

Annual Holiday Celebration Helps Bring 2015 to a Close



Submitted by Morgan Gaines, Communications Specialist

Holiday spirit filled the air at the Three Rivers Casino Resort on Saturday, December 12th as the Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians celebrated with their annual Holiday Party. Tribal families and friends gathered together for the festivities and to spend time with one another this joyous holiday season.

The halls were adorned with holiday decorations and a large Christmas tree sparkled from the stage at the front of the room. Tribal members were greeted by Tribal Government staff as well as given gifts throughout the room. Human Resources was available to answer Tribal member's questions about upcoming

employment and student internship opportunities. The Health and Human Services booth passed out lots of resource information including applications for Purchase and Referred Care (PRC) (previously known as CHS) for the New Year. PRC also held a special drawing for an electric toothbrush and a dental care package raffled later in the evening. Packets were also available for the upcoming Spring Break Camp, as well as information on the Healing of the Canoe Curriculum. The Department of Natural Resource gave out beautiful stickers with traditional language, xap tlewetos (Hanis) and chii taiyuu (Siuslaw/ Lower Umpqua) which means water is life. Also available

Members of Tribal Council pose with "Santa"

were Hanis language cd's, smudge sticks, and tide books. Another present came from the Housing Department, forget-me-not flower seed packet planters featuring the Tribes logo. Also given out was the Tribal calendar for 2016; Indigenous Resources, which featured photographs taken by Tribal members within Tribal territory of plants that have always been an important part of the Tribes culture. Each month features a different Indigenous Resource that has our Tribal language names along with descriptions which were generously provided by Tribal Linguist Patty Whereat-Phillips.

While holiday music played and Tribal members visited with one another, last

Story continues on page 4, more photos can also be found on pages 8 & 9

Save the Date

Elders Honor Day

March 18th & 19th, 2016

Tribal Council Business

As Reported at the December 13, 2015 Regular Tribal Council Meeting

Chief Warren Brainard:

Nov 8 Excused Council Meeting due to Veterans Parade
 Nov. 9 Parade Meeting
 Nov. 12 Elders Committee Meeting; Culture Committee Meeting
 Nov. 14 Fall Harvest Dinner; Drum Making
 Nov. 17 Enrollment Meeting
 Nov. 18 Tribal Government All Staff Meeting
 Nov. 19 Three Rivers Casino all Team Member Meeting; Weekly Teleconference
 Nov. 21 Budget Committee Meeting
 Nov. 24 Management & Business Tribal Council Meeting
 Nov 26 Weekly Teleconference
 Dec. 4 Transportation Meeting
 Dec 3 Weekly Teleconference
 Dec 4 Holiday Appreciation for Tribal Government
 Dec. 9 Lane ACT meeting in Springfield
 Dec.10 Elders Committee Meeting; Culture Committee Meeting
 Dec 12 Blue Earth Services and Technology Meeting; Tribal Christmas Dinner
 And of course all executive telephone teleconferences

Doc Slyter:

Nov. 8 Regular Tribal Council Meeting
 Nov. 9 &10 Meeting with Stan Speaks, BIA
 Nov. 12 Tribal Court
 Nov. 14 Fall Harvest; Drum Making

Nov. 17 Tribal Government Staff Lunch, PRAISE
 Nov 19 Weekly Teleconference
 Nov. 23 Tribal Sweat
 Nov. 24 Business Tribal Council Meeting
 Nov 26 Weekly Teleconference
 Dec 3 Weekly Teleconference
 Dec. 7 Moved wood
 Dec. 9 Tribal Sweat
 Dec 10 Culture Committee Meeting; Elders Committee Meeting and Elders Lunch
 Dec 12 Tribal Christmas Dinner

Beaver Bowen:

Nov. 8 Regular Tribal Council Meeting
 Nov. 9 Gaming Facility Operation Review Board Meetings (GFORB)
 Nov. 14 Fall Harvest; Drum Making
 Nov. 19 Weekly Teleconference
 Nov. 26 Weekly Teleconference
 Dec. 3 Weekly Teleconference
 Dec. 12 Tribal Christmas Dinner

Teresa Spangler, Vice - Chairman:

Nov. 14 Fall Harvest; Drum Making
 Nov 19 Weekly Teleconference
 Nov. 21 Budget Committee Meeting
 Nov. 24 Management Meeting; Business Tribal Council Meeting
 Nov 26 Weekly Teleconference
 Dec 3 Weekly Teleconference
 Dec 4 Holiday Appreciation for Tribal Government

Dec 4 Transportation Meeting
 Dec 12 Tribal Christmas Dinner

Arron McNutt:

Nov. 8 Regular Tribal Council Meeting
 Nov 24 Business Tribal Council Meeting
 Dec 3 Weekly Teleconference

Tara Bowen:

Nov 8 Regular Tribal Council Meeting
 Nov 9 Court Trial at Coos County Courthouse
 Nov 14 Fall Harvest and Drum Making
 Nov 19 Weekly Teleconference
 Nov 24 Business Tribal Council Meeting
 Nov 26 Weekly Teleconference
 Dec 12 Tribal Christmas Dinner

Mark Ingersoll, Chairman:

Nov 8 Regular Tribal Council Meeting
 Nov 10 Blue Earth Services and Technology (BEST) Meeting
 Nov 14 Fall Harvest and Drum Making
 Nov 19 Weekly Teleconference
 Nov 21 Budget Committee Meeting
 Nov. 24 Business Tribal Council Meeting
 Nov 26 Weekly Teleconference
 Dec 3 Weekly Teleconference
 Dec 12 Blue Earth Services & Technology (BEST) Meeting; Blue Earth Meeting; Tribal Christmas Dinner

CTCLUSI Resolutions

RESOLUTION NO.: 15-072

Date of Passage: November 24, 2015

Subject (title): Approval of Contract with Beebe Enterprises, Inc.

Explanation: Tribal Council approved a Contract with Beebe Enterprises, Inc., to design and construct an insulated shop and storage building at 1245 Fulton Avenue, Coos Bay, Oregon.

RESOLUTION NO.: 15-073

Date of Passage: November 24, 2015

Subject (title): Appointment of the Tribal Benefits Board

Explanation: Tribal Council appointed six members to the Tribal Benefits Board.

RESOLUTION NO.: 15-074

Date of Passage: December 13, 2015

Subject (title): Approval of the 2016 Tribal Government Budget

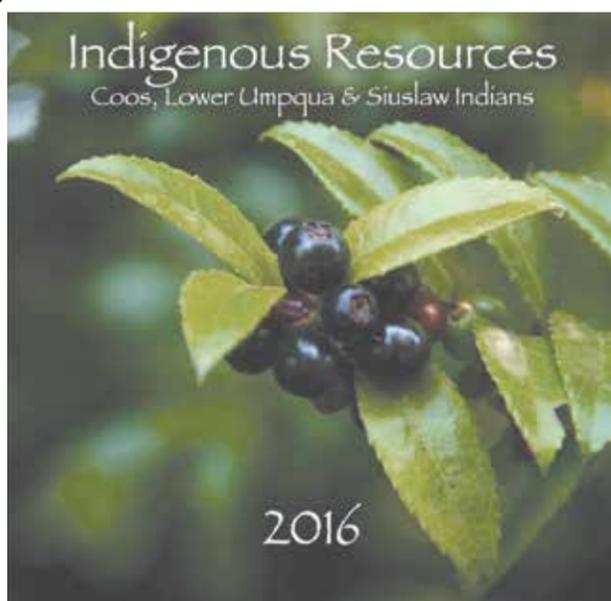
Explanation: Tribal Council approved the proposed budget in the amount of \$14,984,632 for the calendar year 2016.

ORDINANCE NO.: 030D

Date of Passage: December 13, 2015

Subject (title): An Ordinance Revising Gaming Code (CLUSITC Chapter 5-2)

Explanation: Tribal Council adopted Ordinance 030D to amend the Gaming Code in order to: (1) clarify the role of the Tribal Gaming Commission and the Director of the Tribal Gaming Commission; (2) ensure that the Gaming Code is in compliance with applicable regulations; and (3) update its provisions consistently with Gaming Commission and tribal practices that have developed over time.



*The Indigenous Resources
 Coos, Lower Umpqua & Siuslaw
 Indians
 2016 Tribal Calendar*

The 2016 calendar was gifted to Tribal members at the Annual Holiday Celebration on December 12, 2015. We will be mailing these calendars to members who were unable to join us for the celebration.

A special thank you to Tribal member Patty Whereat-Phillips for providing the traditional language and ethnobotany information for each month.

Happy Holidays & Happy New Year!

EDUCATION DEPARTMENT

Notice: No More Higher Education Packet Deadlines!

We now offer funding for on-line and part time classes.

If you have any questions please contact us



Angela Bowen/Education Director

abowen@ctclusi.org

Karen Porter/Educator Asst.

kporter@ctclusi.org

Call 1-888-280-0726 Toll Free



Higher Education Students: After Each Term We Must Have Your Official Transcript and Your Official Upcoming Schedule BEFORE We Can Turn In A Stipend Request To Be Processed.

Information

QUESTIONS OR SUGGESTIONS?

The CLUSI Tribal Council welcomes your ideas, comments, criticisms, etc.

Please write to: Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians
ATTN: Tribal Council 1245 Fulton Ave.
Coos Bay, Oregon 97420

COMMITTEE INTEREST LIST

If you are a Tribal member and interested in being on a committee, please contact Jeannie McNeil, 541-888-7506. We are currently keeping a list of those interested so that when a committee vacancy occurs we can fill it as soon as possible, so please contact us whether there is a vacancy or not.

ATTENTION VETERANS AND FAMILIES

Veterans we need your help. Native American Medal of Honor Medallions are awarded to Veterans at the Salmon Ceremony each year. Please contact Jan Lawrence at 541-888-7538 or at jlawrence@ctclusi.org for new requirements needed to be honored.

US FOREST SERVICE

NORTHWEST FOREST PASSES
Now available at the Tribal Administration Building, Florence and Springfield Outreach offices.
Requirements are: 1. Must be a CTCLUSI Tribal member. 2. Must be over 16 years old. 3. You may only be issued one per year. The passes hang from the rear view mirror and are good for access to some Forest Service fee areas. Area maps available.

CHANGES?

Please let us know if you have a change in address, phone number, name or addition to your family. Changes should be submitted to Enrollment Dept., 1245 Fulton Ave., Coos Bay, OR 97420. Phone: 541-888-7506 or Fax: 541-888-2853.

TRIBAL COUNCIL MINUTES

Full video available at www.ctclusi.org
If you would like to receive typed copies or an audio CD of the Tribal Council meeting minutes send a written request, including your current address to Jeannie McNeil, 1245 Fulton Ave. Coos Bay, OR 97420.



Tribal Council

Warren Brainard, Chief

Tribal Chief
541-297-1655 (cell)
wbrainard@ctclusi.org

Doc Slyter

Position #1 Council
541-808-7625 (cell)
dslyter@ctclusi.org

Beaver Bowen

Position #2 Council
541-290-4531 (cell)
bbowen@ctclusi.org

Mark Ingersoll, Chairman

Position #3 Council
541-290-4610 (cell)
mingersoll@ctclusi.org

Tara Bowen

Position #4 Council
541-808-7394
tbowen@ctclusi.org

Teresa Spangler, Vice Chair

Position #5 Council
541-808-4828 (cell)
tspangler@ctclusi.org

Arron McNutt

Position #6 Council
541-297-1183 (cell)
amcnutt@ctclusi.org

Council Meeting

January 10, 2016
Tribal Community Center
338 Wallace Street, Coos Bay,
OR. 97420

Agenda:

1. Call to Order
2. Invocation
3. Approval of Minutes as needed
4. Tribal Council Reports
5. Tribal Administrator Report
6. Chief Financial Officer Report
7. Old Business
8. New Business
9. Other
10. Good of the Tribes
11. Executive Session as needed

Council meeting video available to view at
www.ctclusi.org

Upcoming Events

January 1st - All Tribal Offices will be Closed for New Years Day

January 1st - New Year's Day Peace Hike on Amanda Trail, Yachats 10 a.m.

January 7th - Elders Luncheon, Hole in the Wall BBQ, Springfield 11:30 a.m.

January 9th - Prevention Activity, Beading & Paddles - Tribal Hall 10:00 a.m.

January 9th - CHAMP public forum, Tribal Community Center 11:00 a.m.

January 14th - Elders Committee Meeting, Florence Outreach Office 12:00 p.m.

January 15th - 2015 Fitness Deadline (all receipts must be submitted today)

January 18th - Deadline to apply for Spring Break Camp Counselor/ CIT

January 23rd - Belex Tlxanii (Butterfly Garden) Potluck and gardening 11:00 a.m.

February 13th - Prevention Activity, Beading & Paddles - Chifin Youth Center Springfield 10:00 a.m.

February 16th - Parenting with Love & Logic, Tribal Community Center 5:30 p.m.

February 18th - Diabetes Wellness Day - Florence Outreach Office 1:00 p.m.

February 23rd - Parenting with Love & Logic, Tribal Community Center 5:30 p.m.

March 1st - Parenting with Love & Logic, Tribal Community Center 5:30 p.m.

March 4th - Spring Break Camp registration deadline 5:00 p.m.

March 8th - Parenting with Love & Logic, Tribal Community Center 5:30 p.m.

March 18th & 19th - Elders Honor Day, The Mill Casino

March 21st - 25th - Spring Break Camp



THE VOICE OF CLUSI

If you or anyone in your Tribal family has had any recent special awards or achievements that you would like to share, please submit your information and photos to the newsletter. I look forward to hearing from you! -Morgan Gaines

Join a Committee

Enrollment, Housing, Education, Culture, Health, Elders, Budget, Investment, and Garden Committees are always accepting letters of interest. Would you like to serve on a Tribal committee? Submit your letter of interest to Jeannie McNeil at jmcneil@ctclusi.org. All letters of interest are kept on file for one year.

CTCLUSI Departments, Services & Offices

Administration Building

Alexis Barry
Tribal Administrator
1245 Fulton Avenue
Coos Bay, OR 97420
Phone 541-888-9577
Toll free 1-888-280-0726
Fax 541-888-2853
abarry@ctclusi.org

Health & Human Services Division

Vicki Faciane - Director
1245 Fulton Avenue
Coos Bay, OR 97420
Phone 541-888-7515
Toll free 1-888-280-0726
Fax 541-888-5388
vfaciane@ctclusi.org

Department of Human Resources

Stephanie Watkins - Director
1245 Fulton Avenue
Coos Bay, OR 97420
Phone: 541-888-7508
Toll Free: 1-888-280-0726
Fax: 888-723-3270
swatkins@ctclusihr.org

Tribal Housing Department

Linda Malcomb - Director
1245 Fulton Avenue
Coos Bay, OR 97420
Phone 541-888-1310
Fax 541-888-2853
lmalcomb@ctclusi.org

Contract Health Services

Sharon Arnold - Contract Health Specialist
1245 Fulton Avenue
Coos Bay, OR 97420
Phone 541-888-4873
Toll free 1-800-227-0392
Fax 541-888-5388
sarnold@ctclusi.org

Education Department

Angela Bowen-Director
1245 Fulton Avenue
Coos Bay, OR 97420
Phone: 541-888-1317
Toll free 1-888-280-0726
Fax 541-888-2853
abowen@ctclusi.org

Family Services

Shayne Platz, Caseworker
1245 Fulton Avenue
Coos Bay, OR 97420
Phone 541-744-1334
Toll Free 1-800-877-2718
Fax 541-744-1349
splatz@ctclusi.org

Tribal Dental Clinic

Dr. Sarah Rodgers
1245 Fulton Avenue
Coos Bay, OR 97420
Phone 541-888-6433
Toll free 1-877-688-6433
Fax 541-888-7505

Health Services

Assistant Director
Iliana Montiel
1245 Fulton Ave.
Coos Bay, OR 97420
Phone 541-888-7526
Fax 541-888-5388
Toll Free 1-888-280-0726
imontiel@ctclusi.org

Tribal Court

J.D. Williams
Chief Judge
1245 Fulton Avenue
Coos Bay, OR 97420
Phone 541-888-9577
Toll Free 1-888-280-0726
tribalct@ctclusi.org

Cultural Department

Jesse Beers - Director
1245 Fulton Avenue
Coos Bay, OR 97420
Phone 541-888-1319
Fax 541-888-2853
jbeers@ctclusi.org

Springfield Outreach Office

1126 Gateway Loop
Suite 102
Springfield, OR 97477
Phone 541-744-1334
Toll Free 1-800-877-2718
Fax 541-744-1349

Florence Outreach Office

Physical: 3757 Hwy. 101
Mailing: P.O. Box 2000
Florence, OR 97439
Phone 541-997-6685
Toll Free 1-866-313-9913
Fax 541-997-1715

Tribal Gaming Commission

Brad Kneaper
Chief Law Enforcement Officer
5647 Hwy 126, Suite 100
Florence, OR 97439
Phone 541-997-2830
Fax 541-997-7293
bkneaper@ctclusi-pd.com

Tribal Police

Brad Kneaper
Chief of Police
5647 Hwy 126, Suite 100
Florence, OR 97439
Phone 541-997-6011
Fax 541-902-6507
bkneaper@ctclusi-pd.com

Department of Natural Resources

Margaret Corvi
Interim Director
1245 Fulton Avenue
Coos Bay, OR 97420
Phone 541-888-1304
Toll Free 1-888-280-0726
Fax 541-888-2853
mcorvi@ctclusi.org

Holiday Celebration continued from cover page...

year's celebration photos were displayed in a slideshow on the big screen. A special photo booth was set up by Team Casino where fun props and big smiles made for some wonderful family photo prints.

Chairman Mark Ingersoll welcomed everyone to the celebration and then introduced Council member Doc Slyter who played two beautiful songs on one of his handmade flutes. Chairman Ingersoll then invited all of Tribal Council to the stage where they all shared some warm words with the crowd. Chairman Ingersoll also recognized past members of Council and thanked them for all their work in getting the Tribes to where we are today.

Chief Warren Brainard also made a special announcement. Chief spoke about all the hard work that had gone into making the Eagle Staff that had been gifted to the Tribe's during the 31st Restoration. He then proceeded to thank the artists who had worked on it and gave them each a special gift. To Sue Olson who did all the detailed bead work he showed us the Pendleton bag he would give her the next time he saw her. He then presented a Pendleton vest to Skip Brainard who selected and prepared the wooden base of the staff, and a Pendleton vest to Kip Brainard for carving the beautiful three eagle heads at the top of the staff. Chief, Skip, and Kip then gave Chairman Ingersoll the gift of a hand carved and finished club, jokingly 'to keep the rest of Council in line'. Chief Brainard then gave an invocation, acknowledging our thankfulness for those around us and to those that helped prepare such a wonderful celebration. Chief then invited everyone to join in the holiday meal. Thankfully there was more than enough to go around as we had 269 Tribal members and their family and friends in attendance, far more than the 140 who R.S.V.P.'d. We even set up a few extra tables to accommodate everyone. It was wonderful to have so many people come together.

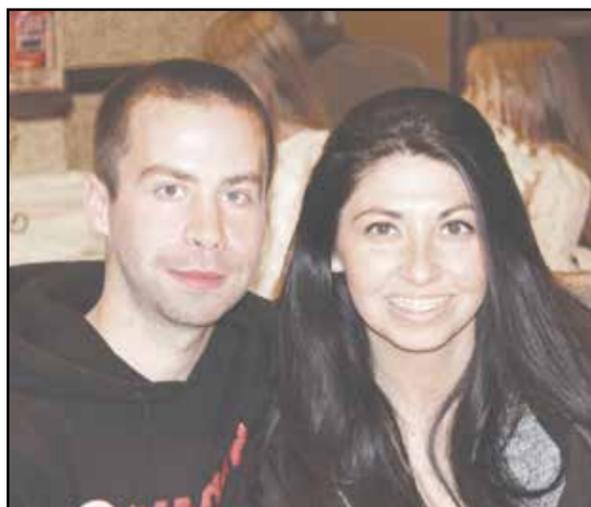
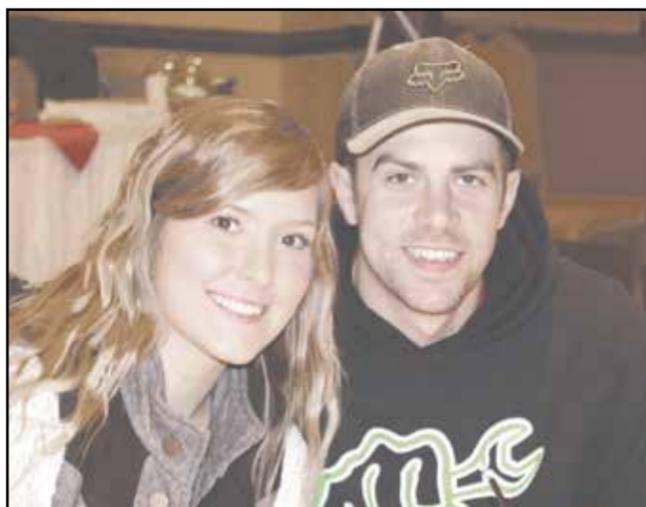
Following dinner, Tribal member Ashley Russell lead the youth in a round of traditional songs followed by a few holiday jingles to get them in the spirit for the next big event of the evening: Santa!

Santa Claus entered to the delight of the youth in the crowd. They eagerly lined up to have their turn to talk with him. One by one every child spoke with Santa and received a stocking filled with goodies. Santa had lots of helpers this year from our very own Tribal Council. Chairman Mark Ingersoll, Beaver Bowen, Teresa Spangler, Tara Bowen, and Doc Slyter all happily helped Santa give out stockings to our Tribal youth. Everyone was pleased to see such big smiles on the faces of all our youth at the end of the evening.

After all the children received their stocking and before prizes were raffled away, Chairman Ingersoll had one more special announcement; Tribal member Talice Russell had just turned four years old that day. The whole room sang him a round of Happy Birthday to his delight! During the raffle some amazing prizes were given out including a Kitchen Aid mixer, Pendleton blanket, digital camera, and so much more. At the end of the evening Chief Warren Brainard thanked everyone for coming and gifted away the beautiful poinsettia centerpieces to the eldest Elder at each table.

The holidays are a time to join together with those close to you, and the spirit of the holiday was alive with everyone on this night as family and friends gathered to share in the fun and excitement of the celebration. Thank you to all those who worked so hard to make this event happen and to all those that traveled to be there.

Happy Holidays and Happy New Year!





Longevity and 5 Steps that Can Help Restore Balance into Your Life

Submitted by Heidi E Helms, Tribal Tobacco Program Coordinator

Quitting tobacco and E-cigarettes is the single most important step you can take to improve the length and quality of your life. Quitting can be hard, so a good plan can help you get past symptoms of withdrawal. Here are five steps that can help you.

(1) Set a Quit Date.

Stay Active— Create a quit plan that balances your day, with modern to traditional activities. Do a sweat in the sweat lodge or use the sauna/steam room at the athletic club to help release toxins. Stay hydrated and active from walking to swimming to going to the gym.

Any day is a great day to quit!

(2) Get Support.

Stay Connected – Find a buddy to support you. Support is key!

Share your quit date with important people in your life and seek support.

(3) Remove Temptation.

Stay Free – Remove all tobacco, ashtrays, lighters and matches out of the house and vehicles. Old cigarette and tobacco odors can cause cravings.

Find and create environments free of commercial tobacco.

(4) Anticipate and Plan for Challenges.

Stay Positive – Find fun activities that improve your mood. The urge to use tobacco is short, usually lasting only three to five minutes. Before your quit day, write down healthy ways to cope with cravings.

*If you get stuck, look within yourself and unearth self-discipline and willpower.
You got this!*

(5) Consider Medications.

Tobacco cessation products are provided by CTCLUSI who live within the 5-county service areas of Coos, Curry, Douglas, Lane and Lincoln Counties. You may obtain this through Purchased/Referred Care at 1-800-227-0392. Additionally, the Oregon Tobacco Quit Line provides free and friendly support to quit smoking or chewing. Call 1-800-QUIT-NOW.

Stay Traditional – Keep Tobacco Sacred.



Pictured at left:

Native Tobacco plants were grown and harvested from Belex Tlxanii (Butterfly Garden), the Tribal Community Garden located on the Tribal reservation.

Stay Traditional - Keep Tobacco Sacred



Diabetes Wellness Day

Our first Diabetes Wellness Day was a great success. We had 8 Tribal members and family come and enjoy healthy snacks and learn more about diabetes, fitness, nutrition and living a healthy lifestyle. We started by passing around a medicine rock so that everyone could talk about what they were thankful for, it was a great icebreaker. It was so nice to talk to everyone and to focus on their future goals. This was our first wellness day so it was great to see how it turned out and what to work on for next time. With the help of Nicole Mendoza we had great conversation and lots of information to give out. I look forward to our next Diabetes Wellness Day.

SAVE THE DATE:
Thursday, February 18, 2016 @ 1:00 pm to 3:00 pm
— Our Diabetes Wellness Day at
The Florence Outreach Office

FOR MORE INFORMATION CONTACT: TRACI STEFANEK TSTEFANEK@CTCLUSI.ORG
CELL #: 541-808-8684



Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians, 338 Wallace Avenue, Coos Bay, OR

We Welcome You to Our Tribal Community Garden!

ATTENTION: Garden Beds are Available, 1/2 or whole bed per Tribal family household on a first come, first serve basis. Garden beds can be equipped with automatic watering system.

Current Events:

Saturday, January 23rd, 11:00am—Potluck and Plant a few seeds in the Greenhouse Activity.

Planting Season is just around the corner, we will discuss the upcoming community activities for the year!

We are looking for ideas, thoughts and ways to expand on the Native plants within the garden and to create a daily log of plant care in the Greenhouse. Sign up with Mark Petrie, Cultural Assistant.

To Nurture a Garden is to Feed Not Only the Body, but the Soul.

Reasons to Garden at Belex Tlxanii:

- Garden Space is Free!
- It's Local!
- It's Sustainable!
- It's all Natural & Organic!
- It Builds Community!

Please Contact Mark Petrie at 541-297-3681 to learn more about the Tribal Garden.

Tribe Represented at Geology Lecture Series at Local Community College

Submitted by Mark Petrie, Cultural Assistant

In the latest Geology Lecture Series at the Hales Center for the Performing Arts at the Southwestern Oregon Community College (SWOCC) campus, renowned maritime archaeologist, author, and explorer, Dr. James Delgado, led the geology lecture entitled: The Great Museum of the Sea: Exploring the Ocean's Depths For History. Dr. James Delgado is currently the Director of NOAA's Maritime Heritage Program and is famous for his undersea explorations, including the RMS Titanic and the "ghost ship" Mary Celeste. Over 400 people attended the fascinating lecture and were treated with desserts in the lobby by SWOCC's very own Culinary Institute. CTCLUSI, the Coquille Indian Tribe, Marshfield Pioneer Cemetery, and the Coos Historical and Maritime Museum also captivated guests with local historical information relating to the Coos Bay/North Bend area in the main lobby before and after the geology series presentation. CTCLUSI's booth displayed traditional tools, basketry and weaving materials, regalia, and a history and traditional foods poster. We interacted with guests and shared our collective knowledge relating to the items displayed in hopes of raising Cultural Awareness. We were received kindly and look forward to more opportunities to promote Cultural Awareness.



Tribe Educates Youth at Boy's and Girl's Club Event

Submitted by Mark Petrie, Cultural Assistant

Native American Heritage Day at the Boy's and Girl's Club on November 18th in Coos Bay was organized by Nancy Caffey and Annette Brainard, Coos Bay and North Bend Indian Ed Coordinators. Roughly 300 native and non-native students attended five stations where they could make tule ducks with Doug Barrett, learn about Traditional Tools with Mark Petrie, drumming with Nicole Norris, dancing with Traci Kelley, and beading with Nancy and Annette. Thank you to everyone who had a hand in this educational event!

Prevention Activity Beading & Paddles

Prevention Topic: HOC (Healing of the Canoe Curriculum) Canoe Journey
All Tribal Members and the Families of the
Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians
are eligible to attend.

*Please choose from one of the two locations and two dates below,
then Please R.S.V.P. by the date indicated.*

JANUARY

COOS BAY

Saturday, January 9, 2016

Meet at Tribal Hall,
338 Wallace, Coos Bay OR
For Beading, Necklace Making
& Paddle Making
10:00 AM to 2:00 PM

Please R.S.V.P. by Tuesday,
January 5th.

FEBRUARY

SPRINGFIELD

Saturday, February 13, 2016

Chifin Youth Center

1084 G Street Springfield OR, East Entrance
For Beading, Necklace Making
& Paddle Making
10:00 AM to 2:00 PM

Please R.S.V.P. by Tuesday,
February 9th.



We will be providing:
Snacks
Beads, Necklace Making
Supplies & Paddles Blanks

RSVP to Doug at:
541-297-2130,
541-888-7512 or
1-800-618-6827



Sponsored by:
Confederated Tribes of Coos, Lower
Umpqua & Siuslaw Indians
Prevention Program,
Family Services,
Health & Human Services Division
& The Culture Department

English to Hanis

Food & Mealtime Phrases

| | |
|---------------------------|----------------------|
| Food | = tluuwawas |
| Salmon | = qalyeq |
| Chicken, pheasant | = hehek |
| Roasted meat | = tk'wiwii |
| Bread | = qalax |
| Apples | = sisuuxw |
| Potatoes | = kwiimots |
| Blackberries | = wixaini |
| Roots | = Lopiihqos |
| We're roasting the meat | = Xwin skiniiyat |
| Everyone is eating dinner | = Guus le me tluuyam |
| Have a happy winter! | = Niwets qaluu! |

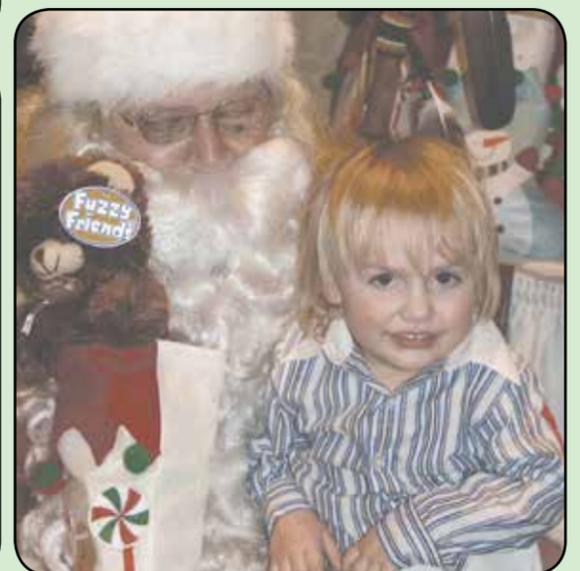
Each month we will have a list of words to encourage
learning the Hanis Coos language. Visit Hanis.org
and request a login today! Contact the Culture
Department for more info at (541)888-1318.

Thank you





Holiday Celebration 2015



Department of Natural Resources Offers “Green Cleaning” Tips

Cleaning is an essential task in maintaining our homes, the idea being that we are removing potentially harmful dirt, dust and residues that collect in the buildings we spend our lives in. Unfortunately the chemical cleaners and supplies the average person uses to clean with can cause health problems as well.

How can cleaning supplies, household products affect health?

Many cleaning supplies or household products can irritate the eyes or the throat or cause headaches or other health problems. Some products release dangerous chemicals, including volatile organic compounds (VOCs). Other harmful ingredients include ammonia and bleach. Even natural fragrances such as citrus can react to produce dangerous pollutants indoors.

VOCs and other chemicals released when using cleaning supplies contribute to chronic respiratory problems, allergic reactions and headaches. Studies are underway to assess how these chemicals affect people who have asthma and other respiratory illnesses. However, past studies link exposure to chemicals from cleaning supplies to occupational asthma and other respiratory illnesses.

Products containing VOCs and other toxic substances can include:

- Aerosol spray products, including health, beauty and cleaning products;
- Air fresheners;
- Chlorine bleach;
- Detergent and dishwashing liquid;
- Dry cleaning chemicals;
- Rug and upholstery cleaners;
- Furniture and floor polish; and
- Oven cleaners.^{1,2}

Never mix bleach or any bleach-containing product with any cleaner containing ammonia. The gases created from this combination can lead to chronic breathing problems and even death.² Read all labels and follow instructions when using cleaning products. It could save your life.

Recent research has found that even natural fragrances in cleaning products, particularly in air fresheners, may react with high levels of ozone from indoor sources, like some air cleaning devices, or from outdoor air to form formaldehyde and dangerous fine particles indoors.⁵ ⁶ Ozone is a harmful, but invisible, gas that worsens asthma and other lung diseases. Particles are also common air pollutants that can worsen asthma and other lung diseases and risk heart attacks and stroke. Both ozone and particles can be life-threatening. Formaldehyde is a known human carcinogen.

Source: <http://www.lung.org/our-initiatives/healthy-air/indoor/indoor-air-pollutants/cleaning-supplies-household-chem.html?referrer=https://www.google.com/>

Thankfully there are products you can buy which are made with no, or lower levels of VOCs. Another alternative is to make, natural or “green cleaning” products on your own. This is healthier and you know what is in your cleaning products, and it’s CHEAPER too! Below are a three recipes for healthy cleaning products for your home.

Note: These formulas and substitutions are offered to help minimize the use of toxic substances in your home, and reduce the environmental harm caused by the manufacture, use and disposal of toxics. Results may vary and cannot be guaranteed to be 100% safe and effective. Before applying any cleaning formulations, test in small hidden areas if possible. Always use caution with any new product in your home.

Make sure to keep all home-made formulas well-labeled, and out of the reach of children.

All-Purpose Cleaner: Mix 1/2 cup vinegar and 1/4 cup baking soda (or 2 teaspoons borax) into 1/2 gallon (2 liters) water. Store and keep. Use for removal of water deposit stains on shower stall panels, bathroom chrome fixtures, windows, bathroom mirrors, etc. Or use a citrus-based natural all-purpose cleaner.

Bathroom mold: Mold in bathroom tile grout is a common problem and can be a health concern. Mix one part hydrogen peroxide (3%) with two parts water in a spray bottle and spray on areas with mold. Wait at least one hour before rinsing or using shower.

Laundry Detergent: Mix 1 cup Ivory soap (or Fels Naptha soap), 1/2 cup washing soda and 1/2 cup borax. Use 1 tbsp for light loads; 2 tbsp for heavy loads. Commercial natural, biodegradable laundry detergents are also now available online and in select stores.

More recipes: http://eartheasy.com/live_nontoxic_solutions.htm#formulas

IMPORTANT NOTICE

from Purchase/ Referred Care (formerly known as Contract Health):

The Pharmacy for the Confederated Tribes of Grand Ronde has decided to close their mail-order pharmacy business effective January 31, 2016. If you live in the Oregon 5-county service area (Coos, Curry, Douglas, Lane and Lincoln counties) you should have received a letter in the mail by now with instructions on how to switch your prescriptions. If you have any questions, or if you need assistance, call **541-888-4873 or 1-800-227-0392.**

2015 Fitness Deadline

All 2015 receipts and invoices must be received in the Florence Outreach Office by

January 15th, 2016

2015 receipts or reimbursement request will not be accepted after the deadline

Contact Dee Dee Plaep for more information
by calling 541-997-6685

Keep Mold and Mildew Out of Your Home

Submitted by the Housing Department

Did you know that just by breathing, you add about three pints of moisture to the air inside of your home everyday? In fact, many factors contribute to the level of moisture inside your home. Moisture can lead to mold and mildew growing and that can lead to an unhealthy environment for your household. If you live in a newer home, chances are that it's very airtight. The air quality inside your home can be worse than the pollution outside. And since you spend about 60 % of your time indoors, your health can be affected by poor indoor air quality. The following are some tips to help you control the moisture level inside your house this Fall and Winter.

Bathroom: One ten minute shower produces one pint of moisture

- Always use the fan while showering or bathing. It may seem loud, but all that moisture needs to escape. Let it run a few minutes after you have finished.
- If your toilet sweats or has condensation dripping on the outside of the tank or bowl, your house is too humid. Use the fan or insulate your toilet tank.

Kitchen: Cooking three meals per day produces over 4 pints of moisture daily

- Always use the vent/fan above your stove to help get rid of the steam.
- Use a ceiling fan while cooking.
- Open a window if the weather allows
- Make sure your fridge has a tight seal

Laundry Room: One Unvented Dryer Load produces over 6 pints of moisture

- Vent your dryer to the outside
- Keep clothes and belongings off the floor
- Keep lint from gathering around dryer
- Install an exhaust fan near the washer and dryer

Windows: Do your windows sweat during the winter?

- You can place a plastic film over the windows and this will save your energy bill as well as the window sills. These kits are cheap and can be found at hardware stores everywhere. Do it before winter.

Test Your Fans and Fridge

- Hold a piece of toilet paper next to the bathroom fan. The paper should stay and not fall to the ground. If it falls, you'll need a more powerful fan or maybe it needs cleaning.
- Put a dollar bill in between the fridge and its door. Can you easily pull the dollar out? If you can, then you need a new seal.

This month in the Department of Natural Resources...

John Schaefer (pictured at right), the Tribes' water protection specialist/biologist is shown repairing a sonde (water quality testing) site near the Empire docks.



CTCLUSI Family Services Wishes You a Safe and Happy New Year !!

With the cold weather it is the time to stay safe and warm ! Winter is upon us and CTCLUSI Family Services continues to offer Energy assistance to families who qualify through our LIHEAP Program (Low Income Home Energy Assistance). Please feel free to contact us and learn more.

Many other programs and services are also available such as resumé building, clothing for new employment, childcare assistance to low income families, outreach services and assistance, school-to-work program for Tribal youth, parenting program services, alcohol and drug treatment service referrals, as well as resource knowledge and service referrals.

Most programs and services are based on eligibility and available funding and the only way to know more and learn more is to contact us. Family Services is here to help! For Coos Bay Outreach call 541-888-7516
For Springfield Outreach call 541-744-1334
For Florence Outreach call 541-997-6685



Sponsored by the CTCLUSI Health and Human Services Division

The Confederated Tribes of
Coos, Lower Umpqua & Siuslaw Indians

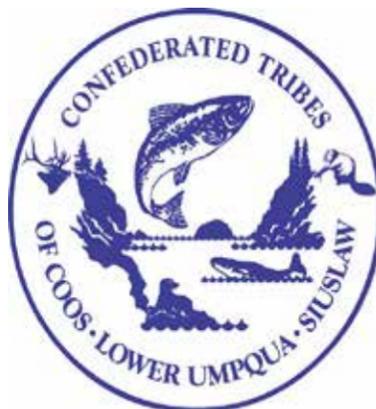
Presents

Parenting with  Love and Logic®

When: Tuesdays: February 16, February 23, March 1, and March 8, 2016

Time: 5:30 PM – 7:30 PM

Location: CTCLUSI Tribal Community Center
338 Wallace St.
Coos Bay, OR 97420



RSVP by Contacting:
CTCLUSI Family Services
541-744-1334 or 1-800-877-2718
Free Dinner and Childcare will be provided.

Clean Up Your "ACT"!

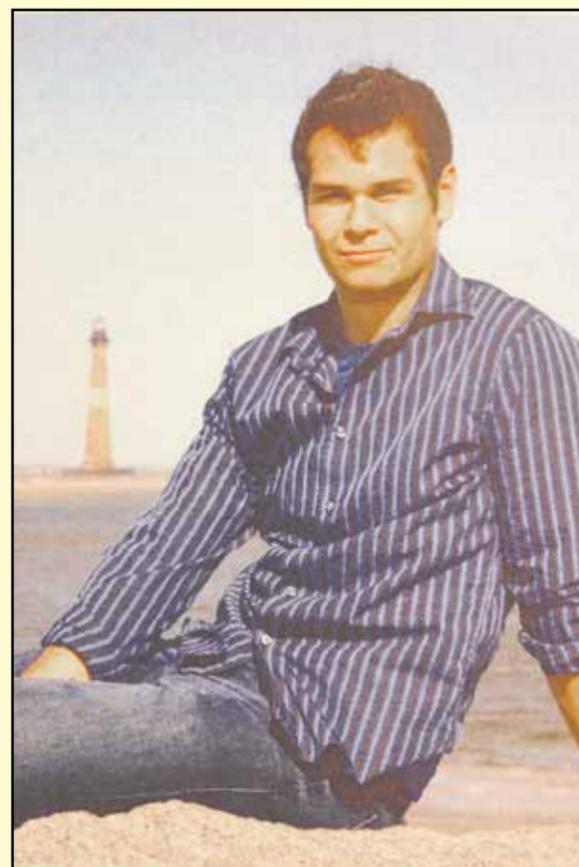
Submitted by Shannon M. Schritter, BS, RDH

Has your dentist or dental hygienist recommended a daily fluoride rinse to you? Nearly everyone could benefit from a daily topical fluoride exposure. Fluoride helps prevent decay and strengthens your teeth. ACT is the most widely known mouthwash that contains adequate amounts of fluoride, but the ACT manufacturers recently added some products to their line that contain little to no fluoride at all. Here at the CTCLUSI Dental Clinic, we know how overwhelming it can be to walk down the dental aisle at the store, so here is a chart about ACT mouthwashes to hopefully make it a little easier on you.

If you still need help deciphering dental products, ask your friendly dental hygienist to help you. There are a lot of different products in the dental aisle for a lot of different purposes. Some are just gimmicks, but there are a lot of things there that can help you do a better job with your home care. And don't forget to make an appointment for your dental cleaning and checkup today. (541) 888-6433.

| Type of ACT | % of fluoride | Alcohol Content | Other |
|---------------|-----------------------|---|--|
| Anticavity | 0.05% sodium fluoride | NONE | #1 choice! |
| Kids | 0.05% sodium fluoride | NONE | #1 choice! |
| Restoring | 0.05% sodium fluoride | 11% alcohol | Contains a lot of alcohol, which can be drying to tissues. |
| Total Care | 0.05% sodium fluoride | Clean Mint=NONE Icy Clean Mint contains 11% alcohol. | Look carefully at the flavors if you need alcohol free. |
| Sensitive | 0.02% sodium fluoride | NONE | Less fluoride |
| Dry Mouth | 0.02% sodium fluoride | NONE | Less fluoride |
| Braces Care | 0.02% sodium fluoride | NONE | Less fluoride, but also contains xylitol!! 😊 |
| Advanced Care | NONE | Clean Mint=NONE Frosted Mint contains 11% alcohol | This line of products also contains CPC's, which have a tendency to stain teeth Look carefully at the flavors if you need alcohol free. Clean Mint does contain xylitol! 😊 |

Tribal Member Achievement



Garrett Bradley Brainard

Congratulation Garrett Brainard for graduating with a Bachelors of Science in Electrical Engineering and pursuing a Master's Degree upon acceptance in the Fall of 2016

Class of 2015
Colorado School of Mines
Friday, December 18, 2015
Golden, Colorado

Announcing RED ROAD WELLBRIETY MEETINGS

Come join us for a Native American recovery group experience.

WHERE: Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians
Tribal Hall
338 Wallace Ave, Coos Bay, 97420

WHEN: Thursdays at 5:30 pm, beginning November 5, 2015

WHO: All CTCLUSI and Coquille Tribal Members and their families are welcome to attend





Call for Counselors

SPRING BREAK CAMP



4-H Camp, Salem — March 21-25, 2016
(8 hour Orientation/Training on March 12, 2016)

- Are you a positive role model?
- Do you enjoy working with others in a team environment?
- Do you enjoy working with Tribal Youth and Staff?

**Then Sign Up and be a Counselor (ages 18+) or
Counselor-In-Training (ages 16+)**

(Must be CTCLUSI Tribal Member, CTCLUSI Spouse or Domestic Partner or applicant with longstanding relationship with the Tribe and are in Tribal Families.)

HOW TO APPLY
 Complete the online application:
 Website: www.ctclusi.org

If you have any questions, please call Pam Hickson at 541-902-6504
Deadline to apply: January 18, 2016 by 4pm

Elders Corner

Tribal Elders Celebrate the Holidays

Submitted by Iliana Montiel, Assistant Health Director

On Thursday, December 10th, the Elder's Luncheon was held in Coos Bay at the Community Center. Our friends the Coquille Elders joined us as well. We had a wonderful turnout with about 45 Elders that braved the blustery day. Tribal Member Joe Barton put out a delightful spread of delicious food. Prior to lunch, Tribal Elder Doc Slyter enchanted us with a little holiday music on his flute. After lunch, we headed to Tribal Hall to enjoy some yummy desserts that several of the Elders made and brought to share. An option of a gift exchange was given and many participated. It was fun to see all the gift giving. Many thanks to all my staff that helped that day and to the After-School Program and Culture Department for setting up and decorating such a beautiful Christmas Tree.



Welcome New Elder

Jeffrey Barrett

Elders Luncheon

January 7th @ 11:30
Hole in the Wall BBQ
1807 Olympic St., Springfield, OR
RSVP to Andrew at 541-888-7533
by January 4th.

Elders Committee Meeting

January 14, 2016
Florence Outreach Office @ noon

Save the Date

Elders Honor Day
March 18th & 19th, 2016
The Mill Casino



Spring Break Activity Camp

March 21 – March 25, 2016



**We Have New and Exciting Activities Planned
for a Week of Fun Adventures!**

Call for more information

Register for camp by

**5:00 p.m. Friday,
February 19, 2016**

You must register by the
above date to have the
required registration packets
for camp mailed to you.



Tribal Youth

between the ages of 10
and 18 who are enrolled
in school are eligible to
attend.

**All registration packets are due by
5:00 p.m. Friday, March 4, 2016**

To register for camp please call:

Tami Foster @ (541) 888-1311 or DeeDee Plaep @ (541) 997-6685



Spring Break Camp 2016

March 21 – 25, 2016

(8 hour Orientation/Training on March 12, 2016)

Program and Application information

Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians

WHAT IS Spring Break Camp Counselor or Counselor in Training?

This position is responsible for providing assistance and support to the Camp Director for the Tribal Youth Camp. Position is responsible for assisting the Camp Director in carrying out activities during the youth camp as well as providing direction for the youth campers.

WHO IS ELIGIBLE TO APPLY?

To be eligible to participate in the 2016 Spring Break Camp:

- Meet minimum requirements as outlined in the job description
- Must be CTCLUSI Tribal Member, CTCLUSI Spouse or Domestic Partner or applicant with longstanding relationship with the Tribe and/ are in Tribal Families.

WHAT IS THE PROCESS OF SELECTION?

The Recruitment Specialist for Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians will review submitted applications for completeness and administer the evaluation process. All qualified applicants will be forwarded to the Camp Director for review. The following criteria are considered during the selection process: presentation of application, and involvement in the Native community. An appointed committee conducts a final review of the application and makes an official selection of awarded applicants.

WHEN IS THE APPLICATION DEADLINE?

Completed applications must be received ONLINE by 4pm on Monday, January 18, 2016. **Applications accepted beginning January 4, 2016.**

For questions, contact:
Pam Hickson, Recruitment Specialist
5647 Hwy 126
Florence, Oregon 97439
Phone: 541-902-6504
Website: www.ctclusi.org

WHEN WILL YOU BE NOTIFIED IF YOU ARE SELECTED?

All qualified applicants will be notified by the week of February 15th, 2016 by Human Resources.

WHAT ARE THE EMPLOYMENT REQUIREMENTS?

Spring Break Camp Counselors must meet the following award requirements.

- Complete ONLINE Application by the specified deadline
- Must be interviewed and selected by the appointed committee.
- Pass pre-employment drug test
- Pass background information and obtain fingerprints through Tribal Police Department

WHO DO I CONTACT IF I HAVE QUESTIONS?

Vicki Faciane, Health & Human Services Director
Health Services Department for CTCLUSI
Phone: (541) 888-9577
Email: vfaciane@ctclusi.org

Pam Hickson, Recruitment Specialist
Human Resources Department
Phone: (541) 902-6504
Email: phickson@ctclusihr.org

Coos Head Public Forum

Submitted by Melinda Sprague, Planning Assistant/ Grant Specialist

The Coos Head Integrated Resource Management Plan (IRMP) developed in 2008 created an overall vision for Coos Head and was based on Tribal Member input. The goal of the Coos Head Area Master Plan (CHAMP) is to create a further detailed plan for Coos Head that does justice to the efforts and vision of the many Tribal members who contributed. The Coos Head Area Master Plan (CHAMP) takes up where the Coos Head Integrated Resource Management Plan left off. The monthly Coos Head Public Forums provide Tribal member input and information for determining appropriate on-site (Tribal property) uses. The process for Tribal input has started and will continue with monthly meetings. CHAMP will also look at the off-site infrastructure supporting Coos Head including roads, bike and pedestrian trails, and sewer. Bastendorff Beach and Chicken Point will also be part of the planning process.

Weather permitting, our next CHAMP public forum will be held Saturday, January 9th at 11:00 A.M. at the Tribal Community Center.

If you have questions, would like more information or need to confirm a meeting hasn't been canceled due to bad weather, please contact Jeff Stump at jstump@ctclusi.org or 541-888-1305.

Historical Fact: In his 1932 interview with anthropologist Melville Jacobs, James Buchanan reported the name Xitlxaldich (meaning the place of dim light becoming daylight), referring to the tunnel by Coos Head known as Tunnel Point and giving a name to the geological Tunnel Point formation.



COMING SOON!

CTCLUSI

Student Internships

The CTCLUSI Student Intern is a paid internship with the goal to assist current College Students in supplementing their work and education experience based work experience along with their needs, desires and interests.

Minimum Requirements:

- Must be a member of the Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians
- Must be an Enrolled Full-Time Student (Sophomore status or above) in any Accredited College including on-line schools (NOTE: Students may qualify even if they are not on a Tribal educational stipend)
- Must have verifiable transcripts that show a current GPA of 2.0 – can be obtained from your college's registrars or campus placement office.
- This position is subject to pre-employment drug testing and criminal history background check which may include fingerprinting.

Online Applications will be taken starting April 1, 2016.

Tribal Members will need to www.ctclusi.org to apply. Go to Job Opportunities and click on the CTCLUSI Tribal Member link.

Deadline to apply is May 6, 2016.

For Additional Information, Contact

Stephanie Watkins at 541-902-6502 or Pam Hickson at 541-902-6504

TRIBAL COURT GIVE US FACTS ABOUT DOMESTIC VIOLENCE and RESOURCE SERVICES

Submitted by Diane Whitson, Tribal Court Clerk and Peacegiving Court

In presenting these facts, I will be referring to the victim as "she" because in over 90% of domestic assault cases, the victim is the woman. That is not to say that men are never the victim. In many cases it simply means that men are less likely to be the victim OR they do not report as often.

Have you ever known someone who lives in a home where there is domestic assault? Do you know what to do or do you ignore it because people do not like to be involved in family matters?

Did you know that Native American women are four times as likely to be victims of domestic violence as non-native women? And did you know that abuse is generally at the hands of non-native men?

Did you know that the average victim is assaulted 7-9 times before they leave for good? Domestic violence generally escalates over a period of time. Usually after the first domestic assault, the offender is sorry, tells the victim they did not mean it, and they will never do it again. The offender is probably telling the truth as he believes it to be. It rarely means that the violence will end.

Have you ever said to yourself...Why doesn't she just leave him? In domestic violence situations, you have to remember that in most cases the offender knows more about the victim than any other person in their life. The offender knows where all the victim's important papers are stored. They know the victim's social security number, what bank she uses, who she works with, her friends, all her family member's names and addresses. They often use children as a weapon or threaten to harm the victim or

her friends and family.

Have you ever said...Why does she keep picking the wrong man? Domestic abuse is about Power and Control. Domestic violence is generally not something a person makes a choice to be around. During courtship everyone is on their best behavior and the offending behavior is not prevalent. Sometimes the victim is flattered that finally someone wants to take care of her. An abuser can often spot a new victim just by the way they walk or talk. Remember, they want to have someone that they can control.

Did you know that domestic abuse is one of the only crimes where the legal system blames the victim; i.e. What did you do to make him mad? We have to remember who the criminal is in a domestic assault. It is the person who assaults. In other words, if you leave your keys in your car, and someone steals it, are you to blame? No. It may have been a dumb thing to do, but the person who steals the car is the criminal. It is the same way with domestic assault.

Did you know that there are more murders of victims after the filing of a restraining/protective order?

Do you know that in the United States there are more animal shelters (2,700) than domestic abuse shelters (1,800)?

Finally, do not remain silent. Victims of domestic assault need an advocate and support. Contact CTCLUSI Family Services for assistance. In the alternative, in Coos County, Women's Safety and Resource Center assists most victims of domestic assault with safe housing and additional services. In Lane County, contact Women's Space.

Home Security Protection

Submitted by the Tribal Police Department

Two million home burglaries are reported each year in the United States. About 30 percent of all burglaries are through an open or unlocked window or door. Nearly 66 percent of all burglaries are residential (home) break-ins. Renters are just as likely to be the victims of property crime as homeowners. The highest percentage of burglaries occur during the summer months. Homes without security systems are up to 300% more likely to be broken into.

To protect your home, here are some suggestions on what to have/do:

- If you have light timers, have them set for all year round
- Buy some cameras (working or not)
- Place a motion sensor near your garage or front door
- Make sure that everything is locked (doors, windows, and garages)
- Leave extra key with someone that you trust
- Keep records of all your valuables
- Trim hedges and bushes

If you are looking for some security systems, here are a few to consider:

- Frontpoint
- ADT
- Vivint
- Protect America
- Link Security

If this does happen to you call your local police department and take inventory of all your items.



PEACEGIVING

Peacegiving is a traditional Restorative Justice option available to you for the resolution of conflict.

All Peacegiving or Peacegiving Court issues are confidential.



Photo By: Morgan Gaines

For more information about Peacegiving or Peacegiving Court, please visit the Peacegiving Website or contact the Peacegiving Court Coordinator at the address listed below.

Peacegiving Court Coordinator

1245 Fulton Avenue

Coos Bay, OR 97420

PHONE: (541) 888-1306 or (541) 888-1316

EMAIL: Peacegivingcourt@ctclusi.org

Website: <http://ctclusi.org/peacegiving>

JANUARY



MARTIN

TIME TO DO YOUR FAFSA!

Higher Education Students and HS Seniors... Contact Your Education Director if you Have any questions.

Angela Bowen/Education Director

abowen@ctclusi.org

1-541-888-1317

1245 Fulton Ave.

Coos Bay, OR 97420

Fax 541-888-2853

THE VOICE OF CLUSI

If you or anyone in your Tribal family has had any recent special awards or achievements that you would like to share, please submit your information and photos to the newsletter by e-mailing mgaines@ctclusi.org

-Morgan Gaines



Improving Work Relationships in the New Year

Submitted by Mike Smith, Training and Development Specialist

Stephen R. Covey, the best-selling author of *The 7 Habits of Highly Effective People*, emphasized the value and importance of personal development skills as tantamount to one's success in business and life. The rise and fall of our career and business is often rooted in our ability to network, build, sustain and nurture professional relationships, both within and outside the workplace, in an authentic manner. Consequently, it is imperative we seize the opportunity to develop and enhance our relationship skills any chance we get.

The most important relationship we have is the one we have with our self. Understanding yourself is the foundation upon which all other interactions, both professionally and personally stem. Reflect on the past year and make an honest assessment of how you relate to others in the work place. Make a conscious effort to work on your personal flaws, while continuing to develop your interpersonal strengths. Many of us need to improve our communication skills -- where our ability to effectively listen is often inadequate. Additionally, we need to learn to understand our emotions better so we control them, instead of our emotions controlling us.

The more confident and secure we are with ourselves, the less we will need to lash out at others, especially when criticized and/or stressed with looming deadlines. Rather than being defensive when criticized, try to pause and reflect upon the elements of truth found within the criticism, keeping our anger in check.

Reach out to your colleagues to nurture and solidify the relationships you have already established with them. During the holiday season thank your clients and anyone else within or outside your organization with whom you have worked with throughout the past year. Let them know how much you appreciate their help and efforts in achieving your organizations common goal. Do not underestimate the importance of how far a sincere "thank-you" goes in the work place. Regardless of one's position within an organization, everyone loves to be acknowledged and appreciated. While reaching out to your colleagues, make sure you let them know you will be more than willing to help them out in any way possible in the coming year.

A sincere attempt to mend any friction you may have created or been a part of this past year could potentially go a long way in creating a friendlier, less contentious relationship and work environment in the upcoming year. If you have had difficult moments with co-workers in the past year, now is a great time to reach across the aisle and extend a hand. Make amends and try to re-assure them that any work differences, whether it was in developing a strategic business plan, marketing initiative, setting goals, etc., was in fact a business difference and not a personal matter. Clearly state your intention and desire to work together in a more harmonious and aligned way in the upcoming year.

Success is not achieved within a vacuum. We must be able to build healthy relationships with others to achieve any success in business and life. Commit to increasing your ability to build these relationships in the upcoming year!

Reprinted from "Reflections for Improving Work Relationships in the New Year" by Dr. Patty Ann Tublin, published 12/24/2012 in the *The BLOG* ©2015 TheHuffingtonPost.com, Inc.



Department of Human Resources

Current Openings at CTCLUSI and All Other Tribal Entities

| | |
|---|---|
| <p>Three Rivers Casino Resort ~ Florence</p> <ul style="list-style-type: none"> Beverage Server Busperson Host ~ Buffet Cashier Front Desk Clerk Environmental Services Technician Soft Count Dual Rate Lead Slot/Keno/Bingo Attendant Security Officer I Special Events Team Member Table Games Dealer <p>Three Rivers Casino Resort ~ Coos Bay No openings at this time</p> <p>Blue Earth No openings at this time</p> | <p>Tribal Government Offices</p> <ul style="list-style-type: none"> Special Events Employee Procurement & Contracts Specialist Spring Break Counselor Spring Break Counselor in Training <div style="text-align: center;">  <p>http://ctclusi-int.atsondemand.com/</p> <p>Go to Job Opportunities on the website for full job posting and to Apply Online</p> <p style="text-align: center;">Updated Daily</p> <p>Or call Recruitment at 541-902-6504</p> </div> |
|---|---|



THREE RIVERS

CASINO RESORT

Florence - 2 FREE PARTIES & Cash Drawings!

FEATURING: HIGH STREET BAND & MONATHAN HARRIS BAND

Coos Bay - FREE COMEDY & Cash Drawings!

FEATURING: AL ROJAS

NEW YEAR'S EVE 2016

THURSDAY, DECEMBER 31 IN FLORENCE & COOS BAY

Justin Shandor as:

ELVIS

In Florence!

***50s Elvis - Friday, Jan. 15 at 8:00PM**
***60s Elvis - Saturday, Jan. 16 at 2:00PM**
***70s Elvis - Saturday, Jan. 16 at 7:00PM**

Tickets: \$15 for one show, \$45 for all 3

Things are luckier here! · FLORENCE · COOS BAY · 877-374-8377 · THREERIVERSCASINO.COM




Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians
 Three Rivers Casino & Hotel
 5647 HWY 126, Florence Oregon 97439 (541) 902-6504

2016 THREE RIVERS CASINO RESORT SUMMER EMPLOYMENT APPLICATION INFORMATION LETTER

WHAT IS THE TRC & H SUMMER EMPLOYMENT PROGRAM?
 Three Rivers Casino Resort is delivering a paid Summer Employment Program beginning June 13, 2016 to August 19, 2016 for CTCLUSI Tribal Members. Three Rivers Casino Resort in Florence, Oregon and is offering this employment opportunity as an integral part of its long-term strategy of providing the highest quality of career and employment opportunities to all CTCLUSI Tribal Members. Three Rivers Casino Resort provides work experience in a range of Guest Service professions and support services including Hotel, Finance, Casino Marketing, Human Resources, Food & Beverage, and Informational Technology.

WHO IS ELIGIBLE TO APPLY?
 To be eligible to participate in the TRC & H Summer Employment program, you must be a member of the Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians.

WHAT IS THE PROCESS OF SELECTION?
 The Director of Human Resources and the Recruitment Specialist for Three Rivers Casino Resort review submitted applications for completeness and administer the evaluation process. The following criteria are considered during the selection process: academic merit, presentation of application, and involvement in the Native community. An appointed committee conducts a final review of the application evaluations and makes an official selection of awarded applicants.

WHEN IS THE APPLICATION DEADLINE?
 Applications are being received ONLINE **March 7, 2016 through May 9, 2016**. Completed application must be received online by **5pm on Monday: May 9, 2016** at www.ctclusi.org. Go to Job Opportunities and click on the CTCLUSI Tribal Member link.

WHEN WILL YOU BE NOTIFIED IF YOU ARE SELECTED?
 Interviews and hiring decisions will be complete Monday – June 6, 2016

WHAT ARE THE EMPLOYMENT REQUIREMENTS?
 TRC & H Summer Employment recipients must meet the following award requirements. All rights to the Three Rivers Casino Resort Summer Employment program are waived if the requirements are not met.

- Submit an online application at www.ctclusi.org (log in or register to see job announcement)
- Pass pre-employment drug test.
- Obtain Gaming License from CTCLUSI Gaming Commission.
- Actively participate in the TRC & H Summer Employment.
- Adhere to current Three Rivers Casino Resort policies as outlined in Team Member Handbook.

WHO DO I CONTACT IF I HAVE QUESTIONS?

| | |
|--|---|
| Stephanie Watkins, Director of Human Resources Phone: (541) 902-6502 Email: swatkins@ctclusihr.org | Pam Hickson, Recruitment Specialist Phone: (541) 902-6504 Email: phickson@ctclusihr.org |
|--|---|

Online Applications: March 7, 2016 - May 9, 2016