



**YSLETA DEL SUR PUEBLO
YEAR-END REPORT
☀️ 2022 ☀️**





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LETTER FROM THE GOVERNOR

Since my fourth year in office ended, I have had the opportunity to reflect on the extremes of the last few years. Our Pueblo has experienced economic and emotional turbulence due to the impacts of the pandemic and market fluctuations. However, we have been able to weather these storms by exercising our freedoms and rights through self-governance. For example, the Pueblo achieved key victories in securing gaming rights, perpetual healthcare funding, and additional pandemic-related federal support. Each of these accomplishments will contribute to the Pueblo's stability and continued economic impact on the region. A 2022 University of Texas at El Paso (UTEP) study determined that the Pueblo's economic contributions to the local economy was \$2.7 billion over the last ten years, despite being hamstrung by external forces. In short, the Pueblo is comparatively postured with other significant institutions such as Fort Bliss and UTEP, making YDSP a major regional economic contributor.

While the Pueblo enjoyed some extraordinary achievements, we were reminded that life and harmony are delicate and can be disrupted. As many know, we lost our beloved War Captain Javier "Heavy" Loera, and 2022 will forever be marked with a great sense of loss for this great leader and humble soul. The War Captain

or "Whir hla wede," as I addressed him, was a mentor and spiritual confidante who understood how to bring calm during uncertainty. As leaders of the Pueblo, we often find ourselves caught up in the stresses of our responsibilities and duties, yet the Whir hla wede had a way of grounding us back to our spiritual center. From his many prayers to his wisdom, soft words, and gentle demeanor, the impact he had on my life and leadership will continue to guide me and our Pueblo. While a permanent void will rest in our hearts, our traditions dictate that we pass on these vital responsibilities to one who possesses tribal knowledge, heritage, and culture. Our new War Captain, Rene Lopez, is qualified to assume this position, as he stood shoulder to shoulder with War Captain Loera over the last decade. We know that War Captain Loera embodied our sacred cultural teachings and that War Captain Lopez will follow those philosophies. May the Creator and former War Captain Loera bless our new War Captain and guide him as the Pueblo continues to expand its presence and cultural relevance.

As we heal from our loss, we look toward the promise of the Pueblo's future and prosperity. The vision set for our Pueblo is taking definitive shape as essential projects reach completion. The new health clinic is the most significant healthcare investment in the lower

valley. The expansion of health services aims to address health inequities not only for our tribal members but for the surrounding community. We will bridge healthcare gaps for a medically underserved population, thus improving our community's overall well-being. We are proud of our state-of-the-art clinic and look forward to its opening in 2023. Additionally, plans progressed on the new Early Learning Center slated for construction in the coming year. The new ELC will serve as a hub for early childhood education and development. Other endeavors include strengthening our emergency management preparedness and response, developing new housing, and creating entrepreneurship opportunities.

I am honored to continue serving as Governor, and I pledge to continue defending our culture and heritage as the Pueblo's economic proliferation ensues. We can progress without sacrificing our traditions, culture, or values. God Bless the Ysleta del Sur Pueblo.



GOVERNOR E. MICHAEL SILVAS







TRIBUTE TO JAVIER LOERA

The Ysleta del Sur Pueblo's deeply esteemed War Captain, Javier "Heavy" Loera, passed away on November 7, 2022. Heavy was the Pueblo's War Captain for 13 years and fulfilled his lifelong appointment with unparalleled commitment and perseverance. A uniquely talented individual and a genuine friend to many, he was a humble and spiritual man representing the Pueblo with Tigua honor.

War Captain Loera's Tigua ancestry stems from the Olguin lineage. His grandmother was Rosa Olguin Loera. He was a descendant of influential Tigua leaders such as Bernardo Olguin, who served as a Cacique (Chief) from 1870 through 1880. Bernardo and Simon Olguin (brothers) also served as scouts in the U.S. Cavalry. Javier Loera was the son of Tomas ("Flechas") Loera and Belen Chavez Loera. His understanding and devotion to traditional life were instilled in him by his grandmother Rosa, his father Tomas, and the elders who helped raise him.

War Captain Loera was a talented artist and writer. His guidance came through his various roles, whether as relative, spiritual leader, counselor, healer, friend, or professional colleague. He also had a way of making

people laugh with his wit and humor. His skills, as a potter, bead maker, painter, and poet, were well known. The War Captain also spoke fluent Tiwa.

War Captain Loera was exclusively committed and devoted to the Pueblo community. Although he never married or had children, the War Captain was dearly loved among the Pueblo people.

War Captain Loera was terminally ill during the last few months of his life. While illness overcame his body, he did not surrender his spirit. He chose to endure pain and continue to be of service to the Pueblo. He called on his life forces of love, prayer, and laughter. As War Captain, he healed many hearts with his blessings. The grace with which he accepted traditional duties during the last months of his life is a testament of his commitment to all Tigua.

War Captain Loera has left a legacy that will remain rooted within the Pueblo's history and culture. May his influence, love, and dedication serve as an example for future generations as they carry forward YDSP's culture and traditions. Heavy watches over the Pueblo with his love and peace.



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—including 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, each are 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.

SUPREME COURT OF THE UNITED STATES DECISION— YSLETA DEL SUR PUEBLO VS. THE STATE OF TEXAS

The Ysleta del Sur Pueblo has been defending its sovereign right to conduct gaming against the State of Texas for over 20 years. In a 5-4 decision issued on June 15, 2022, the Court ruled in favor of the Pueblo, affirming that the Restoration Act permits gaming activities on reservation lands if it is allowed in the State of Texas. In short, the Court decided that Texas law does not have the authority to prohibit gaming activities on YDSP lands.



2022 TRIBAL COUNCIL, FROM LEFT: Alguacil Bernardo Gonzales, Councilman Fabian Gomez, War Captain Javier Loera, Governor E. Michael Silvas, Cacique Jose G. Sierra, Lieutenant Governor Adam Torres, Councilman Rafael Gomez, Jr., Councilman Raul Candelaria, Jr., and Councilman Andrew Torrez

SECRETARY OF THE INTERIOR VISITS THE PUEBLO

On March 22, 2022, United States Secretary of the Interior Deb Haaland visited YDSP and met with Tribal Council to discuss Pueblo concerns and priorities, such as the progress on and operating goals of the Pueblo's new clinic, the impact of inflation on YDSP housing projects, land claim concerns, and the progression of H.R. 759 Ysleta del Sur Pueblo and Alabama-Coushatta Tribes of Texas Equal and Fair Opportunity Settlement Act. Other guests included U.S. Representative Veronica Escobar (D-El Paso), Bureau of Indian Affairs Southwest Regional Director Patricia Mattingly, and support staff. The visit included a YDSP Social Dance Group performance and a blanketing ceremony for the distinguished guests.

TRADITIONAL COUNCIL REINSTATES FULL FEAST ACTIVITIES

Tribal Feast activities resumed a full Saint Anthony's Feast Day celebration schedule on June 13, 2022. Due to the pandemic, activities had been limited and closed to the public. Reinstated activities included in-person preparations and practices. Other restrictions, such as limiting the number of dancers, were also lifted, allowing more participants. In addition, food preparations, church, and Tuh-La set up, the Salida de los Santos, and Novenas were also resumed. The ceremonial season began with the

first practice on May 28th, which allowed all tribal members over 16 to participate in the Saint Anthony's Day Observance.

TRIBE TO PRESERVE TIGUA VILLAGE

YDSP received a grant from the National Trust for Historic Preservation through the National Endowment for the Humanities American Rescue Plan for Organizations to preserve the Tigua Village, an ancestral site for the Pueblo. This project will nominate Na hluhi tui (the Old Village) to the National Register of Historic Places for its significance to YDSP as a traditional cultural property. The Tigua Village was at one time actively used in the Pueblo's religious and cultural practices. It is recognized as an archaeological site. The project will help the Pueblo share its history and culture with the public and engage the tribal community in historic preservation efforts.

EL PASO CITY COUNCIL HONORS WAR CAPTAIN JAVIER LOERA

The El Paso City Council honored and recognized War Captain Javier Loera on November 22, 2022, during the El Paso City Council Meeting. War Captain Loera was honored for his leadership and passion through the passage of a resolution. The El Paso City Council offered their condolences to the Pueblo. The Traditional Council attended and accepted the resolution on behalf of the Pueblo.

2022 TRIBAL RESOLUTIONS

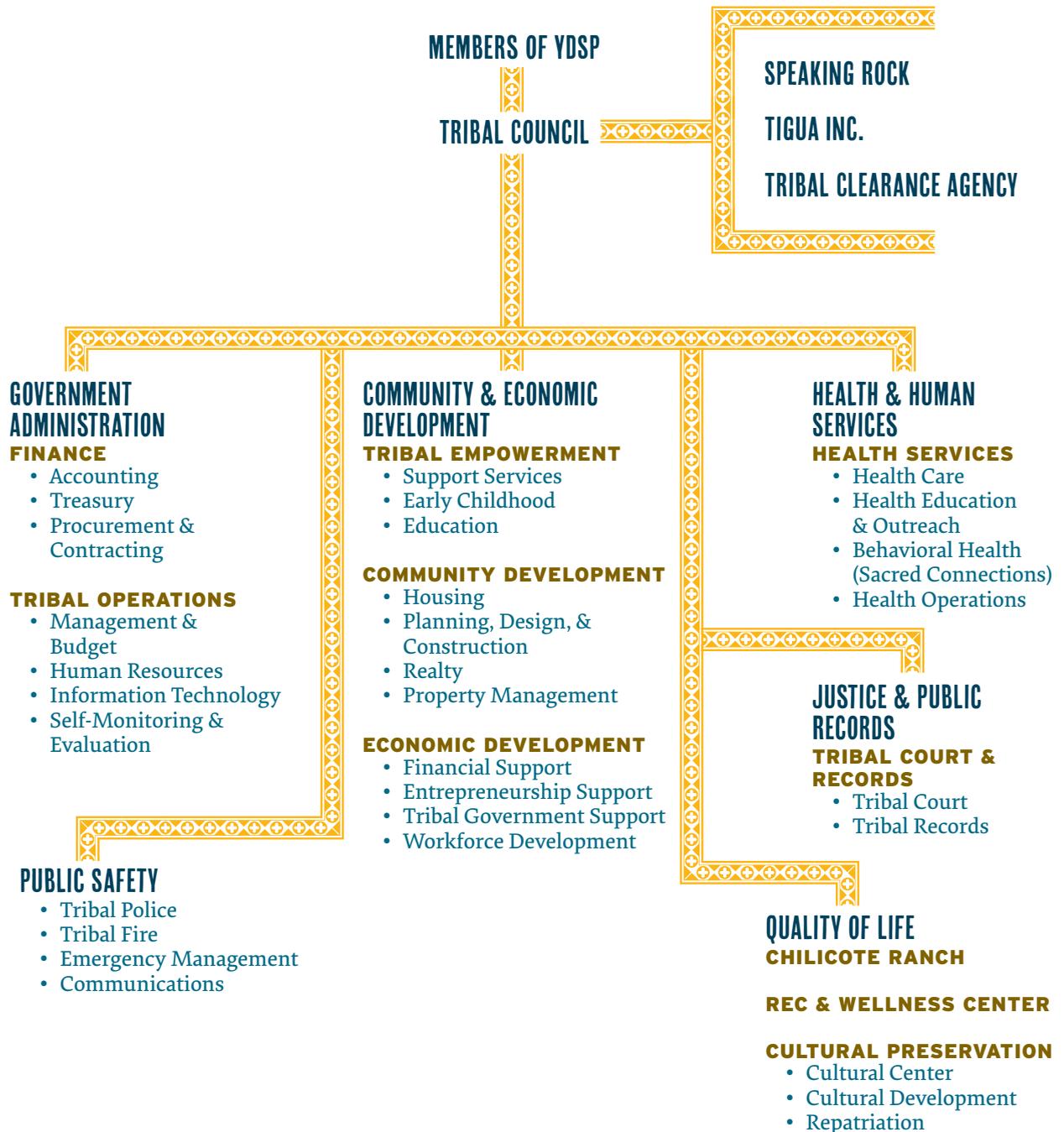
Resolution Number	Description
TC-001-22	PERTAINING TO THE 2022 YSLETA DEL SUR PUEBLO TRIBAL COUNCIL
TC-002-22	PERTAINING TO HOMELAND SECURITY GRANT
TC-003-22	PERTAINING TO CHAMIZA GRANT AWARD
TC-004-22	PERTAINING TO YDSP NEW ENROLLEES*
TC-008-22	PERTAINING TO CERTIFICATE OF LIMITED OWNERSHIP**
TC-010-22	PERTAINING TO BUILDING A LIVING LANGUAGE DATABASE AT YSLETA DEL SUR PUEBLO
TC-012-22	PERTAINING TO TRIBAL POLICE HANDBOOK
TC-013-22	PERTAINING TO PROPERTY PURCHASE
TC-014-22	PERTAINING TO PROPERTY PURCHASE
TC-015-22	PERTAINING TO PROPERTY PURCHASE
TC-016-22	PERTAINING TO PROPERTY PURCHASE
TC-017-22	PERTAINING TO PROPERTY PURCHASE
TC-018-22	PERTAINING TO PROPERTY PURCHASE
TC-024-22	PERTAINING TO HOME PURCHASE
TC-025-22	PERTAINING TO PROPERTY PURCHASE
TC-027-22	PERTAINING TO HOUSING AMENDMENT OF CURRENT USEFUL LIFE AGREEMENTS
TC-029-22	PERTAINING TO PROPERTY PURCHASE
TC-034-22	PERTAINING TO SUBMITTAL OF PROPERTIES FOR NATIONAL REGISTER OF HISTORIC PLACES
TC-035-22	PERTAINING TO HEALTHCARE SERVICES FOR NON-ELIGIBLE MEMBERS
TC-037-22	PERTAINING TO TAX RATE
TC-038-22	PERTAINING TO PROPERTY PURCHASE
TC-039-22	PERTAINING TO INVESTMENT PROPOSAL
TC-040-22	PERTAINING TO DIABETES GRANT
TC-042-22	PERTAINING TO RECOGNITION OF OPERATION BINGO
TC-047-22	PERTAINING TO HOME TRANSFER
TC-048-22	PERTAINING TO CULTURAL RESOURCE PROTECTION
TC-049-22	PERTAINING TO US DEPARTMENT OF HOUSING & URBAN DEVELOPMENT INDIAN COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM YSLETA DEL SUR PUEBLO EARLY LEARNING CENTER GRANT PROPOSAL
TC-050-22	PERTAINING TO THE 2021 HOMELAND SECURITY GRANT PROGRAM—OPERATION STONEGARDEN GRANT
TC-052-22	PERTAINING TO PARTICIPATION SECTION 184
TC-054-22	PERTAINING TO PROCUREMENT POLICY REVISION

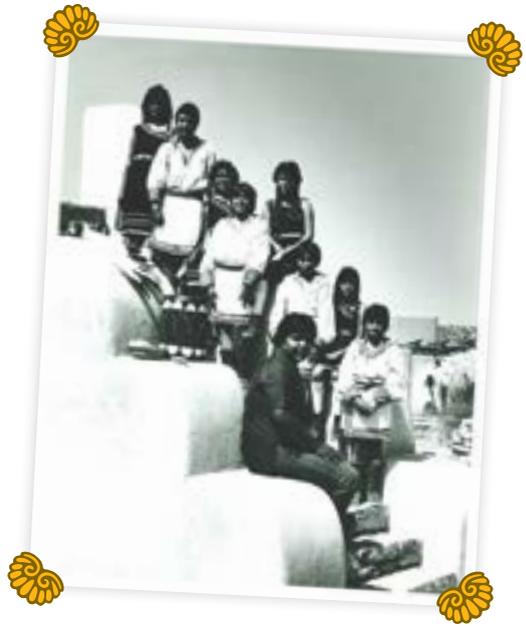
Notes:

* Tribal Council approves Tribal Membership Enrollees throughout the year; subsequent resolutions were removed for brevity.

** Tribal Council approves residential leases of tribally owned land for tribal members to participate in housing; subsequent resolutions were removed for brevity.

2022 YDSP ORGANIZATIONAL CHART





2022 BUDGET OVERVIEW

OPERATING BUDGET

The Tribal Operations Department 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 2022 YDSP Operating Budget at year-end totaled \$131.6 million, where COVID-19 emergency funding accounted for 42% of the budget followed by capital outlays (23%) and direct services (14%). The budget decreased by 18% compared to 2021 due to completion of COVID-19

projects. From the start of the pandemic in 2020 through the end of 2022, the Pueblo received over \$93 million in emergency relief funding, primarily from the U.S. Department of Treasury. The remaining funds are earmarked for capital projects that will continue over the next few years.

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 70% of the operating budget, while tribal revenue accounted for the remaining 30%, which continues to deviate from the norm due to COVID-19 support. Approximately \$4 million in grants were closed for various activities and services such

ABOVE: Tribal members at footsteps of old cultural center
FROM TOP: Carmen Gonzales, Lawrence Lujan, Nellie Ontiveros, Richard Hernandez, Lisa Soto, David Gomez, Veronica Holguin, Danny Archuleta, Danny Hernandez

as COVID-19 management, workforce development, cultural preservation, education support, child nutrition, health services, and public safety. It is important to note that most of the grants that close out in a year will be awarded under new funding authorities in the subsequent year. Eighty-five percent (85%) of all grant revenue was from the U.S. Department of Treasury, U.S. Department of Housing and Urban Development, and U.S. Department of Health and Human Services.

Key budget impacts in 2022 included securing \$44 Million in New Markets Tax Credits, thus reducing the construction and related loan cost for the new health clinic; eliminating a number of vacant mid management positions, and reductions in travel expenses due to the ongoing pandemic. A new Department of Finance Warehouse Division was created, and a startup budget approved for the new, centralized warehouse as a means of improving supply distributions to Pueblo entities. Additionally, the creation of Tigua Farms transpired in 2022. This newly created enterprise will serve as a revenue diversification stream for the Pueblo and center on alfalfa production and sales. Lastly, the Pueblo secured the first Indian Health Service Joint Venture payments totaling \$2.9 million, which will fund clinic staff.

2022 OPERATING BUDGET BY CATEGORY (IN MILLIONS OF DOLLARS)

EMERGENCY SERVICES



CAPITAL OUTLAY



DIRECT SERVICES



COMMUNITY & ECONOMIC DEVELOPMENT



GENERAL GOVERNMENT



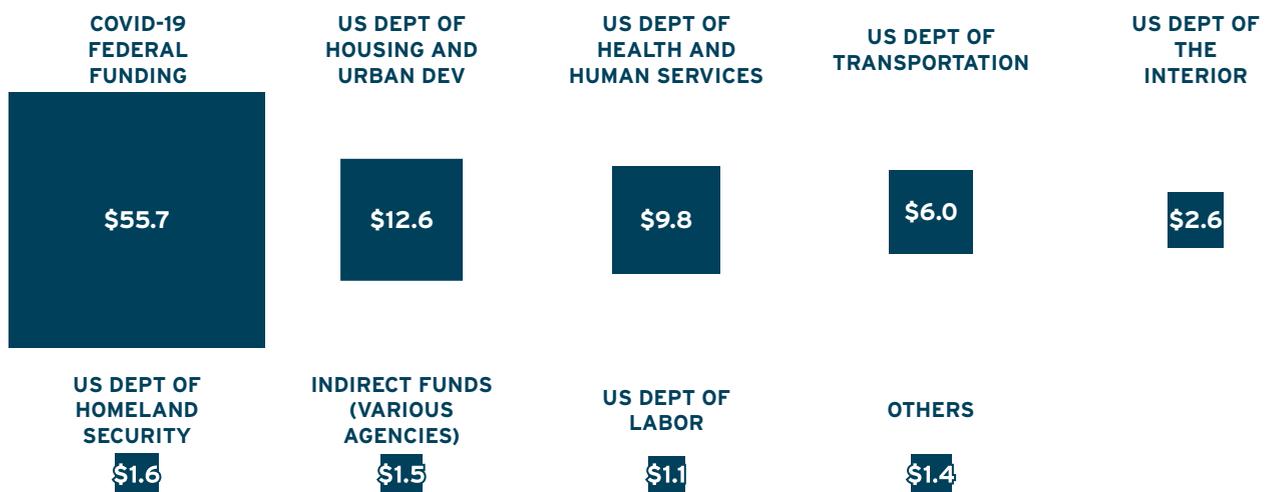
PUBLIC SAFETY & JUSTICE



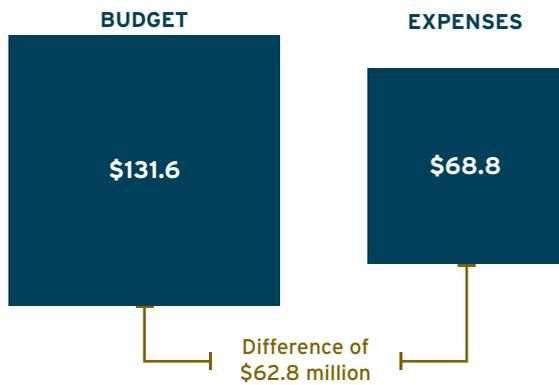
QUALITY OF LIFE



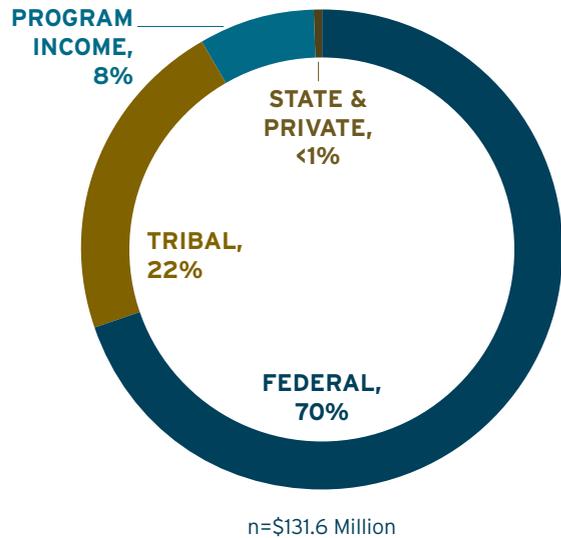
GRANT REVENUE BY FUNDING AGENCY (IN MILLIONS OF DOLLARS)



2022 BUDGET VS. ACTUAL EXPENSES



2022 OPERATING BUDGET SOURCES OF REVENUE

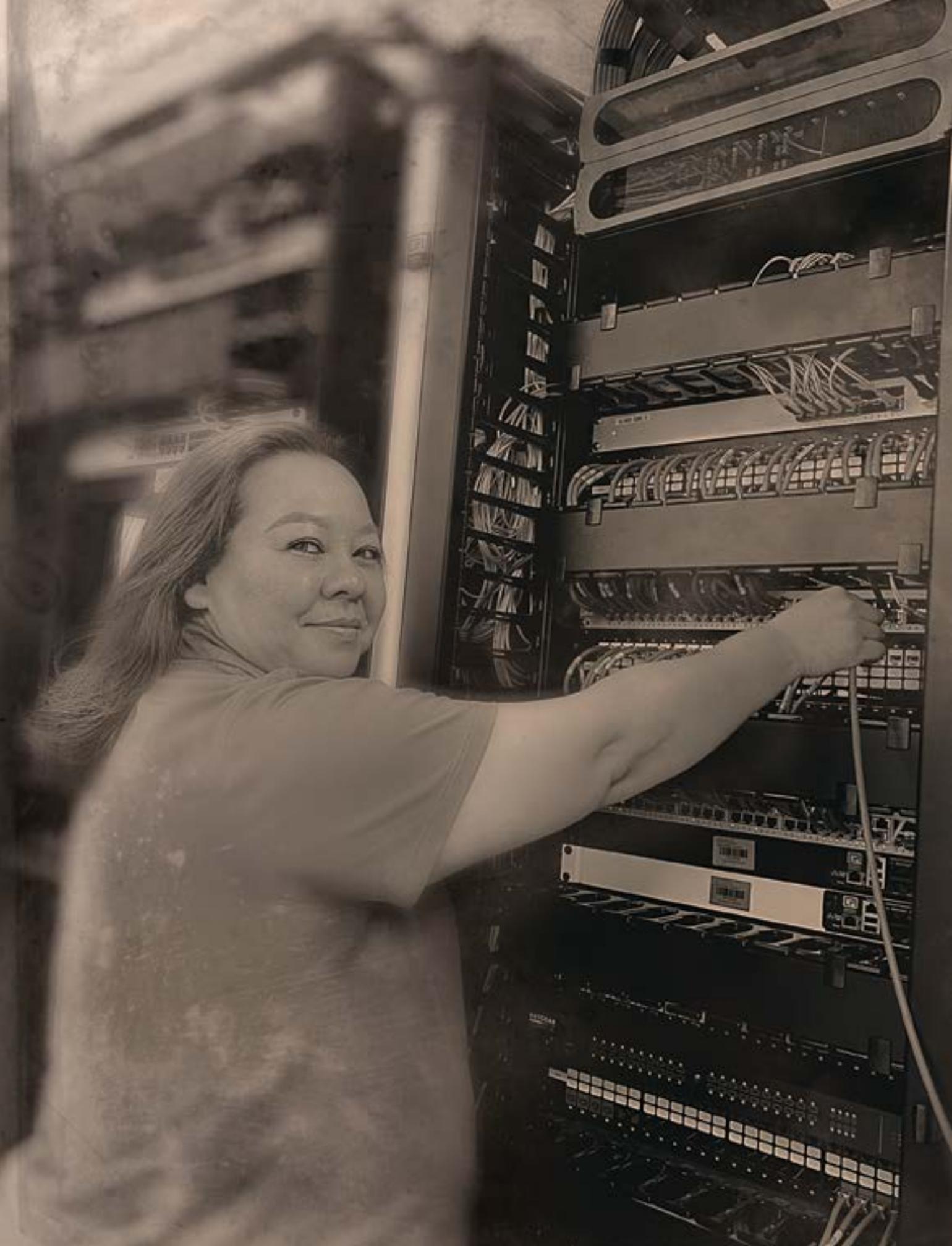


GRANT REVENUE ADMINISTERED BY DEPARTMENT (IN MILLIONS OF DOLLARS)



GRANT REVENUE BY SOURCE







Antonia Granillo Zavala kneading dough for bread offerings

GOVERNMENT ADMINISTRATION

TRIBAL OPERATIONS

The Department of Tribal Operations (DTOPs) executes administrative functions for the Pueblo government to safeguard 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 &

Evaluation. Tribal Operations spearheads Pueblo-wide activities such as the developing the annual operating budget and year-end report, facilitating strategic planning, executing and monitoring management policies, and supporting an inter-departmental network through information exchange outlets such as director meeting facilitation and trainings.

◀ Tribal member and IT Support Supervisor Jessica Gomez troubleshooting the new health clinic server

MANAGEMENT & BUDGET DIVISION (MBD)

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 and 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.

ECONOMIC IMPACT STUDY

The Pueblo partnered with The University of Texas at El Paso (UTEP) to conduct an analysis of the Pueblo's economic impact in El Paso. The study involved a ten-year (2010–2021) review of government operations and tribal enterprises. Results indicate that YDSP has been, and continues to be, a significant engine of economic activity in the El Paso region. Total added business volume for the 2010–2021 period was a minimum of \$2.7 billion. Of this total, \$782 million correspond to added labor income across the ten-year period, amounting to an annual average of \$96 million. In terms of employment, YDSP has an impact of close to 2,700 jobs per year. With an impact of close to 2,700 jobs per year, YDSP is comparable to other major institutions in El Paso, such as Fort Bliss military base and UTEP, as a major contributor to the economy in the region.

COVID-19 MANAGEMENT

The Pueblo continued managing COVID-19 emergency funds in 2022. Capital projects, such as the construction of a warehouse and the new Early Learning Center, renovations to the YDSP Fire Station, and relocation of tribal dispatch services, remained a priority among remaining funds.

SELF-GOVERNANCE

Through the Indian Self-Determination and Education Assistance Act (ISDEAA), the federal government recognized the importance of tribal decision-making in tribal affairs and the significance of the relationships between the United States government and federally recognized tribes. Known as “self-governance compacts,” the law includes federal policies to support tribal self-determination and self-governance, giving tribes more autonomy in the management of their government programs and services. To date, over 370 tribes have exercised their option to enter into these self-governance compacts across various federal agencies.

The Pueblo negotiated its first self-governance compact with the U.S. Department of Interior (DOI) on January 1, 2013, under Title IV of ISDEAA for Bureau of Indian Affairs (BIA) funded programs and services including law enforcement, social services, education, and general government activities. In 2022, the Pueblo expanded its self-governance capacity and added a new compact with the Indian Health Service (IHS) in December. Coupled with the new YDSP health clinic (part of the Joint Venture Agreement with IHS), the Pueblo secured IHS funding to support clinic staff into perpetuity.

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

ORGANIZATIONAL MANAGEMENT

The goal of Organizational Management is to maintain an integrated system of government administration. The system standardizes 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, while streamlining accounting and budget activities. DTOPs assembles an annual profile, known as the Ysleta del Sur Pueblo Service Map, to document the Pueblo's official organizational structure. The Service Map assists administrators in planning, assessing, and evaluating programs and services. The Pueblo's 2022 organizational management profile outlined a total of 6 strategic functions, 11 departments, 33 divisions, 114 services, and 25 programs.

PLANNING

Development of the Pueblo's Socio-Economic Profile, YDSP Service Map, and the Active Grants Database all contribute to identifying opportunities for service enhancement. These efforts will ultimately provide a systematic approach to identifying service gaps.

GRANTS MANAGEMENT

The grants management tracked a total of 68 grants and contracts, totaling \$99¹ million from 22 federal, state, and local agencies. In 2022, there were a total of 525 reporting requirements with an 83%

timely submission rate. Approximately 99% of all active grants and contracts were federal and 1% were from state and local sources. The Pueblo's top three funding agencies include the U.S. Department of Treasury, the U.S. Department of Health and Human Services (DHHS), and the U.S. Department of Housing and Urban Development (HUD). The division processed 102 grant and contract award notices, 21 award modifications, 15 carryover revisions, 26 closed grants, 3 grant extensions, and 7 new grants.

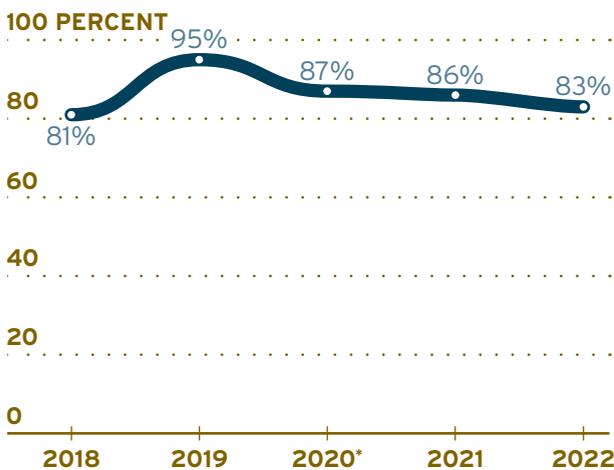
BUDGET MANAGEMENT

A total of 166 internal budgets were formulated and tracked, which included 99 original budgets², 129 revised budgets, and 28 that were closed. DTOPs implemented a new budget reporting process, streamlining the Tribal Council approval.

SELF-MONITORING & EVALUATION (SME) DIVISION

The Self-Monitoring and Evaluation Division conducts evaluation activities on the Pueblo's programs and services. The division conducts assessments, reviews, and evaluations that aid in planning and decision-making. In 2022, the SME division activities were transitioned from annual to quarterly evaluations based on real-time performance auditing. This change allowed the division to perform more efficiently.

GRANT REPORT TIMELY SUBMISSION RATES BY YEAR



Note:
* Many reporting requirements were waived during the COVID-19 emergency.

¹ These funds include multiple funding cycles from prime awardees.

² Please note budgets were revised more than once. Source: MIP: QSR Budget Inventory Information

SELF-MONITORING

Core self-monitoring duties include creating an annual plan, generating monitoring reports, analyzing reports for risk activities, and coordinating efforts with third-party reviewers and audits. SME reports budget and program performance and tracks reporting requirements. In 2022, SME reviewed 109 budgets totaling \$120 million, 385 reporting requirements, and 51 programmatic reviews per quarter. A risk assessment was conducted to initiate a desk review for those grants with high/medium risk ratings. There

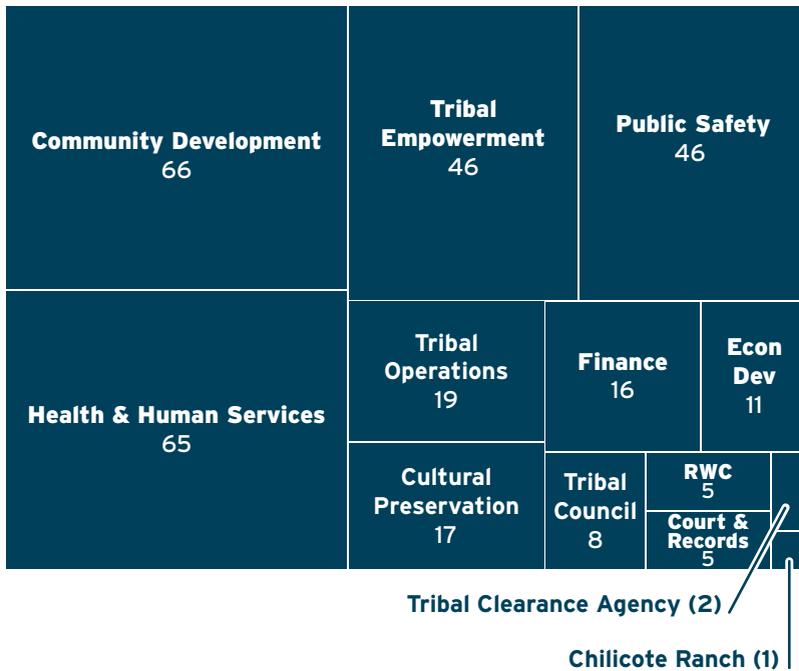
were six external audits/reviews conducted. There were three conducted on grant funded programs, two independent reviews, and one single audit.

EVALUATION

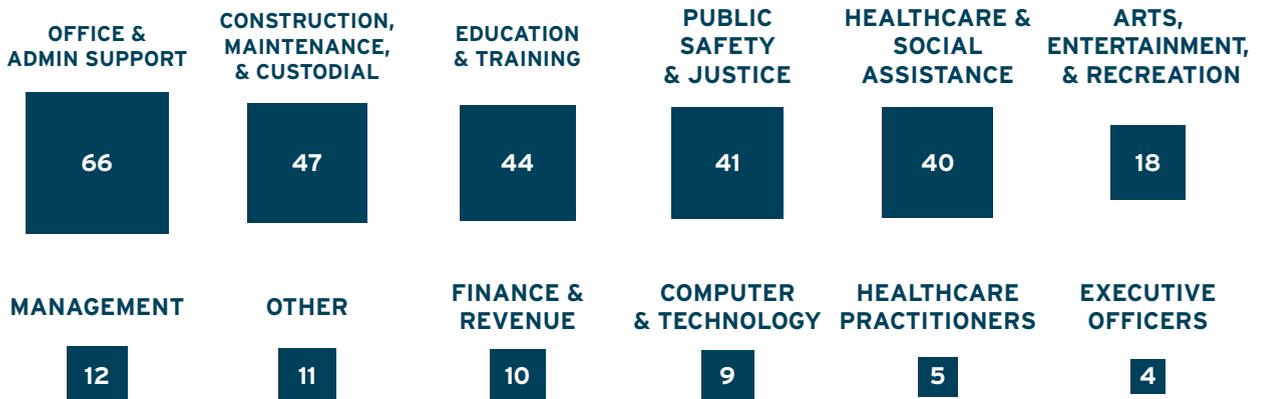
The evaluation activities in 2022 included data integrity reviews on Quarterly Statistical Reports (QSR) which revised performance measures and improved data entry. There were 15 QSRs reviewed in 2022 and 26 follow-up meetings were conducted with departments and divisions.

TOTAL 2023 WORKFORCE BY YDSP DEPARTMENT

The YDSP workforce consisted of 307 employees, an increase of 4% over 2022.



YDSP WORKFORCE POSITIONS BY CATEGORY



HUMAN RESOURCES

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

WORKFORCE PROFILE

The workforce in 2022 consisted of 307 employees—280 full-time and 27 part-time positions. The average age of the workforce was 42 with an average annual salary of \$47,283 and seven years of service. Females represented 60% of the workforce with an average annual salary of \$44,200 and occupy 45% of supervisory positions. Males, in contrast, represented 40% of the workforce with an average annual salary of \$54,700, and 55% of supervisory positions. Tribal members comprised 55% of the total workforce with an average age of 39 and an average annual salary of \$40,600. Fifty-one percent (51%) of supervisory level positions are filled by tribal members. In addition, there were 24 non-conventional employees that included contractors, interns, AmeriCorps service members, and WIA participants. Office and administrative support positions represent over 25% of the workforce.

RECRUITMENT AND TURNOVER

HR facilitated 65 hires, of which 46% were tribal members, to fill 15 new and 50 existing positions. Additionally, HR processed 54 separations. Tribal members represented 57% of these separations. Forty percent (40%) of the new positions filled were in the Department of Health & Human Services.

BENEFITS

The Pueblo offers full-time employees group health benefits inclusive of medical, dental, vision, life, employee assistance program, and flexible spending. Additionally, retirement benefits are offered via a 401k plan which includes a 5% employer match.

YDSP WORKFORCE HIRES & SEPARATIONS

HR made 65 and 54 total hires and separations, respectively, in 2022.



The medical, dental, and prescription benefits are administered by HR through a self-funded health plan which contracts a third-party administrator. Eighty-seven percent of eligible employees were enrolled at year-end for a total of 503 covered individuals on the plan. Thirty-seven employees participated in the flexible spending plan and 76 elected to enroll in a voluntary supplemental insurance plan. Eighty percent (80%) of the employees eligible to participate in the 401K plan were contributing at year-end.

TRAINING AND DEVELOPMENT

The Pueblo's Learning Management System, YDSP BizLibrary, resulted in nearly 9,300 training completions, approximately 21 training completions per employee. HR developed and launched the "Leadership Development Program" to enhance personnel leadership skills and knowledge. In 2022, two new supervisors completed the four-session leadership program. HR also provided five "New Manager Orientations" as part of the onboarding process for new managers, including orientation on YDSP policies, Paycom, organizational structure, and responsibilities. HR hosted 11 thirty-minute "Lightning Workshops" covering Paycom functions and features.

INFORMATION TECHNOLOGY

Information Technology (IT) manages, maintains, and safeguards the Pueblo's computer, radio, video surveillance, intrusion alarm, and data information systems. IT supports all aspects of software, hardware, network infrastructure, and cybersecurity.

INFORMATION TECHNOLOGY DIVISION REORGANIZATION

The IT Division executed a reorganization to centralize various IT resources. Since 2021, the IT Division has managed the clinic and government IT infrastructure. In 2022, the Public Safety P25 Radio Communications System management was transferred from DPS to IT.

RADIO COMMUNICATIONS SYSTEM

The land-based mobile radio (LMR) system provides the Pueblo with real-time, reliable communications for the Department of Public Safety and external partners. IT doubled radio communication capacity after completing a channel expansion in 2022. Additionally, IT completed a comprehensive upgrade, ensuring that the radio system's core capabilities meet regional standards and requirements.

RADIO COMMUNICATION SYSTEM STATISTICS

The following radio transmissions were logged during 2022.

RADIO COMMUNICATION CALLS BY TYPE

Group	No. of Calls
PUBLIC SAFETY	78,509
EVENTS	9,486
OTHER	4
TOTAL	87,999

CYBERSECURITY

To strengthen the Pueblo's cybersecurity posture, IT partnered with the Cybersecurity and Infrastructure Security Agency (CISA) to conduct a series of assessments, workshops, and a Cybersecurity Tabletop Exercise. These resources have allowed us to develop a Cyber Incident Response Plan. The plan outlines steps to respond and manage cybersecurity incidents and threats. The plan explains how to detect and react to cybersecurity incidents, determine their scope and risk, respond appropriately and quickly, and communicate the results and risks to all stakeholders. Ultimately, the goal is to maintain trust of the community, employees, customers, and partners, while protecting confidential information and IT systems.

SPECIAL SYSTEMS MANAGEMENT

The IT Division coordinates with the Department of Public Safety and the Human Resources Division to manage the Pueblo's video surveillance system. IT installed new software to monitor camera performance and network servers. This new monitoring system alerts staff when cameras or hardware components fail. The system can also generate a service ticket to send on-call technicians after business hours.

IT HELP DESK

To improve customer service, IT implemented a feedback survey for YDSP staff. Staff are able to submit their level of satisfaction for services rendered. As demonstrated by the figure on the next page, all staff rated IT performance as "Excellent" or "Good."

CUSTOMER SATISFACTION WITH THE YDSP IT HELP DESK



IT HELP DESK TICKET STATISTICS

Over 4,900 tickets were submitted to the IT Help Desk in 2022, including network monitoring alerts.

TICKETS SUBMITTED TO THE IT HELP DESK BY DEPARTMENT

Department	No. of Tickets
IT DIVISION MONITORING ALERTS	2,268
HEALTH AND HUMAN SERVICES	619
TRIBAL OPERATIONS	495
PUBLIC SAFETY	407
FINANCE	267
COMMUNITY DEVELOPMENT	240
ECONOMIC DEVELOPMENT	214
TRIBAL EMPOWERMENT	152
TRIBAL CLEARANCE AGENCY	62
RECREATION & WELLNESS CENTER	61
CULTURAL PRESERVATION	52
TRIBAL COURT & RECORDS	51
TRIBAL COUNCIL	23
TOTAL	4,911

FINANCE

The Department of Finance (DOF) monitors, maintains, and improves the fiscal welfare of the Pueblo. Utilizing comprehensive and contemporary business practices and methods, DOF sustains full accountability of all tribal resources by pursuing maximum operation of revenues. The department provides timely and accurate financial information to support decision-making. Responsibilities range from management, monitoring, and disbursement of the Pueblo's resources. In addition, DOF oversees the procurement of goods and services by employing purchasing procedures as well as reporting all financial transactions.

ACCOUNTING DIVISION

The Grants/Cost Accounting Division is responsible for monitoring, reviewing, and billing all the Pueblo'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 Chief Financial Officer and the Assistant Finance Director serve on the Self-Monitoring Committee.

The General Accounting / Financial Accounting / Reporting Division is responsible for disbursing payments to vendors; managing the amounts due to the Pueblo; processing and reconciling all payroll transactions; reporting, managing, and monitoring of the Pueblo's accounting and internal control systems; and providing financial information to YDSP administration, regulatory agencies, stakeholders, 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 monitoring and managing the Pueblo's investment portfolio; tax code and financial reporting in accordance with federal and state laws; and overseeing the Pueblo's Investment Policy. The Tribal Investment Committee provides guidance to the division. The Chief Financial Officer serves as Chairman of the Investment Committee.

PROCUREMENT, CONTRACTING & WAREHOUSE DIVISION

In accordance with federal and state laws, the Procurement, Contracting & Warehouse Division manages the procurement and inventory of supplies, materials, and equipment for the Pueblo. The division ensures that contracts meet federal and state laws and standards, as well as coordinates all bid processing logistics, and contract renewals. In addition, the division is responsible for managing, receiving, delivery, and tracking of the Pueblo's capital assets and inventory. The new warehouse will serve as a centralized receiving and delivery unit, improving inventory management. The new warehouse will open for service in May 2023.

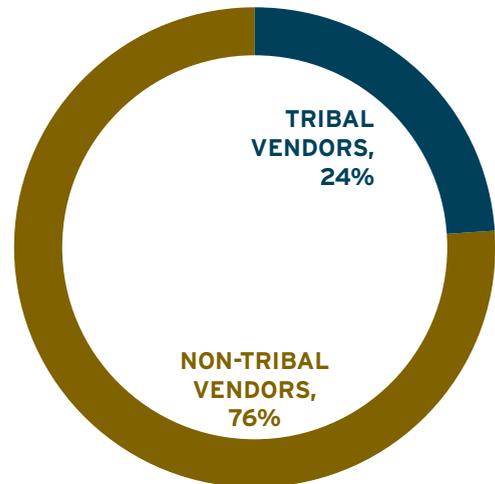
FINANCIAL HIGHLIGHTS

The Pueblo's management team continued improving its financial position. Government services and tribal reserves were increased. The tribe continues to evaluate investments and business opportunities, enhancing cash flow for the continuation and expansion of tribal services. Total Assets increased by 9% over 2021. This increase was attributed to a rise in current and capital assets. The total net position also increased by 2% from 2021, while government revenues and transfers decreased by a third. The decline was due to unfavorable market conditions in 2022. Finally, overall expenses increased by 22% compared to last year. These increases were primarily related to cost-of-living adjustments for staff and general assistance. Total Revenues with transfers decreased by a third over 2021. The decrease was mainly due to unfavorable market conditions and a decrease in grant revenue in 2022.

2022 TAX REVENUE BY SOURCE



TRIBAL STATUS OF YDSP VENDORS



INVESTMENTS HIGHLIGHTS

The Pueblo's investment portfolio decreased by 2% compared to 2021. The decrease in value is attributed to the 2022 deteriorating market conditions in the US and around the world. Among the most significant factors are the geopolitical uncertainty of the Russia/Ukraine conflict, an annual inflation rate that is the highest since 1981, high energy/oil/gas prices, decrease in GDP, Federal Reserve interest rate increases, and overall poor economic trends.

The Investment Committee continues to monitor the portfolio very closely and has implemented strategies to minimize the impact of declining market conditions. The committee has revised the Investment Portfolio Strategy to mitigate risk and keep up with the current conditions. The Pueblo continues to focus on a long-term strategy based on consultants' recommendations and the Pueblo's vision.

TAX DIVISION HIGHLIGHTS

Tax revenue increased by 14% over 2021. Liquor tax was the largest contributor, accounting for 41% of the total revenue. DOF expects 2023 tax revenue to be in line with 2022.

PROCUREMENT/ CONTRACTING HIGHLIGHTS

The Procurement, Contracting & Warehouse Division promotes Tigua economic prosperity by prioritizing tribally owned businesses and entrepreneurs. The division also promotes tribal preference that best matches services, programs, and business solutions with the Pueblo's needs. As of December 31, 2022, Native Vendors represented 24% of the total vendor population. Business activities ranged from consulting services, construction, medical services and supplies, and other government-related procurements.



Governor Mike Pedraza Sr.





Granillo home

HEALTH & HUMAN SERVICES

HEALTH SERVICES

The Department of Health & Human Services (DHHS) provides quality healthcare services that empower and address the Tigua community and Native American health priorities while promoting traditional values and culture. DHHS is comprised of 65 employees within the following divisions: 1) Health Care, 2) Health Education & Outreach, 3) Operations, 4)

Public Health, and 5) Sacred Connections (Behavioral Health). Through comprehensive wraparound services, DHHS aims to improve the Tigua community's health status.

The new 78,000-square-foot health clinic was substantially completed in August, finalizing the Joint

Venture Construction Project with the Indian Health Service (IHS). The agreement with IHS provides the Pueblo with staffing support in perpetuity. In addition, the Pueblo initiated efforts to transition into a Self-Governance Compact with DHHS under Title V of the Indian Self Determination and Education Assistance Act, further enhancing its government-to-government relationship with IHS.

HEALTH CARE DIVISION

The Health Care Division, incorporating family practice, dental, optometry, and laboratory, provided services to 1,440 patients. Some positive results include YDSP members selecting clinic physicians as their primary care providers. Clinic administration anticipates these trends to continue once the new health clinic is open.



Albuquerque Area IHS site visit to new clinic

YDSP new health clinic



NUMBER OF PATIENTS AND VISITS BY CLINIC

Clinic	Unique Patients	Visits
DENTAL	479	2,297
FAMILY PRACTICE	805	2,198
LABORATORY	639	1,238
OPTOMETRY	468	561

FAMILY PRACTICE CLINIC

The Family Practice Clinic is staffed by Dr. Michael Janes and Dr. Lorena Silvestre-Tobias, family practice board-certified physicians. Dr. Silvestre-Tobias serves as the clinic's medical director. Other staff include a registered nurse, three medical assistants, and two lab technicians. The Family Practice clinic served 805 patients, an increase of 27% from last year, and 2,198 visits, a 13% increase from last year. The top five reasons for visits were diabetes, high blood pressure, respiratory infection, general medical exams, and COVID-19.

DENTAL CLINIC

The Dental Clinic is staffed by two dentists, a hygienist, and two dental assistants. Dr. Ankita Vishwamitra continues to serve as the Dental Director. However, a second dentist, Dr. Patrick Jaeckle, was hired in October to support increased demand. The dental clinic provided preventive, diagnostics, hygienic, and restorative dental services to 479 patients resulting in 2,297 visits, an increase over last year. The top five reasons for visits were tooth sealants, dental exams, cleanings, tooth fillings, and scaling and root planing.

OPTOMETRY CLINIC

Dr. Syndy Maynard heads the Optometry Clinic along with a technician providing services three times a week to YDSP patients, up from twice a week. In 2022, clinic services were provided to 405 patients for 561 visits. While the number of optometry patients remained the same, visits increased slightly by eight percent. The clinic also retails, repairs, and adjusts eyeglasses for clinic patients. The top five reasons for visits were fit/adjust glasses, near-sightedness, far-sightedness, astigmatism, and cataracts.

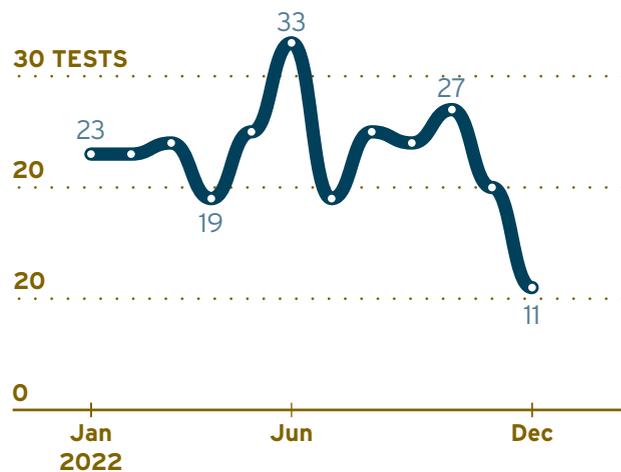
LABORATORY SERVICES

The YDSP laboratory provides limited diagnostic testing services for COVID-19, influenza, and respiratory viruses. The lab supports in-house physician orders, conducting tests for various medical conditions. Test results contribute to the diagnosis and prognosis of disease, treatment and health status monitoring, and population screening for disease. The lab served 639 patients translating into 1,238 visits.

HEALTH EDUCATION & OUTREACH DIVISION

The Health Education & Outreach Division (HED) provides health promotion and disease prevention services. Services are delivered through various individual or group programs such as diabetes management, health education, prevention interventions, and community health representative programs. In 2022, HED managed three grants focusing on diabetes, colorectal cancer screenings, and COVID-19 preparedness. The Diabetes program served 133 participants, with 10 newly diagnosed patients and 273 HbA1c's performed. The table below illustrates the monthly activity for HbA1c's performed. The Colorectal Screening project screened 12 patients and provided colonoscopy referrals for 10 individuals. Finally, a CDC grant supported the division's effort to establish COVID-19 safety protocols and procedures.

NUMBER OF HBA1C TESTS PERFORMED BY MONTH



Additionally, 19 group health education sessions were delivered to 130 participants. Community Health Representatives (CHRs) provided 2,103 transports to medical appointments, while 121 individuals received health education.

HEALTH OPERATIONS DIVISION

The Operations 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 2,132 claims and processed 2,422 billing claims.

BEHAVIORAL HEALTH (SACRED CONNECTIONS)

The Sacred Connections division provides trauma-informed integrated services and programs to

address the biopsychosocial needs and enhance the emotional and physical well-being of YDSP tribal members and families. The department collaborates with the YDSP community through coordinated efforts to provide quality, evidence-based behavioral health services. The division managed federal, state, and local contract and grant funding. Sacred Connections delivers these services through three programs that include Circle of Harmony (Social Services), Circle of Hope (Mental Health), and Circle of Healing (Alcohol & Substance Abuse Program).

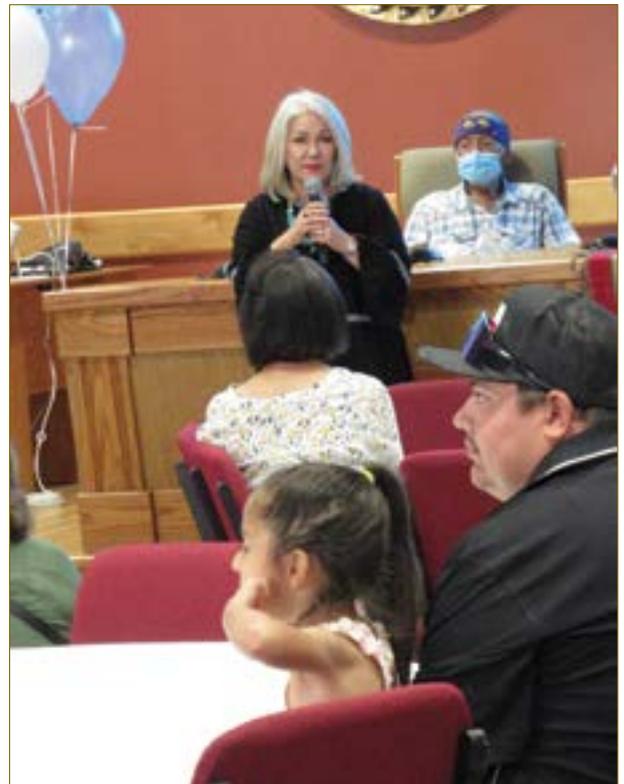
SOCIAL SERVICES PROGRAM (CIRCLE OF HARMONY)

The Circle of Harmony (Social Services) program provided various services addressing child welfare, prevention, medical, general assistance, and elder services. Overall, an increase in key performance measures was observed. These increases are attributed to internal changes in the reporting method and an increase in federal COVID-19 emergency funding. The figure on the next page illustrates the program's key performance measures.

Mental Health Community Outreach event



Pueblo Reunification





Circle of Harmony finds forever home for two tribal children

**SOCIAL SERVICES
(CIRCLE OF HARMONY)
PERFORMANCE MEASURES**

		<i>PCT CHANGE OVER 2021</i>
GENERAL ASSISTANCE REQUESTS		
	1,020	+359%
GENERAL ASSISTANCE APPROVED		
	537	+183%
ELDER UTILITY PARTICIPANTS		
	140	+2%
CHILDREN SERVED UNDER CHILD WELFARE		
	125	+131%
CASE MANAGEMENT		
	119	-10%
CRISIS INTERVENTION CALLS		
	80	-6%
ADULT WELFARE CASES MANAGED		
	19	+90%

The division hosted a Family Reunification Day in collaboration with the El Paso Indian Child Welfare Act Court. The inaugural celebration honored families who had successfully reunified with their children including four Tigua families and one Chickasaw family. During the event, children who were adopted by non-tribal members were offered the opportunity to develop relationships with extended tribal family members. In addition, Circle of Harmony staff assisted with three adoptions in Texas, California, and Arizona.

MENTAL HEALTH PROGRAM (CIRCLE OF HOPE)

Circle of Hope (Mental Health Division) provides services to improve individuals' mental health and emotional well-being while reducing the stigma associated with mental health illness. There was an overall increase in three key performance measures, as noted in the figure to the right.

ALCOHOL & SUBSTANCE ABUSE PROGRAM (CIRCLE OF HEALING)

Circle of Healing (Alcohol & Substance Abuse Division) provides prevention, screening and evaluations, outpatient adult and youth treatment services, and case management services for persons with co-occurring psychiatric substance abuse disorders. The division also provides residential treatment care, halfway house placement, and methadone/naltrexone maintenance. As shown in the figure, the Peer Recovery Program engaged 129 clients in 2022, and provided overdose prevention services to 152 participants.

MENTAL HEALTH (CIRCLE OF HOPE) PERFORMANCE MEASURES

		PCT CHANGE OVER 2021
THERAPY VISITS	 1,501	+14%
PSYCHIATRIST CASE MANAGED	 390	+4%
PSYCHIATRIST VISITS	 312	-10%
THERAPY CASE MANAGED	 238	+12%

ALCOHOL & SUBSTANCE ABUSE (CIRCLE OF HEALING) PERFORMANCE MEASURES

		PCT CHANGE OVER 2021
INDIVIDUAL COUNSELING SESSIONS	 563	+41%
GROUP COUNSELING SESSIONS	 164	+583%
CRISIS INTERVENTION SERVICES	 55	+2%
ADULT OUTPATIENT CLIENTS*	 36	+131%
CLIENTS WITH CO OCCURRING DISORDERS	 20	-10%
YOUTH OUTPATIENT CLIENTS**	 3	-6%

Note:

* Treatment program managed under TRA

** Treatment program managed under TRY



Inside hallway of new YDSP clinic





RIGHT: Nestora Piarote, Tigua Potter, with unknown person (Pueblo Photo 1880)

COMMUNITY & ECONOMIC DEVELOPMENT

TRIBAL EMPOWERMENT

The Department of Tribal Empowerment (DTE) provides educational enrichment to 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. In 2022, the Department administered 11 budgets and nine grants. Staffed with 45 employees, the department reached over 1,700 community members, offering some services virtually due to the ongoing pandemic.

SUPPORT SERVICES DIVISION

The Support Services Division continued to bridge service gaps such as lack of transportation, student development shortfalls, and social-emotional learning deficits among Tigua youth and adults. Division services include transportation, parenting classes, counseling and advocacy, and library services.

Transportation is an integral part of the Education Division offerings. Transportation is provided to tribal youth attending the Bravery Respects and Values Everyone (BRAVE) Program, an out-of-school-time program. The division also provides transportation

for all DTE field trips, and for other various activities. In 2022, the transportation program transported a total of 150 youth.

DTE continued offering *Incredible Years*, a program aimed at strengthening families, at the Tuy Pathu Early Learning Center. The program promotes children’s academic, social, and emotional skills, and improves parent-child interactions. In 2022, staff facilitated 17 sessions, including 17 parents. Childcare providers from the Tuy Pathu Early Learning Center and Bright Stars Daycare received 68 hours of professional development to assist in building early childhood education capacity. DTE staff administered 17 Ages and Stages Questionnaires (ASQ) to understand young children’s level of development.

Supported by the Child Care and Development Fund (CCDF), DTE provided childcare services to 60 families and 85 children, ages 0–13. The average number of monthly childcare service hours was 160 hours per child. Sixty-three percent (63%) of CCDF participants were enrolled in center-based daycare, while 37% attended Bright Stars Daycare, a licensed childcare home.

THE EMPOWERMENT LIBRARY

The Empowerment Library serves as a resource, providing community members access to the internet, printing, communications, and literature. Library members checked out 446 books and digital media throughout the year. DTE posted 38 virtual readings to its Facebook page with an average of 51 viewers.

The library received support from the Institute of Museum and Library Services (IMLS) to organize and develop the virtual event “Honoring Storytelling Through the Voices of Pueblo Women,” an art exhibit, and a youth cultural calendar designed by Tigua students. While the pandemic delayed the completion of the virtual event, the youth completed the calendar on time. The calendar features traditional dates of observance, Tiwa translations, national holidays, community events, and youth art work. A total of 320 calendars were distributed to the community, including DTE staff and youth participants.

THE EARLY CHILDHOOD DIVISION

The Early Childhood Division operates the Tuy Pathu Early Learning Center and Tuy Pathu Tigua Indian Pre-K. In 2022, the Tuy Pathu Early Learning Center focused on Montessori education, school readiness preparation, and nutrition. In September, the Center transitioned its educational approach to the Montessori method, a child centered teaching mechanism placing an emphasis on child-led activities. To prepare for the transition, staff participated in a week long training addressing Montessori philosophy, lessons, classroom management, material, and classroom set-up. In addition, the Center informed parents of their child’s academic attainment related to school readiness based on the Texas Infant, Toddler, and Three-Year-Old Early Guidelines, which highlights progress. During the month of March, children participated in the “2022 Snack Social Media Challenge” to raise awareness on eating habits, and on physical and mental health.

The table below reflects the number of participants at Tuy Pathu Early Learning Center in 2022.

NUMBER OF TUY PATHU EARLY LEARNING CENTER PARTICIPANTS BY TYPE

Category	Frequency
INFANTS	11
PRE-TODDLERS	9
TODDLERS	8
PRESCHOOL	30
TOTAL	58

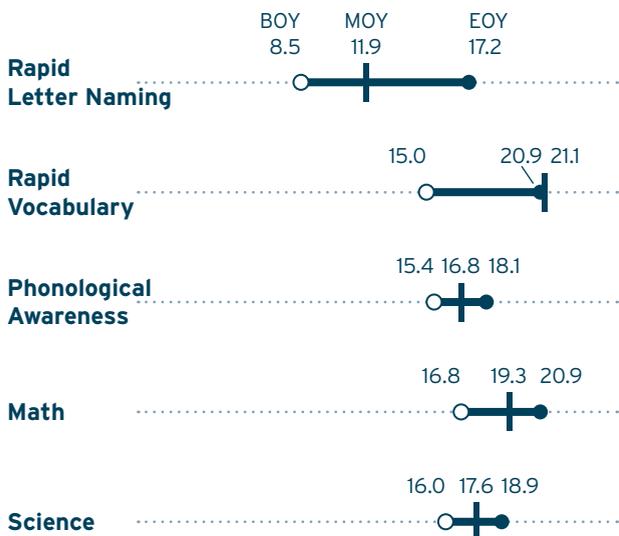
The Tuy Pathu Tigua Indian Pre-K Program had 33 students at the end of the 2021–2022 academic year. During the graduation ceremony, 15 students received their Pre-Kindergarten Diplomas. The table below represents the number of children enrolled in the Tuy Pathu Tigua Indian Pre-K Program for the 2021–2022 academic year.

NUMBER OF 2021-2022 TUY PATHU TIGUA INDIAN PRE-K PROGRAM PARTICIPANTS

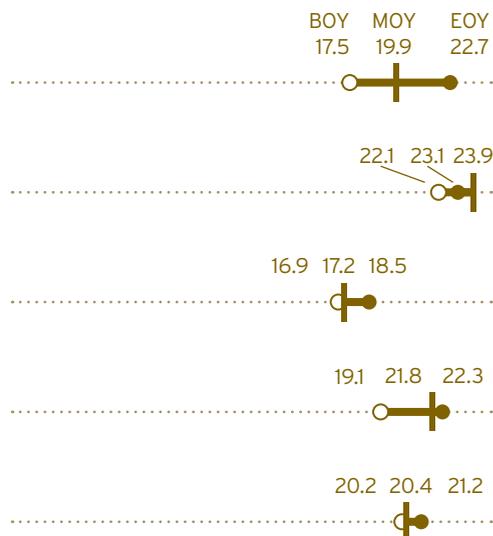
Category	Frequency
3-YEAR-OLDS	18
4-YEAR-OLDS	15
TOTAL	33

CIRCLE PROGRESS MONITORING ASSESSMENT MEAN SCORES

A. Three-Year-Olds' Assessment Scores



B. Four-Year-Olds' Assessment Scores



Note: BOY is "Beginning of Year," MOY is "Middle of Year," and EOY is "End of Year"

The Pre-K Program resumed in-person events such as Read Across America, Earth Day, Annual Easter Egg Hunt, and its first Enchanted Gala. The program also continued to utilize the CIRCLE Progress Monitoring System to evaluate student skills and knowledge. As noted in the tables below, students improved their reading, math, and science skills and knowledge by the end of the academic year.

THE EDUCATION DIVISION

The division implemented youth and adult services such as the BRAVE and IMPACT programs and post-secondary scholarship assistance.

BRAVE PROGRAM

In 2022, the BRAVE Program resumed in-person activities and served a total of 90 youth ranging in age from 4 to 19. The BRAVE Program continually strives to improve its recruitment and retention and aims to increase total enrollment by five students per year. Further, the BRAVE Program and Socorro Middle School collaborated to offer the Positive Action Curriculum to seven tribal students enrolled at the campus. The program also diversified its program offerings. For example, the Target Tigua AmeriCorps program provided monthly Tigua presentations/lessons to BRAVE Program participants.

IMPACT PROGRAM

In 2022, the IMPACT Program recognized a total of 64 high school and higher education graduates at its annual banquet. The event continued to implement COVID-19 safety protocols and held a drive-through event. The program gifted each graduate a sash, shirt, gift card, and candy. Most higher education participants attended The University of Texas at El Paso,

NUMBER OF GRADUATES BY EDUCATION LEVEL

HIGH SCHOOL DIPLOMA



EARLY COLLEGE HIGH SCHOOL*



ASSOCIATE'S DEGREE



BACHELOR'S DEGREE



MASTER'S DEGREE



Note: *Dual high school diploma and Associate's Degree

El Paso Community College, or New Mexico State University. The IMPACT program awarded 224 scholarships, a 10% increase over 2021. The program awarded nearly \$635,000 in scholarships. The top three fields of study were Nursing, Multidisciplinary Studies, and Social Work.

Through support from the American Rescue Plan Act (ARPA), the IMPACT program initiated a one-time student loan forgiveness to assist Tigua students with their debt. The program assisted 82 students and eliminated about \$2.8 million in loan debt. Additionally, the IMPACT Program held multiple outreach events for high school and middle school students resulting in the recruitment of 19 Tribal youth for the Tigua Youth Council.

Finally, the program secured a State of New Mexico Public Education Department (PED) grant to host 19 youth between the ages of 14 and 19 as Summer Enrichment Interns. The agricultural internship was held from June 14th to July 29th. This partnership with the Department of Cultural Preservation sought to introduce interns to traditional gardening methods.

RED RIBBON

The annual Red Ribbon Drug Free Campaign returned in 2022 after being suspended due to COVID-19 restrictions. The campaign raises awareness about substance abuse and aims to keep youth from engaging in illicit drug use. The campaign's mission is to create drug-free communities and lead and support families in promoting healthy lifestyles. This year's events included BRAVE Program participants taking a drug-free pledge, a candlelight vigil to honor those who lost their lives, a community dinner featuring a speaker from the Drug Enforcement Agency, and a community dinner featuring two speakers, a representative from the Drug Enforcement Agency and a survivor of substance abuse. The campaign hosted an Employee Luncheon with a keynote speaker from the United States Border Patrol and a Trick or Treat event for the BRAVE Program participants. The weeklong festivities culminated with the return of the Block Party at Iye kitu Village.

COMMUNITY DEVELOPMENT

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. The department is staffed with 64 employees.

PLANNING, DESIGN & CONSTRUCTION (PDC) DIVISION

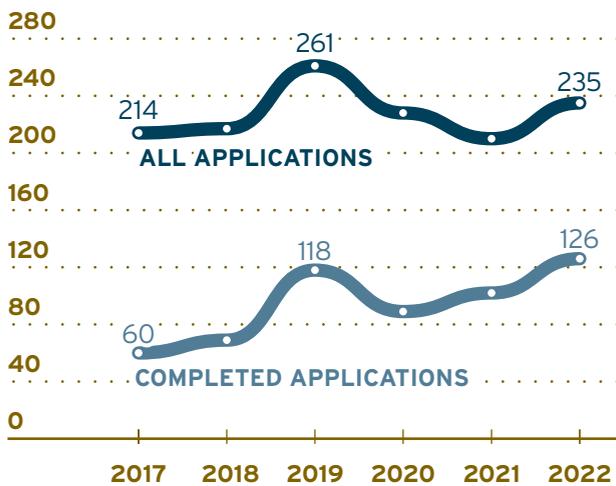
PDC manages the Pueblo's capital improvements including new construction and renovations. In 2022, the division managed a number of key projects including the construction of the health clinic and warehouse, and initiated planning of the Administration building and Early Learning Center. The American Rescue Plan Act (ARPA) of 2021 supported the following projects: The Early Learning Center, property management facility, warehouse, fire house, 911 dispatch and communications center, and emergency management planning space. Both the clinic and the warehouse will be completed in early 2023.

The PDC Division is overseeing the construction of 23 homes supported by the Housing and Urban Development (HUD) Indian Housing Block Grant, and Coronavirus Aid, Relief, and Economic Security Act (CARES) funding. The project includes 18 three-bedroom and four (4) four-bedroom units, and one transitional home. Half of these homes were fully constructed in 2022 and the remainder will be completed by May 2023.

HOUSING DIVISION

The Housing Division focuses on residential administration, tenant relations, leasing, rent collections, and policy enforcement, and has seven employees. The division will create a new position, Resident Advocate, who will be responsible for connecting tenants with social services starting in 2023. The purpose of the position is to build and promote protective factors and create positive outcomes for children and families.

HOUSING WAITING LIST BY YEAR

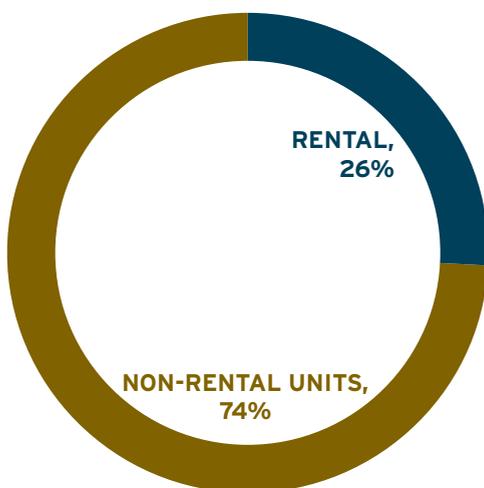


The Housing Division is active in promoting the well-being of the community with events such as the Quarterly Payment, and the Halloween and Christmas decorating contests. Pueblo residents experienced financial hardships during the COVID-19 pandemic, thus causing an increase in outstanding payments. Fortunately, the division was able to support these tenants through U.S. Treasury Emergency Rental Assistance funding. Additionally, the division is preparing to sunset the Low-Income Housing Tax Credit (LIHTC) program by 2025. The Low-Income Housing Tax Credit program is the largest affordable rental housing program in Texas and is designed to encourage the investment of private equity in affordable rental housing developments.

GIS PROGRAM

The YDSP Geographic Information Systems (GIS) services support the YDSP Tribal Government to store, visualize, analyze, and interpret geographic data. For example, GIS staff regularly update the Pueblo's land holdings, including properties, facilities, housing, and roads. These files are shared with local government agencies such as the City of El Paso, El Paso 911, and the El Paso Central Appraisal District.

HOUSING INVENTORY BY UNIT TYPE



n=377

In addition, GIS maintains the Pueblo's map repository, a collection of current maps and files often requested by the YDSP workforce. Further, these maps and data are integrated into the Pueblo's 911 dispatch system, supporting first responders. Also, GIS created the YDSP Land Use Designation Project to classify land usage, which allows for comprehensive analysis of tribal property inventory. Finally, the YDSP GIS team provides custom maps for special events or needs from YDSP departments, such as an online map displaying locations of community vendors for the Annual Red Ribbon community event.

ENVIRONMENTAL PROGRAM

The Environmental program promotes environmental management and compliance through coordination of tribal activities such as environmental reviews and assessments. The program continues to prioritize stormwater pollution prevention on Pueblo land. Staff inspect construction sites monthly to ensure compliance, provide technical assistance, and report issues and concerns for proper address.

NUMBER OF CONSTRUCTION SITE INSPECTIONS BY YEAR

Inspection Year	Construction Site		
	Warehouse	Clinic	22 Single Family Homes
2020	0	5	0
2021	5	20	0
2022	16	10	9
2023	2	2	2

In 2022, the program conducted three environmental reviews. The reviews are conducted for all federally assisted projects and play an important role in ensuring that the proposed projects on tribal land do not negatively influence the surrounding environment or impose adverse health effects on citizens.

Lastly, the Pueblo's energy savings program is a long-term commitment to reducing greenhouse gas emissions. The program studies energy consumption throughout the Pueblo and recommends energy

efficiency improvements. For example, the figure below reflects energy savings at the RWC.

ENERGY SAVINGS AT THE RECREATION AND WELLNESS CENTER

GREENHOUSE GAS EMISSIONS



SITE ENERGY



ENERGY COST



Note: Percent change between 12-months prior to April 2019 and April 2022.

REALTY DIVISION

The Realty Division experienced continued COVID-19 impacts with respect to some of its rental properties. Revenue losses were recognized due to several rental spaces being repurposed to address social distancing requirements. These properties will resume rental activity in 2023. COVID-19 restrictions also impacted the Division's Home Loan Borrowers program known as Section 184. Some interested applicants experienced a loss in income causing them to withdraw, while construction cost increases impacted others.

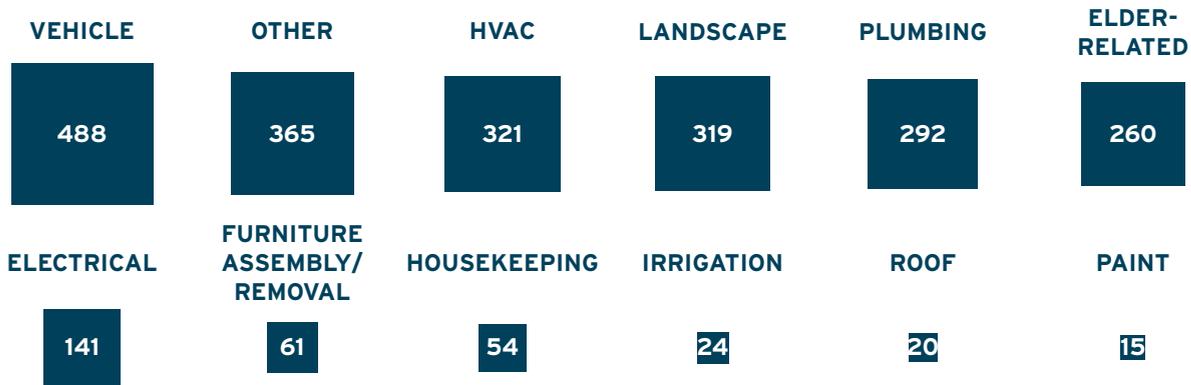
In alignment with the Pueblo's initiative to buy back its land adjacent to the reservation, the Division's Realty Coordinator acquired 10 new properties, including three parcels adjacent to the new health clinic after lengthy negotiations.

The Pueblo's 2022 land holdings are reflected in the table below.

OWNERSHIP INTERESTS

Classification	Acreage
EASEMENT	0
NON TRUST	71,469
PENDING TRUST	0
RESTRICTED FEE	<1
TRUST	3,107
TOTAL ACREAGE	74,577

COMPLETED PROPERTY MANAGEMENT WORK ORDERS BY CATEGORY



2022 PROPERTY BY ACREAGE

Property Name	Acreage
IYE KITU	119
P'A KITU	329
OUTLIER PROPERTIES	5
HUECO TANKS	3,593
CHILICOTE	70,531
TOTAL ACREAGE	74,577

PROPERTY MANAGEMENT (PM)

The Property Management (PM) Division oversees housing and maintenance operations to include the following services: Custodial Services; Auto Fleet & Equipment Management; Roads & Grounds; Facili-



District 1 sidewalk repair project

ties Management; and Housing. PM experienced an interruption with its work order application system in 2022, thus impacting the reporting data where approximately 35% of the work orders were not recorded. Nonetheless, all work orders were completed. The figure above shows that vehicle maintenance had the most requests for service, followed by HVAC, landscaping, and plumbing. PM also coordinated with Circle of Harmony to perform 260 minor home repairs for YDSP Elders last year.

Property Management also completes Work Orders for more substantial projects requiring minor construction or remodeling. Among some of the more significant projects were the sidewalk repairs at Iye kitu (District I) village and contractor housing accommodation enhancements at Tigua Farms.

The list below outlines some of the projects completed in 2022:

- Tuhla roof
- TTEC Suite AC install
- Tiwahun Pre-K Additional Restrooms
- Tiwahun Lobby AC Install
- Tiwahun Daycare walk-in freezer repairs
- Tigua Farms Septic Tank
- Tigua Farms Electrical & Pump House
- Tigua Farms 2 FEMA Trailers Move in Ready
- TCR Office/Hall Tile
- TBC Recoat Parking Lot
- Tactical Shooting Range Repairs
- RWC Outdoor Basketball Recoat/Paint



Native Pathways Successes: Jose Franco completed the Financial Literacy Savings challenge and was matched 10% of his term income and hired with the YDSP Procurement division

- RWC Excavation/Irrigation
- Old Chilicote Septic Tanks Install
- Old Chilicote Homes Rehabilitation
- District II Pumps and Irrigation Ditch Repairs
- District I Sidewalk Maintenance
- District I Fence Repairs
- Daycare Sink
- Cultural Center Facility Paint

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

The Tigua Community Development Corporation (TCDC), a Community Development Financial Institution (CDFI), offers loan products to build tribal members' credit, consolidate their debt, and provide personal loans. These financial services attempt to help those with poor credit, while providing feasible lending alternatives. Applicants may qualify for personal or small business loans at below-market interest rates. Loan recipients are offered financial literacy sessions that focus on topics such as savings and reducing debt.

ECONOMIC DEVELOPMENT

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



Pamela Padilla-Arriola, Navajo Nation, completed the Certified Medical Administrative Assistant with Medical Billing and Coding with Ed2go and was hired as an Insurance Biller for the YDSP Department of Health & Human Services

TCDC LOAN DEPLOYMENT IN 2022

In 2022, TCDC expanded its services and outreach efforts to include all tribal members, regardless of state residence. TCDC launched a marketing campaign to support its goal of disbursing \$250,000 from January–December. TCDC surpassed this goal, providing over \$271,000 to tribal members and tribal member-owned businesses. Further, TCDC increased loan limits to \$7,000 for small businesses and \$25,000 for individuals. Through its services, TCDC improved tribal members’ debt-to-equity ratios, making them reliable consumers and economic drivers. The TCDC Board of Directors voted to align CDFI interest rates with the Federal Reserve. Interest rates were increased six times throughout 2022.

TIGUA COMMUNITY DEVELOPMENT CORPORATION PERFORMANCE MEASURES

Indicator	Frequency
LOAN APPLICATIONS	82
APPROVED LOANS	60
Individual Development Loans	50
Small Business Loans	6
Approved loans, but withdrawn by applicant	4
NUMBER OF LOAN APPLICATIONS DENIED/WITHDRAWN	26

TIGUA COMMUNITY DEVELOPMENT CORPORATION LOANS DISBURSED BY TYPE IN 2022

Indicator	Total
INDIVIDUAL DEVELOPMENT	
Credit Building	\$1,463
Debt Consolidation	\$139,298
Home Repair	\$26,400
Auto Repair	\$13,855
Funeral	\$10,091
SMALL BUSINESS	
Tribal Business	\$80,000
TOTAL DISBURSED	\$271,107

ENTREPRENEURSHIP SUPPORT DIVISION

The Entrepreneurship Support Division provides members with educational programs and technical support services. The educational programs are designed to improve members’ skills and knowledge related to business operations. Small business owners participated in a series of sessions addressing business and marketing essentials. Additionally, program participants received a laptop computer, a payment processing device, website development, business software, and continuing education. The Entrepreneurship Support Division assisted 391



Eleven tribally-owned small businesses participated in the BME weekend where they received assistance in developing their businesses to their full potential. Participants received a Google Chrome Book, Google Square, Web-site development assistance, business cards, and \$1,200 seed money among many other benefits

community participants through 43 community program sessions, 152 employee program sessions, and 461 one-on-one technical assistance sessions. The division established relationships within Indian Country to broaden the scope of service provided to YDSP small business owners. Those relationships include partners like New Mexico Community Capital and the American Indian Business Enterprise at NMSU. Additionally, the division has 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, and Prairie View A&M University. These partnerships aim to build business capacity while achieving self-governance and sustained economic development.

TARGET TIGUA AMERICORPS PROGRAM

YDSP's Target Tigua AmeriCorps (TTAC) is a well-established program serving Pueblo citizens since 2011. TTAC's mission is to build the Pueblo's capacity and self-sufficiency. The program promotes tribal identity and resources through asset building, economic self-sufficiency, and community safety and supports the cultural identity of the Pueblo. TTAC's five main activities include Nation Building, Language & Culture, Financial Literacy, Entrepreneurship, and Volunteer Income Tax Assistance (VITA).

VOLUNTEER INCOME TAX ASSISTANCE (VITA)

VITA services provide income tax preparation assistance to tribal and community members at no cost. The VITA program is supported by five IRS-certified volunteers and one greeter. Volunteers provided advanced income tax return preparation, intake and quality reviews, and e-filing for qualified individuals. VITA prepared 707 2021 tax returns yielding \$1,381,852 in refunds and \$469,758 in Earned Income Tax Credits (EITC).

VITA PERFORMANCE MEASURES

Indicator	Units
NUMBER OF TAX RETURNS PREPARED	707
TAX RETURNS PREPARED FOR TRIBAL MEMBERS	121
TOTAL VALUE OF REFUNDS	\$1,381,852
REFUNDS TO TRIBAL MEMBERS	\$281,485
TOTAL VALUE OF EARNED INCOME TAX CREDIT (EITC)	\$469,758
EITC TO TRIBAL MEMBERS	\$56,645
TOTAL VALUE OF CHILD TAX CREDIT (CTC)	\$309,275
CTC TO TRIBAL MEMBERS	\$102,250

FINANCIAL LITERACY

Financial literacy can result in financial growth, which may improve both individual and tribal self-governance. In 2022, the program utilized the *Building Native Communities Skills for Families* curriculum. The program served 48 participants and invited Native Pathways participants to take part in a financial savings challenge. The coordinators provided one-on-one financial literacy education to YDSP Housing, Social Services, Native Pathways and TCDC clients.

NATION BUILDING

Nation Building is the effort to improve tribal capacity for self-determination and community and economic sustainability. Nation Building coordinators hosted 12 Nation Building sessions to 151 participants, including YDSP employees, El Paso Child Protective Services staff, and tribal members. Participants were introduced to Pueblo history, culture, traditions, and tribal government operations.

CULTURE & LANGUAGE

The Culture and Language (C&L) program teaches youth and community members about Pueblo culture, arts, and language. Partnering with the Department of Tribal Empowerment, C&L coordinators present topics, including Hueco Tanks history (as it relates to the Pueblo), the three sisters (gardening), and Tigua Dances, to Brave Program youth participants. Coordinators also attend Tiwa language classes

and, in turn, engage participants during the language sessions. Such efforts help preserve the Pueblo's language and culture. New to the program this year, C&L coordinators work with Tribal elders every Tuesday by engaging them in pottery making, cooking traditional dishes, language lessons, and field trips. C&L served 55 youth participants, and five elders in 2022.

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

Native Pathways (NP) launched two new incentive programs for work experience and training participants in 2022. The Financial Literacy program invited NP participants to enroll in its FL Savings Challenge. Participants received FL training, and the program encouraged them to save 10%, 20%, or 30% of their earnings, which would later be matched. Six tribal members enrolled in the challenge and earned over \$3,000 in matched savings.

The NP program offers an incentive to motivate participants to complete all training. The incentive ranges from \$250 to \$1,000 per year and provides them with a “starter kit” to launch their new careers.

Thirteen tribal members received the incentive, totaling \$12,500. In addition to technical, vocational, and soft skills certificates, NP now offers higher education tuition assistance throughout its west Texas service area. NP has also provided small business courses, serving 19 tribal small businesses from the Entrepreneurship Support Division. NP received 98 applications for program participation, of those 39 were enrolled in NP, and 21 were permanent hires. Eighty-five (85) participants enrolled in training programs, of which 48 completed their training. The remaining participants will continue their training into 2023.

TIGUA NEXT GENERATION (TNG) PROGRAM

The TNG Program provides tribal members ages 15–17 with 180 hours of real-life work experience during their summer break. Due to the COVID-19 pandemic, NP could not implement in-person services. Like in previous years, the program offered online training certificates, including agriculture, information technology, business, medical, legal, arts & design, health & fitness, and veterinary coursework. In 2022, youth participants earned 112 certifications and \$2,500 from the incentive completion program.



Isidro Colmenero and Lusia Granillo at Feast Dance





Ramona Paiz

PUBLIC SAFETY

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 efficiently manage its public safety resources. With 46 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

The Tribal Police Division (TPD) aims to create a safe and vibrant environment by implementing community protection approaches. The division engages the community through outreach efforts to raise awareness and build trust. TPD utilizes its specialized officers, including a Violence Against Women Officer, K9 Officer, and School Resource Officer, to prioritize partnerships with community members, but also enforcing laws when needed. TPD aims to foster



Officer Uno with Officer Nuñez (K9 Officer/Handler) at the DPS National Night Out Event

stronger connections between officers and the community. The division values its community and strives to build trusting relationships. TPD also intends to create an environment where residents know and depend on the officers to address community needs and concerns. TPD constantly explores new approaches to serve its community and tribal citizens better.

In recent years, TPD has extended its partnerships with regional enforcement agencies to leverage common objectives to create safe communities. TPD officers are assigned to various local task forces such as the Homeland Security Investigations (HSI) and The Federal Bureau of Investigations' (FBI) Violent Crime Task Force. These task forces conduct investigations

TRIBAL POLICE PERFORMANCE MEASURES

Indicators	Units
NUMBER OF INFRACTIONS	1,645
Number of Traffic Infractions	1,470
Number of Peace Code Infractions	175
TOTAL CITATIONS ISSUED	613
Number of Traffic Citations	556
Number of Peace Code Citations	57
DRUGS CONFISCATED (IN GRAMS)	41,079

targeting illicit drugs and gangs to disrupt criminal activity in the community, which had a positive influence on the quantity of drugs seized. Specifically, TPD seized a notably higher amount of illicit drugs in 2022 than the previous year by nearly 39,000 grams or a percent change of over 1,800%. Overall, marijuana, fentanyl, and methamphetamine were the top three drugs seized.

The department also participated in the “National Night Out” for the first time. The community event is a national campaign to promote police-community partnerships. All DPS divisions (Police, Fire, Emergency Management, and Communications) collaborated to enhance community-building partnerships within tribal neighborhoods. The Federal Bureau of Investigations (FBI) and the Precinct Four Constable also participated in the event, and more than 200 community members attended.

TRIBAL FIRE

The Tribal Fire Division (TFD) develops and maintains a fire prevention and emergency response program for the Pueblo and its surrounding non-tribal community. In 2022, the division primarily focused on professional development, including Firefighter, Emergency Medical Technician (EMT), and other specialized training. TFD also supported YDSP departments and community events where the division provided medical coverage. The division also assisted the Department of Health & Human Services to administer COVID-19 vaccines. Lastly, the division also hosted programs at local high schools to encourage participants to become firefighters.



Socorro HS Station Visit with the Fire Tech Students and TFD B shift

Community members interacting with El Paso County Constable Precinct 4 staff at the DPS National Night Out event





Officer Alarcon with members of the United States Army, 98th Battalion, Peace Mission Unit

TFD continues to perform Fire Marshal duties, such as code compliance review for new construction and remodeling project plans. The division and the Department of Community Development created a plan review inspection process, responsible for issuing fire protection system permits for code compliance.

TRIBAL FIRE PERFORMANCE MEASURES	
Indicators	Units
RESPONSE CALLS	604
COMMUNITY OUTREACH/EDUCATION ACTIVITIES	46
NUMBER COMMERCIAL/GOVT FIRE INSPECTIONS	15
BUILDING PLANS REVIEWED	61
ALARM SYSTEM SIGNALS AND TROUBLES	38
COMMERCIAL/GOVT ALARM ACTIVATED INCIDENTS	21

EMERGENCY MANAGEMENT

In 2022, the Emergency Management Division (EMD) focused efforts and activities related to planning, organization, equipment, training, and exercise. Planning activities included updating the Pueblo’s Tribal Hazard Mitigation Plan, Basic Plan, and four annexes of the Emergency Management Plan (EMP). Through grant support, DPS was able to secure equipment enhancements such as a Public Safety Answering Point (PSAP) recorder, two communication system consoles, and police mobile surveillance equipment.

Additionally, several training activities were conducted last year. For example, the division facilitated A Community Emergency Response Team (CERT) Basic Training for Summer Youth Enrichment Pro-

gram participants. Staff also updated YDSP training requirements due to the revised National Incident Management System (NIMS) Training Policy, where 75% of the Pueblo's workforce were in compliance. To assist with NIMS Training compliance, EMD and other regional instructors hosted and conducted a G-0191 ICS/EOC Interface Course and the L0580 Emergency Management Framework for Tribal Governments.

Finally, the Pueblo participated in the Cybersecurity Tabletop Exercise with the Information Technology Division. Through the DHS National Exercise Program, the Cybersecurity and Infrastructure Agency (CISA) assisted the Pueblo in staging the exercise. In December, the Pueblo also conducted its first post-COVID ECC Activation Drill. Both exercises identified gaps and weaknesses that the Pueblo plans to address.

EMERGENCY MANAGEMENT PERFORMANCE MEASURES

Indicators	Units
GRANTS ADMINISTERED	3
HOURS OF TRAINING DELIVERED	87
NUMBER OF PARTICIPANTS TRAINED	123
NUMBER OF EMERGENCY PLANS AND ASSESSMENTS UPDATED	5
NUMBER OF PREPLANNED EVENTS AND INCIDENTS COORDINATED THROUGH IAPS	12
EMD COMMUNITY OUTREACH EVENTS	5
APPROXIMATE EMD COMMUNITY OUTREACH ATTENDANCE	980



Swiftwater Rescue Training at Caballo Lake/Percha Dam with TFD & TPD

TRIBAL COMMUNICATIONS

The Communications Division is a 24-hour full dispatch service, centralizing all public safety and contract service calls. The division is dedicated to promoting the operability and interoperability between YDSP and all other tribal, federal, state, and local agencies. In 2022, Tribal Communications completed various trainings to keep active its Telecommunications Operator License. Staff completed a CPR training course and shift supervisors attended the Spillman Application Administrator Certification course. The Spillman certification course prepares staff on the Pueblo's computer-aided dispatch system. Finally, the Communications Manager and shift supervisors were certified as mental health first responders.

The plans for the new Tribal Communications Center have been revised and are under review. Construction has been tentatively scheduled for the first part of 2023.

TRIBAL COMMUNICATIONS PERFORMANCE MEASURES

A. Spillman CAD Calls Received

EMERGENCY & NON-EMERGENCY

8,071

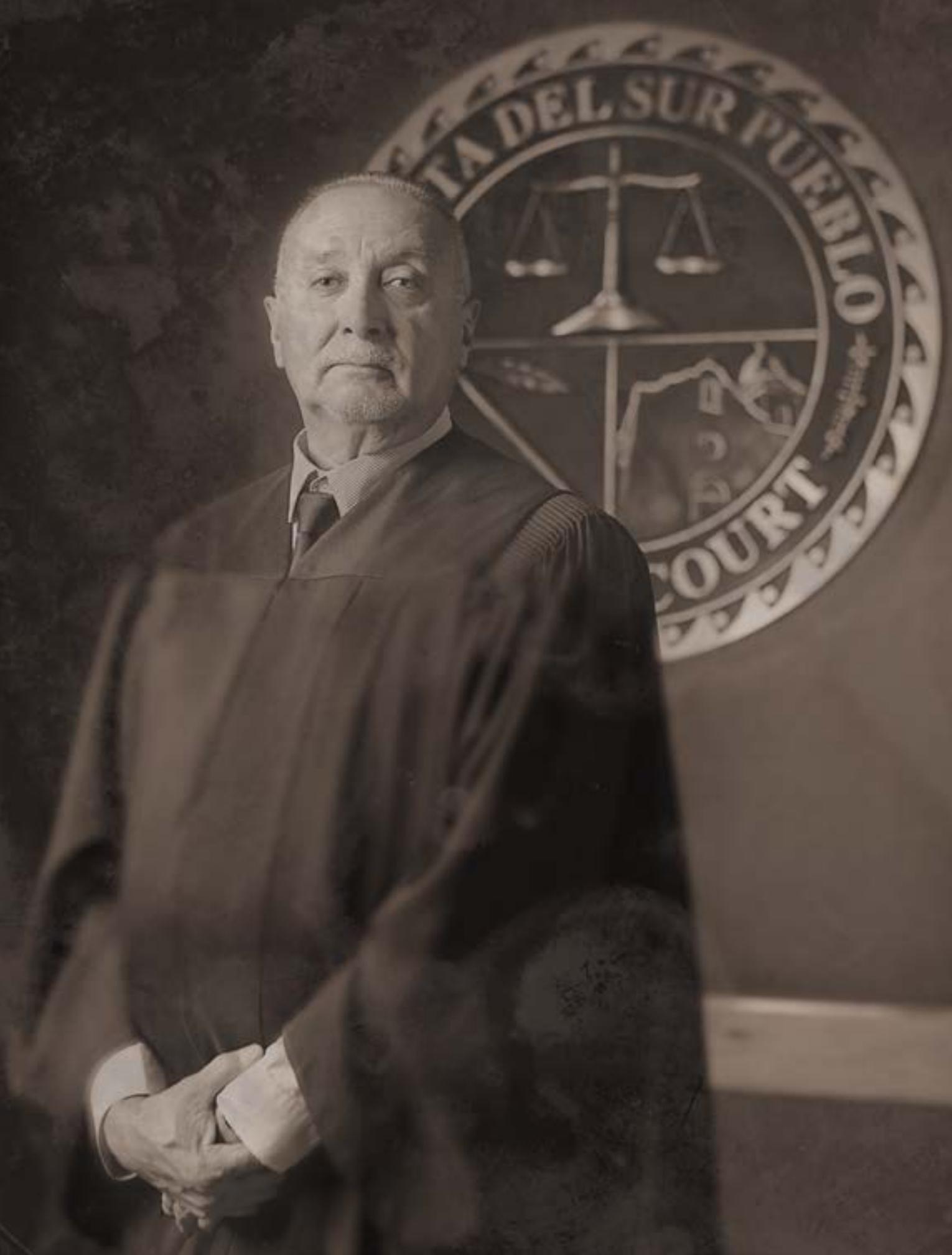
B. Tigua Inc. Calls Received

PORT OF ENTRY

1,276

TRIBAL ANIMAL CONTROL

482





Former Cacique and Tigua scout Mariano Colmenero

JUSTICE & PUBLIC RECORDS

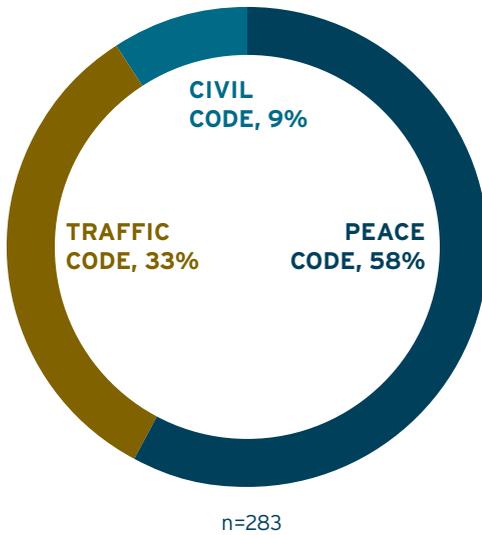
The Department of Tribal Court and Records (DTCR) is comprised of the Tribal Court and Tribal Records Divisions. DTCR staff includes a director, administrative assistant, court bailiff, court clerk, records clerk, and court judges. The Tribal Court Division provides a venue for petitioners to request 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 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 maintenance of tribal citizen records, and management of demographic data requests.

TRIBAL COURT

Tribal Court continues to observe a decline in court cases despite an increase in citations issued. A total of 283 cases were heard in Tribal Court. As noted in the graph below, the majority of hearings heard were Peace Code (58%) followed by Traffic Code (33%) and Civil Code (9%) cases. The majority of the cases heard in Tribal Court were generated by people visiting the Pueblo.

TYPE OF CODE HEARING HEARD BY TRIBAL COURT IN 2022



Tribal Court also administers the Youth Drug Court Program, an intervention for at-risk youth. In 2022, the Youth Court heard 15 youth cases of which 9 were fined, 1 was dismissed, and 5 remained active. No Youth Court cases were referred to the Youth Drug Court Program.

Tribal Court Judge Enrique Granillo completed his initial term and was re-elected for another three-year term in March. He hears the traffic code violations and, in the interim, presides over the Civil Court

docket. In May, Judge Loera resigned from the Tribal Court due to changes in her professional career; she accepted a full-time position with the Texas Western District Court. The judge vacancy will remain open until the next election in 2023.

The court also implemented the “Pay Now” program in September of last year. The Pueblo partnered with the Bank of Albuquerque to launch this program, an online portal that processes payments and tracks real-time deposits of Tribal Court revenue collections. Further, the portal allows the public to make online payments, including outstanding fines, via their mobile device or home computer. The online payment portal also has reduced physical currency transactions, streamlining processes for office staff.

In collaboration with other departments, Tribal Court has taken the lead to implement a new comprehensive software suite designed to integrate siloed systems, including enrollment, Tribal Court, Sacred Connections, and Finance. The software will centralize data management systems and store vital demographic information and serves as a foundation for an enterprise system. The long-awaited software will be implemented in 2023.

Tribal Court and the Behavioral Health Division continue to explore the feasibility of an adult treatment court. Several meetings were held throughout the year and a Pueblo-wide community awareness campaign sought community input to determine feedback and overall support.

Professional development continues to be a priority for the department. Staff members participated in virtual training through YDSP BizLibrary. Other training initiatives included emergency management courses.

TRIBAL RECORDS

Tribal Records administered the 2022 Socioeconomic Questionnaire, targeting the enrolled population. The division launched a media campaign to promote participation with the socioeconomic questionnaire. The campaign included social media, email, and a website. The online questionnaire was open between June and October 2022, generating a response rate of 65%. The data collected with the questionnaire will assist the tribe in setting priorities, identifying gaps in services, and developing programs to meet community needs. The data will be analyzed and published in 2023.

The Tribal Records Division processed 254 new enrollments bringing the total enrolled population to 5,172. Overall, 56% of the enrolled population resides out of town while 44% reside in El Paso/Hudspeth counties. It should be noted that the percentage of the population that resides out of town continues to grow. Overall, females represent more than half (52%) of the enrolled population, 34% are under 18, and the median age is 34.

Finally, Tribal Court and Records is the Pueblo government's primary communication arm. It maintains the membership's contact information and routinely disseminates the Pueblo's newsletters and current events to over 2,700 tribal members.

YDSP POPULATION TRENDS

A. Tribal Records recorded 39 births



B. Tribal Records recorded 18 deaths



ENROLLED YDSP POPULATION CHARACTERISTICS

The YDSP total enrolled 2022 population was 5,172. Of which, 254 members newly enrolled during the year.

A. Gender (N=5,172)

MALE, 48% FEMALE, 52%



B. Age Group* (N=5,172)

MINORS, 34% ADULTS, 60% ELDERS, 6%



C. Service Area Residence (N=5,172)

IN SERVICE AREA, 44% OUTSIDE SERVICE AREA, 56%







Tigua children in front of Pueblo (1880)

QUALITY OF LIFE

RECREATION AND WELLNESS

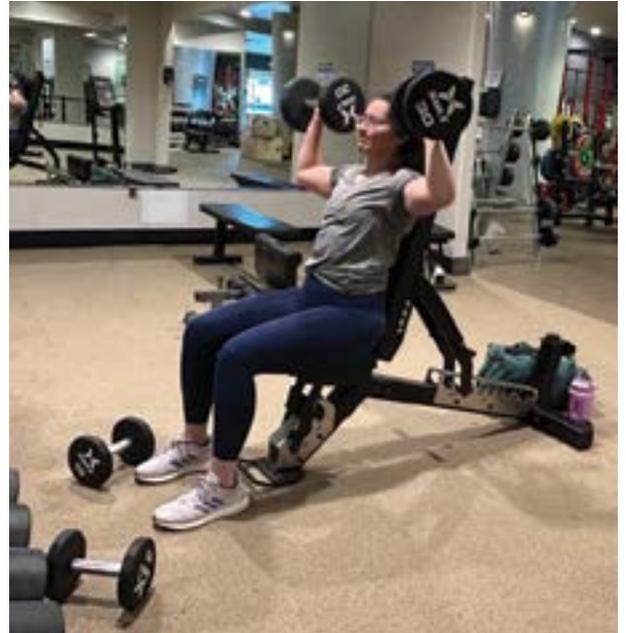
The Department of Recreation and Wellness (RWC Fitness) focuses on health promotion, wellness, and physical fitness. RWC's goals emphasize quality of life, health, and well-being of the tribe and its surrounding community by helping its members achieve their personal fitness goals in a safe, healthy,

and nurturing environment. In 2022, RWC undertook significant enhancements and renovations including the installation of new fitness equipment. These new improvements, including 24-hour access, are intended to enhance the member experience while reaching new clients. Further, RWC aims to increase client retention and increase revenue.

RWC Fitness enhancements include renovations to the cardio, free weight, and basketball court spaces;



RWC member Olivia Salazar works out on the new elliptical



RWC member Arline Loya lifts free weights

installation of state-of-the-art fitness equipment, such as treadmills, stationary bikes, weight benches, and free weights; addition of new audio and visual entertainment systems; and installation of new flooring. The Zumba area was converted into a multi-purpose space allowing for both Zumba and boxing activities.

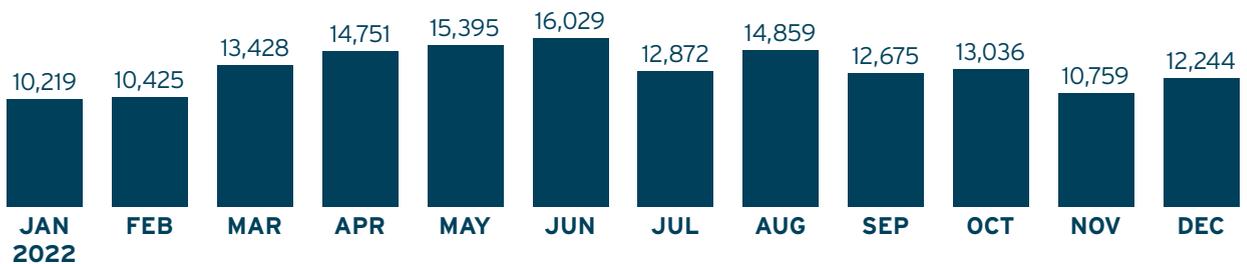
FITNESS CLASSES

Fitness classes included a strength and conditioning course and Zumba classes.

ADVERTISING

RWC Fitness advertised through various channels, which included the dissemination of flyers and free passes throughout the surrounding neighborhood. In addition to the RWC website, (www.rwcfitness.com), RWC Fitness promotes activities and services via its social media, including Facebook (@rwcfitness) and Instagram (@rwc.fitness).

RECREATION AND WELLNESS CENTER NUMBER OF VISITS BY MONTH





Tribal member Ivan Rodriguez and friend Devin Fuentes lift weights in the Zumba / Boxing room

CULTURAL PRESERVATION

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 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 Tigva history. Center visitors represent communities from across the United States and internationally. The Cultural Development Division is responsible for Tigva education and traditional activities, while the Repatriation Division aims to return Native American items to their rightful owners.

Community meeting presenting YDSP Preservation plan





Buffalo Dancers performing at the Tribal court house





Tigua language class

CULTURAL CENTER MUSEUM ACTIVITIES

Throughout 2022, the museum staff coordinated and provided tours to visitors from around the country. The tours address cultural, traditional, and historical topics. For example, tour guides introduce visitors to specific Tigua traditions and history, such as bread baking using hornos (beehive ovens), the three sisters known as corn, beans, and squash (i.e., gardening), and agricultural history. Visitors can also interact with museum staff to learn additional Pueblo history. The museum houses 29 panels containing photographs and historical accounts of YDSP. The museum also exhibits sacred artifacts such as Pueblo Chief Mariano Colmenero’s war jacket from the turn of the century. Chief Colmenero served as a Tigua Scout for the U.S. Cavalry and the Texas Rangers. Other museum artifacts include five 250-year-old clay pots used as storage vessels.

CENTER OPERATIONS

The Ysleta del Sur Pueblo (YDSP) Cultural Center is open seven days a week from 10 am to 4 pm. The center’s gift shop sells pottery, moccasins, jewelry, and

DCP CULTURAL PERFORMANCE MEASURES

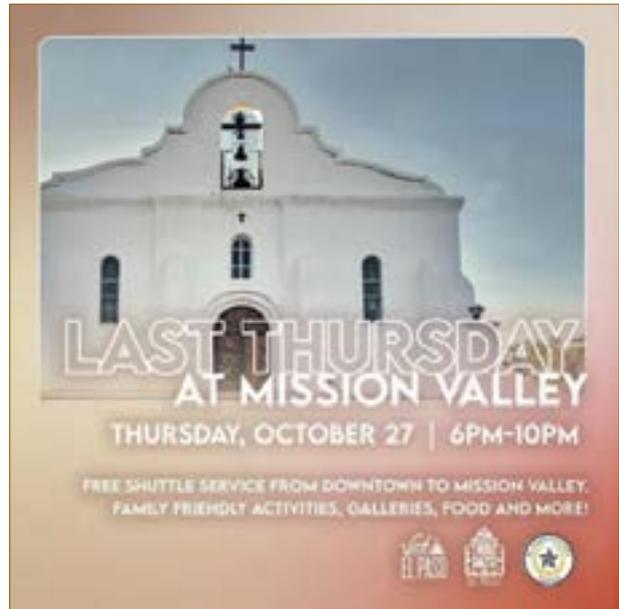
Description	Units
YDSP CULTURAL CENTER EVENTS	26
MUSEUM VISITORS	1,707
CENTER PERFORMANCES	172
PERFORMANCES AT OUTSIDE LOCATIONS	26
CULTURAL CENTER ACTIVITIES	9
NUMBER OF ACTIVITY PARTICIPANTS	108

t-shirts. Pottery is the gift shop’s bestselling item. Tigua pottery is created from both industrial and traditional clay types. Tribal members make pottery for the center, teach pottery making, and paint native designs on the pots.

From July to October of 2022, the center hosted a monthly “Last Thursday at the Mission Valley.” The Cultural Center teamed up with Visit El Paso to promote the Pueblo and the cultural center. The monthly event provided visitors with a unique tour of the museum and a lecture on the history of the Pueblo.



Mission trail tourism event



Mission trail tourism event

In late 2022, the Cultural Center, in collaboration with the El Paso Museum of History, participated in the “Merienda Talks,” a lecture series focused on residents’ personal stories and histories of the region. Director Rick Quezada discussed the 1680 Pueblo Revolt and the impact of boarding schools during a lecture held on December 7.

In addition, the department welcomed social dancers Stephanie Paiz and Jayleen Marrufo. As social dancers, they perform traditional dances at the Cultural Center. The dance group consists of five male and four female dancers.

CULTURAL PROGRAMS

Cultural Project Advisors Johnny Hisa and Juan Julian Hisa prepared and planted gardens at the Cultural Center and P’akitu Village. The program maintains the Tigua traditional planting cycles, and provides food to the community. In April, tribal members planted six fruit trees in the Iye Kitu Village garden. In addition, 19 tribal youth from the

Department of Tribal Empowerment teamed with DCP to plant and water 17 rows of corn at the Pa’ Kitu (District 2) garden.

CULTURAL DEVELOPMENT

TIGUA EDUCATION

DCP contracted Michael Abeita from the Pueblo of Isleta, New Mexico, to serve as a Tigua language consultant. Mr. Abeita is fluent in Tigua and gave language instruction classes through Skype every Tuesday, Wednesday, and Thursday.

On May 7, 2022, the department started offering Tigua language classes to enrolled tribal members. The classes are forty-five minutes long and introduce members to Tigua history and YDSP ties with the other New Mexico Pueblos. During class, members learn how to meet and greet each other, introduce themselves, and recite a traditional prayer in Tigua. The department held 41 Tigua language classes throughout 2022. The Department aims to develop fluent Tigua speakers. Further, the department

received a Chamiza Foundation grant to expand the Pueblo's dictionary with phrases for 43 greetings, 8 colors, 7 physical places, and 19 traditional objects and clothing. The dictionary is used in all language classes.

Additionally, DCP and the Department of Economic Development hosted the Culture and Language AmeriCorps program. DCP provided training addressing history and culture to the AmeriCorps/Tribal members Alexis Paiz and Hector Muñoz. Once trained, these AmeriCorps members will facilitate language classes for tribal youth.

In December 2022, the department closed out a National Park Service grant that supported the establishment of the Tribal Historic Preservation Office (THPO) and committee. The committee developed the Pueblo's Historic Preservation Plan, outlining how the Pueblo will manage its cultural and historic

properties, and archaeological sites. The plan was presented at a community meeting on Saturday, July 23, 2022.

The department also closed out its Underrepresented Communities grant from the National Park Service, which allowed the Pueblo to nominate eight Tribal properties for inclusion into the National Register of Historic Places. This designation encourages preservation and identifies these properties as important touchstones of shared national heritage.

REPATRIATION

The Repatriation Division, with 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. No repatriation activities were conducted in 2022.



Dance performance for Last Thursday of the Month event

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, shrubs, and mountainous terrain. The ranch is 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 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.

In 2022, Chilicote focused on ranching operations and management. For example, the Chilicote Ranching Operations conducted roundups in March and November, gathering, castrating, vaccinating, and branding animals. Cowboys and Pueblo members were contracted to help with the roundups. Further, inclement weather prohibited the installation of fencing, while 22 miles of road were cleared. Other improvements included the installation of a new water trough.

The Wildlife Committee also coordinated hunts in 2022 for tribal members. These included pronghorn and white-tail deer hunts for tribal elders and adults 18-54. The committee also hosted seven aoudad hunts for paying non-tribal members, which included guides and lodging. The Wildlife Committee continues participating in land management programs.

2022 ANIMAL INVENTORY

Animal Type	Number
COWS	460
BULLS	27
GELDINGS	11
MARES	5
DONKEY	1

Finally, YDSP welcomed the tribal community to enjoy outdoor recreational activities at the ranch and resumed overnight accommodations. The ranch accommodated twenty renters from May to September. The ranch offers a warm home-away-from-home setting that includes neutral interiors, inviting sleeping quarters, and space for guests to gather, play board games, share meals, and enjoy a nice getaway.



Newly installed water trough at Chilicote Ranch

THIS 2022 YEAR-END REPORT

showcases photography of the Pueblo from as early as the late 1800s and juxtaposes those images to the tribe today. This artistic technique aims to depict contemporary Tiguas while recognizing our indigenous history.



c. 1880 photo of the Ysleta Mission courtesy of The University of Texas at El Paso Special Collections Department, Cleofas Calleros Papers, MS231



Photo of the Ysleta Mission April, 2023 by Christ Chavez,
digital tintype treatment by Anne M. Giangulio

