

# The Voice of CLUSI



February 2016

Issue 2

Volume 17

[www.ctclusi.org](http://www.ctclusi.org)

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

## Amanda Trail Bridge and Statue Washed Away in Storm, Peace Hike Prevails



The bridge at the Amanda Trail washed out after heavy rainfall on December 18<sup>th</sup>  
Photograph courtesy of Loren Edward Wheeler



Photo taken during the Peace Hike, Photograph courtesy of Jesse Beers

Submitted by Jesse Beers, Culture Director

Every year for New Year's Day many of us join the community of Yachats in a peace hike on the Amanda Trail to bring in the new year with a healthy hike and ceremony. Doing this has really brought the community of Yachats and our Tribe together with healing. Unfortunately, on December 18<sup>th</sup> I received a phone call from Joanne Kittel informing us that something terrible had happened. After receiving one storm after another bringing in record rainfalls, Joanne informed me that there was a mudslide and both the Amanda Trail Bridge and the Amanda Statue had washed out. At first this was very sad news. The Amanda Statue served as a reminder of our history and was used as a place of healing for many of us. Gifting Amanda always made us feel good like we were able to show our Ancestors that we care, acknowledge them, and are doing what we can to honor them.

Amanda was one of many of our Ancestors that had to march their way north to the Great Coast Reservation. Amanda was blind, separated from her daughter, and in the diary of Royal A. Bensell he says, "Amanda...tore her feet horribly over these ragged rock, leaving blood sufficient to track her by."

The Amanda statue and grotto was a place of healing. The only positive thing I could glean from the mudslide was that maybe after all these years of healing the Creator wanted to take Amanda down to cleanse her. That was until after the New Year's Day Hike.

The route for the Peace Hike this year obviously had to be changed. People gathered at the Yachats Commons and after a few speakers, including our own Tribal Council Member Doc Slyter, we hiked south along the ocean on the Historic 804 trail and then up into the woods on the Ya'Xaik (the Alsea word

in which Yachats is based on) Trail. We then hiked down into the Gerdeman Botanic Preserve's public footpath and back to behind the commons where we performed a fire ceremony and brought in the new year with songs and good words from many. It was a beautiful ceremony on a very beautiful, albeit very windy day.

On my way back home from the Ceremony I stopped at the Amanda Grotto because I wanted to see the damage with my own eyes. Walking up the gravel drive I realized there were many trees down across the trail near the top where everyone would have been gathering before we went down into the grotto. At first, I thought this mess of trees must have been part of the slide but upon arrival Joanne informed me that this wasn't down this morning and it must have happened at some point during the hike. We and others stopped and helped cut and clean as much as we could out of the driveway. Later Joanne Kittel wrote me and said what I had not thought of before. She wrote, if it had not been for the former terrible news of the slide and the destruction of the Amanda Trail Bridge then that New Year's Day we may have had a real tragedy. Many people may have been standing in that very spot where the trees fell and many people could have been injured or even killed. Only by having to change our hike route because of the slide we avoided this. Our Ancestors are truly looking out for us.

**Reminder, the rains are still falling and the area around the Amanda Trail and Grotto are still deemed unstable and therefore unsafe. Please do not visit this area until it is deemed safe once again. If you have any questions please feel free to Contact Cultural Director, Jesse Beers.**

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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 18<sup>th</sup> & 19<sup>th</sup>, 2016*

## Tribal Council Business

### As Reported at the January 10, 2016 Regular Tribal Council Meeting

**Chief Warren Brainard:**

Dec. 13 Blue Earth Services & Technology (BEST) Meeting; Regular Tribal Council Meeting  
 Dec. 17 Weekly Teleconference  
 Dec. 30 Business Tribal Council Meeting  
 Jan. 6 Lunch for Beading Group in Springfield  
 Jan. 7 Elders Lunch, gave Invocation  
 Jan. 9. Positive Reward and Incentives Supporting Employees (PRAISE) Dinner

**Doc Slyter:**

Dec. 13 Regular Tribal Council Meeting  
 Dec. 15 &16 Tribal Government to Government Conference  
 Dec. 17 Weekly Teleconference  
 Dec. 18 Jordan Cove Public Hearing – Coquille  
 Dec. 20 Trip to Yachats to see destruction of Amanda Bridge and Statue  
 Dec. 21 Winter Solstice – Plankhouse  
 Dec. 30 Business Tribal Council Meeting  
 Jan 1 Peacewalk – Yachats, Oregon  
 Jan 6 Flute Circle

Jan 9 Native American Flute Presentation – Coos Art Museum  
 Jan. 9. Positive Reward and Incentives Supporting Employees (PRAISE) Dinner

**Beaver Bowen:**

Dec. 13 Regular Tribal Council Meeting  
 Dec. 17 Weekly Teleconference  
 Dec. 30 Business Tribal Council Meeting  
 Jan 6 Three Rivers Foundation Board Meeting  
 GFORB Meeting

**Teresa Spangler, Vice - Chairman:**

Dec. 13 Regular Tribal Council Meeting: Budget Hearing  
 Dec. 15 &16 Tribal Government to Government Conference  
 Dec. 17 Weekly Teleconference  
 Dec. 30 Business Tribal Council Meeting  
 Jan 6 Three Rivers Foundation Board Meeting

**Arron McNutt:**

Not Present

**Tara Bowen:**

Dec. 13 Regular Tribal Council Meeting  
 Dec. 15 &16 Tribal Government to Government Conference  
 Dec. 17 Weekly Teleconference  
 Dec. 18 Jordan Cove Public Hearing – Coquille  
 Dec. 30 Business Tribal Council Meeting; Budget Hearing

**Mark Ingersoll, Chairman:**

Dec. 13 Blue Earth Services & Technology (BEST) Meeting; Regular Tribal Council Meeting  
 Dec. 15 &16 Tribal Government to Government Conference  
 Dec. 17 Weekly Teleconference  
 Dec. 30 Business Tribal Council Meeting  
 Jan. 9. Positive Reward and Incentives Supporting Employees (PRAISE) Dinner

## CTCLUSI Resolutions

**RESOLUTION NO.:** 15-075

**Date of Passage:** December 30, 2015

**Subject (title):** Approval of Oregon Judicial Case Information Network Terms of Use

**Explanation:** Tribal Council approved the OJICIN Terms of Use to govern the Tribes use of the Oregon Judicial Information Network (“OJIN”), Appellate Case Management System (“ACMS”), collectively “OJIN OnLine,” and the Oregon eCourt Case Information System (“OECI”).

ENROLLMENT COMMITTEE

POSITION	NAME	TERM ENDS
#5	Laura Coleman-Doll	12/31/19

HOUSING COMMITTEE

POSITION	NAME	TERM ENDS
#2	Jon Barton	12/31/17
#4	Andrew Brainard	12/31/18
#5	Teresa Spangler	12/31/19

INVESTMENT COMMITTEE

POSITION	NAME	TERM ENDS
#5	Vicki Faciane	12/31/19

TRIBAL HEALTH COMMITTEE

POSITION	NAME	TERM ENDS
#4	Warren Brainard	12/31/18
#5	Melinda Sprague	12/31/19

**RESOLUTION NO.:** 15-076

**Date of Passage:** December 30, 2015

**Subject (title):** Approval of Appointment of New Election Board Members

**Explanation:** Tribal Council approved the appointment of the following individuals to the Election Board for the position and term of service set out below:

POSITION	NAME	TERM ENDS
#1	Andrew Brainard	12/31/17
#3	Laura Coleman-Doll	12/31/18
#4	Vicki Faciane	12/31/19
#5	Melinda Sprague	12/31/19

**RESOLUTION NO.:** 15-077

**Date of Passage:** December 30, 2015

**Subject (title):** Committee Appointments

**Explanation:** Tribal Council appointed the following individuals to the committees for positions and terms of service set out below:

BUDGET COMMITTEE

POSITION	NAME	TERM ENDS
#4	Doc Slyter	12/31/19
#5	Teresa Spangler	12/31/19

CULTURAL COMMITTEE

POSITION	NAME	TERM ENDS
#3	Laura Coleman-Doll	12/31/18

ELDERS' COMMITTEE

POSITION	NAME	TERM END
#4	Jerry Garcia	12/31/18
#5	Tom Brainard	12/31/19

**RESOLUTION NO.:** 16-001

**Date of Passage:** January 10, 2016

**Subject (title):** Certification of Cigarette Tax Refund Agreement for 2016

**Explanation:** Per the requirements of the Cigarette Tax Refund Agreement (“Agreement”) with the State of Oregon, by and through the Oregon Department of Revenue, Tribal Council certified the number of Tribal members residing within the Five-County Services Area as follows:

Year	Five-County Service Area Tribal Population
2016	449

**RESOLUTION NO.:** 16-002

**Date of Passage:** January 10, 2016

**Subject (title):** Certification of the Enrollment Roll  
**Explanation:** Tribal Council certified the Membership Roll as required by Article III, Section 5 of the Constitution of the Confederated Tribes of the Coos, Lower Umpqua and Siuslaw Indians.

**RESOLUTION NO.:** 16-003

**Date of Passage:** January 10, 2016

**Subject (title):** Approval of Enrollment of New Tribal Members

**Explanation:** Tribal Council, by a majority vote, adopted the Resolution approving the enrollment of the applicants listed below and found and certified them to be Members of the Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians effective January 10, 2016:

APPLICANT'S NAME	APPLICANT'S LINEAL DESCENDANT TRIBE
Leo George Leelen Bixby - Ernest Leroy Lott	Lower Umpqua
Harold Dean Eckworth - Eliese Swigert	Coos
Justus Rowyn Baldwin - Davies - Sandy Baldwin	Coos
Benjamin Eugene Coleman - Arlene Perkins	Coos
Addison Ann Brainard - William Brainard	Coos
Sophia Rose Lozeau - Susan Thomas	Coos
Jonaoh Jesus Lopez - John Perry	Lower Umpqua
Najavi Julian Lopez - John Perry	Lower Umpqua

**RESOLUTION NO.:** 16-004

**Date of Passage:** January 10, 2016

**Subject (title):** Changes and Corrections to the Roll - Name Change

**Explanation:** Tribal Council accepted and approved the Enrollment Committee's recommendation to change the names as listed below and directed the Enrollment Roll to be changed as follows to reflect the action:

ROLL #	FORMER NAME	NEW NAME
0069	Taunya Fay Hepner	Taunya Fay Turner
0224	Kathy Cay Henderson	Kathy Cay Perkins
1032	Mary Lou Greene	Mary Lou Hunter
0413	Stacie Diane Stewart	Stacie Diane Lopez

**RESOLUTION NO.:** 16-005

**Date of Passage:** January 10, 2016

**Subject (title):** Enrollment – Active to Historic

**Explanation:** Tribal Council approved the removal of the following deceased person's name from the Roll. Tribal Council also approved entering the deceased person's name in the Tribal Historical File for a permanent record and placing the name of the Tribal Member listed below on the plaque located in the Tribal Hall.:

Enrollment Number	Tribal Member
#0270	Eliese Jo Swigert

## 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](mailto: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](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)

### Beaver Bowen

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

### Mark Ingersoll, Chairman

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

### Tara Bowen

Position #4 Council  
541-808-7394  
[tbowen@ctclusi.org](mailto:tbowen@ctclusi.org)

### Teresa Spangler, Vice Chair

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

### Arron McNutt

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

## Council Meeting

February 14, 2016  
10:00 a.m.

Community Center  
338 Wallace St., Coos Bay,  
Oregon 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](http://www.ctclusi.org)

## Upcoming Events

**February 4<sup>th</sup>** – Elders Birthday Luncheon, TRC World Market Buffett 11:30 a.m.

**February 6<sup>th</sup>** - CHAMP Public Forum, Community Center 11:00 a.m.

**February 11<sup>th</sup>** – Elders Honor Day Planning Meeting, Tribal Hall 12:00 p.m.

**February 13<sup>th</sup>** – Prevention Activity, Beading & Paddles – Chifin Youth Center Springfield 10:00 a.m.

**February 14<sup>th</sup>** – Council Meeting, Community Center 10:00 a.m.

**February 16<sup>th</sup>** – Parenting with Love & Logic, Community Center 5:30 p.m.

**February 18<sup>th</sup>** – Diabetes Wellness Day – Florence Outreach Office 1:00 p.m.

**February 19<sup>th</sup>** – Fit for Life Challenge begins!

**February 23<sup>rd</sup>** – Parenting with Love & Logic, Community Center 5:30 p.m.

**February 26<sup>th</sup>** – Needs Assessment due today

**March 1<sup>st</sup>** – Parenting with Love & Logic, Community Center 5:30 p.m.

**March 4<sup>th</sup>** – Spring Break Camp registration deadline 5:00 p.m.

**March 8<sup>th</sup>** – Parenting with Love & Logic, Community Center 5:30 p.m.

**March 15<sup>th</sup>** – Tribal Family Gathering, Izzy's in Eugene, 6:00 – 8:00 p.m.

**March 18<sup>th</sup> & 19<sup>th</sup>** – Elders Honor Day, The Mill Casino – Salmon Room

**March 21<sup>st</sup> – 25<sup>th</sup>** – Spring Break Camp

**April 9<sup>th</sup>** – Tribal Committee Day

**April 14<sup>th</sup>** – Elders Committee Meeting, Tribal Hall 12:00 p.m.



### 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](mailto: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](mailto: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](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)

Sharon Arnold - PRC 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](mailto: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](mailto: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](mailto: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](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)

### 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](mailto:bkneaper@ctclusi-pd.com)

### Tribal Police

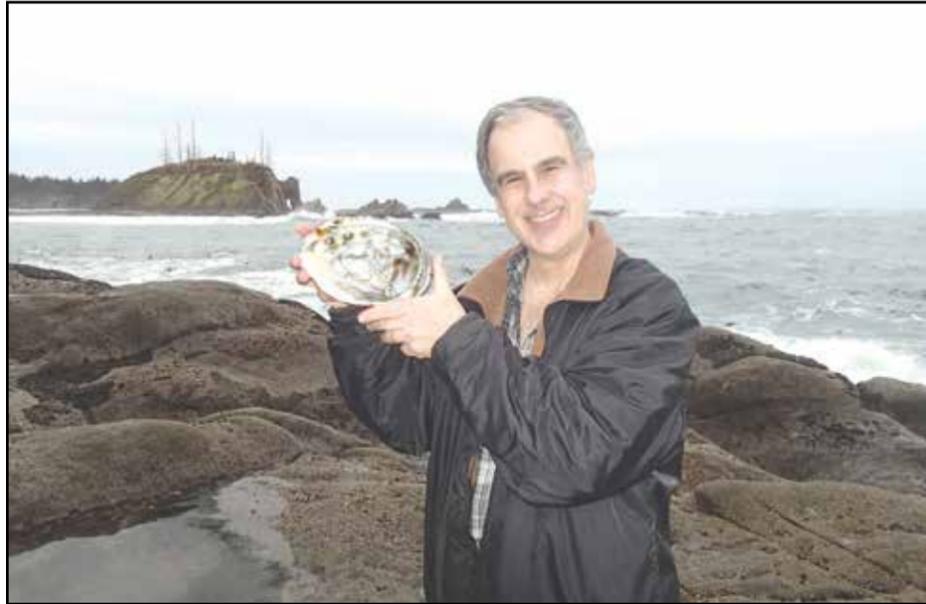
Brad Kneaper  
Chief of Police  
5647 Hwy 126, Suite 100  
Florence, OR 97439  
Phone 541-997-6011  
Fax 541-902-6507  
[bkneaper@ctclusi-pd.com](mailto:bkneaper@ctclusi-pd.com)

### 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)

**This month in the Department of Natural Resources...**

Our newly merged Natural Resources Department and Culture Department conducted a survey of Baldich in search of endangered and culturally significant species. John Schaefer, pictured at right, discovered an 8 ½ inch red abalone shell (*Haliotis rufescens*) off the point of Baldich. Other culturally significant species were also documented, including gumboot chitons, katy chitons, purple shore crabs, lined shore crabs, and urchins. Pictured below, Ashley Russell and Mark Petrie.



Congratulations Tribal Member Margaret Corvi for going from the Interim Director to a permanent Full Time position as the Director of the Department of Natural Resources.

-Councilman Doc Slyter

## Building Resilience

Submitted by Jesse Beers, Culture Director and Margaret Corvi, Natural Resource Director

On January 7<sup>th</sup> members of the Natural Resources Department and the Cultural Department joined together to begin a joint strategic planning session facilitated by Rich Foster of Cascadia Consulting. The goal of this process is to develop consensus around a set of principles that will serve as the foundation for merging what was previously two distinct departments into a single coordinated unit.

The day began with the participants discussing the mission and goals of the two departments and exploring how this set of principles and priorities could be blended into a single purpose. Through the conversations it became apparent that combining these departments will best serve the Tribe. It was brought up that our Culture came from the lands and waters of our Ancestors. Through thousands of years of working sustainably with our environment our culture grew to reflect that. It therefore makes sense that our culture should be a base for how we treat and work to sustain our natural resources for future generations. From this discussion, a general consensus was formed around the primary purposes of



Members of the Natural Resources and Culture Departments hold some of the cultural resources of the Tribes that are of special significance to them.

this new department identified as utilizing the lessons and lifeways of the Tribal ancestors to inform and enhance

- 1) the lives of the people,
- 2) the health of the environment, and
- 3) the sustainability of the community.

Over the course of the rest of the day, the participants discussed priorities and goals of the department as well as exploring options for a new departmental name that best reflects the principles developed throughout the day.

The team will continue to meet over the next six weeks, while keeping up with regular duties. During this time, we will be formalizing the mission statement, developing goal statements, formulating measurable objectives, and laying out specific strategies and action plans that include time-driven benchmarks and quantifiable impact indicators. When this process is completed, this new Strategic Plan will be used to set priorities, allocate resources, and evaluate the effectiveness of this new department's efforts and outcomes for the good of our Tribe.



## Winter Solstice 2015

Submitted by Mark Petrie, Cultural Assistant

The shortest day and longest night fell on Monday, Dec. 21 this year. It was a wet, cold, beautiful day in Coos Bay on our 6 acre reservation. Nine of us slept in our plank house which was warmed by a ceremonially blessed fire; special thanks to Tribal Council Person Doc Slyter for leading the ceremony. Our Tribal Hall was filled with bustling cultural activities, refreshments, warm cooked meals, and bonding experiences.

I see Winter Solstice as a celebration of a perpetual relationship with the environment and changes of the seasons. Some of us may hold the rain, cold, wind, and inclement weather as something negative or adverse. I like to hold a more positive perspective: to have such a wonderfully diverse ecosystem and beautiful landscape that you can find in our homeland, you need to appreciate the climate it takes to create it. So, rather than curse the rain and the cold, I welcome and appreciate it as a crucial piece of nature that supports the surrounding environment that I love so much. But that's just me.

We in the Culture Department would like to send our gratitude to those who came and partook in the celebration for the Winter Solstice of 2015. Happy Winter!

### English to Hanis

#### Weather

Good Weather = wule'en	How is the weather today? =
Rain(noun) = gimimis	Tiitse xchiichuu lo wule'en
It's raining = gimiit	It's good weather = wule'en
It's stopped raining = iniya	Sun = tk'alis ('the awakener')
gimiit	Moon = tluuwa'is
I'm glad it's not raining =	Stars = yuumii
luuwii neu ilwechos in gimiit	Cloud = daknis
Snow(noun) = stlalis	Sky = qais
It's snowing = stlalisa	Rainbow = uuguu
I wish it would snow = shantl	
stlalisa nduuwaya	
Wind = k'wesis	
It's windy = k'wesisa	

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

## PREVENTION ACTIVITIES Necklace Making & Paddles 2016

Submitted by Doug Barrett, Prevention Activities Coordinator

This prevention activity was in Coos Bay on January 9<sup>th</sup>. The class was an opportunity to get the community together to share knowledge on how to make paddles and necklaces.

The morning began by getting some folks started on necklaces. The young and young-at-heart put together some beads and shells to form necklaces for the Canoe Journey. Thank you to Ashley Russell for her help and knowledge of how to put them all together. We talked about respect and the Healing of the Canoe (HOC) program and the HOC curriculum. One of our youth volunteered to say the blessing for lunch. We enjoyed an assortment of sandwiches for our nourishment and strength. I had paddle blanks already cut out to start on a paddle. However, everyone chose to stay with making necklaces at this activity. We did have fun picking through and separating many new beads and shells.

A big thank you goes out to everyone who showed up on this rainy day. Our next class will be in Springfield on February 13<sup>th</sup>. Please be sure to read your Tribal newsletter for more information.

### 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

## Qaxas Trail Cleanup Featured on Oregon Knowledge Bank Website

Tribal Police Lieutenant Brian Dubray recently shared with the Tribal Government that the Tribe has been featured on the Oregon Knowledge Bank website for the work that the Tribal Police, Housing Department, and Qaxas residences recently did together for the Qaxas Trail Cleanup. The story was featured in the September 2015 issue of The Voice of CLUSI. You can read about the project on the Oregon Knowledge Bank website by going to <http://okb.oregon.gov/portfolio-item/qaxas-trail-cleanup/>

Lieutenant Dubray shared that the "Oregon Knowledge Bank was designed to showcase community policing projects across the state of Oregon. I was selected to present this program to the first annual Oregon Problem Oriented Policing Conference.

As you can see on the site, there are many different programs that have impacted multiple communities throughout the state.

In appreciation for presenting at the conference, DPSST provided me with a scholarship to attend the International Problem Oriented Policing Conference held prior to the Oregon Conference. The International conference featured programs that were implemented not only across the United States, but also in the U.K., Bahamas, and others.

We were the only Tribe to be represented at this conference, and I am excited to see how the site grows so that others can see the positive impact that we are having upon the Tribal community."

## Love the Teeth You're With!!

Submitted by Shannon M. Schritter, BS, RDH

The holidays are over, and now it's time for a new start with the New Year. A lot of times we as a dental profession hear about what a patient doesn't like about their teeth, whether it's the color ( I want whiter teeth!), how crooked they are, the spaces in between, etc. Most times we have a solution for you, but sometimes the timing of the procedure is all wrong, or finances do not allow. Then what? Well, then you love the teeth you're with, and you take care of them until you can do the recommended treatment to have them fixed just the way you want. With that in mind, this month we are going to review the best way to take care of your teeth.

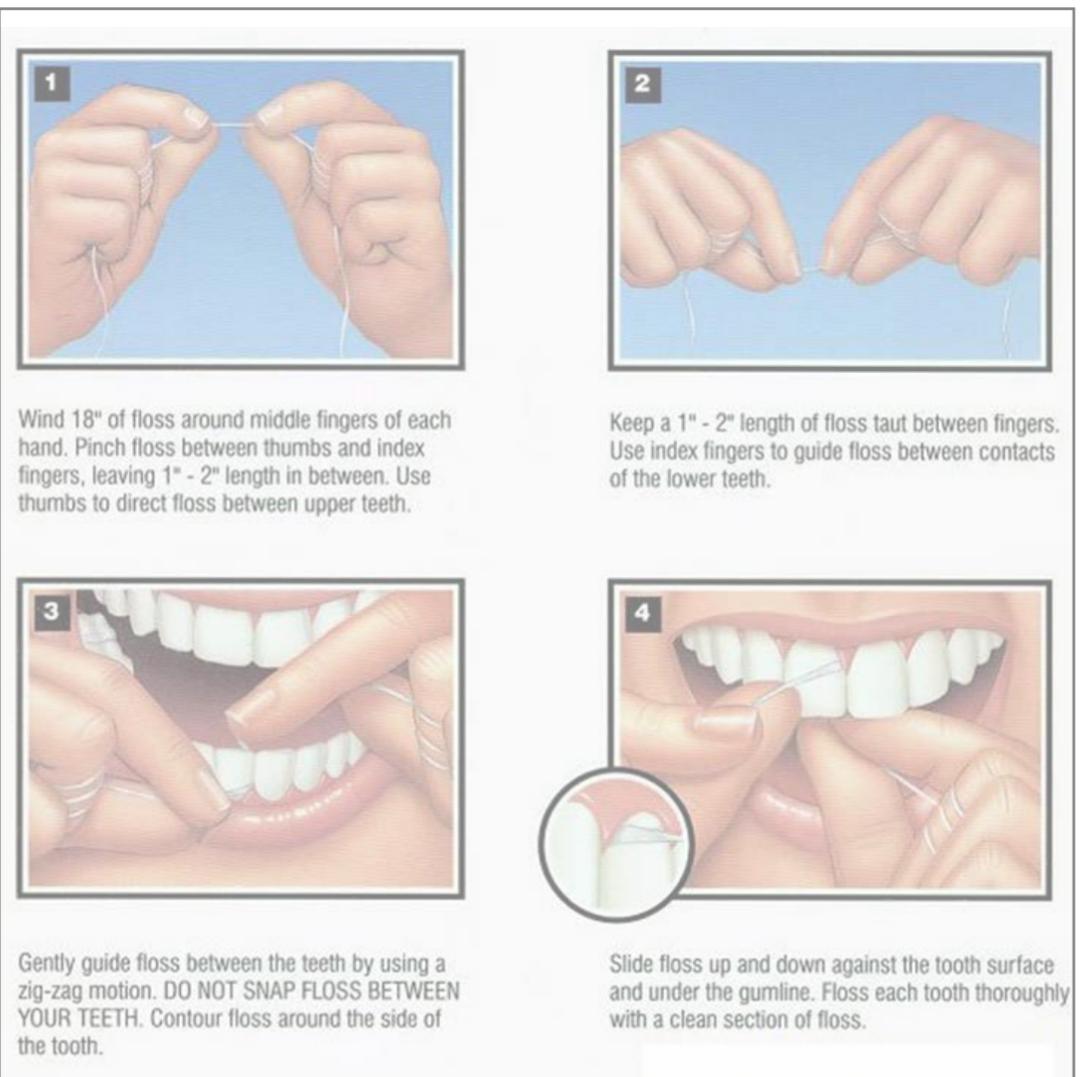
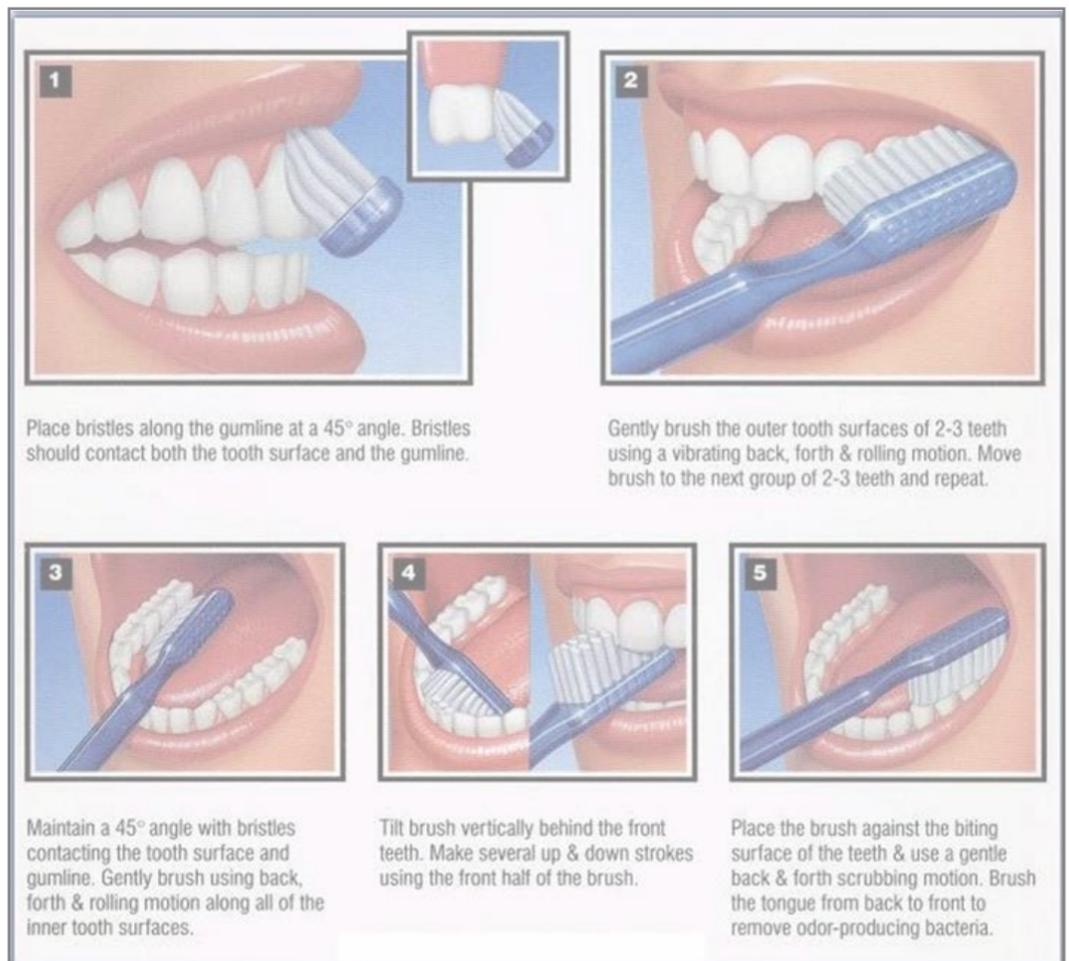
Brushing your teeth is the most obvious thing you can do. Most of us heard it from our parents, day after day: "Did you brush your teeth today?" The best way to brush your teeth is to invest in an electric toothbrush. Oral B and Sonicare are the leaders in the electric toothbrush industry, but anything that has a rechargeable base will do. Avoid ones that you have to replace the battery yourself, as they tend to wear out quickly and do not do as thorough of a job. The clinic is still offering the Oral B Vitality toothbrush for \$20 for all tribal members and we have several different types of replacement heads for \$5 as well. It is quite the deal if you go out and price these for yourself.

But what if \$20 is a little out of your reach after the holidays? You can use a regular toothbrush and do just as good of a job, if you're willing to put in the effort. Hold your toothbrush with the bristles half on your tooth and half on your gums. Then move the toothbrush slowly over your teeth, doing the little circles you learned about in grade school. Remember to do the cheek side of your teeth, the tongue side of your teeth, and the chewing surfaces. It is also important to brush your tongue, as bacteria like to colonize there as well! You should do this twice a day (at least morning and night), and you should spend two minutes doing it. Two minutes doesn't seem like a lot on paper, but if you ever time yourself while brushing your teeth, I think you'll be surprised at the amount of time you are NOT spending brushing that you SHOULD be.

Next, it's time for flossing. Did you know that if you are not flossing you are missing about 40% of the tooth surface? That's 40% of your tooth that is vulnerable to decay and gum disease when you don't floss! The diagram at right shows how to properly floss, and if you have any questions, don't hesitate to ask your friendly dental hygienist. Or, if you find flossing difficult, ask what other methods are available to clean in between your teeth. I am always happy to take a few minutes to show you how you can floss better or more effectively. (In fact, it kinda makes my day that some people actually care about this stuff!)

Now it's time for some extra credit: rinsing with mouthwash. In general, a fluoride mouthwash is best for the general dental population. "ACT" is the most prominent brand, and as long as you are getting the "anticavity" rinse, you are doing a good job (most fluoride available, no alcohol in that particular formula, and a couple of flavors to choose from). But there are several different mouthwashes out there for specific purposes that may be better suited to your specific dental needs. If you ever have any questions, don't hesitate to ask.

Are you due for a dental cleaning or need that filling done you have been putting off? Call the CTCLUSI Dental Clinic today to schedule an appointment at (541) 888-6433.



### Dental Clinic Hours are Changing

Clinic Hours: Open 8:00 a.m. - Close 5:00 p.m.

The clinic will be closed on Fridays during Odd Months (January, March, May, July, September, November)

The clinic will be closed on Mondays during Even Months (February, April, June, August, October, December)

Call the Dental Clinic today to schedule your appointment (541) 888-6433

## Tribes Leading Oregon to Better Oral Health

Many Oregonians struggle to get the dental care they need. In fact, more than half of children in our state with Medicaid coverage did not see a dentist in 2014.<sup>1</sup> American Indians are among those who suffer from oral health issues, but we often face even greater challenges getting regular care. That is why we are excited to bring a proven, innovative solution to Oregon: expanding our dental team to include midlevel dental providers.

Called dental health aide therapists, these providers will help us expand care to more people. They can perform preventive care and routine restorative duties, such as filling cavities. Similar to physician assistants, they focus on a limited number of much-needed procedures and go through a rigorous educational program. For the procedures in their scope of practice, they get as much clinical experience as dentists and research shows they provide high-quality care.<sup>2</sup>

Partnering with the Northwest Portland Area Indian Health Board, the Coquille Tribe and the Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians have submitted a pilot application to the Oregon Health Authority to integrate dental health aide therapists into our health care systems. The pilot will operate under an Oregon law approved in 2011 that promotes innovative and data-driven improvements to the state's oral health system.

The pilot would replicate what Alaska Natives did more than a decade ago by educating and hiring these providers to help their dentists extend care to more people. The educational program is provided by the Alaska Native Tribal Health Consortium (ANTHC) and the University of Washington's School of Medicine. Notably, ANTHC reported in 2014 that their dental health aide therapists helped extend care to more than 40,000 Alaskans in rural communities.<sup>3</sup> In addition to expanding care to many who need it, this approach has brought jobs to Tribal communities in Alaska, economic growth to participating clinics and cost savings to patients that used to travel hundreds of miles to see a dentist for urgent, and costly care. We know these economic benefits will translate to our communities at the same time growing the number of American Indian dental providers that can offer culturally competent care to our members.

The idea has been so successful that both Minnesota and Maine have followed Alaskan Tribes' lead to authorize their own midlevel dental providers. Many other states are thinking about doing the same. A dentist in rural western Minnesota has been able to expand the number of low-income patients on Medicaid that his practice treats, but urban parts of the state have benefited as well.<sup>4</sup> For instance, federally qualified health centers, community clinics, and safety net programs in Minneapolis and St. Paul have been able to see more patients.<sup>5</sup> Maine's law was passed in 2014 and is being implemented right now.

Of course, our current focus is increasing access to care for our Tribal members in Oregon because the suffering from oral health problems is even greater among American Indians. The rates of untreated tooth decay are four times higher nationally for native preschool-aged children compared to their non-native peers.<sup>6</sup> The last time rates of untreated decay were measured for American Indians and Alaska Natives ages 35-44, they were more than twice the rate of the general population.<sup>7</sup>

In the future, we hope our effort will provide a roadmap for all of Oregon to follow. By approving this pilot, the Oregon Health Authority will make it possible for the entire state to learn from our experiences and continue a long tradition of innovation in health care. Other states have proven that midlevel dental providers can help dentists improve access to care, especially those who are low-income or in rural areas. We should do the same in Oregon.

(Endnotes)

1 Centers for Medicare and Medicaid Services, "Annual EPSDT Participation Report, Form CMS-416 (State) Fiscal Year: 2014," accessed Sept. 29, 2015, <http://www.medicare.gov/Medicare-CHIP-Program-Information/By-Topics/Benefits/Early-and-Periodic-Screening-Diagnostic-and-Treatment.html>. This figure counts children who were eligible for the Early and Periodic Screening, Diagnostic, and Treatment benefit for 90 continuous days and received any dental service.

2 David A. Nash. W. K. Kellogg Foundation. A Review of the Global Literature on Dental Therapists: In Context of the Movement to Add Dental Therapists to the Oral Health Workforce in the United States. April 2012. <http://www.wkcf.org/~media/pdfs/dental%20therapy/nash%20dental%20therapist%20literature%20review.ASHX>; Wetterhall et.al, An Evaluation of the Dental Health Aide Workforce Model in Alaska: Final Report, RTI International, October 2010 <https://www.rti.org/pubs/alaskadhatprogramevaluationfinal102510.pdf>

3 Alaska Native Tribal Health Consortium, W.K. Kellogg Foundation. "Press Release: Alaska Dental Health Aide Therapists mark 10 years in practice, expanding access to dental care for 40,000 Alaska Native people." June 4, 2014. <http://goo.gl/UWBre9>

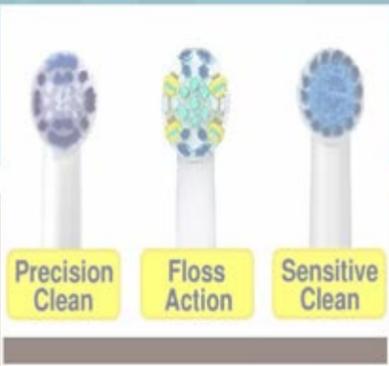
4 The Pew Charitable Trusts. Expanding the Dental Team: Studies of Two Private Practices. February 2014. [http://www.pewtrusts.org/~media/legacy/uploadedfiles/pes\\_assets/2014/expandingdentalteamreportpdf.pdf](http://www.pewtrusts.org/~media/legacy/uploadedfiles/pes_assets/2014/expandingdentalteamreportpdf.pdf);

5 Minnesota Department of Health and Minnesota Board of Dentistry. Early Impact of Dental Therapists in Minnesota: Report to the Minnesota Legislature 2014. February 2014. <http://www.health.state.mn.us/divs/orhpc/workforce/dt/dtlegisrpt.pdf>; Expanding the Dental Team: Increasing Access to Care in Public Settings. June 2014. [http://www.pewtrusts.org/~media/assets/2014/06/27/expanding\\_dental\\_case\\_studies\\_report.pdf](http://www.pewtrusts.org/~media/assets/2014/06/27/expanding_dental_case_studies_report.pdf).

6 Indian Health Service. The oral health of American Indian and Alaska Native children aged 1-5 years: results of the 2014 IHS oral health survey. 2015. [http://www.ihs.gov/doh/documents/IHS\\_Data\\_Brief\\_1-5\\_Year-Old.pdf](http://www.ihs.gov/doh/documents/IHS_Data_Brief_1-5_Year-Old.pdf).

7 Indian Health Service, An Oral Health Survey of American Indian and Alaska Native Dental Patients: Findings, Regional Differences and National Comparisons. 1999. [http://dhss.alaska.gov/dph/wcfn/Documents/oralhealth/docs/Oral\\_Health\\_1999\\_IHS\\_Survey.pdf](http://dhss.alaska.gov/dph/wcfn/Documents/oralhealth/docs/Oral_Health_1999_IHS_Survey.pdf).

### For Sale: Electric Toothbrushes!



For Sale by CTCLUSI Dental

## ONLY \$20.00

Oral-B Vitality Electric Toothbrushes! Refill heads also available!

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)





## 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](mailto:Peacegivingcourt@ctclusi.org) Website: <http://ctclusi.org/peacegiving>

## Purchased/Referred Care Update

Submitted by Vicki Faciane, CTCLUSI Health & Human Services Director

A few reminders as we begin the new year:

- Beginning January 1, 2016, Contract Health's name changed to Purchased/Referred Care (PRC).
- Annual renewals for Purchased/Referred Care were mailed in October to all Tribal members living in the 5-county service delivery area (Oregon counties of Coos, Curry, Douglas, Lane and Lincoln). Completed forms were due back to us by November 28, 2015. If you do not turn in your annual renewal you will not be able to get a Purchase Order and you may receive a denial for any claims we receive. If we have not received your form, or if it is incomplete, you will receive a letter from PRC. Please respond to this letter promptly to ensure that your PRC benefits continue.
- If you have any changes to your insurance, please be sure to get the new information to us as soon as possible. You will also need to provide us copies of the front and back of all insurance cards you receive.
- In October the Grand Ronde Tribe notified us they were closing their mail-order pharmacy business. This was very sad news since the program has been really successful for us. The final day to fill prescriptions through Grand Ronde Pharmacy was January 31, 2016. If you have not moved your prescriptions yet you need to do so immediately. Please remember you need to use a local pharmacy that is able to direct-bill our PRC program. Do not pay any portion of your pharmacy bill as we are not able to reimburse you directly. We will be looking for new pharmacy options in the next few months. As soon as we make a decision on a new pharmacy provider we will send a notice out to all Tribal members living in the 5-county service delivery area.
- Don't forget to call PRC to get a Purchase Order (PO) before you receive medical or dental care. If a claim is received and we don't have a PO for the visit, the claim will be denied. Also, you need to get separate POs for each provider you see, including for any lab work and/or radiology. Some major tests and procedures require prior authorization, so make sure to get your POs in advance.
- Finally, please remember if you are eligible for an alternate resources such as the Oregon Health Plan (OHP/CHIP), Medicare, etc., you are required to use those benefits **BEFORE** you can access PRC. This means you must choose a doctor and/or dentist who is on your alternate resource's program (for example, if you have OHP you have to use an OHP provider; PRC cannot pay for care you receive at a non-OHP provider unless it was an emergency). So, even if you get a Purchase Order for your visit, if you choose to see a provider who does not or cannot bill your alternate resource, your claim will be denied by PRC and you will be responsible for the bill.

Thank you and we wish all of you a healthy and happy 2016. If you have any questions about Purchased/Referred Care you can call us at 1-541-888-4873 or toll-free at 1-800-227-0392.

## Healing of the Canoe Curriculum Training

Submitted by Diann Weaver, Self-Governance/Grants Specialist HHSD

On Tuesday, January 12, 2016, a Healing of the Canoe (HOC) Curriculum Training was held at the Tribal Community Center in Coos Bay, Oregon. Just what is the HOC Curriculum – quoting language directly from the HOC training binder: “The Healing of the Canoe curriculum is a life skills and substance abuse prevention curriculum for use with tribal youth. It was designed to be adapted by tribal communities – using unique tribal traditions, practices, beliefs, values and stories to teach youth the skills they need to navigate life's journey, and to promote a sense of belonging to their tribal community. We are now holding trainings to train other tribal members and service providers in how to adapt and implement the Healing of the Canoe curriculum in their communities.” Tribal member Jesse Beers took the section of the training binder entitled “Generic Curriculum” and customized the thirteen chapters in that section with CTCLUSI specific information so that we renamed that section tab “CTCLUSI Curriculum.”

The Healing of the Canoe Project is a collaborative research project between the Suquamish Tribe, the Port Gamble S'Klallam Tribe, and the University of Washington Alcohol & Drug Abuse Institute over the last 8+ years.

The goal of this training for CTCLUSI is to have the HOC Curriculum be the foundation for all prevention activities and to eventually branch out to all aspects of the Tribal government program services, particularly collaboration with Health & Human Services, Culture Department, and Education Department and expanding out to DNR, Peacegiving Court, and Housing.

There were 28 in attendance which included 4 trainers and 24 “students,” with five Coquille employees attending. It was a full day of training and a fantastic opportunity for all to come together for a common goal. We were honored to have 4 trainers present: Dennis Donovan and Lisette Austin from the Alcohol & Drug Abuse Institute, University of Washington, Laura Price from Port Gamble S'Klallam (Washington), and Albie Lawrence from Suquamish (Washington).

When arrangements for this training began back in September, it was to be the last “official” training to be done by the folks mentioned above. However, it was announced at our training that they had received another year's funding to enable them to continue this very worthwhile program.

Please be sure to check back with future editions of The Voice of CLUSI for further information as this program unfolds.



Pictured above: Attendees participate in the Healing of Canoe Training  
Pictured below: The Healing of the Canoe presenters are gifted with items made by Tribal members to thank them



## Tribal Community Needs Assessment and Resource Directory

Submitted by Melinda Sprague, Planning Assistant/Grant Specialist

In an effort to assess the needs of our Tribal families, we have compiled a Tribal Community Needs Assessment and mailed one to every Tribal member age 18 and older. Answering the questions posed in the Tribal Community Needs Assessment will aid Tribal members in a variety of ways. This assessment will generate data regarding the need for specific services and potentially show need in an area that does not have associated services. Also, this assessment will be used to generate statistical data that will be used to pursue funding sources, such as grants and cooperative agreements. Many of the programs offered to Tribal members are partially or fully funded through grants or cooperative agreements. Having demographic data about our Tribal population is crucial to displaying the needs of our Tribal community when advocating for funding and resources. The data will also help us to identify any gaps in the services available to Tribal members. After completing the Tribal Community Needs Assessment, fill out the bottom portion on the last page of the needs assessment with your name and contact information. This tear off portion is your entry into the

prize drawing. Every Tribal member that sends back their fully completed Tribal Community Needs Assessment will be entered into a drawing for a chance to win a \$500 cash gift card, a \$250 cash gift card or one of three \$25 cash gift cards. Please place the fully completed Tribal Community Needs Assessment in the postage paid envelope included in your packet. In addition to the Tribal Community Needs Assessment, we have included a Tribal Member Resource Directory. The Tribal Member Resource Directory lists available services (based on eligibility) and contact information for the associated services.

Please assist the Tribal Government identifying the needs of our Tribal members.

**To be entered into the prize drawing, please return your completed Tribal Community Needs Assessment and tear off portion in the postage paid envelope included in the packet by February 26<sup>th</sup>, 2016.**

If you have questions or do not receive a packet contact the Planning Department at 541-888-9577.

### New Building Construction at Tribal Government Office in Coos Bay

On January 13, 2016 the posts for the new building were being placed. As you can see in the images the framework is coming along quite nicely. This new building is located directly behind the maintenance building. The current plans for its use are maintenance, storage, canoe and boat housing, and as a wood working shop.

Check back in future issues of the Voice of CLUSI for updates.



### COOS HEAD AREA MASTER PLAN (CHAMP) Public Forum

Saturday, February 6<sup>th</sup>, 2016  
11:00 A.M.

Community Center

The Coos Head Area Master Plan will create a detailed plan for the Coos Head site that will best suit Tribal members. 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. Come join us in creating a feasible, sustainable plan for the Coos Head site to benefit all our Tribal members for many generations.



Data Sharing

**Attention Parents!**

The Oregon Department of Education (ODE) and the 9 Federally Recognized Tribes of Oregon have been invited to participate in data sharing with ODE. For the final report students will remain anonymous. The Tribes have given ODE permission to get information from the student's school.

CTCLUSI has agreed to share information to help ODE collect information from the schools regarding grades, absenteeism and behavior. **If you DO NOT WANT to not have your child's information included in the data collection please let the CTCLUSI Education Department know by February 19, 2016 by 4:00 P.M.**

The report will not reveal any student. The data is to help the Tribes and the State of Oregon to better serve our youth.

CTCLUSI Education Department Phone: 541-888-1317 or 541-888-1315

## Housing Programs

The Housing Department works to improve the quality of life of all eligible Tribal Members and members of other Tribes by providing housing assistance to ensure they have decent, safe and affordable housing. We offer five affordable housing assistance programs which benefit about 100 Tribal families every month. All Housing programs are funded through a Housing and Urban Development (HUD) grant and must follow their federal guidelines and our Tribal Policies.

### Tribal Housing

We have 27 housing units located in the Coos Bay/North Bend area. These homes include duplexes, a 4-Plex and single family homes ranging in size from 1-bedroom units to 4 bedroom homes.

We also have 2 4-Plexes in Florence consisting of 1 and 2 bedroom units. These Florence units give preference to employees of our Tribal Entities including the Three Rivers Casino and Hotel, Tribal Government and Blue Earth.

Rent amounts for Tribal Housing are calculated based on the total household income.

### Rental Assistance

Our Rental assistance program allows eligible families to rent a home from a private landlord anywhere in the State of Oregon and outside of Oregon if they are a full time college student. We pay a calculated portion of the rent, based on the total household income, and the family pays the balance. There is a waiting list for this program and all families are assisted on a first come, first served basis.

### Home Rehabilitation

Our Home Repair program provides up to \$10,000 for rehabilitation on a home owned and occupied by an eligible Tribal family. The rehabilitation can include, but is not limited to roof or window replacement, electricity and plumbing, dry rot, disability accessibility issues and other needed rehabilitation work needed to ensure the home is decent, safe, sanitary and a healthy place to live. This program is currently open to eligible Tribal families living anywhere in the United States.

### Down Payment Loan Assistance

We can provide up to \$10,000 towards the down payment and/or closing costs for the purchase of a home as long as you have not owned a home within the last 3 years. All participants must qualify as low to moderate income based on HUD's federal income guidelines and this program is open to eligible families anywhere in Oregon. All participants are required to take a First Time Homebuyers class, which we will pay for, so they will understand the responsibilities of home ownership.

### Emergency Assistance

This program is available to eligible families who are homeless through no fault of their own. We work in conjunction with the Tribal Family Services staff who monitor need and family performance. We can offer short term safe, clean, temporary housing while the family works to find permanent housing and stable income.

Contact the Housing Department by calling  
**Linda Malcomb, Housing Director (541) 888-1310**  
**Laura Doll, Housing Assistant (541) 888-7504**

## Identity Theft

Submitted by the Tribal Police Department



Identity theft is a growing problem for everyone around the world, know how to protect yourself. Between 500,000 and 700,000 people will be victimized by identity thieves this year. That equates to about \$2 billion in losses each year. Victims will spend on average about two years or more attempting to regain their identity and remove false charges.

**Here are some steps to help protect your identity from thieves:**

- Protect your personal information. Think about what you are putting in the trash.
- Buy a paper shredder and use it on papers that may contain names, addresses, or account numbers.
- Don't leave bills or bank statements in your mailbox. Drop off bills at the Post Office.
- Cancel credit cards you don't use and don't carry extra cards in your wallet.
- Destroy (shred) pre-approved credit card solicitations.
- Don't carry your Social Security Card, birth certificate, or passport with you.
- Don't have your Social Security Number, telephone number, or other unnecessary information printed on checks.
- Pick up new checks at the bank.
- Don't use birth-date or Social Security Number as password or PIN
- Monitor your bank and credit card statements. Check your credit report for any irregularities.

**If you are a victim of identity theft, here are some basic steps to take back your life:**

- Notify the police, banks, loan agencies, and creditors. Get a copy of the police report and keep a record for all contacts with legal and financial institutions.
- Ask creditors to call in an alert if any new charges are added.
- Cancel all credit cards, bank accounts, PINs and passwords.
- Call the Social Security Administration at **1-800-269-0271** to report fraud.
- Call the major credit reporting agencies and ask them to attach a fraud alert and victim's statement to their report.
- If a civil judgment has been entered in your name for actions taken or debts incurred by a thief, contact the court where the judgment was entered and report that you are a victim of Identity Theft. Ask how your name can be cleared.
- If bank accounts were set up fraudulently or checks were stolen, contact check verification agencies.

**FEBRUARY 19, 2016**

## FIT FOR LIFE CHALLENGE

Are you ready to make the change in your life?

Join me in changing your life forever. Eating more healthy foods, exercising and staying on track are the main goals for this challenge. Do you have what it takes to finally take charge of your life? I will be here to help you, motivate you and most of all encourage you to stay on track. I know you can do this!!

Join me and change your life!

TRACI STEFANEK  
 CHR & Diabetes Coordinator  
 1126 Gateway Loop, Suite 102  
 Springfield, Oregon 97477  
 tstefanek@ctclusi.org

541-744-1334

541-808-8684

IHS Diabetes Program



## Save the Date

*Tribal Council sponsored Tribal Committee Day*

**Saturday, April 9, 2016**

(The day before the General Council Meeting)

Community Center/ Tribal Hall  
Details to Follow

## Fossil Point

Posted November 30, 2015 on Patricia Whereat-Phillips  
blog <http://shichils.wordpress.com>

Since it came out in the current newsletter that the Tribes have acquired lands near Fossil Point, I thought I'd share a story Annie Miner Peterson told about the fossils around Fossil Point. It was printed in Melville Jacobs' Coos Narrative and Ethnologic Texts, pages 69-79:

Since the commencement of the land, since that time the people have seen those wonderful rocks. All kinds of things are imbedded there, just as if all those kinds of things were gathered together there.

Bones and people were (as if) gathered there, some of them in the very way in which people cook. Children were there also like that, as if in baby baskets. Their food was as if standing against the walls, their cooking stood by the fire.

There were some dogs lying there like that, some other dogs were standing up. And some people were as if lying out in the sun, some others were as if about to commence eating. That is the way it appeared, when they were fixed there.

The people had turned to rock, when they were there. Their canoes were beached there. Many of their canoes had some things in them. Some had paddles athwart them, others had some of their paddles hanging from the sides.

That is what the people said. "Maybe they had eaten something such as a dangerous poison fish. That dangerous poison fish was the only thing that caused death, when that sort of thing was eaten. Then they just got stuck to it" (to this ogre fish).

That is what the people said. "That is what they must have eaten. That is why they got attached there from that time on." However they really did not know that it was indeed that, that had explained it in that manner, when they spoke about the people who had become kind of dangerous poison fish. The father of the people was the one who no longer wanted that sort of thing (poison fish), because that old man had tried to kill him with that sort of thing. That is why the father of the people did not want it. Since that time there are no more of those poison fish."

The people say that. That is why so many people adhered there with the rocks. To the people it was wonderful to see all those things stuck there, just as if melted there. That is the way the people spoke of it.

Now that is all I know of that.



Photograph taken by Phillip A. White

\*since this posting Patty has updated her blog with a translated version of the story Annie Peterson told to Melville Jacobs. Check out her blog <http://shichils.wordpress.com> to read more.



### CTCLUSI Family Services February Announcement !



Your Tribal Family Services continues to offer energy assistance to families who qualify through our LIHEAP Program (Low Income Home Energy Assistance).

Contact us Today !

The LIHEAP program is also offering limited assistance for Weatherization needs for qualified Households. Weatherization assistance can possibly include new insulation, weather stripping, caulking, storm windows, to help weatherize a home and lower energy costs.

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

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!

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



### Department of Human Resources

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

##### Three Rivers Casino Resort ~ Florence

Beverage Server  
Food Server Buffet  
Busperson Buffet  
Dish Machine Operator  
Environmental Services Technician  
Players Club Representative  
Security Officer I  
Special Events Team Member  
Table Games Dealer-In-Training  
Table Games Dealer

##### Three Rivers Casino Resort ~ Coos Bay

No openings at this time

##### Blue Earth

No openings at this time

##### Tribal Government Offices

Special Events Employee  
Spring Break Counselor  
Spring Break Counselor in Training



<http://ctclusi-int.atsondemand.com/>  
Go to **Job Opportunities** on the website for  
full job posting and to Apply Online  
**Updated Daily**  
Or call Recruitment at 541-902-6504

## Tribal Member Achievements

*Tribal member Patricia Whereat-Phillips Publishes text on  
Ethnobotany of the Coos, Lower Umpqua, and Siuslaw Indians*

### Ethnobotany of the Coos, Lower Umpqua, and Siuslaw Indians

Patricia Whereat-Phillips

Foreword by Nancy J. Turner

Available May 2016

ISBN: 978-0-87071-852-6, \$22.95, Paperback

Myrtlewood is most often thought of as beautiful wood for woodworking, but to Native people on the southern Oregon coast it was an important source of food. The roasted nuts taste like bitter chocolate, coffee, and burnt popcorn. The roots of Skunk Cabbage provided another traditional food source, while also serving as a medicine for colds. In tribal mythology, the leaves of Skunk Cabbage were thought to be tents where the Little People sheltered.

Very little has been published until now on the ethnobotany of western Oregon indigenous peoples. *Ethnobotany of the Coos, Lower Umpqua, and Siuslaw Indians* documents the use of plants by these closely-related coastal tribes, covering a geographical area that extends roughly from Cape Perpetua on the central coast, south to the Coquille River, and from the Coast Range west to the Pacific shore. With a focus on native plants and their traditional uses, it also includes mention of farming crops, as well as the highly invasive Himalayan blackberry, which some Oregon coast Indians called the "white man's berry."

The cultures of the Coos Bay, Lower Umpqua and Siuslaw are distinct from the Athabaskan speaking people to the south, and the Alsea to the north. Today, many tribal members are reviving ancient arts of basket weaving and woodworking, and many now participate in annual intertribal canoe events. *Ethnobotany of the Coos, Lower Umpqua, and Siuslaw Indians* contributes to this cultural renaissance by filling an important gap in the historical record. It is an invaluable resource for anyone who wishes to learn about the indigenous cultures of the central and southern Oregon coast, as well as those who are interested in Pacific Northwest plants and their cultural uses.



#### About the Author

PATRICIA WHEREAT-PHILLIPS holds a BS in Biology from Oregon State University and a MA in Linguistics from the University of Oregon, where her studies focused on the Hanis Coos language. She has worked with the US Forest Service in Oregon Dunes National Recreation Area and Mt. Hood National Forest, and served as the Cultural Resources Director for the Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians from 1997 to 2001. Subsequently she has worked as a consultant to the Tribes on traditional language, storytelling, and ethnobotany. She lives in Sonoma, California.



### Melinda Sprague

**Named to the Dean's List for Fall Term 2015  
at Eastern Oregon University**

LA GRANDE, Ore. (January 6, 2016) - Melinda Sprague of Coquille was one of 541 students named to the dean's list for fall term 2015 at Eastern Oregon University. Qualifying students achieve and maintain a grade point average of 3.5 or higher on a 4.0 scale while completing a minimum of 12 hours of graded coursework for the duration of the term.

Congratulations Melinda! Keep up the good work.



#### 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](mailto:mgaines@ctclusi.org). The deadline for submission to the March newsletter is Friday, February 12th by 5:00 p.m.

-Morgan Gaines

# Elders Corner



## Elders Spotlight Birthday Luncheon

We would like to Honor all Elders that are  
"75" and older in the year 2016.



**THURSDAY, February 4, 2016**  
at 11:30 a.m.

Three Rivers Casino- back room of the World Market Buffet

Contact Andrew Brainard at 541-888-7533  
By February 1st to RSVP.



Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians  
Health & Human Services Division  
Elders Activity Program

## Welcome New Elders Committee Members

*Tom Brainard & Gerry Garcia*

## Meeting Changes:

Elders Committee Meetings have changed from Monthly to Quarterly in Coos Bay.

The next Elders Committee Meeting will be Thursday, April 14<sup>th</sup> @ 12:00 p.m. in Coos Bay at Tribal Hall

**Elders Honor Day Planning meeting will be held Thursday, February 11<sup>th</sup> @ 12:00 p.m. at Tribal Hall in Coos Bay**

### ANTI-AGING SUPERPOWERS: Help your Heart

#### Step Away from your INBOX:

It's no secret that the never-ending influx of e-mail can be a stress inducer. What you might now know: Constantly feeling overwhelmed can be tough on the ticker.

Stress is the most underrated risk factor for cardiovascular disease and stroke. It is more difficult to measure than high blood pressure, diabetes and high cholesterol, so it's de-emphasized. (Robert Greenfield, MD, a medical director at Orange Coast Memorial Medical Center's Memorial Care heart and Vascular Institute in Long Beach, CA).

But, you don't need to commit to hours of meditation to keep tension at bay. Adults who check their e-mail just three times a day report feeling significantly less stressed compared to people who have unlimited access to their inbox, found one recent study at the University of British Columbia.

So, you've got a few minutes. What could you do in that time, besides check email?

- Take a walk
  - Read intentionally, things you've chosen to read later, either for work or for fun
  - Write: a few words, or a few minutes
  - Do a workout
  - Breathe. Count backward.
  - Make a to-do list
  - Do a mind sweep
  - Drink some water
  - Take a nap
  - Clean your desk around your computer space
- Remember the story around a photo or other item on your desk

Play memory games (on line) that are specifically designed for elders: Luminosity, Memozor, Countdown, Private Eye, Shapes and Colors and so many more. If you cannot find these, go to the AARP website for a list of Senior Memory games [www.aarp.org/health/brain-health/grain\_games/]

#### sources:

article: Walgreens; Anti Aging Superpowers,  
Marygrace Taylor  
clip art: clipartpanda.com  
10 things to do instead of email:  
chronicle.com/blogs/prothacker/thingstodo

Submitted by Brenda Brainard



## The Coquille Indian Tribe and The Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians

wish to invite you to the

**20th Annual Oregon Tribal Elders Honor Day  
to be held on March 18th & 19th, 2016  
at the Mill Casino & Hotel ~ Salmon Room**

#### Friday, March 18th (Events in the Salmon Room):

- 10:30 to 11:30 ~ Registration
- 11:30 to 12:00 ~ Opening, Welcome by CTCLUSI, Presentation of the Flags, Honor Oldest Native Elders, Honoring of King & Queen
- 12:00 to 1:00 ~ Prayer and Lunch hosted by CTCLUSI
- 1:00 to 2:00 ~ Entertainment
- 2:00 to 2:30 ~ Break
- 2:30 to 4:00 ~ Bingo in Salmon Room or Visit Coos History Museum & Maritime Collections
- 4:00 to 6:00 ~ Meet & Great The Tribal Chiefs (Salmon Pit outside of hotel)
- 6:00 to 7:30 ~ Prayer, Dinner hosted by Coquille Indian Tribe, Retirement of the Flags.
- 7:30 to 9:00 ~ Entertainment

#### Saturday, March 19th:

- 7:00 to 9:30 ~ Breakfast in the Salmon Room

#### Please RSVP by March 1st to:

Iliana Montiel, CTCLUSI Assistant Health Director  
541-888-7526 or email: imontiel@ctclusi.org

There will not be a charge to Tribal Elders for any of the activities. All other guests, with the exception of legal spouses & caregivers will be charged for meals.

**ALL GUEST MUST BE OVER 55, WITH THE EXCEPTION OF LEGAL SPOUSES, CAREGIVERS AND STAFF.**



**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](http://www.ctclusi.org)

**If you have any questions, please call Pam Hickson at 541-902-6504**  
**Deadline to apply: As Soon As Possible**

**Upcoming Events**  
**February 2016**

**February 4<sup>th</sup>** – Elders Birthday Luncheon, Three Rivers Casino World Market Buffett 11:30 a.m.

**February 6<sup>th</sup>** – CHAMP Public Forum, Community Center 11:00 a.m.

**February 11<sup>th</sup>** – Elders Honor Day Planning Meeting, Tribal Hall 12:00 p.m.

**February 13<sup>th</sup>** – Prevention Activity, Beading & Paddles – Chifin Youth Center Springfield 10:00 a.m.

**February 14<sup>th</sup>** – Council Meeting, Community Center 10:00 a.m.

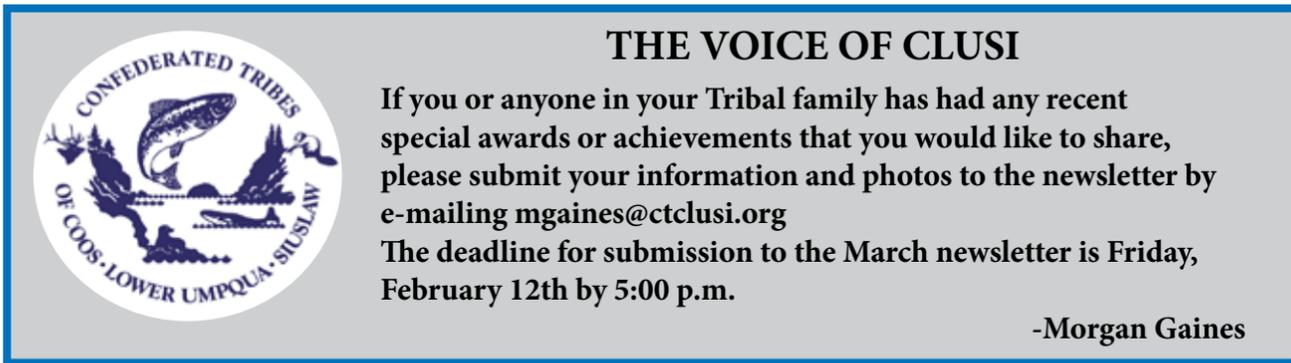
**February 16<sup>th</sup>** – Parenting with Love & Logic, Tribal Community Center 5:30 p.m.

**February 18<sup>th</sup>** – Diabetes Wellness Day – Florence Outreach Office 1:00 p.m.

**February 19<sup>th</sup>** – Fit for Life Challenge begins!

**February 23<sup>rd</sup>** – Parenting with Love & Logic, Tribal Community Center 5:30 p.m.

**February 26<sup>th</sup>** – Needs Assessment due today

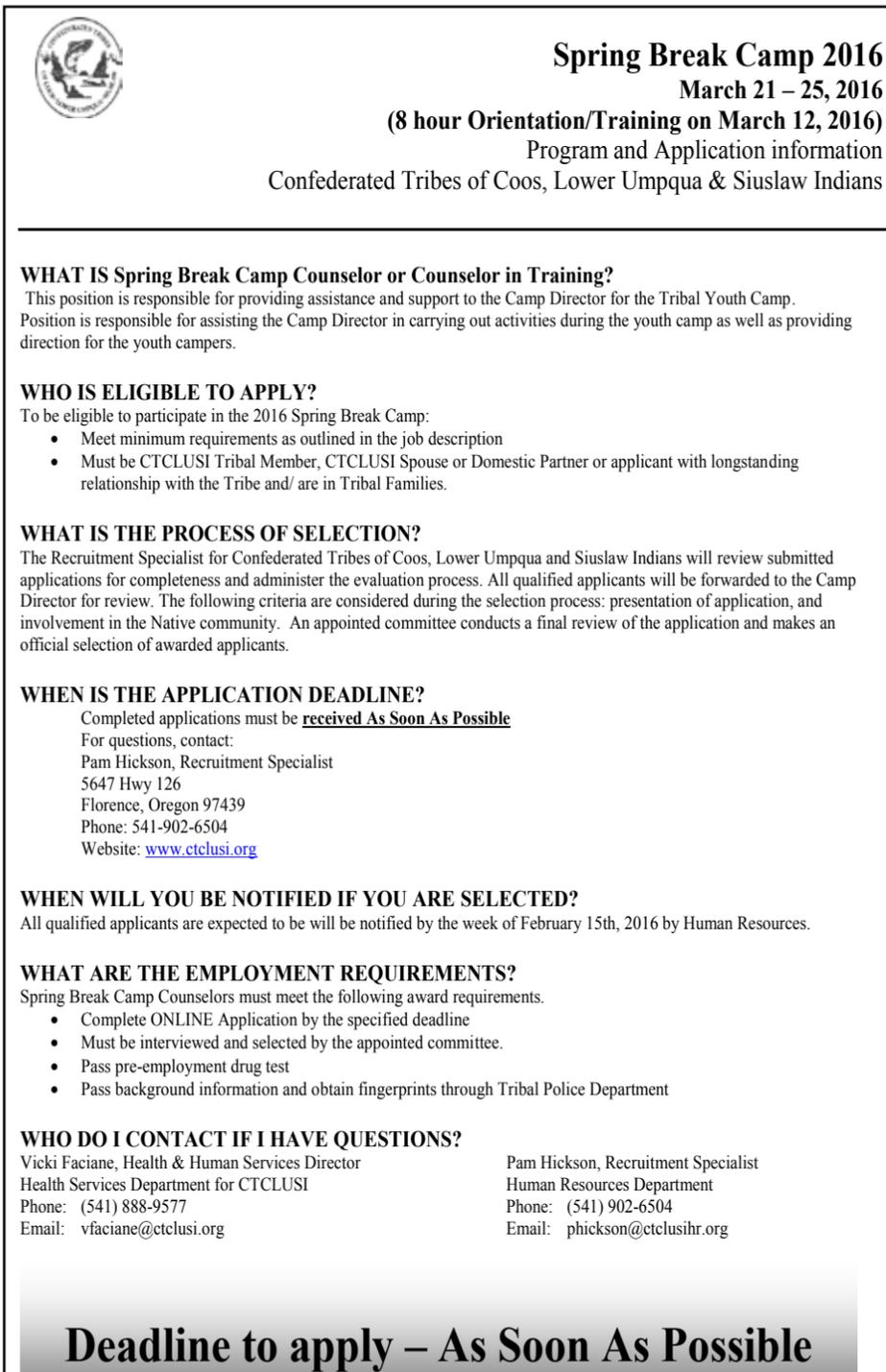


**THE VOICE OF CLUSI**

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The deadline for submission to the March newsletter is Friday, February 12th by 5:00 p.m.

**-Morgan Gaines**



**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 As Soon As Possible**  
For questions, contact:  
Pam Hickson, Recruitment Specialist  
5647 Hwy 126  
Florence, Oregon 97439  
Phone: 541-902-6504  
Website: [www.ctclusi.org](http://www.ctclusi.org)

**WHEN WILL YOU BE NOTIFIED IF YOU ARE SELECTED?**  
All qualified applicants are expected to be notified by the week of February 15th, 2016 by Human Resources.

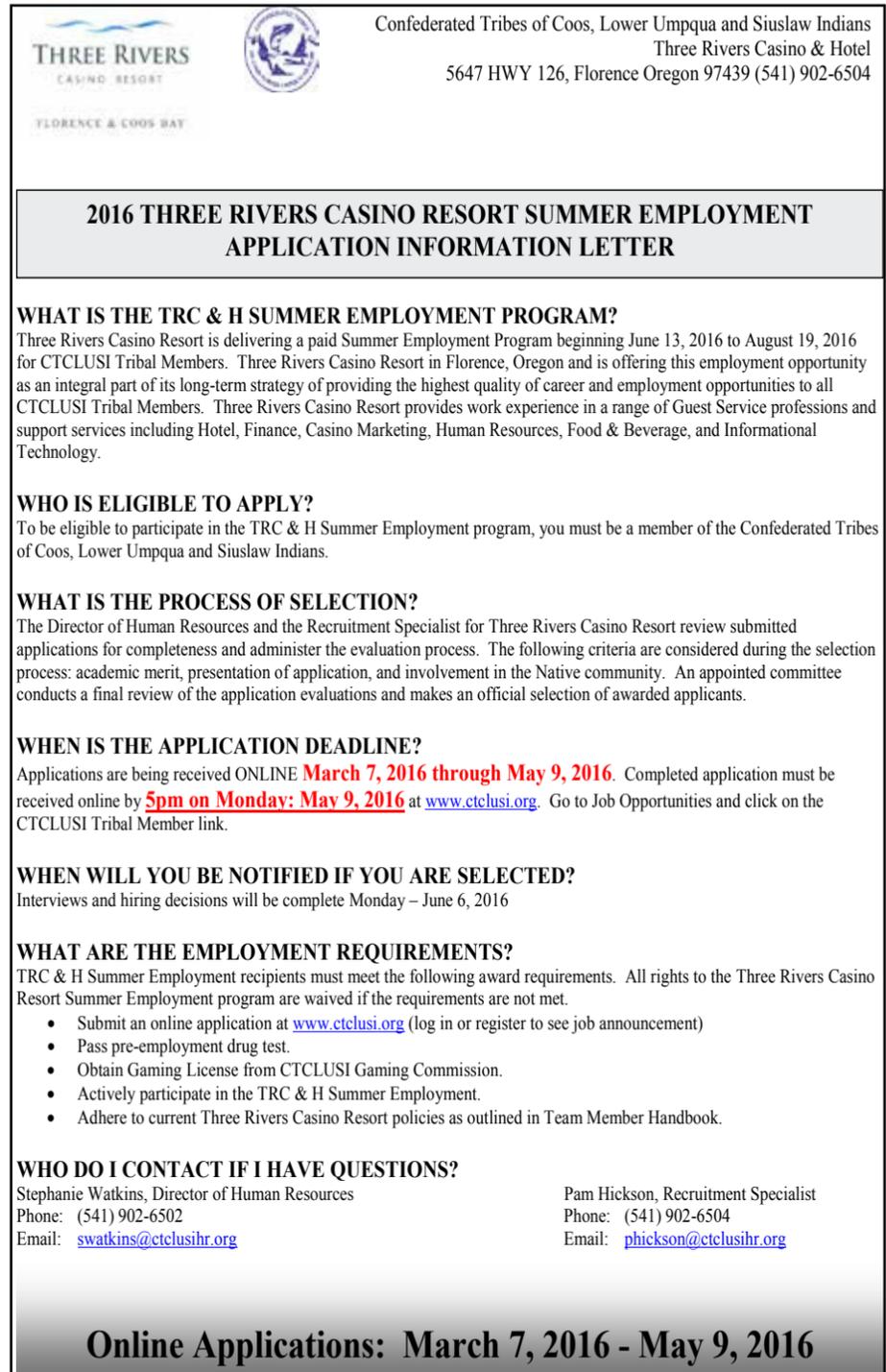
**WHAT ARE THE EMPLOYMENT REQUIREMENTS?**  
Spring Break Camp Counselors must meet the following award requirements.

- 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: <a href="mailto:vfaciane@ctclusi.org">vfaciane@ctclusi.org</a>	Pam Hickson, Recruitment Specialist Human Resources Department Phone: (541) 902-6504 Email: <a href="mailto:phickson@ctclusihr.org">phickson@ctclusihr.org</a>
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**Deadline to apply – As Soon As Possible**



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](http://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](http://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: <a href="mailto:swatkins@ctclusihr.org">swatkins@ctclusihr.org</a>	Pam Hickson, Recruitment Specialist Phone: (541) 902-6504 Email: <a href="mailto:phickson@ctclusihr.org">phickson@ctclusihr.org</a>
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**Online Applications: March 7, 2016 - May 9, 2016**

# 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

# TRIBAL FAMILY GATHERING

TUESDAY, MARCH 15, 2016 6:00 PM TO 8:00 PM

AT

**Izzy's**

950 Seneca Road

Eugene, Oregon 97402

We will have guest speakers talking about  
Career Development, Employment and Business Generation



PLEASE RSVP TO: TRACI STEFANEK @ 541-808-8684

TOLLFREE @ 1-800-877-2718

BY WEDNESDAY, MARCH 9, 2016

ALL TRIBAL FAMILIES WELCOME TO ATTEND

NO TRANSPORTATION WILL BE PROVIDED

SPONSORED BY: HEALTH & HUMAN SERVICES DIVISION - DIABETES GRANT



## 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](http://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

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.

## Don't Let Fear of Failure Ruin Your Goals for 2016

Submitted by Mike Smith, Training and Development Specialist

New Year's resolutions are practically an institution. Maybe your big goal for 2016 is to lose weight, quit smoking, work out, advance your career, start a business, double sales revenue, run a marathon, go back to school, save more money, etc. Whatever your goal, I encourage you to make it H.A.R.D. Goals that are Heartfelt, Animated, Required and Difficult stimulate and engage the brain in profound ways, increasing the motivational power that make our goals happen. All the studies on H.A.R.D. Goals indicate that the more difficult your goal, the better your performance will be. But there's still one universal issue that holds people back from realizing H.A.R.D. Goals: fear of failure. Big goals are intimidating, and in spite of all the studies on H.A.R.D. Goals, it can still prove tough to shake the belief that the more difficult your goal, the higher the possibility that you could fail.

So how do we overcome that fear of failure and mentally leap the hump of trepidation (or anxiety or fear or whatever you want to call it)? With a pretty simple, three-step process that uses the logical/analytical parts of our brain to rewire the way we think. In clinical psychology, it's called reframing.

Step one requires asking yourself a very simple question: "What happens to me if I fail at this goal?" I say it's a simple question, but that doesn't mean it's an easy question. Answering it truthfully requires a deep look into some of your inner mental processes. When I'm working with someone (or an entire organization) to figure out what they're really afraid will happen if they fail at this goal, here are the kinds of answers I hear:

- People will think I'm weak and couldn't hack it.
- People will be disappointed in me.
- People will never believe in me again.
- I'll never believe in myself again.
- I'll die from embarrassment.
- If I can't do this, it means I'll never be able to do anything.
- It'll mean that I'm not as smart/talented/skilled as I like to think I am.
- This is my only shot at this and if I screw up I'll never get another chance.
- It means I'm stuck in this state forever.

All these statements are highly problematic. Too often, when we describe what will happen to us if we fail, we use words like never, always, only, die. These are serious and highly charged words, and they reflect a deep level of fear. Saying, "I'll die of embarrassment if I fail to achieve this goal" is probably a bit of an overstatement when we assess the actual facts. But it is a true reflection of how intensely we feel these fears (even if we don't acknowledge that intensity at a conscious level).

It's not unexpected to feel a fear of failure, but the intensity of our feelings can often rival or even exceed the fear we feel from things that might truly kill us. When a fear of failure stops us from tackling a goal, 99% of the time the fear we feel is very different from the fear we'd feel if, say, a hungry lion were charging at us. Some fear is very healthy. From an evolutionary perspective, fear kept us alive. But there are times when our fear reactions get pointed to something quite abstract, and perhaps even imagined. If you fail in your goal to escape that lion, there's a really good chance you'll die. But if you fail in your goal to increase your savings this month, it's not going to kill you. Nor will we die of embarrassment. Most of the repercussions we face if we fail in achieving our goals won't really kill us. The statements on our list of "what happens to us if we fail" are not proven facts; they're interpretations, assumptions, emotionally charged extrapolations, irrational beliefs. Call them what you will. But they are not proven facts.

Step two proves this. We're human beings, not computers, so we can't just flip a switch and say, "OK, feeling like I'll die of embarrassment is irrational, so I'll just stop feeling that way." Instead, we've got to debunk these thoughts in our heads, just as if we were attorneys cross-examining a witness. We're going to take each of these statements and, one by one, ask ourselves if we can find any examples that might provide evidence to the contrary of what we said.

Let's take the example, "If I fail to achieve my goal, I'll die from embarrassment." Can you find any examples in your life (or even someone else's life) where you failed to achieve a goal but didn't die? To take it a step further, can you find any examples where any embarrassment you felt was far less than what you were expecting? Now, by virtue of your being alive right now, I'm

guessing you found at least one example that refutes the belief that "I'll die from embarrassment."

That's a pretty easy example to counter, so let's try something more difficult. How about, "If I fail at this goal, people will think I'm weak and couldn't hack it." Again, search your history, or someone else's history, for counterarguments. We literally need to take those "what happens to us if we fail" statements and debunk them, one by one. Use your analytical brain and your life history. I'm confident if you take every one of them apart, you'll find they hold no real power.

Step three is rewriting those original statements. You've debunked them, so now turn them around into something a lot more encouraging. Here are some examples of revised statements:

- If I fail at this goal, people won't think I'm weak. In fact, they may even rally to my defense.
- If I fail at this goal, people will still believe in me.
- If I can't do this specific goal, it has no bearing on my ability to tackle other difficult goals.

You've disproved the negative statements you started with, so it's just a question of closing the loop and cementing this logically sound bit of encouragement in your consciousness. Overwhelmingly, we have little or nothing to fear from attempting (and even failing at) a H.A.R.D. Goal, because it's only by attempting our goals that we hone our ability to successfully achieve them. And remember, we'll have absolutely no control over our lives and destinies if we're paralyzed by the fear of the mostly imagined consequences of failing at our goals. H.A.R.D. Goals give us the motivational jolt we need to stimulate the brain, get us out of our comfort zone, and excite us emotionally so we're able to deliver our best performance. Expect some fears, it's natural. But as those fears pop up, don't dodge them. Face your goal fears squarely and evaluate how much validity they really have. Are you really going to die of embarrassment if you don't achieve your goal? Of course not. Nothing rips the power away from fear like a good debunking.

Content taken from "Don't Let Fear of Failure Ruin Your 2016 Goals" by Mark Murphy ©Forbes.com January 7, 2016

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Sunday, February 14th  
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Hourly Hot Seat Drawings from 3PM - 10PM  
Win a share of \$6,000 in CASH & Free Play

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