University of Texas at El Paso

From the SelectedWorks of Anne M. Giangiulio

2019

Ysleta Del Sur Pueblo 2018 Year-End Report

Anne M Giangiulio

Available at: https://works.bepress.com/anne_giangiulio/112/

YSLETA DEL SUR PUEBLO

2018 YEAR-END REPORT

YSLETA DEL SUR PUEBL
2018 YEAR-END REPORT

SELETTA DEL SUR PUEBLO

YSLETA DEL SUR PUEBLO
2018 YEAR-END REPORT

2018 YEAR-END REPORT
Published by
Ysleta del Sur Pueblo
119 S. Old Pueblo Rd.
Ysleta del Sur Pueblo, TX 79907
915.859.7913
www.ysletadelsurpueblo.org

The Year-End Report is asembled under the direction of Tribal Operations. Electronic copies of the report are available on the Ysleta del Sur Pueblo website (http://www.ysletadelsurpueblo.org/) under the Tribal Council section.

Printed and assembled in
El Paso, Texas by Tovar Printing

May 2019

TABLE OF CONTENTS

YSLETA DEL SUR PUEBLO
Letter from the Governor 4
Tribal Council 7
Organizational Chart 10
Budget Overview 11

GOVERNMENT ADMINISTRATION
Tribal Operations 15
Management & Budget Division 15
Self-Monitoring & Evaluation Division 17
Human Resources 18
Information Technology 20
Finance 22

HEALTH & HUMAN SERVICES
Health Services 25
Sacred Connections (Behavioral Health) 27

COMMUNITY & ECONOMIC DEVELOPMENT
Tribal Empowerment 31
Community Development 36
Economic Development 40

PUBLIC SAFETY
Tribal Police Division 45
Fire Division 45
Emergency Management Division 46
Communications Division 47

JUSTICE & PUBLIC RECORDS
Tribal Court 49
Tribal Records 49

QUALITY OF LIFE
Recreation and Wellness Center 53
Cultural Preservation 55
Chilicote Ranch 57

TABLE OF CONTENTS

YSLETA DEL SUR PUEBLO

Letter from the Governor 4
Tribal Council 7
Organizational Chart 10
Budget Overview 11

GOVERNMENT ADMINISTRATION

Tribal Operations 15
Management & Budget Division 15
Self-Monitoring & Evaluation Division 17
Human Resources 18
Information Technology 20
Finance 22

HEALTH & HUMAN SERVICES

Health Services 25
Sacred Connections (Behavioral Health) 27

COMMUNITY & ECONOMIC DEVELOPMENT

Tribal Empowerment 31
Community Development 36
Economic Development 40

PUBLIC SAFETY

Tribal Police Division 45
Fire Division 45
Emergency Management Division 46
Communications Division 47

JUSTICE & PUBLIC RECORDS

Tribal Court 49
Tribal Records 49

QUALITY OF LIFE

Recreation and Wellness Center 53
Cultural Preservation 55
Chilicote Ranch 57

LETTER FROM THE GOVERNOR

Governor Carlos Hisa

This letter is the capstone of my 11-year tenure on Tribal Council and an opportunity to reflect on the Pueblo's recent accomplishments and current standings. From the creation of Tigua Inc. in 2008 to the passage of federal law eliminating blood quantum requirements for citizenship in 2012 to the future expansion of our health clinic slated for opening in 2021, our socioeconomic foundation has been set. Under my tenure, for example, the percent of YDSP members with bachelor's degrees or higher dramatically improved. In 2016, those reporting the same educational attainment notably increased over the years—15% of YDSP members 25 years and older in 2016 earned bachelor's degrees or higher compared to approximately 7% in 2008. While the improvement is encouraging, these percentages remain half of state and national counterparts, prompting us to continue exploring creative and new interventions. Further, we increased our housing inventory by nearly 60% since 2008, while expanding direct services across each department.

These efforts and many others have taken the collaboration of numerous Pueblo leaders and continuous administrative support to achieve today's baseline. I would like to take this opportunity to thank those who have worked tirelessly on each one of these endeavors and, more importantly, creating a unified thrust towards our success. Despite our accomplishments, our journey has not always been an easy path.

We have also experienced extraordinary challenges and barriers related to our business interests, particularly those at Speaking Rock, which have been the most visible in recent years. It has always been my mission to fight these unfair grievances against us. While we made some strides, the threat is stronger than ever and we must persist in amending federal law to gain what is rightfully ours.

One thing that I have learned in my leadership role is that progress comes at the cost of time and, as such, some initiatives have not materialized at the speed I expected. As the next generation of leaders take their position, I see the same passion to carry forward this momentum, while at the same time exploring their own avenues to achieve economic stability and tribal sovereignty. As we all know, Ysleta del Sur Pueblo has often been laced with hardships, sacrifice, and endurance. The path forward will no doubt reveal continued threats, however I am confident in our ability as strong and resilient people to not only overcome our challenges but to thrive in both our cultural and modern existences.

As I transition out of leadership, I would wholeheartedly like to extend my deepest appreciation to my Pueblo people for allowing me to serve as their Governor, and I wish the new Council the very best as they assume their new roles.

GOVERNOR CARLOS HISA

TRIBAL COUNCIL

2018 Tribal Council

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

2018 TRIBAL COUNCIL

The 2018 Tribal Council took office on January 6, 2018. The 2018 Tribal Council Members included Cacique Jose G. Sierra, Sr., War Captain Javier Loera,

2018 YDSP ORGANIZATIONAL CHART

2018 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 2018 Operating Budget at year-end totaled $44.5 million, where capital outlays accounted for 31% of the budget followed by direct services (26%), and general government and community development (both at 16%). The budget increased by approximately 24% compared to 2017 due primarily to considerable community development projects including construction of a new health clinic and remodel of a public safety facility. Other community development investments included the elder complex remodel, improvements to a drain system in the P'a Kitu Village (District III), and acquisition of new properties. In addition, the Tigua Government's Information Technology continued upgrading the network in efforts to elevate its platform to an enterprise capacity, while additional funding was allocated for direct services such as the elder's utility program, education, human services, and public safety. In short, community growth due to the revised enrollment ordinance continue to be visible in the budget.

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 37% of the operating budget while tribal revenue accounted for the remaining 63%. It is important to note that the higher budget increases were on programs and services supported exclusively from tribal revenue. Approximately $3.3 million in grants were closed for various services such as workforce development, education support, child nutrition, and public safety. A majority of the grants that close out in a year will be awarded under new funding documents in subsequent year. Over half of all grant revenue is from the Department of Health & Human Services, Department of Housing and Urban Development, Department of Transportation, and Department of Interior.

The 2018 budget reflects some significant organizational changes with respect to repurposing Tax Allocation funds exclusively for the support of the Community Fund activities and Tribal Council operations. The Tax Revenue Budget is supported by revenues from sales tax, liquor tax, tobacco taxes and investments. Consequently, previous Tax Allocation budgets including Department of Behavioral Health, Department of Public Safety Fire & Police, Economic Development, and Finance budgets were incorporated into the General Fund. A new Community Development Enterprise Realty budget was also created to isolate the Pueblo's rental income and related expense activity. Other key budget elements included wage adjustments and 12 new positions.

BUDGET SURPLUS

An important budget activity conducted each year is the management of previous year contract/grant carryover. The carryover represents unspent funding as of the last day of the calendar year and is, therefore, carried forward for budgeting into the next operational period. The total contract/grant carryover for 2017 was approximately $4.7 million.

HEALTH & HUMAN SERVICES

HEALTH SERVICES

DEPARTMENT OVERVIEW

The Department of Health Services (DHS) provides quality healthcare services that empower and address the Tigua community and Native American health priorities while promoting traditional values and culture. DHS is comprised of 31 employees within the following divisions: 1) Health Care, 2) Health Education & Outreach, and 3) Operations. Through comprehensive wraparound services, DHS aims to improve the Tigua community's health status.

HEALTH CARE DIVISION

The Health Care division, incorporating family practice, dental, and optometry, provided services to 1,620 patients. The division had an overall minor decrease in patients in the dental division that impacted our overall patient count.

Progress on the Joint Venture Project, an agreement between Ysleta Del Sur Pueblo and Indian Health Service (I.H.S.), in 2018 included land acquisition, followed by a ground blessing and a request for qualifications (RFQ) solicitation for design and construction services. The Joint Venture program affords tribes construction of new healthcare facilities with I.H.S. supporting staff recruitment and retention. This new clinic will improve current health care services, while creating new employment opportunities for the Pueblo. The project is scheduled for completion in 2021.

Family Practice Clinic

A physician, a registered nurse, two medical assistants, and one phlebotomist staff the family practice clinic. The family practice clinic served 595 patients through 2,067 visits.

FAMILY PRACTICE TOP 5 REASONS FOR VISIT

1. Type 2 Diabetes
2. High Blood Pressure
3. Upper Respiratory Infections
4. High Cholesterol
5. Low Thyroid

The Family Practice Clinic's physician was on leave and, during her absence, a temporary physician assumed patient care duties. Additionally, the clinic hired a registered nurse while the phlebotomist earned a Medical Laboratory Technician Associate's Degree.

Dental Clinic

A dentist, a hygienist, and two dental assistants staff the dental clinic. The clinic expanded services by offering mouth guards and a denture cleaning clinic. The clinic continued providing pediatric dental screenings at the Early Learning Center. Overall, the clinic provided preventive, diagnostics, hygienic, and restorative dental services to 523 patients resulting in 2,646 visits.

DENTAL TOP 5 REASONS FOR VISIT

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

The clinic hired a substitute in 2018 while the dentist was on temporary leave. This past year, the

JUSTICE & PUBLIC RECORDS

DEPARTMENT OVERVIEW

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

TRIBAL COURT

The Tribal Court experienced significant increase in the number of court hearings in 2018—hearings nearly doubled from 732 in 2017 to 1,458 in 2018. Consequently, staff conducted a complete review of the Judicial Code and subsequently implemented significant revisions. Major revisions included updates to judge job descriptions, the addition of two judges, and modifications to the court of appeals process.

As in previous years, the Pueblo community continues to grow, in terms of overall population and visitors attending sponsored events, which has spurred increases in citations and court hearings. For example, YDSP Tribal Police issued approximately 80% more citations in 2018 than 2017. As illustrated on the next page, the majority of the hearings were traffic (63%) followed by peace (31%), and civil (6%). The court continued its *Food for Fines* canned food program, a hunger awareness and amnesty initiative. The program grants amnesty to those who donated canned food items in lieu of payment for outstanding accounts. Through this initiative, the Tribal Court donated over 2,700 canned good items to the Mount Carmel Parish and YDSP Department of Behavioral Health's food pantry programs.

The department continues to offer professional development opportunities for staff. The court bailiff, for example, completed courtroom safety training where they obtained a TASER gun certification. Other staff trainings included drug identification and recognition and database software management (Progeny10).

Tribal Court is also responsible for the Youth Drug Court, an intervention program designed to address drug related risk behaviors among tribal youth. In 2018, a total of 26 youth cases were heard and none had underlying drug issues.

TRIBAL RECORDS

The Tribal Records Division enrolled 162 members, bringing the total enrolled census to 4,368. Overall, the majority (52%) of the population reside out of the service area (El Paso and Hudspeth Counties).

development in self-monitoring reporting for the Management & Budget Specialist, Grant Accountant, and Tribal Operations Apprentice. In addition, a consultant was utilized to conduct independent assessments. As a result of these efforts, the distribution of monitoring notices increased, as well as frequency in reporting. By the end of 2018, the division was able to apply monitoring practices more frequently and, in some cases, on a weekly basis.

SELF-MONITORING

Core Self-Monitoring (SM) duties include creating an annual plan, generating monitoring reports, analyzing reports for risk activities, and coordinating efforts with third party reviewers and audits. There was an increase in notices and internal reviews in 2018 yielding an internal control assessment, five urgent action notices, and three external reviews. As a result, there were five corrective action plans requested.

The Self-Monitoring meetings evaluated activity for the period 1/1/2017 to 12/31/2017. This activity covered 92%[5] of all YDSP departments through a series of 14 self-monitoring meetings. The meetings reviewed 96 internal budgets, 304 output requirements, and 2 concerns.

EVALUATION

The evaluation activities in 2018 included data management on performance measures—or Quarterly Statistical Reports (QSR). The data objectives changed mid-year as the Data Analyst position was vacated and roles were shifted to the Tribal Operations Apprentice and a consultant. Activities included performing QSR assessments, reviewing data congruency with internal reports, and developing a data congruency tool. This division produced 14 QSR/ Assessment Reports, facilitated 14 data management review meetings, and rendered 14 data congruency ratings. Results were reported back to the departments as a continuous improvement measure.

5 Chilicote Ranch is not included in the Self-Monitoring activities

HUMAN RESOURCES

OVERVIEW

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

PROJECT SUMMARY

Workforce Profile

The workforce in 2018 consisted of 253 employees—224 full time and 29 part-time positions. The average age of the workforce was 40 with an average annual salary of $37,500 and six years of service. Females represented 62% of the workforce with an average annual salary of $35,100 and occupy 42% of supervisory positions. Males, in contrast, represented 38% of the workforce with an average annual salary of $41,500 and occupy 58% of management positions. Tribal members comprised 63% of the total workforce where the average age was 37 with an average annual salary of $32,600. Fifty percent (50%) of the supervisory level positions are filled by tribal members. In addition, there were 29 non-conventional employees that included contractors, interns, AmeriCorps Service members, and WIA participants.

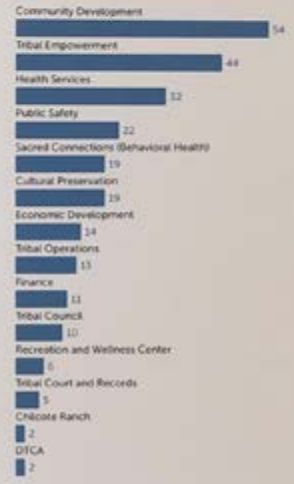
RECRUITMENT AND TURNOVER

HR facilitated 60 hires, with 67% being tribal members, to fill 24 new and 36 existing positions. Additionally, 44 separations were facilitated where 31 were voluntarily and 13 involuntary. Sixty-eight percent (68%) of the separations were tribal members. The two largest departments (Community Development and Tribal Empowerment) represent the majority of the hires and separations.

BENEFITS

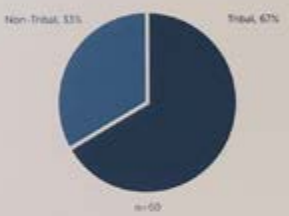
The Pueblo's health plan covers a total of 428 individuals representing employees, spouses, and

TOTAL WORKFORCE BY DEPARTMENT



POSITIONS BY CATEGORY

2018 HIRES BY TRIBAL STATUS



2018 SEPARATIONS BY TRIBAL STATUS

PUBLIC SAFETY

DEPARTMENT OVERVIEW

The Department of Public Safety (DPS) provides police, fire, emergency management, and communication services. The department provides emergency planning, coordination, and response services under a single and unified command structure to effectively manage its public safety resources. With 36 employees, the department supports operational functions including traffic safety, criminal interdiction, emergency management, fire safety, and communications. The department has outgrown its present facility and has begun planning for a new facility to house all public safety divisions and services.

Special Resource Officer Alarcon at Lebanon Park Elementary School Career Day

TRIBAL POLICE DIVISION

The Tribal Police Division (TPD) aims to create a safe and vibrant environment by implementing approaches to protect the community. Further, the division has acquired and deployed additional personnel and technology to support TPD's mission. Tribal Police gathers information and intelligence to thwart criminal activity—such coordination is in concert with local and federal law enforcement partners, thus leveraging and expanding resources and capabilities. In 2018, Tribal Police experienced notable increases in the number of calls to dispatch, traffic citations and other citations, while levels of domestic violence, assault, disorderly, and theft remained relatively unchanged compared to 2017. The department attributes these increases to additional officers, enhanced operations, and the newly formed dispatch center.

TRIBAL POLICE PERFORMANCE MEASURES

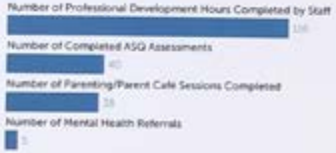
Description	Units
Number of calls to dispatch	4,510
Number of traffic citations	2,577
Amount of drugs confiscated (grams)	1,424
Other Citations issued	1,351
Number of Assault Citations	24
Number of Disorderly Citations	36
Number of Theft Citations	22
Number of Domestic Violence Citations	18
Number of Assault on Officers	1

FIRE SAFETY DIVISION

The Fire Safety Division (FSD) develops and maintains a fire prevention and emergency response program for the Pueblo and its immediate community. During 2018, the division expanded its capabilities through acquisition of fire apparatuses, including a fire truck, a ladder, and other equipment. These investments

The Incredible Years and Parent Cafés—programs designed to strengthen families, reduce children's challenging behaviors, and improve social emotional learning—offered 38 classes in 2018 to 37 parents. The department recognizes that children benefit from consistent community-wide caregiving. To achieve expected outcomes, DTE staff also completed 116 hours of professional development, a training centered on wraparound and consistent care principles for young children.

PARENT AND FAMILY ENGAGEMENT SERVICES PERFORMANCE MEASURES



Library Services

The Empowerment Library was redesigned to accommodate work study areas and collaboration spaces. To this end, the library purchased six state-of-the-art computers and an interactive whiteboard display, which patrons may use to collaborate and conduct research. The redesign complements the library's existing modern and contemporary space, offering a comfortable environment for visitors. The library recorded 342 items checked out by community members.

EARLY CHILDHOOD DIVISION

Early Learning Services

The Tuy Pathu Early Learning Center is a tuition-free child-care provider with an average annual enrollment of 47 children between six weeks and five years of age. The center aims to create a safe and supportive learning environment while incorporating cultural identity and promoting positive self-image. Further, the center continues to evolve from a traditional day care setting to one that builds school readiness. Staff, in turn, are required to become certified Child Development Associates (CDA), a strategy to offer the community qualified and skilled staff. To encourage family engagement, the center has offered more family-based projects, activities, and events. Parents can also provide feedback and suggestions during Early Childhood Committee meetings and, thus, have a greater investment and contribution in their children's social and academic development at the center.

Pre-Kindergarten Services

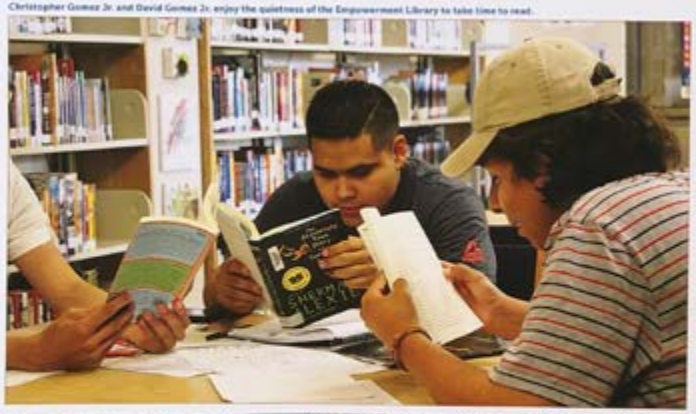
The Tuy Pathu Pre-Kindergarten is a language learning program where participants typically learn about Tiguas culture and language. In 2018, approximately 52 participants partook in the "I am Tiguas: Stories and Lessons for Learning Tiwa" program. Similar to other DTE programs, parents maintain active roles in their child's learning. On June 1, 2018, nearly 20 Pre-Kindergarteners earned their graduation diplomas. The program also relies on the Developmental Indicators for the Assessment of Learning (DIAL 4) to measure motor, concepts, language, self-help, and social emotional development constructs. The figures on the following pages demonstrate that the program improves student development and suggest that participants are school ready.

EDUCATION DIVISION

At-Risk Youth Services

The Bravery Respects and Values Everyone (BRAVE) Program creates a safe and healthy environment for participants to build upon critical thinking skills, ancestral knowledge, and identity and culture. The program offers year-round services during out of school time periods. Targeting youth 5 to 18 years, the BRAVE Program incorporates Snapology, a STEM-based program, and the Ancestral Knowledge Series, a program to develop cultural knowledge.

Christopher Gomez Jr. and David Gomez Jr. enjoy the quietness of the Empowerment Library to take time to read.



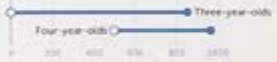
Tuy Pathu Pre-K graduates wait to receive their diplomas.

BRAVE Program participants Mya Rivas, Rhea Alanis, Averie Salas, Julianne Rafur, Mia Alonso, Neveah Rubio, Akira Bipolon, and Mandy Rubio.

EARLY CHILDHOOD PROGRAM ASSESSMENT MEAN SCORES

DIAL-4 Mean Raw Scores
Three-year-old participants

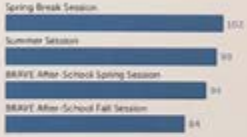
DIAL-4 Mean Raw Scores
Four-year-old participants



Tina Language Assessment Total Scores

Tina Language Assessment Mean Scores

AVERAGE NUMBER OF EDUCATION PROGRAM PARTICIPANTS



The Tigua Institute of Academic and Career Development Excellence P3 grant concluded on September 30, 2018. The program's evaluation findings demonstrated positive academic impact among high school aged participants. These impacts included lower truancy rates and higher credit hours earned by participants. Given these outcomes, program administrators adopted key program components and merged them into the existing Higher Education Program, forming the IMPACT Program.

Higher Education Services

The newly formed IMPACT Program aims to increase focus on improving higher education attainment rates among Pueblo members. The program targets both high school and secondary education students. The first Tigua Youth Symposium, for example, introduced youth to college admissions processes as well as campus tours. These tours included campuses at University of Texas at Austin, St. Edwards University, Texas State University, St. Mary's University, and University of Texas at San Antonio. The Program awarded 151 new and returning student scholarships

ABOUT THE ARTWORK

The 2018 Ysleta del Sur Pueblo Year-End Report features artwork created by artists from the Tigua Indian Cultural Center and the Eagle's Path Cultural Gift Shop, both located at the 305 Yaya Lane, El Paso, Texas 79907. While these artists' medium is typically pottery, they used watercolor paper for this project. The images of the artwork were carefully arranged in this report to highlight the artists' skills and aesthetics. Drawing from Tigua history and culture, each artist balances negative space with bold Pueblo symbols and signs such as flowers, feathers and bear claws. The design of the 2018 Year-End Report attempts to capture the essence of these works through its selection of colors and accents.

TIGUA INDIAN CULTURAL CENTER

Gloria Holguin, an enrolled tribal member of Ysleta del sur Pueblo (YDSP) whose pieces can be viewed and purchased at the Tigua Indian Cultural Center, a division of the YDSP Department of Cultural Preservation, is best known for her painting of pottery. Since starting in the 1970s through an apprenticeship program, she has been painting pottery for over 40 years. This journey as a pottery artist started when she enrolled in pottery courses at the cultural center—Gertrude Padilla of the Pueblo of Isleta facilitated these courses. Ms. Holguin is a staff member of the Department of Cultural Preservation where she also mentors future Tigua artists. To learn more about the Tigua Indian Cultural Center, please visit their web page (https://www.ysletadelsurpueblo.org/tourism-hospitality/cultural-center/) or call (915) 859-7700.

EAGLE'S PATH CULTURAL GIFT SHOP

The Alvidrez family established the Eagle's Path Cultural Gift Shop in 1990. The gift shop specializes in southwestern and Pueblo art, including jewelry, wood artifacts and pottery. Former Governor Albert Alvidrez and his family have operated the cultural gift shop since its inception. The Alvidrez family has a deep history—three generations—of pottery-making and painting. The family includes the former Governor's father (Encarnacion), mother (Yolanda), sister (Pamela Herrera), and niece and nephew (Billy Herrera and Paul Herrera III). They have created pottery using a variety of traditional methods, including contemporary cast, wheel and traditional coil. The Alvidrez pottery painting is not only inspired by traditional motifs and symbols, but also by their environment, heritage and Pueblo experience. The gift shop's pieces have been exhibited at the Franciscan Festival of Fine Arts, the Albuquerque Balloon Festival, the Albuquerque American Indian Arts Festival and the All Indian Pueblo Cultural Center. To learn more about the Eagle's Path Cultural Gift Shop, please visit their Facebook page (https://www.facebook.com/theeaglespath/) or call (915) 920-1746.