



NEWS FROM THE CONFEDERATED TRIBES OF COOS, LOWER UMPQUA & SIUSLAW INDIANS

## *Tribal Holiday Family Celebration*



CTCLUSI Tribal Council pictured left to right:

Doug Barrett, Chief Warren Brainard, Vice-Chair Teresa Spangler, Chairman Mark Ingersoll, Josh Davies, Doc Slyter, and Debbie Bossley

Contributed by Morgan Gaines, Communications Specialist

Holiday spirit filled the air at the Three Rivers Casino Resort on Saturday, December 8<sup>th</sup> as the Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians celebrated with their annual Tribal Family Holiday Celebration. 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 two large Christmas trees 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, The Health Services Department, The Department of Culture and Natural Resources, Education Department, and The Housing Department all had booths set up with information on Tribal services as well as gifts or raffle drawings to enter. Also given out was the Tribal calendar for 2019; *Gifts from the Land*.

While holiday music played and Tribal members visited with one another, last year's celebration photos were displayed in a slideshow on the big screen. A special

photo booth was set up where fun props and big smiles made for some wonderful family photo prints.

Chairman Mark Ingersoll welcomed everyone to the celebration and thanked those that had served on past Councils, current Council members, and all committee members for the work that they do for the Tribe. He warmly introduced the other members of Council. Councilmember Doc Slyter then played a song on his flute for all to enjoy. Chief Warren Brainard then gave the evening invocation.

Following dinner, Tribal member Ashley Russell lead the youth in a round of a few holiday jingles and a Hanis Coos translation of Silent Night, 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. Everyone was pleased to see such big smiles on the faces of all our youth by the end of the evening.

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!



Turn to page 8 for more photos from this event

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Confederated Tribes of Coos,  
Lower Umpqua and Siuslaw Indians  
1245 Fulton Avenue  
Coos Bay, OR 97420

### *Save the Date*

*Elders Honor Day*  
*March 15 & 16, 2019*

*Tribal Election Day*  
*April 14, 2019*

Tribal Council Business

As Reported at the December 9, 2018 Regular Tribal Council Meeting

Chief Warren Brainard:

Nov 18 Regular Council Meeting; Budget Committee Meeting  
Nov 21 Elliot State Forest Meeting  
Nov 23 Met with Dan Condy, Three Rivers Casino  
Nov 26-27 Annual Summit Meeting Government to Government  
Nov 28 Business Council Meeting; Gaming Operational Review Board (GFORB)  
Nov 29 South Slough Meeting  
Nov 30 Police Officer Doug Laid Accommodation Ceremony  
Dec 1 Carolyn Slyter Memorial Service  
Dec 4 SHIPO Meeting  
Dec 5 GFORB Meeting; Executive Work session  
Dec 8 Tribal Holiday Party

Doc Slyter:

Nov 18 Regular Council Meeting; Budget Committee Meeting  
Nov 26 Presentation given for SouthWestern Community College on Introduction to Flute and Tribal History  
Nov 28 Business Council Meeting GFORB  
Nov 29 Executive Work session  
Nov 28 Business Council Meeting; Gaming Operational Review Board (GFORB)  
Dec 1 Carolyn Slyter Memorial Service  
Dec 3 Budget Committee Meeting  
Dec 4 Tribal Sweet  
Dec 5 GFORB Meeting; Executive Work session  
Dec 8 Tribal Holiday Party

Debbie Bossley:

Nov 18 Regular Council Meeting; Budget Committee Meeting  
Nov 26-27 Annual Summit Meeting Government to Government  
Nov 28 Business Council Meeting; Gaming Operational Review Board (GFORB)  
Dec 1 Carolyn Slyter Memorial Service  
Dec 3 Budget Committee Meeting  
Dec 4 SHIPO Meeting; Meeting with Governor  
Dec 5 GFORB Meeting; Executive Work session  
Dec 8 Tribal Christmas Party

Teresa Spangler, Vice - Chairman:

Nov 18 Regular Council Meeting; Budget Committee Meeting  
Nov 28 Business Council Meeting; Gaming Operational Review Board (GFORB)  
Nov 30 Police Officer Doug Laid Accommodation Ceremony  
Dec 1 Carolyn Slyter Memorial Service  
Dec 3 Budget Committee Meeting  
Dec 5 GFORB Meeting; Executive Work session  
Dec 8 Tribal Christmas Party

Josh Davies:

Nov 18 Regular Council Meeting; Budget Committee Meeting  
Nov 26-27 Annual Summit Meeting Government to Government  
Nov 28 Business Council Meeting; Gaming Operational Review Board (GFORB)  
Dec 1 Carolyn Slyter Memorial Service  
Dec 3 Budget Committee Meeting  
Dec 5 GFORB Meeting; Executive Work session

Dec 8 Tribal Christmas Party

Doug Barrett :

Nov 18 Regular Council Meeting; Budget Committee Meeting  
Nov 26-27 Annual Summit Meeting Government to Government  
Nov 28 Business Council Meeting; Gaming Operational Review Board (GFORB)  
Dec 1 Carolyn Slyter Memorial Service  
Dec 3 Budget Committee Meeting  
Dec 5 GFORB Meeting; Executive Work session  
Dec 8 Tribal Christmas Party

Mark Ingersoll:

Nov 18 Regular Council Meeting; Budget Committee Meeting  
Nov 26-27 Annual Summit Meeting Government to Government  
Nov 28 Business Council Meeting; Gaming Operational Review Board (GFORB)  
Dec 1 Carolyn Slyter Memorial Service  
Dec 3 Meeting with Scott Wheat  
Dec 4 SHIPO Meeting; Meeting with Governor  
Dec 5 GFORB Meeting; Executive Work session

Upcoming Tribal Council Meeting  
January 13, 2019  
Community Center 10:00 a.m.

January 1, 2019

NOTICE OF PROPOSED CODE

The following proposed Ordinance / Code was passed for first reading by Tribal Council on December 9, 2018.

TITLE: 2 Rules of Procedure

Chapter 2-13 Wellness Court

2-13-1 Purpose

The purpose of this Ordinance / Code is to establish procedures and implement the following purposes and policies for CTCLUSI Wellness Court. This ordinance is adopted to protect the health, safety, and wellness of tribal members by utilizing Tribal Court to divert offenders with substance abuse issues away from the mainstream Court systems and procedures and toward a more holistic approach to substance abuse treatment, and

- (a) To offer treatment to both juvenile and adult offenders who have committed an offense that is directly, or indirectly, related to a substance abuse or addiction issue;
- (b) To identify and recommend potential participants to the CTCLUSI Wellness Court Team for legal and clinical screening as soon as possible;
- (c) To strictly monitor and supervise each participant through regular and frequent drug and alcohol testing, court appearances and program requirements;
- (d) To impose immediate sanctions and offer immediate rewards or incentives when a participant's behavior warrants such actions; and,
- (e) To make the participant a valued intricate part of the CTCLUSI Wellness Court Team and to encourage and support each participant in the goal of individual wellness and sobriety.

DATE OF THE TRIBAL COUNCIL MEETING AT WHICH THE PROPOSED CODE IS EXPECTED TO BE CONSIDERED FOR FINAL PASSAGE:

February 10, 2019

The notice of the proposed amendment/creation of this Code/Ordinance shall be published in the Tribal Newsletter and the text will be posted for public comment for twenty-eight (28) days in the Administration Building, Tribal Hall, Outreach Offices, on the Tribes' website and at Three Rivers Casino (Office of the Gaming Commission). Written comments should be sent to the Tribal Council in care of Jeannie McNeil , Administration Office, 1245 Fulton Avenue, Coos Bay OR 97420 or email: [jmcneil@ctclusi.org](mailto:jmcneil@ctclusi.org).

Want to run for Tribal Council?

Go to the Tribal website at <https://ctclusi.org/elections> to print and fill out a Statement of Candidacy Form 2019

Statement of Candidacy  
Deadline Date: March 15, 2019

Election Date: April 14, 2019



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., either online at [www.ctclusi.org/enrollment](http://www.ctclusi.org/enrollment) or mail 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](http://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](mailto:wbrainard@ctclusi.org)

Doc Slyter

**Position #1 Council**  
541-808-7625 (cell)  
[dslyter@ctclusi.org](mailto:dslyter@ctclusi.org)

Debbie Bossley

**Position #2 Council**  
541-294-3972 (cell)  
[debbie.bossley@ctclusi.org](mailto:debbie.bossley@ctclusi.org)

Mark Ingersoll,

Chairman

**Position #3 Council**  
541-290-4610 (cell)  
[mingersoll@ctclusi.org](mailto:mingersoll@ctclusi.org)

Josh Davies

**Position #4 Council**  
541-294-4105  
[josh.davies@ctclusi.org](mailto:josh.davies@ctclusi.org)

Teresa Spangler,

Vice Chair

**Position #5 Council**  
541-808-4828 (cell)  
[tspangler@ctclusi.org](mailto:tspangler@ctclusi.org)

Doug Barrett

**Position #6 Council**  
541-297-2130 (cell)  
[doug.barrett@ctclusi.org](mailto:doug.barrett@ctclusi.org)

Council Meeting

January 13, 2019  
Community Center  
338 Wallace Street, Coos Bay,  
Oregon 97420  
10:00 a.m.

Agenda:

1. Call to Order
2. Invocation
3. Approval of Minutes as needed
4. Tribal Council Reports
5. Tribal Chief Executive Officer 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](http://www.ctclusi.org)

Upcoming Events

**January 1<sup>st</sup>** – New Year’s Day, Tribal Offices CLOSED

**January 3<sup>rd</sup>** – Elder Luncheon, Community Center, 11:30 a.m.

**January 5<sup>th</sup> & 6<sup>th</sup>** – Lifeways Regalia Class, Florence

**January 11<sup>th</sup>** – Deadline for Fitness Program 2018 Reimbursements

**January 12<sup>th</sup>** – Beading and Paddles Prevention Activity, Tribal Hall 10:00 a.m. – 2:00 p.m.

**January 13<sup>th</sup>** – Regular Tribal Council Meeting, Community Center, 10:00 a.m.

**January 14<sup>th</sup>** – Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**January 28<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**February 4<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**February 7<sup>th</sup>** – Elders Valentine Birthday Luncheon, Florence Outreach Office, 11:30 a.m.

**February 9<sup>th</sup>** – Beading and Paddles Prevention Activity, Chifin Native Youth Center, Springfield, OR 10:00 a.m. – 2:00 p.m.

**February 10<sup>th</sup>** – Regular Tribal Council Meeting, Community Center, 10:00 a.m.

**February 11<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**February 15<sup>th</sup> – 18<sup>th</sup>** – Unity Conference for Youth 14 – 24, contact Sonja McCarty (HOC) for information

**February 25<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**March 4<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**March 8<sup>th</sup> – 10<sup>th</sup>** – Tribal Youth Summit, Canyonville, OR

**March 11<sup>th</sup>** – Student Summer Internship Applications Open

**March 10<sup>th</sup>** – Regular Tribal Council Meeting, Community Center, 10:00 a.m.

**March 15<sup>th</sup>** – Statement of Candidacy Deadline to run for Tribal Council

**March 15<sup>th</sup> & 16<sup>th</sup>** – Elders Honor Day, Three Rivers Casino, Florence

**March 25<sup>th</sup> – 29<sup>th</sup>** – Save the Date: Spring Break Camp

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](mailto:jmcneil@ctclusi.org). All letters of interest are kept on file for one year.

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

CTCLUSI Departments, Services & Offices

Government Office

Alexis Barry  
Chief Executive Officer  
1245 Fulton Avenue  
Coos Bay, OR 97420  
Phone 541-888-9577  
Toll free 1-888-280-0726  
Fax 541-888-2853  
[abarry@ctclusi.org](mailto:abarry@ctclusi.org)

Health 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](mailto: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](mailto: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](mailto:lmalcomb@ctclusi.org)

Purchased/Referred Care (FKA Contract Health Services)

1245 Fulton Avenue  
Coos Bay, OR 97420  
Phone 541-888-4873  
Toll free 1-800-227-0392  
Fax 541-888-5388  
[sarnold@ctclusi.org](mailto:sarnold@ctclusi.org)

Education Department

Karen Porter, Education Dept  
1245 Fulton Avenue  
Coos Bay, OR 97420  
Phone: 541-888-9577  
Toll free 1-888-280-0726  
Fax 541-888-2853  
[education@ctclusi.org](mailto:education@ctclusi.org)

Family Services

Earl Boots, Director  
1245 Fulton Avenue  
Coos Bay, OR 97420  
Phone 541-888-1311  
Toll Free 1-800-618-6827  
Fax 541-888-1837  
[eboots@ctclusi.org](mailto:eboots@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

Elders Activities

Iliana Montiel  
Assistant Director of Health Services  
1245 Fulton Ave.  
Coos Bay, OR 97420  
Phone 541-888-7526  
Fax 541-888-5388  
Toll Free 1-888-280-0726  
[imontiel@ctclusi.org](mailto: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](mailto: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](mailto:jbeers@ctclusi.org)

Eugene Outreach Office

135 Silver Lane, Suite 200  
Eugene, OR 97404  
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  
Executive Director of the Gaming Commission  
5647 Hwy 126, Suite 100  
Florence, OR 97439  
Phone 541-997-2830  
Fax 541-997-7293  
[bkneaper@ctclusi-pd.com](mailto:bkneaper@ctclusi-pd.com)

Tribal Police

Brad Kneaper  
Chief Law Enforcement Officer  
5647 Hwy 126, Suite 100  
Florence, OR 97439  
Phone 541-997-6011  
Fax 541-902-6507  
[bkneaper@ctclusi-pd.com](mailto:bkneaper@ctclusi-pd.com)

Department of Natural Resources

Margaret Corvi  
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](mailto:mcorvi@ctclusi.org)



## Council Corner

Daii Family and Friends,

During the month of December, we lost one of our beloved Elders, Carolyn Slyter. Carolyn was very close to my heart. She taught me the true meaning of dedication. Carolyn was a wealth of knowledge, love and inspiration. My wife Delilah and I thought the best way to dedicate to her memory was with fry bread for her Memorial. After talking, we both realized that our earliest experiences with Carolyn was making fry bread for different Tribal events. One of our most treasured memories of Carolyn was her infectious smile and how she could make your day better just by her smile. Forever missed but will never be forgotten. May she join our ancestors and help guide our Tribes.

Government to Government's Annual Summit was held on November 27, 2018 at Grande Ronde's Spirit Mountain Casino. With over 400 people in attendance which consisted of Oregon's nine Tribes Tribal Council Chairpersons and Tribal Councils, Tribal Department Directors, Governor Kate Brown along with her staff, Directors and numerous lead officials from the state of Oregon. The amount of power in the room was captivating. If a person had an issue or question, all they had to do was find the right person to ask. Governor Brown shared plans for her upcoming term in office and correlated her speech with the theme of the summit. As government-to-government relationships grow, we need to look in the past, to see where we want to be in the future. I agree with her words, as we cannot

repeat past actions and expect to thrive in the future. One must strive to make each day be better than the day before. "Be the change you wish to see in the world," by Mahatma Gandhi is one of my favorite quotes. However, those words are only as good as the actions behind them. We must strive to make every day better than the day before.

There is still time to join a committee, or two. Submit letters of interest to Jeannie McNeil. With elections coming up in April, make sure you have your voter's card on file and that it is up to date. You will not be able to vote unless you have submitted a current voter registration card.

I hope this message finds you well and in good spirits. Wishing you a Happy New Year, a happy holiday season. With belief that the New Year brings new beginnings. Moreover, I hope the holiday season brings you/and your family happiness and joy.

Hiis haiyach (with a good heart)

*Councilman Josh Davies*



Councilman Josh Davies



American Indian Week Proclamation signing with Governor Kate Brown at the Capitol Office in Salem, Oregon



Council member Debbie Bossley and Chairman Mark Ingersoll pictured left and above with Governor Kate Brown



## Tribal Police Officer Doug Laird Awarded Medal of Honor

Contributed by Brad Kneaper, Chief of Police

On 06/23/18 at approximately 06:40, Officer Laird responded to assist the Coos Bay Police Department (CBPD) at a residence in Coos Bay. The suspect had previously led two separate police agencies on eludes earlier that morning. CBPD officers attempted to make contact with the suspect at the front door. The suspect was located in a garage on the side of the house loading rifles. The suspect armed with a rifle in what appeared to be an attempt to ambush the two officers at the front door, Officer Laird made contact with the suspect who refused to lay down his weapons, which got the attention of the other officers at the location. They attempted to talk the suspect into putting the rifle down for several minutes, but he refused to do so, and eventually brought his rifle up and pointed it at Officer Laird. Officer Laird along with Officers at the location used deadly force to protect their lives and the lives of citizens in the area. The actions taken by Officer Laird likely saved the lives of other officers present at the scene. Based on his actions that day, The Oregon Peace Officers Association presented Officer Laird with the Medal of Honor On November 30, 2018 at the OPOA Awards Banquet at the Spirit Mountain Conference Center.



Officer Doug Laird Receives Medal of Honor November 30, 2018.  
CTCLUSI Police Dept pictured left



TRIBAL COUNCIL ELECTION  
April 14, 2019

Each Council member shall be elected to a four (4) year term at the appropriate General Council meeting in the year of the expired term. (April 14, 2019) Council Positions #1, #3, and #5 shall be elected in odd-numbered years. Positions #2, #4 and #6 shall be elected in even-numbered years.

ELECTION DATE: APRIL 14, 2019

<u>POSITION NUMBER</u>	<u>INCUMBENT</u>
Position #1	Doc Slyter
Position #3	Mark Ingersoll
Position #5	Teresa Spangler

**Tribal Council Elections Information:**  
To become a candidate for the 2019 Election you must be an enrolled CTCLUSI Tribal Member, at least 21 years old, and never have been previously removed from office for good cause after 5/23/1987.

**Statements of Candidacy:** a form (located in all Govt. offices or on the Website) to submit with your name, roll number and the position you choose to run for. You cannot change your position once it has been submitted. You can submit this form anytime between now and March 15, 2019.

**Position Statement:** a letter any candidate can submit, on 8 ½ x 11” paper, printed on both sides if you choose, to be included with the ballots and/or be placed in the Newsletter in the months of February, March or April Issues for membership to know about you. First deadline is January 16, 2019.

**Candidate Forums:** A question & answer venue established for membership to meet the candidates. Dates of candidate forums for membership and candidates to speak will be March 16 and 17, 2019. They will be held in Coos Bay, Florence & Springfield, times and locations to be announced at a later date.

Please visit [www.ctclusi.org](http://www.ctclusi.org) under “Tribal Council” then “Elections” for complete rules in the Election Code Chapter 7-3, and the CTCLUSI Constitution. Questions please call and ask for Jeannie McNeil, Election Clerk or Vicki Faciane, Election Board Chair - 544-888-9577

CTCLUSI Voter Registration Card:  
UPDATED SIGNATURE REQUIRED

2019 Tribal Council Election  
April 14, 2019

Dear Tribal Members,

The Election Board has designed a new form to improve the ballot verification process. As an Enrolled Tribal Member, we value your involvement in Tribal Elections. A letter was mailed to you in September to inform you that, at this time, we need your updated signature on file in this new format.

Please fill out the form completely and return it in the envelope that was provided to become a registered voter. You can also go online to [www.ctclusi.org/elections](http://www.ctclusi.org/elections) to fill out a CTCLUSI Voter’s Registration Card. Our next Tribal Council Election is April 14, 2019. ONLY Tribal Members that have signature cards on file will be considered registered voters and will receive a ballot.

If I can be of further assistance, or if you have any questions, please do not hesitate to contact me.

Sincerely,

Jeannie McNeil  
Tribal Enrollment  
Coordinator/Election  
Clerk  
1245 Fulton Avenue  
Coos Bay, Oregon 97420  
(541) 888-7506  
[jmcneil@ctclusi.org](mailto:jmcneil@ctclusi.org)

Go online  
to  
[www.ctclusi.org/elections](http://www.ctclusi.org/elections)  
to print and fill out a  
CTCLUSI Voter’s  
Registration Card  
Return form to  
Enrollment Dept., 1245  
Fulton Avenue, Coos  
Bay, OR 97420



Join a Tribal  
Committee



**Chapter 7-5 GENERAL COMMITTEE CODE 7-5-1; General Policy:** Committees are established to assist the Tribal Council in carrying out its responsibilities, to provide quality services to the Tribal membership and to develop, maintain and protect the assets and interests of the Tribes.

Tribal Committee appointments are made by Tribal Council and are for a four (4) year term. Tribal Code allows for you to be on no more than three (3) committees at a time and you may only server two (2) terms, unless special consideration is necessary.

Currently, we have at least one (1) position available in each committee due to vacancies and term expiration on 12-31-2018. Tribal Committees cover several areas of the Tribe and work with various departments. Below is a list of Committees you may be interested in becoming a member of:

- |                      |                      |                     |
|----------------------|----------------------|---------------------|
| Culture Committee    | Budget Committee     | Education Committee |
| Elders Committee     | Enrollment Committee | Housing Committee   |
| Investment Committee | Health Committee     | Election Board      |

How to become a member? You must be a CTCLUSI enrolled Tribal member. The attached **Letter of Interest Form** must be completed and returned in the envelope for Tribal Council considerations. All forms should be received by December 1, 2018.

Letters of Interest are only kept on file for one year.

Additional forms can be found on the Tribes’ website: [www.ctclusi.org](http://www.ctclusi.org) or requested through any Tribal Government Office located in Coos Bay, Florence and Springfield. Questions? If you would like to know any further details, please contact: Jeannie McNeil , 1245 Fulton Ave. Coos Bay, Oregon 97420. By email, [jmcneil@ctclusi.org](mailto:jmcneil@ctclusi.org) or by phone 541-888-9577.



Wisdom Warriors

Living Wise.....Living Strong  
Chronic Disease Self-Management Education Workshops



The Confederated Tribes of Coos, Lower Umpqua  
& Siuslaw Indians Division of Health Services  
(In partnership with Yellow Hawk Tribal Health Center)

Will be offering a free series of six, 2-½ hour workshops for anyone with a chronic illness, or those living with someone suffering from chronic illness. These workshops are designed to provide you with evidence based techniques that can assist you to better manage chronic illness through self-care.

Topics include: Chronic disease management, making action plans, problem solving, dealing with difficult emotions, healthy eating, communication skills, and working with your health care provider.

Healthy snacks will be provided.

Workshops Schedule

Mondays  
January 14, 28, 2019  
and  
February 4, 11, 25, 2019 and March 4, 2019

From 2:30 PM to 5:00 PM

At the CTCLUSI Community Center  
338 Wallace Street, Coos Bay, Oregon 97420

For more information, contact: Doug Morrison (541) 997-6685

To sign up, please call: (541) 435-7155 or toll-free 1 (888) 365 7155



## This Month...be on the Lookout for Licorice Fern

Contributed by Ashley Russell, Water Protection Specialist

**Plant description:** Licorice Fern is in the family Polypodiaceae, the polypody family. Also called “sweet root”, this deciduous fern prefers to grow on big-leaf maples, rocky edges, or mossy ledges at low elevations west of the Cascades. They differ from other deciduous plants in that they are summer deciduous, meaning that they die back in the summer and re-emerge or re-awaken in winter if they are evergreen. In addition, licorice fern fronds, which average about a foot long, don’t grow from a single location, unlike most other ferns.

**Food:** The rhizomes, or roots, of licorice fern were used traditionally to treat colds and sore throats. They are also good for decreasing inflammation and hypersensitivity associated with certain allergic reactions, such as bee stings, shellfish, etc. Licorice fern rhizomes should be gathered when they are most potent, in summer to late-fall, but can be gathered relatively all year round and best dried. Aside from its medicinal properties, the root also imparts a sweet licorice-like flavor and is a great addition to any herbal tea.



**Scientific Name:** *Polypodium glycyrrhiza*

## Chinook Helicopter Helps Save Salmon

Contributed by Bryan Gillooly, Restoration Project Manager

For generations, the Tribes of the Coos, Lower Umpqua and Siuslaw thrived off their ancestral lands, which provided a seemingly endless bounty of fish, shellfish, animals, and native plants. The Tribes weren’t conventional farmers as we know agriculture today, nor were they mere ‘hunter-gathers’ as anthropologists often portray native peoples as being. Instead, they used Traditional Ecological Knowledge (TEK) to be stewards of the land, reaping what the natural world sowed in a sustainable fashion, carefully managing the landscape for future generations by respecting and honoring the resources.

CTCLUSI’s stewardship continues today. In October of 2018, the US Forest Service, the Siuslaw Watershed Council and CTCLUSI completed an important part of an innovative salmon restoration project on the North Fork Siuslaw River. In the past 150 years various land use practices, including timber extraction and splash damming, have significantly changed the natural watershed processes that Tribes were so careful to protect and maintain for thousands of years. Unfortunately, these extractive practices seriously scarred the landscape, limiting the quantity and quality of aquatic habitat, in particular for coho salmon, which are now listed as “Threatened” on the Endangered Species List. In order to heal these landscape wounds, 372 trees were dropped into multiple tributaries of the North Fork via a Chinook helicopter. This “installation” of large wood in Billie, Condon, Uncle, Drew and Wilhelm Creeks will do amazing things for coho salmon at their different life stages. For example, large wood in these streams will help slow the flow of water, making it easier for adult fish to move upstream to spawn. It can also help decrease water temperatures, which can be lethal for juvenile salmon, create more refuge pools for low flow periods in the summer months, and help sort gravel, which are used by salmon and steelhead to build redds (underwater nests) to

lay eggs. This massive mobilization of resources through this project will help restore approximately 23 miles of mainstem and tributary channels and result in the priceless restoration of critical habitat for coho salmon for generations to come.

CTCLUSI would like to especially thank Paul Burns and Chris Mayes at the US Forest Service, Mizu Burruss and the rest of the team at Siuslaw Watershed Council and Columbia Helicopters, Inc. for their amazing efforts to restore salmon habitat in CTCLUSI’s ancestral territory.

For more information on this project and other salmon restoration efforts of the Tribes, contact Bryan Gillooly, the Tribes’ Restoration Project Manager, at [bgillooly@ctclusi.org](mailto:bgillooly@ctclusi.org) or come visit him at the Tribal Outreach Office in Florence, Oregon. There is always hot coffee.



Photos provided by the Siuslaw Watershed Council



“We are not just travelers but navigators of our futures”

Cow Creek Tribal Youth Council  
“YOUR COMPASS” - 2019 Oregon Tribes’ Youth Summit March 8-10, 2019 at 7Feathers Hotel and Convention Center Canyonville, OR

**Calling All High School-Aged CLUSI Youth!**

This is your invitation to join HOC staff and other tribal youth to learn the tricks of the trade in all things “career” Please contact Sonja McCarty, Healing of the Canoe Facilitator at 541-808-8175 for more information, or to reserve your spot!

**(All expenses paid)**

Cow Creek Band of Umpqua Tribe of Indians and its Youth Council are delighted in bringing this invitation to High school-aged youth of Oregon Native American Tribes. This event will be an impactful and engaging leadership and informational conference that focuses on a directional plan of where you want to go and how to get there. With top speakers in the breakout sessions, students will come away with:

- Leadership skill building
- Transitioning: What independent living looks like Resume & Cover Letter building skills
- Interview techniques
- College admissions/ scholarship/financial aid information Community College/ Apprenticeship programs
- LiUna Apprenticeship program

**Sponsored by HOC and in lieu of The School To Work Program**

***Tribal Member Birth Announcement***



***Stella Marie McCoy***  
*~ Lower Umpqua ~*

On November 21, 2018, Melissa Denise Reeves and Garrett McCoy welcomed baby Stella into the world with much love. She weighed in at 3 pounds, 13 ounces and 16 inches long — perfectly healthy and happy.

Stella is the paternal granddaughter of Jennifer Roufs and Ivan McCoy, maternal granddaughter of Rebecca Reeves and the late Christopher Reeves, and maternal great-granddaughter of the late Chief James Lott, Sr.

The family is doing well and headed home right in time to celebrate Stella’s very first Christmas.

*Welcome, beautiful baby Stella!*



**Baby Baskets!**



Are you a Tribal member or Tribal spouse expecting a baby?

We can help you by providing a basket of necessities for your new little bundle of joy.

Our Community Health Aides work together with our Dental Clinic to make sure you receive a great variety of baby products to start off your baby’s precious life with ease, comfort and good health. Some of these items include diapers, wipes, bottles, a tooth/gum brush, bathing products, and a car seat. If you live in the five county service area and are expecting, you are eligible to receive one of these baskets.

For more information, please contact your area’s **Community Health Aide**.

**Armando Martinez:** Coos Bay office: (541) 435-7228 cell: (541) 435-5223

**Doug Morrison:** Florence office: (541) 997-6685 cell: (541) 297-2391

**Kimmy Bixby:** Eugene office: (541) 744-1334 cell: (541) 808-8684



**Would you like to become a State Certified Daycare Provider?**

Have you thought of becoming a State Certified Daycare Provider but felt that it was out of reach? Through the CTCLUSI CCDF (Childcare Development Fund) we are able to assist in this process! By visiting [www.oregonearlylearning.com](http://www.oregonearlylearning.com) you can research the steps it takes to become certified.

Reach out to Meagan Davenport, Family Services Program Assistant, by phone at 541-888-1311 or email: [mdavenport@ctclusi.org](mailto:mdavenport@ctclusi.org) if you have questions regarding this process!



# Happiness

While you might think that there are certain things that make you happy (or could make you happy if you had them), there are certain common traits among happy people --a different way of thinking about things and doing things. This includes the way you choose to think about and act on the past, present, and future.

•**Past.** People who are happier pay attention to what was good about the past, rather than focusing on the unhappy times. They are grateful, forgiving, and do not believe that the past will determine what happens in the future.

•**Present.** The way you think about and act in the present is essential in determining how happy you are (taking pleasure in life and your surroundings, building and being in meaningful relationships, and the way we react to things in life, good and bad).

•**Future.** When it comes to thinking about the future, happy people are optimistic (in a realistic sense) about how their future is going to be, but if it does not turn out that way, they know it's not going to be the end of the world either.

## Why is happiness important?

Happier people are generally healthier people—not only mentally, but also physically.

## Does aiming to be happy mean you cannot be sad?

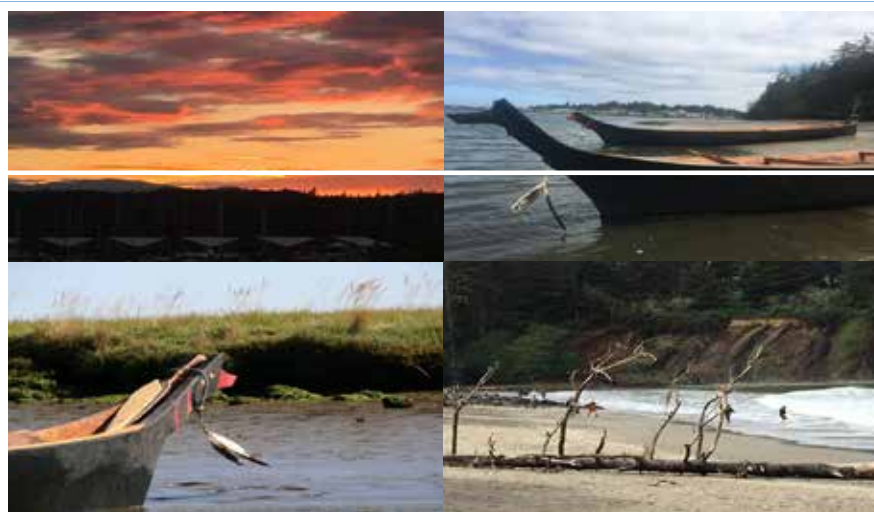
Not at all. In fact, going through times where you are sad can sometimes make that happiness all the brighter. Sadness is a part of life, and sometimes it is even possible to feel happy and sad about something.

If you are looking for help or just more information, contact:

Doug Barrett, CADC-1, CPS, Prevention & Treatment Coordinator; 541-297-2130 dbarrett@ctclusi.org

Sonja McCarty, Healing of the Canoe Facilitator; 541-808-8175 smccarty@ctclusi.org

Acknowledgement: This fact sheet was originally developed by youth and staff at ReachOut.com, a website that helps teens get through tough times.



## Spring Break

2019  
CAMP

March 25th through 29th

Be looking for information  
coming soon!

**CALLING ALL THOSE AGES 14-24  
INTERESTED IN TAKING AN ACTIVE ROLE  
WITHIN YOUTH COUNCIL  
THIS IS THE CONFERENCE FOR YOU!**



For more information contact

Sonja McCarty

Cell 541.808.8175  
smccarty@ctclusi.org

## Photography Sessions for Tribal Artisans – Photograph Your Hand Made Items

CTCLUSI's Business Incubator Lab is offering FREE photography sessions for Tribal Artisans.

### Learn to Use Your Own Cell Phone to Take Your Pictures

Arrange your artwork.  
Use lighting, backdrops and props.

### Photography Sessions are by Appointment Only

Contact the Business Incubator Manager to set up the photography session.

Photography sessions held at CTCLUSI's Business Incubator Lab in Coos Bay, and the Eugene and Florence Outreach Offices.



For more information, contact: MJ Koreiva,  
Business Incubator Manager.  
Phone: (541) 888-9577, ext. 7549.  
Email: mkoreiva@ctclusi.org




**RECOVERY IS A  
PROCESS.  
YOU JUST HAVE TO  
START**

**For more information contact:  
Doug Barrett; Prevention & Treatment Coordinator  
541-297-3479**


**WE VALUE YOUR VOICE.**

**The Northwest Portland Area Indian Health Board (NPAIHB) is asking for feedback on issues that affect your community's health and wellbeing for the upcoming Oregon State Health Improvement Plan (SHIP).**

To learn more, go to  
<https://www.surveymonkey.com/r/2020ship>  
or scan the barcode below with your phone.  
Those that complete the survey can **enter to win a raffle prize** from NPAIHB.



**NPAIHB**  
Indian Leadership for Indian Health



**NATIONAL STALKING  
AWARENESS MONTH**


January is National Stalking Awareness month. Stalking is repeated and unwanted contact that causes a person to fear for their safety or the safety of their household members. Technology has often provided offenders with a means to discover information about their victims, but tech changes have occurred recently that are improving services to crime victims:

- Coos County Sheriff's Office has recently added Text 911. Dispatch suggests calling 911 for the best service, but if you're unsafe to place the call, it is now an option to contact 911 by text. Texting may be a safer way to reach help if someone, such as an abusive partner or intruder, is in your home and you do not want them to know you've alerted the police.
- In Oregon, protective orders can now be prepared online.
- A new national smart phone app, called Tech Safety, was created by the National Network to End Domestic Violence. The app provides safety and privacy tips and strategies regarding harassment, cell phones, devices, impersonation, online safety and location safety. This app can be downloaded from the App Store or Google Play Store.

Findings from the 2010 National Intimate Partner and Sexual Violence Survey show: Almost 1 in 2 American Indian and Alaska Native women (48.8 percent) have experienced stalking in their lifetime, and 1 in 9 (11.6 percent) have experienced stalking in the past year. More than 1 in 6 American Indian and Alaska Native men (18.6 percent) have experienced stalking in their lifetime, and 1 in 27 (3.8 percent) have experienced stalking in the past year. If you or someone you know is being stalked, the Circles of Healing program is here to help you increase your safety.


**Contributed by The Circles of Healing Program**

**Family Services Department**



Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians  
1245 Fulton Avenue  
Coos Bay, OR 97420

Circles of Healing Outreach Advocate  
Melinda Radford  
(541) 888-8450





**COMING SOON!**

**CTCLUSI Summer  
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 **March 11, 2019.****

**Tribal Members will need to [www.ctclusi.org](http://www.ctclusi.org) to apply. Go to Tribal Government/Job Opportunities and click on the CTCLUSI Tribal Member link.**

**Deadline to apply is **May 3, 2019****

**FOR ADDITIONAL INFORMATION OR OTHER OPPORTUNITIES,  
PLEASE CONTACT**

**STEPHANIE WATKINS AT 541-902-3817 OR PAM HICKSON AT 541-902-3821**

**Prevention Activity  
Beading & Paddles**

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

**Choose one location only.**  
**You must RSVP by the date indicated for the location you chose.**

**JANUARY**  
**COOS BAY**  
**Saturday, January 12, 2019**  
**Tribal Hall**  
338 Wallace, Coos Bay OR  
For Beading, Necklace Making  
& Paddle Making  
10:00 AM to 2:00 PM  
**Please RSVP by Tuesday,  
January 8, 2019.**

**FEBRUARY**  
**SPRINGFIELD**  
**Saturday, February 9, 2019**  
**Chifin Native Youth Center**  
1084 G street Springfield OR, east entrance  
For Beading, Necklace Making  
& Paddle Making  
10:00 AM to 2:00 PM  
**Please RSVP by Tuesday,  
February 5, 2019.**



**RSVP Line 541-435-7155 or  
toll free 1-888-365-7155**

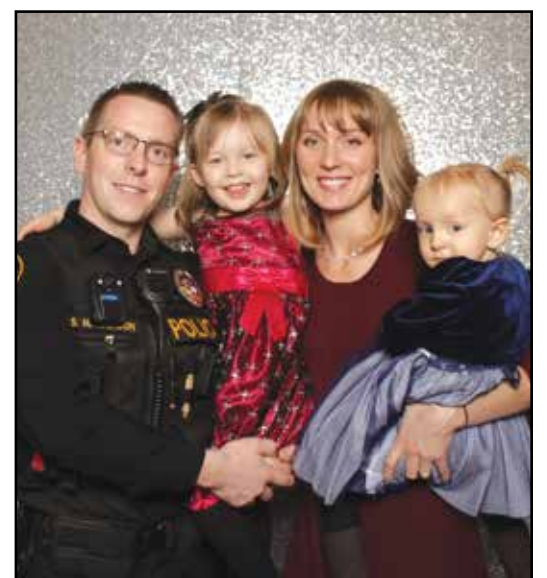


**We will be providing:**  
**Snacks**  
**Beads, Necklace Making**  
**Supplies & Paddles Blanks**

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



## *Tribal Holiday Celebration 2018*





*Tribal Holiday Celebration 2018*





# PRC Program Pharmacy Benefits

Contributed by Vicki Faciane, Director of Health Services

For many years now, healthcare costs have been rising at an unsustainable rate. The projected increase in prescription drugs for 2019 is 4.92%, lower than the 2018 projection of 7.61%, but still growing quickly. Through October 31, 2018, prescription drugs is 53% of total healthcare expenditures for the CTCLUSI PRC Program. Your PRC staff have been working on several projects to bring these costs down.

**Pequot Pharmacy Network (PRxN)**  
Earlier this year we signed a contract with Pequot Health Care to provide mail order pharmacy services to our PRC-eligible Tribal members. Pequot Health Care™ is a wholly-owned business of the Mashantucket Pequot Tribal Nation, long recognized as a leader in managing health care plans for Native American tribes and other commercial enterprises. Through PRxN, we are able to get prescription drugs at deeply discounted prices, saving 50% or more on the cost of many of these

drugs. We just enrolled approximately 80 CTCLUSI Tribal members in the program and they began receiving their prescriptions from PRxN at the beginning of December. In the next phase of rollout, we are identifying specific high-cost medications that are either not covered by insurance or for which the co-pay after insurance pays is higher than we would pay through PRxN. If you are on a high-cost medication that we can get through PRxN for less, PRC staff will contact you. Unfortunately, we are only able to use PRxN for Tribal members who do not have a prescription drug benefit because Pequot is not able to bill insurance programs or the Oregon Health Plan (OHP).

**OptumRx**  
This summer PRC mailed out pharmacy benefits cards to all Tribal members enrolled in the PRC program. The cards come from OptumRx, our pharmacy benefits manager. When you give this card to your local pharmacy, they run it through the computer to bill insurance

and the Tribe. Prior to the use of the OptumRx program, we were unable to tell if your pharmacy had billed insurance before sending us a bill and by the time we received a bill, it was too late to have the prescriptions billed back to insurance. This was happening on a frequent basis. Now your pharmacy cannot bypass your insurance. Please make sure to give the pharmacy your OptumRx card every time you pick up your prescriptions.

These programs are new and there may still be some “bumps” in the process. If you have a problem getting your prescription(s) filled, please call PRC as soon as possible. We are finding that most of the issues can be fixed quickly but you need to let us know there is a problem. You should never be asked to pay a co-pay for your medication. If you are asked to pay, call us immediately. Do not pay because we cannot reimburse you directly. Please call PRC at 541-888-4873 or toll-free at 1-800-227-0392 if you need help or if you have any questions.

# Save the Date

## 23rd Annual Elders Honor Day

March 15th and 16th, 2019

### Three Rivers Casino Resort

### Elders Survey Results Are In!

Your top 5 Activities are:

- Overnight stay to Seven Feathers Casino Resort
- Eagle Cap Excursion Train
- Salmon Fishing Trip
- Gold Beach Jet Boats
- Tulalip Trip (Amtrak)

We had 65 surveys returned.  
Thank you to everyone who voted!

# Healthy Resolutions for the New Year

Contributed by Kimmy Bixby, Community Health Aide

Happy New Year! It is officially 2019 and with that comes 12 months of limitless possibilities ahead. Many of us like to start the New Year with a clean slate by making plans, reaching goals, and one of the most popular resolutions — becoming healthier. That phrase covers a broad range of meanings, including physical, emotional, mental, and even financial improvements.

A physical example of a healthy resolution would be to quit smoking, as it can improve lung capacity, function, and senses as early as one week into the resolution. Self-care is a major factor in improving emotions and mental health. Even something as simple as a bubble bath or a massage can make a world of difference. Taking time for yourself is not selfish, it is necessary.

Financial problems easily escalate after the holidays. We all have the best intentions to pay off our Christmas debt within the first few months of the New Year, but it does not always

work out that way. Life happens, and with that goes part of our savings. If your resolution is to pay off your debt, you can start by setting a budget and sticking to it. Make a habit of putting a small amount of money each month into your savings and by the end of the year you may be surprised at how much you have built up. It will not be easy, but it will definitely be worth it.

Let’s talk about things that might hold us back from conquering and crushing our goals — barriers. Examples of barriers include stress, hectic schedules, depression, willpower, injuries, chronic pain, and health problems. When facing these obstacles, we must keep in mind that our resolutions need to be reasonable and modified to work with our own capabilities. A great way to get started is to use the **SMART** goals method. Now that we have broken down the steps to take towards making your New Year a success, applying yourself and committing to your resolution will help you develop new, healthy habits that will last a lifetime. Best wishes!

### SMART Goals Method

- **S – Specific.** Write out clear, concise goals.
- **M – Measurable.** Track your progress so you know when you have hit your goal.
- **A – Achievable.** Make sure it challenges you but is still within reach of your abilities.
- **R – Relevant.** The goals that you set must be relevant to your overall plan in life.
- **T – Time-based.** Have a targeted finish point set.



# Elders Corner

The Elders Spotlight of the Month will feature a new Elder each month. Elders are selected from a list of the Eldest to the Youngest Elder, starting with the Eldest. Elders will be contacted by Kimmy Bixby of Community Health Services with information for an article to be published in a future edition of The Voice of CLUSI newsletter. Many thanks go out to our Elders for all that they have done for our Tribal community. We hope to use this opportunity to highlight a few of your many accomplishments. **Thank you Elders!**

Contributed by Kimmy Bixby, Community Health Aide



Gloria Dowdy

## Gloria Dowdy

- Coos Tribal Elder
- Daughter of Roy LaVern Kerns, Jr. and Louise Anne Jordan Kerns. Wife of Phil Dowdy. Mother of Dianna and Dennis, and grandmother of Everett (Rett) and Jocelyn.

**Proudest Accomplishments:**

- Accepted Jesus into her life.
- Married to her husband for 58 years and raising their children, Dianna and Dennis, together.
- Watching her grandchildren, Rett and Jocelyn, grow into lovely young adults.

**Bucket List:**

- Finish her Regalia!
- Master the “brickstitch” with much encouragement from her dear friend, Sue Olson.
- Travel on a cruise to Greece, Italy.

**Favorite Hobbies:**

- Bible study with her friends.
- Beading Regalia.
- Home decorating and chalk painting furniture (her latest interest).
- Thrift store shopping, aka “junking” with her daughter, Dianna, and friends.

**Favorite Saying:**

“It is well with my Soul.”



Ron James

## Ron James

- Lower Umpqua Tribal Elder
- Son of Iris James (Bolling) and Grandson of Rosabell Rankin, from Gardiner, Oregon. Cousins include Ida Macey and Dennis Rankin, of California.

**Proudest Accomplishments:**

- His two daughters, Jean Marie Dauterman and Leann Rae James-Cook.
- His seven grandchildren- six boys and one girl.
- Serving 20 years in the U.S. Navy.
- Married to Linda Sue for 31 years.
- Working for the U.S. Forest Service and partly for the Veteran’s Administration, totaling about 20 years.

**Bucket List:**

- RV travel through the United States.
- Live to meet his Great-grandbabies.
- Buy a motor Trike!

**Favorite Hobbies:**

- Amateur Radio (aka Citizens Band Radio).
- Making jewelry.
- Fishing on the boat.

**Favorite thing to say every morning:** “What’s for dinner?”

Welcome New Tribal Elder

Tamara Lee Brown

# Elders Lunch

Thursday, January 3rd, 2019

at 11:30am

CTCLUSI TRIBAL COMMUNITY CENTER

338 Wallace Street, Coos Bay, OR 97420



**Please RSVP By December 28, 2018**

**(541) 435-7155 or toll free 1(888) 365-7155**

A minimum of 10 RSVPs are required.


LIMITED TRANSPORTATION PROVIDED.




Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians

Health and Human Services Division




Elders Activity Program



# Elders Valentine Birthday Luncheon



We would like to Honor all Elders that are “75” and older in the year 2019.



THURSDAY, February 7, 2019


at 11:30 a.m. at Florence Outreach Office

Florence, Oregon

**RSVP to 541-435-7155 or toll-free 1-888-365-7155**

**By Monday, February 4, 2019**

**Join in for a Valentine Dance after lunch.**



Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians

Health & Human Services Division

Elders Activity Program



## CHRISTMAS BUDDIES

Contributed by Kimmy Bixby, Eugene CHA, HSD, and Pam Hickson, Recruitment Specialist, HR

Every December at our annual Tribal Christmas dinner, a few of our departments set up their tables in the back of the Events Center to hand out goodies and information about what they provide for our Tribal families. Pam Hickson of Human Resources regularly sets up her table every year.

Over the past few years, little Kaylin Bixby has been drawn to her table. At almost five years old, she took it upon herself to perch right next to Pam and keep her company, make her laugh, play games, and color. Kaylin migrated back to Pam the following year.

During our most recent Tribal Christmas dinner, at almost seven years old, Kaylin found her Christmas Buddy once again. It looks like they have started a tradition!

Even with a whole year in between the event, these two seem to have a friendship that will last a lifetime.

*"She will be our future On Call, Youth Camp Counselor, Intern, and maybe even a future employee. I'm honored to share a small part of her journey."*

— Pam Hickson



## Use Common Sense When Using GPS Navigation

Contributed by Kathy Perkins, Transportation Coordinator

When roads are closed and your GPS navigation system directs you onto a detour route, keep in mind that the device you count on for guidance could instead guide you into trouble. Most navigation tools don't take current road or weather conditions into consideration. They may direct you onto remote roads that are neither maintained nor passible in all weather conditions.

Already this season someone had to be rescued after following their GPS navigation device off the main highway and onto a snow covered forest service road near Mount Hood. Fortunately, they received help and everyone was safe. This has not always been the case.

Navigation systems and similar smartphone apps are great tools, but travelers may need to verify the identified detour route is appropriate given current conditions and the vehicle they are driving. Here are a few tips to consider:

### What you can do

- Be aware that the app on your phone or in your GPS device might not have the latest information – don't follow it blindly!
- Use TripCheck.com (available on your computer and on your phone) to get the latest on state road conditions, or call 511.
- Remember, in winter conditions (or in summer's fire season), roads can be impassable, so USE COMMON SENSE.
- If you are not familiar with an area and current road conditions, stay on state roads and don't attempt detours onto roads you don't know.
- Alter your travel plans. If you are not sure of the route and road conditions your GPS device directs you to, ask local folks for information and consult a map. It is better to stay the night in town rather than be stuck on a remote road in the middle of nowhere.

### What ODOT will do

- ODOT crews work continually to keep state highways safe, but during certain conditions, such as blowing snow and freezing temperatures, you may want to avoid travel altogether.
- ODOT will issue media flash alerts if roads are closed. These will be updated continually on TripCheck.com.

## Children's Coat Drive Bring In 206 Coats for the Ark Project

Contributed by Christa Hernandez, Accounting & Payroll Specialist and United States Coast Guard Veteran

A big thank you to everyone here at the tribe that contributed toward the Children's Coat Drive. With the teamwork of the Coastie Association, USCG units, CTCLUSI, churches and local businesses we were able to collect a total of **206 coats!** The coats we collected were delivered to The Ark Project in Coos Bay. Melinda Torres, the Homeless Liaison/ ARK Project Manager, and her team will make efforts in distributing coats to the children in need at the schools in the Coos County area.

Thank you so much for all your help!

### If you or your family are living in:

- An emergency or transitional shelter
- A motel, RV Park, or campground
- Your in a car, a park, the street or an abandoned building
- Shared Housing with Others - due to economic hardship
- Unsuitable Living Conditions
- Or unaccompanied minors in one of the living situations listed above

### Then you may qualify for:

- Help with school supplies
- Access to donated clothes
- Hygiene Supplies
- Laundry Services
- Tutoring & homework help
- Assistance navigating community resources
- Help with school fees only for students K-12th grade
- Information & help with school transportation



### Contact



### Open Mon. - Thurs.

Mon.- Wed.— 1:00pm-5:00pm  
at 755 S. 7th St. in Coos Bay  
Thurs. — 2:00pm-5:00pm (Madison Elementary)  
400 Madison St. in Coos Bay

For further questions  
**541.267.3104 ext: 7115**



**NEW DATA SHOWS SKYROCKETING YOUTH E-CIGARETTE USE**

Tobacco remains sweet, cheap and easy to get in Oregon. New data released by the Centers for Disease Control and Prevention (CDC) and the FDA this month showed that youth e-cigarette use skyrocketed nationally from 2017 to 2018, increasing by 78% in a single year. The FDA underscores that youth e-cigarette use has reached epidemic levels and that flavors are a critical factor – including the menthol and mint flavors that the FDA will leave widely available. Key findings from the 2018 National Youth Tobacco Survey:

- Between 2017 and 2018, current (past 30 day) e-cigarette use increased by 78 percent among high school students (to 20.8 percent) and by 48 percent among middle school students (to 4.9 percent). In 2018, more than 3.6 million middle and high school students were e-cigarette users – an alarming increase of 1.5 million students in just one year.
- Among high school e-cigarette users, from 2017 to 2018, current use of any flavored e-cigarettes increased from 60.9 percent to 67.8 percent, and current use of menthol- or mint-flavored e-cigarettes increased from 42.3 percent to 51.2 percent.
- The number of high school students reporting frequent use of e-cigarettes increased significantly, underscoring that many kids are not just experimenting with e-cigarettes but using them regularly and increasing their risk of nicotine addiction. The proportion of current e-cigarette users who reported use on 20 or more of the past 30 days increased from 20 percent in 2017 to 27.7 percent in 2018. That means more than a quarter of all high school e-cigarette users – over 840,000 teens – use e-cigarettes frequently.
- The increase in e-cigarette use has driven a 38 percent increase in use of any tobacco product among high school students (from 19.6 percent in 2017 to 27.1 percent in 2018). This reverses a decline in recent years.

E-cigarette use poses serious risks to the health of young people. A 2016 Surgeon General’s report concluded that youth use of nicotine in any form, including e-cigarettes, is unsafe, can cause addiction and can harm the developing adolescent brain. A January 2018 report by the National Academies of Sciences, Engineering and Medicine concluded, “There is substantial evidence that e-cigarette use increases risk of ever using combustible tobacco cigarettes among youth and young adults.”

**If you are looking for help or just more information, contact:**

**Doug Barrett, CADC-1, CPS, Prevention & Treatment Coordinator; 541-297-2130 [dbarrett@ctclusi.org](mailto:dbarrett@ctclusi.org)**

**Mark Petrie, TTPEP Coordinator, 541-888-9577 [mpetrie@ctclusi.org](mailto:mpetrie@ctclusi.org)**

**Sonja McCarty, Healing of the Canoe Facilitator; 541-808-8175 [smccarty@ctclusi.org](mailto:smccarty@ctclusi.org)**

**Commercial Tobacco Prevention News**

Contributed by Mark Petrie, Commercial Tobacco Prevention Grant Coordinator

Those who have been to the tribal offices in Coos Bay and Florence may have noticed that there are some new “No Smoking Signs” installed. Tribal members Amanda Craig and Mark Petrie designed these signs with our tribes’ unique basketry designs in mind. Funding for the signs were acquired through WEAVE-NW, which is a project cooperative agreement between Northwest Portland Area Indian Health Board (NPAIHB) and the Center for Disease Control and Prevention (CDC).

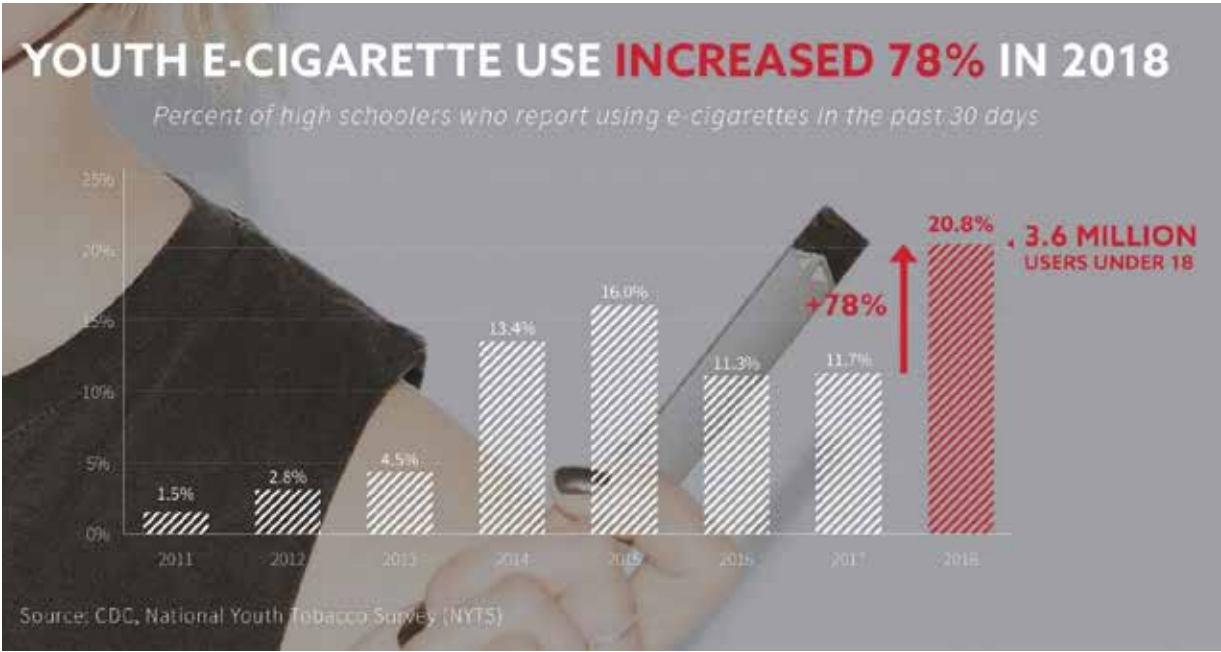
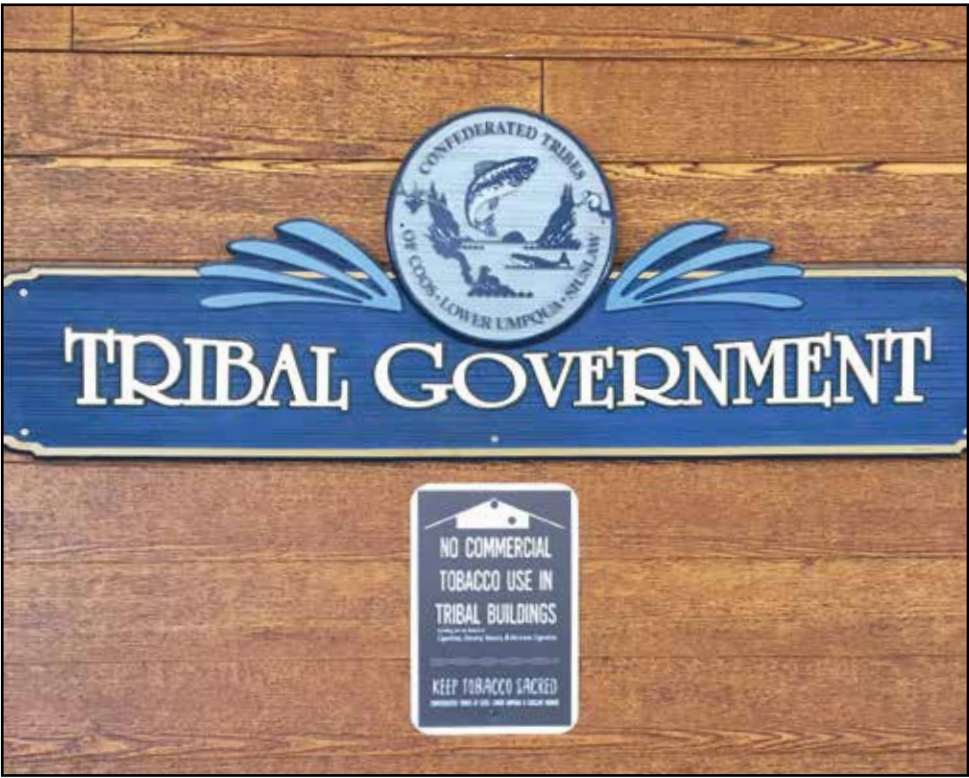
It is a sad fact that commercial tobacco use is still the leading cause of preventable disease, disability, and death in the United States. In Oregon there are nearly 8,000 deaths annually caused from tobacco related health issues. For every eight smokers that die from smoking, one non-smoker dies from secondhand smoke exposure.

To address these harms, our Tribal Code 5-5-3 states in part: A person may not smoke or carry any lighted smoking instrument within 25 feet of entrances; exits; windows that open; ventilation intakes; boundaries of parks, playgrounds, community gardens, places of amusement and designated non-smoking events.


In efforts to protect the health of our youth and future generations from Commercial Tobacco, we are developing a Tobacco-Free Youth Events and Gatherings policy with the help of our tribal community members. With your support and input, this policy will emphasize our traditional values of promoting health, community and well-being.

Our ask to you all, is if this is important to you, to encourage you to reach out and be involved in creating policy that impacts you, your children, your families, and your tribal cousins and friends.

You can contact Mark Petrie, Commercial Tobacco Prevention Grant Coordinator at [mpetrie@ctclusi.org](mailto:mpetrie@ctclusi.org) or by phone at (541) 888-1318.







### Truman D. Picard Scholarship Announcement For Native American/Alaskan Natural Resource Students

**Deadline:** Friday, March 15, 2019, 5:00 p.m. PST

**Award:** \$2,500 for college students (number of awards varies per year)  
\$2,500 for grad students and graduating college seniors that are applying/accepted for grad school  
\$2,000 for graduating senior high school students

**Purpose:** The **Truman D. Picard Scholarship Program** is dedicated to the support of Native American students pursuing a higher education in Natural Resources.

**Required Materials:** The Education Selection Committee will review and rank only those applicants who completely address each area. Please be specific. Incomplete applications will not be considered.

- Letter of Application:** The letter must include your name, permanent mailing address, email address if available, and phone number. It should be a maximum of two pages in length, and discuss the following:
  - Interest in natural resources.
  - Commitment to education, community and your culture.
  - Financial need. Students **MUST** complete the Free Application for Federal Student Aid (FAFSA) and attach the Student Aid Report or have the report sent to the ITC office. If it has not been completed, send last year's report.
- Resume**
- Three letters of reference:**
  - On letterhead (If no letterhead is available through the reference's organization they should create their own)
  - Signed
  - Dated within the last six months
  - Open sealed documents, if applicable
- Evidence of validated enrollment in a federally recognized tribe or Alaska Native Corporation**, as established by the U. S. Government. A photocopy of your enrollment card, front and back, or Certificate of Indian Blood (CIB) will suffice.
- Transcripts:** ALL students must include transcripts. Unofficial or official both accepted. Please open sealed transcripts.
  - High school students must also provide documented proof of acceptance to an institution of higher education and a review of college class schedule to verify major before a check is released.
  - College students must also provide proof of their declared major.
- Delivery of application, TWO STEPS:**
  - Submit via fax (503-282-1274) or e-mail ([itc1@teleport.com](mailto:itc1@teleport.com)) up until the close of business (5:00 p.m. PST) **March 15, 2019**,
  - AND mail the originals to be postmarked by March 15, 2019.** Be sure to check your local post office hours.

Inquiries and applications should be directed to the Intertribal Timber Council office:

ATTN: EDUCATION COMMITTEE  
INTERTRIBAL TIMBER COUNCIL  
1112 N.E. 21<sup>st</sup> Avenue, Suite 4  
Portland, Oregon 97232-2114  
(503) 282-4296 phone

The Intertribal Timber Council (ITC) has cooperative financial aid agreements with the University of Washington, Oregon State University, Salish Kootenai College, Northern Arizona University and Yale University. Recipients of the ITC Truman Picard Scholarship are eligible to receive additional scholarships including tuition waivers, if attending one of these colleges. For more information, visit the ITC website or contact the colleges directly.

**TRUMAN D. PICARD (1946-1986)**

To honor Truman D. Picard the Intertribal Timber Council (ITC) established a scholarship program in his name. Truman served on the ITC Board of Directors from 1982 to 1985. While working for the Bureau of Indian Affairs, Colville Agency (Nespelem, Washington), in presales he attended the Forest Engineering Institute at Oregon State University becoming one of the first people from the agency to complete this program. In 1977, Truman transferred to the Colville Tribal Forestry organization taking a position as Supervisory Forest Technician in charge of woods operations. Later he was promoted to Assistant Supervisor of Forestry Operations.

# New Year New You



## New Year's Resolution: Achieve your goals!

### GET YOUR GED

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1. Get a better job
2. Improve your skills
3. Get into college

**\$57 PER TERM**

**CLASS START DATES:**

Winter Term - January 7, 2019  
Spring Term - April 1, 2019  
Summer Term - June 24, 2019  
Day & Night Classes Available

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# Sapsik'watá

(Teacher) Education Program

Academic Excellence in Partnership with the Nine Tribes of Oregon Since 2002


Preparing American Indians and Alaska Natives (AI/AN) to be teachers whose knowledge, skills, and cultural sensitivity will bring about long-term, much-needed improvements in the elementary, middle, and high school educational experiences of AI/AN youth.

Our program includes **support, preservice training, and in-service mentorship** of American Indians and Alaska Natives serving as teachers in AI/AN communities.

University of Oregon and federally funded benefits, totaling approximately **\$50,750 per student**, include the following:

- Tuition and fee remission
- A monthly stipend
- Books and supplies
- Academic support
- Peer support through our cohort-within-a-cohort model
- Ongoing support during the first year of teaching

Apply to UO Teach and Sapsik'watá at [education.uoregon.edu/sapsikwala-teacher-education-program/application-information](http://education.uoregon.edu/sapsikwala-teacher-education-program/application-information)



Our work is guided by indigenous cultural values and a commitment to tribal partnerships. The Sapsik'watá Program is directed by American Indian faculty and staff members, and reports to a tribal advisory council with representatives from the nine tribes of Oregon.

**100% GRADUATION RATE**

**81 ALUMNI REPRESENTING 41 TRIBES**

**97% OF ALUMNI EARNED TEACHING LICENSURE IN OREGON**

**100 PERCENT OF ALUMNI HAVE COMPLETED SERVICE PAYBACK TO TRIBAL COMMUNITIES ACROSS 12 STATES**

**OUR MOTTO:**  
gifted to us from Warm Springs elder Arlita Rhoan

**Sápsikw'at**  
**xtówit naamí**  
**tananmamiyau**  
Education strengthens our people

**Páwiya'k'ukshaataash**  
**tananáwit shúkatki**  
We are gathering our knowledge

An equal opportunity, affirmative action institution committed to cultural diversity and compliance with the Americans with Disabilities Act. ©2018 University of Oregon MCO20618

Project Leaders:  
Michelle Jacob, PhD. (*Yakama*)  
Leilani Sabzalian, PhD. (*Alutiiq*)

Email: [sapsikwala@uoregon.edu](mailto:sapsikwala@uoregon.edu)

[education.uoregon.edu/sapsikwala](http://education.uoregon.edu/sapsikwala)


## LIHEAP


Low-Income Home Energy Assistance Program

Make an appointment for LIHEAP with:

**Coos Bay Office:**  
Meagan Davenport  
(541) 888-1311

**Eugene Office:**  
Shayne Platz  
(541) 744-1334





In order to qualify, families must have an annual household income (before taxes) that is below the following amounts:


Household Size	Yearly Gross Income
1	\$24,549
2	\$32,103
3	\$39,656
4	\$47,210
5	\$54,764
6	\$62,317

Documents needed to apply:  
Proof of income, SSI/SSDI Statements, Child Support Statement, I.D.s, Tribal Enrollment Cards, Social Security Cards and Current Utility Bill

LIHEAP is a federally funded program that assists with home energy bills, energy crises, and weatherization. LIHEAP assists families not only in winter to heat homes but also with cooling needs in summer. The program is based on income and family size. To qualify, you must reside in the 5-county service area of Coos, Curry, Douglas, Lane, and Lincoln Counties.

**NOTE:**

If you think you may be qualified, please call Family Services for more information and to apply. We can help with your questions, such as, what counts as income and what documentation you need to apply. Income limits change each year, so you may qualify now even if you did not in the past.



Sponsored by CTCLUSI Health & Human Services Division

Family Services - LIHEAP Program





# Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians Upcoming Events 2019

## January

**January 1<sup>st</sup>** – New Year's Day, Tribal Offices CLOSED

**January 3<sup>rd</sup>** – Elder Luncheon, Community Center, 11:30 a.m.

**January 5<sup>th</sup> & 6<sup>th</sup>** – Lifeways Regalia Class, Florence

**January 11<sup>th</sup>** – Deadline for Fitness Program 2018 Reimbursements

**January 12<sup>th</sup>** – Beading and Paddles Prevention Activity, Tribal Hall 10:00 a.m. – 2:00 p.m.

**January 13<sup>th</sup>** – Regular Tribal Council Meeting, Community Center, 10:00 a.m.

**January 14<sup>th</sup>** – Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**January 15<sup>th</sup>** – Newsletter Deadline for February

**January 28<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

## February

**February 4<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**February 7<sup>th</sup>** – Elders Valentine Birthday Luncheon, Florence Outreach Office, 11:30 a.m.

**February 9<sup>th</sup>** – Beading and Paddles Prevention Activity, Chifin Native Youth Center, Springfield, OR 10:00 a.m. – 2:00 p.m.

**February 10<sup>th</sup>** – Regular Tribal Council Meeting, Community Center, 10:00 a.m.

**February 11<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**February 15<sup>th</sup>** – Newsletter Deadline for March

**February 15<sup>th</sup> – 18<sup>th</sup>** – Unity Conference for Youth 14 – 24, contact Sonja McCarty (HOC) for information

**February 25<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

## March

**March 4<sup>th</sup>** - Wisdom Warriors Workshop, Community Center, 2:30 p.m. – 5:00 p.m.

**March 8<sup>th</sup> – 10<sup>th</sup>** – Tribal Youth Summit, Canyonville, OR

**March 11<sup>th</sup>** – Student Summer Internship Applications Open

**March 10<sup>th</sup>** – Regular Tribal Council Meeting, Community Center, 10:00 a.m.

**March 15<sup>th</sup>** – Statement of Candidacy Deadline to run for Tribal Council

**March 15<sup>th</sup>** – Newsletter Deadline for April

**March 15<sup>th</sup> & 16<sup>th</sup>** – Elders Honor Day, Three Rivers Casino, Florence

**March 25<sup>th</sup> – 29<sup>th</sup>** – Save the Date: Spring Break Camp

### Save the Dates

Statement of  
Candidacy Deadline  
March 15, 2019

Elders Honor Day  
March 15<sup>th</sup> & 16<sup>th</sup>

Spring Break Camp  
March 25<sup>th</sup> - 29<sup>th</sup>

Election Day  
April 14, 2019

### Lifeways Regalia Class

We're happy to be offering a class open to tribal families at the Florence Outreach Office **January 5<sup>th</sup> and 6<sup>th</sup>** from 9:00 am to 5:00pm. Enna Helms will be instructing on making individual regalia needs per each individual's request. If you have a particular project in mind, please RSVP so that the proper materials and equipment can be made accessible for the class. Call Enna Helms at (541) 297-7538 to RSVP and for questions.

For Sale: Electric  
Toothbrushes!

For Sale by CTCLUSI Dental

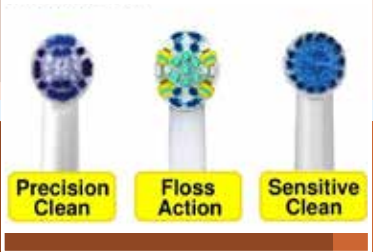
**ONLY \$20.00**

Oral-B Vitality Electric Toothbrushes.  
Refill heads also available for \$5.00.

Call - (541) 888-1301

Remove more plaque and decrease inflammation with an electric toothbrush. This brush features 7600 oscillations per minute, a 2-minute timer, 2 brush heads, 1 charging station, and 1 rechargeable battery.

Order yours today. Must pre-pay when ordered. (Shipping available for an extra fee.)



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TH = Tribal Hall    CC = Community Center    TRC = Three Rivers Casino    FL= Florence Outreach    Eug=Eugene Outreach

January 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 New Year's Day Office Closed	2	3 Elders Luncheon CC 11:30 a.m.	4	5 Lifeways Regalia Class, FL
6 Lifeways Regalia Class, FL	7	8	9	10	11 Fitness Program 2018 Deadline	12 Beading & Paddle Making TH 10:00 a.m.
13 Tribal Council Meeting, CC 10:00 a.m.	14 Wisdom Warriors Workshop, CC 2:30 p.m.	15 Newsletter Deadline for February	16	17	18	19
20	21	22	23	24	25	26
27	28 Wisdom Warriors Workshop, CC 2:30 p.m.	29	30	31		

February 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 Wisdom Warriors Workshop, CC	5	6	7 Elders Luncheon FL, 11:30 a.m.	8	9 Beading & Paddle Making TH 10:00 a.m.
10 Tribal Council Meeting, CC 10:00 a.m.	11 Wisdom Warriors Workshop, CC 2:30 p.m.	12	13	14	15 Newsletter Deadline for March	16
17	18	19	20	21	22	23
Unity Youth Conference						
24	25 Wisdom Warriors Workshop, CC 2:30 p.m.	26	27	28		

March 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 Wisdom Warriors Workshop, CC 2:30 p.m.	5	6	7	8 Tribal Youth Summit, Canyonville, OR	9 Tribal Youth Summit, Canyonville, OR
10 Tribal Council Meeting, CC 10:00 a.m. Tribal Youth Summit, Canyonville, OR	11 Tribal Youth Summit, Canyonville, OR	12 Student Internship Apps Open	13	14 Newsletter Deadline for April →	15 Statement of Candidacy Deadline	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	Spring Break Camp					



# Coping With Change – Managing Your Emotions & Expectations

Contributed by Mike Smith, Tribal Benefits Specialist - Contact me at 541.902.3819 or at msmith@ctclusihr.org

How much change have you experienced in the last year? Perhaps you’ve had to learn a complicated new software system. You may have taken on new projects or a new role. Or you might have gone through a merger or an acquisition. Change is routine in today’s workplace. And, no matter what you do, you probably can’t – or shouldn’t – try to stop it. However, you can choose how you react to it. If you can embrace and cope with change, you’ll be valued highly in your organization. You’ll be seen as a flexible and adaptable employee, and this reputation can open up many opportunities. If, however, you consistently resist change, you’ll be seen as “part of the problem,” and you’ll get left behind.

In this article, we’ll look at why coping with change is so important, and we’ll discuss a framework that you can use to deal with it more effectively.

### The Importance of Coping

So, what is coping? One formal definition says that it’s a “process by which an individual attempts to minimize the negative emotions that arise from the experience of negative events.” Another defines coping as “cognitive and behavioral efforts to deal with experiences that tax or exceed one’s resources.”

Put simply, coping describes the way that we think about and deal with stressful events.

Importantly, it’s often your attitude towards change that determines your emotions and your experience of it. Some people view change positively, and see it as an exciting opportunity to learn and grow. Others see change negatively, as something to fear and to avoid.

It’s important to know how to cope with change, because there’s so much of it about. Organizations are continuously shifting, growing, downsizing, merging, and acquiring people and resources. Developments in technology mean that we need to learn new ways of working and communicating. We also need to know how to cope with smaller changes, such as getting to know a new employee, or learning new standards in a particular industry.

People who resist change will likely find themselves overlooked for important projects, passed over for promotions, or left behind entirely. The inability to cope with change can also lead to great stress, and other negative physical and psychological effects.

### How to Cope with Change

Change can bring amazing opportunities, or it can bring defeat. It can lift an entire team up, or it can lead people to find other employment. Researchers Mel Fugate, Angelo J. Kinicki, and Gregory E. Prussia argue that there are two major types of coping strategies: “control coping” and “escape coping.”

“Control coping” is positive and proactive. You refuse to feel like a victim of change, instead you take charge and do whatever you can to be part of the solution, including managing your feelings.

“Escape coping” is based on avoidance. You experience thoughts and emotions, or take specific actions, that help you avoid the difficulties of change. For instance, you might deliberately miss training classes, or show up too late to attend a meeting about the upcoming change.

People can use both strategies simultaneously when coping with change. However, as you can imagine, control coping is the best option to choose, because it puts you in a position of positive control. Here, you proactively search for a way to be a part of the solution, instead of reacting to, and avoiding, the change.

### Transactional Model of Stress and Coping

So, how can you put yourself in control? Richard Lazarus and Susan Folkman give us a useful way of doing this with their “Transactional Model of Stress and Coping”. You can use this simple approach to look objectively at the change situation you’re experiencing, and analyze what you

can do to respond to it effectively.

In your primary appraisal, you evaluate the event and its significance to you, your unique situation, and your sense of well-being. You’re answering the question “Is this change going to affect you in a positive or a negative way?”

A major part of coping with change is deciding whether the change represents a threat: at this initial stage, you might not be sure what risks or opportunities this change poses for you. It can also be helpful to identify the positive and negative consequences of the change you’re facing. Does it threaten your expert status or your job, or is the impact smaller? Or will this change make your work easier or enhance your skills? You’ll feel more in control and informed when you know both the positive and negative consequences, and this will also guide your actions in the next step.

It can often be useful to talk informally about what you’re feeling – remember that it usually helps to have social support in these situations. It’s also important to manage your emotions. Try not to take negative feelings out on others, and use techniques like thought awareness to keep control of your emotions. And keep in mind that not all change is bad – often, it can be a very good thing! Try to get excited about what’s coming.

Once you’ve determined how this change is going to affect you and your well-being, you can then go through a second appraisal.

In this assessment, you think about how you can control what’s happening by asking, “What can I do about this situation?” You also begin to look at the resources you have available for coping with this change, and you start thinking about whether these are sufficient. Next, make a list of things that might help you through this change. Which of your current skills will help you to succeed? Do you have a skill or knowledge gap that might hinder your ability to navigate this change? And do you need additional training? Also, do your best to find out more about this change. Be proactive, ask for news and updates, and make sure that you share what you learn with your colleagues. This will help them feel informed and comfortable, but might also prevent the spread of rumors, which can lower morale and engagement.

Your coping efforts determine how well you handle the situation. This is where control coping and escape coping strategies often come into play. It’s important to avoid common escape coping strategies, like drinking too much alcohol, lashing out emotionally, and other negative behaviors. Instead, focus on control coping, and think about how you can take control of this situation and

Article continues on page 20



## Department of Human Resources

### Current Openings at CTCLUSI and All Other Tribal Entities

**Three Rivers Casino Resort ~ Florence**

- Director of Gaming
- Bartender
- Food Server ~ Host
- Food Court Outlet Lead Cook and Cook
- Line Cook ~ Night Cook/Cleaner
- Guest Room/Laundry Attendant
- Guest Services Attendant
- Player Services Representative
- Special Events Team Member

**Three Rivers Casino Resort ~ Coos Bay**


- Line Cook
- Dish Machine Operator/Prep Cook
- Electronic Gaming Machine Team Member
- Maintenance Tech II

**Blue Earth**

- Telecommunications/Network Technician

**Tribal Government Offices**

- Special Events Employee, On Call (location varies)
- Payroll Specialist, Coos Bay
- Surveillance Agent I, Florence



<http://ctclusi-int.atsondemand.com/>

Go to **Job Opportunities** on the website for full job posting and to Apply Online

**Updated Daily**

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The Confederated Tribes of Coos, Lower Umpqua  
and Siuslaw Indians

## THE HOLLERING PLACE



The Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians  
are excited to announce our second Community Outreach Meeting  
regarding the future development of the Hollering Place!

Please join us for a second Community Meeting at the CTCLUSI  
Community Center

January 16, 2019 | 6:00 PM - 7:30 PM  
CTCLUSI Community Center  
338 Wallace St, Coos Bay, OR 97420

Questions? Please contact our Assistant Planner at [541-888-7546](tel:541-888-7546) or  
[ntsuruta@ctclusi.org](mailto:ntsuruta@ctclusi.org)

## Coping with Change... continued from page 19

create a positive outcome for yourself and for the people around you. People who have a positive outlook find it much easier to engage in control coping. So, use positive thinking techniques like Affirmations and Visualization to foresee a great outcome.

Next, keep up-to-date with what your colleagues are going through. If this change affects them as well, ask them how they're coping. Often, reaching out and trying to help others can also help you cope more effectively. Our article on coaching through change has many strategies that you can use to help you and your colleagues cope.

Remember to take time for yourself. If you're going through a major organizational change such as a promotion, takeover, or acquisition, you might feel pressured to work longer hours, especially if your job is at risk. This is often appropriate, however, it's essential to take time out during the day to eat healthy foods, get some exercise, and de-stress; and it's also important to remember to relax after a hard day's work.

Last, try to maintain a positive outlook about the situation. Even if a change seems negative at first, there's often a positive outcome if you take the time to find it. Only you can decide whether you'll grow from the situation, or let it affect you negatively.

Content taken from "Coping With Change-Managing Your Emotions and Expectations" by MindTools at [www.mindtools.com](http://www.mindtools.com)

Contributed by Mike Smith, Tribal Benefits Specialist  
Contact me at 541.902.3819 or at [msmith@ctclusihr.org](mailto:msmith@ctclusihr.org)

The Confederated Tribes of Coos, Lower Umpqua and Siuslaw  
Indians

## Tribal Planning Department

The Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indian's  
Tribal Planning Department are excited to announce our Open House!

The Open House will discuss the following related items:

- Coos Head Area Master Plan
- Strategic Plan
- Long Range Transportation Plan
- Strategic Transportation Safety Plan
- Severy Access
- Statewide Transportation Improvement Plan
- Business Incubator Updates
- Transportation Policy & Procedures
- Transit Resource
- Fee to Trust
- Strategic Acquisition Plan
- FEMA
- Forestry
- Elliot State Forest
- Survey

Food and beverages are provided

Attendees will have a chance to win a prize by entering our  
raffle contest  
Win up to \$100!

Please join us for an Open House at the CTCLUSI Community Center

January 9th, 2019 | 11:00 AM - 7:30 PM  
CTCLUSI Community Center  
338 Wallace St, Coos Bay, OR 97420

Questions? Please contact [541-888-7546](tel:541-888-7546) or [ntsuruta@ctclusi.org](mailto:ntsuruta@ctclusi.org)

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