



**CONFEDERATED TRIBES OF
COOS, LOWER UMPQUA AND SIUSLAW INDIANS
TRIBAL GOVERNMENT**

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Tribal Administration and Programs Annual Report 2021

2021 continued to be a challenging year as we all continued to find creative ways to keep battling the effects the COVID-19 pandemic has caused. I personally was not here at CTCLUSI during the majority of the year, however, I was made aware of the many struggles and challenges the members, the programs and staff had to navigate upon my arrival in November 2021. Staff turnover throughout the year made it extremely challenging as the remaining staff acquired new duties and established creative ways of managing day to day operations and services.

Most all activities took place virtually. Though nothing is ever better than in-person interaction, Zoom gave the Nation the opportunity for people to be able to stay connected and the ability to continue doing business. It also aided in the ability to connect with more members than ever before by allowing for active participation in meetings, virtual camps, Tribal Council meetings, etc. by members who may not have been able to previously attend.

I came on board as the new CEO in November 2021. At that time, I began to assess the needs of the Government through lengthy personnel meetings with each Director to identify strengths and needs of each of the programs. I also began to identify our current funding streams and resources available to achieve these goals. With the assistance of current and upcoming grant opportunities, Federal assistance funding, and current approved budgetary allocations, I will be working diligently with Tribal Leadership and staff to increase our capacity to provide more direct services to the membership in several areas.

Throughout the year, Administration and CTCLUSI programs still continued to adapt and respond to the needs of the Tribal Members as efficiently as possible and within the means of our current staffing capacity. Moving forward, Administration will continue to pursue different funding opportunities; attempt to fill vacancies; and continue to seek creative ways to serve the Tribal Members and meet their needs. Attached to this report, are more specific program updates to capture the work that has been completed for the year of 2021 by the individual departments within the Tribal Government.

Respectfully submitted,

*Lee Ann Wander,
Chief Executive Officer and Authorized Certifying Official
The Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians*

Finance Department

CTCLUSI's Finance department had eight full-time positions in 2021. There were some staffing changes during the year. All functions of Finance are related, require team work and each staff perform daily, weekly, bi-weekly, monthly, quarterly, semi-annual and annual functions. The Finance department is considered a service provider for all other departments and programs through which the membership would receive services.

The department is responsible for annual financial audit processes. The audit and year-end process starts months in advance of the audit team's field visit- (in the past two years, field visits have been done remotely due to COVID). The Finance team works with the auditors and provides them with the requested documentation to ensure that policies and procedures are followed and all transactions are in compliance with the funding agencies guidelines. The audit report is due nine months after the fiscal year ends. CTCLUSI's audit report is due by September 30th to the Federal Audit Clearinghouse, FAC.

The annual budget process is a collaboration between the Tribal departments, the budget committee and the CFO. The CFO is responsible for scheduling, providing information and presentations in the budget committee meetings as well as the two budget hearings before the annual budget gets approved by the Tribal Council before the new fiscal year starts. The approved annual budget for the current year is available on the CTCLUSI website. A large portion, 56%, of Tribe's annual operational budget is funded by grants. During 2021, there were over 120 grants in the budget at the time of budget approval. The grant team is responsible for financial monitoring, recording and reporting of the grants and a source to the program supervisor and directors for any grant related information.

The CFO provides monthly financial reports and presentations to the Tribal Council and the General Council during the regular Tribal Council meetings every second Sunday of the month. Videos of the presentations are available on the CTCLUSI website.

The Accounts Payables team is responsible for processing payment requests for various programs offered by the Tribe such as Elder's stipend, student stipend and scholarships, housing related assistance, utility assistance, Medicare payments, Emergency COVID payments, other assistance payments as well as processing payments to vendors, consultants/contractors and service providers for various departments. During 2021, a total of 16,566 payments (checks/EFTs) were made for the total amount of \$15,516,542.

In 2021, Microix, a new electronic requisition software was purchased to streamline the purchasing approval and payment process while providing the directors more accurate budget reports as this system transfers the data to the current accounting system. The setup of the workflows has been ongoing to get ready for the launch in 2022.

The Payroll team is responsible for processing the bi-weekly PR checks, any annual bonus checks to the employees as well as processing payments for employee benefits. During 2021, the average number of employees was 116.

Accounts Receivable is responsible for bank reconciliations, recording and monitoring of Tribe's fixed assets as well as receiving and recording of funds received from grants/contracts funding, reimbursements, rental payments... for all the programs. This position is also responsible for the biannual inventory report, in which the next report is due in 2022. During 2021, there were 1,800 receivables as ACH, checks or cash for the total amount of \$56,357,980.

In 2021, a new insurance agency, Gallagher, was selected to provide general liability, property, Auto, crime, cyber coverage for the Tribe that resulted in a saving of over \$46,000 of annual premium cost.

Bonnie Foroudi
Chief Financial Officer

Department of Human Resources

A YEAR IN REVIEW:

By the end of 2021, the world had experienced almost two years of great change and uncertainty. Humans as a whole had their foundations rocked and it shows in employee retention, performance, behaviors, and recruitment. CTCLUSI has weathered this storm and is reemerging from the pandemic having gone through great reorganization and change. Through these challenges, opportunities for growth and improvement have been discovered.

TRANSITION:

March of 2021, the decision was made to separate the Human Resources departments between the Casino operations and the Tribal Government to provide focus and deeper support to each. The Tribal Government team was created with a three-person team, which includes a Director, Benefit & Recruitment Specialist, and a Human Resources Associate. During the period between March and July 2021, the long-time Benefit Specialist continued to support both Casino and Tribal Government operations with benefits as the Benefit & Recruitment Specialist got up to speed with the intricate ins and outs of benefits administration. In September of 2021, an HR Associate was hired to provide additional support to CTCLUSI's employees and the HR Department.

RECRUITMENT:

Faced with organizational change and continued pandemic-related issues, there have been many opportunities for improvement and growth within the Tribal Government organization. Recruitment became very difficult for CTCLUSI and the nation, while the housing market made this even more difficult for rural areas such as Coos Bay and Florence. Attracting and retaining qualified candidates has become incredibly difficult at all levels of employment. Efforts to stabilize the employee landscape have become a priority with even more emphasis to come in this area in the coming year.

During 2021, there were 79 positions posted with 53 positions filled and 13 positions closed unfilled. There were 335 external applicants and 6 internal with 93 total interviews conducted. There were 11 people promoted within the organization and 19 total transfers. Of those 19 transfers, 12 happened within Tribal Government, 6 transferred out to Three Rivers Casinos, and one person transferring in.

BENEFITS:

A full Benefit Board was appointed and negotiated several improvements to the Tribes employee benefit offering. Dental benefits were increased from \$1,000 to \$1,500 per year at the low-end and \$2,000 to \$2,500 per year at the high-end with no contribution increase. Among the improvements made were a new 401(k) Loan option where employees can take out low-interest loans against their personal contributions and repay those funds with interest to their own accounts. Employee medical contributions stayed around 3% across the FEHB plans and kept the employer subsidy at the same percentage. Overall, this benefit year was a win to the Tribe and its employees.

During 2021, 24 CTCLUSI employees became eligible for benefits for the first time with 15 of those enrolling. This was the first year that the Tribal Government Human Resources department conducted the annual open season for benefits. There were 108 employees included in open enrollment requiring earnings/deduction updates for all. Of these 108 employees, 11 requested changes from the previous year's plan and 15 employees elected to add or change their FSA accounts.

TURN-OVER/RETENTION:

As the country reeled from the pandemic and a return to in-office, remote, and hybrid work, it became clear that the employment landscape had drastically changed. CTCLUSI was not saved from what is now being called the "Great Resignation." Many companies and organizations, including CTCLUSI, are suffering from employees choosing to leave jobs with long-time employers to find jobs that provide better alignment with their personal values, needs, schedules, and interests. In the Public Administration industry, there was a 31.2% turnover rate in 2021. CTCLUSI experienced a 32.8% turnover rate during this same period. Of the 50 people who separated from CTCLUSI during 2021, 34% chose to leave for reasons ranging from retirement to taking a position elsewhere with better benefits or wages, while 28% of all those who separated employment were part of the on-call list, and 10% were transferred to another Tribal Entity. Of the remaining employees who separated, 28% were involuntarily terminated due to reasons ranging from poor work-performance to lay off/temporary assignment ending.

LOOKING AHEAD:

The overall landscape and strategy for Human Resources must focus on several important factors to recover from the challenges presented in 2021. Talent retention, employee engagement, and support are necessary components in the strategy for a strengthened workforce in the year to come. Employee retention efforts look different than they did before the pandemic. People are no longer willing to perform jobs that do not align with their own personal values and inspire them to grow. Employees want to know what they do matters and that there is potential for improvement and a path to realize their greatest potential. Researchers are finding that mental

well-being and trauma informed management are key to helping employees to thrive in today's workforce. It will become increasingly important to ask for employee feedback regarding the elements needed for them to feel connected, engaged, and supported. This will help the organization build a custom strategy to retain the current talent and attract new talent to meet the growth the Tribe is experiencing.

Monetary value is but one component of the overall human resources strategy necessary to retain the talent that exists within the organization. Just as important, creating a culture with a growth mindset will be key to enriching employee engagement. Another part of this strategy includes providing the opportunity for employees to participate in the organization's advancement by giving them space to share their ideas and feedback. Two-way communication is vital to this process as well, when leaders share what is planned for the organization it helps employees feel like they are part of the big picture. Additionally, weaving the Tribes mission and culture into this strategy provides employees with the opportunity to align their values with those of the Tribe. This creates a sense of purpose among the employees.

It is important to anticipate the potential challenges that lie ahead in developing a strategic plan for recruitment, retention, employee satisfaction, and benefit coordination. We are reemerging into a reopening world after an unprecedented pandemic that lasted much longer than anyone could have predicted. The pandemic created lasting challenges to employees and organizations that we are just now beginning to understand. The CTCLUSI Human Resources Department is dedicated to finding solutions to manage potential setbacks and help calm the trauma experienced within our employees through communication and engagement.

Jennifer Silva
Director of Human Resources

Department of Health and Human Services

YEAR IN REVIEW:

In 2021, the CTCLUSI Health and Human Services Division (HHSD) consisted of the following departments: Health Administration, Dental Clinic, Purchased/Referred Care, Community Health, and Family Services for a total of 31 HHSD FTEs. Many personnel changes occurred in 2021 due to COVID-19 and change of leadership.

The Health Department was extremely busy in 2021 and has undergone many changes. From January through April we focused on getting our Tribal membership fully vaccinated. We held clinics regularly in all three areas (Coos Bay, Florence, Eugene). Due to COVID-19, we were unable to hold our Family Gathering Dinners or any Elder activities including the 25th Annual Elders Honor Day at TRC. The Health Department partnered with DNR/Culture and Education in assisting with Fall Harvest Kits and Solstice Kits. Zoom became a household name for meetings, workshops and just trying to stay connected. We held two Bingo events for the Elders via Zoom. Participation was low but increased as people were getting a little more acquainted with Zoom. We had great feedback from the Elders that were able to participate.

A home-cooked Thanksgiving meal was available to Elders that could be picked up at the three offices and fresh produce was made available for Elders to pick up from May through October. Even though the government offices continued to be closed on campuses, OTCs and Elder's frozen meals were still available by appointment for curbside pickup at each of the three offices.

In July, DeeDee Plaep, Health Program Assistant from the Florence office retired, and because of COVID-19 and the Tribal offices being closed, we transitioned that position to Coos Bay and brought back Meagan Davenport. Meagan now runs the Fitness Program as well as CCDF. The previous Director of Health Services also departed the position. In the interim, Iliana Montiel stepped in while the search for a new Director began. Several interviews have taken place, but still no viable candidates. PRC underwent a few staff changes also. Nancy Spray moved to a warmer climate and was replaced by Kelli Nelson, who works out of our Eugene Office. Holley Abrica, PRC Specialist transferred to finance leaving an opening in PRC. We found there was more of a need to have two Health Program Benefits Specialists and one PRC Specialist, so we posted and were able to bring back Nancy Spray via remote.

A new Dentist came on board in January but separated employment in September. We have been running the clinic with a temporary Dentist during the search for a new full-time Dentist. We have added 2 new Dental Assistants to our Dental family and look forward to the arrival of our new full-time Dentist who will start in June of 2022.

In June of 2020, the Family Services Department returned under the supervision of the Health & Human Services Division. Then the Family Services staff relocated from the Newmark Center back to the Government Administration location in May of 2021. This department had grown very quickly prior to returning under Health. It has a large amount of grant funding without proper appropriation. We have been slowly rebuilding the department back to a service-oriented department to assist Tribal members' needs. In November 2021, we hired a new Circles of Healing (COH) Coordinator (Domestic Violence Program) and are currently looking to hire another staff person to assist with the COH program. Our Alcohol and Drug Coordinator, Doug Barrett, and TPEP Coordinator, Mark Petrie, transferred to the Culture Department in December. We are currently looking to hire a new CADC to start a drug/alcohol program.

2021 ACCOMPLISHMENTS:

Health Services Administration:

- VOCA CFA (domestic violence) grant application successfully submitted and awarded = \$225,000.
- Joint VOCA/VAWA/ODSVS (domestic violence) grant application successfully submitted and awarded = \$229,400.
- Completed and submitted CDC \$211,000 Grant Closeout/Final Report
- Instituted "Stay Connected" Zoom meetings with HHSD staff in October
- FY2022 SDPI (Diabetes) IHS Continuation Grant Application successfully submitted and awarded = \$56,287.
- Completed Title V Maternal and Child Health Readiness Assessment with Oregon Health Authority.
- Completed Public Health Modernization (PHM) Assessment Tool, Phase I, and was awarded \$401,800 new dollars to work on and complete Phase II.

- Successfully submitted claims and received IHS CSC (Contract Support Costs) for prior years 2014 through 2019 for a total reimbursement from IHS to CTCLUSI of \$262,811.
- Successful first BIA Tribal Trust Evaluation (Audit) since going Self-Governance with Sandra Armijo, Auditor, DOI – Bureau of Trust Funds Administration; no findings.

Dental:

- We continued working on COVID-19 safety measures for both patients and staff in the Dental Clinic utilizing several different COVID-19 funding sources.
- Under the CARES Act, we were able to use CRF funds to purchase a CEREC PrimeScan, an intraoral digital scanner, together with a PrimeMill which is a chairside milling solution that can produce single-unit restoration, including but not limited to crowns, inlays, onlays and veneers in a single visit. These two pieces of equipment help reduce the potential exposure and spread of the Corona Virus.
- Under the CARES Act, we were also able to purchase a NOMAD Dental X-ray System designed to be used for both adult and pediatric patients. This device is lightweight and cordless and improves dental radiograph speed, convenience, and efficiency.
- Using CDC grant funds, we purchased a CBCT-3D scanner to replace the panoramic dental x-ray machine.
- On December 8, 2021, we had a site visit with Dr. Sean Kelly and Dr. Miranda Davis from the Northwest Portland Area Indian Health Board.
- After the loss of our full-time dentist, the Dental Hygienist continued to see patients under the general supervision of Dr. William Stenberg, one of our contracted part-time dentists.
- The DHATs continued to see patients under the supervision of Dr. Miranda Davis from the NPAIHB.
- In November, EFDA (Expanded Function Dental Assistant) MeAnnDa Wallage became the Lead Dental Assistant and took over direct supervision of the other dental assistants.
- Spring Break Camp Dental Presentation to Camp Youth in March.
- CPR and 1st Aid Training
- Annual OSHA/HIPAA Training in June.
- In May, e-Prescribe was installed which allowed the Dentist to submit prescriptions electronically.

Community Health:

- Title VI (Elders) Continuation Grant Application for a new 3-year funding cycle successfully submitted and awarded = \$96,845
- Eating Well 101 Classes via Zoom.

Family Services:

- Awarded two large Behavioral Health grants. One is currently run by the Behavioral Health Care Coordinator, who assists Tribal members with Telehealth. The other grant is to assist CTCLUSI in obtaining a Behavioral Health Unit and train two students to become Behavioral Health Aide Therapists (BHATs).
- Hired Social Worker.
- Circles of Healing Classes: Smudge Kits, Beaded Collars, Ladder Earrings, Medicine Bags, and Feather Fans via Zoom.
- Healthy Families Workshops via Zoom.

- Red Roads Wellbriety Monthly Meetings.
- Prevention Bingo via Zoom.
- Continued with Family Services programs that include LIHEAP (Low Income Home Energy Assistance Program), CCDF (Child Care Development Funding), Employment Assistance, Alcohol & Drug Referrals, Behavioral Health Referrals, and ICWA.
- Added a new program called LIHWAP (Low Income Home Water Assistance Program).

Iliana Montiel
Interim Director of Health and Human Services

Department of Education

Current Programs/Activities for 2021:

Higher Education Stipend Program

We served 59 students (two-year, four-year, trade school, graduate and doctoral schools)

- Stipends increased for first time in over 10 years
 - o Old amount \$6,825 - New amount \$8,190

College Nights & Visits – ON PAUSE DURING 2021 DUE TO COVID-19

Group tours, information session, campus tour, financial aid office visit, also may include attending of a class, meet with a professor, meet with an admission officer, attend a club meeting or sports practice session, eat at the dining hall and even spend a night in the dorms.

Student Advising:

Building of strong, respectful, and caring relationships, Provision of information, exploration opportunities, Strategies and guidance to help students set goals, monitor progress, and develop the agency, ownership, and self-management skills they will need to drive their own learning.

Test Prep:

Understand the impact of testing and test scores on college admissions, industry and other areas pertaining to students' Postsecondary plans and goals. Assist students in preparing for standardized tests by promoting opportunities designed to increase knowledge and improve test-taking skills. Help students and their families become knowledgeable about test preparation programs and assist them as they decide which programs best meet their needs.

Application Assistance, Scholarship Pursuit and Financial Aid Support:

The Financial Aid Counselor's duties include counseling and advising students and parents on the various financial aid programs, assisting with the administration of one or more federal, state, or institutional financial aid programs, evaluating Financial Aid applications in order to determine student eligibility for various financial aid programs, and collecting data and keeping accurate records.

Student Advocacy:

When a student encounters a barrier to their success, it is important to know who to turn to; who can help. Student Advocacy is dedicated to helping students find answers and resolutions to their

problems. Listen to the student and discuss his/her concerns, questions, or complaints. Provide information that will help resolve the student's problem. Explain policies and procedures and their effect on the student. Follow-up on student concerns, problems, and complaints. *Available to all Tribal Member students – no age requirement.

Case Management:

Help students develop and implement realistic career and academic goals. Evaluate and advise students using interviews, counseling sessions, interest and aptitude assessment tests. Provide students with information on such topics as college degree programs and admission requirements, financial aid opportunities, trade and technical schools, and apprenticeship programs. Give information sessions on timely topics such as bullying, drugs, and peer pressure. Work with students who have special needs. Operate career information centers or career education programs. Provide classroom advice and guidance. Evaluate strengths, weaknesses, problems, or special needs. Ensure curriculum addresses both the academic and the developmental needs of students. Work in diverse community settings. Advise students about potential college majors, entrance exams, and financial aid. Help locate apprenticeship programs. Help students develop job search skills. Provide college career planning. Help students to understand and deal with social, behavioral, and personal problems. Provide the tools to enhance students' personal, social, and academic growth. Provide students with life skills to deal with problems. Hold conflict resolution classes. Consult and collaborate with parents, teachers, school administrators, school psychologists, medical professionals, and social workers.

Credit Recovery and General Education Diploma (GED):

GED and Credit Recovery support is offered helping students and adults. Tribal Members will receive support with course work, advising and other items needed to be successful.

Student Recognition Dinner:

What a way to celebrate our students when we were able to hold our annual Student Recognition dinner. After not being able to come together for over a year, it was amazing to see all the smiles on attendees' faces. There were nearly 80 people in attendance for the event. Following proper health and safety protocols, participants were greeted by Journey and Sailee Baldwin-Davies, who had sign in sheets, Covid-19 prescreen questions, and table assignments. Once entering the balloon-arched doorway, the room was vibrantly decorated by Delilah Baldwin-Davies. She made sure the room popped with beautiful bright colors as she wanted all to feel such happiness when being able to celebrate our students' accomplishments during the school year that no one has ever gone through.

Gift bags for students from Kindergarten through Higher Education received individual gifts. High School and College graduates also received special gifts that exemplified how proud we were to be able to participate in their special day. As students accomplished feats that normally took place within the year, students were required to complete a year that no one in education has ever seen. While students took part in Zoom classes, online course work, and email communication that took the place of in person conversations, our students MADE IT! The Student Recognition Dinner was, is, and will always be a beautiful event to celebrate our students. We reached out to our students and received interest from a few to speak at the event.

After Chief Doc Slyter said the blessing, Councilman Doug Barrett started off the event with appreciation and congratulations to all the students. We had high school graduate Alhana McNutt continue with her speech that focused on living in the present. While students were trying to survive the school year, she reminded all of us to be part of the larger picture. Next, we had Erin Kowalski speak on her educational journey. Erin's speech was very moving and personal. Erin was not only able to graduate with her high school diploma, but also her Associate's Degree from the junior college where she lives. Finally, Sadie Bocard finished the night sharing her story. While each of the guest speakers shared their individual stories, just like our amazing students, they made it!

To all of our guest speakers – you all are role models for our youth. We thank you for representing your Tribes with respect, dignity, and sincerity. You have made all your families proud. The raffle was a great success. Delilah packaged and wrapped nearly 20 gifts that were given out to attendees both in person and on the screen. Congratulations to all of our winners and thank you to all who donated items. Items included homemade soaps, Three Rivers Casino donated a free night stay in the hotel along with dinner for two, a Pendleton Blanket donated by the Education Department, and many other gifts. Thank you, Lieutenant Brian Dubray, and Eriq Acosta for assisting with the raffle.

Our Education Committee spent many hours on reading the nearly 50 scholarships submitted by our students. Nine students were awarded nearly \$10,000 in scholarships and what a great way to end our evening. Congratulations to all students who received awards, but also thank you to all the students who submitted applications. Special Gratitude to Tribal Council, Administration, Education Department, Education Committee, Three Rivers Casino, Eddie Helms, Delilah Baldwin-Davies, and all who helped make this event happen. What a way to come back together and end the year with a bang!

Summer School:

What a wonderful experience we had this summer at our Summer School. We had 37 total students signed up with 30 of them being in person. Education, Department of Natural Resources and Culture, Health Department and Family Services all teamed up to provide one awesome time. Our day started bright and early at 7am with students arriving and playing board games with each other while waiting patiently for breakfast to begin. Prior to every meal, we washed our hands, and then circled up. We showed thanks and gratitude before every meal, and throughout the two weeks students started to help say these blessings. Chief Doc Slyter gave the initial blessing prior to our first breakfast. It truly was an amazing feeling, being back together, hearing the laughter, and sharing conversations.

Breakfast always started the day off no matter what was on the menu. Chef Eddie Helms did a fantastic job ensuring that our staff and children ate healthy, responsibly, and made sure our tummies were full. Thank you, Eddie, for helping and making the food taste so good. After each meal, Julie Siestreem and Karen Porter washed and sanitized dishes, while Raquel Helms and Pam Davies helped clean the Tribal Hall. After breakfast was over, students did a few laps around Tribal Hall before making their way up to the Plank house.

Jesse Beers did a wonderful job sharing with our students how to enter the plank house, how to use manners and listen, and then sang a song. Most students knew the song, and by the end of the two weeks all who came could sing along. Music, drumming, flutes, anything that our children could absorb, they did. We were able to incorporate language throughout the two weeks thanks to Enna and Patty. Some days we split into language groups while other days we split by age groups.

After we returned from the Plankhouse, we either went into the classrooms or on our field trips. Ann Petrie had the larger of the two classrooms and did an amazing job with our kindergarten through fourth grade students. They were busy every time I saw them, and were very well mannered on our field trips. Our older classroom, the Fifth through Eighth grade classroom was taught by Eriq Acosta. He did a great job with these kids, especially utilizing the outdoor environment and including Project Venture into his classroom. Our field trips were a great time for our students to enjoy the outdoors, learn cultural relevant materials and were well behaved and represented the Tribes commendably.

Whether we were picking berries at Hazen's Blueberry Farm, clam digging in the bay canoeing and playing shinny at the parks, potlach at Sunset Bay, or communicating with staff for the two weeks. While they were times I used my coaching voice, students were very quick to refocus and carry out tasks. Students were able to paint bird houses, participate in a cultural resources' protection activity, take part in language classes, work on their beading skills, learn how to gather cedar bark, make a sourdough starter, have conversations about healthy eating habits, play prevention bingo, make fruit leather and ice cream, work in a garden activity, work very hard during a forest activity and practice their shinny skills.

The Potlach was a great success with so many lending hands, it was amazing to see it all come together. I know the adults were running on fumes by that day, but it never showed. The kids had a great time. Made special by having our food made in our kitchen, the salmon cooked over fire on the beach, paddle dance in the field, individualized handcrafted sweatshirts and the gift bags we were able to give each student. Beautiful weather made this the perfect end to our Summer School. Many thanks go to: Tribal Council and Administration for allowing this event to take place in person (while we could and the cases were low), Karen Porter, Eriq Acosta, Ann Petrie, Eddie Helms, Julie Siestreem, Pam Davies, Delilah Baldwin, Doug Barrett, Jesse Beers, Ashley Russell, Mark Petrie, Enna Helms, Chief of Police Brian DuBray, Courtney Krossman, Janet Nisser, Colin Beck, John Schaefer, and Desiree Kane. Without all of these people working together, this wonderful event would not have been able to happen. With all due respect and gratitude – THANK YOU!

Native American students entering Kindergarten through seniors in high school are welcome to attend. During the first few weeks of summer, the education department provides a summer school program open to all youth and graduating seniors. During these few weeks, Students can brush up on their academic skills as well as being exposed to cultural activities. We are excited to work with many of our other departments such as culture and natural resources to provide a fun curriculum for our students. Look for applications in spring.

Care Kits:

Dear Tribal Families,
I hope this message finds you healthy and safe. Because Covid cases and multiple variants of COVID have surfaced, we have been unable to gather together safely for our usual and accustomed events and ceremonies. In response, to help Tribal Members feel more connected to their heritage and Tribe during these times, multiple departments have pulled together to offer care kits for Tribal Members that sign up. To date, we have mailed out over 300 kits total and have received much appreciation from Tribal Members who have received them.

	Fall Harvest Kits	Winter Solstice Kits
Sign ups	137 submissions	167 submissions
Households	80	96
Shipped	67	90
Items included	<ul style="list-style-type: none"> • Camas Planting Activity • Salmon Dip and Crackers • Fry Bread mix and book • Coloring pages • Crayons • Colored pencils with color words language guide in all 3 languages • Crow and Thunderbird Story translated in all 3 languages • Thunderbird Stuffedie • Reclaiming Our Medicine Beanies • Hanging Birthday wall art • Prevention Materials • Dental Kits • Face Masks 	<ul style="list-style-type: none"> • Medicine Bags • Language Magnets • Beaded Spider Kits • Abalone shell • Homemade cedar smudge sticks from Tribal Hall • Dental Kits • <i>Ethnobotany of the Coos, Lower Umpqua, and Siuslaw Indians</i> Book by Patty Whereat Phillips Jackets • Prevention Materials • Snow is Spider's Ashes Story in all 3 languages • Winter Solstice Abalone Ornaments

I was one of, if not the biggest pushers to open up for our Tribal Members and events, because I know a lot of us are missing that community piece and the lack of gathering has put a major toll on our mind sets. While we are not able to open at this time, we are hoping to continue these care kits for Spring and Summer. Please be on the lookout in the newsletter and the website for future sign up information. We also post the Laserfiche link on the CTCLUSI Education News Facebook Page as well as the CTCLUSI General Council Facebook Page.

Thank you to all the staff that helped produce these amazing kits. Without these people, these kits would not have been able to be completed. Thank you to Iliana Montiel, Roselynn Lwenya, Josh Davies, Mark Petrie, Ashley Russell, Doug Barrett, Jesse Beers, Patty Whereat Phillips, Enna Helms, Morgan Gaines, Eriq Acosta, and Karen Porter.

Specific appreciation and thanks go to:

- Health Department for sponsoring 99% of the projects
- Department of Culture and Natural Resources for allowing their staff to work many hours on putting these kits together from fruition to completion
- Patty Whereat Phillips and Enna Helms for providing the language words for the magnets and colors and translating the Crow and Thunderbird Story and Snow is Spider's Ashes story in all 3 languages.
- Patty Whereat Phillips for her wonderful ethnobotany book
- Ashley Russell for compiling language magnet images, creating packets for each kit along with the many hours it took to print, produce and compile magnet packets, ordering a majority of the kit items
- John Schaefer, Mark Petrie, and Ashley Russell for creating the clothing items (beanies and jackets)
- Doug Barrett for all the prevention materials
- Doug Barrett, Jesse Beers, Mark Petrie, Ashley Russell, Eriq Acosta, Josh Davies, and Karen Porter for stuffing boxes

- Eriq Acosta and Josh Davies for mailing the kits and making great relationships with the USPS staff here in North Bend
- Karen Porter for being in constant contact with Tribal Members who had reached out for more clarification and compiling sign up information
- Morgan Gaines for hand drawing the color sheets – they were amazing!
- Dental Department for the dental kits
- Kathy King for the Winter Solstice Abalone Ornament kits; Ashley Russell for drilling the abalone for these kits.

Back to School – ON PAUSE DURING 2021 DUE TO COVID-19

Thank you to the Health Department who allowed the Education Department to utilize funding for this year's Back to School program. With their assistance we were able to help 216 Tribal Members this year. I hope everyone is doing as best as they can with distance learning/hybrid learning. We know this time is not easy on anyone no matter which side you are on. Students, parents, educators and administrators all are having a very hard time adjusting daily to the cases and positivity rates we are facing all over the nation. We hope the extra \$20 that was added to this year's cards provided an additional assistance to increased educational costs. The Education Department cherished hearing back from our Tribal Membership who sent us appreciation. We are working hard to help in any way we can knowing that we are trying to take care of each other the best we can.

Back to School takes place in August. We look forward to seeing the students after a fun filled summer. We will supply a gift card for students to aide in the cost of school supplies. Students entering kindergarten through 12th grade are eligible to receive one. Event accompanied by food and canoeing.

Tutoring:

We served 10 students throughout the year in multiple subjects, multiple content areas in various locations. All tutoring was completed through Zoom due to Covid-19 and the pandemic. The Education Department will help students K-12 with any tutoring education needs on a first come, first serve basis. Please contact us if you have any needs and we will do our best to accommodate you in your area. Most subjects available for tutoring services.

Youth Literature Nights:

Students kindergarten through eighth grade were able to participate in literature nights where someone from the Education department would read a story aloud over Zoom. While the participation of the event was low, we were able to send out books to families. Students Pre-Kindergarten through 12th grade are eligible to receive a book (age appropriate) and participate in reading circles. Circles will meet once or twice a month to discuss what was read. Circles will go at their group's pace assuring everyone gets to participate.

Parent Lit. Workshops – Needs to be revamped!

Parents with children 0-5 years of age are welcome to attend to learn about relationships between children, parents, and books. Literature will be provided.

Gather.town:

We are utilizing a space that is interactive, engaging and fun at Gather.town. Within this space, Tribal youth and their families can explore CTCLUSI through a virtual experience from Tribal Hall to the Administration offices. Within the virtual world you will be able to interact with people who are logged in and its culturally relevant content. There is content that is educational, fun and interactive for all. This platform will be for Tribal members and their families. It will be a safe place for individuals and families to come interact with the cultural and educational content but as well to visit with each other and staff.

Tribal Youth Council – Needs to be revamped!

Youth Council aims to embrace our cultural traditions and strengthen our Tribal community as well as positively impact the communities in which we live. *Mission Statement:* The Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians Youth Council strives to protect and preserve the cultural, spiritual, and traditional values of the Coos, Lower Umpqua, and Siuslaw Indians. Youth Council aims to embrace our cultural traditions and strengthen our Tribal community as well as positively impact the communities in which we live. Youth Council works towards a common good while always being mindful and looking forward to the next seven generations by being good stewards of the lands, waters, and communities in which we live.

Tribal After School Program – On pause during 2021 DUE TO COVID-19

Kwin hama hiime mits' (Let all children learn) There will be an opportunity for youth to come together in Coos Bay, Oregon (other locations to follow). Youth currently in Kindergarten through 12th grade can attend. Students will learn about their culture, history, and prevention. Youth in the past have made and participated in tule headbands/duck weaving, making paddles and shinny sticks, going canoeing, and much more.

Grants:

BPA - At CTCLUSI our journey is to empower, educate and impact communities in Renewable Energy, electrical generation, transmission, energy efficiency, hydro power practices, awareness and self-care through Renewable Energy education and Social/emotional learning: an intentional, pro-social approach that engages youth in a manner that is productive and constructive; recognizes, utilizes, and enhances their strengths, and promotes positive outcomes by providing opportunities, fostering positive relationships, and furnishing the support needed to build on their strengths.

Phases 1 and 2 acclimates students to the basics of the different forms of renewable energy, electrical generation, transmission, energy efficiency and hydro power practices and energy storage. Phase 3 introduces an entrepreneurial discovery process, by which students venture into their communities to identify and describe challenges rooted in energy access. Phase 4 gets the students out of the classroom and into the community experiencing hand on energy use at the Eugene Science center, Oregon Museum of Science Industry and then touring Bonneville Dam, Willamette Falls Hydro Electric power reservoir.

Eventually we want to continue this program on an annual basis. Our goal is to start having a positive impact on the numbers of AI/AN people not only in Higher Ed but in Renewable

Energy/Engineering positions for the Tribe and throughout the country. Bonneville Power Administration (BPA) awarded the Tribal Education Capacity Building Grant to Education. We are looking forward to offering this program to a small group of high school students. Application process to participate will be available on the Tribal Member side of the website, on the Education Facebook Page, and also can be sent by request. Pay close attention to the deadline to apply for this exciting program.

SAMHSA - The purpose of the Native Connections grant is to prevent and reduce suicidal behavior and substance use, reduce the impact of trauma, and promote mental health among tribal members up to age 24. Through collaboration, culturally centered program creation and implementation, the education department will create a safe space where young people and community can come together. The purpose: Ceremony, connection, education, and healing. We are currently in year 4 of the 5-year grant. While it was extremely difficult at the beginning with the transition from Health to Education for this grant, we have worked extremely hard to get it brought to current status. We are looking forward to having in person events/programming.

SB-13 - For many years Oregon missed a critical opportunity to fully leverage the strengths, assets, and contributions Native American students bring to their communities. The lack of accurate and complete curricula may have contributed to the persistent achievement and opportunity gaps between Native American and other students. In 2017, the Oregon Legislature enacted Senate Bill (SB) 13, now known as Tribal History/Shared History. This law, now codified in ORS 329.493, directs the Oregon Department of Education (ODE) to create K-12 Native American Curriculum for inclusion in Oregon public schools and provide professional development to educators. The law also directs the ODE to provide funds to each of the nine federally recognized tribes in Oregon to create individual place-based curriculum.

Currently, ODE includes required teaching about Native Americans in ODE's Social Studies State Standards. Tribal History / Shared History will create opportunities to expand those requirements across multiple content areas. The purpose of this grant is to develop curriculum related to the Native American experience in Oregon and make the curriculum available to school districts for grades Kindergarten to 12th focusing on grade levels which have not yet been submitted to the Oregon Department of Education in previous agreements.



IMLS - The Education Department oversees the Tribal Library where there are hundreds of titles for Tribal Members of all ages to check out. The Tribal Library is maintained by the Education Department. We continue to expand the number of books on the shelves that inform our Tribal Community and capture the community's interests

OSU/SOCC/CTCLUSI USDA – NIFA New Beginnings for Tribal Students in Oregon Grant
Awarded to OSU Total Award: \$289,000, Time Frame: Sept. 2020 – Sept. 2024 This project supports Native American pre-college and college students attending Oregon State University (OSU) and Southwestern Oregon Community College (SWOCC) in experiential learning, internships, and financial support to increase student retention, graduation rates and workforce success rates for Native American students. OSU will work with primary partner SWOCC in this integrated education and extension project. While the project provides specific outreach and collaboration efforts focused on the Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians, any student identifying as Native American will potentially be eligible for project engagement.

OIMB - The outdoor explorations proposed here will focus on the connections between natural resources and native cultural practices and traditions along the southern Oregon coast. Both of this project's tribal partners run after-care and camp programs for their youth. Both want to add outdoor explorations to the programs they run, and are looking for community partners to help provide outdoor experiences rich in learning. What we propose here is a series of outdoor explorations that will become part of the spring and summer offerings for tribal youth of both the Coquille and CTCLUSI.

Planning, design, and implementation of the outdoor programs will be done collaboratively. The CMLC brings experience in informal education and in marine science and local habitat and animal diversity. Tribal educators and cultural officers bring traditional knowledge and understanding of cultural practices, as well as understanding of approaches that work best for connecting with tribal youth. The outdoor programs will immerse tribal camp participants in explorations of a range of Oregon coastal habitats, while also connecting them to their cultural heritage.

Identified themes include: • tidepool explorations and study of tidepool animals together with stories of the preparation and trade of shells and feathers for regalia • estuary explorations combined with identification of native plants and examples of traditional uses as materials and medicine • clamming and fishing outings linking biology, ecology and food preparation • collection and examination of algae coupled with ancestral practices of using kelp to make fishing lines • using hydrophones to listen to sounds made by marine animals, together with an exploration of traditional instruments and music • boat trips in the bay on an active research boat and tribal canoes.

High school students from both tribes will be recruited as counselors-in-training (CIT). They will be provided stipends so the need to earn money over the summer does not prevent them from participating. As part of their training, they will be exposed to study and career options in marine science and resource management, as well as ongoing research and management issues along the Oregon coast. These older students will then help with the outdoor programs, in the role of older student mentors, sharing knowledge with younger students.

Josh Davies
Director of Education

Housing Department

A total of 92 households were directly assisted with meeting their housing needs during this program year. Additional households were served through assistance with the Low to Moderate Income Home Repair program and the Low to Moderate Down Payment Assistance Program.

2021 IHBG BLOCK GRANT: \$872,697.15

Low Income Monthly Rental assistance households – 35

College Student Monthly Rental Assistance Households – 16

Emergency Assistance – 5 Households assisted

Tribal Housing – 36 Low Income Housing Units

The pandemic created unique challenges with navigating property management that extended into 2021. Difficulties in inspecting and maintaining homes within the Housing Program were particularly evident. Already found to be in a state of disregarded preventative maintenance from 2020, the scope of repair work done was often limited to items critical to health and safety within the homes. In the late spring/early summer of 2021, an organizational shift allowed for the Tribal Administrative Maintenance crew to begin manually tracking their time and effort. This documenting and tracking of work on the Housing Program units vs work at Admin ensures no commingling of Housing resources to Admin and provides a mechanism for more skilled and a greater number of employees to provide work on these units. While there is still a lot of work to be completed, the efforts of the Tribal Maintenance crew are greatly appreciated and carried forward to the present.

The feasibility of placing new housing for the Program on the available land next to the administration buildings was scrutinized in 2021. The findings and general consensus with this project, as well as funding and time constraints, shifted efforts towards acquisition rather than development. The change led to the purchase of two duplexes to add to the Housing Program. These units were in overall good condition when purchased and should provide a great long-term benefit to the Tribal Housing Program.

A significant change order very early on in the process of the construction of new offices for the Housing Program with room for a Community Center at Qaxas brought a swift stoppage to that project in 2021. While unfortunate, Tribal Leadership was left with few other options regarding this project due to the scope of this change order required by the project architect and engineer. The positive outcomes are Housing does have all the design work of the building completed and ready and the site for a building at Qaxas was cleared and leveled. Discussions regarding the most appropriate use of land at Qaxas are ongoing and proper site due diligence will be completed before construction begins in the future.

Josh Stevens
Interim Housing Director

Planning Department

The planning department underwent a re-calibration of priorities in 2021 concerning many ongoing projects up to that point. While difficult decisions were necessary to be made, they were guided with a holistic view of the overall best interest of the Tribes by Tribal Leadership.

The transportation program saw a decrease in ridership and activity carry forward from the latter half of 2020 throughout 2021. This decrease was directly attributable to the pandemic and falls in line with other transportation entities providing similar services. Most of the Transportation efforts in 2021 and forward have been spent in anticipation of increased programmatic use and the identification and implementation of more efficient processes to better serve increased future ridership. Fleet vehicle preventative maintenance and recall issues have also been addressed to ensure every vehicle possible is in safe and operational condition for use as needed.

2021 saw the close of a trying era in dealing with the City of Coos Bay and the Hollering Place project. The City of Coos Bay refusing to seemingly provide any realistic concessions in key components affecting the project viability led directly to the difficult decision the Tribes faced in walking away from this project. The upper Hollering Place lot was retained by the Tribes and may be a component in future economic/cultural development ideas.

Realty overcame some barriers in 2021 and finalized the Fossil Point Fee to Trust process. Realty staff assisted in the purchase of two commercial buildings in Coos Bay as well for the Tribes, 150 S. Wall (Banner Bank) and 220 Wallace (Charter Building). The acquisition of 220 Wallace was particularly impactful to the Tribes due to its location contiguous to the Casino and Tribal Reservation Land. Early contact with Charter by realty staff was made in 2021 regarding the availability of the property and Charter honored an agreement struck by realty staff with Charter to allow the Tribes first option to purchase this land without putting it on the market. This was a huge benefit in the procurement of this property due to the competitiveness of the current real estate market and will help the Tribes expand the footprint of the Tribal Hall Reservation Land.

Josh Stevens
Planning Director

Maintenance Department

2021 involved restructuring of the Maintenance Department and the allowance of Tribal Maintenance to work on Tribal HUD properties in addition to administrative properties. This shift enabled the department to add an additional member of the crew, going from three full-time employees to four.

Various HVAC, generator, and pest control issues revealed a lack of ongoing maintenance to crucial components. Required maintenance to these systems beyond the scope of what could reasonably be performed in-house was established with qualified outside vendors. Fortunately, this seemed to be limited to those areas as the required external maintenance and testing schedule with

fire prevention systems in the governmental buildings was scheduled and kept current by maintenance team leaders.

The crew took the lead in the demolition and removal of the “KCBY” building in Coos Bay, coordinating with outside trucking companies to haul the debris to the dump. This removal had been discussed and approved just prior to the pandemic hitting and had been stalled out since. An opportunity arose in early December to finish the project and our in-house heavy equipment operator took the lead to see it through. This removed an attractive nuisance with a building no longer viable for any real use and occurred just weeks prior to another flooding event that would have damaged that building even further.

Focus shifting to Housing as well as administrative properties tested the crew and stretched them fairly thin throughout 2021. The entirety of the crew showed an outstanding commitment to the service of the Tribal membership at large.

Josh Stevens
Interim Facilities Maintenance Director

Tribal Police Department



Department History:

The Tribal Police Code was enacted on January 13, 2002 by Tribal Council Resolution No. 02-015, Ordinance No. 042. This was amended on November 9, 2003 by Resolution No. 03-048, Ordinance No. 042A. This was the beginning of the Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians Tribal Police Department. As of the end of the year 2021, the department has three, full time Police Officers (including the Chief of Police). The Tribal Police Department is responsible for Law Enforcement on Tribal Lands under the direction of the Chief of Police.



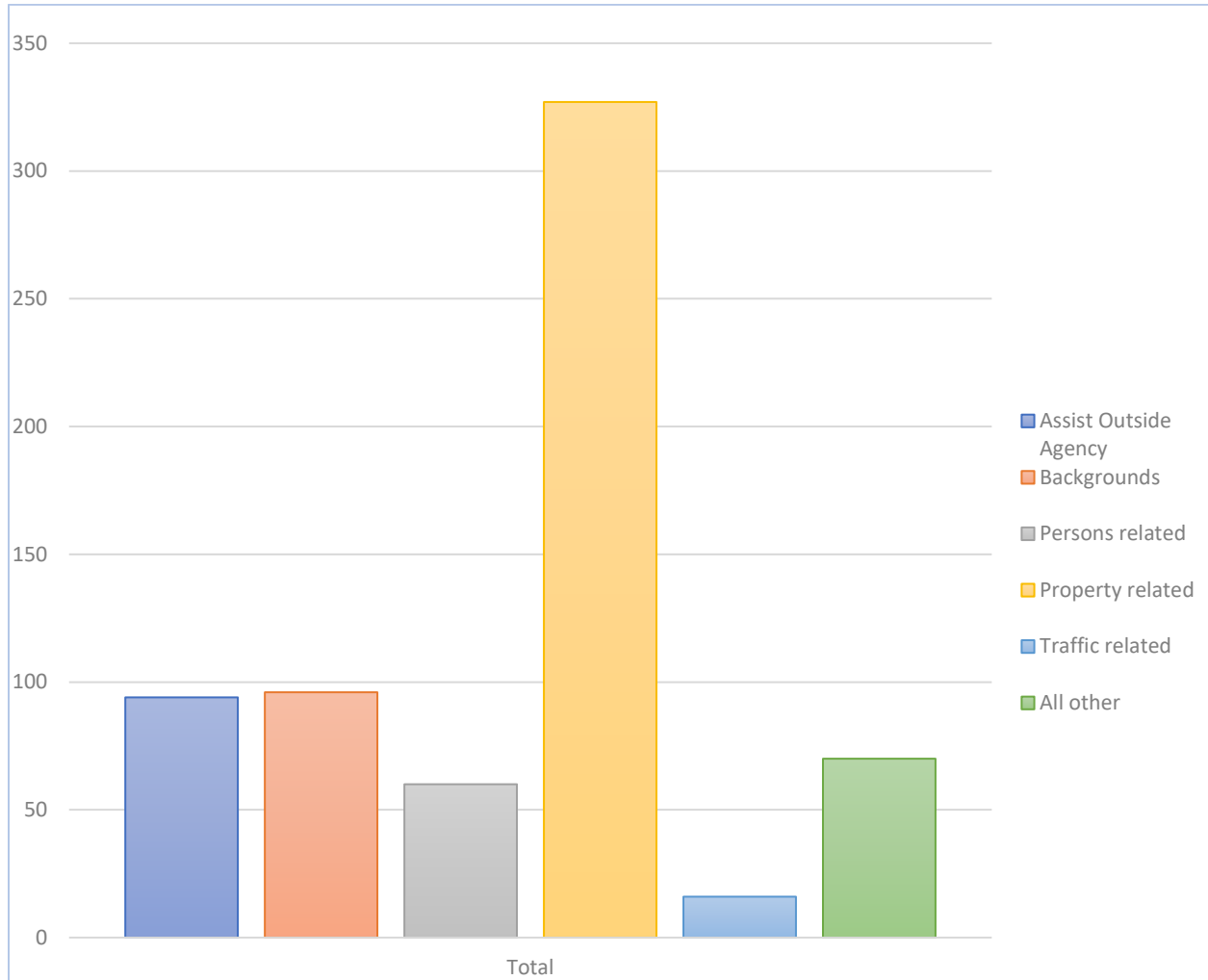
From left to right: Officer Olson, Officer Fleming, Paula Williams, Police Chief Dubray

2021 Incident numbers by Type:

Call Type	Number of Incidents
Alarms	5
Assist Other Agencies/Public	94
Backgrounds:	
Employment	89
Housing	7
Contract Calls (Florence)	63
Drug & Alcohol	2
Person Related:	
Child Abuse/Neglect	0
Disorderly	4
Suspicious	13
Warrant Arrests	3
Welfare Check	9
All Other Person	31
Property Related:	
Burglary	1
Criminal Mischief	7
Foot Patrol/Patrol Check	86
Forgery/Counterfeit	19
Theft	17
Trespass	44
All Other	153
Traffic	16
Total Number of Incidents:	663

Arrests/Citations on Tribal Lands and issued by Tribal Police off Tribal lands	
Year:	2021
Total Number:	14
On Tribal Prop:	12
TPD	10
Outside Agency	2
TPD off Property	2

2021 Tribal Police Department statistics:



Notable Events:

In 2021, the Tribal Police Department was selected to receive the Critical Incident Award from the Oregon Peace Officers Association. The department received the award for their assistance on a quadruple homicide that occurred on June 18th, 2021. Chief Dubray and Officer Olson responded directly to the event and provided on-scene investigative assistance.



Above: Officer Fleming and Chief Dubray at the OPOA banquet

After 34 years in Law Enforcement, Police Chief Brad Kneaper retired from the Tribal Police Department. Police Chief Kneaper served with the Oregon State Police prior to coming to CTCLUSI where he served the Tribal Police Department for 17 years.



The Tribal Police Department welcomed Officer Shawn Fleming to the Tribal Police Department. Officer Fleming was hired as a certified Officer who lateraled to us with over 5 years of law enforcement experience.



Activities Participated In:



Culture Camp



National Drug Take Back Day



COVID-19 Vaccine Distributions



Summer School

Goals for 2022:

- *Recruit for the vacant Community Service Officer (IMPACTS) position*
- *Complete the TPD org chart revision and fill both the Sergeant position and vacant Officer (Florence) position*
- *Move TPD operations into new Emergency Response Center*
- *Continue to provide high-quality law enforcement services to the Tribe, its members and the community at-large*

Chief Brian Dubray
CTCLUSI Police Department

Department of Natural Resources

Introduction:

The Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians (CTCLUSI) Natural Resources Department (DNR) conserves and manages resources on Tribally-held lands in addition to working with other governments and agencies to influence conservation and management of resources throughout the Ancestral Territory. The Department of Natural Resources has established Water, Air Quality, Forestry, Wetlands, Restoration, Language, Cultural stewardship, Tribal Response programs that have largely been funded by EPA but are also complemented by Bureau of Indian Affairs Natural Resource Management, NPS- Tribal Historic Preservation Office, BLM – Native Seed Grant, ANA- Stewardship Capacity Building Project, Spirit Mountain Tribal Education Grant, TPEP, SOR – Community Mental Health, State Grants (OR Cultural Trust – Cultural Development Grant, ODE; OCCF –Arts and Cultural Recovery Grant) NOAA-Pacific Coast Salmon Recovery funding, and other competitive grants.

Collectively, these funds have not only helped capacity building, but have also helped to restore habitat in our aboriginal homelands and protect our environment and natural resources that are culturally significant to the Tribe. Grants such as the Alcohol & Drug Prevention Education Program (ADPEP), and the Tobacco Prevention & Education Program (TPEP) fund prevention programs aimed at incorporating the Tribal Best Practice “Culture Is Prevention” into all appropriate tribal events and activities, with a goal of reducing harmful behavior and substance abuse and misuse throughout our Tribal Communities. The Language grants are focused on expanding the CTCLUSI capacity and ability to revitalize the three Tribal languages; Miluk, Hanis and Sha’yushtł’a ul Quuiich and reintegrate them into the daily lives of Tribal members.

In January 2018, the Tribe achieved one of its long-term objectives of restoring some of its Tribal land base through the Western Oregon Tribal Fairness Act. Title II of the Act conveyed portions of federal lands previously managed by the Bureau of Land Management into trust for the benefit of the CTCLUSI. These conveyed lands consist of seven parcels totaling 14,742 acres of forested

lands in each of the three Tribal watersheds- Coos, Lower Umpqua, and Siuslaw Basins. Each of these tracts is culturally and /or economically significant and will play a vital role in promoting Tribal self-determination and sovereignty. The Forestry sector of the Culture and Natural Resources Department is coordinating efforts with Tribal Council and relevant departments and committees to develop a forestry resources vision and a forest management plan for the long-term benefit of the tribal membership. The ultimate anticipation is to uphold best management practices based on Traditional Ecological Knowledge that will enhance environmental stewardship, habitat restoration, and sustainable resource use by tribal members. As stewards of these lands, the Tribe must move to exercise the rights and responsibilities that accompany sovereign jurisdiction

The department is currently staffed with employees that have expertise in environmental protection, silviculture, fire ecology, archaeology, biology, fisheries and wildlife, ethnobotany, air quality, water quality, spill response, brownfields, wetlands and habitat restoration, policy, planning and overall resource management. As well as, half of the staff are Tribal members that bring with them Traditional Ecological Knowledge. In order to enhance and manage, in a good way, the culturally significant resources within CTCLUSI's aboriginal territory, and thus perpetuate the Tribe's culture, the department has established forestry, restoration, tobacco prevention and education program, water, air, culture, youth prevention, tribal resource response and culture resources protection programs. These resources include but are not limited to: salmon, elk, shellfish, lamprey, and weaving materials. Currently, the departmental duties are to research, monitor, assess, manage, use, conserve, protect, education and outreach, restore the natural and cultural resources within CTCLUSI' Tribal lands and Ancestral Territory; work 'with other governments to influence positive conservation and management of resources within the CTCLUSI Ancestral Territory; spearhead Tribal responses to actions within the CTCLUSI Ancestral Territory that jeopardize resources; promote knowledge of both traditional and contemporary environmental science to CTCLUSI Tribal members and the community; and protect cultural resources, archeological sites, and historic properties.

[Accomplishments, Highlights, Challenges \(April 1, 2021 to April 1, 2022\):](#)

This report highlights the achievements and activities completed by the Department of natural resources (DNR), in the office and field/site visits for the period starting on April 1, 2021 through April 1, 2022. Also, included are challenges faced during implementation of projects/programs within that reporting period. Here is a select list highlighting accomplished activities/events/projects segregated by each DNR program(s):

Program 1: U.S. Environmental Protection Agency (EPA) Performance Partnership Programs (PPG)

a) Indian General Assistance Program (IGAP)

- **ETEP:** The update to EPA Tribal Environmental Plan (ETEP) was completed to include the 15,000 acres of land recently restored to CTCLUSI
- **Capacity building – improved capability and new staffing:**
 - Positions Filled: Tribal Response Program Specialist; Air Program Specialist; Wetlands & Restoration Program Manager In 2021/2022 and are continuing to enhance the Natural resource program(s) goals

- Position of Environmental Scientist created and filled-this will help to manage and build the capacity for the laboratory to monitor environmental pollutants associated with fish foods or water which have the potential to adversely impact to human health or the environment
- **TAS/WQS:** In May 2021, the EPA approved CTCLUSI to be treated in a similar manner as a state (“TAS”) to administer a CWA Section 303(c) water quality standards program and CWA Section 401 water quality certification program. Tribal Water Quality Standards were drafted in 2021 and are currently under CTCLUSI legal review. DNR staff currently working with EPA regional staff to identify reference conditions and criteria in Tribal offshore and estuary waters for nitrate, nitrite, phosphorous, chlorophyll a and dissolved oxygen.
- **Outreach for Environmental Programs:** The DNR staff conducted various education and outreach events including;
 - Protecting Salmon Presentation at Summer School (k-12)
 - HABs and Water Quality Sampling Presentation at Culture Camp (k-12)
 - TRP brownfields presentation at TLEF
 - TRP spill response capacity building and challenges -Tribal panel presentation at Clean Pacific
 - Various laboratory tours for Tribal Council guests (e.g. agencies, PSU class) on capabilities, goals, and challenges
 - Presentation at the annual EPA/ITEP Tribal Lands Environmental Forum (TLEF)
 - Developed a youth outreach plan with South Slough National Estuarine Research Reserve for OYC Natural Resource Tour emphasizing water quality monitoring and history of South Slough
 - Worked with Ecotrust to develop a StoryMap that ties to a tribal curriculum, which was used as a template to coordinate and develop a StoryMap with Siuslaw Watershed Council
 - Completed a Restoration Story with Smith River Watershed Council on the West Fork of the Smith River
 - Water quality and tribal response program outreach presentations with Portland State University environmental science students
- **Build Partnerships:** Enhanced partnerships with several federal, state, watershed groups, non-profit for resource protection including;
 - Ocean Acidification and Hypoxia Council (OAH), Oregon Central Coast Estuarine Collaborative (OCCEC), Siuslaw Watershed Council (SWC) Board, Siuslaw Coho Partnership, Siuslaw Stewardship Group, Coos Watershed Association, Coos River Coho Partnership, Oregon Dunes Restoration Collaborative, Smith Umpqua Dunes Stewardship Group, Oregon Dunes Corporate Weed Management Area, Tenmile Lakes Basin Partnership, West Coast Ocean Alliance, OWEB Small Grant Teams, McKenzie River Trust (MRT), Wild Rivers Land Trust, South Coast Lamprey Working Group, Eelgrass Recovery Advisory Committee, Willamette Partnership organization, Siuslaw Soil and Water Conservation District (SSWCD), Environmental Science Associates (ESA) Lake Creek Falls Working Group with Oregon Department of Fish & Wildlife (ODFW), NOAA and BLM, US Forest Service, United States Coast Guard (USCG), EPA, Oregon Department of Environmental Quality

(ODEQ), Northwest Area Committee (NWAC), South Slough National Estuarine Research Reserve (SSNERR). MOA development with USCG

- Improved the archiving for environmental documents- GIS file organization with each new project, including determination of access/permissions for data, distribution and management protocols for both data and finished maps
- GIS training for new and current staff to support routine functions as well as needed projects
- Laboratory Program establishment: purchasing of new equipment and supplies needed for testing a wide range of pollutants, as well as augmenting facility capability to support equipment operation and analytical protocols
 - Purchased a Liquid Chromatograph Mass Spectrometer (LCMS), a quantitative real-time polymerase chain reaction (qPCR) a FlowCam, and several peripheral equipment for sample processing
 - Purchased laboratory supplies to assist in waste water treatment plant (WWTP) water effluent testing
 - Upgraded the Building B laboratory to support equipment operation and analytical processes: HVAC, electrical, clean room outbuild
- MOU with U.S Forest Service Siuslaw National Forest (SNF) finalized
- Enhanced capacity to protect resources through the use of Traditional Knowledge- Continuing to add and update mapping/documentation for traditional gathering locations and identified some of the specific natural/cultural resources within the Tribe's ancestral territory via GIS interface
- Documented culturally significant species that are being affected by increased temperatures and drought conditions within the ancestral territory (i.e. big leaf maple, black caps, and Oregon grape)

b) Clean Water Act Section 106

- Completed - Discrete monthly monitoring at Lower Coos River and Lower Siuslaw River for the parameters listed previously; Monthly monitoring at Lower Coos River and Lower Siuslaw River for *E. coli*; Continuous monitoring at Tenmile Lakes for temperature; Seasonal monitoring at Sixes River for temperature; Seasonal monitoring at Tenmile Lakes and Sixes River for *E.coli*; Seasonal discrete monitoring at Sixes and Tenmile Lakes for dissolved oxygen, pH, salinity, temperature, conductivity, turbidity; Seasonal nutrient sampling at Coos River, Siuslaw River, Sixes and Tenmile Lakes. Monthly monitoring for HABs and nutrients with SSNERR Davidson Fellow at Tenmile Lakes
- Identified monitoring sites on newly conveyed lands to be implemented post COVID-19 closure
- Networked with EPA NSTEPS to understand wetland monitoring criteria and methodology
- Updated Surface Water and Fixed Station QAPP 5.0 from EPA's review and comments and resubmitted to EPA
- South Slough National Estuarine Research Reserve Davidson Fellow conducted nutrient monitoring on Tribal properties where HABS are most concerning. Fellow also provided training on ELISA toxins analysis for water samples with proposal for Tribes to continue testing at will

c) **Clean Water Act Section 319**

- The DNR staff attended regional stakeholder organizations (in particular watershed associations) to engage stakeholders and advocate for projects to address nonpoint sources of water pollution
- Continued working with ODEQ, TLBP, ODSL, and EPA to investigate funding sources for HABs remediation at Tenmile Lakes. Submitted application to BOR to monitor potential sources of pollution and contributors of HABs.
- Completed projects on Tribal holdings to address nonpoint sources water pollution such as removing invasive species from Wygant property
- Completed the updates on the 5 Year NPS Milestone Schedule

d) **Clean Air Act Section 105**

- Attended workshops, trainings, and/or conferences that increased the effectiveness of the Air Quality Program with respect to indoor air quality, prohibitive burning, and development of outreach materials and review of Title V permits
- Presented the PurpleAir loan success and information at the Air conference (virtual)
- Held government to government consultation meetings between DEQ/CTCLUSI Meeting
- Produced and disseminated outreach materials to Tribal members regarding issues and exposures related to indoor air quality, outdoor air quality, and prohibitive burning
- Completed air quality data collection at the established monitoring stations on tribal lands and performed annual calibrations/audits, validated air quality data collected and submitted air quality data collected to AQS
- Completed installation of electric vehicle charger at Three Rivers Casino at Florence; and paid contractor for the services rendered
- Tracked and reviewed Title V permit applications

e) **CWA 319 Competitive Funding**

- Developing a Watershed Based Plan (WBP)- Preliminary discussions with Siuslaw Watershed Council (SWC) on integrating the drafting of the WBP into the SCP framework; met with McKenzie River Trust and Siuslaw Watershed Council to discuss future restoration projects in North Fork Siuslaw subwatershed
- **Qa'aich Tract Restoration:** DNR staff consulted with Siuslaw members regarding historical significance and context of site. Gathered necessary data for planning restoration. Meetings and site visits with two potential restoration contractors to discuss project timeline, core elements of restoration, and Request for Bids process. Request for Bids being drafted in March and April 2022.
- **Improvement and Expansion of Native Plant Nursery Program:** Greenhouse construction completed; staff successfully propagating culturally significant species including camas, harvest brodiaea, fawn lily, mariposa lily, chocolate lily, calypso orchid, Saskatoon, bog blueberry, iris, giant chain fern, huckleberry, red huckleberry, blue eyed grass, and beaked hazel etc.
- **Enhance outreach and education programs:** Completed 3 plant cultivation tours

f) **Tribal Response Program**

- Finalized Public Inventory document for 2021 and posted on CTCLUSI website
- All DNR staff conducted assessment site visits to all tribal properties to strategize cleanup needs and development potential among other priorities
- Drafted SOP on managing hazardous waste to be incorporated into Integrated Solid Waste Management Plan and laboratory chemical waste quality assurance
- Completed ODEQ's virtual training Basics of Hazardous Waste Management; Incident Command IS100, IS 700 and First Aid/CPR training for cultural and environmental staff
- TRP Specialist completed virtual formal GIS training which will assist in TEK development
- Organized spill response interactive activity for kids attending CTCLUSI Culture Camp. Purchased supplies, guided kids through activity, instructed about spills and dumping and contemporary cleanup methods, and efficacy of cleanup. Provided awareness of contaminated waters and resources, methods for testing for contaminants and changes in quality
- Worked with Planning Dept and Emergency Management Team to update Hazard Mitigation Plan that included climate adaptation planning, TRP capacity, and TERP.
- Communicated with agencies responding to spills and reviewed OERS and NRC spill and sewage reports
- Worked with Navy contractor AECOM to investigate PFAS contamination at Coos Head. Reviewed all previous records, reports, testing results
- In process of updating the Tribal Estuary Response Plan
- Draft Memorandum of Agreement with the US Coast Guard for spill response capacity
- Supported staff in the Laboratory Program capacity building

g) **Wetlands Program:**

- Developed and presented Introduction to CTCLUSI Wetland Program Plan.
- Gathered data necessary for Tribal Wetland Inventory
- Wetland and Restoration Project Manager trained in Wetland Delineations at Clackamas Community College
- Reviewed two Army Corps of Engineers CWA 404 permit applications
- Consulted for Three Rivers Casino regarding wetland boundary in vicinity of casino
- Completed summarization of all available wetland data in the Coastal ecoregion to be used for developing wetland water quality standards (with technical assistance from EPA and Nutrient Scientific Technical Exchange Partnership & Support.

Challenges (PPG)

- Staff turnover
- Some positions were vacant for extended periods of time- Air Quality Specialist position, Forester is vacant. Tasks were assigned to other DNR staff as needed.
- The COVID -19 pandemic made it difficult to conduct in person meetings, attend conferences, trainings
- Inadequate funding to implement new programs
- Inadequate equipment – the department has since acquired great equipment for the laboratory capacity

- The DNR building is currently at capacity and does not have adequate space to house the additional staff that it will need to hire in the near future.

Program 2: Forestry Program

- The Forestry Program is continuing to develop the Forest Management Plan for the forest lands that were conveyed through the Western Oregon Tribal Fairness Act. We are currently working on the “goals and objectives” section of the FMP, and expect to have a completed draft ready for review in May.
- We continue to work on the Indian Trust Asset Management Plan (ITAMP) under the Indian Trust Asset Reform Act (ITARA). As of this date we have completed a draft Tribal Forestry Ordinance and Tribal Forestry Regulations. We expect to have the ITAMP completed this coming fall.
- We recently completed a draft Tribal Riparian Management Strategy, which was developed with assistance from leading researchers on forest hydrology and fisheries management. This tribal approach to managing riparian areas on the Tribal Forest will be one of the most scientifically advanced approaches in the nation, and should serve as a model for other public and private forests to follow.
- Colin Beck, Forester is continuing to serve on the Elliott State Research Forest Advisory Committee, and is involved in several of OSU’s scientific committees that are assisting with development of the Forest Management Plan for the Elliott. He is currently exploring avenues to receive outside funding to support CTCLUSI’s work on the Elliott.
- We are continuing to administer the ANA ERE Stewardship Capacity Building Project Grant, which has funded much of the Forestry Program over the past 3 years. This grant is currently in the final year.
- Colin administers the Tribes’ Geographic Information System (GIS) Program. This includes maintaining software and licenses, maintaining and updating GIS data, developing maps in digital and print format, and providing GIS support to other Tribal staff.
- We are currently working with Congress and the BIA Office of Self Governance to remedy the lack of recurring base funding for the Forestry Program. Congress recently directed the BIA to address this issue as it relates to the tribes that received lands through the WOTFA, which is a positive development.
- The Forestry Program was successful in lobbying for a tribal amendment to the Private Forest Accord Legislation. The tribal amendment effectively exempts tribal fee lands from regulation under the Oregon Forest Practices Act. This is a huge step forward for tribal sovereignty.
- We recently secured \$373,195 in NRCS EQIP funding to pay for stand improvement projects on the Lake Creek Tract. These projects will be carried out in 2022-2026.
- We are continuing to work the BLM’s state cadastral team to ensure that the boundaries of the Tribal Forest are surveyed as required by WOTFA. This project is ongoing and will require a number of years to complete.
- We continue to coordinate with the Springfield BLM on issues related to removal of the Hult Reservoir dam, which is directly adjacent to the Tribes’ Lake Creek Tract.

- We are coordinating with the Siuslaw National Forest on items of mutual interest, including the North Fork Smith project. This project will thin plantations that are on National Forest lands adjacent to the Smith Tract.
- Colin assisted with the development of a contract to purchase an ocean vessel from North River Boats, and is currently involved in organizing training events to ensure that staff are properly equipped to safely operate this vessel.

Challenges: Forestry Program

- Staff turnover has been a challenge. Our previous Forest Lands Manager, Steve Andringa, left the Tribe in July of 2021. His sudden departure required the remaining forestry staff to scramble to take over projects that he had been working on (such as administration of the ANA ERE Stewardship Capacity Building Project Grant). Jeff Stump, the Tribes' former Planning Director, also left around the same time. He formerly administered the Tribes' GIS program, and Colin has been administering the GIS program since his departure.
- The Forestry Program is currently understaffed. The Forester position is unfilled, and there is also a need to hire a full-time GIS Administrator. In addition, the Forestry Program will need to hire an Administrative Assistant/Log Scale Accountant in the near future. We are currently using consultants to help with short-term forestry and GIS needs, but this is not an ideal solution.
- The DNR building is currently at capacity and does not have adequate space to house the additional staff that it will need to hire in the near future.
- The Forestry Program lacks recurring base funding. While forestry staff have been successful in advocating for non-recurring add-on funding to maintain the program, the lack of recurring funding makes it difficult to plan for long-term staffing.
- Travel distances to the various Tribal Forest tracts is a challenge. The three large tracts all require 2 to 2.5 hours of travel time to reach from the Coos Bay office (one way). These extended travel distances reduce the amount of time that can be spent in the field conducting field work. Colin often drives his personal truck when visiting the Tribal Forest, so that he can leave directly from his house and maximize his productive field time. The current tribal mileage reimbursement does not fully account for the costs of operating a 4x4 truck and driving on unimproved forest roads.

Program 3: Cultural Resource Protection – Tribal Historic Preservation Office

- Courtney Krossman, new Tribal Historic Preservation Officer (THPO) Courtney is a Tribal member
- Curations Facility team and task force organized to build and implement the Curations Program, such as for dedicated staff hours committed to program implementation, draft protocols, undertaking handling and cleaning trainings, inventorying, completing short-term projects, ensuring facility support for operations, etc. Staff drafted budgets for facility needs to implement the program and began purchasing supplies.
- Goose Point Excavation –field school
- Several consultations resulted in survey and monitoring of the Area of Potential Effect (APE) of proposed undertakings

- Seventy-five proposed Federal undertakings were reviewed
- Three hundred and ninety-seven proposed non-Federal consultations with the State of Oregon, local cities, and counties were completed
- Establishing on-call list with trained cultural monitors
- Worked with various agencies on restoration projects
- Bureau of Ocean Energy Management Meetings
- Meetings and consultations concerning further development of the Coos Estuary concerning Ocean Wind Energy and Shipping Terminals
- Helped Coos History Museum curate a Continuing Traditional Medicine exhibit.
- Helped facilitate the return of Lottie's Dress.
- Cultural Resource Monitoring for the City of North Bend's Archaeological Exploration.
- Offered comments on the Rocky Habitat Management Strategy
- Participating in meetings concerning past residential schools, and working towards bringing our children home.
- Coordinating and facilitating repatriations
- Participated in the State Historic Preservation Office (SHPO) rule changes for archaeological permits
- Monitoring the Federal Energy Regulatory Commission docket for updates for the Jordan Cove Energy Project
- Continuous meetings with the Udall Foundation concerning Traditional Cultural Landscape studies, and the potential for CTCLUSI to participate
- Monthly meetings as a Trustee on the Board of Directors for the Coos Historical Museum

Challenges

- The curations facility requires dedicated staff time to assist in implementation and project completion. Staff are designated to collaborate on priorities for the Curations Program. The Program also had no dedicated budget, which it now has, and staff is utilizing budget to purchase needed supplies. In handling cultural materials that could be contaminated, staff will need to research and purchase laboratory equipment to test for contamination prior to handling by staff or Tribal members. Staff identified the need for continuous annual funding to support the curations handling needs, exhibit needs, and facility needs.
- Limited Staff
- Lack of Communication with the City of North Bend pertaining to Ferry Park Road
- Hoping to fill the position of the Cultural Resource Protection Specialist

Program 4: Restoration Projects funded by National Oceanic and Atmospheric Administration (NOAA)

- Imported 30,000 cubic yards of fill material to be used for offset levees as part of the Waite Ranch Project (installed sediment control systems, seeding and erosion control)
- Completed 60% Basis of Design Report for construction and restoration at Waite Ranch.
- Completed geotechnical analysis of the tide gate location and outer levee at Waite Ranch.
- Completed third year of maintenance on 3.5 acres of riparian plantings along mainstem Condon Creek and tributaries in the North Fork Siuslaw River sub-watershed.
- Submitted FY 2022 PCSRF/NOAA grant for completion of Waite Ranch project.

- Received award of \$351,000 towards Waite Ranch work

Challenges:

- Lack of ODOT approval of Waite Ranch designs has been the major challenge for many years. Recently, 60% designs were approved by ODOT with comments stating that the agency is willing to review the 90% design when complete
- Staffing of the restoration position 2020 and 2021 caused delays in communication with partners and grantors that resulted in project delays

Program 5: Tribal Wildlife Grant – US Fish and Wildlife Service

Tenmile Lake Basin Pacific Lamprey Assessment and Monitoring – John Schaefer

- This 2-year Project ended 1/31/22 with the final report due 5/31/22
- Effectiveness monitoring of the Eel Lake lamprey passage structure
- Surgically implanted radio tags into adult lamprey to track and identify migration behavior (Although the project funding has ended, there are a few active tags in lamprey that are still being tracked monthly until the tags stop transmitting)
- Identified distribution and species of larval lamprey in Eel Lake Basin
- Outreach activities with Tribal members and public stakeholders
- Interpretive signs for the Eel Lake lamprey passage structure finished and awaiting final installation in April with media coverage

Challenges:

- Covid closures of boat launches and restrictions on large gatherings inhibited in-person outreach events and the ultimate number of adult lampreys captured for surgical implantation of radio tags.

Program 6: Culture Stewardship Programs and Prevention Activities Program

a) Tobacco Prevention and Education Program (TPEP) and activities by Mark Petrie

- Tobacco Prevention and Education Program (TPEP) and activities transferred to Culture/DNR on 10/28/21
- Traditional Tobacco Program: growing, processing, and providing for ceremonial use within the Tribal Community and appropriate tribal events/activities
- Interdepartmental Collaboration: Live Native Program with Diabetes Program: March 3rd – April 21st; Commercial Tobacco Cessation with Dental Clinic; youth and adult programs with Education Department
 - Harvest Party Kits, Winter Solstice Kits, Spring Equinox Kits
- Community Health Education Outreach & Engagement: presentations, referrals, resources, virtual programming, etc.
- Commercial Tobacco Free Tribal Code and Policy monitoring, enhancing and development.
- Designing unique art for outreach supplies, materials and apparel for Tribal Programs and Activities.

Challenges

- The commercial tobacco industry targets Tribal communities with misappropriated cultural imagery and marketing tactics
- Newer commercial tobacco products such as: e-cigarettes, oral nicotine products, synthetic nicotine, heated tobacco products (vape, etc), and a variety of flavored products that have greatly increased youth and young adult use initiation
- Lack of awareness of the traditional uses of tobacco of Indigenous groups – Traditional Tobacco vs. Commercial Tobacco
- Lack of support for Smoke-free Tribal Casinos

b) Stewardship Program

- First ever Virtual Spring Break Camps (March 2021 & 2022)
- Seasonal Kits to Tribal families- Began offering culturally inclusive seasonal kits in lieu of in-person gatherings.
- Monthly Virtual Cultural Classes for Tribal youth, adults, and families
- Food Sovereignty Program- Provided Raised beds to Tribal Elders and families to grow their own food and become more self-reliant from the safety of their own home; included seeds and soil.
- Partnered with Education Department for in-person Tribal Summer School
- In person Culture Camp (Summer 2021)
- Developed New Beginnings for Tribal Student (NBTS) Program along with Education. In partnership with Southwestern Oregon Community College (SWOCC) and Oregon State University (OSU), this program will help to get our students interested and into Natural Sciences
- Utilized Consolidated Appropriations Act, 2021 Coronavirus response and relief funds for Federally Recognized Tribes to purchase ocean research vessel to support scientific research, outreach to tribal membership, subsistence fishing, cultural and other ceremonial activities. DNR staff training in ocean navigation
- Finalized the Abundance Storymap on our website to give people an introduction to our Culture and History.
- Secured commercial smoker to smoke fish caught during our future fisheries gatherings
- Gave dozens of virtual and in person cultural awareness and education trainings and presentations to groups, agencies, governments and schools
- Provide Traditional Ecological Knowledge (TEK) for Tribal, State and Federal planning and projects.
- Family Canoe Program Development- securing small, traditional style canoes in order for families to canoe on their own time and be canoe culture stewards on our water systems
- Revised canoe policy to allow Tribal youth under the age of 12 to be allowed to pull in the canoe with parents/guardians being present
- Visited all Tribal Lands in order to give Culturally relevant land use perspectives
- Worked with local artists and Culture Committee to make sure we were represented accurately and respectfully in the community
- Developed Virtual Scavenger hunts and culturally relevant games in coordination with the Education Department on the CTCLUSI gather.town metaverse

- Worked with other Tribes and local Museums to build online programming for the 4th grade program in light of having to cancel the in-person 4th grade program due to COVID-19
- Advised Oregon Department of Education, at their request, on Natural Resource and Cultural Curriculum for the Senate Bill 13 state wide curriculum
- Developed shed antlers cache, donated by Tribal Elder Dennis Rankin. Available to Tribal Membership for cultural uses
- Worked with the health department to give away elk meat to Tribal Elders
- Meet monthly with all other Tribal Nations within Oregon along with State Agencies to reflect Tribal priorities in state policies
- Created numerous instructional videos highlighting cultural practices and cultural materials gathering
- Native Plant Nursery and Seed Bank Development
- Restocked Cedar Cache

Challenges

- Was not able to offer as many in-person cultural events due to COVID-19
- Also, was forced to cancel scheduled in person events due to COVID-19
- Limited Staff
- Limited Funding
- Communication

c) Youth Prevention Activities (SOR/ADPEP/JCP) Doug Barrett

- Transferred to Culture/DNR on 10-17-2021
- Host Youth Culture Prevention Activities to assist youth and families to reduce the consumption of Alcohol and other Drugs
- Assist with activities and other Departments, (Mainly Education and Health) with in person and hybrid activities that are ATOD free.
- Use Tribal Promising and Tribal Best Practices for Culturally based activities. / Tribal
- Monthly Culture Committee Meetings / Weekly Language classes.
- 2022 Statewide ADPEP call series – Monthly. / MHA/LADPC Meetings – Monthly.
- Substance Use Disorder Prevention Symposium / Working on reports and keeping recertification's up to date.
- **Bring back and revitalize the HOC (Healing of the Canoe) Program and utilize the HOC Curriculum.**
 - Use the HOC program and curriculum to continue the Canoe Journeys, ATOD free.
 - Ocean Coaching Learning sessions – Monthly & Ongoing. / Capital Projects Meeting – Ongoing.
 - Clam Dig Prevention Activity – April 23rd. / Virtual Spring Break Camp – Completed

- **Grant Reports and Deliverables – ADPEP, JCP & SOR**
 - Departmental Meetings – Ongoing. / Prevention Grants discussion.
 - TOR Webinar: Fentanyl & Harm Reduction – Ongoing.
 - Community of Practice – Healthy Native Youth
 - Read Road to Wellbriety Meetings, every other Monday

Youth Prevention Challenges

- 5-County Service area and Tribal Families all over the US and overseas.
- Covid –19 was hard for everyone and especially for the youth of the Tribes.
- Finally getting back to in person Gatherings and Activities.

Program 7: Language Program (Enna Helms/Patricia Wheats)

- Obtained funding for language revitalization efforts; (1) Oregon Language Grant with OR Department of Education to support existing language classes, (2) Spirit Mountain Community Fund for Enhancing Language Program, (3) CARES Act/ARPA.
- Sought and applied for other grants such as ANA Language Pres and First Nations Language Immersion Grant
- Developing, designing, and enhancing “Language in the Home” language curriculum for our three native languages; miluk, hanis, sha’yuusht’a uł quuiich
- Grammar discussions weekly for each of the three languages
- Piloting orthography for the three languages
- Teaching 10-week scholastic language classes in the Fall, Winter, Spring and during scholastic breaks supplementary language classes are integrated within cultural activities primarily for youth camps.
- Language classes at Spring break camp, culture camp, and other virtual cultural nights
- Established a language assessment for the hanis coos language
- 1 student graduated from the hanis language class in obtaining for language requirement for BA
- Held first Language Ceremony
- Ex-offio to the Language Committee holding monthly meetings that advocate and builds protocols for language revitalization
- Language Committee passed General Names Protocol that encourages a community input process into renaming lands, waters, places, canoes, and other pertinent places
- Piloting/Development of the Indigenous Language Digital Archive (ILDA) to organize, compile and create a searchable database from contemporary and historical language source material
- Presentations for museums, universities, grant agencies
- Consultations with local organizations
- Webinars on Language Revitalization
- Outreach with Tribal Govt re Storymap, Notification map, etc
- Assisted with Fall, Winter, Spring, Summer kits to the general membership; language projects
- Coordinator for Culture Coalition; return of Lotties Dress, Storybook project, Annual storytelling event
- Online language videos for social media pages and CTCLUSI website

Language Challenges

- Limited time to transcribe documents for ILDA
- Limited funding / lack of capacity
- Need for professional development towards language revitalization efforts due to Covid

Roselynn Lwenya, P.h.D.
Natural Resources Director