paper Tigers Manager's Training
- ◇ Emergency Preparedness Training

Employee Incentive Activities

The Human Resources Department coordinates the Employee Incentive Awards program. The following awards were presented at the 2018 All-Staff meetings:

◇ Extra Effort Award	62
◇ Special Acts or Services	31
◇ Time Off Award	6
◇ Outstanding Performance	46
◇ Employee Suggestion/Invention	8

- ◇ Employee of the Quarter 4
- ◇ Employee of the Year 1

Awards Banquet

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

Workers Compensation

Our workers compensation insurance carrier for 2018 was Tribal First.

Employee Assistance Program

Our EAP provider for 2018 was RBH. Confidential services were available to Tribal employees and their immediate families at no cost. Services available include:

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



Sheila DeAnda, Cecelia DeAnda and Jeff Sweet participate in a team-building activity under the watchful eye of a winter All-Staff host, Chris Sherrod.

Planning

2018 was a year of continuing repairs, transportation and transit funding development and reporting.

Various plans are nearing completion. Projects ranged from supporting comprehensive planning to cleanup of the Chemawa Indian School site to transit.

The new State of Oregon transit payroll tax demanded new plans and process, and has been quite time consuming to address. This adds to existing rather burdensome transit planning requirements. Providing enhanced access to activities and services for Tribal elders, the disabled and others with transportation challenges makes it a worthwhile struggle.

The Nechesna Village Phase II site development (road work) was completed. A Tribal water plan was contracted for, and development of the water and wastewater plan began. The annual community meetings in Siletz and the area offices were held in January as usual.

Transit continues to be supported by various grants from the State of Oregon and FTA (Federal Transit Administration). The transit connection south to Florence received a state grant, arriving in 2017 to test out this service. Word is that it is especially popular with cyclists wanting to avoid the narrow two-lane section of Highway 101 near the Sea Lion Caves.

The Siletz Tribal Transit System (STTS) Committee meets regularly, which is important for meeting funding requirements for community input. Rider and mileage data must be collected regularly and are tabulated by the **transit coordinator** for grant reporting to both the State Public Transit System and FTA. The coordinator also manages transit vehicle records and maintenance.

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

The **data coordinator** provides support to the Enrollment Department and helps the grant writer and Tribal departments develop grants, including collecting and evaluating data.

The data coordinator also maintains databases, manages surveys and supports strategic planning and evaluation for all Tribal departments. The coordinator continues to work closely with the Tribe's liaison to the federal Census Bureau. Preparations for the 2020 census are gearing up!

The **GIS/planner** provides support for the entire Tribal administrative structure, including Planning, Natural Resources, Housing and Public Works.

In 2018, significant work was done to restore old mapping projects and to create and update current maps and data layers.

He coordinated with the Department of Geology and Mineral Industries (DOGAMI) and other resources to map the Tribe's natural hazards for FEMA (for the Multi-Hazard Mitigation Plan). Most excitingly, he worked with the Coastal Drone Academy, expanding opportunities for Tribal youth to experience this technology.

Projects continue to keep the construction engineer busy. This year seemed to be one of many smaller maintenance types of projects and plans, from field mowing contracts at Chemawa to sinkhole repairs, water system planning and submission of road reports to the Federal Highway Administration.

The **construction engineer** provides on-call trouble-shooting for all Tribal departments for a variety of issues that come up throughout the year.

The **planning tech**/Road Maintenance Program works closely with the construction engineer on various transportation-related projects – maintaining street signs, cleaning storm drains, repainting street markings and maintaining solar street lights.

A trailer was obtained to transport the road striping machine and supplies to make it easier to get to Lincoln City and the area offices. A snow plow/sand spreader/de-icer was purchased to maintain the Tribe's properties in the winter. Planning is purchasing de-icer off season to get the best price.

We have been using a non-toxic vinegar/salt/soap solution to kill street weeds and have been trying out a new crack sealer to stop water damage. The painting on Tribal roads includes reflective beads, which makes the stripes more visible in rainy and foggy weather.

The Tribal **grant writer** works with all Tribal departments, including Tribal support for the STAHS (Siletz Tribal Arts and Heritage Society)



Earl Littleton serves up a plate of food at the Community Garden's BBQ and walk-off.

museum development plan, with the clinic on Healthy Beginnings and with Education on Early Learning.

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

The Tribal planner manages Planning Department operations and staffing. The planner is the point person on transportation planning, including acting as a council-appointed representative to regional and state transportation and transit planning meetings.

The planner keeps the Indian Reservation Road (IRR, now Tribal Transportation Plan or TTP) inventory current and funded. This transitioned to BIA programmatic agreements (self-governance funding), which has been working well and allows us to more easily carry over unspent funding into other planned projects.

In 2018, the planner attended local, state and federal policy bodies as assigned. All statewide transportation providers were pressed to complete yet another transit plan for the new STIF transit funds, which included another series of planning meetings. The planner participated in all these committees and will continue to participate in grant-required regional transit coordination planning.

Planning continues to provide support to STAHS and the development of the Culture Center Phase II (the museum).

The Planning clerk is a key position with a demanding multi-faceted job. The clerk handles requests from all Planning staff, manages the department's multiple cuff accounts and processes the department's accounts, including construction work, complex grants and regular reports on department processes. The clerk is key to preparing transit data for reporting to the state and FTA.

The Planning Department is grateful for our seasonal Elder WEX employees and enjoys hosting Tribal youth with the TYEE program.

Planning's January community meetings in Siletz and the area offices were kindly hosted (great soup!) once again. We hope to keep these meetings interesting and informative – and surprise you a little with something different every year. Your input on goals and Tribal projects is appreciated.

You are invited to Planning's community meetings! Communicate your thoughts with us, send the Planning Department your concerns in writing, or call or email anytime. (Please let the Planning Department or your area office manager know in advance if you or a family member needs any special accommodation to attend the January meetings.)

We hope to see you there!



Ashliegh Ramirez coaching during a youth tighrope activity.



Sierra Ferguson gets "cuffed" at the annual Wellness Carnival.



Angela Martin and family get a snack during Culture Craft Night.



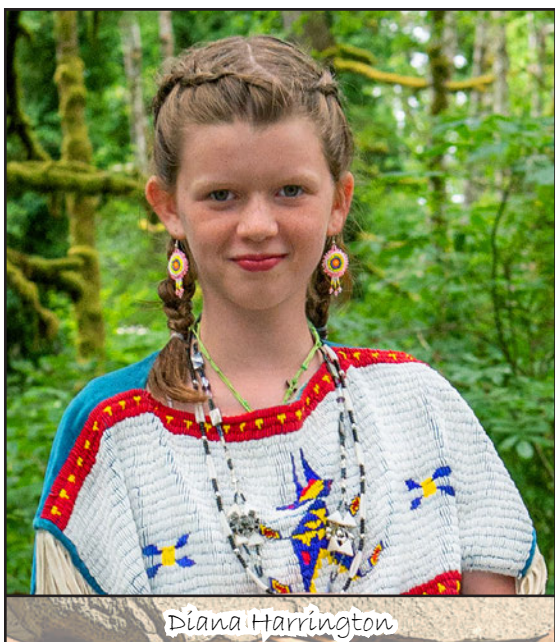
STBC continued to focus on streamlining operations through cost control management, increasing enterprise and property revenue and profitability, and performing long-term maintenance planning in 2018.

As a result, STBC again had a strong 2018 with its entities and properties generating a profit for the year and its bottom line improving significantly compared to 2017.

Personnel

STBC created and marketed an Information Systems representative job position and subsequently filled that position in the third quarter 2018. This position was created to address the increasingly complex information technology operational realities at STBC to include IT security, encryption, data protection and compliance, etc.

Part of the Information System representative job description also included proactive disaster planning and business resiliency planning to ensure STBC is ready in case of natural disaster or other emergency to quickly become operational again and provide continued services to Tribal members and manage its properties and enterprises.



Diana Harrington

STBC hired a new controller in 2018 who came from the Tribe's Internal Audit Department.

Financials

Overall, STBC's net income improved significantly in 2018 compared to 2017, reflecting its best operational performance in more than a decade for the second year in a row.

Additionally, Logan Road RV Park and Hee Hee Illahee RV Resort both generated record revenues and were profitable in 2018.

The STBC/SMLLC-managed properties also generated an overall combined profit for 2018 on combined record revenues.



Row Butler Jr. sits "out" during a round of summer games.

Information Technology Services

Security/risk assessments were conducted, resulting in increased file and folder security permissions and the additional implementation of email encryption technology. This strengthened STBC compliance procedures overall, while updating requirements associated with NIST (National Institute of Standards and Technology).

Additional IT measures were applied to tighten spam, phishing, spoofing and malware activities and to reduce other external IT risks.

A series of STBC emergency preparedness sessions were also introduced spanning various disaster-related scenarios with staff exercises covering key steps to create a disaster resilient workplace. A successful test restore was performed from a remote backup to onsite systems, which also supported business continuity and overall IT efficiencies.

Enterprises

Logan Road RV Park: The park finished 2018 with a profit for the fourth straight year. The park fulfilled multiple goals it set for 2018, including hiring a Tribal member contract manager, completing Phase III of III pedestal replacement, continuing its coordination with Chinook Winds Casino Resort's Marketing Department and increasing its social media presence.

The new outdoor gazebo and barbeque pit for guest utilization also opened.

2018 also marked the second year in a row Logan Road RV Park earned the coveted Top-Rated Good Sam Park designation for 2018 with an improved score of 10/10*/9.5. The completed goals helped the park fulfill its vision of showing RVers it truly is "Better at the Beach."

2019 goals continue to focus on annual profitability, long-term maintenance of Tribal assets at the park utilizing cost control management, upgrading to a new reservation system with improved security and functionality, and improving its offseason (winter) revenue generation.

Logan Road RV Park's 2019 mission is to provide RVers visiting the Oregon Coast a top-rated Good Sam Member Park through dedicated customer service, strong

amenities and a relaxing atmosphere while providing a Tribally owned business complement to Chinook Winds.

Hee Hee Illahee RV Resort: The resort had a strong 2018, generating an annual profit for the second consecutive year driven by the fifth straight year of increased record revenue. The 2019 resort contract manager and landscaping contracts were awarded to Siletz Tribal members.

The resort met several of its goals for 2018, including replacement of half the site's picnic tables, painting the exterior of the clubhouse and gazebo, replacing the clubhouse kitchen counter and expanding its Google search and social media presence. Meeting these goals helped Hee Hee fulfill its vision to provide RVers "A Fun Place to Be."

2019 goals continue to focus on improved profitability through revenue growth and cost control management, long-term maintenance of Tribal assets at the resort, including clubhouse guest bathroom remodel project, replacing the other half of the guest site's picnic tables and increasing its social media presence to drive up occupancy.

Hee Hee Illahee RV Resort's 2019 mission is to provide discriminating RVers visiting or living in the Willamette Valley a 10/10*/10 top-rated Good Sam Preferred Park through dedicated customer service, top flight amenities and a relaxing atmosphere while generating a profit and jobs for the Confederated Tribes of Siletz Indians.

US Aeroteam: STBC continued to receive repayment of a business loan in 2018 provided to US Aeroteam in 2015. STBC also retained its equity ownership in US Aeroteam which has multiple contracts to produce a variety of aviation and drone-related equipment and parts with other manufactures and customers throughout the United States.

Siletz Management, LLC (SMLLC): SMLLC generated a profit in 2018; driven by strong revenue generation and effective cost control management.

The Siletz Tribe Revolving Credit Program, Tribal Elder Stipend Program, Siletz Tribal Gaming Commission, Tenas Illahee Childcare Center as well as the Confederated Tribes of Siletz Indians renewed their MOUs with SMLLC to provide accounting services for them in 2019.

SMLLC's 2019 goals focus on operational efficiencies and evaluation of expansion to provide services outside Tribal entities.



Mindy Blomstrom and Ava Johnson make a healthy snack.

Properties

The 2018 combined property management revenue for all properties STBC/SMLLC owns or manages for the Tribe increased 19% from 2017 while expenses increased 35%, resulting in a decline in profits compared to 2017.

Large capital expenditures at the Harbor Freight building and Lincoln Shores

office building in 2018 were the primary drivers of reduced profit.

The Salem Flex building, Lincoln Shores building, Siletz Business Complex and Siletz Gas & Mini-Mart building ended 2018 fully occupied.

Siletz (Portland) Business Complex: Generated a profit back to the Tribe in 2018 while remaining fully occupied. HVAC maintenance was performed during the year with a multi-year phased replacement approach to older HVAC equipment being scheduled to help contain costs.

Eugene Office Building: Generated a smaller income loss in 2018 compared to 2017 due to increased revenue from second floor office occupancy. The property generated a positive cash flow for 2018.

STBC continues to market the upstairs offices.

Depoe Bay Building: Generated a smaller loss in 2018 compared to 2017 with revenue up slightly from upstairs apartment lease rate increase, but the property generated a loss due to ongoing unoccupied ground floor retail/restaurant space.

The property retained one tenant occupying an upstairs apartment throughout 2018 and is expected to retain a tenant for the entire building throughout 2019.

STBC continued to market the downstairs retail/restaurant space.

Siletz-Yaquina Riverfront Industrial Property: Generated a larger loss in 2018 compared to 2017 due to loss of tenant reducing revenue, increased landscaping maintenance costs and approving an environmental site assessment analysis by a consultant through an EPA grant.

The Tribe and STBC continued to work in conjunction with the Oregon Cascades West Council of Governments (OCWCOG) as a coalition partner in an OCWCOG-led \$600,000 EPA brownfield grant awarded in the second quarter 2017. During the fourth quarter 2018, STBC hired Stantec, an environmental consultant firm, to perform an environmental site assessment and brownfield remediation study on the properties utilizing the EPA brownfield grant and STBC funds.

Salem Trust Property: This property generated a profit for 2018 while retaining its tenant. STBC re-signed a Native landscaper to perform monthly and annual maintenance for 2019.

Due to its potential utilization for Tribal development, STBC is not marketing the property currently.

Salem Flex Building: Generated a profit in 2018 primarily through cost control manage-

ment of expenses and no large capital maintenance projects needed.

The building remained fully occupied throughout 2018 and is expected to remain fully occupied and generate a profit in 2019.

Siletz Gas & Mini-Mart: This property generated a profit and positive cash flow in 2018 while remained fully occupied in 2018. The property is projected to remain occupied and generate a profit in 2019.

Lincoln Shores Building: This property generated a profit in 2018; though down from 2017 due to Emergency Exit door installation project. It remained fully occupied throughout 2018 by tribal entities and is projected to remain fully occupied and generate a profit in 2019.

Logan Road Parking Lot: Revenue was up slightly in 2018 compared to 2017 due to lease rate increases generating an annual profit back to the Tribe.

The property is currently leased by STBC for its Logan Road RV Park and Chinook Winds Casino Resort for additional employee parking. The property is projected to remain occupied and generate a profit in 2019.

STBC is performing property management of the property for the Tribe.

Salem Development Properties 2.0: This property generated a loss for 2018 after generating a profit in 2017 due primarily to large deferred capital maintenance projects.

STBC renewed leases with the building's three primary tenants in 2018. STBC awarded the 2019 landscaping contract to a Tribal member company and its 2019 focus is on cost control management of the building and properties.

STBC continued marketing the vacant spaces.

STRCP

The Siletz Tribe Revolving Credit Program (STRCP) worked to continuously improved its operations and to fulfill one of its primary missions to assist Tribal members with access to resources whether they be a business, consumer or home improvement loan.

In 2018, the STRCP received 49 completed applications requesting a total of \$140,254.80. STRCP approved 35 consumer loans, one home improvement and one business loan to Tribal members.

The STRCP board thoughtfully reviews all loan applications and actively encourages applicants to learn more about Tribal resources available to them and outside of STRCP and to also gain business

knowledge training should they pursue a business loan. It looks forward to continuing the betterment of the loan program and for the benefit of the Siletz Tribal membership in 2019.

Economic Development

2018 was a year in which STBC leadership focused on practical economic development activity. These priorities included cost management controls, maximizing profitability of business entities, working

with possible tenants to rent STBC properties and building on government resources and relations (financial and human) to assist with a wide range of business development initiatives.

This activity also focused on working with Grand Ronde to advance the Keizer Station development, activating the economic development options of the Toledo Mill Site to determine its remediation costs and strategically building on best practice information regarding a workforce housing development in Lincoln City.

STBC supported a grant application by Lincoln County to address regional housing shortages and serves on the Technical Advisory Committee for the county to strategically address the link between housing and economic development. Among these activities, STBC continued to review proposals to determine their worthiness for sustainability for the Tribe and which draws from the expertise of a clearing house committee and an economic development advisory committee.



TYEE workers Kayla Werder, Chase Rilatos, ZayZay Garcia, Shawn Robertson and Tia Butler.



Robert Kentta and Buster Lane take a break at the Elders' Woodcut.



Crystal Baker-Martin makes a purple ribbon skirt with the CARE program.



Kathy Kentta, Sunny Jimenez and Lily Whitehead learn about invasive and native plants.



Vincent Aviles and Aaidyn Bokuro play a board game at Family Literacy Night



A game of dodgeball comes to an end with extra balls in play, its every kid for themselves.



A group of Culture Camp kids do a cheer for their next chosen activity.



Siletz Youth Conference attendees having a great time while playing the game Speak Out.



Building on our Foundation

I'm proud to say we had a strong 2018 that included a major construction project. The parking garage construction displaced parking for our staff and, at times, inconvenienced guests attending some of our outdoor events. The parking structure completion, however, is a testament of our commitment to the future vision of our resort.

We are ready to build on our foundation and enhance the guest experience. Our team is ready for the next challenge, all the while ensuring that our guests have an exceptional experience that keeps them wanting to come back. We saw strong performances throughout the resort and look forward to building on those numbers.

Marketing

Interactive promotions continue to be popular and successful with our guests. Retail Therapy. Big Money Cards and Caribbean Cruizin' made their debut in 2018 and proved to be guest favorites. Virtual drawings continued to save time and money for the casino and our guests enjoy the freedom of continuing to play their games during drawings.

The Promotions Team constantly finds new opportunities to create unique experiences for our guests. One example in the first quarter was the Ultimate Game Show. This was a fun way to engage our players to earn entries over a period of time to attend the show.

Social media now plays a key role in the marketing industry. In order to increase our presence in the world of social, we hired a social media coordinator in June. In the last half of 2018, we saw an increase in our social presence on Instagram, Twitter and Facebook of 11 percent over the prior year.

This increase means our followers on each platform are interacting with our brand in a more organic and consistent way and look to Chinook Winds to find out not only what is happening at our resort, but our area as well. Our goal is to become the

resource for visitors to the Oregon Coast in order to put Chinook Winds as their first resource for information and fun.

The addition of our Employee Facebook Group has increased our engagement with our staff in order to inform them on everything happening for our guests and our employee events. It's a place they can ask questions and get immediate responses.

Entertainment and events were a big hit in 2018 with the fourth annual Beach, Bacon and Brews that is continually growing each year as a signature event, plus Surf City and Sound-Off as well as Celebration of Honor.

Some big names in entertainment that keep us on the radar as a premier entertainment destination included Paula Abdul, Tyler Henry and Grammy winners Dan + Shay, to name a few.

Food and Beverage

Total Food and Beverage net income was up in 2018 over prior year by 110.38 percent. Every dining outlet saw an increase with hard work from our team and creative changes in menus by our chefs.

Our goal for 2018 was to provide our guests with an experience sure to create repeat business and we accomplished that goal. Loyal guest experience is key to our growth.

Operations

It was another great year for the Operations Department in 2018!

- ◇ Replaced, converted and/or added more than 100 themes on the slot floor
- ◇ Added Drinks on Tap to the slot floor. This enables guests to request beverage service directly from the slot machine.
- ◇ Created a video poker section on the slot floor
- ◇ Created a classics/favorites section on the slot floor
- ◇ Hosted six premier Bingo sessions – NYE Bingo, 80K Beach Bash, 50K Tournament, Mother's Day Bingo, Luau Bingo and the Bingo Ballerz show
- ◇ Brought back Table Games training tables in the shoulder months
- ◇ Marketing's spotlight on the million-dollar Keno games as well as the recently added progressive options have contributed to continued success in the Keno area.
- ◇ Successfully hosted two large poker tournaments. We are excited to see what the future holds as we continually see our poker tournament following grow.

Facilities Casino

- ◇ Parking garage completion and ribbon cutting
- ◇ Mezzanine restroom remodel
- ◇ Exterior emergency exit doors replaced in showroom
- ◇ Admin new carpet and paint

Hotel

- ◇ D building restroom remodel
- ◇ New walk-in coolers and freezers at Chinook's Seafood Grill
- ◇ Exterior paint and gutters for buildings B, C and D

Golf

- ◇ New walk-in cooler and freezer at Aces Sports Bar & Grill



Aerial photo of Chinook Winds Casino and the new parking garage.

Hotel

The hotel had increases in average daily rate (ADR), revenue per available room (RevPAR) and occupancy vs. budget and prior year. ADR increased 0.20 percent over 2017. RevPAR increased 2.10 percent over 2017. Occupancy increased 1.71 percent over 2017.

Golf

At the golf resort we focus on increasing the services we offer to our customers. By doing so we increased lessons by 95.49 percent, equipment sales increased by 35.54 percent, and cart and equipment rental increased by 7.38 percent over the prior year.

Community Partnerships

We are always proud to support and take part in Tribal events such as Elders Honor Day, the Nesika Illahee Pow-Wow and Restoration Pow-Wow, Native Craft Fair, youth teams, Siletz Boosters and donations to offsite events where the Tribe is representing the area and our resort.

Every year we sponsor the Oregon Governor's Conference on Tourism where we showcase our Tribal ownership and Chairman Delores Pigsley speaks to hundreds of tourism professionals about the importance to the state of Tribal tourism.

Casino staff members volunteer their personal time to help coordinate and serve meals during Operation Christmas Spirit, which has become a tradition for our team and our community. The past two years we have moved toward delivering to school families and those who can't get out of their homes.

As part of the annual Lincoln City Community Days celebration in April, Chinook Winds sponsored a spectacular pinwheel garden in cooperation with the Lincoln City Cultural Center and in 2018 included North County school children.

Chinook Winds celebrated its seventh year as presenting sponsor of the Newport Seafood & Wine Festival. This has become an event where we can track gaming value as well as earn valuable TV and print press coverage. More than \$25,000 in press was earned through the promotion of this event.

Other community partnerships included the Old-School Car Show, Lincoln City Chowder and Brewfest, and Newport Boosters, to name a few.



Siletz Tribal Council joins Chinook Winds Casino staff at the ribbon-cutting ceremony to celebrate the opening of the new parking garage.



Honored veterans shake hands with students of Siletz Valley School.

Tribal Council



Lillie Butler



Loraine Butler



Reggie Butler Sr.



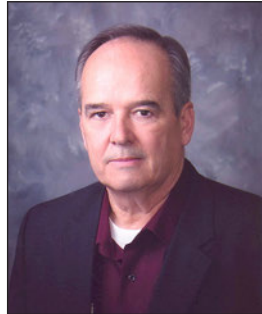
Sharon Edenfield



Gloria Ingle



Robert Kentta



Alfred "Bud" Lane III



Delores Pigsley



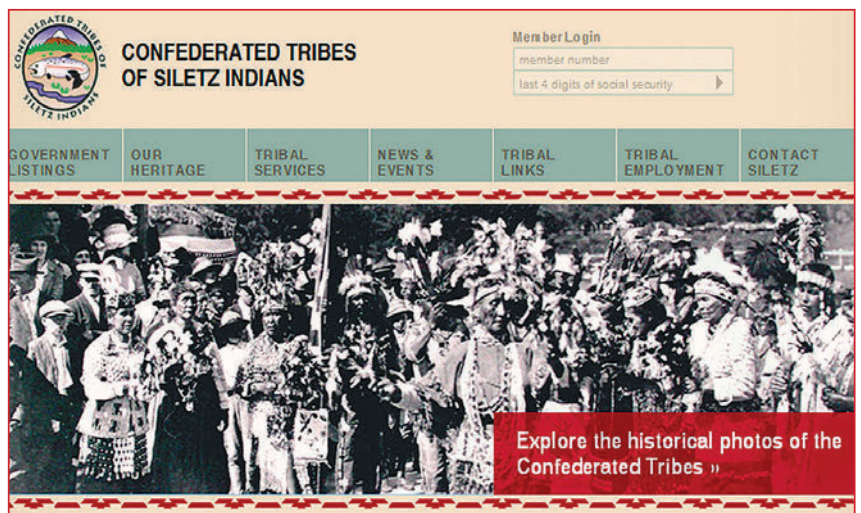
Angela Ramirez

Chairman
Delores Pigsley
Vice Chairman
Alfred "Bud" Lane III
Secretary
Sharon Edenfield
Treasurer
Robert Kentta

Website

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

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





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

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

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

Siletz Tribal 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
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P.O. Box 320
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Siletz Tribal Housing Department
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Siletz Behavioral Health
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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
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541-444-9656
Fax: 541-444-1278

Siletz Rec Center
1010 W Buford
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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
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541-444-8279 or 800-922-1399
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USDA Food Distribution Center
Salem Warehouse
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