



# YSLETA DEL SUR PUEBLO

2019 YEAR-END REPORT







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The 2019 Year-End Report highlights eight traditional recipes, each steeped in Tigua culture and history. The featured dishes range from albondigas to verdolagas and classic tigua bread—many of which are not only served in tribal homes, but also prepared for the St. Anthony’s Feast. All of the recipes hold agricultural and historical ties to Pueblo lands and people. Tigua harvests and indigenous crops, such as corn, beans, squash, chilies, and tomatoes, determined what was prepared and consumed on the Pueblo. Tigua planting cycles followed the phases of the moon. A new field, for example, would be planted four days before the new moon on the third month (i.e., March) of the new year. All of the featured recipes were contributed and prepared by Tribal members. Thank you to all those who made this project possible.

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# LETTER FROM THE GOVERNOR

As first-time Governor of the Ysleta del Sur Pueblo, I recognize that 2019 was a period of personal and professional growth as both a tribal citizen and an elected leader. This experience has filled me with great pride and honor to stand among a legacy of leaders that each have contributed to the economic, social, and sovereign advancements this Pueblo has achieved. Each of these accomplishments—small and large—have not always come easy but the perseverance and persistence of our community has brought a measure of success that any tribal nation would be proud of. While the Pueblo has travelled this far, I recognize that we have many miles ahead of us. Setting our trajectory toward economic freedom is my ultimate goal.

I want to take this opportunity to establish my vision forward. But, before I share my vision, we, as a community, need to understand the position and economic fortitude that the Pueblo currently possesses. The Pueblo, for example, is one

of the region's top employers, major landholder, and significant local economic driver. While this is fact, our potential is truly untapped. It is Tribal Council's vision to parlay our assets into a regional authority, which in turn, can drive our educational, health, and sovereign priorities forward. To this end, this Council intends to establish meaningful and genuine partnerships with local governments, educational institutions, and regional business communities.

For too long, the Pueblo has not taken full opportunity to assert its voice into the surrounding region as it relates to community and economic development. Our elected officials and community leaders are carrying the Pueblo's voice, partnerships, and commitments to local and national boards. These commitments include forging business relationships with new partners and entities. While these are new and somewhat foreign avenues, Tribal Council recognizes that these types of relationships and commitments can leverage the Pueblo's overall position.



I also understand that the internal government and enterprise relationships are equally—and, in many cases, more important—than the external ones. Creating synergies among management fosters cohesion and progress necessary for the advancement of our budding nation. This year-end report not only highlights the Pueblo's accomplishments but also represents a shift toward new leadership priorities and approaches. The Chilicote Ranch, for example, has begun a transformation from cattle operations to one rooted in agriculture. This shift is projected to yield a much greater revenue potential than its former operation. These types of initiatives will diversify the Pueblo's financial holdings, thus mitigating negative impacts to the tribal community.

As I operationalize this vision, I want to thank you for entrusting your faith in me and Tribal Council. It is important that I safeguard your trust as we continue to move the needle forward. The sacrifices we make today ensure the preservation of our culture and heritage as we look to the future.



**GOVERNOR MICHAEL SILVAS**











# ALBONDIGAS

Albondigas are not only a traditional staple among tribal feasts, but also a popular meal prepared throughout the year. This dish is one of many prepared for the St. Anthony's Feast on June 13th every year and is one with high nostalgic and sentimental value among Pueblo members. The Elder's Club contributed this recipe; they often prepare traditional meals for community events.

## TYPE OF DISH

- Served at St. Anthony's Feast
- Traditional Dish
- Household Dish

## CONTRIBUTOR

**ELDER'S CLUB:**  
Cruz Estrada, Dolores Holguin,  
Olivia Jimenez, Irene Martin,  
Janice Padilla, Margaret Ramos,  
Consuelo Reyna, Rita Valdez

## INGREDIENTS

- Diced tomatoes
- Diced onions
- Ground beef
- White rice
- Salt
- Lard
- Mint leaves

## DIRECTIONS

- Fill pot with water and bring to a boil
- Combine ground beef, vegetables, and rice until well mixed
- Form mixture into 1-inch balls
- Add salt & mint leaves to taste
- Cover and simmer meatballs for approximately half an hour
- Meatballs are ready when they rise to the top of the pot
- Serve in bowl and garnish with fresh cilantro









# TRIBAL COUNCIL

The Ysleta del Sur Pueblo Tribal Council is the duly constituted traditional governing body of the Pueblo exercising all inherent governmental power, fiscal authority and tribal sovereignty as recognized in sections 101 and 104 of the Act of August 18, 1987 (the Ysleta del Sur Pueblo Restoration Act), 101 Stat. 666, Public Law No. 100-89. Elected tribal officials—such as the Governor, Lieutenant Governor, Alguacil (Traditional Sheriff), and four Council members—serve annual terms. The Council directs and approves the strategic and legislative efforts for the Pueblo. Additional Council seats include a Cacique and a War Captain. Appointed to life-long terms, the Cacique and War Captain provide spiritual and traditional guidance. The Pueblo is governed by oral tradition as well as the Tribal Code of Laws enforced by Tribal Police and upheld by the Tribal Court.

## NESTORA PIAROTE GRANILLO SCULPTURE DESECRATION

In 2018, YDSP unveiled the Nestora Piarote Granillo sculpture at the Tigua Indian Cultural Center. Born in 1849, Nestora lived during a very challenging era for the Tiguas. She was a potter and is honored for her guidance to endure and overcome. Nestora is a symbol of the sacredness of Tigua women and their role in maintaining tradition and community. Nestora brought about a legacy of over 800 descendants. Casted by Julio Sanchez De Alba, the sculpture is a monument to Tigua women. On October 9, 2017, however, the artwork was vandalized. The desecrated statue was covered with red paint and a wooden cross placed on its pedestal.

The Federal Bureau of Investigation (FBI) arrested Justin Haggerty on May 9, 2019, in Atlanta, Georgia in connection with the offense. Haggerty had formerly served as a captain in the U.S. Army. At the time of the crime, Haggerty was stationed at Fort Bliss, Texas. While this case remains open, the Pueblo is confident that law enforcement efforts by YDSP Tribal Police and the FBI will yield justice for this crime.

## 2019 ADULT BEHAVIORAL RISK FACTOR SURVEILLANCE SURVEY (BRFSS)

The Ysleta del Sur Pueblo Department of Health Services conducted a Behavioral Risk Factor Surveillance Survey (BRFSS) in 2019. Developed by the U.S. Centers for Disease Control (CDC), the survey collects data regarding health-related risk behaviors, chronic health conditions, and use of preventive services. YDSP, in collaboration with the Albuquerque Area Southwest Tribal Epidemiology Center, conducted the BRFSS. The study's findings will determine the community's health status and in turn, YDSP can prioritize health issues, apply for grants, and create health policy.

## FIRST ANNUAL CACIQUE AWARDS

The YDSP Cacique and Traditional Council hosted the first annual Cacique Awards. The award is designed to recognize tribal members who demonstrate

their dedication to traditional and cultural activities or made significant contributions to the community. In 2019, the Cacique awarded 28 tribal members at the Ysleta del Sur Pueblo Tuh-la.

The event also recognized the contributions of Tigua stakeholders for their efforts in building the Pueblo's economic capacity and potential. Speaking Rock General Manager Karl Maahs, Tigua Inc. CEO Don Wright, and former Governor Carlos Hisa were acknowledged and invited to participate in a traditional blanketing ceremony.

### **EL PASO SHOOTING VICTIMS' FUND**

The El Paso shooting in August 2019 was an unprecedented attack that deeply distressed the community and prompted the Pueblo to provide some relief. The YDSP Tribal Council believed it was critical to support the victims and their families by making a \$100,000 donation to the Paso del Norte Foundation. The Pueblo also donated all the proceeds from the August 15, 2019, Clint Black concert concessions.

### **ROCKING THE REZ POW WOW**

The 10<sup>th</sup> annual Rocking the Rez Pow Wow kicked-off on October 5, 2019 at the P'a Kitu (District II) village. The Pow Wow brings together Native American tribes from across the nation to celebrate their cultures and traditions. The event is open to the public and features traditional dresses, dances, drums, and concessions, as well as contest opportunities for native performers. Pow Wow guests include the Eagle's Claw Warrior Society, Tigua Social Dancers, and YDSP Traditional Council. The event also includes the coronation of the Tigua Princess. The 2019 Tigua Princess is Amry Rodriguez. Ms. Rodriguez hopes "to inspire youth to overcome challenges and be the change at the Pueblo."

The Pow Wow is sponsored by Speaking Rock Entertainment and organized by the Pow Wow Committee Rafael Gomez, Javier Loera, Nancy Torres, Ariel Torres, and Adam Nevarez.



### **YDSP HEALTH CLINIC PROJECT**

The Pueblo has partnered with the Indian Health Service (IHS) to address the health needs of the Pueblo through a Joint Venture Agreement whereby the Pueblo builds a facility while IHS supports staffing. Recent years have demonstrated increased and improved services to tribal citizens, but health disparities among tribal members are still a significant concern. The 77,100 square foot clinic aims to alleviate the shortage of health services and enhance the well-being of YDSP citizens.

YDSP held a groundbreaking event for the planned health center on November 17, 2019 at 9545 Socorro Road. Jordan Foster Construction and Carl Daniel Architects were awarded contracts for the build and design of the new facility.

### **SUN BOWL ASSOCIATION AND UTEP PARTNERSHIPS**

YDSP became a new sponsor for the Sun Bowl Association, a non-profit organization, that coordinates and promotes community events including the Tony the Tiger Sun Bowl football game. As part of the sponsorship, Speaking Rock coordinated the half-time performance of the band P.O.D. for the 2019 bowl game.

The Pueblo and the University of Texas at El Paso (UTEP) Athletics Department also forged a partnership to broaden outreach and create new marketing opportunities, especially for Speaking Rock Entertainment. The partnership will allow the Pueblo to reach UTEP's large and diverse audience. UTEP students, faculty, employees, alumni, business partners, and fans, for example, will be exposed to the Tigua culture and YDSP's contributions to the region. To this

end, UTEP will house a YDSP gallery featuring cultural photograph displays and Tigua artwork. Further, UTEP electronic advertising boards will highlight YDSP and Speaking Rock, while the Pueblo will host tailgate events. Finally, this new partnership also provides opportunities for YDSP citizens such as scholarships, youth basketball camps, and UTEP academic camps.

## 2019 TRIBAL RESOLUTIONS

RESOLUTION NUMBER	DESCRIPTION
TC-001-19	Pertaining to the Certificate of Limited Ownership*
TC-002-19	Pertaining to the New Enrollees**
TC-003-19	Pertaining to Tribal Council
TC-004-19	Pertaining to the Bank of Oklahoma Treasure Services and Credit
TC-005-19	Pertaining to the Purchase of Socorro Road Property
TC-007-19	Pertaining to Recognition of YDSP Hunter Program
TC-008-19	Pertaining to Ysleta del Sur Pueblo Fire Department
TC-009-19	Pertaining to the Reorganization of the Department of Health Services
TC-011-19	Pertaining to Tribal Police Grant
TC-012-19	Pertaining to Office on Violence Against Women
TC-014-19	Pertaining to Recognition of Operating Bingo on the Ysleta del Sur Pueblo Reservation
TC-015-19	Pertaining to the Support of the Southern Ute Indian Tribe
TC-016-19	Pertaining to Animal Welfare Services
TC-020-19	Pertaining to the Office of the Texas Governor 2020 Local Border Security Program Grant
TC-024-19	Pertaining to Federal Law Enforcement Access to Chilicote Ranch
TC-028-19	Pertaining to the MICA Group Cultural Resource Fund Phase 3 Language Revitalization Grant
TC-036-19	Pertaining to Opposing by the Executive Director of the Texas Commission on Environmental Quality of Medicare Environmental Solutions

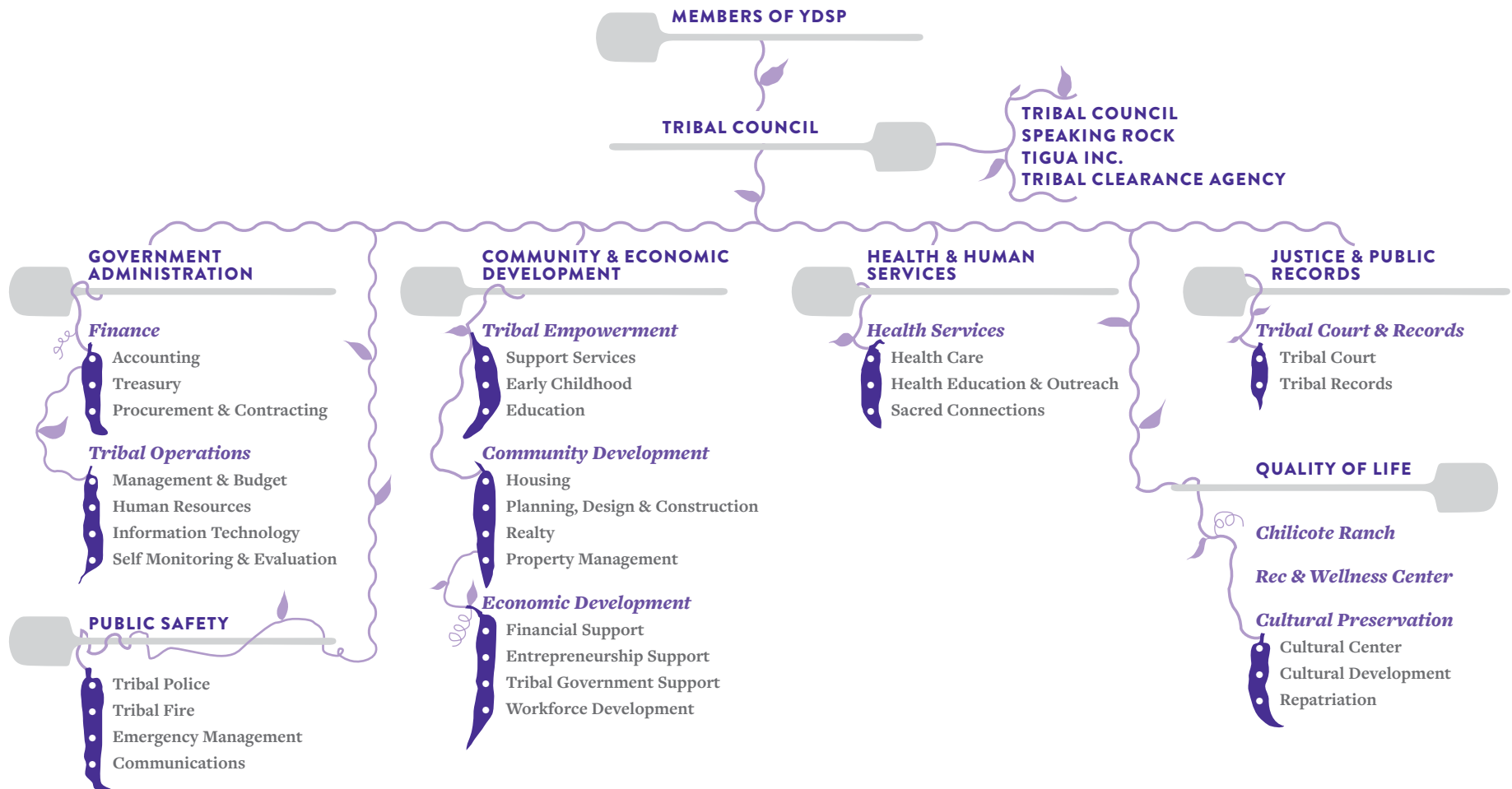
RESOLUTION NUMBER	DESCRIPTION
TC-037-19	Pertaining to the Resolution Adopting 2019 National Income Guidelines as Maximum Requirements for Qualifications for Housing Programs
TC-039-19	Pertaining to Housing Grant
TC-040-19	Pertaining to 2018 Homeland Security Grant Program
TC-041-19	Pertaining to Honoring Mr. Orlando Fonseca
TC-044-19	Pertaining to Indian Health Services Recontract
TC-048-19	Pertaining to the Tribal Access Program
TC-051-19	Pertaining to Emergency Medical and Ambulance Services
TC-054-19	Pertaining to Tax Rates
TC-055-19	Pertaining to Memorandum of Understanding – Emergency Response
TC-059-19	Pertaining to Real Estate Secured Loan to be Obtained from WestStar Bank
TC-060-19	Pertaining to Electing the Board of Directors of the Ysleta del Sur Pueblo Fraternal Organization
TC-065-19 to TC-087-19	Pertaining to Land Acquisition
TC-091-19	Pertaining to Interim Real Estate Secured Loan to be Obtained from WestStar Bank
TC-092-19	Pertaining to an Interim Real Estate Secured Loan to be Obtained from WestStar Bank
TC-093-19	Pertaining to a Guaranty of an Interim Real Estate Secured Loan to be Obtained from WestStar Bank

### Notes:

1. As noted by a single asterisk (\*), Tribal Council approves residential leases of tribally owned land for tribal members to participate in housing; subsequent resolutions were removed for brevity.
2. As noted by a double asterisk (\*\*), Tribal Council approves Tribal Membership Enrollees throughout the year; subsequent resolutions were removed for brevity.



# 2019 YDSP ORGANIZATIONAL CHART



# 2019 BUDGET OVERVIEW

## OPERATING BUDGET

The Department of Tribal Operations facilitates the annual budget formulation and tracks its performance throughout the year by managing budget revisions, monitoring for compliance with funding agency cost principles, and reporting budget activity to Tribal Council. The Pueblo's operating budget incorporates all federal, state, private, and tribal funds available for the reportable year.

The operating budget is used to execute the day to day operations of the tribal government and includes all core programs and services available to the YDSP membership. The 2019 YDSP Operating Budget at year-end totaled \$71.6 million, where capital outlays accounted for 53% of the budget followed by direct services (17%), and general government and community development (both at 11%). The budget increased by approximately 76% compared to 2018 due to construction costs earmarked for the new health clinic, including associated infrastructure and equipment, along with a repurposing of the Tiwahun complex. Capital funding for information technology infrastructure was also earmarked for a fiber project and software as the government continues its transition into an enterprise management system. The ultimate goal with IT capital investments is to better manage its network, enable disaster recovery abilities and enhance its overall security.

The Pueblo's revised enrollment and related community growth is evidenced in the budget. Sizeable investments were also reflected in the Department of Public Safety's Communications and Fire Divisions whereby new vehicles were secured in connection with the Fire Division initiating medical runs in 2019. Consequently, the Communications Division reflects a growth in personnel due to an operational change to begin 24-hour dispatch services and transfer overall responsibility to the Pueblo government sector. A DPS computer aided dispatch system was also deployed along with a radio communication system upgrade. Other capital investments included land acquisition (nearly \$1.6 million) related to master planning to be conducted by the Planning, Design and Construction Division.

The budget is supported by various revenue sources such as federal awards in the forms of contracts and grants, state awards, and tribal revenue generated by the Pueblo's economic and enterprise activity. Grant revenue accounted for 18% of the operating budget while tribal revenue accounted for the remaining 82%. It is important to note that the majority of the budget increases were attributed to programs and services supported exclusively from tribal revenue. Approximately \$1.3 million in grants were closed for various services such as workforce development, education support, child nutrition, and public safety. It is important to note that a majority of the grants that close out in a year will be awarded under new funding authorities in the subsequent year. Nearly 80% of all grant revenue

is from the Department of Health & Human Services, Department of Housing and Urban Development, Department of Transportation, and Department of Interior.

Other noteworthy occurrences included revenue offsets from a new recurring Texas Health and Human Services Commission grant for Opioid support services. The Sacred Connections (Behavioral Health) Division also added new support services for non-Tribal family members in efforts to meet their health and wellness goals. Further, a U.S. Dept of Education grant for the Department of Tribal Empowerment (DTE) concluded; a program aimed at youth development and skill building. Moreover, DTE assumed administrative responsibilities of the Youth Prevention Selective (YPS) grant program funded by the Texas Health and Human Services Commission (HHSC), which is a curriculum-based program for youth aimed at deterring alcohol and substance abuse. Finally, the 2019 budget also included wage adjustments and 16 new positions.

## BUDGET SURPLUS

An important budget activity conducted each year is management of previous year contract/grant carryover. The carryover represents unspent funding as of the last day of the calendar year and is therefore carried forward for budgeting into the next operational period. The total contract/grant carryover for 2018 was approximately \$6.4 million.

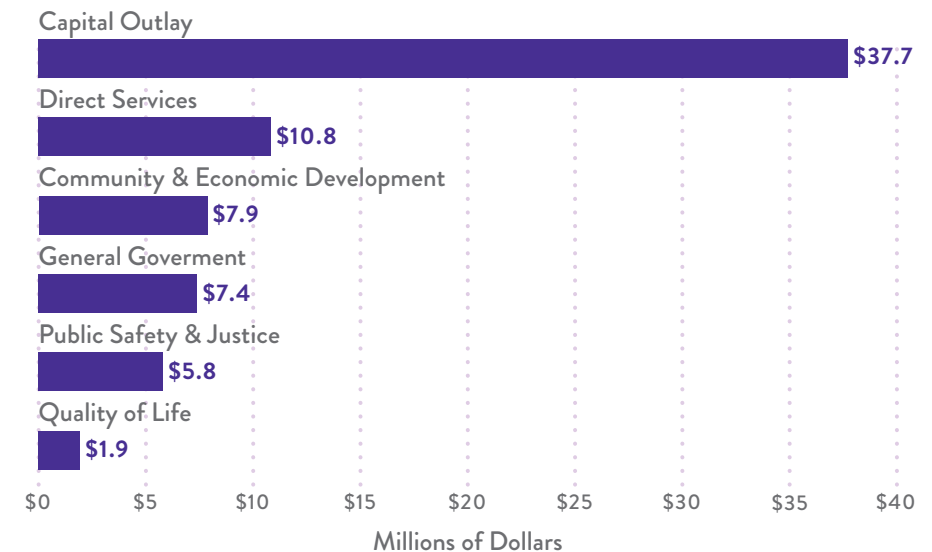
It is important to note that some of this surplus is a result of one-time funds which are distributed at the end of year. This makes it difficult to obligate and expense these funds in the same period. Other funding sources such as FHWA and HUD are earmarked funds that are intended to accumulate for use in capital projects, and allow for carryover to meet these capital project needs.

The 2018 carryover breakdown by prime funding source was as follows:

2018 CARRYOVER BY PRIME FUNDING SOURCE	
CARRYOVER SOURCES	AMOUNT (IN MILLIONS OF DOLLARS)
Indian Health Service	\$1.6
FHWA (Transportation)	\$2.8
HUD (Housing)	\$1.7
BIA (Govt Programs)	\$0.2
Indirect (BIA/IHS)	\$0.05
Department of Labor	\$0.1
Total Carryover	\$6.4

## 2019 OPERATING BUDGET BY CATEGORY

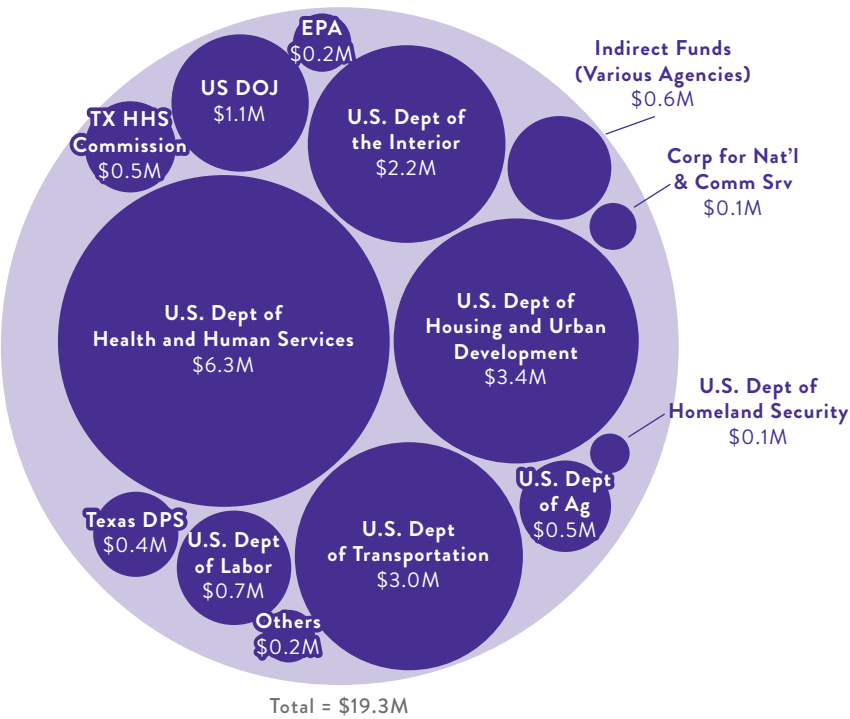
Total operating budget is \$71.6 million



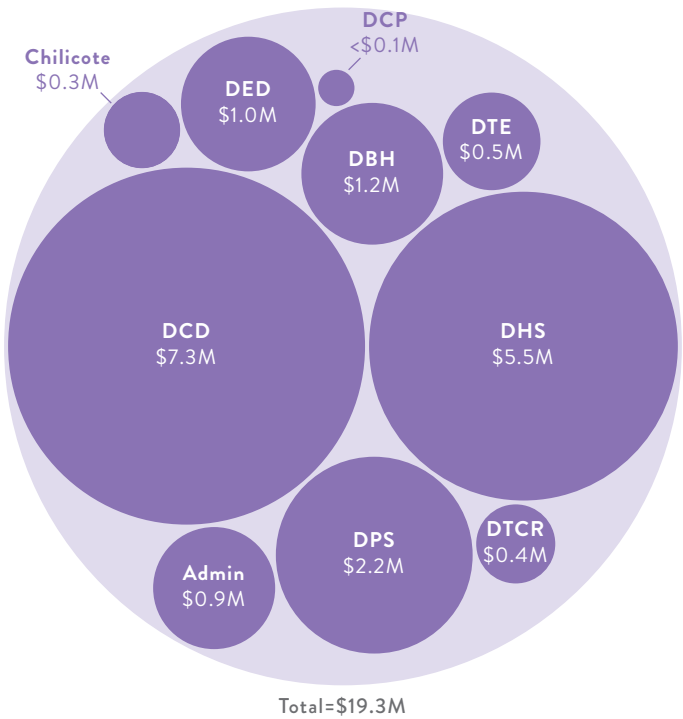


2019 GRANT REVENUE

Grant Revenue by Funding Agency

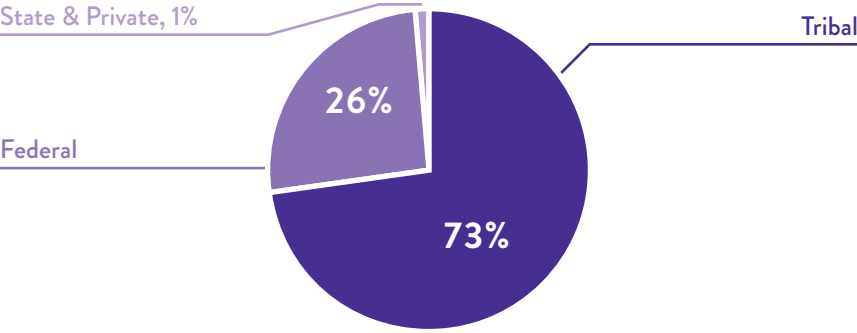


Grant Revenue Administered by Department



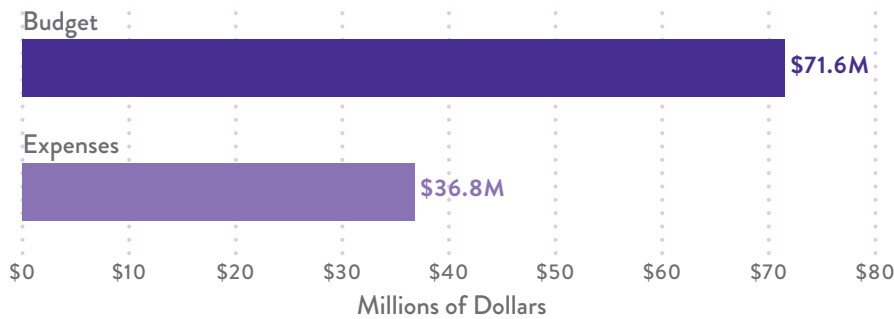
2019 OPERATING BUDGET SOURCES OF REVENUE

Total operating budget is \$71.6 million.



2019 BUDGET VS ACTUAL EXPENSES

Difference between the budget and actual expenses is \$34.7 million.











## BISCOCHOS

Biscochos are a type of sugar cookie dusted with cinnamon. These delicate treats are found at milestone events such as weddings and quinceañeras, but more importantly they take center stage at the annual St. Anthony's Feast. In preparation for feast, Pueblo members come together a week before to prepare thousands of Biscochos. Tribal Member Mare Silvas provided this recipe. Mare is a frequent contributor to Pueblo feast meal preparations and has been baking since the age of seven. Mare learned how to prepare traditional dishes from observing her mother Herminia Paiz Silvas.

### TYPE OF DISH

- Sugar cookies
- Prepared for St. Anthony's Feast and special family events

### CONTRIBUTOR

Tribal Member Mare Silvas

### INGREDIENTS

- Flour
- Sugar
- Lard
- Cinnamon
- Anise
- Salt
- Baking soda
- Water

### DIRECTIONS

- Using mesquite wood, build a fire in an adobe horno, a wood burning oven
- While the horno is coming to temperature, create the dough
- Fill large mixing bowl with the following in layers:
  1. Flour
  2. 1 / 3 teaspoon of baking soda
  3. Pinch of salt
  4. Cane Sugar (medium)
  5. Anise (thin)
  6. Cinnamon (thin)
  7. Melted Lard (cooled)
- Mix dough and begin to form into large balls (slightly bigger than a softball)
- Place balls into a large bowl
- Cover bowl with plastic to keep dough soft and warm
- In a separate bowl, combine sugar, spice, and anise
- Using a cutting board, spread a thin layer of sugar and flatten into ½ inch sheets
- Once dough is flattened, cut diagonal lines about 2 inches wide (left to right) using a pizza cutter and then make perpendicular cuts (right to left) to create diamond shapes
- Collect excess dough and re-form large balls
- Place approximately a dozen cookies per pan
- Once all pans are filled, begin cleaning out the ashes in the horno with a rake and wet mop
- Bake cookies for 30–45 minutes
- Remove cookies and cool to touch
- Coat cookies with sugar, cinnamon, and anise mixture



# TRIBAL ADMINISTRATION

119 S. OLD PUEBLO ROAD

RESERVED  
PARKING FOR  
ADMINISTRATION  
OFFICES  
ONLY  
24 HR  
ENFORCEMENT

♿  
PARKING  
TRIBAL  
ADMINISTRATION  
PARKING  
ONLY

LAND HILL  
TG 038  
DICK POE

WY  
HWS



# GOVERNMENT ADMINISTRATION

## TRIBAL OPERATIONS

### DEPARTMENT OVERVIEW

The Department of Tribal Operations executes administrative functions for the Pueblo government aimed at safeguarding Pueblo assets through the deployment and enforcement of internal controls. The department is comprised of the following divisions: Management & Budget, Human Resources, Information Technology, and Self Monitoring and Evaluation. Tribal Operations spearheads Pueblo-wide activities such as the development of the annual operating budget, year-end report, facilitates strategic planning, executes and monitors management policies, and supports an inter-departmental network through information exchange outlets such as director meeting facilitation and trainings.

## MANAGEMENT & BUDGET DIVISION

The Management & Budget Division is responsible for organizational management, planning, grants management, and budget management activities. This division sets the strategic direction for the Pueblo government's administration, manages the organizational structure by spearheading department reorganizations, assessing current services and recommending realignments when appropriate. The

division also maintains an organization-wide inventory of services, sets the annual budget, and coordinates related budget activities throughout the year. Lastly, it is responsible for comprehensive grants management activities to include database management and analysis. Due to past year process improvements, the division has hit full stride with its budget administration and management practices. Efforts also ensued to automate key budget development tasks among the tribal administration to maximize efficiencies.

### SELF-GOVERNANCE

The Pueblo transitioned into Self-Governance contractor status with the DOI on January 1, 2013, under Title IV of the ISDEAA for its core governmental programs, services, functions and activities.

Total BIA funding overall received in 2019 was \$2.3 million, an 18% increase. The increase was for contract support and prior year funding.

Under Self-Governance, the Pueblo designs and operates its BIA programs more liberally to meet the needs of the YDSP community more effectively with minimal federal government oversight or intrusion. Service guidelines may be revised accordingly to meet tribal priorities.

The Governor and Director of Operations also serve on a national Self Governance Advisory Committee (SGAC) as Southwest Regional representatives. The SGAC is involved in various national initiatives such as promoting self-governance among other federal agencies, increasing tribal budget allocations, strategic planning for DOI, securing contract support, and safeguarding the federal trust responsibility.

The Director of Operations continues to be a training partner with DOI's Office of Self Governance for providing a tribal perspective on self governance transition within the agency. The training is provided to new self governance tribes and those exploring a transition.

## ORGANIZATIONAL MANAGEMENT

Tribal Operations continues to enhance its service performance reporting, a project designed to collate departments' key performance measures. The goal is to publish an annual service profile to assess program effectiveness, performance, and accountability. Consequently, performance measures were developed for each department along with standardizing nomenclature for the various levels of the Pueblo Government including outlining the strategic functions, setting formal department and division titles, and identifying related services and programs. Known as the Ysleta del Sur Pueblo Service Map, the document is the Pueblo's official organizational structure reference. The reference document aids administrators in planning, assessment, and evaluation activities. The Pueblo's 2019 organizational management profile outlined a total of 6 functions, 11 departments, 33 divisions, 114 services, and 25 programs.

## PLANNING

Development of the Pueblo's Socio-Economic Profile, organizational management, and the Active Grants Database all contribute to identifying opportunities for service enhancement. These efforts will ultimately provide a systematic approach to the Pueblo's grant writing mission.

<sup>1</sup> Source: Tribal Operations Active Grants List

<sup>2</sup> These funds include multiple funding cycles from prime awardees

<sup>3</sup> The timely submission rate was 81% (2018), 87% (2017), 85% (2016), 83% (2015), and 82% (2014).

<sup>4</sup> Please note budgets were revised more than once.

## GRANTS MANAGEMENT

The Grants Management Division tracked a total of 55<sup>1</sup> grants and contracts, totaling \$21<sup>2</sup> million from 22 federal, state, and local agencies. In 2019, there were a total of 420 reporting requirements tracked with a 95% timely submission rate<sup>3</sup>, an improvement from 2018. Approximately 96% of all active grants and contracts were federal and 4% were state and local sources. The Pueblo's top three funding agencies include the U.S. Department of Health and Human Services (DHHS), the U.S. Department of Housing and Urban Development (HUD), and U.S. Department of Transportation (DOT). That said, the division processed 95 grant and contract award notices, 24 award modifications, 18 carryover revisions, 17 closed grants, 8 grant extensions, and 9 new grants.

## BUDGET MANAGEMENT

Budget management activities included development of 21 new budgets, revised 203 budgets<sup>4</sup>, and closed 20.

# SELF-MONITORING & EVALUATION DIVISION

The Self-Monitoring and Evaluation Division conducts evaluation activities on the Pueblo's programs and services. This division conducts assessments, reviews, and evaluations that aid in planning and decision-making. In 2019, Tribal Operations and Finance continued to strengthen internal controls and budget management.

### *Self-Monitoring*

Core Self-Monitoring (SM) duties include creating an annual plan, generating monitoring reports, analyzing reports for risk activities, and coordinating efforts with third-party reviewers and audits. There was an increase in notices and internal reviews in 2019 causing two external reviews. In addition, SME and Finance clarified general ledger account code definitions and increased their

monitoring of expense transactions to identify discrepancies. If discrepancies are found, the division coordinates with departments to mitigate potential non-compliance.

Lastly, Self-Monitoring staff met with YDSP departments to assess overall performance for the period 1/1/2018 to 12/31/2018. Staff met with 85%<sup>5</sup> of all YDSP departments through a series of 11 self-monitoring meetings where 154 budgets were reviewed, 250 outputs were assessed, and 6 concerns were identified.

### Evaluation

The evaluation activities in 2019 included data management on performance measures—or Quarterly Statistical Reports (QSR). Staff conducted QSR assessments, reviewed for data congruency, and issued reports. These reports were submitted to department managers as a continuous improvement approach.

## HUMAN RESOURCES OVERVIEW

Human Resources (HR) facilitates recruitment, selection, training, retention and advancement of employees. HR administers the YDSP workforce compensation and benefits program, performance management system, serves as a communication catalyst, and promotes Indian Preference.

### PROJECT SUMMARY

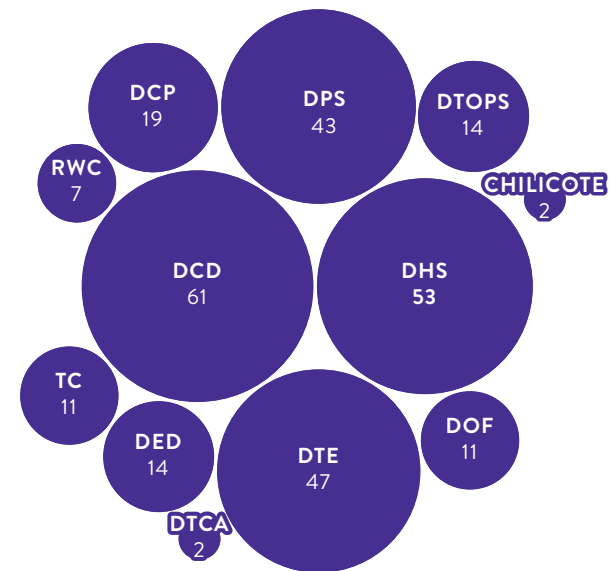
#### Workforce Profile

The workforce in 2019 consisted of 289 employees – 254 full-time and 35 part-time positions. The average age of the workforce was 40 with an average annual salary of \$37,500 and an overall average six years of service. Females represented 60% of the workforce with an average annual salary of \$35,300 and occupy 38% of supervisory positions. Males, in contrast, represented 40% of the workforce with an average annual salary of \$40,900 and occupy 62% of supervisory positions. Tribal members comprised 60% of the total workforce where the average age

was 38 with an average annual salary of \$32,600. Forty-five percent (45%) of the supervisory level positions are filled by tribal members. In addition, there were 27 non-conventional employees that included contractors, interns, AmeriCorps service members, and WIA participants.

#### Recruitment and Turnover TOTAL WORKFORCE BY DEPARTMENT

In 2019, the workforce consisted of 289 employees—254 full-time and 35 part-time positions.

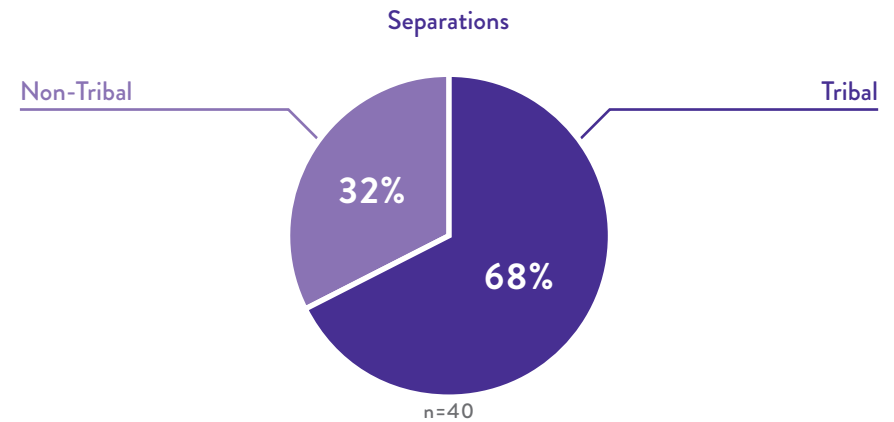
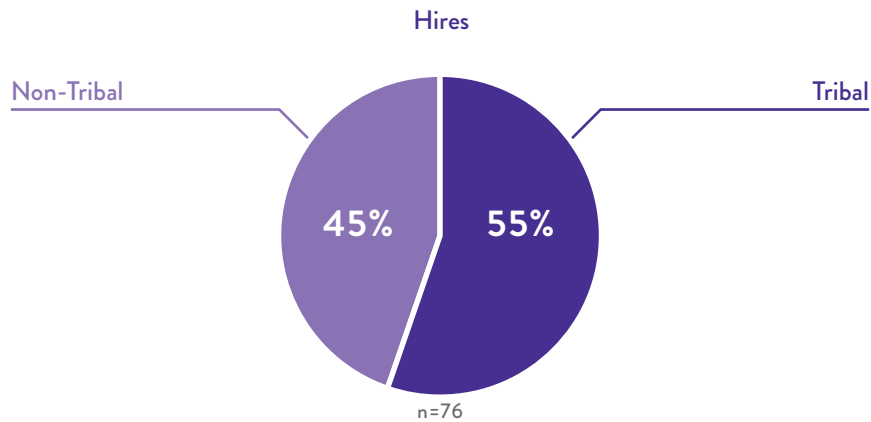


HR facilitated 76 hires, with 55% being tribal members, to fill 28 new, 47 existing, and 1 temporary position. Additionally, 40 separations were facilitated where 24 were voluntarily and 16 involuntary. Sixty-eight percent (68%) of the separations were tribal members.

<sup>5</sup> Chilicote Ranch is not included in the Self-Monitoring activities

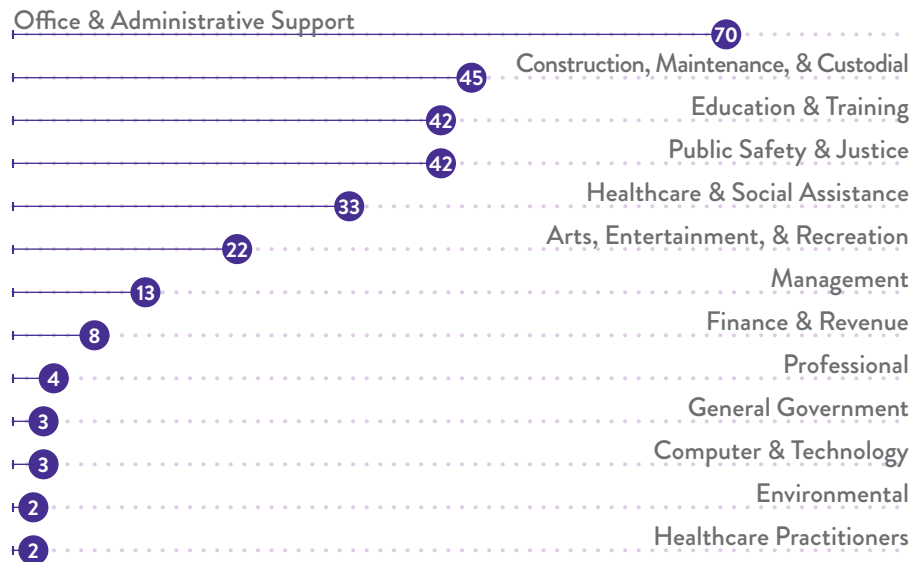


## 2019 HIRES AND SEPARATIONS BY TRIBAL STATUS



### POSITIONS BY CATEGORY

Office and administrative support positions represents nearly 25% of the workforce.



### BENEFITS

The Pueblo's health plan covered a total of 463 individuals representing employees, spouses, and dependents. Thirty-five employees participated in the flexible spending plan, while 72 enrolled in a supplemental insurance coverage plan. Seventy-eight percent (78%) of the employees eligible to participate in the 401K plan were contributing at year-end. In 2019, the Pueblo contracted with Auxiant as its third party administrator for comprehensive healthcare benefits.

### PERSONNEL MANAGEMENT

HR processed a total of 428 employee related changes, such as wage adjustments, promotions, separations, etc. HR conducted 15 new manager orientations, two all-hands meetings, an employee appreciation event, and service recognition event. HR also coordinates workforce training and facilitated the following in 2019: minute taking, harassment, and communication.

# INFORMATION TECHNOLOGY

## OVERVIEW

Information Technology (IT) manages and maintains the Pueblo’s computer and data information mechanisms. IT supports all aspects of software, hardware and network design, implementation, and analysis while implementing crucial security measures.

### NETWORK & SERVER SYSTEMS MANAGEMENT

In the first quarter of 2019, a new email server was installed where all user accounts were migrated. Also, a new server was deployed to support the computer aided dispatch (CAD) software for the Department of Public Safety; this system replaced the department’s legacy application and required an upgrade to the GIS server. Finally, a new internet service provider has been contracted producing a substantial savings.

### SPECIAL SYSTEMS MANAGEMENT

The Pueblo’s phone system was updated to a new system. New hardware and phones were configured and installed at each YDSP building. All departments now have four digit dialing capabilities. Other upgrades included additional video surveillance throughout the Pueblo. Each of these upgrades contribute to enhancement of the Pueblo’s public safety.

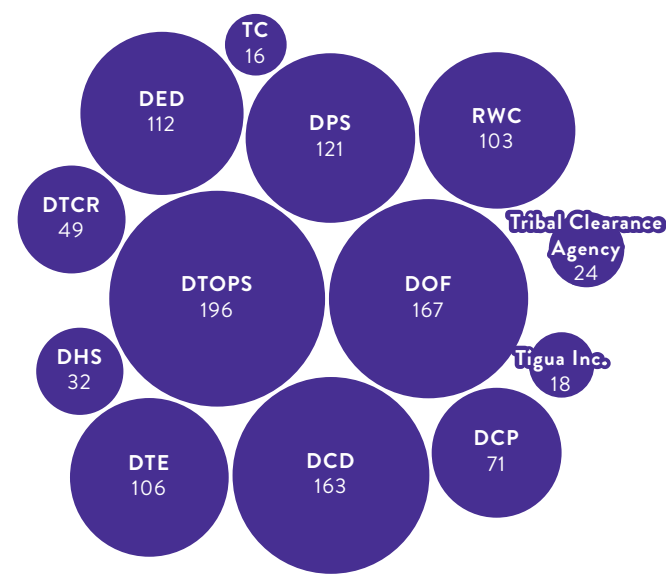
### MEDIA SYSTEMS MANAGEMENT

The Media Systems Management maintains the Pueblo’s media channels, including the website, social media, and radio station. The Pueblo’s Facebook page has grown to 829 followers, while the Radio Station KUEH 101.5 FM LP listenership reached 1,089 unique listeners. The station produced 30 “Daily Cornmeal” podcasts which are available on Apple Podcast, GoogleCast, Sticher, Spotify, Pocketcast, and Anchor. The Daily Cornmeal includes interviews with guests from the Pueblo government.

## DIVISION STATISTICS

Nearly 1,200 service tickets were submitted to IT of which more than half were from Tribal Operations, Finance, Community Development, and Public Safety

### IT SERVICE CALLS BY DEPARTMENT



# FINANCE

## DEPARTMENT OVERVIEW

The Department of Finance maintains and improves the fiscal welfare of the Pueblo. Utilizing sound business practices and methods, the department sustains full accountability of all tribal resources, ensures maximum operation of revenues, and provides timely and accurate financial information and support. The department's responsibilities range from management, monitoring, and disbursement of the Pueblo's resources. The department also oversees the procurement of goods and services by employing purchasing procedures as well as reporting all financial transactions.

### ACCOUNTING DIVISION

#### ***Grants/Cost Accounting***

The Grants/Cost Accounting Division is responsible for: monitoring, reviewing, and billing all the Tribe's grant funded activities; assisting with financial planning; and monitoring the Pueblo's budget. The division is also responsible for the indirect cost proposal and for the financial component of the self-monitoring activities. Furthermore, the Grants Accountant, and the Assistant Finance Director serve on the Self-Monitoring Committee.

#### ***General Accounting/Financial Accounting/Reporting***

The General Accounting/Financial Accounting/Reporting Division is responsible for: the disbursement of payments to vendors; managing the amounts due to the Pueblo; processing and reconciling all payroll transactions; reporting, managing and monitoring of the Tribe's accounting and internal control systems; and providing financial information to YDSP administration, regulatory agencies, and creditors. The division is also responsible for tax reporting, and issuance of the Pueblo's Annual Financial Report.

### TREASURY DIVISION

The Treasury Division is responsible for managing the Tribe's investments, tax code and financial reporting in accordance with Federal and State laws, the Pueblo's Investment Policy, and guidance from the Tribal Investment Committee. The Director of Finance serves as Chairman of the Committee.

### PROCUREMENT AND CONTRACTING DIVISION

In accordance with federal and state laws, the Procurement and Contracting Division manages the procurement of supplies, materials, and equipment for the Pueblo. The division also ensures that contracts meet federal and state laws and standards as well as coordinates all bid processing logistics and contract renewals. The Procurement and Contracting Division operations also includes the managing, receiving, delivery, and tracking the Pueblo's capital assets.

### FINANCIAL HIGHLIGHTS

The Pueblo government's net assets increased by 6% over 2018, which is attributed largely to transfers from the business-type activities. The inflow of resources allows the Pueblo to continue operating Tribal community services at an increased level from previous years as our Tribal enrollment continues to increase gradually. Due to our continual growth in workforce and tribal community services, the total governmental expenditures increased by 11% from 2018. In 2019, the governmental revenues increased by 32% compared to 2018 allowing for cash and other current assets to increase by 6% in 2019 compared to 2018.

### INVESTMENT SUMMARY

The Pueblo government investment balance increased by 12 % from 2018. This was attributed to market valuation increases recovery from the 4<sup>th</sup> quarter in 2018, market increase valuations during the year, and net transfers from the depository balances to the investment firms. The Minor's Trust continues to decrease as juveniles become eligible for the distribution until it phases out in the next couple of years. The Investment Committee will continue to review and adopt strategies to maximize the earnings while also implementing long term strategies to increase the valuation of the investments.

#### ***Tax Division***

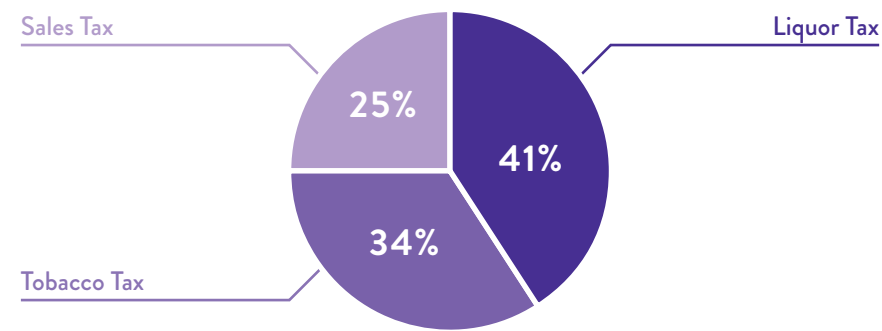
Total tax revenue increased by 8% compared to 2018. In 2019 liquor tax revenue increased by 14% and the sales tax revenue increased by 13%, while tobacco tax revenue decreased slightly by 1%. The Pueblo increased the tobacco sales tax rate by 20% in the last quarter of 2019 to mitigate the decrease in tobacco sales.



**Procurement & Contracting Highlights**

The Procurement Division strives to promote and support Tigua economic prosperity by extending contract opportunities to tribal owned businesses and entrepreneurs. The division also aims to promote tribal preference that best matches services, programs, and business solutions with the Pueblo’s needs. These efforts resulted in Native vendors securing five times more contracts (in terms of dollars) over 2018. Business activities ranged from consulting services, construction, medical services and supplies, and other government-related procurements.

**2019 TAX REVENUE BY SOURCE**



**TAX REVENUE BY YEAR**

2019 tax revenue increased by eight percent (8%) over 2018.









## CALABASAS

Calabasas and white corn is a traditional side dish that is commonly prepared by Tigua members. This dish is best paired with flour tortillas or baked bread. This Hisa family recipe has been handed down for at least five generations. Former Governor and current Cultural Preservation Advisor Johnny Hisa contributed this recipe that originated from his great-great-grandmother Nestora Piarote Granillo (1894–1918), a resident of the Ysleta del Sur Pueblo known for her pottery. Nestora was also a fluent speaker of the Tiwa language and it is estimated that she has more than 800 tribal descendants. A sculpture of Nestora is located in front of the Tigua Indian Cultural Center.

### TYPE OF DISH

- Traditional Dish
- Household Dish
- Community gatherings side dish

### CONTRIBUTOR

Former Governor Johnny Hisa

### INGREDIENTS

- Mexican calabasas (squash)
- White corn
- Cheddar cheese
- Yellow peppers
- Diced jalapeños
- Diced tomatoes
- Diced onions
- Diced garlic
- Salt

### DIRECTIONS

- Heat vegetable oil in pan
- Remove husk and silk from corn cobs
- Separate corn kernels from cob using a knife
- Layer the pan in the following order:
  - Corn, Onions, Jalapeños, Calabasas, and Tomatoes
  - Add garlic and salt to taste
  - When vegetables are cooked but still firm, add cubed cheese
  - Serve immediately







# HEALTH & HUMAN SERVICES

## HEALTH SERVICES

### DEPARTMENT OVERVIEW

The Department of Health Services (DHS) provides quality healthcare services that empower and address the Tigua community and Native American health priorities while promoting traditional values and culture. DHS is comprised of 61 employees within the following divisions: 1) Health Care, 2) Health Education & Outreach, 3) Operations, and 4) Sacred Connections (Behavioral Health). Through comprehensive wraparound services, DHS aims to improve the Tigua community’s health status.

### HEALTH CARE

The Health Care Division, incorporating family practice, dental, and optometry, provided services to 1,667 patients marking the highest number of patients served since 2016 when enrollment reform took place. Some significant achievements in 2019 included the initiation of architectural designs for the new clinic and a reorganization of the YDSP government structure that merged the Behavioral Health Division with Health Services.

### Family Practice Clinic

The Family Practice clinic is staffed by a family physician, a registered nurse, two medical assistants, and a lab technician. The Family Practice clinic served 549 patients through 2,103 visits.

#### FAMILY PRACTICE TOP 5 REASONS FOR VISIT

1. High Blood Pressure
2. Diabetes
3. High Cholesterol
4. Respiratory Infection
5. Overactive Thyroid

### Dental Clinic

The dental clinic is staffed by two dentists, a hygienist, and two dental assistants. Dr. Vishwamitra expanded services to include: oral implants; mouth guards for youth in sports; and outreach activities such as denture cleaning and pediatric screenings. The clinic also provided preventive, diagnostics, hygienic, and restorative dental services to 595 patients resulting in 2,561 visits. Dental visits, however, were slightly less due to a staff shortage. Finally, the clinic received the Albuquerque Area Dental Award for *Best Overall Dental Program*.

◀ Architectural rendering of the new health clinic. The clinic aims to alleviate the shortage of health services and enhance the well-being of YDSP citizens.



### DENTAL TOP 5 REASONS FOR VISIT

1. Tooth Sealants
2. Cleaning
3. Follow Up Exams
4. General Exams
5. Emergency Exams

### Optometry Clinic

The Optometry clinic continues to be staffed by a contract Optometrist and a technician providing services twice a week. In 2019, the clinic welcomed Dr. Syndy Maynard as the lead Optometrist. Clinic services were provided to 533 patients for a total of 616 visits. Additionally, the clinic retails, repairs, and adjusts eyeglasses for clinic patients. As part of its outreach efforts, the clinic staff visited the Early Learning Center and conducted 39 routine pediatric eye exams.

### OPTOMETRY TOP 5 REASONS FOR VISIT

1. Fit/Adjust Glasses
2. Eye Exams
3. Refraction Disorder (Blurry Vision)
4. Pre-glaucoma
5. Dry Eye Syndrome

## HEALTH EDUCATION & OUTREACH

The division's goal is to create a culture of wellness among the Tigua community by developing, coordinating, implementing, and disseminating effective health education interventions. The division focused on community outreach and provided educational sessions on topics like Alzheimer's, cancer, and heart health, to name a few. Nearly 100 participants attended these health education sessions. The YDSP Health Education & Outreach Division was awarded the *Indian Health Service (IHS) Health Promotion and Disease Prevention award*.



The Health Education Division received the "Health Promotion Disease Prevention Award" from the Albuquerque Area Indian Health Service for implementing "Harvesting Healthy Traditions" initiative.

### Good Health and Wellness in Indian Country— Na Tui Na Pe (Village Garden)

The program provides nutrition education where participants understand the connection between healthy eating and chronic diseases. In 2019, the program entered its fifth and final year where participants identified unhealthy diets as risk factors and were introduced to the "food sovereignty movement."



### ***Diabetes Program***

The Diabetes Prevention and Management Program is an evidence-based intervention aimed at controlling and managing diabetes. The program assisted 123 diabetic and 77 pre-diabetic patients, where the majority of these were between 45 and 64 years of age.

### ***Community Health Representative (CHR)***

The CHR Program improves community members' knowledge, behaviors and attitudes by assisting them with healthcare needs. The CHRs provided 1,896 transports to medical appointments and conducted 94 home visits.

## **OPERATIONS DIVISION**

The division establishes specialized health contracts, invoices for services, and manages access to care. Specifically, these services include patient registration and scheduling, annual registration updates, payment of medical claims, billing, contracting with providers, and credentialing. The Purchased and Referred Care (PRC) program paid 2,934 claims and processed 1,404 billing claims.

In 2018, the department participated in the 340B Discount Drug Program sponsored by Health Resources and Services Administration. The program continued to benefit from considerable pharmacy cost savings, which in turn allow the department to address other health priorities.

# SACRED CONNECTIONS (BEHAVIORAL HEALTH)

## DEPARTMENT OVERVIEW

The Sacred Connections Division provides trauma-informed integrated services and programs to address the biopsychosocial needs and enhances the emotional and physical well-being of YDSP tribal members and families. Through coordinated efforts, the department collaborates with the YDSP community to provide quality evidence-based behavioral health services.

## CIRCLE OF HARMONY (SOCIAL SERVICES)

The program provided an array of services addressing child welfare, prevention, medical, general assistance, and elder's services. The division provided services to 635 YDSP tribal members as noted in the chart below.

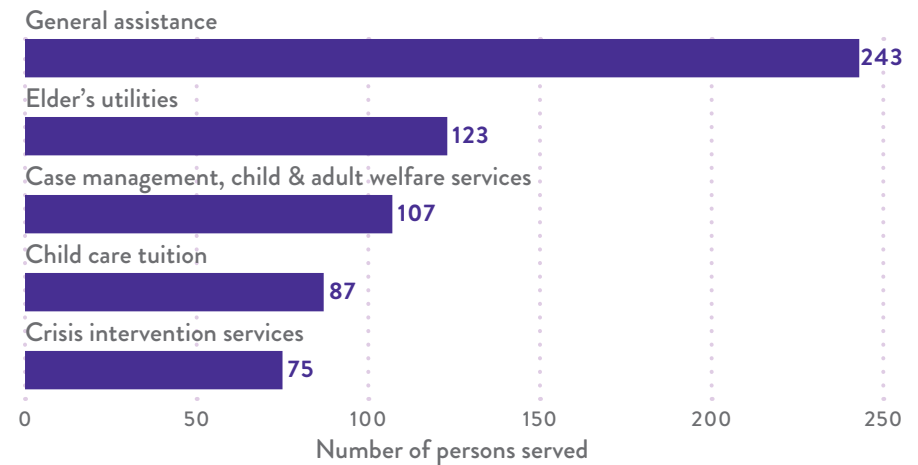
Other 2019 milestones include the following:

- Awarded the Growing Safe Project/Safer Families Initiative Grant
- Completed the YDSP Family Resource Guide
- Tribal Council provided emergency housing for Behavioral Health clients
- Facilitated two Tribal adoptions
- Acquired Bureau of Indian Affairs (BIA) funding for a new case management database system
- Formed an exploratory committee to create an Adult Healing to Wellness Court

## CIRCLE OF HOPE (MENTAL HEALTH)

The division concentrates on behavioral health issues such as substance use disorders, mental health disorders, suicide, violence, and behavior-related chronic diseases. The division addresses these issues and promotes integrated behavioral health strategies with primary care treatment, promoting the overall wellness of YDSP members. Comprehensive outpatient services are mental health, therapy,

## CIRCLE OF HARMONY (SOCIAL SERVICES) PERFORMANCE MEASURES



and community education. Mental Health services provide individual services that include psychological or psychiatric evaluations, counseling and treatment for children and families. Services utilize multi-disciplinary approaches to diagnose, treat, provide follow-up care, introduce community interventions, and conduct referrals.

Licensed healthcare professionals that specialize in providing care to Native American populations provide therapy services. Providers develop individual treatment plans for patients and monitor them until completed.

In 2019, the division expanded and hired a certified medical assistant. The division also incorporated yoga services into its existing portfolio—yoga is known to mitigate stress while improving strength and meditation. The division provided the following services: 222 cases managed by therapists with 1,008 visits; 299 cases managed by psychiatrists (both adults and children with 446 visits).

## **CIRCLE OF HARMONY (ALCOHOL & SUBSTANCE ABUSE DIVISION)**

Circle of Harmony promotes healthy lifestyles, families, and communities by delivering services that reduce the incidence and prevalence of alcohol and substance abuse among the Pueblo. This division provides a comprehensive array of education, intervention, treatment, and support services. Outreach & Education Services include organizing community events and educational resources to promote the negative impacts of alcohol and drugs.

Crisis intervention employs medical, psychological, and sociological procedures to assist individuals struggling with drugs and/or alcohol and related distresses. Short-term services focus on supplying individuals with tools to cope with immediate trauma, while treatment services aim to mitigate issues related to alcohol and substance abuse. Finally, Support Services offer outpatient care to those recovering from substance abuse disorders. ASAP also continues to provide residential treatment care, halfway house placement, and other medical treatments.

The division served 69 adults, 2 youth, and 18 new clients with co-occurring psychiatric and substance abuse disorders. The division continues to experience an increase in therapy where therapists conducted 455 individual and 528 group sessions. Division staff also responded to 33 crisis intervention calls.

Finally, the division added two ancillary support services. The family education component is a program that provides education, support, and counseling to families affected by a loved one's substance abuse, while a new peer recovery support service (mentoring) provides outreach and follow-up support.









## CHILE COLORADO

While numerous dishes are prepared for feast days, Chile Colorado is the main staple. This specialty consists of tender beef simmered in a red chile sauce and it is a favorite family recipe. Chile Colorado is served hot with Tigua Indian bread but one may find it a bit *picoso* (spicy). The Cacique opened his home to demonstrate how to make this savory meal. Cacique Sierra has been preparing the chile for the St. Anthony's Feast for approximately 50 years.

### TYPE OF DISH

- Traditional Dish
- Household Dish
- Main dish at St. Anthony's Feast

### CONTRIBUTOR

Cacique Jose Granillo Sierra

### INGREDIENTS

- Beef (Sirloin, 7-bone chuck steak)
- Red Chile pods
- Garlic
- Bay Leaf
- Parsley
- Coriander
- Saffron
- Lard
- Oregano
- Chicken bouillon
- Mint Leaves
- Cumin

### DIRECTIONS

- Boil red chile pods until softened
- Cube beef
- With garlic cloves, chicken bouillon and spices, puree cooked pods until smooth
- Sieve sauce to remove seeds and chile pod skin
- In a large bowl, combine parsley, mint leaves, coriander, cilantro, oregano, saffron, and bay leaf
- Melt lard and then add the red chile sauce and spices in a pan
- Simmer on low heat
- Heat vegetable oil in pan and cook beef until well done
- Add sauce to beef
- Serve hot and enjoy









# COMMUNITY & ECONOMIC DEVELOPMENT

## TRIBAL EMPOWERMENT

### DEPARTMENT OVERVIEW

The Department of Tribal Empowerment (DTE) is the Pueblo's axis for educational enrichment. The department serves a wide range of Tigua members through a host of programs that aim to improve both cultural and educational outcomes across three divisions (Support Services, Early Childhood, and Education). DTE implements youth programs such as Pre-K, tutoring, and library services. The department also serves adult participants with post-secondary scholarship assistance, library services, and tutoring, reaching over 2,500 community members within the year.

In 2019, the department began implementing internal evaluations of its key programs and services. Relying on participatory evaluation approaches, management is attempting to understand its strengths and weaknesses, and thereby, improve communication, program quality, and outcomes while preserving identity, language, history and culture.

### SUPPORT SERVICES DIVISION

The Support Services Division bridges service gaps for Tigua youth and adults. Gaps include lack of transportation, identifying student developmental shortfalls, and social and emotional deficiencies. Some of



Learning Support Tech, Beatriz Tapia, making “Cheerio” bracelets with her students, (left to right) Freya Femath, Olivia Luna, and Amaya Ibarra.

the services include transportation, parenting classes, counseling and advocacy, and library services.

### Transportation Services

The division has optimized transportation services by modifying routes and schedules. In 2019, the average number of student transports was 101, an increase of 7% over 2018, and peaking at 138 in March.

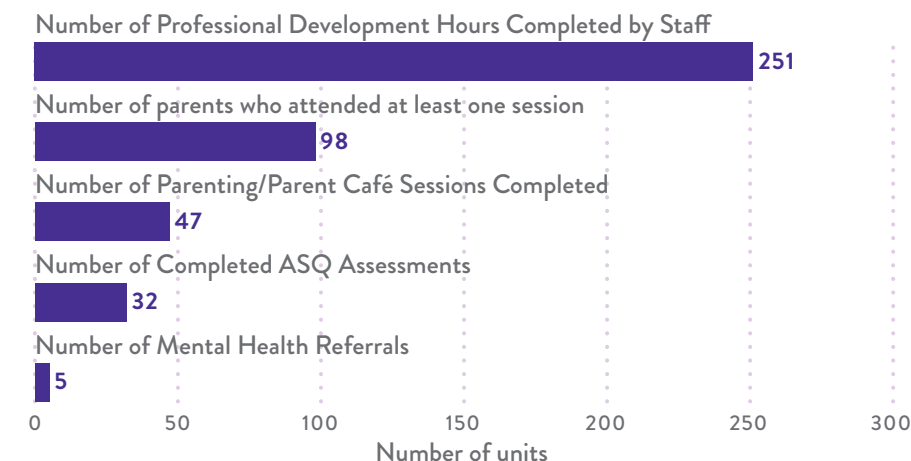
### Parent and Family Engagement Services

The Parent and Family Engagement Services encourages families to take an active role in their children's educational pathways as well as identifies Tigua youth who may need additional academic support.

The Incredible Years and Parent Cafés, for example, are designed to strengthen positive family relationships, protective factors, and parent-child interactions. In 2019, The Incredible Years program completed 47 sessions and reached 98 parents. Child-care providers at the Tuy Pathu Early Learning Center and Bright Stars Daycare received 251 hours of professional development to build early childhood education capacity. Further, program facilitators conduct the Ages and Stages Questionnaire (ASQ) to determine young children's development

progress. Overall, 32 children were assessed in 2019 and five were referred for further evaluation.

### PARENT AND FAMILY ENGAGEMENT SERVICES PERFORMANCE MEASURES



Pre-K students board the bus after class is dismissed.



Phoenix Gomez with Learning Support Tech, Norma Hernandez, getting ready to go home.





Mrs. Gomez and student Gustavo Reyes Jr. enjoy a book during story time.

**Library Services**

The Empowerment Library serves as the educational and technological resource space, providing community members with accessibility to internet access, copying, printing, faxing, and literature. In 2019, the library collaborated with the Bravery Respects and Values Everyone (BRAVE) Program and the Tuy Pathu Early Learning Center (ELC) to encourage Tigua youth to use library services. By incorporating incentives and activities such as the Read Across [Native] America which included Navajo author Daniel Vandever to read his children’s book *Fall in Line, Holden!* to YDSP youth, library circulations doubled from 342 in 2018 to 687 in 2019.

**EARLY CHILDHOOD DIVISION**

**Early Learning Services**

The Tuy Pathu Early Learning Center (ELC) is a tuition-free child-care provider with an average annual enrollment of 51 children between the ages of six weeks and five years as outlined in the table below. The center creates a learning



Friends, Camila Zamudio, Giuliana Castillo, and Scarlett Gomez reading together.

environment to build a child’s emotional, intellectual, and physical development. In 2019, three child-care staff members earned their Child Development Associate’s certificate (CDA).

NUMBER OF EARLY LEARNING CENTER PARTICIPANTS	
AGE CATEGORY	NUMBER OF PARTICIPANTS
Infants (0 to 12 months)	10
Pre-Toddlers (12 to 24 months)	9
Toddlers (24 to 36 months)	10
Pre-K (3 to 4 years)	24
Average Annual Enrollment	51

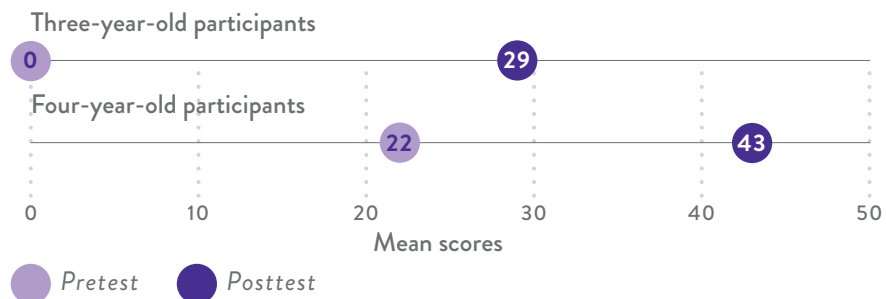
**Pre-Kindergarten Services**

The Tuy Pathu Pre-Kindergarten is a language-learning program where participants typically learn about Tigua culture and language, as well as prepares

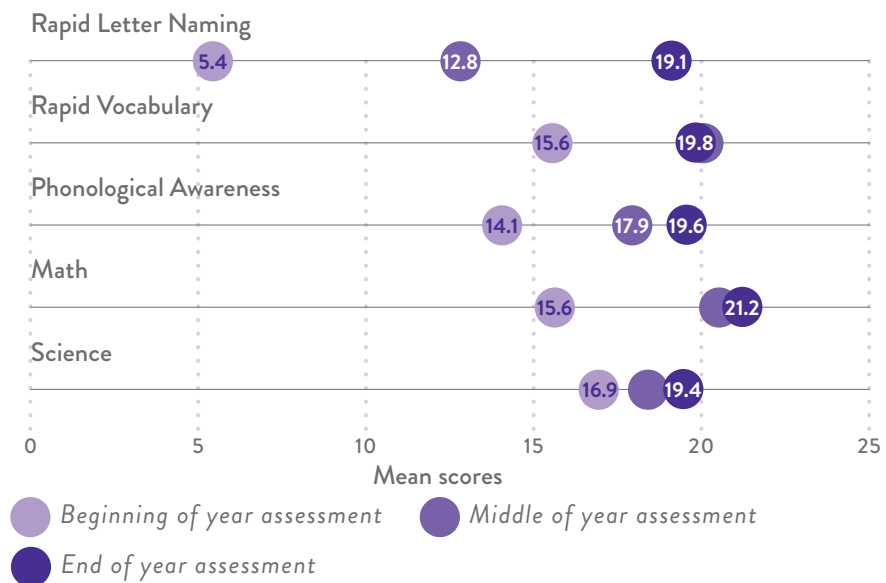


students to be school ready. During the 2018-2019 school year, nearly 30 students earned their Pre-Kindergarten Diploma, an increase of 16% over 2018. The Tuy Pathu Pre-K utilizes the Developmental Indicators for the Assessment of Learning (DIAL- 4) and the CIRCLE Progress Monitoring System (formerly known as C-PALLS+) to evaluate preschool students in various skill sets. As noted in the figures below, assessment findings suggest that students improved across multiple learning indicators.

### 2018-2019 TIWA LANGUAGE ASSESSMENT MEAN SCORES



### 2018-2019 CIRCLE PROGRESS MONITORING SYSTEM THREE-YEAR OLD PARTICIPANT MEAN SCORES



During the week of Red Ribbon the BRAVE Program and the Ysleta Del Sur Pueblo collaborated to teach the kids the importance of fire safety, as seen here in the picture the kids were given the opportunity to take a tour and pose for a few photos with the fire trucks.

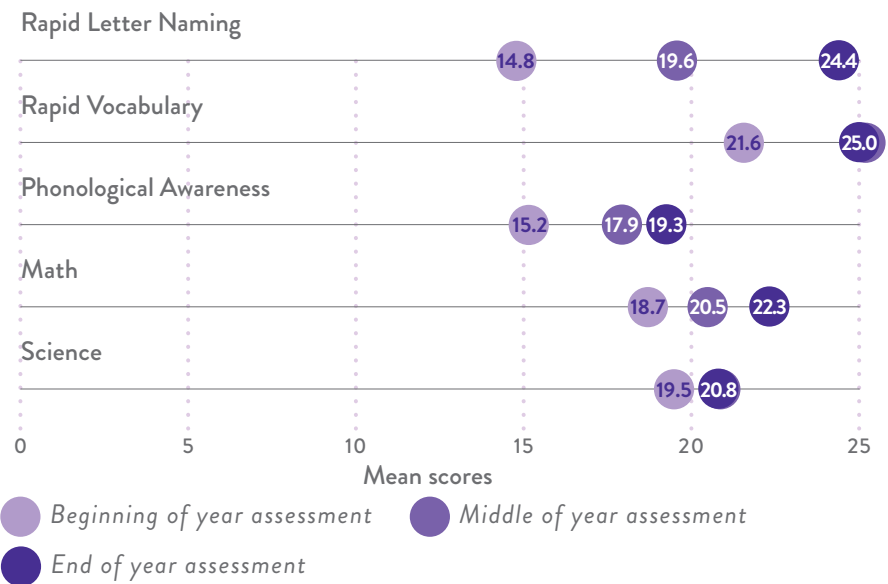


(Standing from left to right) Peer Recovery Specialist, Daniel Paiz and Peer Recovery Specialist Lead, Felipe Silerio spent the afternoon teaching the youth in the BRAVE Program what and how the healing drum is used.

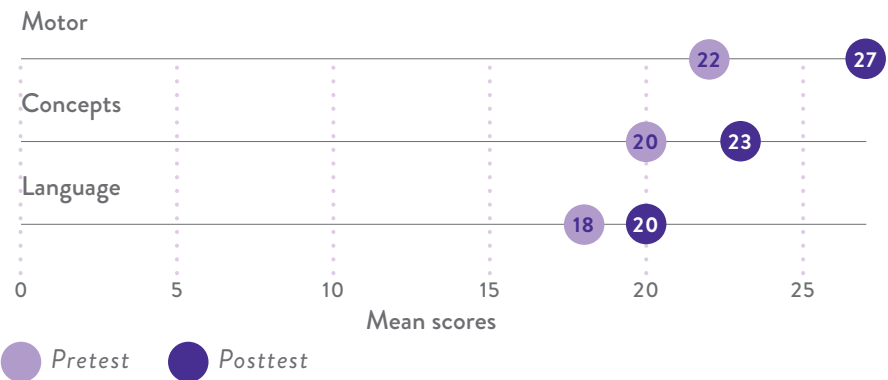


(left to right) Jackie Holguin, UNM Mascot, Amry Rodriguez, and Annika Gutierrez attend University of New Mexico's American Indian Junior Day to receive college admissions and scholarship information.

## 2018-2019 CIRCLE PROGRESS MONITORING SYSTEM FOUR-YEAR OLD PARTICIPANT MEAN SCORES



## DEVELOPMENTAL INDICATORS FOR THE ASSESSMENT OF LEARNING FOUR-YEAR-OLD PARTICIPANT MEAN SCORES



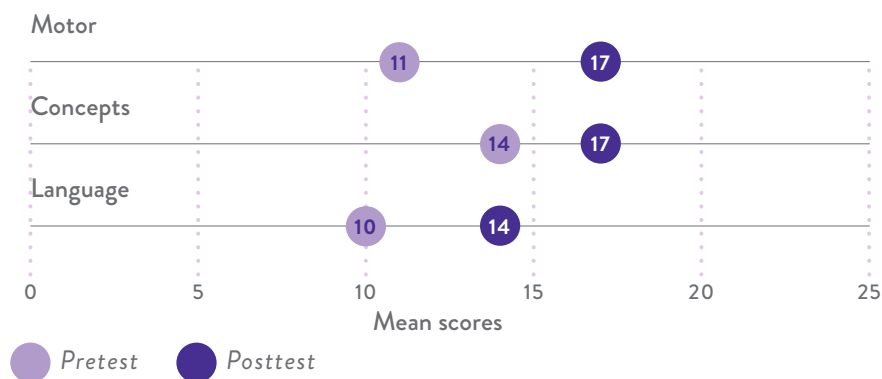
2019 Ysleta del Sur Pueblo Graduates





The BRAVE Program participants had the experience to see how to plant a tree and how our tribal leaders blessed the tree for it to grow strong and become fruitful.

## DEVELOPMENTAL INDICATORS FOR THE ASSESSMENT OF LEARNING THREE-YEAR OLD PARTICIPANT MEAN SCORES



## EDUCATION DIVISION

### *At-Risk Youth Services*

The Bravery Respects and Values Everyone (BRAVE) Program creates a safe and healthy environment for participants to build upon critical thinking skills, ancestral knowledge, and identity and culture. The program offers year-round services during out of school time periods. Targeting youth 5 to 18 years, the BRAVE Program incorporates the Positive Action Curriculum, drug and alcohol prevention presentations, and other instructional activities. These prevention education sessions develop life and resiliency skills against risk behaviors. In 2019, the BRAVE Program collaborated with a number of YDSP departments to host an array of activities and events; for example, one of the most impactful events was a history lesson on Nestora Piarote Granillo followed by an apricot tree planting. Another session included a therapeutic drumming session where participants learned the significance of the healing drum.



## NUMBER OF AT-RISK YOUTH PARTICIPANTS

PROGRAM	NUMBER OF PARTICIPANTS
Prevention Education	328
Summer Session	127
Spring Afterschool Session	99
Fall Afterschool Session	79
Spring Break Session	62
Total	695

### ***Higher Education Services***

The Inspiring Motivated Proud and Committed Tiguas (IMPACT) Program aims to increase focus on improving higher education attainment rates among Pueblo members. The program targets both high school and secondary education students. In 2019, IMPACT awarded 229 higher education scholarships to Tigua students totaling nearly \$500,000. The program also hosted its annual Youth Symposium where 34 students participated in college campus tours at Sul Ross State, Angelo State, Texas Tech, and West Texas A&M universities. Further,

IMPACT and its program partners hosted Dream Keepers Summer Program participants, a program for indigenous youth, and introduced them to YDSP history, culture, and traditions. Finally, collaborations with the University of Texas at El Paso, El Paso Community College, and the El Paso Juvenile Probation Department organized a series of educational panel presentations addressing Indigenous knowledge and people residing in the borderland during Indigenous Peoples' Month.

## NUMBER OF GRADUATES BY EDUCATION LEVEL

DEGREE OBTAINED	NUMBER OF GRADUATES
GED/High School Diploma	37
Dual High School Diploma & Associates Degree	3
Associates Degree	2
Bachelor's Degree	7
Master's Degree	2
Total	51



Clinic Ground Breaking Ceremony that included members of Tribal Council and Project partners.

## COMMUNITY DEVELOPMENT

### DEPARTMENT OVERVIEW

The Department of Community Development (DCD) consists of four divisions: Planning, Design & Construction, Realty, Housing, and Property Management. DCD functions as a one-stop shop for project management duties regarding community planning, real estate, housing, environmental, and property management. Some of the department's responsibilities include the acquisition and records management of real estate, representing Pueblo interests before federal, state, and regional organizations, and the overall construction

management and maintenance of the Pueblo's real property assets.

DCD expanded its footprint to incorporate environmental services. Through support from the Environmental Protection Agency, for example, the department has planned to implement educational outreach activities, conduct environmental assessments and assess energy savings potentials on tribal lands. In addition, the Property Management Division continued to enhance its work order response system and facility management efforts. More notably, the department assumed lead efforts for the YDSP health clinic construction project. Also, the Realty



Clinic rendering capturing partners and stakeholders of the construction project.

Division assisted in purchasing 23 properties on behalf of the Pueblo, while the Housing Division secured HUD grant funding to build 22 single family homes in the P'a kitu (District II) village.

## PLANNING, DESIGN & CONSTRUCTION DIVISION (PD&C DIVISION)

The PD&C Division advanced the development of the Sukin Ibi Teuym Village (where the falcons perch), future site of the Pueblo's new healthcare clinic. The new village will not only house the clinic but will also include space for retail and other mixed uses. To this end, the division completed the site master plan, water and wastewater infrastructure, site grading, and transmission power line relocation, as well as contracted the clinic design team. The clinic is scheduled for completion in 2021.

Other accomplishments include the remodel of the Tiwahun Complex to accommodate both the Fire and Property Management Divisions. These improvements also included a training room, sleeping quarters, office space, warehouse, and a workshop. The division also completed an irrigation ditch improvement project in P'a kitu (District II). The project provided new water infrastructure for the Pueblo.

## REALTY DIVISION

The Realty Division assisted in the acquisition of 23 new Pueblo properties in 2019. These properties are currently being utilized for housing, commercial real estate, and parking. The current land holdings are 74,558 acres as described in the following table.

### 2019 PROPERTY BY ACREAGE

PROPERTY NAME	ACREAGE
Iye Kitu	94
P'a Kitu	329
Outlier Properties	5
Hueco Tanks	3,593
Chilicote	70,531
Total	74,552

### 2019 OWNERSHIP INTERESTS

CLASSIFICATION	ACREAGE
Easement	<1
Non Trust	71,450
Pending Trust	0
Restricted Fee	<1
Trust	3,107
Total	74,558



## HOUSING DIVISION

The U.S. Department of Housing and Urban Development awarded the Pueblo a grant to construct 16 single family homes in the P'a kitu (District II) village. The grant application was highly competitive and only 52 tribes nationwide received awards. The Pueblo, however, is leveraging existing funds to expand the project to 22 homes.


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**FOR RELEASE**  
 Wednesday  
 December 11, 2019

**HUD AWARDS NEARLY \$200 MILLION FOR AFFORDABLE HOUSING IN NATIVE AMERICAN COMMUNITIES**  
*Funds will help construct approximately 1,200 new housing units*

WASHINGTON - The U.S. Department of Housing and Urban Development yesterday announced nearly \$200 million in grant awards to 52 Native American Tribes and Tribally Designated Housing Entities (TDHEs) across the Nation for new housing construction, housing rehabilitation, and critical infrastructure projects. HUD announced the grants during the 2019 National American Indian Housing Council (NAIHC) Legal Symposium in Las Vegas.

"HUD is excited for this new opportunity to better serve Native American communities through our government-to-government relationship with the Tribes," said HUD Secretary Ben Carson. "I look forward to seeing the new housing units and renovations the Tribes will complete with this much needed investment in affordable housing."

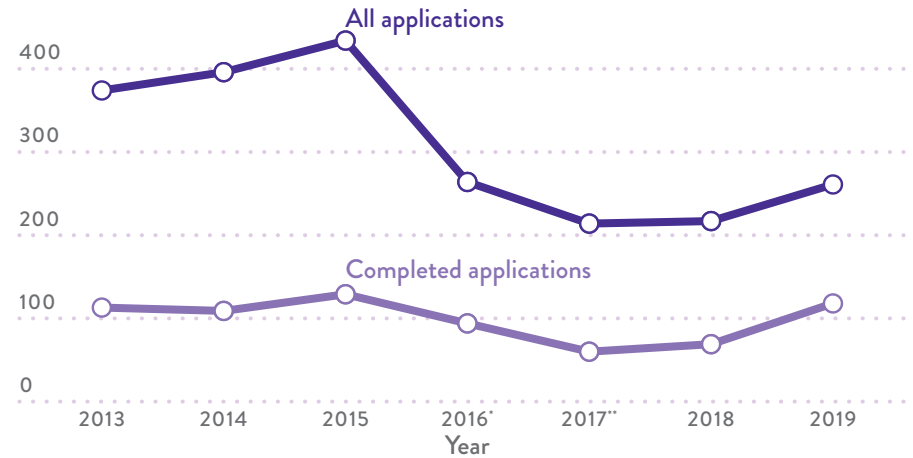
These grants will be awarded through HUD's Indian Housing Block Grant (IHBG) program to help construct approximately 1,200 new housing units for low-income families living on Indian reservations or in other Indian areas, and spur economic opportunities in distressed communities to help our neediest families. Additionally, our Tribal partners are maximizing this investment by leveraging an estimated \$90 million dollars in additional resources. Many of the grantees announced today are located in Opportunity Zones. Created under the 2017 Tax Cuts and Jobs Act, Opportunity Zones aim to stimulate long-term investments in low-income communities.



HUD press release that announced the recipients of the IHBG Competitive housing grant.

## HOUSING WAITING LIST

### 500 APPLICATIONS

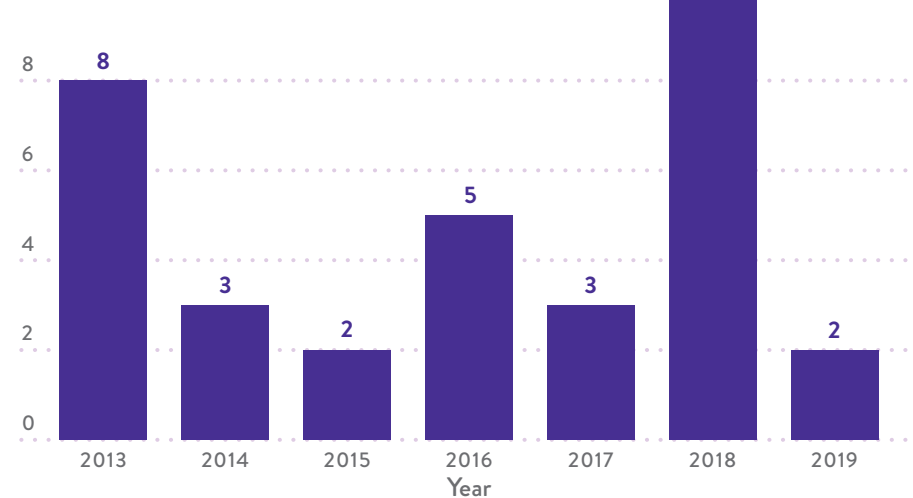


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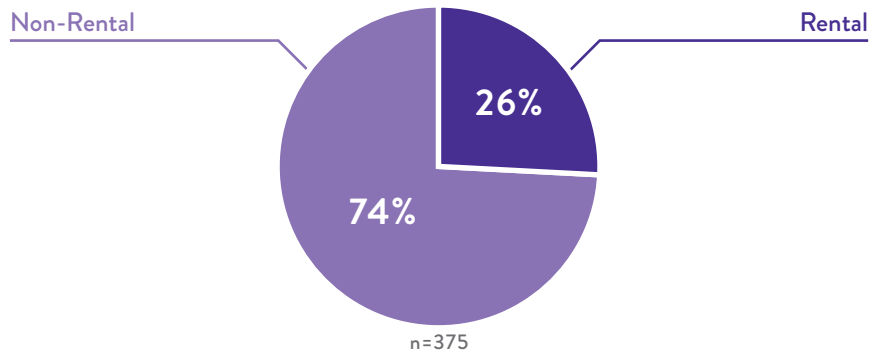
- As noted by a single asterisk (\*), a larger than normal decrease was realized because the minimum household income needed to qualify for the DCD housing programs rose from \$13,000 to \$18,000 with the Housing Policy revision project of 2016.
- As noted by a double asterisk (\*\*), the decrease in 2017 was due to applicants housed as well as applicants were removed from the waiting since they did not update within a five-year period.

## NON-VOLUNTARY TERMINATIONS

### 10 TERMINATIONS



## HOUSING INVENTORY BY UNIT TYPE



Note:  
1. Total does not include undeveloped lots.

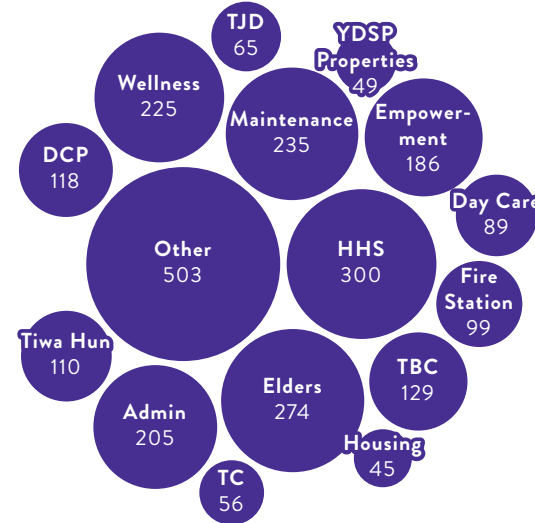
## PROPERTY MANAGEMENT DIVISION

The Property Management (PM) Division manages housing and maintenance operations including the following services: Custodial Services; Auto Fleet and Equipment Management; Roads and Grounds; Facilities Management; and Housing. The division strives to provide the highest quality while attempting to reduce costs and improve efficiencies. In 2019, PM repaired roofs among several YDSP facilities as well as replaced two air conditioning units at the Tiwahun Complex and Recreation and Wellness Center. The division completed a total of 2,688 work orders, a 4% increase over 2018. The division has enhanced its preventive maintenance schedules and is achieving higher work completion efficiencies. The division aims to coach, mentor, and develop staff's knowledge and skills, which in turn, helps decrease costs and the reliance on external contractors.

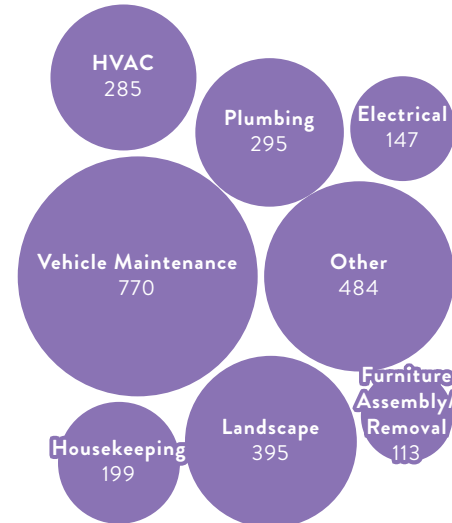
## WORK ORDERS COMPLETED

Property Management completed a total of 2,688 work orders in 2019.

### Work orders by facility



### Work orders by service type





Mr. Roberto Franco, Director of Economic Development Department, is seen welcoming all the veterans and their family members to the Veterans Ceremony

## ECONOMIC DEVELOPMENT

### DEPARTMENT OVERVIEW

The Department of Economic Development builds the Pueblo's economic growth and capacity while protecting and preserving its vibrant culture. Through its divisions, Financial, Entrepreneurship, Tribal Government and Workforce Development, the department grows members' knowledge and skills to create self-sufficiency, financial stability, and economic independence. These services and programs include low-income community lending, business and entrepreneurship, tax registration and preparation, research and development, financial literacy, and nation building.

### FINANCIAL SUPPORT DIVISION

#### *Tigua Community Development Corporation (TCDC)*

The Tigua Community Development Corporation (TCDC), a Community Development Financial Institution (CDFI), continues to serve the Pueblo's members who have limited access to capital. These financial services attempt to improve those with poor credit while providing feasible lending alternatives. Applicants may qualify for personal or small business loans at below market



AmeriCorps members displayed a Martin Luther King Jr. Exhibit. YDSP employees and some community members stopped by to see the exhibit.

interest rates. Loan recipients are offered financial literacy sessions that focus on topics such as saving and reducing debt. The CDFI funded approximately 55% of all applications received. Two of the loans approved were for tribal member owned businesses. Since the program's inception, the TCDC has provided more than \$800,000 in loans, having assisted over 150 Pueblo citizens. In addition, TCDC began planning to conduct its first external audit. While also a requirement, the audit can spur new revenue sources such as grants from private foundations.

### TCDC PERFORMANCE MEASURES

INDICATORS	UNITS
Loan applications	69
Approved loans	38
Total individual development loans	34
Number of loans denied	19
Total small business loans	2
Total number of loan write offs	2
Total number of loan defaults	0





Raul Candelaria, Director of Public Safety/Councilman, swore-in the new and returning Target Tigua AmeriCorps and United Way members.



The Tigua Business Center partnered with the El Paso Hispanic Chamber of Commerce to host the November 2019 Café Y Pan Dulce. The main speaker of the “Entrepreneur: Hero” themed event was Business Development Specialist Lisa (Sonialisa) Esquibel of YDSP.

## ENTREPRENEURSHIP SUPPORT DIVISION

The Pueblo recognizes that many of its members have an entrepreneurial spirit and encourages them to pursue their business interests. To improve their chances for success, the Pueblo provides members with educational programs and technical support services. The educational programs are designed to improve members’ skills and knowledge as it relates to business operations. Program participants, for example, completed training and received technical assistance on a wide range of areas, including business certifications, licensing, government contracting, networking, and marketing. In 2019, the program completed 565 sessions and served 1,003 participants as noted in the table below. The division also maintained strategic partnerships with organizations such as the American Indian Chamber of Commerce, the El Paso Hispanic Chamber of Commerce, the United States Office of Small Business Programs and Small Business Administration, Prairie View A&M University, the El Paso Small Business Network, Konnection 03 LLC, and the Contract Opportunity Center. The purpose

of these partnerships is to build business capacity to achieve self-governance and sustained economic development.

### ENTREPRENEURSHIP SUPPORT PERFORMANCE MEASURES

INDICATOR	UNITS
Community Participants Served	800
Technical Assistance Sessions	465
Employee Participants Served	197
Employee Program Sessions	52
Community Program Sessions	47
Business Loan Participants Served	6

## TARGET TIGUA AMERICORPS PROGRAM

### Volunteer Income Tax Assistance (VITA)

Volunteer Income Tax Assistance (VITA) services provides income tax preparation services to tribal and community members at no cost. In 2019, VITA tax preparers at the YDSP location prepared 968 tax returns that yielded over \$1.7 million in refunds and \$683,000 in Earned Income Tax Credit (EITC). In its 16th year of services, VITA not only mitigates fees from predatory lenders and for-profit tax preparation providers, but it also provides program participants a better understanding of the tax process and potential benefits, such as utilizing the EITC as an asset building catalyst. In 2019, VITA had two AmeriCorps Coordinators and nine volunteers who were IRS certified to prepare both basic and advanced tax returns.

#### VITA PERFORMANCE MEASURES

INDICATORS	UNITS
Number of Tax Returns prepared	968
Total value of refunds	\$1,659,977
Total value of EITC (Earned Income Tax Credit)	\$ 682,582

### Financial Literacy

Financial literacy can establish financial growth, which may improve both individual and tribal self-governance. The department offered 10 sessions to 54 participants. Sessions addressed topics such as savings and debt management and is offered to a host of participants ranging from homebuyers to loan recipients to youth receiving benefits.

### Nation Building

Nation Building is the effort to improve tribal capacity for self-determination and community and economic sustainability. Nation Building sessions introduce participants to Tigua history, culture, traditions, and government operations. As noted in the table below, nearly 65 participants attended Nation Building sessions.



AmeriCorps Target Tigua Volunteer Income Tax Assistance (VITA) volunteers.

#### NATION BUILDING PERFORMANCE MEASURES

INDICATORS	UNITS
Nation Building Workshops	5
Youth Participants Served	38
Employee Participants Served	18
Community Participants Served	8

### NATIVE PATHWAYS (NP)—NATIVE AMERICAN EMPLOYMENT AND TRAINING PROGRAM (NAETP)

Native Pathways has made programmatic changes to better serve low income, unemployed, and/or underemployed Native Americans residing in West Texas. To expand services, NP continued to build relationships and collaborations with various job-training providers at technical and vocational institutions, and other worksites. These partnerships provide program participants an opportunity to gain experience in entrepreneurship programs, vocational careers, and technical

careers. These experiences provide insights into how participants can become self-sufficient. Further, Native Pathways prepares participants to possess the proper training and skills critical to any career endeavors they may face. By partnering with Ed2go, an online training provider, NP has expanded its online training platform and now offers over 300 career training programs, including professional and soft skill development.

Native Pathways accepted 32 new participants, bringing the total to 76 for the year. Program participants were enrolled in work experience and training programs while others earned certifications (in IT, cross-fit, graphic design, child care, commercial driving, real estate, healthcare, and cosmetology).

#### NATIVE PATHWAYS PERFORMANCE MEASURES

INDICATORS	UNITS
Number of Adult Applicants	32
Number of Adult participants in work experience	42
Number retained for employment	14

#### ***2019 Tigua Next Generation (TNG) Program***

The TNG Program, a component of Native Pathways, establishes a positive workforce development path for young tribal members (ages 15–17) by providing them workforce experience opportunities. A total of 45 youth participated in internships at YDSP, City of Socorro, City of El Paso, and other worksites. Native Pathways has been developing additional partnerships with local employers to afford Tigua youth opportunities in a variety of industries and disciplines. Some of the new worksites will expose Pueblo youth to entrepreneurship, robotics, bio-medical, veterinary, and zoology. In addition to workforce experience, Native Pathways attempts to improve participants' soft skills, ethics, analytical thinking, and problem solving through a host of workshops.

#### ***Las Cruces Resource Center***

The Pueblo created a satellite office known as the Las Cruces Resource Center in 2018, which serves approximately 400 Tigua tribal members residing in the Las Cruces area. The center provides tribal members free internet access, faxing,

and printing services. Other amenities include computer stations for student use, resume building services, and Microsoft Office tutorials. The center also assists students with the higher education scholarship application process. Tribal members attending Dona Ana Community College or New Mexico State University are also eligible for scholarship assistance.

The center plans to expand its partnerships to include the New Mexico Department of Workforce Solutions (WIOA). The partnership will provide tribal members workforce development as well as new financial literacy workshops. Additionally, the Las Cruces Resource Center will engage in strategic planning to identify additional service needs and will develop service and evaluation plans. It is the center's mission to bring people and resources together to improve lives and strengthen the Pueblo community.

Lastly, the Pueblo partnered with Tax Help New Mexico to extend tax preparation services to the Las Cruces area. A VITA site will be established at the Las Cruces Resource Center and will offer services for the 2020 tax season.









## RED CHILE & PEA SOUP

The Red Chile & Pea Soup is a favored household meal, providing warmth, heartiness, and comfort. The soup is simply delicious and enjoyed by all. The Elders of the Pueblo contributed the recipe.

**TYPE OF DISH**  
• Household Dish

**CONTRIBUTOR**  
**ELDER'S CLUB:**  
Olivia Jimenez, Irene Martin,  
Janice Padilla, Margaret Ramos

### INGREDIENTS

- Red Chile pods
- Green peas
- Tomatoes
- Onions
- Lard

### DIRECTIONS

- Soak red chile pods
- Dice tomatoes & onions
- Puree cooked pods and diced vegetables until smooth
- Sieve sauce to remove seeds and chile pod skin
- Heat red chile with half a cup of lard and add uncooked peas
- Simmer for 15–20 minutes or until peas are thoroughly cooked
- Serve warm









# PUBLIC SAFETY

## DEPARTMENT OVERVIEW

The Department of Public Safety (DPS) provides police, fire, emergency management, and communication services. The department provides emergency planning, coordination, and response services under a single and unified command structure to more effectively manage its public safety resources. With 43 employees, the department supports operational functions including traffic safety, criminal interdiction, emergency management, fire safety, and communications. The department strives to serve, protect, and promote peace within Ysleta del Sur Pueblo.

## TRIBAL POLICE DIVISION

The Tribal Police Division (TPD) aims to create a safe and vibrant environment by implementing approaches to protect the community. The division continues to engage the community through its outreach efforts which aim to raise awareness and build trust. Further, the division has acquired and deployed additional personnel and technology to support TPD’s mission. Tribal Police gathers information and intelligence to thwart criminal activity—such activities are in concert with local and federal law enforcement partners, thus leveraging and expanding resources and capabilities. In 2019, Tribal Police experienced notable increases in the number of calls to dispatch, traffic citations and other citations, while domestic violence, assault, disorderly, and theft remained relatively

unchanged compared to 2017. The department attributes these increases to additional officers, enhanced operations, and centralized dispatch center.

TRIBAL POLICE PERFORMANCE MEASURES	
DESCRIPTION	UNITS
Drugs confiscated (in grams)	5,686
Total number of calls to dispatch	3,807
Number of traffic citations	2,788
Number of Disorderly Citations	35
Number of Assault Citations	16
Number of Theft Citations	13
Number of Domestic Violence Citations	5
Number of Assault on Officers	1

## TRIBAL FIRE DIVISION

The Tribal Fire Division (TFD) develops and maintains a fire prevention and emergency response program for the Pueblo and its immediate community. In 2019, the Tribal Fire Division expanded its role by responding to calls for service. As such, fire personnel continue to maintain their certificates. The division entered into a formal partnership with El Paso County Emergency Services District 1 & 2, to provide supplemental support for one another. Further, the division enhanced its fire suppression and aerial capabilities by acquiring two fire apparatuses, specifically a 2001 Pierce 75' Quint and a Type 5 Brush truck. Finally, the Tiwahun Complex in the P'a kitu village (District II) was remodeled into a fire station—marking a significant accomplishment.

### TRIBAL FIRE PERFORMANCE MEASURES

DESCRIPTION	UNITS
Number of Response Calls	383
Number of Community activities	54
Number of Fire Inspections	20
Number of Volunteers	10

## EMERGENCY MANAGEMENT DIVISION

The Emergency Management Division (EMD) coordinates emergencies and disasters through preparation, mitigation, response and recovery. Emergency Management's operation involves plans, structures and arrangements established to engage government, voluntary and private agencies in a comprehensive and coordinated manner.

In 2019, the division focused on its preparedness activities. The Pueblo, for example, participated in the FEMA/Logistics Capability Assessment conducted in August and the National Cybersecurity Review (NCSR) in November. Both assessments provided insight into the status of the Pueblo's response and



Youth taking an up-close look at one of Tribal Fire's trucks.

protection capabilities, which will benefit the division's future planning efforts. EMD continued to hold quarterly Emergency Coordination Center (ECC) activation drills and monthly WebEOC drills in 2019 as well. The Pueblo also hosted and participated in two regional exercises. The first exercise allowed the Pueblo to become part of an existing bi-national disease information-sharing protocol, which is utilized by health agencies in the borderland during a public health emergency. The second exercise introduced emergency management staff to state resource request protocols. EMD also continued to conduct Incident Command System training. In addition, EMD hosted the American Red Cross Shelter Management Training and FEMA's Emergency Management Overview for Tribal Leaders in 2019. Finally, Continuity of Operations (COOP) managers attended training designed to assist with the COOP plan update.

## EMERGENCY MANAGEMENT PERFORMANCE MEASURES

DESCRIPTION	UNITS
Approximate EMD Community Outreach Attendance	1,155
Number of participants trained	303
Hours of training delivered	97
Number of preplanned events and incidents coordinated through IAPs	18
Number of exercises held to test emergency plans	12
Number of emergency plans and assessments updated	5
Number of community outreach events	3
Grants Administered	2

## COMMUNICATIONS DIVISION

The Communications Division is a 24-hour full dispatch service, which centralizes all public safety calls. The division experienced several operational changes. First, in January the Communications employees were transitioned from Speaking Rock to the YDSP government. In addition, the Texas Department of Public Safety authorized DPS Tribal Police access to the Texas Law Enforcement Telecommunications System, a database system containing a variety of local, state, and federal criminal information. Further, the Pueblo's P25 Radio System was upgraded, while the 800 MHz frequency rebanding project was completed to meet FCC regulations.

Other division enhancements included the implementation of the computer aided dispatch (CAD) system. Due to the new CAD system, Communications upgraded its work space and moved into a new office. The system was able to extend services to dispatch for Tigua Animal Control and Tigua Inc. facilities management projects.









## SOPA DE PAN

Sopa de Pan is a bread soup that is both a St. Anthony's Feast and household favorite. The soup is comprised of Indian bread soaked in a tomato broth. This is a special family recipe that has been carried on through numerous generations.

### TYPE OF DISH

- Traditional dish
- Served at St. Anthony's Feast

### CONTRIBUTOR

Cacique Jose Granillo Sierra

### INGREDIENTS

- Diced onions
- Minced Garlic
- Lard
- Diced Tomatoes
- Toasted Indian bread
- Beef broth
- Saffron

### DIRECTIONS

- Melt lard in pan and add onions, tomatoes, garlic, and saffron (in that order)
- While vegetables are softening, boil beef broth in a separate pot
- Slice bread and layer in baking dish
- Layer vegetables over bread
- Add broth
- Cool before serving



What is Person 1's race? Mark  
X one or more boxes.

- ☐ White  
☐ Black, African Am., or Negro  
☒ American Indian or Alaska Native —  
Print name of enrolled or principal tribe: \_\_\_\_\_

YSLETADELSUR PUEBLO

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# JUSTICE AND PUBLIC RECORDS

## TRIBAL COURT AND RECORDS

### DEPARTMENT OVERVIEW

The Department of Tribal Court and Records (DTCR) is comprised of the Tribal Court and Tribal Records Divisions. DTCR staff includes a director, administrative assistant, court bailiff, court clerk, records clerk, and court judges. The Tribal Court Division provides a venue for petitioners to request legal remedy or redress of grievances for adjudication, and to dispense justice in accordance with the Pueblo's code of laws. It further serves to protect the interests of justice and equity for the Pueblo. The division promotes the welfare of the tribal citizens while safeguarding individual rights and community standards. The Tribal Records Division is the official data collection and demographic clearinghouse for the Pueblo, maintaining the official tribal census. The division is responsible for the enrollment of tribal citizens, the maintaining of tribal citizenship records, and managing demographic data requests.

## TRIBAL COURT

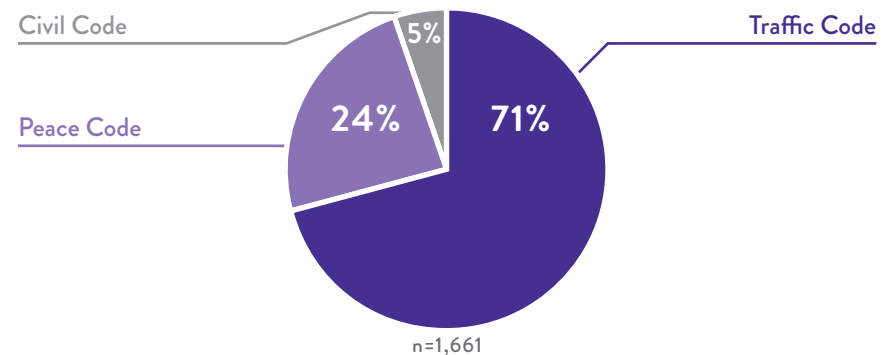
Tribal Court continues to see an increase in the number of cases, which may be attributed to a growing tribal community, an increase in tribal events that attracts more visitors, and a larger police force. As a result, a total of 1,834 citations were submitted by Tribal Police, which was an increase over the previous year. In turn, the number of cases heard and fines also increased. That said, the majority of

cases heard were Traffic Code (71%) followed by Peace Code (24%), and Civil Code (5%) cases. The bulk of the cases heard in tribal court were generated from those visiting the Pueblo.

The Tribal Court continues to administer the Youth Drug Court Program, an intervention for youth with underlying drug issues. In 2019, the Youth Court saw six youth cases, where two were resolved with a fine while the remaining will be resolved in 2020.

### 2019 TYPE OF CODE HEARINGS HEARD

Tribal Court heard over 1,660 hearings.





Tribal Councilman Ralph Gomez Jr. and YDSP Complete Count Committee members at the Grand Opening of the Area Census Office in the city of El Paso.

Professional development continues to be a priority for the Department of Tribal Court and Records. The court bailiff, for example, attended the Best Practices for Safety in the Court Room training, while others attended Drug Identification and Recognition training. The court clerk also completed her court clerk re-certification. Lastly, court staff completed customer service training.

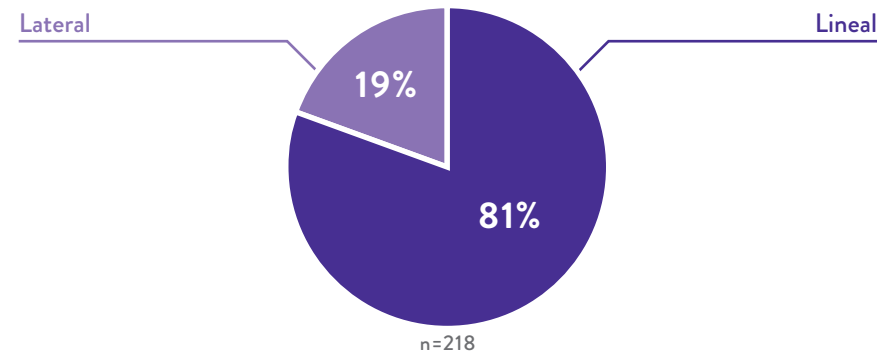
## TRIBAL RECORDS

The Tribal Records Division processed 218 new lineal and lateral descendants bringing the total census to 4,569. Overall, the majority (52%) of the population reside outside of the service area (El Paso and Hudspeth counties), and females make up more than half (52%). The median age is 33 years, and 35% are minors.

YDSP formalized a partnership with the El Paso U.S. Census Office. Through this partnership, the U.S. Census Bureau assigned Tribal Partnership Specialist Kendra Moore to the Pueblo. Ms. Moore, in collaboration with the YDSP Census Liaison, will conduct outreach to inform the tribal community of the upcoming 2020 U.S. Census. These outreach events included a presence at the Red Ribbon block party, Rocking the Rez Pow-Wow, and Pre-K family event. The community awareness campaign will continue into 2020. Tribal Court and Records serves as a communication hub for the community. DTCR maintains the membership's

contact information and routinely disseminates the Pueblo's newsletters and current events to over 2,500 tribal members via electronic communications and the radio station.

### POPULATION ENROLLED BY DESCENDANT TYPE



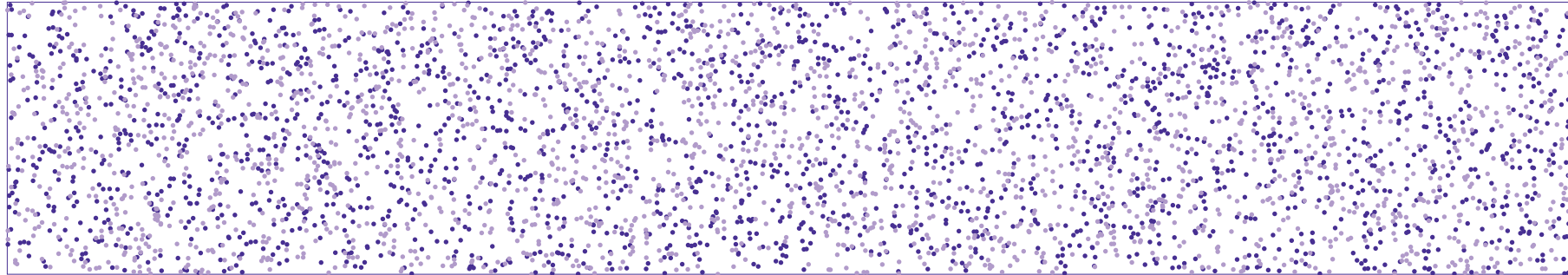
### 2019 YDSP POPULATION DEMOGRAPHICS

POPULATION BY GENDER		
	COUNT	PERCENT
Males	2,180	48%
Females	2,389	52%
Total	4,569	100%
POPULATION BY AGE GROUP		
Minors 0 to 17	1,619	35%
Adults 18 to 64	2,703	59%
Elders 65 and up	247	6%
Total	4,569	100%
BIRTHS AND DEATHS		
Births	41	
Deaths	13	

## DOT DISTRIBUTION BY DEMOGRAPHIC CHARACTERISTIC

In 2019, there were over 4,500 tribal members.

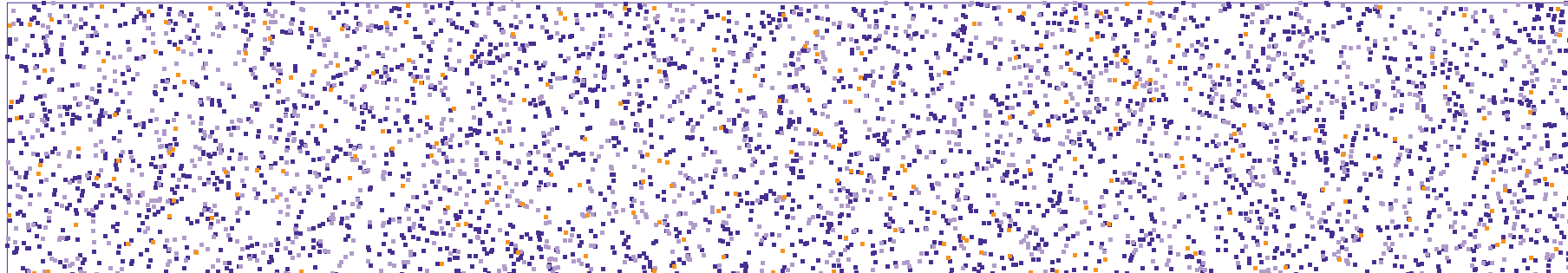
**GENDER:** The distribution between tribal males (48%) and females (52%) are nearly even. In 2019, there are approximately 210 female tribal members than males.



1 dot = 1 person

• Male  
• Female

**AGE:** Most tribal members are adults (59%) followed by minors (35%) and Elders (6%).



1 square = 1 person

• Minor (0-17 years)  
• Adult (18-64 years)  
• Elder (65 years and older)









## TIGUA BREAD

Tigua bread is a staple made from a dough of flour and water and baked in an *horno* (adobe built outdoor oven). Tigua bread can be found throughout Pueblo homes and is typically served at many community events. Vendors also sell the bread at the Cultural Center. Tigua bread has been served at the St. Anthony's Feast for hundreds of years. Bread baking is a long-standing tradition and has been perfected throughout the generations.

### TYPE OF DISH

- Traditional dish
- Household dish
- Served at St. Anthony's Feast

### CONTRIBUTOR

Becky Sierra

### INGREDIENTS

- Flour
- Lard
- Yeast
- Sugar
- Salt to taste
- Water

### DIRECTIONS

- Pre-heat horno with mesquite wood fire
- Combine warm water, sugar, and yeast; set aside
- In a large bowl, combine salt, sugar, and flour
- Gradually add flour mixture to water mixture
- Knead dough and cover to let rise
- Repeat knead process to remove air pockets
- Shape dough into rounds and place onto baking pans
- Cover pans and let rise
- When horno reaches desired temperature, remove ashes and clean with a wet mop
- Place pans into horno and seal opening with a wooden door
- Bake until golden brown
- Let cool
- Best served warm with butter









# QUALITY OF LIFE

## RECREATION AND WELLNESS CENTER DEPARTMENT OVERVIEW

The Department of Recreation and Wellness (RWC Fitness) focuses on health promotion, wellness, and physical fitness. RWC's goals emphasize quality of life, health, and well-being of the tribe and its surrounding community by helping its members achieve their personal fitness goals in a safe, healthy, and nurturing environment. Through various services, RWC members have the opportunity to become stronger and healthier.

### GENERAL OPERATIONS

Complimentary trial passes are offered during promotional periods to encourage new enrollments. RWC Fitness is open 24 hours a day, seven days a week, including holidays. Revenue increased by 25 percent over the previous year, while member visits increased 50 percent to approximately 188,000. RWC continues to lease office space which provides additional revenue streams.



Nicole Dominguez and Cedrick Marcelin pose after a workout.

## MEMBERSHIP SERVICES

RWC continues to invest in new amenities in order to maintain appeal and interest. High quality punching bags and speed bags, for example, were purchased to provide RWC members with new and diverse equipment options. Other purchases included the Rogue LT-1 Trolley™ and Lever Arm Kit station, a high quality and versatile piece of gym equipment. It allows members to quickly configure exercises such as incline bench presses, shrugs, squats, deadlifts, and lunges. RWC also acquired “The Mirror,” a virtual and interactive fitness device that allows members to access various trainers and classes. The gym also includes a retail space for RWC members to purchase supplements, apparel, and water.

## SPECIAL EVENTS

RWC hosts a number of large events which provide opportunities to expose the community to its facility and amenities. The 7th annual Mission Valley Duathlon (MVD), for example, was held on June 23, 2019, and hosted 180 participants. The 3rd annual 60-Day Weight Loss Challenge encouraged participants to improve lifestyle choices where those who lost the most weight could win cash prizes. The RWC also hosted the Johnny Benitez Memorial Doubles Handball Tournament, held October 11 -13, 2019, where handball enthusiasts and players participated. The tournament also inducted handball players into the El Paso Hall of Fame Legends. Finally, RWC and the Department of Health Services supported World Diabetes Day on November 9, 2019. The purpose of the annual event is to bring awareness about diabetes prevention and the importance of diet and exercise.

## FITNESS CLASSES

RWC continued to offer Zumba, spinning, karate, boxing and CrossFit classes in 2019. Approximately 5,200 members attended these classes, a slight increase over the previous year. Members pay an additional fee to take Zumba and karate classes. All memberships include free fitness training and CrossFit classes.



Mission Valley Duathlon 2019 competitors' race through District 2 neighborhood.

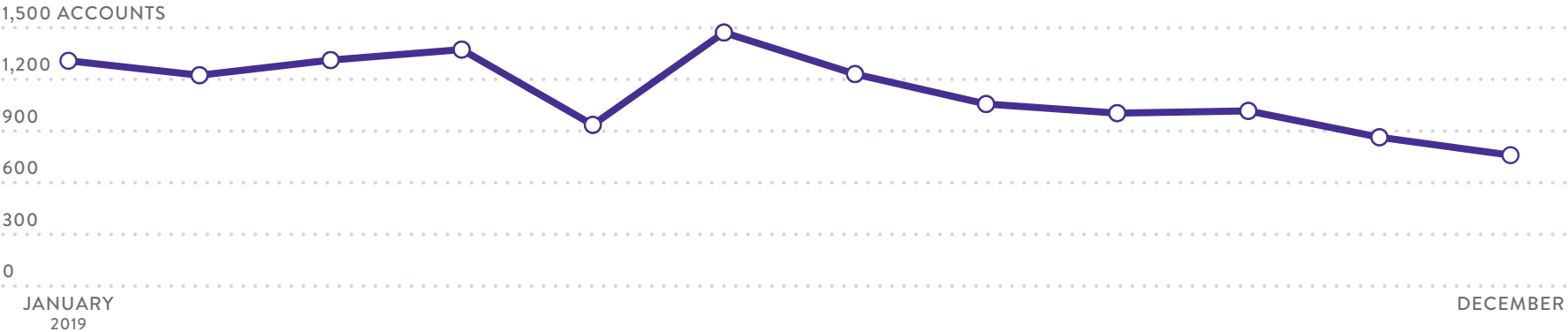


Johnny Benitez Memorial Handball Tournament players.

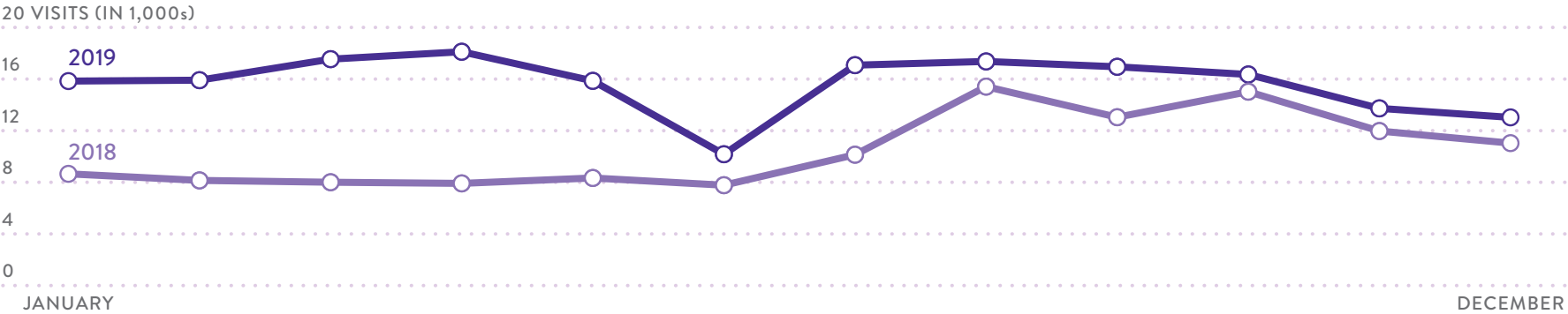


RECREATION AND WELLNESS CENTER ACTIVE ACCOUNTS AND VISITS

ACTIVE ACCOUNTS BY MONTH



VISITS BY MONTH: RWC experienced nearly a 50% visitor increase in 2019 when compared to 2018.



ADVERTISING

RWC Fitness continues to advertise through traditional and digital media channels. In addition to its website ([www.rwcfitness.com](http://www.rwcfitness.com)), RWC Fitness promotes activities and services via its social media including Facebook (@rwcfitness)

and Instagram (@rwcfitness). Finally, the gym invested in signage for enhanced site visibility and access. The signs display business logos, operating hours, and amenities—one was installed on the building and the other at the intersection of Tiwa Blvd and Socorro Road.



Museum display case, 19th century storage vessel

## CULTURAL PRESERVATION

### DEPARTMENT OVERVIEW

The Department of Cultural Preservation (DCP) encompasses three divisions – Cultural Center, Cultural Development, and Repatriation. The Cultural Center exhibits the tribe’s heritage through youth dance performances, educational programs, and other artisan activities such as bead looming, bread baking,

storytelling, pottery making, pottery painting, and gardening. The center also provides retail space for tribal members to sell authentic native textiles and crafts. The Cultural Center’s Museum exhibits artifacts, artwork, photographs, films, and interactive works representing over 300 years of Tigua history. Center visitors represent facets from across the United States and the international community. The Cultural Development Division is responsible for Tigua education and traditional activities while the Repatriation Division aims to return Native American items to their rightful owners.





## CULTURAL CENTER DIVISION

### *Museum Activities*

On October 2019, the Cultural Center Museum reorganized its displays and relocated panels to make way for new display cabinets. These showcases will display early 19th century pottery including storage vessels and water pots.

### *Center Operations*

The Tigua Indian Cultural Center is open seven days a week from 10 am to 4 pm.

The center's gift shop sells pottery, moccasins, jewelry, books and t-shirts where pottery is the most popular selling item. Tigua pottery is created from both industrial and traditional clay types. Tribal member Frank Gomez makes pottery for the center and also teaches the pottery making process to other members, while Gloria Holguin paints native designs. The center and, more importantly, Tigua instructors teach the next generation of potters and painters.

Notable events in 2019 were the Tawin Festival, and the Summer and Winter Markets. These events included social dance group performances and hosted tribal vendors. The Summer and Winter Markets featured unique demonstrations—the Summer Market, for example, included a glass blowing demonstration.

#### DCP CULTURAL PERFORMANCE MEASURES

DESCRIPTION	UNITS
Museum Visitors	3,027
Participants at all Activities	805
Center Performances	183
Cultural Center Activities	90
Performances at Outside Locations	61
YDSP Cultural Center Events	14

In an effort to exchange culture and language, YDSP invited Picuris youth (northern New Mexico Pueblo) to perform a basket dance at the Cultural Center. The visit encouraged youth to compare languages, especially given that the two Pueblos share the same language origin (Tanoan). YDSP speaks Southern Tiwa while Picuris speaks Northern Tiwa. It was interesting to compare how both languages share many similarities.

The Department welcomed museum store clerk Eve Torres and congratulates Linda Silvas-Medrano in her promotion as Cultural Center Supervisor. Ms. Silvas-Medrano is responsible for the dance group, museum store, and cultural center activities.

#### ***Cultural Programs***

Cultural Projects Advisor Johnny Hisa facilitated the planting and harvesting of the Pueblo gardens. Contributing to the gardens were the traditional leaders of the Pueblo (Capitanes). The department also hosted a tractor training at the cultural center where attendees included Property Management employees, Cultural Center staff, and Traditional leaders.



Johnny Hisa at the Pa'kitu garden with young calabaza plants.



In 2019, DCP and the Health Education Division implemented garden activities at both the P'a Kitu and Iye Kitu Villages. The gardens are designed to educate tourists and tribal members about the Pueblo's rich agricultural history. Other educational opportunities included the Director's training on historic preservation.

## CULTURAL DEVELOPMENT DIVISION

The Tigua Education Program offers Southern Tiwa language classes for adult and youth participants. The one-hour sessions are typically offered on Tuesdays and Wednesdays and all levels of Tigua speakers, including YDSP employees, are encouraged to attend.

In 2019, the department was awarded a grant from the MICA Group. The purpose of the grant is to preserve Southern Tiwa by collaborating with language instructor Michael Abeyta from the Pueblo of Isleta. Grant activities enable Mr. Abeyta to provide technical support and assistance to DCP. The Department was also awarded a Chamiza Foundation grant to support pottery making classes. Staff member Richard Hernandez is the pottery-making instructor for these classes. The classes are offered on Saturdays for three months and the grant supports three cohorts. Lastly, the department was awarded a National Park Services grant to register tribal properties on the National Register of Historic places.

## REPATRIATION DIVISION

The Repatriation Division, under the authority of the Native American Graves Protection and Repatriation Act (NAGPRA), advocates and facilitates the return of Native American cultural items to their respective peoples. On March 6, 2019, the Traditional Council and the Director of Cultural Preservation met with Stitching National Museum representatives about extending the loan of YDSP artifacts including a drum, drumstick, a war shield, moccasins, a gourd and a war hat. While the loan extension was denied, the Stitching National Museum provided the Pueblo with their policies and procedures (Return of Cultural Object: Principles and Process National Museum van Wereldculturen) on how to repatriate artifacts. The Pueblo will review and study these policies and explore new avenues to return these artifacts.



Pottery class, Richard Hernandez assisting with a Pinch pottery piece.



The remodeled ranch house guest quarters incorporated earthy and organic tones with southwest accents.

## CHILICOTE RANCH

Chilicote is a sprawling ranch of over 70,000 acres located in Presidio and Jeff Davis counties. The ranch is home to grasslands, brush, shrub, and mountainous terrain. The lands are part of the Pueblo's aboriginal lands where Tigua ancestors lived, hunted, and held religious ceremonies. Today, YDSP utilizes the ranch for its cattle operations, recreation, and agriculture endeavors. Chilicote is also home to a range of wildlife including mule deer, white tail deer, aoudad sheep, javelina, quail, and other predatory animals such as mountain lions. The Pueblo acquired Chilicote ranch in 1999 and has implemented policies to establish harvesting standards for hunting and habitat conservation.

The Pueblo continued to partner with the Natural Resources Conservation Service (NRCS) and implement conservation and stewardship best practices. Through participation in the Conservation Stewardship Program (CSP), the Pueblo implemented grazing management strategies and enhancements to sustain wildlife. In 2019, Pueblo leadership decided to diversify ranch operations and began exploring agricultural business interests. As a result, the partnership with NRCS will consider new strategies that align with both tribal and agency priorities.

In 2019, the ranch suspended hunting and hospitality activities to remodel the main ranch house and guest quarters. This major remodel included upgrades to



the kitchen, bathrooms, game room, living area, and bedrooms. The purpose of the modernization is not only to attract high-end guests and hunters but also a getaway for tribal members and their guests. The Pueblo believes the upgrades will dramatically improve the guest experience.

**Cattle operations at the Chilicote Ranch.**



Finally, Chilicote conducted its regular cattle roundups, which are designed to maintain cattle inventory and yield revenue. These revenues support feed, labor, vaccinations, and equipment.

The livestock inventory for 2019 was 257 cows, 12 steers, 9 bulls, 7 geldings, 2 mares, and 1 donkey.











## VERDOLAGAS

Verdolagas are a leafy green vegetable closely related to spinach. The vegetable contains potassium, magnesium, and beta carotene. Verdolagas are seasonal and typically prepared during the summer months. Provided by the Elders of the Pueblo, this recipe combines Verdolagas with pinto beans, making it a hearty and healthy meal.

## VERDOLAGAS

### TYPE OF DISH

- Household dish

### CONTRIBUTOR

#### ELDER'S CLUB:

Olivia Jimenez, Irene Martin,  
Janice Padilla, Margaret Ramos

### INGREDIENTS

- Diced tomatoes
- Diced onions
- Pinto beans

- Verdolagas
- Water

### DIRECTIONS

- Boil beans in a pot of water
- Add verdolagas and vegetables to pot of beans
- Simmer until vegetables soften
- Serve warm with corn tortillas











