



2019 Annual Report

Confederated Tribes of Siletz Indians

Chairman's Report

In 2019 our membership reached more than 5,000 enrolled members. The Tribe continues to provide education scholarships to all who want to continue their education. In addition, all other Tribal program services have been enhanced with revenue from Chinook Winds Casino Resort. As membership continues to grow, it's important that our revenue also continues to grow.

Plans are in place to expand gaming revenue with a new 200-room casino hotel. Additional parking space will be completed to allow for more customer parking. In addition to this expansion, the Tribal Council continues to meet with necessary officials to establish a casino in Salem, Ore.

We were able to conduct our annual Run to the Rogue after canceling it the last two years because of wildfires and smoke in and around our area of celebration. It was great to be able to participate and return to celebrate.

The economy has been good in Oregon and the nation, our future looks bright. 2019 was a good year, thanks to all of our devoted staff. May you all be safe and healthy in 2020.



Tribal Chairman Delores Pigsley

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The following people retired in 2019 after many years of service to the Tribe. We thank them for all they contributed and wish them well in the next chapter of their lives.

Sammy Bayya Jr.
 Tom Downey
 Cheryl Lane
 Verdene McGuire
 Bonnie Petersen
 Tony Whitehead
 Papa Williams

Photographers: The work of several photographers appears in this report, including that of Denise Garrett, Angela Ramirez, Diane Rodriguez, Andy Taylor and Chinook Winds Casino Resort staff.

On the cover: A photo taken from on top of a large slab of rock at the Hee-Hee Illahee boat launch in Siletz, Ore.

The Siletz Tribal Charitable Contribution Fund (STCCF) Advisory Board met quarterly during the year to review applications and make award recommendations to Tribal Council on the distribution of gaming revenue for charitable purposes.

Funding for charitable distribution was based on excess pledge revenue generated two years prior to the fund year. Based on January-December 2017 EPR, a total of \$1.4 million was available for charitable purposes.

STCCF received 358 eligible applications for the year. The Advisory Board submitted recommendations and Tribal Council approved 211 awards totaling more than \$13 million. Fifty-nine percent of applicants received an award.

Awards were distributed in February, May, August and November during public events at Chinook Winds Casino Resort in Lincoln City, Ore.

Members of the STCCF Advisory Board included Tribal members Sharon Edenfield (Tribal Council), Cheryl Lane, Rebekah Goulet and Kurt Arden; and non-Tribal community members Karen Gerttula, Mike Holden and Dick Anderson.

2019 Total Awards Distributed: \$1,320,156.31

Cultural Activities	\$34,763.00
The Art	\$59,399.00
Education	\$472,819.30
Alcohol and Drug Treatment	\$20,500.00
Public Safety	\$90,738.42
Prevention	\$137,047.93
Environment & Natural Resources	\$16,130.00
Health	\$182,954.40
Historical Preservation	\$118,935.30
Housing	\$40,799.00
Other	\$146,069.96
Total	\$1,320,156.31



Allivea Hernandez blowing bubbles at the Wellness Carnival



Drumstick making class at Culture Camp



Kaye Stainbrook weaving a cedar basket at Culture Camp

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 Siletz Tribal Natural Resources 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 2019 include:

- Presales work on seven timber sale areas totaling 444 acres and 15.26 million board feet
- Planting 26,714 seedlings
- Site preparation of 86 acres
- Precommercial thinning of 553 acres

- Completing 51 acres of stocking surveys and 68 acres of stand exams
- Issuing 176 personal use firewood permits
- Issuing 124 property access permits
- Cutting, splitting and delivering 37 cords of firewood during three Elders Woodcut events

The **Aquatics** program was funded 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.

2019 accomplishments include:

- Completing the first mainstem Siletz River restoration project and preparing for two more projects to be completed in 2020
- Completing salmon redd surveys covering more than 250 miles within the Siletz River basin
- Completing 12 wetland assessments
- Monitoring native oyster restoration efforts at eight sites in Yaquina Bay
- Post-restoration monitoring of several projects in the Tillamook and Nestucca basins



Lilianna Garcia beading a design using a loom at Culture Camp

- Maintaining and enhancing a culturally important native plant nursery for future restoration projects
- Began documenting and storing in a searchable database Siletz Tribal Traditional Ecological Knowledge (TEK) associated with lands and natural resources throughout Western Oregon
- Continuing to participate 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 Alliance

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 2019, accomplishments include:

- Conducting marbled murrelet occupancy and habitat surveys on Tribal timberlands
- Reviewing and ranking 2019 WWMP projects
- Due diligence work on 504-acre WWMP property acquisition scheduled for closing in 2020
- Submitting application to acquire 102-acre WWMP property
- Development work on potential future Tribal WWMP projects

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 2019, accomplishments include:

- Issuing 305 deer tags (35 filled)
- Issuing 135 elk tags (15 filled)
- Issuing 158 salmon tags (2 filled)
- Issuing 201 shellfish gathering permits
- Picking up, processing and distributing 4,242 pounds of subsistence chinook salmon
- Distributing 352 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

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, 2019 accomplishments include:

- Participating in activities to monitor assessment and cleanup of the Portland Harbor Superfund Site (funded in 2019 by grants from EPA and various potentially responsible cleanup parties) and the Astoria Marine Construction Cleanup Site
- Participating in monitoring the settlement agreements covering re-licensing of Eugene Water and Electric Board's Carmen-Smith and Portland General Electric's Clackamas River and Willamette Falls hydroelectric facilities
- Representing the Tribe at meetings 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.

2019 accomplishments include:

- Continuing work on fee-to-trust applications for five Tribal fee properties
- Completing environmental compliance for planned workforce housing project in Lincoln City
- Performing due diligence for several potential property acquisitions
- Providing support for various Tribal planning, housing, casino and economic development projects

The Tribe continued working with the Willamette, Siuslaw and Rogue River-Siskiyou national forests on a variety of cooperative projects 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.



Denise Garrett in Natural Resources, along with volunteers, stack wood after it's been cut during the Elders Woodcut



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 change and continued growth at the Siletz Tribal Housing Department (STHD).

Construction of the Nesika Illahee apartment complex was completed in December with Siletz families being the first occupants of the historic project. The partnership with the Native American Youth and Family Center (NAYA) represents a new model for developing off-reservation housing that will be duplicated on future projects.

The Nesika Illahee development is a 59-unit apartment complex in Northeast Portland with 20 dedicated units of affordable housing for American Indian families, with first preference to enrolled members of the Siletz Tribe. The remaining 39 units will also provide affordable housing for Native households, including Siletz families.

The development is located at Holman and 42nd and has a multitude of art features, including an exterior mural by Toma Villa, sculpture by Lillian Pitt, and interior mural and carving by Greg Robinson. The remarkable art elements make it a unique and beautiful building that Native families can call home.

STHD staff provided technical assistance and will conduct monitoring to ensure compliance with the Native American Housing Assistance and Self-Determination Act (NAHASDA).

Organizational: The 2018 Annual Performance Report was submitted to HUD (Housing and Urban Development) and highlighted STHD's accomplishments for the 2018 program year.

We successfully submitted the 2020 Indian Housing Plan (IHP). The 2020 IHP reflects continued diversity of programs as we broaden services to Tribal members in innovative ways by leveraging Indian Housing Block Grant (IHBG) funds.

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

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: Upon successful completion of the environmental review, we received approval to use funds for construction of the workforce housing development known as Neachesna 2 in Neotsu. The project was bid twice, construction will commence in 2020!

Miscellaneous: Brett Lane, Casey Godwin and Isaac DeAnda obtained Professional Indian Housing Management certification through the NAIHC (National American Indian Housing Council). This is a significant accomplishment as it often 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, was appointed by Gov. Kate Brown to serve on Oregon's Housing Stability Council. This is the first time a Native housing provider has had a seat at this table.

The Resident Organization entered into an MOU for 2019. The primary function of the RO in 2019 was coordinating "dump day" for the Siletz community. The dumpsters were well-utilized.



Elouise Case and Nancy Simmons at the Restoration Pow-Wow

Caseload

New	328
Average monthly new cases	27.33
Closed	375
Hearings, monthly average (includes per capita caseload)	32.08

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 19 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 2019 (including new and maintained cases). Since 2013, the caseload is right around 480-500, though the caseload declined between 2018 and 2019.

Court staff works in conjunction with the chief judge, creating new or modifying existing forms relevant to ever-changing case criteria.

Subject matter continues to be increasingly complex with regard to 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 the storage of 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 and maintain a good working relationship.

The National Judicial College (NJC) in Reno, Nev., continues to be 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 seven 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.



Cousins Ron Butler and Alicia Keene participating in Run to the Rogue



2019 was another year of change and significant effort within the Health Department. The clinic expanded to include a dental service and a future program that will one day feed us, literally.

- Dental implants are now offered at the clinic – Dr. Gordon Stanger completed an intensive implant training program and performed the first implant procedure in-house this year.
- Garden Property – the Tribe purchased 38 acres with the vision to one day producing berries, fruits and vegetables. Additionally, the property will support traditional plants and food.

Basic clinic metrics include:

- Kept appointments included 7,776 in the medical clinic, 2,502 in the MAT program (counselors and peer services), 1,834 (counselors and peer mentor) in Behavioral Health and 1,282 in optometry.
- The Dental Clinic provided 4,936 dentist/dental hygienist visits and 81 Head Start screenings. Sixty-one patients were screened for funded orthodontic services and 40 were chosen. One hundred ten patients participated in the 2019 Sealant Clinic, which provided complimentary screenings, sealants and fluoride treatments to local school children.
- The pharmacy dispensed 38,547 new and refill prescriptions.

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

- Healthy Traditions and a WEAVE grant provide nutrition and traditional foods education and support to a variety of programs and the community. Additionally, Healthy Traditions works toward attaining food sovereignty. Healthy Traditions staff and Diabetes Program staff also conduct hands-on cooking classes entitled Cooking Matters in partnership with Food Share of Lincoln County.
- The Diabetes Program operates the Siletz Rec Center and 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 in partnership with the Siletz Education Program conducts summer programming that involves recreation and traditional games, drum circles and dance classes.
- The MAT program provides treatment for alcohol and opioid use disorder. The program is multidisciplinary in the treatment approach and includes medication assistance, mental health counseling and A&D counseling.



Paisley Wyles dances with Tiny Tots at the Restoration Pow-Wow



Max Hoover helps his grandson remove a trout on a fishing trip during Culture Camp

- 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 raising awareness about the dynamics of domestic and sexual assault for Indian women.
- Early Intervention Outreach Specialist Harm Reduction is a partnership with the region, specifically Lincoln County, to provide services to reduce the rate of HIV, other STIs and overdoses 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.
- 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.
- 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.
- Community Health completed 1,257 medical transports.
- Community Health administers the Mobile Help program. This program funds medical alert devices for Tribal elders.
- The Business Office assists with three billing systems: ScriptPro (pharmacy), Dentrix (dental) and NextGen (medical, lab, Behavioral Health, optometry and transportation).
- Purchased/Referred Care (PRC – formerly CHS) continued to provide level 4 care



Sonya Moody-Jurado and her family booth at the Indian Fair

throughout the year, thanks to the expansion of Medicaid, the Affordable Care Act and Medicare-like rates for hospitals.

- PRC staff administers three additional programs – Out-of-Area Health Benefits, Alternative Health Care and Expanded Mental Health Services.
- Tribal members who live outside of 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.



Loraine Butler holding her grandson, Des-Chu Butler



Illahee Childcare Center, Siletz Tribal Gaming Commission and Siletz Tribal Business Corporation.

New positions: Eight new positions were created:

- Business Office Archive Scanner
- Health Navigator
- Clinical Services Director
- RN Case Manager
- Dental Assistant Trainee
- Web Content Specialist
- Grant Accountant
- ICW Family Preservation Case Manager

Job descriptions: Fifteen revised job descriptions were approved:

- Accounting: Supervisor I and II, clerk
- Bookkeeper II Fringe Benefits/Insurance Coordinator, Bookkeeper I
- 477-SSP: Director and Coordinator I
- Home Visitor
- Dental Assistant I and II
- Environmental Protection Specialist
- Clinical Services Director
- Planner/Grant Writer
- RN Case Manager
- Harm Reduction Outreach Specialist

Recruitment Activities: Human Resources recruited for the following positions:

- Internal Auditor
- USDA Warehouse Clerk
- Wildlife Programs Biologist
- Biological Programs Biologist
- Head Start: Classroom Aide-Salem, Assistant Teacher/Bus Driver-Siletz, Teacher, Teacher-Salem; Asst. Teacher/Bus Driver-Salem
- STBC: Accounting Asst./Office Support Coordinator, Controller, Receptionist
- ICW: Program Administrator, Case Worker
- Planning: Data Coordinator, Grant Writer
- Elders Title VI Coordinator
- MAT Mental Health Peer Mentor
- CARE Domestic Violence Victim Advocate
- STGC: Administrative Assistant, Licensing Assistant
- Elders Council Coordinator
- Business Office: Archive Scanner, Clerk
- Maintenance Worker/Groundskeeper
- Medical Asst./Radiology Tech/Lab Asst./Floater, Medical Assistant, Medical Lab Technician
- Health Navigator

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 2019, the Siletz Tribe hired 108 employees.

- 74 Regular
- 34 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 Texas



Bonnie Petersen receiving the Employee of the Year award from Brenda Bremner (right) and Sharon Edenfield (left)

- Nursing Supervisor, Registered Nurse, RN Case Manager, Temporary Registered Nurse/Medical Assistant
- Patient Benefits Coordinator
- Insurance Verification Specialist
- Area Office Clerk: Salem, Portland
- Transporter
- Community Health Advocate II-Portland
- Health Services Protégé
- Behavioral Health; Data Coordinator, Program Administrator
- Resident Aide-Men's Facility
- TICC Childcare Worker-Part Time
- Clinical Services Director
- PC Support Technician
- Bookkeeper II
- Dental: Assistant, Patient Care Coordinator, Assistant Trainee
- Outpatient Counselor I
- Environmental Protection Specialist
- Patient Care Coordinator-Medical
- Health Information Lead Medical Support
- Lead Tribal Custodian
- Peer Recovery Mentor, Peer Recovery Mentor- Community Health
- Assistant General Manager
- Intake Specialist/Job Coach-Eugene
- Harm Reduction Outreach Specialist
- Grant Accountant
- Finance Assistant
- Admissions Specialist
- Web Content Specialist
- Administrative Support Clerk

Labor Force: At the end of 2019, the Tribe's labor force was made up of:

- Siletz Tribal Members 156
- Other American Indians 9
- Non-American Indians 84
- Total Workforce 249

Training Activities:

- Sert-A-Plug Ear Testing Training
- FEMA Emergency Management Training
- IS Computer Safety Training
- Community Health presents Drug Overdose Reversal

Employee Incentive Activities: The Human Resources Department coordinates the Employee Incentive Awards program. The following awards were presented at the 2019 all-staff meetings:

- Extra Effort Award 68
- Special Acts or Services 55
- Time Off Award 8
- Outstanding Performance 77



Everetta Butler watering her community garden plot

- Employee Suggestion/Invention 3
- 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 2019 was Tribal First.

Employee Assistance Program: Our EAP provider for 2019 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



Siletz Accounting Department dressed for Head Start trick-or-treaters



- Tribal Council approved change in stepped disbursements from ages 18 to 21
- Worked with Office of Special Trustee and Stifel to provide financial literacy at the Youth Conference and Culture Camp
- Overview of minor trust at Investment Committee
- Switched to an advisory service with the funds custodian to increase fund diversity
- 4 adult trust requests
- 42 unclaimed funds processed

Sharon A. Edenfield, administrative manager, oversees Accounting, Fringe Benefits, Information Systems, Facilities & Fleet, Property & Procurement and Administrative Support staff.

She also serves as the BIA self-governance coordinator, plan administrator, plan trustee and trust officer. Additionally, she serves as a member of the Audit and Investment committees and as staff representative to the Budget Committee. Sharon was also appointed to the Tribal Tax Advisory Committee by Sen. Ron Wyden.

The **Accounting** Department continued to function smoothly throughout 2019. Tax information for 2018 was mailed out in a timely manner and the results of the 2018 audit were completed in May.

Bluebird CPAs from Reno, Nev., performed the audit and completed its 11th year with the Tribe. There were no findings against the Tribe or the Siletz Tribal Business Corporation (STBC).

In July, the department processed the annual gaming per capita payments for 5,434 Tribal members, which were mailed or deposited to trust accounts on July 31.

At the end of May, CTSI staff absorbed accounting duties that STBC had previously performed. This included taking back elders stipends and Medicare reimbursements, as well as STGC (Siletz Tribal Gaming Commission), STBC, Internal Audit and TICC (Tenas Illahee Childcare Center).

Accounting statistics:

- 94 grants and contracts
- 60+ EPR programs
- Processed 7,156 payroll checks and direct deposits
- Issued 443 W-2s
- Processed 24,421 accounts payable checks, including 3,695 per capita checks
- Processed 1,511 per capita transactions to Tribal member trust accounts and 13 adult trust
- Averaged 54 EFT payments per month
- Issued 4,195 1099s
- 3 adjusting entries
- 0 audit findings

Cheryl Lane, accounting supervisor, retired after 36 wonderful years of service. We wish her well in her retirement and she will be missed.

The Trust Officer provides assistance to minors, adult trust and unclaimed funds:

- 58 minor trust requests
- 1,650 minor trust accounts with 114 new accounts for CY19

The **Information Systems**

Department provided services to all Tribal programs and employees. Highlights of its accomplishments include:

- Installing Outlook Office 365 Teams for instant messaging
- Replacing the NASI device for backing up our network
- Replacing Windows 7 devices with Windows 10
- Going "live" with Plexis



Izaiah Fisher dancing at the Restoration Pow-Wow

- Upgrading fiber connection to CTSI
- Adding new DB for MIP (STBC, STGC and TICC)
- TelePsychiatry for Medical and Behavioral Health
- Relia Trax software “Go Live” for Behavioral Health
- Moving to a new virtual host for CTSI
- Upgrading servers from Server 2008 to 2016
- Setting up VPNs for outside providers
- Completing security risk audit
- NextGen 5.9.3.88 upgrade
- Infrastructure Changes – Upgraded approximately 100 workstations and laptops
- Software Upgrades – Upgraded MIP, EagleSun, Otter and GIS software
- Continue Training – All staff continues to learn new technologies as things in the IT world change.

The **Facilities & Fleet** Department maintained 43 GSA vehicles and 29 E-Plate vehicles. The Tribal Community Center was utilized for 289 events, which included Tribal program activities, Meals on Wheels, family events, funerals and fundraising functions.

The administrative support clerk backs up the receptionist, provides clerical assistance to Public Works and assists with special projects of the Tribe, i.e., folding monthly newsletters, stuffing 1099s, stuffing Easter eggs, making necklaces for Elder Honor Day and the Student Gathering, preparing kits for Culture Camp, the Giving Tree program and decorations for the Community Christmas Program.

The **Property & Procurement** Department processed 9,859 requests from stock inventory and purchase orders for a total savings of \$353,482. The department along with Fleet has had staff changes throughout the year.

Procurement accepted excess surplus on a regular basis from Chinook Winds. Excessing and disposal of obsolete items were done throughout the year.

The **Administrative Support** staff provides daily clerical assistance to Central Administration managers and other Tribal programs, which include assistance to Tribal functions. Reception and clerical staff also made dentalium necklaces for programs and management to gift while hosting and attending events.

Staff continues with the distribution of The People Are Dancing Again history book to Tribal members. To date, 1,887 have been distributed to the membership.

Books are also distributed to new CTSI hires and gifted to organizations with which CTSI works closely.

- Distributed 20 laptops to higher education/adult vocational training students
- Sold 39 Pendleton saddle blankets
- Sold 104 Pendleton robe blankets
- Sold 56 mugs
- Sold 4 CTSI flags



Lucy Haynes dancing during the MMIW (Missing and Murdered Indigenous Women) Special at the Nesika Illahee Pow-Wow



Tiffany Stuart, Tasha Rilatos and Crystal Hinds at the Nesika Illahee Pow-Wow

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 Meals on Wheels in the Siletz area. This past year, 2,599 meals were delivered and 896 meals were served at the Siletz Tribal Community Center.

The Title VI Elders coordinator and the Elders receptionist had 12,885 contacts and referrals through outreach, telephone calls, home visits, case management, information and referrals, and new and updated elders assessments.

Thirteen elders went to work through the Elders Work Experience (WEX) Program. This 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 \$12.50/hour with up to 40 hours of paid work per week, up to 500 hours per calendar year.

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 it themselves.

During the year, the elders were involved in 70 group events and activities, which are voted on at monthly meetings. These included council meetings, Elder Honor Days with other Tribes, Nesika Illahee Pow-Wow, monthly shopping trips, Culture Camp, elders barbecue, and various concerts and events at Chinook Winds.

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

At the end of 2019, there were 865 Tribal elders. Each one receives a monthly stipend of \$100-\$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.

2019 was a year of changes for the **USDA** Program.

The new clerk came on board just in time to help with our first on-site program management evaluation. The review went very well with just a few suggestions for program efficiency.

One suggestion was to purchase chest freezers to store the more popular items to ease the burden on the walk-ins. They also suggested we request additional funds to expand the walk-in freezer to accommodate new products coming in, which was completed in November.

Program goals include getting a waiver or abolishing the rural only designation for counties in our service area; continuing to train our new clerk in all aspects of the program; and building up a fund from selling our cookbooks to have a continuous supply of them to give to clients.

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



Pam Lane and Rosalie Monroe making a skirt through the CARE Program

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 also coordinate family-oriented activities and referrals to other agencies and service providers.

In 2019, 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, including support services and stipends to students and helping students taking online classes, basic education, higher education and vocational training.

We developed 12 additional worksites for WEX/OJT. Our partnership with Chinook Winds includes their contact monthly for job training opportunities within the casino, hotel and golf course, and casino-sponsored job fairs.

**Increasing Your Success Conference (IYS): Host a conference for all cash assistance clients and those who are job-ready for WEX. This year, we provided workshops in Native wellness, goal setting, employment (interviews, résumés, dress for success, CTSI applications, etc.), Vocational Rehabilitation with Worksource, budgeting, CARE Program and family nutrition.

We now have a one-stop training center in Siletz for the community at large to utilize. The computer lab is located in the administration building.

The program has an agreement with the Social Security Administration to provide space for a video kiosk. This allows people to attend appointments through video conference.

**TANF (federal/state): Help needy families address barriers to employment such as education, mental health, substance abuse, etc. The majority of our participants are engaged in either an employment or educa-



Shantel Hostler and Chris Sherrod reading a poem to children at the annual Community Christmas Program



Ed Ben, Carlos Calica, Ed Ben Jr., Raymond Ben and Bill DePoe at the Restoration Pow-Wow



Denise Riding In, Sue Langstaff and Doris Riding In enjoying Elder Honor Day at Chinook Winds

tion goal. Several clients currently are 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, so we work 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 these clients in the Willamette Valley are engaged in higher education and clients in the Siletz area are engaged in either employment or seeking disability

Client Workshops: Each office will host monthly workshops that focus on life skills, education, employment skills, etc. These included CPR/first aid, goal setting, Wisdom Warrior, effective communication, Legal Aid, Cooking Matters, financial fitness and soft skills development. Cultural workshops included berry picking, smudge feathers, drum making and various craft nights.

Some highlights in the year include 469 applications with 149 new cases; 290 approved files; 655 outside referrals; 2,524 contacts or appointments made; 102 clients completed a significant goal; 63 clients entered unsubsidized employment; 217 clients had an overall successful case closure; and a combined total of 1,431 open cases.

In 2019, the **Indian Child Welfare** Program closed nine children's cases. Six children were returned to parents and three entered guardianships.

At the end of 2019 we had 11 ICW-certified foster homes and a foster parent training program was selected for delivery in 2020. We continue to have a shortage of foster homes overall. ICW is continually seeking resources for placing Tribal children who come into care. The program will first turn to Enrollment to identify possible relative placements.

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

We are in the fifth year of our five-year grant for our **Vocational Rehabilitation** Program. We closed our fourth year with consecutive successful years of 100%+ grant objectives fulfilled.

STVRP has been fully staffed for the whole year. It 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 Tribal members in various locations.

STVRP provided services to 77 Tribal members, a 50% increase from the previous year. With 36 new IPEs (individualized plan for employment) and 15 continued IPEs from the previous year, STVRP has excelled with the grant objective at 150%.

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.

Highlights include being on the committees for WIOA (Workplace Innovation and Opportunity Act) implementation



Aaliyah Brown and her little brother, Amari, visiting with Santa at the Community Christmas Program



Tony Molina, Betty Whitehead, Tony Whitehead and Kevin Goodell starting the first mile of Run to the Rogue

in our 11-county service area, which has fostered beneficial collaboration among state programs and STVRP; initiating the development of state YTP (Youth Transition Program) services for our Tribal youth age 16-21 at Siletz Valley School for transitional services that are in tandem with STVRP and Oregon voc rehab services; and meeting with staff and students at Chemawa Indian School to provide those same services and training.

Our **Home Visiting** Program ended the year fully staffed with people in Eugene, Siletz and Salem.

In March, the program had a planting activity with families who decorated terra cotta pots and then planted a vegetable or flower of their choice.

In June, the program had a summer safety picnic. We partnered with other local programs to open the event to more families with food, games and safety information. In July, we participated in Culture Camp with a table of craft activities for younger kids.

In August, we partnered with the Education and Community Health departments to host a family hike to Sweet Creek Falls and a picnic lunch.

Also in August, we partnered with the Coos, Lower Umpqua and Siuslaw Tribe, Relief Nursery and DHS to offer a two-week healthy families workshop at the Lane Community College Long House. The week one topic was on nutrition; the second week topic was stress reduction.

In September, we partnered once again with the CLUSI Tribe, DHS and Relief Nursery to offer a five-week parenting class. Topics included nutrition, appropriate discipline, goal setting, budgeting, stress and emotional health, five love languages and Native story telling.

Also in September, we offered two drum making classes. In October, we had two pumpkin patch events. In December, we had a craft night where families met in Salem for dinner and holiday crafting.

The program coordinator participates with community partners in Advocacy and Outreach Workers of Lane County. Each month we meet at a different agency to learn more about it and then each person shares program updates and changes. This group has helped establish connections in the community as well as a few referrals.

The 477/SSP coordinator worked with Head Start of Lane County to get a Tribal-



Dana Rodriguez, Cecilia Tolentino, Andrew Johanson, Toni Leija and Adrienne Crookes at the Wellness Carnival



Sierra Ferguson slip-n-sliding into base during a summer water game of kick ball

specific classroom in one of its sites, which was included in HSLC's 2020 grant.

Toward the second half of the year, we started the Produce Plus program through Food for Lane County. Every Tuesday we pick up produce and other items to bring back to the office for Tribal members in need. We served 48-69 families and up to 254 people each month.

Highlights in the year include 10 families who graduated from the program; 307 home visits; 11 new families enrolled; and four babies born in the program.

The Programs I manager is responsible for overseeing 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 2019, 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
- 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
- Nesika Illahee Pow-Wow, a three-day event in August

- Run to the Rogue, a three-day event in early September
- 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 by 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.

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

To ensure the 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, the Head Start Program 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 Siletz Tribal Head Start program in the 2020-2021 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 for the year – one Siletz-area



Education Specialists: Katy Holland, Alissa Lane-Keene, Sonya Moody-Jurado and Nick Viles

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, such as site protection, 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 accomplishment reporting.

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

He is also 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.

Robert 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 with the assistance of staff member Peter Hatch. 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 on student financials.

They help plan, organize and work during the Youth Conference and Culture Camp. The education specialists also work and participate in Run to the Rogue and both Tribal pow-wows, 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.

Seven students attended the UNITY Conference in 2019 in Washington, D.C., with three chaperones.

Number of Students Served through Education Program

Child Care	39
Head Start	109
Adult Education	117
Higher Education	98
Adult Vocational Training	14
Supplemental Education (JOM)	1,802
Tribal Youth Education and Employment (TYEE)	60

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 2019 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 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 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



Maliyah Stringer at the Nesika Illahee Pow-Wow



Faith Kibby dancing

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 are 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, which 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 each student progresses they are taught how use verbs with nouns to say simple sentences in the Athabaskan word order. As each student becomes more proficient, the sentence structure they are learning becomes more complex and precise.

All of the materials are developed by Bud or staff on computers.

"All CDs, DVDs, sound files, our dictionary and lesson plans, songs and other learning aids are all 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 I also continue to go through our own Tribal audio archives and using 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 my own language recordings so we will have a good representation of many different Siletz speakers in the dictionary.

"I am also working 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 images entries in the Talking Dictionary. The Talking Dictionary is accessible on the Language Project website."

"I teach Siletz basket making on an ongoing basis. In the area offices, I work with interested Tribal members prior to language class. In many

instances we are using store-bought round reed. If the student has gathered their own materials they of course use those.

"I also teach at Culture Camp using the same round reed to teach Siletz basket weaving techniques. I have notices in the main Tribal newsletter and all of the local ones about times to gather materials and how to contact me for assistance. I will be taking any 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, high schools and middle schools 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, making rope and string, dentalium stringing, feather tying, tule mat weaving, making acorn soup and a project night so Tribal members can finish regalia.

Bud also did several radio programs for "Spotlight on Siletz" 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, as well as hazel harvesting.

Cultural Education and Events: All four large Tribal events were highly successful under the direction of Buddy Lane. This includes Culture Camp, Nesika Illahee Pow-Wow, Run to the Rogue and the Restoration Pow-Wow.

Approximately 700 Tribal members attended Culture Camp this year. The lion's shares of our 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 where there is little that goes to waste. Supplies were adequate, though depleted; we did not run out of supplies for activities. The staff has a wealth of talent.

This year's pow-wow in August 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 during the duration of the pow-wow. All of Culture and Education staff pulls together to help with this event. Education staff helps with the hiring in collaboration with Accounting and HR.

We have Tribal staff who helps work the merchandise booth, Natural Resources staff helps set up canopies and gather firewood for the pits, and Public Works helps set up tipis and the months-long prepping and maintaining of the grounds.

Planning helps by painting and prepping areas for the high traffic, emergency vehicles and fire lanes needed. Clinic staff helps with the nurse's station and there are more folks likely forgotten, and Buddy has the responsibility and privilege of coordinating it all. 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 Royalty to plan, assess objectives and responsibilities, and follow through. Other events on the Royalty schedule are the Loyalty Days parade, Elders Honor Day, Memorial Day, Solstices, Culture Camp, Nesika Illahee Pow-Wow, Run to the Rogue, Restoration Pow-Wow and the Siletz Valley School Mini Pow-Wow.

"This October I hosted an Oregon State University ethnic studies class at the dance house and the community center. In December, Culture staff hosted a group of 140 students and staff from Sam Case Elementary from Newport. We hosted this group at the dance house and it was the biggest group I have had the pleasure of speaking to and educating on Siletz culture and history.

"Run to the Rogue was a big success. It was well-attended. I coordinate with the pilot cars, cooks, state police, local police, U.S. Forest Service, the City of Port Orford, Oregon State Parks & Recreation, and Cougar Lane. I contact the local police along the route as well. We contract with the folks at Agness for the meal at the end. I also work with the generous community at Port Orford to help with the dinner event at the community center."

Restoration was a great success with 42 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 were approved by the Culture Committee for an individual cultural grant.

"I enjoy working with and educating all of the folks that drop in and want to talk about Siletz culture and history. We have people from all walks of life that call, write and drop in. Some of the groups I worked with this year were Newport, Toledo and Siletz (high, middle and elementary) schools, Siletz Head Start, Oregon State University and Oregon Coast Community College. I also respond to mail that makes its way to the Tribe from schools all throughout the state."

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

This is the second year of working with Raina Johnston and her great creative mind for crafts. We kept craft days alongside rec games. It worked out great, adding some snowman cookies in there as well.

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

2019 activities included rec and field games (especially on non-school days with 1,030 youth served), 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, Thanksgiving crafts, pumpkin distribution for Halloween and an interactive haunted house, Cosmic Bowling, street dance, game night, healthy food preparation with Health Traditions staff, Christmas break movie, participation in the Wellness Carnival, and the school supply distribution.

Overall, 2,025 youth were served.



Carter Mason sitting and enjoying the afternoon catch on a Culture Camp fishing trip



A year of Property Development: Including a Sure Bet in Sports Wagering

At Chinook Winds we are always working toward property enhancements for our team members and guests. Our goal is to continually make progress in the guest experience to solidify Chinook Winds Casino Resort as the premier coast destination in Oregon. Each phase is planned to ensure that no time is wasted in that progress.

After the completion of the parking structure in 2018, the next phase was the construction of the skybridge to connect covered parking to the casino. While all this major construction was moving along, our Facilities Team was able to begin the remodel in the suites building with updated tapestries, carpeting, bedding, furniture and more.

We are proud to be the first in the Oregon gaming industry to offer sports wagering for both professional and college sports. This endeavor took more than a year of work with state regulatory agencies, vendors and the Siletz Tribal Gaming Commission to ensure the launch went smoothly.

Casino Marketing: Marketing did a great job differentiating our resort to solidify us as the premier destination on the Oregon Coast.

Promotionally, we focused on bringing back proven guest favorites like Big Money Cards, TournEvent of Champions and Caribbean Cruizin, with the addition of Bigfoot Hunt Giveaway, Bearable Mondays and Money Honey. We listen to what our guests enjoy while creating new ways to make the promotions different and fun.

We've always been known for great entertainment, including unique acts like Cheech and Chong, the '90s House Party with Vanilla Ice, and Snoop Dog while working in known favorites like Gary Allen and Grand Funk Railroad.

Cheech and Chong appeared for the first time with an instant two-day sellout, which quickly prompted us to add a third show for our guests. We finished the year strong with sold out shows for Bill Engvall and the quick, popular sellout show of Snoop Dogg.

Our live MMA King of the Cage events brought in larger crowds than we have ever seen, solidifying the popularity of this entertainment option for our guests.

Media and Social Engagement: The launch of the Sports Wagering Lounge resulted in our top engagement on social media for the year. It was the top Facebook post with 9,729 people. It was also our top Twitter post.

We successfully launched the sports wagering casino offering with a display ad campaign, TV campaign and radio remote with the No. 1

local sports talk show in Portland. The opening of CWCR's Sports Wagering Lounge was our largest media engagement in local and national coverage months before and after the opening.

We partnered with KOIN-6 (CBS Portland) to hold Survivor contestant auditions with nearly double the participation compared to 2018. We partnered with KATU-2 (ABC Portland) to hold Wheel of Fortune's Wheelmobile contestant auditions.

Operations: The big news in Operations was the addition of the Sports Wagering Lounge. The opening day, Aug. 27 at 9 a.m., was historic in that Chinook Winds is the first in the state to offer sports wagering not only on professional sports, but collegiate as well.

Media outlets across the country were reporting on the opening of this new venture. Portland TV news stations aired the opening on evening news and social media outlets exploded with excitement.

Poker finished up another successful year with tournaments in February and October with more than \$1.7 million in total prize pool payouts.



Saul Jurado being entertained by Jonathan Palominos-Butler at Run to the Rogue

Food and Beverage: We opened the Rogue River Room for breakfast in preparing for the opening of sports wagering popularity, giving our guests another breakfast option in the casino as well as taking care of displaced guests from the the new hours at Chinook's Seafood Grill (CSG).

We also rolled out new menus in the buffet, deli and Rogue River Steakhouse as well as a new banquet menu.

Project Team

Casino

- Installed smoke eaters throughout casino floor
- Refreshed elite room and built two offices
- Built new poker room in nonsmoking
- Built new sports book area
- Remodeled admin and EDR restrooms
- Installed new freight elevator
- Installed new HVAC units in Marketing

Hotel

- Refreshed CSG interior
- Installed new folding machine in laundry
- Replaced mattresses
- Installed new roof on A building
- Started suites remodel and completed phase 1

Golf

- Installed new carpet and painted at Aces Sports Bar & Grill

Gift Shop

- Sales increased 13.14%

Golf

- Golf rounds increased 3.81%
- Food vending sales at the golf course increased 18.99%

We added fitness on demand, virtual fitness classes, at the gym. Additionally, we paved the cart path on holes 13 & 14.

Hotel

- Hotel room revenue increased 8.45%
- Rooms sold increased 4.64%
- Average Daily Rate (ADR) increased 3.64
- Revenue Per Available Room (RevPAR) increased 2.73%

The hotel added a new sheet iron and folder in 2019 that triples production versus folding by hand. It also added all new mattresses and mattress encasements as well as all new exterior signage on B, C and D buildings to freshen up the aesthetics of the guest stay.

Sponsorships and Community Involvement: Chinook Winds continues to pride itself in being a leader in the community with regional and local groups as well as a strong partner in collegiate athletics.

We established stronger partnerships with the Beavers and Ducks in 2019 with more on-site activation with fans. Our commitment to the two state schools is stronger than ever, which was evident on Saturdays throughout the casino with team members choosing their alliance and wearing a shirt from their favorite team.

Our continued partnerships with the pool associations, WBCA, APA and Pac ACS, draw guests from around the region and are groups we look forward to hosting year after year.

We continued our presence on the Lincoln City Chamber Board, ensuring we stay involved and aware of events within our community.

We hosted major charitable golf tournaments at Chinook Winds, including the Willamette Valley Cancer Society, Brewer's Classic, Chinook Classic and Neighbors for Kids. All raise much-needed funds for those in need in the county and region.

Our signature outdoor events - Beach, Bacon and Brews; Surf City Classic Car Show; and Surf City Sound-Off - raised more than \$20,000 for Lincoln County charities. The Sound-Off is one of the largest fundraisers for Angels Anonymous every year.

As always, our commitment to feeding hungry families at Christmas was met with another year of success in feeding more than 400 meals during Operation Christmas Spirit.



Beyonka Bell-Tellez running with her dad during Run to the Rogue



Re-organization brought change for STBC - all for the better. The STBC accounting functions, including the Tribal Elder Stipend Program, Siletz Tribal Gaming Commission and Tenas Illahee Childcare Center, were outsourced to the Confederated Tribes of Siletz Indians. Elders checks are now generated and mailed from the administration office in Siletz.

As a result of these changes, staffing was reduced to reflect a streamlined model of operations with focus on property management. Operational costs were reduced by approximately 42%. STBC's continued cost control measures increased enterprise and property revenue and profitability. As a result, STBC again had a strong 2019 with its entities and properties generating a profit for the year and its bottom line improving significantly compared to 2018.

For the second year in a row, STBC is self-sustaining requiring no capital infusion from the Tribe.

Personnel: STBC's 2020 second quarter begins with a commercial property manager, assistant to the CPM, and loan administrator/office coordinator.

Financials: Overall, STBC's net income improved significantly in 2019 compared to 2018, reflecting its best operational performance in more than a decade for the third year in a row.

Hee Hee Illahee RV Resort generated record revenues and controlled costs, making it more profitable in 2019 over 2018.

Logan Road RV Park returned to normal patterns after two higher years in 2017 and 2018, showing a slight decrease in revenue.

The STBC/SMLLC-managed properties also generated an overall combined profit for 2019 on combined record revenues and reduced expenses.

Information Technology Services: STBC strengthened its emergency preparedness by completing a disaster recovery/business continuity plan, acquiring hardware and software to maintain business functions during times of crises, and acquiring a satellite phone from the Tribe for the purposes of communicating with Tribal administration. Plans were put in place to better secure the electronic and hard copy information.

Essential documentation and hard hats were distributed in a water/fireproof bag to each staff member as their "go" packet to include their respective personal plan and personal contact list for emergencies.

Enterprises: Logan Road RV Park: The park finished 2019 with a slight decrease in revenue over 2018. It upgraded its camera system to increase security and visibility on the property. It continues to work with Chinook Winds Casino Resort's Marketing Department.

2019 also marked the third year in a row Logan Road RV Park earned the coveted Top-Rated Good Sam Park designation, sustaining the 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."

2020 goals continue to focus on annual profitability, long-term maintenance of Tribal assets at the park utilizing cost control management and improving its offseason (winter) revenue generation.

Hee Hee Illahee RV Resort: The resort had a strong 2019, generating an annual profit for the third consecutive year driven by the sixth straight year of increased record revenue.

The resort met several of its goals for 2019, including replacement of the remaining half of the site's picnic tables, a bathroom remodel, improving the camera system for increased park visibility and security, 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."

The resort was featured in the Good Sam blog listing the 10/10*/10 rated parks. This list was emailed to nearly 1 million RVer subscribers and is kept online and searchable. Also, the list was forwarded by ARVC and shared via social media.

US Aeroteam: STBC continued to receive repayment of a business loan in 2019 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 manufacturers and customers throughout the United States.

US Aeroteam is in the process of identifying a buyer.

Siletz Management, LLC (SMLCC): SMLCC generated a slight profit in 2019 reflecting the loss of the Tribal Elder Stipend Program, Siletz Tribal Gaming Commission and Tenas Illahee Childcare Center.

The Siletz Tribe Revolving Credit Program renewed its MOUs with SMLCC to provide accounting services for it in 2019. STBC/SMLCC has an MOU with the Confederated Tribes of Siletz Indians for accounting services.

Properties: The 2019 combined property management revenue for all properties STBC/SMLCC owns or manages for the Tribe decreased by 2% from 2018 while expenses decreased by 49%, resulting in an increase in profits of 198% compared to 2018.

The Salem Flex building, Lincoln Shores building, Siletz Business Complex, Depoe Bay

and Siletz Gas & Mini-Mart building ended 2019 fully occupied.

Siletz (Portland) Business Complex: Generated a profit back to the Tribe in 2019 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. Two HVAC units were replaced in 2019.

Eugene Office Building: Generated a small income loss in 2019 compared to 2018 due loss of a tenant second floor office occupancy. The property generated a slightly negative cash flow for 2019.

As STBC continues to market the upstairs offices, staff is working with a potential tenant for the entire second floor.

Depoe Bay Building: Generated a loss in 2019 due to loss of revenue compared to 2018 for both the apartment and ground floor retail/restaurant space. In addition, expenses were higher due to repairs in both spaces. The entire building is currently leased and will open soon as the Topsy Mermaid.

Siletz-Yaquina Riverfront Industrial Property: Generated a small loss in 2019 compared to 2018 due to loss of tenant reducing revenue and increased landscaping maintenance costs.

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.

In March 2019, the report was presented to STBC. The report identified that many of the contaminants had attenuated over time, however, there were still some areas where additional testing is needed. The type and level of remediation will be determined by the type and location of any business located on the property.

Salem Trust Property: This property generated a profit for 2019 while retaining its tenant. STBC signed a Native landscaper to perform monthly and annual maintenance for 2020.

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

Salem Flex Building: Generated a profit in 2019 primarily through cost control management of expenses and no large capital maintenance projects. The building remained fully

occupied throughout 2019 and is expected to remain fully occupied and generate a profit in 2019.

Siletz Gas & Mini-Mart: This property generated a slight loss due to equipment repair in 2019 while remaining fully occupied. The property is projected to remain occupied and generate a profit in 2020.

Lincoln Shores Building: This property generated a slight loss in 2019 due to an emergency exit door installation project. It remained fully occupied throughout 2019 by Tribal entities and is projected to remain fully occupied and generate a profit in 2020.

Logan Road Parking Lot: Revenue was slightly down in 2019 compared to 2018, though still 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 2020.

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

Salem Development Properties 2.0: This property generated a profit for 2019 due to limited expenditures generating an annual profit back to the Tribe. STBC awarded the 2020 landscaping contract to a Tribal member company and its 2020 focus is on cost control management of the building and properties.

STBC continued to market the vacant spaces and has three potential new tenants.

STRCP: The Siletz Tribe Revolving Credit Program (STRCP) worked to continuously improve its operations and 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 2019, STRCP finished the year issuing 31 consumer loans for a total of \$123,182. Thirty-three loans paid off in 2019, with only three past due. It is the best the program has ever done for non-delinquents.

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.

Economic Development: 2019 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.

In April 2019, the governor's office and secretary of state approached the CEO to host a Tribal Governor's Marketplace in Lincoln City. The event was successfully hosted at Chinook Winds Casino Resort in July over a two-day period.

STBC supported a grant application to Business Oregon for a potential HIOP (High Impact Opportunity Project). 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.



Lillie Butler



Lorraine Butler



Reggie Butler Sr.



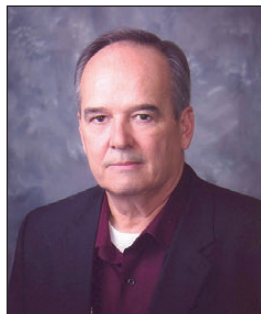
Sharon Edenfield



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



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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.





Chinook Winds Casino Resort

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

Logan Road RV Park

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

Hee Hee Illahee RV Resort

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

Siletz Tribal Business Corporation

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

Siletz Tribal Gaming Commission

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

Administration Building

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

Siletz Tribal Court

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

Siletz Community Health Clinic

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

Siletz Tribal Community Center

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

Siletz Tribal Housing Department

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

Siletz Behavioral Health

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

Tenas Illahee Childcare Center

930 W Buford
Siletz, OR 97380
541-444-2450
Fax: 541-444-2456

Tillicum Fitness Center

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

Siletz Rec Center

1010 W Buford
P.O. Box 549
Siletz, OR 97380
541-444-8209
Fax: 541-444-2307

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

Portland Area Office

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

Eugene Area Office

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

USDA Food Distribution Center

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

USDA Food Distribution Center

Salem Warehouse
3160 Blossom Drive NE, Suite 185
Salem, OR 97305
503-391-5760
Fax: 503-391-4296



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