



Tribal Government

Structure, Programs & Services,
Enterprises, Affiliates & Partnerships



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Tribal Government

CONSTITUTIONAL OBJECTIVES

Upon restoration, the Siletz Indians established a membership and adopted the Constitution of the Confederated Tribes of Siletz Indians. The Constitution symbolizes the incessant desire of the tribal government to alleviate past hardship endured by the Siletz Indians, through spiritual, cultural, social, personal, and economic enhancement, as indicated below:

1. Continue forever, with the help of God, our unique identity as Indians and as the Confederated Tribes of Siletz Indians of Oregon, and to protect that identity from forces that threaten to diminish it;
2. Protect our inherent rights as Indians and as a sovereign Indian tribe;
3. Promote our cultural and religious beliefs and to pass them on in our own way to our children, grandchildren and grandchildren's children forever;
4. Help our members achieve their highest potentials in education, physical and mental health and economic development;
5. Maintain good relationships with other Indian tribes, the United States, the State of Oregon and local governments;
6. Support the Government of the United States and encourage our members to be loyal citizens;
7. Acquire, develop and conserve resources to achieve economic and social self-sufficiency for our tribe;
8. Insure that our people shall live in peace and harmony among themselves and with all other peoples.

In pursuit of these objectives, the Constitution promotes implementation of a three-pronged tribal governmental structure that consists of the Tribal Council, General Council, and Tribal Court. The authority of this government extends over all persons, subjects, and property included within the jurisdiction of the Confederated Tribes of Siletz Indians of Oregon, except and only as limited by the Constitution and the laws of the United States.






MEMBERSHIP

A. ELIGIBILITY

Membership in the Confederated Tribes of Siletz Indians consist of 4,181 individuals who are:

1. Enrolled exclusively with the Siletz Tribe; and
2. Whose name validly appears on the official and tribal roll dated May 16, 1978, provided that,
 where proper evidence so indicates and subject to the provisions of this ordinance, the blood quantum levels listed thereon may be corrected by Tribal Council as outlined in the Constitution of the Confederated Tribes of Siletz Indians of Oregon; or
3. Who possesses one-sixteenth or more degree Siletz blood quantum, filled an application for enrollment in accordance with the provisions of this ordinance. “Siletz Blood” is defined as that derived from a direct ancestor who was named on any roll or records (of Siletz) tribal members prepared by the Department of the Interior prior to June 13, 1979;
4. Applicants for enrollment must be living from the time they make application until the time they are accepted by Tribal Council as members on the Tribal Roll.

Development and maintenance of the consistently increasing roll is governed by the Confederated Tribes of Siletz Indians of Oregon Enrollment Ordinance, originally adopted on February 18, 1980. The Siletz Tribe Enrollment Department facilitates the enrollment and relinquishment process.





B. INDIVIDUAL RIGHTS

1. CONSTITUTIONAL

Duly enrolled members of the Confederated Tribes of Siletz Indians are granted the following Tribal constitutional rights:

- A. The right to equal opportunity to participate in the economic resources and activities of the Confederated Tribes of Siletz Indians of Oregon in accordance with eligibility requirements set by the Tribal and Federal Governments;
- B. The right to exercise traditional rights and privileges of members of the Confederated Tribes of Siletz Indians of Oregon where not in conflict with other provisions of this Constitution, Tribal laws and ordinances, or the laws of the United States; and
- C. Freedom of worship, conscience, speech, press, assembly and association.





2. COMMITTEE INVOLVEMENT

The membership may serve as advisors to the Tribal Council when appointed to a standing or ad-hoc committee.

A. Standing Committee

A policy of the Siletz Tribe is to establish permanent committees that provide advice and assistance to the Tribal Council in a specifically designated area of concern. The standing committee complies with all laws, regulations and policies set by the Tribal Council that include, but is not limited to, the Standing Committee Ordinance, §2.90.

The primary goal of the standing committees is to improve the overall welfare of tribal members. Committee members provide guidance and assistance to Tribal Council in implementing Tribal policy.

A standing committee is comprised of up to seven tribal members, each serving two-year terms, including at least one Tribal Council representative appointed annually to each Standing Committee. The Tribal Chairman and, when the committee is responsible for an area in which the Tribe provides services to individual members, the staff member responsible for supervision of the related program, are ex-officio members of the appropriate committee. Other staff members are not precluded from committee appointments provided the General Manager authorizes such appointment.



Current standing committees include: Budget, Cultural Heritage, Education, Health, Housing, Natural Resources, and Pow Wow.

B. Ad-Hoc Committee

The Tribal Chairman establishes by resolution specifically designated ad-hoc committees as are deemed appropriate. Such committees are temporary in nature and focus on particular projects. The following are examples of those presently in existence: Government Hill, Siletz Valley School, and Dundas/USDA.





BRANCHES OF GOVERNMENT

TRIBAL COUNCIL

The Tribal Council is comprised of nine members elected by the General Council to terms of three years each. Upon election, the Tribal Council fulfills the following functions:

1. Elects internal officers such as the Tribal Chairman, Vice-Chairman, Secretary, and Treasurer;
2. Exercises all legislative authority of the government, except that vested in the General council;
3. Exercises executive authority of the government;
4. Exercises the right to delegate authority as it deems appropriate;
5. Employs legal counsel, though choice of counsel and fixing of fees is subject to approval of the Secretary of Interior;
6. Prevents the sale, disposition, lease or encumbrance of Tribal lands, interest in land, or other Tribal assets without the consent of the Tribe;
7. Negotiates with the federal, state and local governments;
8. Enacts ordinances establishing procedures for processing membership patterns;
9. Prescribes rules and regulations governing the adoption of members;
10. Prescribes, by ordinance, rules and regulations governing loss of membership for failure to satisfy membership criteria;
11. Sets forth qualifications for Tribal Court Chief Judge, Associate Judges and staff positions by ordinance and appoints persons to fill said positions;
12. Promulgates rules of pleading, practice and procedure applicable to any and all proceedings of the Trial Court in the absence of express judicial action.

The Tribal Council conducts regular meetings on a monthly basis. Special meetings are of a discretionary nature and are announced by the Chairman upon request of three or more Tribal Council members.





Meetings of the Tribal Council are open to the membership of the Confederated Tribes of Siletz Indians. The Tribal Council may discuss any matter in a closed or executive session provided the motion requesting such closure expresses the general subject matter at issue. Final or official action is prohibited in closed session.

Decisions of the Tribal Council are embodied in a resolution or ordinance depending on the intended purpose and permanency of the decision.

GENERAL COUNCIL


The General Council consists of all duly enrolled members of the Confederated Tribes of Siletz Indians who are eighteen (18) years of age or older. When needed, the General Council engages in the following:

1. Elects Tribal Council members;
2. Approves or disapproves any salary or wages paid for performance of Tribal Council duties;
3. Exercises the powers of initiative and referendum;
4. Recalls elected Tribal officials;
5. Amends the Constitution; and
6. Submits advisory recommendations to the Tribal Council.

TRIBAL COURT

The Siletz Tribal Court is comprised of one Chief Judge, two Appellate Judges, one District Court Judge, one Gaming Court Judge, one Community Court Judge, one full-time Court Administrator, and one half-time Deputy Clerk. Tribal Council appoints Judges to Tribal Court and this branch of Government is empowered with the judicial authority of the Tribal government. This authority includes, but is not limited to, the power to review and overturn Tribal legislative and executive actions for violations of the Tribal Constitution or the Federal Indian Civil Rights Act of 1968.





The Tribal Council, in accordance with the Constitution, determines qualifications for the Chief Judge, Associate Judges, and staff positions and appoints the Chief Judge and Associate Judges to a minimum four and two year term respectively.

FORM OF GOVERNMENT

On September 15, 1988, Congress enacted the Tribal Self-Governance Demonstration Project (hereinafter Self-Governance Project). It became Title III of the Indian Self-Determination and Education Assistance Act Amendments of January 25, 1988. The Siletz Tribe accepted self-governance as a form of government on October 1, 1992.

The purpose of the Self-Governance Project is to encourage and perpetuate autonomous tribal existence through alleviation of federal domination of programs and services. This enables Indian tribes to engage in meaningful conduct to plan, conduct, and administer those programs and services to meet the needs of their people. In doing so, the self-governance tribes are empowered with the ability to redesign programs, activities, functions, and services of the Bureau of Indian Affairs; to reallocate funds for such programs, activities, functions and services according to its tribal priorities; to provide such programs, activities, functions, and services as determined by its tribal priorities; to enhance the effectiveness and long term financial stability of its tribal government; and to reduce the Federal-Indian service bureaucracy.

The United States reaffirms its trust responsibility to the self-governance tribes to protect and conserve the trust resource. The Self-Governance Project does not, in any manner, terminate, waive, modify or reduce the trust responsibility of the United States to the Tribe or individual Indians.

INTERNAL GOVERNMENTAL STRUCTURE

The Siletz Tribe is a highly structured governmental entity that provides employment for 232 individuals in permanent, temporary, part-time and contract capacities. The governmental structure consists of Management, Program Directors, and Staff. In addition to Siletz area staff, the Siletz Tribe provides services to its members through offices located in Portland, Salem, and Eugene.

The Management Staff includes the General Manager, Assistant General Manger, Administrative Officer, Department Managers and Area Office Managers. The managers supervise the following departments: Administration, Education, Health Care, Housing, Human Resources, Human Services, Legal, Natural Resources, Planning, and Tribal Police.

Confederated Tribes of Siletz Indians 11 County Service Area





Administration Department

Mission Statement:

It is the mission of the Administration Department to provide administrative support to Tribal Programs and Tribal Government for efficient delivery of programs and services to Tribal Membership and clients.

Responsibilities:

The Administrative Manager oversees Accounting, Fringe Benefits, Information Systems, Public Works Department, Property and Procurement, Facilities and Fleet, and Administrative staff. Duties also include serving as plan administrator and trust officer for the Tribe.



Programs and Departments

The **Accounting Department** maintains a fiscally sound reporting system. This system provides the governing body with timely financial data, used as a tool for decisions relative to the financial future of the Tribe. Accounting is responsible for processing checks (which includes accounts payable and payroll), maintains investment accounts, and records activity for checking and sweep accounts.

The **Property and Procurement** is responsible for obtaining and delivering all materials, supplies, and equipment needed by Tribal staff. In addition, this department maintains inventory of all non-capitalized equipment. Staff members oversee the excess office supplies/equipment process, which includes determination of condition, placement, storage, auction and, if necessary, disposal.



The **Public Works Department** maintains the water tower and reads water meters on a



monthly basis. They also provide cleaning and maintenance of Tribal offices, including the administration office, programs offices, and other Tribal property and roads. They are also responsible for current assistant stock for Housing.

The **Fringe Benefits** staff oversees the daily management of the Tribes' multiple insurance programs. In addition to bookkeeping and data management duties, staff members serve as liaisons between insurance providers and those insured to secure optimum benefits coverage. Services to employees include benefits orientation, information updates, and paperwork assistance.

The **Facilities & Fleet** staff is responsible for all of the community facilities, fleet, and cell phone communications of the Tribe. Functions of this program include: preservation of Tribal buildings; oversight of the Tribal Community Center's rental schedule; and on-call status for Tribal facilities' emergencies. GSA certified Fleet staff organizes Tribal employee use of GSA and Tribally owned vehicles, including regular checks of DMV and insurance compliance, as well as maintaining these vehicles to GSA standards.

The **Information Systems** staff is responsible for all computers and software in the Area Offices and Siletz Offices; linking information between these locations; and ensuring the integrity of all Tribal computer data. Other duties include: maintaining internet services and networks, research for future computer and software needs, development of customized databases, and systems training.



Caroline Easter Front Desk- Admin



Education Program

Mission Statement:

To provide opportunities for tribal members to reach potential, establish independence and improve quality of life through lifelong learning and education.

Responsibilities:

The program manager is responsible for the design, development and implementation of programs and services to fulfill Tribal goals and purposes for childcare, culture, education, pow-wow and youth services.

Programs and Departments

Child Care

The Child Care program assists eligible tribal families in the 11 county service area with securing child care services and with paying childcare expenses.



The **Cultural Resources Program** promotes the unique cultural identity and history of the Tribe. Program staff work on research and preservation of language, dance, celebrations, basketry and issues related to the documentation, protection and preservation of cultural resources within the aboriginal homelands of the Siletz Tribe. The Cultural Resource Program also coordinates the Native American Graves Protection and Repatriation Act issues on the local, regional, and national level. The Cultural Resource Department and the Cultural Resources Committee sponsor an annual **Memorial Day** dinner following a ceremony.



A **Culture Camp** is held the last week of July in Siletz. The camp is for tribal families to learn tribal traditions, culture and history in a village type atmosphere. This is a time for our people to be together, learning together the ways of our ancestors. There is a sense of belonging, meeting relatives, making new friends and leaving camp remembering we come from a strong tribe with a proud heritage.

The Language and Traditional Arts Instructor coordinates the **Language Program**, curriculum development, curriculum implementation, the documentation of alternative terms and pronunciations in various Athabascan dialects and teaching the language. Athabascan is taught in community classes held regularly in each of the four area offices and to schoolchildren in the Siletz area. Traditional arts are taught, including gathering and preparing materials for basketry and regalia.



Siletz Tribal Pow-Wows are under the direction of a Cultural Education Director. The Director works with a Pow-Wow committee to plan and organize two Pow-Wows a year: Nesika Illahee Pow-Wow and Restoration Pow-Wow. This program coordinates culture awareness presentations for schools and other organizations and is the staff liaison for the Siletz Valley School.

Each year the Siletz tribal people and friends participate in **Run to the Rogue**, an annual relay run/walk to the Rogue River in southwestern Oregon the second week of September. The Run commemorates the Siletz Tribal ancestors who were forcibly removed from their homeland in the Rogue River Country and marched north to Siletz.



The **Head Start Program** is an early childhood developmental program preparing three and four year old children for public school. Siletz Tribal Head Start focuses on education, health, social services, cultural enrichment and parental involvement. Children participate in a structured classroom environment a minimum of four day per week, three and one-half hours per day. Centers are located in Siletz, Springfield, Salem and Portland. Each center serves 20 children. Siletz and Salem have 10 slots for home-based programs.



Supplemental Education Program or Johnson O'Malley (JOM) benefits K-12 Indian students in support of their intellectual growth, vocational goals and cultural enrichment. The programs also advance the participant's physical, social and emotional growth. Basic services such as tutoring, cultural enhancement recreational activities and college preparation classes are provided to supplement existing educational programs available in communities.

Adult Education assists with developing skills to obtain and retain employment. The program may provide funding for special interests and General Education Development (GED) classes. The program coordinates with other service providers to establish continuity for Adult Education.

The **Higher Education Program** is a scholarship program for eligible Siletz Tribal members to continue their education beyond high school. Developing leadership skills and increasing employment opportunities in professional fields is the goal of participants. The program requires admission and enrollment in an accredited institute pursuing a Bachelor's Degree or a two-year program that will transfer to a four-year college or university. The program is available to all tribal members regardless of residency.



The **Adult Vocational Training Program** provides support for vocational training Siletz Tribal Members residing within the 11 county service area. The program requires a high school diploma or GED certificate and focuses on individuals with no previous training, job skills, or trade. Training may be obtained at either a community college or a technical institute. Application approval for training and financial assistance is limited by availability of funds.

The **Language Program**, under the direction of the Language and Traditional Arts Instructor, is designed for curriculum development, curriculum implementation, the documentation of alternative terms and pronunciations in various Athabascan dialects and teaching the language. Currently, Athabascan is taught in community classes held regularly in each of the four area offices and to schoolchildren in the Siletz area.

The **Youth Services Program** focuses on the well-being of young people and advocates for the needs of youth. Tribal resources and others are used in developing positive community models. The program provides academic and leisure time activities in a supervised setting. Young people participate in constructive pursuits after school and on weekends.



Dance House
Pre Construction

Dance House
Complete





Health Department

Mission Statement:

To help members achieve their highest potentials in physical and mental health, to promote the concept of self-responsibility for health and quality of life for Siletz Tribal members, and to assure that comprehensive medical services are provided.

Programs and Departments

The primary philosophy of the Siletz Tribal Alcohol and Drug Program is that alcoholism, chemical dependency, and other addictions are progressive illnesses, which are treatable. Treatment is offered adhering to the following values: the continuous improvement of service delivery, people deserve to be treated with dignity and respect, and the value of diversity and cultural sensitivity. The program is licensed by the State of Oregon and complies with State and Federal regulations regarding client confidentiality. The A&D program provides a talking circle as needed, informs clients and their families of recreation activities, and co-sponsors the A&D New Year's gathering. Services include: assessment, counseling, sweat lodge, home visits, jail contacts, court appearances, transportation, and referrals. Individual, group, and family treatment are provided by staff that is dedicated to providing culturally sensitive services that are holistic in nature. Case consultations and program meetings with mental health, ICW, and medical staff are held in order to assure multi-disciplinary approach to treatment.

The **Transitional Living Center** is a part of the Alcohol and Drug Program that operates with grants and volunteers who are trained in cultural orientation, confidentiality, CPR, ethics, conflict resolution, infectious disease management, and TLC policies. Weekly staff meetings and monthly case consultations with mental health, Indian Child Welfare, and medical staff assure clients' needs are reflected in treatment plans. Residents receive counseling and training in domestic violence prevention, parenting, and life skill development.

Community Health promotes programs to ensure the safety, awareness and well being of the community. The department is composed of community health nursing, community health advocates, and tobacco prevention and education. Activities include physical activities, home visits, immunizations, hospital visits, transporting, HIV awareness, first aid and CPR instruction, instruction in proper installation of child safety seats, and tobacco cessation classes. The Community Health Department distributes child safety seats and bicycle helmets, plans community events around the National Health Observances, publishes educational articles in tribal newsletters and coordinates events in cooperation with Head Start, USDA and the Diabetes Program. Particular emphasis is placed on assisting tribal members to access medical, dental, pharmaceutical and mental health care and locating alternate resources whenever possible. Community Health staff are particularly skilled in assisting navigation of Contract Health Service rules and procedures.



The **Dental Department** performs general dentistry and services including restorations, oral hygiene, preventive care, oral surgery, and emergency walk-ins as needed. The department participates in advocating dental hygiene and conducts outreach activities during the year. These activities include the distribution of baby bottle tooth decay prevention packages, publication of Tooth Talk articles in the Siletz News, placement of dental sealants, and presentations to Head Start students and parents about proper dental care. Dental staff provide screening and referral to the Chemawa Orthodontic Program, and make space available monthly for treatment of patients in our clinic.

Health Administration includes risk management, patient accounts, information systems, medical support, and **Contract Health Services (CHS)**. CHS pays and adjudicates claims for professional medical/dental/mental health services provided to eligible individuals based on certain criteria. Level of care is subject to the availability of funds. CHS funds are intended to help pay for health care when no other source of payment is available. CHS also supplements alternative resources after they have been utilized.

The **Medical Department** provides comprehensive outpatient medical services to eligible Native Americans and their descendants. Medical services are also available to local community members who are covered by Medicare, Medicaid or private insurance. Services include a pharmacy, laboratory, radiology, nursing, optometry, and mental health. Medical staff includes an internist, a family practice physician, two part-time pediatricians, a physician assistant, and family nurse practitioner. In addition to seeing patients in routine clinical visits, this department also provides other services to promote healthy living. The Diabetes Program includes dietary and nutritional education, case management, lab checks, luncheons, and exercise opportunities. Diabetic group visits and meetings, as well as an annual retreat are available to people with diabetes or their support person. The Diabetes Program sponsors community events such as Relay for Life, Exercise Challenge and America's Walk for Diabetes. Nursing staff provides childhood immunizations and flu/pneumonia vaccines to adults. Women's health programs include an annual Gathering of Life and special health screening clinics.

The **Siletz Community Health Clinic** has been accredited by the Accreditation Association for Ambulatory Health Care since 1999. Accredited organizations can demonstrate continuous quality improvement, patient-centered care, effective management and planning, and adequate facilities to accomplish the organizations mission. SCHC provides services to members of the Siletz Tribe and their dependents, other Native Americans who are eligible for health services through Indian Health Services, and residents of Siletz and surrounding communities.



Siletz Community Health Clinic



Housing Department

Mission Statement:

To insure that the low income Siletz Tribal member has the opportunity to obtain housing that meets his/her needs, is affordable, and provides a safe, healthy living environment.

Programs and Departments

Down Payment Assistance assists low-income tribal members with home ownership opportunities, providing down payment and closing costs grants to leverage private funding. Services are available to tribal members living anywhere in the United States. Grants amounts are income-based and cannot exceed \$20,000. In addition, the Section 184 Indian Housing Loan Guarantee Program is designed to offer home ownership, property rehabilitation, new construction, and refinance opportunities for tribal members. HUD provides a 97% guarantee (85% for construction and repair) to participating lenders for loans made under this program.

The **Emergency Assistance Program** serves homeless tribal members throughout the 11-county service area. Funds are available to motels, hotels, and landlords on behalf of homeless Tribal members, providing them with temporary housing, 1st month's rent, or a month's rent/house payment to prevent eviction. Assistance cannot exceed \$1,000 and participants can only access once every two years.

Mutual Help Homeownership is a homeownership program on a 25-year amortization schedule with house payments calculated at 15% of adjusted income. Eligible applicants must have an annual income of at least \$15,000. There are 74 Mutual Help homes located on three different parcels of reservation land. Silatchee Park with 54 homes and Tootootney Court with 15 homes are located within a mile of Siletz city limits. Oak Flats with 20 units is on trust property just outside and adjoining city property.

Rental Assistance provides rental subsidies, based on household income, to ensure improved living conditions for low-income tribal members. This cash assistance program helps tribal members compete for housing on the open market. The program's focus is helping members to become self-sufficient.

Of the **Rental Units** that the Tribe owns and manages there is an eight-unit apartment complex located on trust land within the City of Siletz. There is also a three-bedroom home located in city limits near the dance house. Rental payments for these units are a fixed amount and not based on income. Low rent apartments units are located at Tolowa Court (26 units) and Takelma Court (25 units) on the reservation. Fifteen of these units are designed for elders. Rental payments are calculated at 15% of adjusted income.





Resident Services involves tenant and homebuyer counseling, preparing families for move-in, resource development and networking, working with resident organizations, and coordinating with other Housing and Tribal departments.

The **Revolving Credit Program** offers three different types of loans: Home Improvement Loans, Business Loans, and Consumer Loans. Home Improvement Loans and Business Loans are funded up to \$10,000, Consumer Loans up to \$3,000.

The **Development and Modernization** staff coordinates all rehabilitation and construction programs funded through the NAHASDA block grant, the BIA, the Indian Health Services, Excess Pledge Revenue, and other resources.

Programs include:

Assistance to Handicapped/Disabled Tribal Members and Tribal Elders

A grant program to improve the safety issues and health or disability related conditions of homes for eligible elder and disabled tribal members who own their homes. One time assistance for every six-year period, per household, is given.

IHS Individual Sanitation and Facilities

Is a grant program to provide repair and construction of water and sewer services for homes that are the primary residence, or owned by, Tribal members.

New Construction Program for Elders

Replaces privately-owned homes for elders who cannot qualify for long term mortgaging and whose dilapidated homes are not economically repairable based on 45% or \$45,000, whichever is less of new construction costs. One time assistance is given per household.

Rehabilitation HIP Program

Provides grant assistance for moderate or substantial rehabilitation for homes that are the primary residence of, and owned by, tribal members. One assistance is given per household every six years.

Over Income Construction Rehabilitation Program

Provides grant assistance for construction re-habilitation of homes that are the primary residence of, and owned by, tribal members. Household income must exceed the published income limits of NAHASDA. One time assistance per household is given every five years.





Rental Assistance Program

A cash assistance program that provides rent subsidy to help tribal members compete for housing on the open market. The program's focus is helping members become self-sufficient.



Oak Flats
Under Construction

Oak Flats
At Completion



Oak Flats
Play Area



Human Resource Department

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.

Responsibilities:

The department's major function is to facilitate the hiring process. This includes the creation of new positions, recruitment activities, salary analysis, provide benefits information and help, conducting interviews, employee orientation, training activities for employees and managers, workers' compensation, background investigations, criminal history checks, maintain temp pool and recruitment, enforce Drug Policy and personnel policies, produce monthly and yearly reports for Tribal Council and management, employment law resources and employee incentive activities. In addition to the regular Human Resources duties for the administration, the department contracts out its services to other Tribal entities. These services include consulting, job description creation, HRIS, Recruitment, and background checks.

Programs

Employee Assistance Program (EAP) is available to Tribal employees and their immediate families. It includes drug, family, marriage, financial, and depression counseling up to five visits at no cost to the employee or family member.

Employee Incentive Activities provide motivation and recognition to Tribal staff through an award program. Staff can be assured that their outstanding service does not go unnoticed. There are two major all staffing each year, one summer and one winter.

Safety Management- is responsible for coordinating the efforts of the Safety Committee, building signage, inspections, safety training, and drills.





Human Services

Mission Statement:

To assist eligible 477-Self-Sufficiency clients in attaining self-sufficiency.

Programs and Departments

The 477 Self Sufficiency Program (477), previously the Employment Services Program, has Tribal Services Specialists in all four Area Offices. 477 staff administers the General Assistance Program (GA) and Temporary Assistance for Needy Families (TANF) benefits for the Siletz Tribes' eligible clients. Staff assists clients through home visits, providing information and referrals to other social service agencies, family interventions, conducting orientations, and providing clients with application assistance. Staff conducts monthly trainings for clients. They are provided with job search assistance, clothing allowances, computer support, current job listings for state and local employers, and those with children are coordinated with the Child Care Program.

Additionally, Siletz tribal members and other Native Americans, including Alaskan Natives and Native Hawaiians, participate in 477 Programs such as: Classroom Training, Work Experience (WEX), Summer Youth, Direct Placement, and On the Job Training (OJT). The WEX, OJT and Classroom Training participants must be unemployed, under employed, or economically disadvantaged, and live in the Eleven County Service Area.

The **Siletz Indian Child Welfare Department (ICW)** offers a variety of services to Tribal families who are, or are at risk of, experiencing, family disruption and involvement with the State Department of Human Services Department. The department's staff includes: Case Manager I, Director, Case Manager II, Case Manager III, Case Manager IV and Crisis Response Officer. The program delivers support, advocacy, and intervention services to eligible children and family members throughout the Eleven County Service Area. ICW provides services such as case management and planning; coordination of state, local, and tribal services to aid tribal families; parenting classes and access to professional services needed to relieve family disruption; and, services to children in out-of-home placement.

The **Elders Title VI Program** promotes a healthy, fulfilled lifestyle for elders throughout their "Golden Years". The Elders Program Coordinator provides information on nutritional skills, coordinates use of tribal





services, and serves as a liaison between tribal, state, and local programs that serve elders. The program also provides transportation as needed, in-home housekeeping, meals on wheels, firewood, home health, and home visits.

The **Elders Council Coordinator** plans, prepares and coordinates all activities as designated by the Tribal Elders Council.

The **USDA Food Distribution Program** is designed to promote the general welfare, health, and well being of the Indian population through nutrition. The Siletz Tribe uses a refrigerated truck and distributes USDA food in accordance with the distribution guidelines approved by the USDA Department within a 15 County area. The main warehouse is located in Siletz and a satellite warehouse is located in Salem. Staff includes a USDA Director, USDA Clerk and intermittent warehouseman. This program distributes commodity food to all enrolled Native Americans. Distribution is scheduled on a monthly basis. In addition, to facilitate the Nutrition Education Program, the USDA program coordinates with Community Health Advocates to prepare meal demonstrations for clients. Also, recipes and health related information is available to ensure a healthy life-style.



USDA main warehouse in Siletz.





Legal Department

Mission Statement:

The Legal Department provides comprehensive legal solutions for the Tribal Administration.

Responsibilities:

The Legal Department supports the Tribal Executive branch's goals by offering proactive counseling and advice; drafting and review of legal and business documents; and representing the Tribal Administration in problem-solving, negotiation, and litigation.



Delores Pigsley signing MOU at Oak Flats.



Natural Resources

Mission Statement:

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

Responsibilities:

The Natural Resources Department is responsible for operating the Tribal Forestry, Fish and Wildlife, Aquatics, and Environmental Protection programs. Additionally, the department administers a variety of grants and cooperative agreements from EPA and other entities covering the Tribes' participation in the Portland Harbor Superfund site monitoring activities and various hydropower relicensing projects.

Programs and Departments

The Forestry Program covers all aspects of forest management on the Tribes' 4,000+ acres of timberland, including: Timber Sale Planning (environmental assessments, unit layout and design, road layout and design, timber cruising, appraisals, and contract development),

Administration (contract administration and compliance inspections), Silviculture (prescription writing, site preparation, reforestation, animal damage protection, brush control, and stocking surveys), Forest Development (timber stand improvement, pre-commercial and commercial thinning), Forest Protection (fire management, insect and disease control), Forest Inventory and Management Planning, Firewood Permits, Timberland Trespass Inspections, and Road Inventory and Maintenance.



The **Fish and Wildlife Program** handles all aspects of Tribal fish and wildlife including: issuing and tracking deer and elk hunting tags and licenses, salmon fishing tags and licenses, and shellfish permits. All issued hunting and fishing tags and licenses are kept on file for reference. Records of all harvested animals are kept on file for reports that go to the Natural Resources Committee and to the Oregon Department of Fish and Wildlife. The program also covers distributing confiscated game meat and subsistence salmon to tribal members. In addition, the program works with staff at the Tribal Fish Hatchery.



Aquatic Projects personnel focus on the restoration and maintenance of traditional Tribal fisheries. Salmon, lamprey, and estuary research, monitoring, and restoration projects are examples of ongoing activities. This program also oversees the Tribal Fish Hatchery and monitors the Siletz River system, collecting stream temperature, flow, and suspended sediment data at locations throughout the system.

The **Environmental Protection Program's** primary focus is on water quality monitoring in the Siletz River Basin, monitoring cleanup of the Portland Harbor Superfund Site, providing Tribal input to various hydropower relicensing projects, and participation in watershed councils.





Planning Department

Mission Statement:

Building Bridges: Connecting Past to Future, Dreams to Reality.

Responsibilities:

The Planning Department supports Tribal Governance to realize program missions by proactively applying systems and tools that uniformly assess, coordinate, and evaluate projects and processes.

Programs and Departments

Tribal Planner

The Tribal Planner facilitates Council's development of Tribal goals and objectives, and supports Departments in successfully executing work plans and objectives. In addition to administering the department, the Tribal planner under the Council and the General Manager's direction, acts as a liaison with other governmental planning entities, providing coordination and addressing regulatory requirements.

The **Transportation Program** contributes to the creation of the Siletz Reservation Transportation Plan and the Siletz Reservation Transportation Improvement Program (TIP); two documents that guide Tribal transportation planning. The program also includes maintaining the Indian Reservation Road Inventory (IRR), a list of roads on or accessing Tribal trust lands eligible for federal funding for improvements or new construction. As in the past, Planning manages the Tribe's responsibilities when it enters into a 638 contract (self-governance) with the Bureau of Indian Affairs (BIA) Branch of Roads for specific improvement and/or construction projects (i.e., Gwee-Shut Rd.).

The **Realty Program** covers various aspects of Tribal fee and trust land real estate transactions, including acquisition of fee land and transfer of land from fee status to trust status. Real estate transactions entail title review, property line surveys, and environmental site assessments on fee and trust lands as well as land appraisals, leases, and easements on trust lands. The program also prepares environmental review documents and other environmental compliance documents, including state and federal permits for a variety of Tribal projects. Additionally, the Environmental Planner represents Tribal interests as they pertain to state water quality standards and federal air quality regulations.

Grant Writing helps obtain funding through the grant application process. This includes grant opportunity monitoring, compiling databases of available funding, writing grant applications and designing work plans. The Grant Writer secures holds on current grants and keeps all grant funded staff informed of reporting requirements, re-application opportunities, and deadlines. The Grant Writer works in conjunction with each of the Program Managers to discuss their programs funding needs, and to coordinate efforts at compiling grant recommendations to present to council for priority projects.





GIS provides mapping and support to Tribal programs, including Planning and Natural Resources. Staff gathers and maintains information on all Tribal land holdings and aboriginal lands, including tax lot maps, aerial photos, legal descriptions, property boundaries, acreage, historic and present uses, significant natural and human-made features, etc. Staff's primary responsibility is for the development and maintenance of the Tribal GIS system.

The **Enrollment Department** oversees enrollment applications, relinquishments, issues Certifications of Indian Blood (CIB), Tribal Identification Cards, and traces family genealogy. In addition, the staff is responsible for administering the casket enterprise and administers death benefits insurance to the membership.



Gwee-Shut Road





Tribal Court

Mission Statement:

To protect the rights of the Tribe and its members; to peacefully resolve disputes; to enforce obligations and law while maintaining the sovereignty of the Siletz Tribe as an Indian Nation.

Responsibilities:

To provide an on-going Tribal Court and Court of Appeals Program, resolving disputes according to Tribal Ordinance, the Tribal Constitution, and the Indian Civil Rights Act.

Programs and Departments:

The **Siletz Tribal Court** is comprised of one Chief Judge, two Appellate Judges, one District Court Judge, one Gaming Court Judge, one Community Court Judge, one full-time Court Administrator, and one half-time Deputy Clerk. Tribal Council appoints Judges to Tribal Court and this branch of Government is empowered with the judicial authority of the Tribal government. This authority includes, but is not limited to, the power to review and overturn Tribal legislative and executive actions for violations of the Tribal Constitution or the Federal Indian Civil Rights Act of 1968. Judicial services currently include limited judicial services to family, juvenile, employment, gaming, torts, and other matters that fall within the current Tribal Ordinances.

The **Siletz Community Law Court** is a component of **Siletz Tribal Court**, however the Community Court has its own mission statement and special, complimentary responsibilities to that of the other branches of Tribal Court.

Mission Statement: The **Siletz Community Law Court** is dedicated to serving the people of the Siletz Tribe, by providing a fair, effective, and affordable venue for resolving interpersonal and community disputes. The various traditions of the Confederated Tribes are respected and adhered to, and practical, permanent solutions will be created in a comfortable and informal setting.

Responsibilities: The **Siletz Community Law Court** consists of four Gwe-shvt-naga (GWAY-SHUT-NAH-GAH: Tututni word meaning in between he, she, it walks or go between)/Peacemakers and is a part of the Tribal Court system. However, its focus is to use traditional Siletz methods to resolve disputes through mediation and the use of traditional ways. Gwe-shvt-naga/Peacemakers are Siletz Tribal members, appointed by Tribal Council, who have the respect of the Siletz Community, a reputation for integrity, honesty, humanity and an ability to resolve problems. A tribal member may request Peacemaking with an informal written request to Tribal Court. Gwe-shvt-naga/Peacemakers may mediate a dispute concerning marital or family strife, minor disputes with neighbors, minor community business transactions involving \$2500 or less and any other matter that Tribal Court finds appropriate, as long as all parties agree. These disputes may not include divorce, separation, or annulment cases, as Tribal Court is not yet authorized to handle such cases.





Tribal Police

Mission Statement:

To assist community members in creating a safe and healthy environment so that residents can succeed.

Responsibilities:

To provide safety services to the tribal and local Siletz community. Including neighborhood patrols, emergency response, service of legal notices and related enforcement, traffic control, and protective services.

Programs and Departments:

The Siletz Tribal Police is comprised of one Police Chief, two Officers, three Reserve Officers, and one half-time Support Clerk, Our officers participate in coordinated enforcement, investigation, and prevention teams and projects with county, state, and other agencies.



Tribal Enterprises,
Affiliates, and Partnerships



Chinook Winds Resort & Hotel



Lakeside Golf Course



Logan Road RV Park



Toledo Mill Site

Chinook Winds Casino Resort

Chinook Winds Casino opened on May 27, 1995, with a 10,000 square foot temporary structure at the north end of Lincoln City, Oregon. Within a few short years this temporary casino has been transformed into an ocean front destination resort. Like all of Lincoln City, Chinook Winds is built on the land of our Siletz Tribal ancestors and was a part of the reservation as established in 1855. It has been out of Tribal ownership only once and is now, once again, part of the Tribes' reservation lands.



The resort includes a 158,000 sq. foot casino and convention center including two restaurants, deli, lounge, bingo room, offices, meeting rooms and year-round, live entertainment. The resort also includes a hotel with 227 rooms, 81 ocean view suites with fireplace and balcony, indoor heated pool, sauna, spa, 7000 sq. feet of meeting space, a restaurant, lounge, and live entertainment on weekends, to name only some of the amenities. In addition, the resort includes childcare at the Chinook Winds Play Palace and Games Galore Arcade, available seven days a week.

However, the casino does more than just supply entertainment; it is a valuable economic stronghold. Chinook Winds provides employment opportunities to tribal members, and along with Siletz Tribal Administration, it is the number one employer in Lincoln County. The Resort's events and concerts have continued to draw a large amount of visitors to Lincoln City and the surrounding areas. Spending by non-local visitors has a positive impact on many sectors of the local economy.



Through Chinook Winds Resort the Siletz Tribe takes an active role in the community by bestowing monetary contributions, hosting many community oriented events, and providing in-kind donations of convention space for various fundraisers, as well as technical support, advertising, and manpower.



Siletz Tribal Gaming Commission

Mission Statement:

Our mission as the Siletz Tribal Gaming Commission is to ensure the fairness, integrity, security, and honesty of Gaming Operations for the Confederated Tribes of Siletz Indians. We shall accomplish our goals by enforcing and complying with: the Tribal/State Compact, NIGC Regulations, Ordinance, Charter, Internal Controls, Policy and Procedures, and all other applicable laws for the Gaming Operations of the Confederated Tribes of Siletz Indians.

SILETZ TRIBAL GAMING COMMISSION

The Siletz Tribal Gaming Commission (STGC) is an independent body that has been delegated the responsibilities of regulating the Tribe's Gaming Operation(s). STGC ensures that the Tribe's Gaming Operation(s) are complying with the Tribal Gaming Ordinance, the National Indian Gaming Regulatory Act, National Indian Gaming Commission rules/regulations, the Tribal/State Compact, Minimum Internal Controls, and/or any other applicable law, rule, regulation, policy or procedure. STGC does not involve itself in Casino operations other than to the extent that its regulatory activities affect operations (e.g., licensing of employees and vendors).

AUDITS

On a regular basis, the STGC (and other agencies – i.e. Oregon State Police, the National Indian Gaming Commission) audits the Tribe's Gaming Operation(s). Annually, an independent auditing firm audits the Gaming Operation(s) and the results are reported to the Tribal Council and the National Indian Gaming Commission as required.

BACKGROUND INVESTIGATIONS

The STGC investigates and licenses all prospective employees and major vendors. The investigation process is designed to keep corruption and organized crime out of the Tribe's Gaming Operation(s).

Per the Tribal/State Compact, all Class III Gaming Vendors have background investigations that are conducted by the Oregon State Police Tribal Gaming Section.

SURVEILLANCE DEPARTMENT

The Surveillance Department is charged with preserving the integrity of the Tribe's Gaming Operation(s). The department is independent of the Casino management and reports directly the STGC.

OFFICE OF HEARINGS AND APPEALS

The Office of Hearings and Appeals is an independent department of the STGC. This office conducts hearing/appeals if an individual or organization (Gaming Operation(s), vendors, etc.) disagrees with the remedial action ordered, or the sanctions assessed by the STGC.



Siletz Tribal Business Corporation

Mission Statement:

The mission of the Siletz Tribal Business Corporation is to incubate, establish, and acquire Tribal enterprises for the economic benefit of the Tribe and its Membership.

Responsibilities:

Although STBC neither owns nor controls Tribal assets, it makes recommendations to Tribal Council regarding the use and development of Tribal resources for economic development. This includes: promoting the best and fullest development of Tribal resources for income; identifying business potentials of the Siletz Tribe; improving management and financial system of Tribal enterprises; expanding the land base for economic development; and providing business potentials and employment for Siletz Tribal Members.

Programs and Departments

Small Business Information Center (SBIC) provides support including one-on-one counseling, classes, seminars, workshops, curriculum, instructional resources and other assistance to qualified tribal members interested in becoming entrepreneurs. Ongoing counseling assistance is also available for business owners who have participated in the STBC Small Business Program.

A Small Business Loan Program to foster the development of, or to improve existing, business operations is currently available to qualified tribal members.

SBIC is affiliated with ONABEN (Oregon Native American Enterprise Network) and works with local businesses to develop networking opportunities for tribal members.

Enterprises

Logan Road RV Park has 51 superb sites with full hookups including cable TV and Hi-Speed Wireless Internet. Visitors can enjoy gaming and entertainment at Chinook Winds Casino Resort, golfing, walking on the beach, hiking in the mountains and forests, fishing in our local lakes and rivers. There is shopping at the many local shops and Factory Outlets provide exciting activities with something for all ages and for everyone in the family. Also offering 24-Hour Shuttle Service to Chinook Winds Casino Resort.





Siletz Valley School

Mission Statement:

The mission of Siletz Valley School, where children come first, is to create a nurturing environment that encourages a love of learning, motivates students to reach their full potential, and provides opportunity to achieve happiness and academic, social, and cultural success.

Vision Statement:

We envision a spirited school and community working together to create the highest quality educational experience for students to live, work, and progress in a diverse society. Values include: mutual respect; tolerance; communication; friendly environment; cooperation; responsibility; commitment; positivity.

The Siletz Valley School (SVS) serves the community of Siletz, Oregon. Although a part of the Siletz community for decades as a public primary and secondary school, after scheduled for closure by Lincoln County, in 2002 SVS was established as a charter school. SVS now serves children in kindergarten through eighth grades. In 2006, the school will expand to include high school and advanced education. The Confederated Tribes of Siletz Indians is a primary member of the partnership that supports, and contributes to, the success of SVS.



Siletz Valley School