



JOB FAIRS



High Security Gaming License Positions
 Slot Key Person, Security and Accounting positions
 for Warm Springs Indian Head Casino
 and the NEW Plateau Travel Plaza in Madras.
 On-the-spot interviews conducted for all positions

Tuesday, January 9th from 9:00 a.m. - 11:00 a.m.
Indian Head Human Resources Office; 3236 HWY 26, Warm Springs

Tuesday, January 16th from 2:00 p.m. - 4:00 p.m.
Plateau Travel Plaza; 215 NW Cherry Lane, Madras

INDIAN HEAD CASINO HUMAN RESOURCES - 541-460-7714



Resolutions of Tribal Council

Carbon sequestration

Whereas the Confederated Tribes of the Warm Springs Reservation of Oregon has entered the carbon sequestration market through the California Cap and Trade Program based on the Tribe's Improved Forestry Management Project ("Project"); and,

Whereas the closure of Warm Springs Forest Products Industries by the Twenty-Sixth Tribal Council has created a need for new and additional sources of trust revenue; and,

Whereas Federal regulations at 25 CFR Section 115.002 define "trust assets" to include "natural resources" held in trust by the federal government for the Tribe, and further define "trust resources" as "any element or matter directly derived from Indian trust property" and define "trust funds" as "money derived from the...use of...trust resources..."; and,

Whereas Carbon sequestration involves the management of certain Warm Springs tribal forests through the Project to produce carbon offset credits for marketing in California's Cap and Trade Program; and,

Whereas the Tribal Council believes that Warm Springs carbon offset credits are a "trust resource" that is "directly derived from Indian trust property" and the revenue from the sale of Warm Springs carbon offset credits is "money derived from the use of trust resources", as defined in 25 CFR Section 115.002; and,

Whereas the Tribal Council further believes, pursuant to the 25 CFR Section 115.002 definitions of "trust resources" and "trust funds" that the revenue resulting from the sale of Warm Springs carbon offset credits in the California Cap and Trade Program must be treated by the U.S. Department of Interior as "trust funds" and therefore entitled to the legal treatment accorded such revenues under federal law; now, therefore,

Be it resolved by the Twenty-Seventh Tribal Council of the Confederated Tribes of the Warm Springs Reservation of Oregon, pursuant to Article V, Section 1 (a),(f),(l) and (u) of the Tribal Constitution and By-Laws, that it is the position of Tribal Council that revenue from the sale of carbon offset credits directly derived from management of Warm Springs tribal forests are entitled to treatment by the U.S. Department of Interior as "trust funds" as defined

by 25 CFR Section 115; and,

Be it further resolved that the Twenty-Seventh Tribal Council urges the U.S. Department of Interior to expressly state the Department's acceptance of revenue from the sale of Warm Springs carbon offset credits as "trust funds" eligible for deposit in the Tribe's trust account. *Resolution no. 12,405.*

Commissary business project

Whereas the Tribal Council is the governing body of the Confederated Tribes of the Warm Springs Reservation of Oregon; and,

Whereas the Tribal Council recognizes the need for Historic Preservation of buildings and sites of historic significance on the Reservation; and,

Whereas the Tribal Council manages the economic affairs of the CTWS and recognizes the need to strengthen the small business economy of the Reservation; and,

Whereas the Twenty-Seventh Tribal Council was informed that the previously approved Resolution No. 4650 approved by the Fourteenth Tribal Council of the Confederated Tribes of the Warm Springs Reservation of Oregon, passed on 27th day of May, 1976, recommended that the Commissary Building, a two-story, 4,927 square foot, wood frame building located downtown dating from the late 19th century, along with nine additional sites on the Reservation, be recommended for Historic Preservation; and,

Whereas the Warm Springs Downtown Development Plan of 2005, commissioned by the (22nd) Tribal Council and prepared by the Mitchell Nelson Group, LLC, calls for the CTWS to take steps to clear a new site for Commissary Building, move the building, develop structural and architectural plans for a new foundation and renovated interior, seek and obtain funding to move and renovate the building, and establish a committee that will provide ongoing oversight and programming of activities and maintenance; and,

Whereas the Warm Springs Downtown Development Plan of 2005 describes the downtown core of Warm Springs as having "problems that are all too evident - lack of commercial activity, deteriorating buildings, little opportunity" that "could continue well into the future" if these problems are not addressed; and,

Whereas a 2016 community

survey conducted by the Warm Springs Community Action Team (WSCAT) of 50 existing and aspiring Warm Springs small business owners indicated that lack of retail sales space and office space, having no buildings to work out of and no downtown business district in which to operate, and no density of businesses to attract customers interested in buying more than one thing, or receiving more than one service, were strong barriers to business success and economic development; and,

Whereas the Strategic Infrastructure Improvement Plan, dated April 2014, commissioned by the Twenty-Sixth Tribal Council and prepared by Cascade Design Professionals, recommends the creation of a \$1.915 million, 12,000 square foot small business incubator in downtown Warm Springs; and,

Whereas there is no office space in downtown Warm Springs for privately-owned businesses; and,

Whereas the Warm Springs Community Action Team (WSCAT), which has worked to promote small business through individual development accounts (IDAs), small business courses, coaching, and mentorship, and the creation of an outdoor market, has applied for and received a 3-year, \$840,681 grant from the Administration for Native Americans to promote small business through the development of a small business incubator, the provision of 60 IDAs for aspiring small business, and the provision of small business courses for 80 community members; and,

Whereas WSCAT has received \$68,360 in pro bono services from Hacker Architects, Walker Macy Landscape Architects, and DCW Cost Management to create a feasibility study package, architectural designs, and a budget estimate, based upon the wishes and perspectives of community members and leaders, and preserving the historical integrity of the Building; now, therefore,

Be it resolved by the Twenty-Seventh Tribal Council of the Confederated Tribes of the Warm Springs Reservation of Oregon, pursuant to Article V, Section 1 (f),(l),(n), and(s) of the Tribal Constitution and By-Laws, that the WSCAT, in partnership with the Secretary-Treasurer/CEO of the Tribal Council and his or her designee, be directed to take further steps necessary to develop the Commissary Building, including fundraising to pay for moving and

renovating the building, overseeing the design and construction processes necessary to complete the project, and ensuring that appropriate, fair processes exist to determine who will utilize the space; and,

Be it further resolved that WSCAT be assigned a 10-year renewable lease, from January 1, 2018 - December 31, 2027 to accomplish the above steps and to manage the Commissary Building as a small business incubator. *Resolution no. 12,404.*

Buy-Back

Whereas the Confederated Tribes of the Warm Springs Reservation of Oregon has entered into a Cooperative Agreement with the Land Buy-Back Program for Tribal Nations ("Program") to implement land consolidation by offering to purchase fractionated interests on Allotted lands; and,

Whereas the Program may, in addition, include offers for fractionated land interests on tracts with improvements within the boundaries of the Warm Springs Indian Reservation ("Reservation") if a lease is recorded in the Bureau of Indian Affairs, Land Title and Records, Northwest Regional Office; and,

Whereas the Tribes acknowledges that while improvements themselves will not be acquired through Program offers, their existence will be considered in determining the fair market value of the underlying tract of land; and,

Whereas the Tribes acknowledges that all Program purchases will transfer into tribal trust ownership and are subject to the terms of existing leases and encumbrances on the land; and,

Whereas the Tribes requests that the Program include offers for fractionated interests on tracts with improvements on the Reservation in the case of tracts without a recorded lease; and,

Whereas the Tribes will provide lease opportunities to individuals living on tracts with improvements without a recorded lease; now, therefore,

Be it resolved by the Twenty-Seventh Tribal Council of the Confederated Tribes of the Warm Springs Reservation of Oregon, pursuant to Articles 1(c), V(a)(c)(j) and VIII of the Tribal Constitution and By-Laws, that the Tribal Council requests that the Land Buy-Back Program for Tribal Nations include offers for fractionated interests on tracts with improvements without a recorded lease, and, will provide lease opportunities to individuals living on such tracts; and,

Be it further resolved that the Chairman or Vice-Chairman and Secretary-Treasurer/CEO are hereby authorized to execute the necessary documents for and on behalf of the Confederated Tribes of the Warm Springs Reservation of Oregon to keep on the Reservation and in the possession of the Tribe all records of original allotment owners and other historic records. *Resolution no. 12,402.*

Economic stewardship

Whereas, through Resolution No. 11,289, the Tribal Council recognized that the Confederated Tribes of Warm Springs is faced with significant economic pressures and must seek new economic ventures to maintain existing, and develop new, sources of revenue for the Tribes and create family wage employment opportunities for Tribal Members and affiliates; and,

Whereas, to address these concerns in part, the Tribal Council, also through resolution No. 11,289, established the Economic Stewardship Initiative and funded the Initiative with an appropriation that included initial funding for an Economic Stewardship Coordinator and other capacity building elements; and,

Whereas the funds appropriated for the Economic Stewardship Initiative's Coordinator and other capacity building elements are finite; and,

Whereas in order for the Economic Stewardship Initiative to continue to be operated in a manner that is best structured for success, continued funding beyond the initial appropriation must be made available to support the Economic Stewardship Initiative and other elements of the capacity building component; now, therefore,

Be it resolved by the Twenty-Seventh Tribal Council of the Confederated Tribes of the Warm Springs Reservation of Oregon, pursuant to Article V, Section 1 (f), (l) and (t) of the Tribal Constitution and By-Laws, that the Tribal Council hereby authorizes the Secretary-Treasurer/CEO to utilize interest and equity earned on investments, to support continued operation of the Economic Stewardship Initiative; and,

Be it further resolved that the Economic Stewardship Initiative will be reviewed annually to determine progress and continued operation of the program; and,

Be it further resolved, this resolution rescinds Resolution No. 12,235. *Resolution No. 12,399.*