

# 2025

## Annual Report

CONFEDERATED TRIBES OF THE  
UMATILLA INDIAN RESERVATION



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A deer walks a rocky hillside on the Umatilla Indian Reservation.

# Who and Where We Are

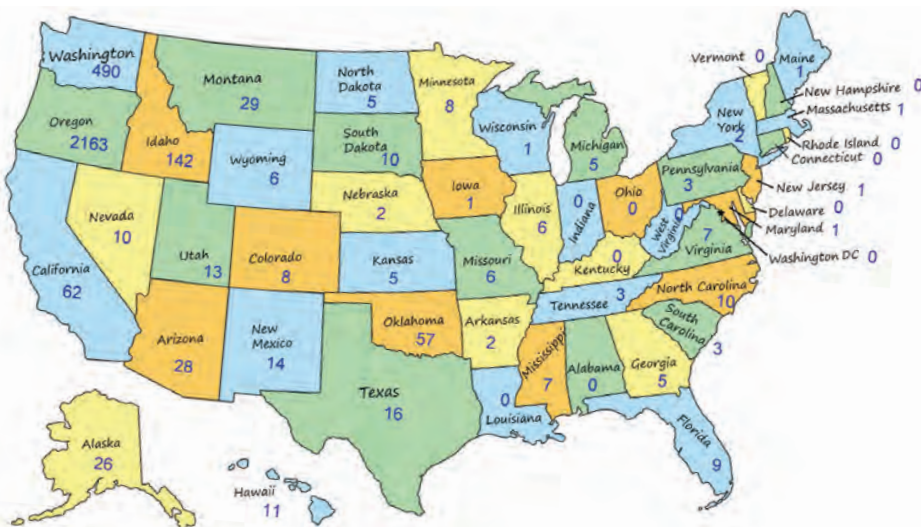
The Confederated Tribes of the Umatilla Indian Reservation (CTUIR) is governed by a constitution and by-laws adopted in 1949.

Elected every two years, the Board of Trustees (BOT) governs the CTUIR with a chairperson presiding over the BOT, which consists of eight other members.

The BOT sets policy, decides tribal affairs, and takes a lead role in prioritizing projects and issues. It holds weekly meetings, work sessions with staff, and meetings with people and organizations. BOT members, except the chairperson, participate in commissions and committees set up to oversee issues such as natural resources, water, health, and fish and wildlife, etc.

The BOT is elected by the General Council (GC), which consists of all CTUIR members age 18 and older. The GC elects officers every two years and meets monthly to hear from its chairperson, the BOT, and working groups. This is also an opportunity for GC members to provide recommendations and input to tribal officials.

More than 500 employees execute the government's work. The executive director and two deputy executive directors lead the staff, which is organized by departments and programs.



An Enrollment Office map shows how many CTUIR members live in each state.

The CTUIR is comprised of the Cayuse, Walla Walla, and Umatilla Tribes. It has approximately 3,200 tribal members. Nearly half of those tribal members live on or near the Umatilla Indian Reservation, which is about 172,000 acres.

In 1855, the tribes signed a treaty with the United States, in which it ceded more than 6.4 million acres. The tribes kept rights to fish, hunt, and gather foods and medicines such as roots and berries, and pasture livestock on unclaimed lands.

Members still exercise these rights in the CTUIR's traditional use area, which extends to and beyond harvesting fish at Willamette Falls in Western Oregon to hunting buffalo in the Greater Yellowstone Area.

Many members still practice the religion of Washat, and some still speak their native languages.



# From the Chair

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Dear General Council and Community Members,

The Board of Trustees (BOT) of the Confederated Tribes of the Umatilla Indian Reservation (CTUIR) is pleased to share the 2025 Annual Report, highlighting our work from the past and current BOT because a lot of the work accomplished in 2025 took a few years of working with our employees and others to achieve the 2025 projects and improvements.

In addition to sharing information, the BOT will continue to work for CTUIR members, the community and our future.

The BOT is thankful for the dedicated and devoted 500 employees whose goal is to provide quality services for our children, elders, veterans, families and community.

The CTUIR have a more than \$500 million budget that covers our annual operations, appropriating funds for education, workforce, economic development, climate initiatives, natural resources protection/restoration/enhancement, and investment in planning for our future generations.

The BOT is working on our 2026-2027 priorities to further CTUIR excellence that will improve our internal and external coordination to provide respectful professional services to our members while protecting our 1855 Treaty.

On behalf of the BOT, thank you for trusting us to make policy as your elected leaders and striving for a better future for the CTUIR. As always, it's a privilege and honor to serve.

Sincerely,

N. Kathryn Brigham  
Board of Trustees Chair



# Board of Trustees



**N. Kathryn Brigham**  
**CHAIR**

Tribal Employment Rights Office  
Commission



**Aaron Ashley**  
**VICE CHAIRMAN**

Science & Technology Committee  
Wildhorse Foundation



**Monica Paradise**  
**SECRETARY**

Land Acquisition Committee  
Nixyáawii Community Financial  
Services Board  
Economic and Community  
Development Committee



**Raymond Huesties**  
**TREASURER**

Land Protection Planning Commission  
Cayuse Board of Directors  
Nixyáawii Community Financial  
Services Board



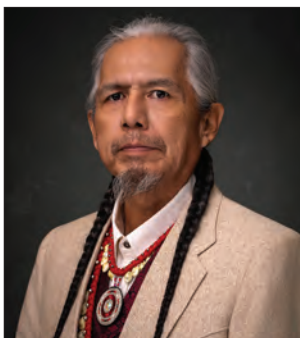
**Lindsey X. Watchman**  
**GENERAL COUNCIL CHAIRMAN**

Housing Commission  
Veterans Committee  
Community Wellness  
Improvement Collaborative



**Lisa Ganuelas**  
**TRUSTEE**

Farm Committee,  
oversees the Tribal Farm Enterprise  
Water Commission



**Toby Patrick**  
**TRUSTEE**

Cultural Resources Committee  
Tiichám Conservation District



**Sierra Quaempts**  
**TRUSTEE**

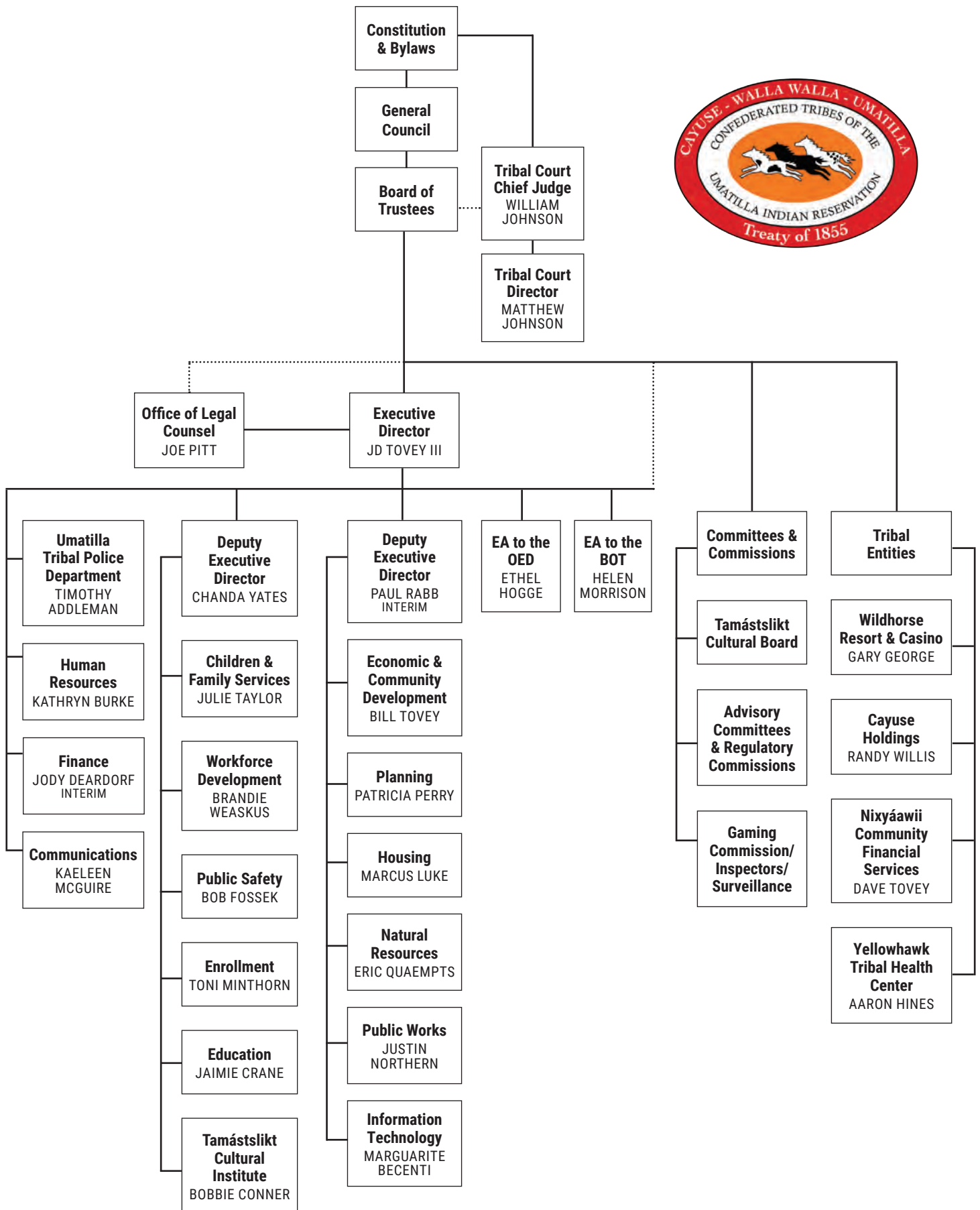
Education & Training Committee  
Health Commission



**Corinne Sams**  
**TRUSTEE**

Fish & Wildlife Commission  
Law & Order Committee

# Governmental Structure



# Election & Swearing-In



**Gary I. Burke**



**Roberta J. Wilson**



**Steven Hart**



**Alan Crawford**



**Michael R. Johnson**



**Martina Gordon**

On Nov. 4, 2025, voting members of the Confederated Tribes of the Umatilla Indian Reservation (CTUIR) selected new leadership for both the Board of Trustees (BOT) and General Council, helping shape the direction of the Tribe for the 2025–2027 term.

Voters elected N. Kathryn Brigham as BOT chair, alongside Monica Paradise as secretary and Sierra Quaempts as trustee. Returning to serve on the BOT are Aaron Ashley, Raymond Huesties, and Trustees Lisa Ganuelas, Toby Patrick, and Corinne Sams.

For the General Council, voters elected Lindsey X. Watchman as chairman, Boots Pond as vice chairman, and Shawna Gavin as secretary. Thomas Morning Owl was re-elected to continue serving as interpreter.

The Tribe also recognized and thanked outgoing leaders for their service during the previous term. The contributions of Gary I. Burke, Roberta J. Wilson, Steven Hart, Alan Crawford, Michael R. Johnson, and Martina Gordon reflect the continued commitment of tribal leadership and service to the CTUIR community..

The 2025–2027 BOT and General Council were officially sworn into office Dec. 3 during a ceremony at the Nixyáawii Governance Center.

# Children & Family Services

## DIRECTOR: Julie Taylor

The Department of Children & Family Services supports, guides, and invests in the health of our tribal community, and promotes respect and consideration of lifestyles, life quality, and community and cultural values.

This includes the needs and rights of all tribal members and community.

Its core values include encouraging and supporting continuous learning and collaboration for optimum service delivery while respecting and having consideration for diverse lifestyles, including the quality of life and community and cultural values.

- The Department of Children & Family Services (DCFS) Emergency Food Assistance received an Oregon grant to provide food to all federally recognized tribal members in the CTUIR service area. Three food distributions were held at the Tutuilla Food Sovereignty Building in November and December.
- On Oct. 31, DCFS received \$200,000 from the Board of Trustees for a one-time food assistance in November for all CTUIR members enrolled in the Supplemental Nutrition Assistance Program.
- The Nicht-Yow-Way Advisory Group held monthly meetings from July to December for elders and provided a Zoom option at the Yellowhawk Tribal Health Center.
- The Food Distribution Programs on Indian Reservations staff, BOLSTER, Workforce Development programs, and the Nixyáawii Community School senior class prepped and bagged food for distribution.



- DCFS held its Youth Leadership elections for the CTUIR Junior and Senior Youth Leadership Councils in November. They were sworn into office in December.
- The Family Preservation Program held its Shop with a Cop at Pendleton Walmart in collaboration with the Umatilla Tribal Police Department and other law enforcement agencies.
- Trinity Bates received an Oregon award for her work in Indian Child Welfare.
- The Family Engagement Program helped provide First Foods excursions in the CTUIR's usual and accustom harvesting areas and hosted culture nights, a Valentines gathering, a Week of Young Child powwow and a Trunk or Treat event.
- The Child Care Program used Seeding for Justice funds to purchase the Seventh Day Adventist Church property on Mission Road.

DCFS employees wear shirts during Blue Ribbon Week in April 2025 to advocate against child abuse.



## DIRECTOR: Kaeleen McGuire

The Communications Department leads all public outreach and external communications on behalf of the CTUIR and the Board of Trustees.

The department promotes awareness of CTUIR's achievements and success, tribal government services, Treaty Rights, First Foods, and culture, all while advancing tribal interests through strategic, proactive communications, and public relations.

With the KCUW radio station, monthly Confederated Umatilla Journal newspaper, Legislative Affairs, and a social media following of more than 11,000, the department provides news and information to CTUIR members and the public.



- The Confederated Umatilla Journal (CUJ) and Communications Department won 5 Indigenous Journalists Association awards in General Excellence, News Writing, Page Layout, News Photo, and Multimedia at IJA's annual conference.
- Implemented CTUIR Branding Guide, which provides guidelines and resources for maintaining a cohesive and professional brand identity across all communications and materials.
- Coordinated with CTUIR Human Resources and Cayuse Native Solutions to provide Canva design training for CTUIR employees, empowering staff with the skills to use the Canva platform and support implementation of the CTUIR Branding Guide..
- Created approximately 70 posts to the CTUIR website including press releases, public notices, closings, etc.
- Created more than 550 Facebook posts with the top post garnering more than 1.3 million views, 11,000 reactions, 520 comments and 490 shares.
- Created more than 70 Instagram posts with 25 videos.
- Organized the CTUIR's second annual sponsorship of the Tri-Cities Water Follies in Kennewick, Washington.
- Issued 52 press releases, 5 media advisories and 25 videos.
- Issued 9 press releases and printed 1 CUJ story about missing tribal elder Wesley Dixon Jones, who was last seen Oct. 5.
- Planned and executed the Board of Trustees (BOT) and General Council swearing-in and livestreamed it on CTUIR's social media.
- Held a Tribal Member Appreciation event in September before the Dress-Up Parade and promoted and attended the Native American Heritage Night with the Portland Trail Blazers in November.
- Represented CTUIR at the Benton Franklin Fair & Rodeo in our usual and accustomed areas, increasing outreach and visibility through social media and local media coverage while helping share CTUIR's presence, history, and continued connection to this region..
- Created and posted to CTUIR website and Facebook 34 recaps of BOT weekly meetings.



# Communications

- KCUW celebrated its 21st year on the air on Feb. 2, 2025.
- Began renovation of KCUW radio station including new paint, space optimization, new sound proofing, new carpets and updated equipment and furniture.
- Created material and wrote stories informing tribal members on knowing their civil rights if confronted by immigration officials.
- Created material and wrote stories informing tribal members who were affected by the shutdown of the federal Supplemental Nutrition Assistance Program of the BOT's move to approve emergency dollars for November.



# Economic & Community Development

## DIRECTOR: Bill Tovey

The Department of Economic & Community Development's diverse programs include Indian Lake, Tribal Environmental Recovery Facility/Solid Waste, Tribal Farm Enterprise, Land Program, and Tax Program.

These programs contribute to the growth and diversification of the CTUIR's economy. It develops job opportunities for tribal members and diverse revenues the tribal government uses to fund services. As for community development, it develops infrastructure for economic and community development via projects such as housing, small business support or workforce development.



- Cairnspring Mills began construction for its Blue Mountains Flour Mill at Coyote Business Park South in August.
- RBS Truck Wash's lease and construction permit approved at Coyote Business Park South.
- Under the amended the Economic Development Fund Policy, the first 2 investments were N. Vancouver LLC for Coho Commons (\$3 million) and Cairnspring Mills-Blue Mountain (\$1million), and the first 2 space lease agreements were approved for Wildbill Market and Zing Drone Solutions.
- The T̓x̓t̓á̓y̓ma Food Truck Park opened Nov. 14. The vendors included a taco truck, a coffee truck, and a frybread truck.
- Two residential leases for the Nixyáawii Neighborhood and 7 applications for 99-year leases were signed. Also, a contract was signed with Adair Homes for it to build 4 homes in the Nixyáawii Neighborhood.
- The Tribal Environmental Recovery Facility bought a 2024 flatbed F350, a 310L John Deere backhoe, a McNeilus automated side load route truck, 400 65-gallon curbside collection carts, 26 dumpsters with lids, and two waste oil burners through the Solid Waste Infrastructure For Recycling grant.
- CTUIR member Derek Hoeft and D&L Farming signed a 3-year hay contract.
- Tribal Farm Enterprise also had the Price, Homly, and Kirk properties put into Conservation Reserve Program with federal approval.
- Five thousand acres of soft white wheat were seeded and 244,000 bushels of wheat were harvested.
- DECD bought 498.5 acres for \$1.78 million, including the Seventh Day Adventist Church and Western Conservancy (Klotz Farm). And via the Inheritance Code, bought 119.292 acres.
- Completed 2 Fee-to-Trust cases for 56.44 acres. 4 cases are pending.
- Received more than \$1.8 million in revenue for trust property and collected \$5.5 million in taxes (utility, fuel, hotel, alcohol & cigarettes, and other taxes).
- Conveyances had 35 cases approved for 52 tracts. Negotiated Land Sales had 10 cases approved for 59 tracts and disbursed \$125,120.13.



Tessa Woods, CTUIR member and owner of Tessa's Tacos, removes a piece of fry bread on Nov. 14, 2025, as her daughter Mikyla Ureno and husband Shane Woods watches. The food truck is one of three at the T̓x̓t̓á̓y̓ma Food Truck Park in Mission, Oregon.

# Education



- Educators were trained in the Pyramid Model: Positive Behavior Intervention for Preschool, Infants & Toddlers
- Food Service produced an average of 1,186 meals (breakfast and lunch)/snacks per month for Ataw Miyanasma Early Learning Center, Cay-Uma-Wa Head Start, Nixyáawii Community School, and the After School Education Program.
- The Higher Education Program scholarship application launched online in April, and participation in the Summer Youth Program increased by 37%.
- Language classes were offered in-person at the Nixyáawii Education Center, Sunridge Middle School, Pendleton High School, Nixyáawii Community School, Blue Mountain Community College, Eastern Oregon University, Yellowhawk Tribal Health Center, and online.
- Sunridge Middle School students attended a deer processing workshop in collaboration with the Department of Natural Resources Wildlife Program in which students could witness and take part in the skinning, butchering, and cooking at the Mission Longhouse.
- Held a tree-planting project for area high schools in collaboration with Department of Natural Resources Range, Agriculture & Forestry at the Uma-Birch site.
- Gave away 228 backpacks to tribal members who were enrolled in grades kindergarten through 12th during annual Tribal Youth Backpack Distribution in August at the Nixyáawii Education Center. The backpacks came with school supplies to assist the students. Overall, the backpacks cost \$8,400, while the supplies cost \$7,200.

## DIRECTOR: Jaimie Crane

The Education Department provides services and opportunities by overseeing Adult Basic Education, Continuing Education, Higher Education, Vocational Education, Summer Youth Employment, College Internships, Head Start, Day Care, Middle and High School Education, Title VI, Language Program, Recreation, After School Program, and Summer School. The Education Department practices tribal ways by learning and preserving language, cultural practices, and historical and sovereign knowledge within all services.



Tristan Watchman hugs his cousin Talon Watchman during the Cay-Uma-Wa Head Start Program's graduation at the Nixyáawii Education Center.



## DIRECTOR: Toni Minthorn

Tribal Enrollment issues Certificates of Degree of Indian Blood and processes enrollment applications, relinquishments, tribal identification cards, and traces family genealogy.

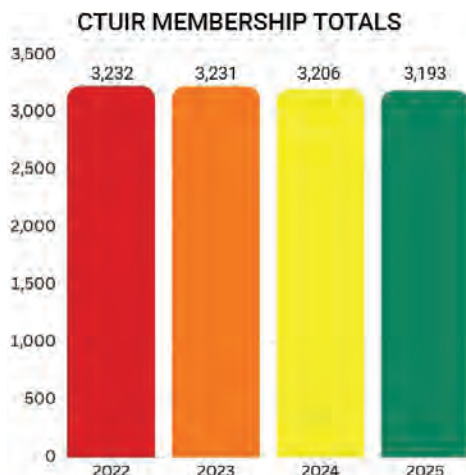
It also maintains records of tribal members and demographic information for uses by other departments and outside agencies.

Enrollment also administers tribal member benefits such as the quarterly general welfare payments, minors' gaming trust accounts, elders' pensions and Supplemental Security Income plans, and the CTUIR burial assistance plan.



- Processed 97 Board of Trustees donation requests.
- Enrolled 30 new CTUIR members.
- Completed the CTUIR Population Study with Taylor Policy Group and working towards a presentation to the General Council.
- Produced more than 600 CTUIR identification cards and more than 100 employee IDs.
- Processed 123 Indian Child Welfare Act inquiries.
- Processed 98 Oregon Tribal Student Grant tribal enrollment verifications.
- Provided funeral assistance for 32 CTUIR member deaths.
- Issued quarterly General Welfare payments to CTUIR members.

- Provided monthly payments to CTUIR members age 18 and over requesting draws from their trust accounts.
- Provided Elders Assistance to an average of 389 CTUIR members age 65 and older.
- Issued Certificates of Degree of Indian Blood, enrollment verifications, income verifications and family trees.
- Discontinued the Enhanced Tribal ID card project and worked towards obtaining free CTUIR member identification cards and reimbursements to CTUIR members for passports and REAL ID cards issued through state agencies in response to federal immigration policies.



The CTUIR women's team won the inaugural women's tournament at the Battle of the Nations in Spokane, Washington, beating out 32 other teams. All players must be from the same tribe.

# Finance



- The CTUIR has more than 590 separate funding agreements with federal, state, and local agencies as well as the many tribally generated sources of funds.
- The CTUIR received 18,098 separate payments totaling \$143,583,753.36.
- The office processed 31,676 payments totaling \$73,088,645.29.
- The payroll office processed 14,686 paychecks for a total gross payroll of \$43,714,121.31.
- Assured the CTUIR fiscal year 2025 budget was completed and approved by the Board of Trustees (BOT).
- Ensured all required insurance policies were in place to protect tribal assets.
- Reviewed all financial related policies and made recommendations to the BOT for changes.
- Monitored the CTUIR's investment portfolios.
- Total stipends totaled \$571,258, while total utilities were \$1,547,939.
- Completed the fiscal year 2024 annual audit, fiscal year 2026 budget process, and annual review and approval of Fiscal Management Policy.
- Provided the Long Term Financial Plan to the BOT as well as monthly and quarterly reports to the BOT treasurer.
- Monitored national and state appropriations.
- Worked with BOT on setting aside dollars for projected budget shortfalls for 2024-2032.
- Completed New Market Tax Credit audit field work.

## **DIRECTOR: Jody Deardoff (Interim)**

The Finance Department maintains accurate and timely financial data for the Board of Trustees and staff.

It also maintains internal controls, audits, and reporting systems that adhere to Generally Accepted Accounting Practices using an integrated accounting system, as well as manages the tribe's investment portfolio and ensures insurance policies are in place to protect tribal assets.

Its work, systems, and practices are used to report to funding agencies and other government agencies that provide resources to the tribe.

In coordination with CTUIR departments, it protects against unnecessary liabilities, explores funding activities, and provides the means by which CTUIR can accumulate, develop, and efficiently use tribal financial, human and natural resources in the promotion of the highest levels of self-governance, self-sufficiency and self-determination.



Finance Accountant Grant Wilson watches his pass head to a net with pockets in an attempt to win a prize at the 2025 CTUIR Super Bowl party.

# Gaming Commission

## DIRECTOR: Brad Spencer

The Gaming Commission is responsible for licensing all employees and gaming contractors of the gaming operation as required by the Gaming Code.

It also promulgates and enforces regulations that fully carry out the duties and powers delegated to the Commission by the Board of Trustees and ensures that the gaming operation remains in compliance with the Gaming Code, the Indian Gaming Regulatory Act and the Compact between the Tribes and the State of Oregon.

Additionally, it investigates any and all violations of the Gaming Code, the Indian Gaming Regulatory Act and the Compact to protect the honesty and integrity of the gaming operation and to ensure compliance with applicable law as well as ensures the safe handling of assets of the gaming operation.

- The Gaming Commission conducted 98 meetings, including 30 weekly meetings with casino management.
- Aside from the five-member Gaming Commission, the Gaming & Surveillance staff is comprised of 24 employees.
- Inspectors issued 19 exception reports and completed 2 compliance audits.
- Staff conducted 345 gaming license actions and participated in 1,159 machine events.
- According to the Surveillance report, there were 493 procedure violations, 59 incident reports, 101 gaming investigations, and 29 disks given to law enforcement.
- Also, there were 1,931 video files created, 255 evictions, 44 arrests, 73 trespasses, 125 employee/patron falls and 262 medical incidents.







# Housing

## DIRECTOR: Marcus Luke

The Housing Department's mission is to provide and maintain quality, affordable, and family friendly housing services to various income level households. Policies enacted are to protect, maintain, and build upon tribal housing assets, as well as reinforce and support tenant self-determination and self-sufficiency. It provides quality, community housing services and empowers self-sufficient living for future generations.



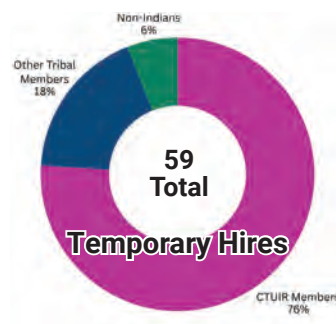
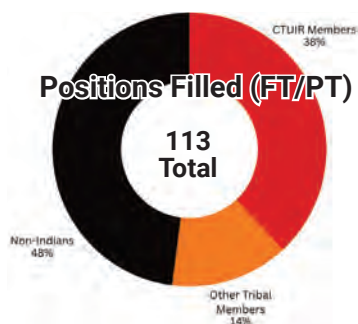
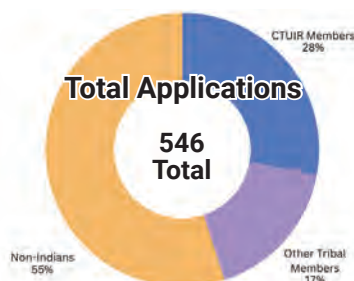
- Received \$4.9 million from the Oregon Housing & Community Service to build 17 housing units for veterans and elders in the Nixyáawii Neighborhood. Ten units will be for elders and 6 for veterans. One unit will be for maintenance.
- Began construction on the Transition Housing Department that will consist of 3 cottage-style units to help reduce the waiting list, control overcrowding, aid tribal members moving home, and help process the modernization of existing units.
- Held annual Community Picnic in August serving more than 400 hamburgers and hot dogs and offering nearly 50 educational, community and business vendors.
- Completed installing the first round of heat pumps via a housing grant from Oregon Department of Energy.



A construction worker walks beside one of the Housing Department's Transition Housing units along Mission Road.



# Human Resources



## DIRECTOR: Kathryn Burke

Human Resources, as a partner with all tribal departments and enterprises, delivers quality services to the CTUIR and its community by guiding and facilitating the employment and qualified staff.

It also cultivates, develops, and grows its most vital resources – its tribal members – to become qualified for positions in the CTUIR and its enterprises.

The department also provides employee benefits and maintains a safe and legally compliant environment for CTUIR employees. It also ensures the development of job descriptions, job postings, recruitment process, and job placement is conducted per Tribal Personnel Policies Manual policies adopted by the Board of Trustees.

- Hosted third annual CTUIR Career Day event. Pamáwaluukt Empower Program (Pamáwaluukt) contributed to the Career Day to ensure that colleges and universities provided information.
- Assisted with and participated in the Summer Youth Program.
- Hired 1 CTUIR member who is a military veteran.
- Completed 439 Background Checks.
- Pamáwaluukt completed the largest year of Discover Management Training Module year with 3 trainees (2 Supervisory, 1 Program Manager).
- Assisted with interviews, mock interviews, and consultation on revising cover letters/resumes, applications, supporting documents, and high school/GED retrieval for successful transition into the workforce.
- Coordinated with college/university reps to showcase their schools, including Blue Mountain Community College, Eastern Oregon University, Walla Walla Community College, Oregon State University, Columbia Basin College, and Whitman College.
- Computer training offered for tribal member applicants and employees to re-establish or establish skillset for Microsoft Word, Excel, Outlook, and PowerPoint, supporting the Pamáwaluukt goal of career or job enhancement for tribal member employees or applicants who lack minimum qualification skills or do not use the software regularly.
- Ascensus/Merrill Lynch financial advisor provided onsite monthly visits for 401K issues.
- Processed 48 Worker's Comp claims, 26 Family Medical Leave and Leave Without Pay claims. Conducted 36 random tests for Safety Sensitive employees and 19 for KAYAK employees.
- Social Security informal training was held in August, and an Open Enrollment Benefits Fair was held in November.



Students look at job information during the 2025 Human Resources Career Day event.

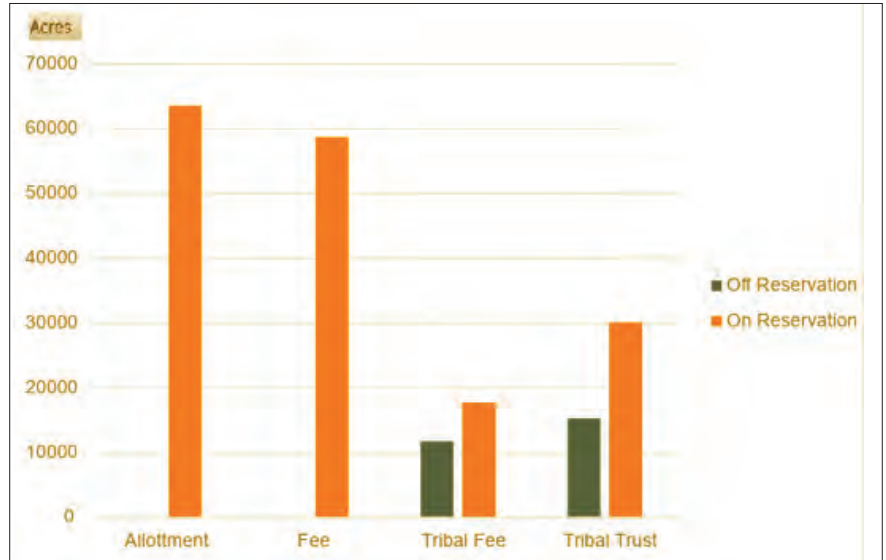


# Information Technology

## **DIRECTOR: Margarite Becenti**

Information Technology Services, Geographic Information Systems, and Records Management comprise the Office of Information Technology.

Together the three programs help achieve the department's goal of facilitating and encouraging beneficial use of information systems by tribal programs while also maintaining hardware and software systems needed for the CTUIR government to operate efficiently.



- Geographic Information Systems (GIS) flew 890 acres with drone for aerial, multispectral and elevational data for the Fisheries Biomonitoring project.
- GIS staff coordinated on several grants with Department of Natural Resources (DNR).
- Collaborated with the Water Resources Program on the layout and draft for the CTUIR Drought Early Warning System, a National Oceanic and Atmospheric Administration-funded effort.
- Collaborated with the DNR Fisheries and the Pacific Northwest Research Station of the U.S. Forest Service on a story map for outreach for the Meadow Creek Watershed Restoration and Research Collaboration.
- While many improvements were made to the centralized data management system (CDMS), significant work flow improvements were made to the permits module. All permitting by CTUIR can be run through the CDMS system to track location and status of the permit.
- The GIS program works with tribal lands office to track land ownership. In 2025 an updated land ownership map was designed that includes summaries of land ownership categories.
- On reservation there are a total of 48,007 acres owned by CTUIR in either Tribal Fee or Tribal Trust status with 63,549 owned by CTUIR tribal members as allotments. Off reservation there are a total of 27,067 acres owned by CTUIR.





Office of Legal Counsel staff attorneys Garrett Brown and Andrea Brown attend an Orange Shirt walk to honor the Native children who survived and those who lost their lives at residential schools. The Education Department and Yellowhawk Tribal Health Center hosted the walk on Sept. 30.

- Drafted legislation enacted in the 2025 Oregon Legislative Session to facilitate the retrocession of Public Law-280 civil jurisdiction to the CTUIR.
- Negotiated settlement of Umatilla County Litigation regarding the Columbia Development Authority, to facilitate transfer of former Umatilla Army Depot lands to the CTUIR.
- Drafted an amendment to the Juvenile Code, approved by the Board of Trustees (BOT), establishing a Children's Bill of Rights.
- Completed developing a CTUIR Probate Code, anticipated for approval in 2026, to expand Umatilla Tribal Court probate of non-trust assets.
- Assisted in the CTUIR's response to proposed legislation regarding Small Modular Nuclear Reactors and assisted in preparing a draft Nuclear Policy, slated for review in 2026.
- Completed drafting of a template Memorandum of Agreement and Cultural Practices Easement, to protect CTUIR Treaty Rights and Cultural Resources that might otherwise be impacted by the proposed Columbia River Shoreline Reconveyance Legislation.
- Aided the Planning Office in the drafting and approval of CTUIR Land Development Code amendments necessary to ensure the CTUIR remains a participating community in the National Flood Insurance Program.
- Obtained BOT approval to intervene in State of Montana v. Haaland, with an eye towards protecting and enhancing the Yellowstone Bison population to ensure availability to Treaty harvest.
- Continued work to advance the goals of the Columbia Basin Restoration Initiative, after the federal government's withdrawal from the Resilient Columbia Basin Agreement.
- Secured a favorable decision from the Oregon Court of Appeals in litigation regarding the Oregon Fish Passage rule.

## **DIRECTOR: Joe Pitt**

The Office of Legal Counsel promotes and defends the tribal government's legal rights and interests with legal services to all government divisions and entities.

Staff attorneys, support staff and contract attorneys provide legal services to the CTUIR government; litigate before tribal, state, and federal courts; draft tribal statutes and regulations; write legal correspondence on behalf of the Board of Trustees (BOT); and advise tribal staff, the BOT, and tribal subsidiaries on legal matters. Its work affects areas involving the CTUIR government such as preserving and protecting treaty rights and jurisdiction, assisting in land acquisitions and economic development, and supporting tribal social welfare and environmental protection.



# Natural Resources

## DIRECTOR: Eric Quaempts

The Department of Natural Resources (DNR) protects, restores, and enhances the First Foods – water, salmon, deer, cous, and huckleberry – for the CTUIR’s cultural, economic, and sovereign benefit.

It uses traditional ecological and cultural knowledge and science to inform population and habitat management goals and actions as well as natural resource policies and regulatory mechanisms.

DNR works to increase First Foods’ abundance and reliability for tribal members’ use by studying climate variability and its impacts on First Foods, pollution from chemicals, energy development, and transmission that pose threats to cultural resources, as well as big game habitat, food plant habitats, water quality, and fish.

Lindsay Chiono, Department of Natural Resources wildlife habitat ecologist-biologist, hands a burrowing owl chick to Summer Youth Program worker Demetri Brockie in July.



- The Department of Natural Resources (DNR) completed a review of, and the Board of Trustees (BOT) adopted by resolution, the “First Foods Policy of the Confederated Tribes of the Umatilla Indian Reservation” to consistently communicate goals, principles, and policy to CTUIR, its entities, local, state, federal, tribal, and potentially international governments throughout CTUIR’s areas of rights and interest.
- To protect rights and resources, DNR commented on Trump Administration proposals to revise management functions and weaken environmental regulations across all executive agencies.
- In January, the CTUIR signed an agreement with the Walla Walla Corps of Engineers to improve fish habitat in Mill Creek, tributary to the Walla Walla River. This is a key component to restoring fisheries to the Walla Walla basin.
- In September, the BOT hosted the Willamette Falls Trust Board of Directors annual meeting. The CTUIR is on the Willamette Falls Trust, a nonprofit seeking to facilitate public access to the falls in coordination with other tribes, municipalities, and private entities.
- Cultural Resources Protection Program (CRPP) successfully completed 8 repatriation reburials, 5 Native American Graves Protection & Repatriation Act (NAGPRA) claims, submitted 2 inter-tribal claims, repatriated 4 citizen artifact collections and reviewed 44 NAGPRA collections and consultations with museums, universities, and agencies.
- CRPP conducted 8 oral history interviews with 10 tribal elders/members/informants, completed 3 traditional-use reports, and reviewed about 200 tribal project notifications, permits and leases.
- CRPP also completed 43 on-reservation/tribal lands cultural resource reports, surveyed over 1,285 acres, identified 26 new archaeological sites, 3 new isolated finds, evaluated 7 sites, and updated/monitored or revisited 3 known sites.
- It also surveyed about 4,835 acres off reservation, identified 13 new archaeological sites, 1 isolated find, tested 1 site, and updated/monitored or revisited 62 known sites.
- CRPP also completed 4 ethnobotanical project surveys to identify First Foods and important plant species and worked with the Cultural Resources Committee and Office of Legal Counsel to update the Historic Preservation Code.
- CRPP reviewed more than 2,375 archaeological reports, areas of potential effect, project notifications, permits, programmatic agreements, or memorandum of agreements.
- It also completed 64 cultural resource reports that documented lands monitored, surveyed and/or tested, or other report; completed 12 confidential mitigation agreements to resolve adverse effects to historic properties of religious and cultural significance; and completed 33 culturally sensitive information requests and hosted researchers to review traditional-use study reports.

# Natural Resources

- Community Engagement conducted 9 First Food excursions with about 290 participants; conducted education and outreach efforts and interactions with about 9,130 adults and over 6,140 youth/ students (K-12); and conducted 10 field trips to 22 sites for 15 First Foods, 9 traditional medicines and 1 raw material to prepare for future excursions.
- Participated in the Bear Paw Memorial in Montana with 6 tribal elders, the Gable Mountain Religious Services with Wanapum with 4 elders, and the Wanapum Elders Luncheon with 5 elders.
- The Water Resources Program (WRP) helped protect First Foods, treaty rights, and community water supplies by improving drought preparedness, strengthening water rules, and caring for rivers and streams.
- WRP launched the Drought Early Warning System, an online tool sharing water, weather, and drought conditions to help plan for dry periods. WRP also completed Phase I of the Water Conservation Plan, which focuses on using water wisely during drought.
- At the ?Imtwaha Hatchery, the Fisheries Program saw 910 spring Chinook return to Nursery Bridge Dam, the second-largest returns in program history.
- Fisheries collected all 351 broodstock from Walla Walla origin spring Chinook, the first time. It had enough adults return to achieve that goal. Also, 536,404 smolts were reared for spring 2026 release into the Walla Walla Basin.
- Fisheries had tributary seasons for Spring/Summer Chinook Fisheries authorized by the CTUIR Fish & Wildlife Commission in 11 tributaries in usual and accustomed (U&A) locations, and CTUIR members harvested about 440 spring/summer Chinook adults.
- Fall and Winter Zone 6 fisheries included fall Chinook, coho, sturgeon, and steelhead. Upriver bright returns to the Columbia River mouth exceeded 300,00 fish. Tribal platform and hook-and-line fishery efforts persisted through end of the year. The fall Chinook season efforts continued through October with a peak "net count" of 342 during 44 fishing days.
- The Wildlife Program banded the legs of burrowing owl chicks at the former Umatilla Army Depot. The bands have unique identification numbers to help annually track the owls.
- Changed the name of Rainwater Wildlife Area to Tátwin Wildlife Area; a Sahaptin language place name meaning "shooting light" or "a place where lightning strikes." In 2025, staff planned and implemented a 500-acre thinning and prescribed burning project on Robinette Mountain to improve forage conditions for wildlife and stimulate berry producing shrubs.
- First Foods Policy Program (FFPP), with Columbia River Inter-Tribal Fish Commission staff, mounted opposition to the Cascade Renewable Transmission Project, which proposes an electrical power cable in the Columbia River from The Dalles to Portland.
- FFPP began the "Nixyáawii, Don't Throw It Away!" Project to reduce food waste, incorporated food waste cans into Culture Nights and First Food feasts; communicated with state and federal agencies to deliver project outcomes connected to reducing food waste; provided youth and elder activities; demonstrated materials management to reduce waste; and educated on these.



# Planning Office

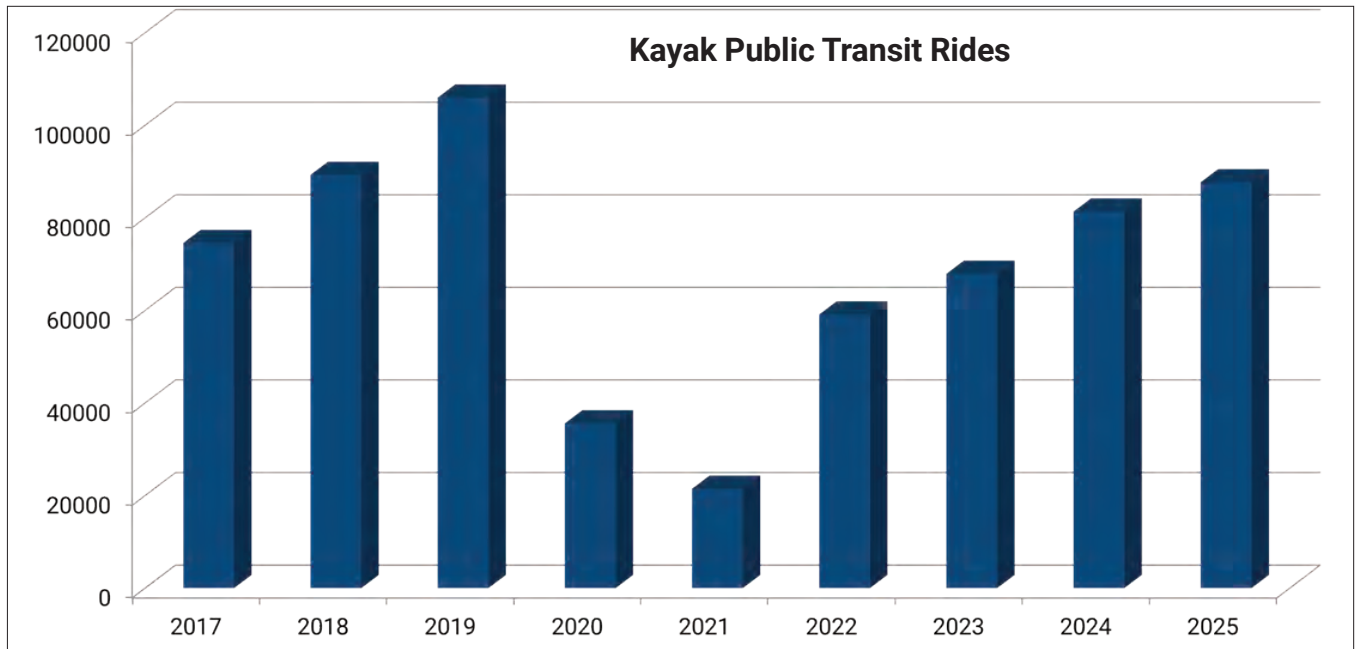
## DIRECTOR: Patty Perry

The Planning Office's mission is to provide the CTUIR with comprehensive planning and land use permitting, land development code administration, inspection services (construction and environmental health), and regional public transit. It has 38 employees in Comprehensive Planning, Inspection Services and Kayak Public Transit. It provides research, findings, and policy opinions to guide long-term planning and support the planning, land use, regulation and development decisions across other CTUIR departments and for the Board of Trustees and General Council. It also works with area jurisdictions such as Pendleton and Umatilla County to ensure policies complement each other and further CTUIR treaty rights within the ceded territory.

- Oregon Safe Routes to School program grant award for sidewalk and walking trail improvements and the CTUIR Long Range Transportation System Plan update.
- Inspection Services issued 121 development permits that required more than 200 inspections. The program also contracts with the State of Oregon Building Codes Division to supplement inspection needs.
- Environmental Health & Safety (EH&S) accomplishments included the completion of the well water testing project grant funded through the Northwest Portland Area Indian Health Board with 235 wells on the UIR having been tested.
- Additional grant funding was obtained to compile the well testing data and to follow up with additional testing and remediation for wells that had poor test results.
- Continued to contract with the Umatilla County Health Department to provide the professional certifications as needed for specific Environmental Health inspections.
- EH&S conducted a cleanup campaign working with property owners (Indian and non-Indian) having solid waste violations. About 248 tons of solid waste and scrap metal were removed as well as 40 RVs and many other inoperative vehicles. Property owners cleaned up much of it with CTUIR-provided dumpsters and coordination efforts providing contact information for disposal companies that dispose of scrap metal and vehicles.
- EH&S also continued cleaning continued cleaning Johnley Pond, removing a 1979 Ford F-150 truck, a mid-2000s Dodge Cummins diesel truck and 1984 Camaro Iroc from the pond.
- Kayak Public Transit provides free public transportation for the northeast Oregon region to and from the UIR, Umatilla, Union, and Morrow counties in Oregon, and Walla Walla County in the southeast region of the state of Washington.
- Kayak provided free public access for employment, medical appointments, shopping, education, or just staying connected to friends and family between 19 towns and communities regionwide with a 20-plus buses and other vehicles.



A non-operational vehicle is loaded onto a flat trailer as part of the Planning Office's initiative to remove unwanted and non-operational vehicles from the Umatilla Indian Reservation.



- Kayak continued to see a rebound of ridership in 2025 with 87,682 rides after a significant decline in ridership following the 2019 pandemic.
- Funding provided by Kayak grant partners such as the Federal Transit Authority, Oregon Department of Transportation and Washington Department of Transportation helped stabilize the funding stream and free service to the public.
- Kayak has improved services such as enhanced cleaning of buses and bus shelters, modifications to the buses for operation and separation, replacement buses, safety enhancements and expansion planning.
- Kayak expansion included a Hermiston-Boardman connector, a Tri Cities route/feasibility study, updating the Coordinated Human Services Public Transit Plan and planning for a Hermiston-area Kayak Transit hub to service buses.



A Kayak employee performs some maintenance on a Kayak bus in July. Kayak's ridership rose in 2025 following the COVID-19 pandemic.

# Public Safety

- The Umatilla Tribal Fire Department responded to 1,020 calls, 449 ambulance transports, 71 motor vehicle accidents, 62 public assist calls, 9 structure fires, 26 wildland fires, 31 vehicle fires, 800 EMS calls, and 6 Life Flights.
- The Umatilla Tribal Police Department (UTPD) conducted searches with other law enforcement agencies and CTUIR programs for a CTUIR elder who went missing in October. UTPD is still working the case.
- Revenue for 2025, net charges \$336,378, based on number of transports with an average of \$939 per transport.
- Child Support Enforcement collected \$405,033 for children and families.
- Family Violence Services had 173.35 hours of direct service with 117.5 in-person hours, 48.5 court assistance hours, and 45 phone assistance hours.
- Community Awareness Months included hands-on activities such as Spin-Wheel and ribbon weaving that honors the stories of survivors of victimizations.
- Prosecutor's Office received 146 reports in 2025: 28 warrants, 17 felony complaints filed, 24 DUIs, 16 domestic violence reports, 30 criminal complaints, and 11 CRITPD fishing citations.
- Victim and Witness Assistant Services (VWAS) served 41 new clients, saw 32 crime victims who were tribal members and 3 crime victims were non-tribal members. It also had 2 Violence Against Women Act (VAWA) cases
- VWAS staff attended conferences, trainings and webinars to stay current with victim service trends, while serving on the Sexual Assault Task Force and the Umatilla County Human Trafficking Task Force Committees.

Members of the Umatilla Tribal Police Department work with county sheriff's officials and K-9 rescue workers to search for a missing CTUIR elder in October.

## DIRECTOR: Bob Fosseck

Public Safety is responsible for overseeing the CTUIR's police department, fire department, and Emergency Management.

It also includes the Office of the Tribal Prosecutor, Family Violence Services, and the Office of Child Support Enforcement.

Its mission is to coordinate community service by protecting lives and property via prevention, planning, preparedness, education, and response.

- VWAS offered services to include criminal justice support, emotional support, emergency financial assistance, emergency shelter assistance and wrap around services to include referrals to other tribal and community resources.
- Emergency Management continued advancement through the SPIRE Program to secure a Mobile Command and Communications Vehicle to be housed at the Public Safety Building.
- Emergency Management was awarded a Utility Task Vehicle and trailer via the SPIRE Program.
- Emergency Management finalized the Tribal Emergency Response Working Group, strengthening coordination and governance across departments.
- Emergency Management conducted ongoing collaboration with the Human Resources Training coordinator to expand emergency management training opportunities for CTUIR employees.
- Training, Exercises, and Professional Development (TEPD) partnered with Yellowhawk Tribal Health Center to deliver Emergency Management Framework for Tribal Governments and additional emergency preparedness trainings.
- TEPD hosted a FEMA Incident Command System/Emergency Operations Center Interface course and conducted community focused Be 2 Weeks Ready preparedness training.
- TEPD staff attended the 10th annual Tribal Nations Training Week in Anniston, Alabama, enhancing intergovernmental knowledge and best practices.
- Operational Support and Incident Response (OSIP) provided support to Incident Command during wildfire and hazardous materials (HazMat) incidents.
- OSIP supported Umatilla County Search and Rescue operations during active missions and coordinated with the Department of Natural Resources and Environmental Health & Safety to mitigate flooding impacts along South Market.
- Nixyáawii Youth Leadership Against Violence students recorded PSAs concerning teen dating violence for KCUW and recorded messages that were broadcast at the high school.



## **DIRECTOR: Justin Northern**

Public Works oversees the CTUIR's water and sewer utilities, tribal facilities, and the tribal transportation and roads programs.

Examples of Public Works' responsibilities include maintaining Bureau of Indian Affairs and tribal roadways, maintaining CTUIR buildings and property, and the development and operations of water, sanitary, sewer, and storm sewer systems.

- Secured \$895,790 in Environmental Protection Agency (EPA) funding for the Mission Community Well and Generator Site Improvements and \$991,000 in EPA funds for the Mission Community Water Meter Replacement Automated Metering Infrastructure.
- Finished the remodel of Building 131 with the Wenaha Group and Nelson Construction for the Workforce Development Department's new offices.
- Participated in the Housing Development Team by attending weekly meetings for elders and veterans housing, conducting Oregon Housing and Community Services grant preparation, and weekly coordinating meetings and design review for Nagel residential property.
- Participated in various staff teams including Capital Improvement Committee, Cemetery Committee, Weeds Working Group and Energy Strategy Team.
- Performed a rate study on the water and sewer utility services to provide for long-term financial stability and continued operations and maintenance needs.
- Conducted a facilities needs assessment with an energy services company for asset management, deferred cost analysis, staffing capacity, space efficiency and utilization, building safety and to create a master plan for CTUIR facilities operation's maintenance and investments.
- Initiated work with a consultant for New Market Tax Credits for the Wastewater Treatment and Reuse System, which has \$44.4 million in Indian Health Service/EPA funds obligated already.
- Represented the CTUIR at monthly Northeast Area Commission on Transportation-regional agency for coordination on public transit, legislation and grants.
- Improved access and safety on Mission Road for pedestrians, biking, and equestrian traffic by adding sidewalks, multimodal paths, and crosswalks. Improvements will focus on Mission Housing to the new education center and the intersection of Highway 331 and Mission Road via available grant funds.
- Purchased the former Mid-Columbia bus barn to develop, design, and build a PW equipment storage facility.

Public Works employee Charles Jones removes chunks of asphalt from a parking lot.



# Tamástslikt Cultural Institute

## DIRECTOR: Bobbie Conner

Tamástslikt Cultural Institute visitors can immerse themselves in the history, culture, and hospitality of the Cayuse, Walla Walla, and Umatilla Tribes.

Tamástslikt presents the tribes' storied past, rich present, and bright future via interactive exhibits, special events, and a Living Culture Village.

With exhibits, artwork, and events year round, Tamástslikt offers a 10,000-year voyage in an afternoon. A world-class facility, Tamástslikt is the only museum on the Oregon Trail telling the story of western expansion from a tribal perspective.

- Letter of intent was signed with Fred L. Mitchell for Tamástslikt Cultural Institute (Tamástslikt) to acquire his collection of Columbia River Plateau artifacts and artwork for display, storage and loans to other Plateau museums. Staff began transferring items to Tamástslikt and conducting oral history recordings.
- Achieved \$2 million fundraising goal via the Roundhouse Foundation, Board of Trustees (BOT), Oregon Community Foundation (OCF), numerous OCF Donor Advised Funds, Tamástslikt Trust Board of Directors, the Mary and Broughton Bishop Family Foundation, Betsy Johnson, Kathryn Brown and Andrew Picken, Steve and Rozine Van Ausdile, NextEra Energy Foundation, Skip and Shannon Novakovich, etc.
- Temporary exhibits were "Picturing Family: Metis Life in the Walla Walla Valley;" "Artworkz 2025 Junior Art Show & Competition;" "America's Freedom Tribute" honoring Vietnam veterans on a replica Vietnam Wall plus panels honoring 9/11 First Responders and combat veterans from WWI to present; the National Museum of American Indians "Why We Serve;" and "Pride in Patriotism" with items from the Mitchell Collection.



A buckskin and cloth dresses adorn mannequins at Fred L. Mitchell's house. In 2025, a letter of intent was signed with Mitchell for Tamástslikt Cultural Institute to acquire his collection of Columbia River Plateau artifacts and artwork.

- Seventy-seven educational visits totaled 3,005 students, and 145 tours from American Cruise Lines brought 5,471 passengers. Total visitation was 12,120.
- Admiral Beverages sponsored Pepsi Primetime public programs: Blue Mountain Wildlife raptor demonstrations, Indigenous Games Day, Archaeology Day, Double Matinees featuring films "These Sacred Hills" and "Big Medicine: York Outdoors," Working with Tules, Fred Hill's Norwegian film project collaboration "I Was Here," and the veterans' opening and closing ceremonies for America's Freedom Tribute.
- The OCF awarded multi-year funding to produce second editions of the books "As Days Go By" and "Cáw Pawá Láakni They Are Not Forgotten" as well as a grant toward the Mitchell Collection acquisition.
- Donations to the Museum Collection included Chief No Shirt's beaded buckskin pants from the Tyningham (MA) Historical Commission, an original Fred Wissenbach watercolor of Amos Pond from Susan Boucher, and 41 donations from tribal and non-tribal donors representing 472 objects. In the new collection database software, 3,889 catalog records were created or updated in 2025.
- BOT reappointed Skip Novakovich, Rob Queampts, Tim Mabry, Mike Bryan, and Steve Van Ausdile and appointed Laura Shephard and Donna Watts as Tamástslikt Trust Board directors.
- Tamástslikt Director Bobbie Conner appeared on the History Channel's "The West" in the Oregon Trail episode that traces the story of missionaries Marcus and Narcissa Whitman, their deaths, and the hanging of 5 Cayuse men for Marcus Whitman's murder.
- Wildhorse Resort & Casino CEO Gary George and Tamástslikt Director Conner appeared on a KATU AM Northwest to discuss tribal gaming's role in the regional economy.



## CASE TYPE NUMBER FILED

### CRIMINAL

|                                                               |    |
|---------------------------------------------------------------|----|
| Criminal (Felony & Misdemeanor) .....                         | 36 |
| Special domestic violence jurisdiction over non-Indians ..... | 2  |

### TRAFFIC

|                     |    |
|---------------------|----|
| Traffic.....        | 96 |
| Traffic - DUII..... | 11 |

### CIVIL - FAMILY LAW

|                                        |    |
|----------------------------------------|----|
| Child Support.....                     | 1  |
| Child welfare/dependency.....          | 11 |
| Custody/parenting plans .....          | 5  |
| Dissolution/divorce.....               | 3  |
| Youth guardianships .....              | 2  |
| Guardianship terminations.....         | 1  |
| Domestic abuse protection orders ..... | 18 |
| Automatic protection orders .....      | 17 |

### CIVIL - MISCELLANEOUS

|                   |   |
|-------------------|---|
| Collections.....  | 1 |
| Tort claims.....  | 1 |
| Evictions .....   | 5 |
| Fish & game.....  | 5 |
| Dog cases.....    | 8 |
| Probate .....     | 2 |
| Civil rights..... | 3 |
| Appeals.....      | 7 |

### JUVENILE

|                   |    |
|-------------------|----|
| Truancy .....     | 7  |
| Delinquency ..... | 14 |

**TOTAL FILINGS** ..... **256**

## DIRECTOR: Matthew Johnson

The CTUIR Constitution vests judicial power in the Tribal Court and authorizes it to adjudicate disputes and state principles of law.

The Court applies all tribal laws and safeguards basic rights of due process, equal protection, and fairness mandated by tribal and federal law.

It is an independent branch of government exercising civil and criminal jurisdiction. It provides a forum for settling disputes, contributes to the protection of the community's general welfare, and preserves individual rights. The bench contains a chief judge, 5 associate judges, and judges pro tem. The staff includes the director, clerk, adult probation officer, juvenile coordinator, and truancy specialist.

- Juvenile services provided funding for and participated in Culture Night, Coyote Club, and Schools without Walls.
- Oversaw 250.6 hours of community service work.
- Seven individuals successfully completed all terms of probation.
- Promulgated revised rules of appellate procedure
- Administered oaths of office to 41 members of CTUIR Committees/Commissions and 1 Umatilla Tribal Police Department officer.

CTUIR Judges Doug Nash, David Gallaher, Matthew Johnson, William Johnson, Naomi Stacy and Louis Allman celebrate the dedication of the Raymond T. "Popcorn" Burke Courtroom on Nov. 24, 2025, in the Nixyáawii Governance Center.



# Workforce Development



Board of Trustees members and Public Works Director Justin Northern watch Chairman Gary I. Burke and Workforce Development Director Brandie Weaskus cut a ribbon signifying the opening of Workforce Development's office building.



## DIRECTOR: Brandie Weaskus

Workforce Development creates career pathways for tribal members with various interests and skills, enhancing cross-department and program communication as part of a referral management system and enhancing training partnerships with tribal, local, county and state workforce development initiatives.

Its programs consist of Drone, 477 Workforce Development, Building Our Life Skills Training and Employment Readiness, Tribal Employment Rights Office, General Education Diploma, Tribal Vocational Rehabilitation, Workforce Innovations and Opportunity & Job Training Partnership Act, and Summer Youth Employment.

- In July, the Board of Trustees (BOT) moved the Drone; Tribal Employment Rights Office (TERO); Tribal Vocational Rehabilitation (TVR); Workforce Innovation and Opportunity Act and Job Training Partnership Act (Workforce & JTPA); Building Our Life Skills, Training, and Employee Readiness Program (BOLSTER); General Education Diploma (GED); and Summer Youth Program (SYP) to form the new Workforce Development Department (WFD).
- BOLSTER had 132 participants in 2025 up from 121 in 2024. Workforce & JTPA had 15 adult and 8 youth participants.
- 32 participants took part in the drone program, with 19 being CTUIR members and 2 being CTUIR member descendants. Members of other tribes totaled 9, and there were 2 non-tribal participants. Fifteen participants graduated ground school and 9 graduated flight school.
- GED provided comprehensive support to 27 students via personalized tutoring, targeted test preparation, and financial assistance for pretests and subject tests. The support enabled 1 tribal member to earn GED credentials.
- SYP employed 37 individuals across programs and departments connected to CTUIR, Wildhorse Resort & Casino, and Yellowhawk Tribal Health Center. This initiative offered employment opportunities designed to foster leadership skills, enhance knowledge, and build practical experience.
- TERO had 16 tribal projects and 15 Oregon Department of Transportation (ODOT) projects. The program made 268 referrals for employment, 185 compliance agreements, and 647 tribal/ODOT compliance checks. TERO offered training in Traffic Control to 7 participants, Adult and Pediatric First Aid/CPR/AED to 11 participants, Forklift training to 10 participants, Occupational Safety & Health Administration training to 7 participants, and the Mobile Elevated Work Platform (MEWPS) to 10 participants.
- TVR counted 584 interactions with individuals, schools, and employers for services. Community interactions through outreach totaled 44 and Finding Your Inner Balance totaled 22. Overall, collaboration with tribal partnerships totaled 976 and 1,057 with state, private and local partnerships.

# Contact Information

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The CTUIR Annual Report is led and coordinated by CTUIR's Public Relations Specialist Travis Snell whose responsibility includes gathering accomplishments, coordinating with departments, and ensuring the information shared reflects the work of the organization throughout the year.



## Confederated Tribes of the Umatilla Indian Reservation

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