



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

Amanda Trail Bridge Updates: A Happy Start to the New Year

Contributed by Joanne Kittel, Honorary Tribal Member

On Dec. 19, 2016 a massive landslide originating 1.5 miles east of the Amanda Bridge, destroyed the bridge, Amanda Statue, and over 400 conifers. Huge effort by Oregon Parks and Recreation Department (OPRD), Urban Forestry Program of the Angell Job Corps, Siuslaw National Forest, Lincoln County Jail Crew staff, the City of Yachats Trails Crew, and other volunteers, 88 in all, salvaged and installed a temporary bridge, fixed stairs, and created a new Amanda Gathering Area. Joan Wikler and Beth Cook, the couple who commissioned several statues including the first Amanda in 1999, donated their statue to the Amanda Trail.

OPRD applied for FEMA funds to compensate for the destruction. On January 4, the funds were awarded in full, \$124,000 (minus \$2400, costs already incurred to dismantle the former bridge and set up the temporary bridge). The purpose of the funds are to rebuild a bridge across the Amanda Creek and to restore the immediate area. No additional information is forthcoming yet as to what type of bridge and if the funds will be sufficient.

Additionally, our local conservation nonprofit, View the Future (I am board chair) has a restricted tax deductible fund for the Amanda Trail. A number of projects have been achieved for the Amanda Trail over the past 7 years from this fund. About \$800 was raised for that fund at the 7th Annual New Year's Day Peace Hike and Indigenous Peoples Day in Yachats last month. Part of those funds will be spent on replacing the present information box at the gathering that has the story of the Prison Camp years and Amanda written by David Petrie in 2010. Information being the same, it will be replaced by two more aesthetic and enduring interpretive signs. Even though the wording will be essentially the same, Jesse Beers and Mark Petrie will of course be consulted through every step including selection of the pictures that will be added. The Chief, Tribal Council, Jesse Beers and Mark Petrie will be kept apprised on updates about the upcoming projects.



Tribal members and members of the Yachats community gathered to participate in the Annual Amanda Trail Peace Hike on New Year's Day. January 1st has been declared as Indigenous Peoples Day by the Yachats Community. You can read the City of Yachats Resolution in the January 2017 edition of The Voice of CLUSI. Visit www.ctclusi.org/communications to view previous Tribal newsletters. Photograph courtesy of Joanne Kittel.

WINNER of the 2017 Spring Break Camp Logo Contest



**Congratulations
Raquel Helms!**

The 2017 Spring Break Camp Logo will be an altered version inspired by an original art piece by Tribal Youth Raquel!

Raquel's artwork is pictured at left and will also be featured online at www.ctclusi.org

Presorted Standard
U.S. Postage
PAID
North Bend, OR
Permit #44

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

Save the Date Elders Honor Day March 17 - 18, 2017

Are you skilled in the traditional or contemporary arts?
Elders Honor Day is accepting gifts to be raffled during the event.
Please contact Andrew Brainard @ 541-888-7533

Tribal Council Business

As Reported at the January 8, 2017 Regular Tribal Council Meeting

Chief Warren Brainard:

Dec 11 Regular Business Meeting; Budget Hearing; Executive Management Meeting
Dec 13 Land Board Meeting
Dec 14 Executive Work Session
Jan 5 Foundation Meeting
Jan 6 Investment Committee Meeting
Jan 7 Government Employee Dinner

Doc Slyter:

Dec 11 Regular Business Meeting; Budget Meeting; Executive Management Meeting
Dec 14 Executive Work Session
Dec 20-21 Winter Solstice
Jan 1 New Year’s Walk in Yachats: Indigenous Day

Beaver Bowen:

Not Present

Teresa Spangler, Vice - Chairman:

Dec 11 Regular Business Meeting; Budget Hearing; Executive Management Meeting
Dec 14 Executive Work Session
Dec 29 Economic Development Workgroup
Jan 5 Three Rivers Foundation Meeting
Jan 6 Investment Committee Meeting
Jan 7 Government Employee Dinner

Arron McNutt:

Dec 11 Regular Business Meeting; Budget Hearing; Executive Management Meeting
Dec 14 Executive Work Session
Jan 6 Investment Committee Meeting

Tara Bowen:

Dec 11 Regular Business Meeting; Budget Hearing; Executive Management Meeting
Dec 14 Executive Work Session

Mark Ingersoll, Chairman:

Dec 11 Regular Business Meeting; Budget Hearing; Executive Management Meeting
Dec 15 Kiwanis Christmas Dinner
Dec 14 Executive Work Session
Jan 7 Government Employee Dinner

Next Council Meeting
February 12, 2017
Tribal Community Center
10:00 a.m.

CTCLUSI Resolutions

RESOLUTION NO.: 17-001
Date of Passage: January 8, 2017
Subject (title): Certification of Cigarette Tax Refund Agreement for 2017
Explanation: To satisfy the requirements set out in the Cigarette Tax Refund Agreement with the State of Oregon, the Tribal Council certified that 449 Tribal members reside within the Five County Services Area. A refund for state cigarette taxes collected on sales to Tribal members upon Tribal land will be made to the Tribes based upon that information.

RESOLUTION NO.: 17-002
Date of Passage: January 8, 2017
Subject (title): Approval of Enrollment of New Tribal Members
Explanation: Tribal Council approved the enrollment of six applicants and found and certified them to be Members of the Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians effective January 8, 2017.

RESOLUTION NO.: 17-003
Date of Passage: January 8, 2017
Subject (title): Changes and Corrections to the Roll - Name Changes
Explanation: Tribal Council accepted and approved the Enrollment Committee’s recommendation to change the names of three current enrolled Tribal Members.

RESOLUTION NO.: 17-004
Date of Passage: January 8, 2017
Subject (title): Enrollment - Active to Historic
Explanation: Tribal Council approved the removal of Nicholas Peter Goellner’s name from the Roll, approved entering his name in the Tribal Historical File for a permanent record and placing his name on the plaque located in the Tribal Hall.

RESOLUTION NO.: 17-005
Date of Passage: January 8, 2017
Subject (title): Engagement Letter with REDW, LLC for Governance and Organizational Assessment and Board Training
Explanation: Tribal Council approved an Engagement Letter with REDW to provide a third-party assessment of the governance and organizational structure for Tribal Government

Enterprises and an analysis of the current debt load of the Three Rivers Casino and other enterprises.

RESOLUTION NO.: 17-006
Date of Passage: January 8, 2017
Subject (title): Engagement Letter with REDW, LLC for Financial Management Training
Explanation: Tribal Council approved an Engagement Letter with REDW to provide financial management training to the Tribal Council, governing boards and executive management in order to improve the understanding of these bodies with regard to the intricacies of managing the financial aspects of operating the Tribal Government and its enterprises.

RESOLUTION NO.: 17-007
Date of Passage: January 8, 2017
Subject (title): Committee Appointments
Explanation: Tribal Council appoints individuals to eight committee positions and corresponding terms of service.

RESOLUTION NO.: 17-008
Date of Passage: January 8, 2017
Subject (title): Approval of Appointment of New Election Board Members
Explanation: Tribal Council approves the appointment of two individuals to the Election Board for positions and terms of service.

RESOLUTION NO.: 17-009
Date of Passage: By oral resolution on January 8, 2017, ratified by this printed resolution on January 10, 2017.
Subject (title): Gaming Facility Operational Review Board – Suspension of Operation and Tribal Council Assumption of Duties
Explanation: Effective January 8, 2017, Tribal Council suspended the operation of GFORB until further action is taken by resolution of the Tribal Council. During the time in which the operation of GFORB is suspended, Tribal Council shall assume all duties and responsibilities of GFORB as identified in Chapter 7-8 of the Tribal Code. Tribal Council extended its gratitude to the current GFORB members for their continuing service to the Tribes, and requested their assistance as the Tribes undertakes the important work of assessing the governance and organization of its enterprises.

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

ATTENTION VETERANS AND FAMILIES

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

US FOREST SERVICE

NORTHWEST FOREST PASSES

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

CHANGES?

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

TRIBAL COUNCIL MINUTES

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



Tribal Council

Warren Brainard, Chief

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

Doc Slyter

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

Beaver Bowen

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

Mark Ingersoll, Chairman

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

Tara Bowen

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

Teresa Spangler, Vice Chair

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

Arron McNutt

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

Council Meeting

February 12, 2017
Community Center
338 Wallace Street
Coos Bay, OR 97420
10:00 a.m.

Agenda:

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

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

Upcoming Events

February 4th & 5th – Weaving Class – Tribal Hall, 10:00 a.m. – 5:00 p.m.

February 7th – Ladies Self-Care Activity, Community Center, 3:00 – 5:00 p.m.

February 11th – Beading & Paddle Making, Chifin Native Youth Center, Springfield 10 a.m.

February 11th & 12th – Weaving Class – Portland (location to be determined) 10 a.m. – 5 p.m.

February 12th – Regular Council Meeting, Community Center, 10 a.m.

February 21st – Tribal Family Gathering – TRCR, Florence 5:30 p.m.

February 25th – Youth Kayak & Water Training, 2:00 p.m. – 5:00 p.m.

March 4th & 5th – Weaving Class – Portland (location to be determined) 10 a.m. – 5 p.m.

March 11th - Spring Break Training/ OnBoarding for Counselors/CITs

March 11th & 12th – Weaving Class – Coos Bay, Tribal Hall 10:00 a.m. – 5:00 p.m.

March 12th – Regular Council Meeting, Community Center, 10 a.m.

March 14th - Ladies Self-Care Activity, Community Center, 3:00 – 5:00 p.m.

March 17th & 18th – Elders Honor Day, TRC in Florence

March 21st – Tribal Family Gathering – Hometown Buffet, Springfield 6:00 p.m.

March 23rd - Community Job Fair, Three Rivers Casino/Events Center

March 25th & 26th – Weaving Class – Spruce Root Dig/Processing: Horse Fall Area

March 27th – 31st – Spring Break Camp



THE VOICE OF CLUSI

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

Join a Committee

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

CTCLUSI Departments, Services & Offices

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

Health & Human Services Division

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

Department of Human Resources

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

Tribal Housing Department

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

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

Education Department

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

Family Services

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

Tribal Dental Clinic

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

Elders Activities

Andrew Brainard
CHR/Elders Activity Program Coordinator
1245 Fulton Ave.
Coos Bay, OR 97420
Phone 541-888-7526
Fax 541-888-5388
Toll Free 1-888-280-0726
imontiel@ctclusi.org

Tribal Court

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

Cultural Department

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

Springfield Outreach Office

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

Florence Outreach Office

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

Tribal Gaming Commission

Brad Kneaper
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

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

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

Purchased/Referred Care Update: New Year, New Benefits

Contributed by Starla Brown, CTCLUSI PRC Specialist

The beginning of a new year – January 1 – also starts a new benefit year. Things to keep in mind are:

- **General Information:** Purchased/Referred Care (PRC) is available to eligible Tribal members who live in the 5-county service area and who re-apply annually. PRC 2017 forms were due back to PRC office by November 18, 2016. If you have not completed your application for 2017, you will not be able to get a purchase order or fill prescriptions. You can fill out your form online at www.ctclusi.org (you don't need a login) or you can call (541) 888-4873 to have a form mailed to you.
- **Medical:** Most insurance coverage and deductibles start fresh on January 1. If you are purchasing or are covered under an insurance plan other than OHP, please be aware of and follow the requirements for your coverage. This includes, but is not limited to, the following:
 - Primary care: If your provider is 'not in network', please find a provider who will accept your insurance.
 - Your insurance plan (Medical, Dental, Behavioral Health, Vision and Prescription coverage) and/or alternate resource must be used prior to PRC payment.
 - PRC cannot reimburse for anything paid out of pocket. Call PRC before paying any co-pays, deductibles, etc.
 - If you have changed insurance, please provide PRC with a copy of BOTH sides of your card(s).
- **Pharmacy:** You must use a pharmacy that can bill CTCLUSI PRC. You must also inform your pharmacy of any insurance coverage you have which will pay for your medications. Your insurance or alternate resource (Medicare, OHP, VA benefits) is the primary payor before CTCLUSI.
- **Vision benefit:** \$500 for the calendar year (January 1 – December 31). You must use a provider who will bill CTCLUSI.
- **Dental benefit:** \$1,700 for the calendar year (January 1 – December 31). This benefit covers payment to outside providers as well as lab costs incurred for treatment at the CTCLUSI Dental Clinic. (The spousal benefit applies only for work done in the CTCLUSI Dental Clinic and does not cover lab fees.)
 - You must get a purchase order for any visit to a dentist other than the CTCLUSI Dental Clinic.
 - You are responsible for all costs that exceed your annual benefit. Benefits do not carry over from one year to the next. (If you are going to need extensive dental work, you may want to consider purchasing dental insurance or contributing to a Health Savings Account or Healthcare Reimbursement Account through your employer.)
 - If you are having major dental work, your dentist must send PRC a treatment plan for pre-approval BEFORE any substantial treatment takes place.
 - When using the CTCLUSI Dental Clinic, please remember if you need a crown, dentures, mouth guard or anything else that is sent to an outside lab, you MUST get a purchase order. You must also make sure you have enough benefits to cover the cost. You are responsible for any costs that exceed the annual dental benefit. The Dental staff can help you but they are NOT responsible for lack of funds and or for obtaining a purchase order number for you. If you are going to need work in excess of your dental benefits at the CTCLUSI Dental Clinic, talk to the staff about your options before the work begins.
 - Dental benefits DO NOT cover cosmetics such as bleaching, implants, veneers, etc.
 - There is no benefit for orthodontia.
 - If you have OHP, you are required to use a dentist that accepts OHP – the CTCLUSI Dental Clinic is an OHP provider.
- **Chiropractic visits:** 8 per calendar year.
- **Physical Therapy:** 11 visits per problem. If your doctor suggests more visits, please have them send chart notes and medical necessity documentation to PRC for pre-approval.

- **Hearing aids:** \$5,000 every 5 years.
- **Newborn coverage:** You MUST start the child's Tribal enrollment process ASAP. CTCLUSI PRC will cover the child's medical care for 6 months from birth. If the child is not enrolled after 6 months, the child is not eligible for PRC until he/she is enrolled in the Tribe.
 - Please note that Tribal enrollment and PRC enrollment are two separate processes – you must complete both to get PRC medical coverage for the child. We recommend you begin the paperwork before the baby is born. Please contact us if you have any questions.
- **OHP:** If you are on the Oregon Health Plan, you must use a provider who accepts OHP. If you do not use an OHP provider, payment will be denied by PRC (this is a Federal regulation).
- **Medicare:** If you are currently on Medicare, or will be before the end of the year:
 - When you receive your annual benefit statement, please send a copy to PRC as soon as possible. PRC will reimburse for Medicare Part B and Part D premiums once we receive the statement. We cannot back-pay for premiums.
 - If you'll be turning 65 this year, we recommend you begin the application process for Medicare three (3) months before your birth month to ensure your coverage begins when you turn 65. PRC cannot reimburse for penalties resulting from delayed application for Medicare.

If you are eligible for an alternate resource (any coverage that is provided at no cost to you, or for which you are reimbursed – such as OHP, Medicare, Veteran's benefits, CHIP, etc.), you are REQUIRED to enroll and to maintain the coverage for as long as you are eligible. If you do not have any other coverage (private insurance, Medicare, Veteran's benefits), you must either apply for OHP, provide a current denial letter from OHP or provide proof of income to remain eligible for Purchase/Referred Care. If your denial letter is older than 180 days, especially if your household or employment circumstances have changed, you may be required to apply again. Failure to comply with requirements related to alternate resources may result in denial of PRC resources.

Finally, please remember you must contact PRC as soon as possible with any changes (address, phone number, insurance coverage, etc.). If you have any questions, please call Starla Brown or Sharon Arnold in PRC at (541) 888-4873. Please have a happy, healthy and safe 2017!

Learn
more!

Family Services Employment Program

Confederated Tribes of Coos, Lower
Umpqua, & Siuslaw Indians
Family Services Department



For Tribal Members of All Ages.

- Resume Assistance
- Job Search Skill Building
- Job Interviewing-Techniques.
- Career Planning Assistance
- Clothing Assistance for New Employment



Family Services Staff

Coos Bay Office

Lovel Lewis 541-888-7516

Meagan Davenport 541-888-1311

Springfield Outreach Office

Shayne Platz 541-744-1334

CTCLUSI Welcomes our New Diabetes Program Coordinator

Contributed by Vicki Faciane, Director of Health & Human Services

Danelle "Dani" Bliss has recently joined the Confederated Tribes of the Coos, Lower Umpqua and Siuslaw as the Diabetes Program Coordinator. Dani comes from an 18-year medical background including Birthing Technician, EMT Advanced, CPR Instruction, Emergency Room/EKG Technician, Orthopedic and Surgical Technician. Dani frequently worked 2 medical positions at the same time while working on her education. Most recently Dani was employed for the last 4 1/2 years as Diabetes Health Educator for the Coquille Indian Tribe.



Dani Bliss

Dani holds an Associate's Degree in Applied Science, General Science, and Oregon Transfer Degree from Southwestern Oregon Community College. She also has a Bachelor's Degree in Health Studies from Eastern Oregon University with a minor in Cultural Anthropology where she Graduated Cum Laude with a 3.6 GPA. Dani is currently 10 months from completing her Master's Degree in Integrated Healthcare Management at Western Governors University and plans on pursuing her PHD in Philosophy in Health Sciences through the University of South Dakota. Dani also holds certifications in Project Management, Personal Training, Diabetes Education, Arthritis Exercise and Motivational Interviewing.

In her spare time Dani enjoys mushroom hunting, kayaking, treasure hunting on the beach, singing, and spending time with her daughter Zoey, husband Frankie, her parents Kim and Iris, her cats Eeyore and Gwen and her adorable Aussiedoodle Nani. Dani is elated to be part of the CTCLUSI team and is passionate in serving the Native people and their families. Please join me in welcoming Dani to CTCLUSI!

Tribal Member Laurie Northey Joins TRCR Team

Contributed by Pam Hickson, Recruitment Specialist Human Resources

Laurie Northey remembers coming to the Grand Opening of the Three Rivers Casino in Florence in 2004, so it's fitting now that she's embraced this as her new home.

Laurie lived in the Grants Pass area for over 13 years where she managed an apartment complex for senior and disabled individuals. A Lower Umpqua Tribal Member with CTCLUSI, she recently accepted a position as a Host in the Three Rivers Casino restaurants and moved back to the coast near her brother. Working and independence are very important to Laurie.

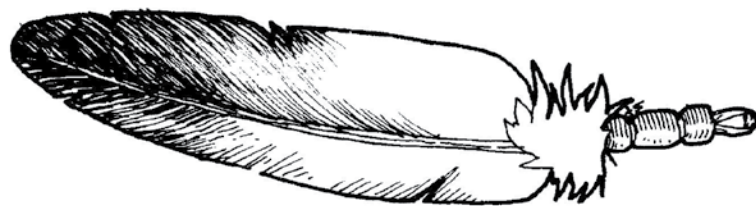
She also boasts that she is a proud Grandma to 8 grandkids ranging in age from grade school to in their 20's.

In her free time, Laurie says she loves to can. She says she keeps jams, fruits & vegetables for herself; but admits to giving more away to friends & family. Laurie also loves making quilts, and plans to get exercise (including swimming) back into her life.

Laurie's smile is infectious, and she's a welcome addition to the Three Rivers Team!



Laurie Northey



Call for Counselors SPRING BREAK CAMP

4-H Camp in Salem, Oregon — March 27—31, 2017

(mandatory training on March 11, 2017)

- ♦ 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 (Open Now)

Website: www.ctclusi.org

If you have any questions, please call Pam Hickson at 541-902-6504

This Month...be on the Lookout for Big Leaf Maple

Contributed by Ashley Russell, Water Protection Specialist

Plant description: The Big Leaf Maple is in the family Aceraceae, the maple family. Other culturally significant species in this family include the vine leaf maple. A large deciduous tree that reaches heights of up to 160 feet, this moss and fern covered giant generally prefers damp, gravelly soils, like those found in riparian areas, and is typically found on the margins of meadows, coniferous forests, and streams. Its large 5-lobbed leaves are the largest of any maple, which emerge in April to May from fragrant greenish-yellow flower pendants.

Fiber: The inner bark of big leaf maples provided basketry and clothing materials, with the latter being the most popular. The bark was pounded over a log and worked into strips to be used to make skirts and capes. Some maple strips were dyed red with alder bark or black with “black mud” and alternated with the natural colored strips to make a decorative contrast. The best time to gather maple bark is when the sap is “running”, which usually begins in February, and is easily pulled from the tree. In previous years, the best time to pull maple bark has been late March to the middle of May, depending on ones’ local.

Finely pounded maple bark strips were braided into headbands, which were worn by children and women. Men preferred to wear buckskin headbands over bark ones. Pack straps were made from braided maple bark as well.

Skirts and capes were also made out of maple leaves or sword ferns for the annual summer solstice dance.

A large piece of maple bark was often times folded into a trough for cooking.

Food: Sometimes the dried and pounded inner cambium layer was also used in broths as a thickening agent. The more common source of food, although not believed to be traditionally utilized, is the sap of the Big Leaf Maple, which usually begins running this month. The sap is usually sweeter and easier to “tap” in late winter, especially when the weather has abruptly warmed as a prelude to spring. Sap is obtained from medium-diameter maple trees by scoring the outer bark or boring a 2 to 3 inch hole at a slight angle to insure that the sap drains downward out of the tree. The raw, watery sap can be used as a nutritious, maple-flavoring for any beverage, bread, soup, etc. The sap can also be further processed to make maple syrup:

Fill a pot with sap and heat until sap slow boils. Add more sap as the level of sap in the pot drops. Skim off any foam, being ever mindful to not let the sap burn or boil over. The sap will sweeten and thicken as it boils. Boil until the syrup’s level of sweetness has reached your liking. Further filtering may be required to remove any crystalized sugars.

*Note: Larger volumes of sap should be boiled outdoors or with good ventilation to prevent excessive humidity and condensation indoors.

Technology: The wood of the big leaf maple was sometimes carved into canoe paddles as well as pestles, bowls and ladles.



Hanis: hulik’

Miluk: hulik’

Siuslaw: sna

Scientific Name: *Acer Macrophyllum*

CTCLUSI Assisted with Water Quality Monitoring During Removal of Sunken Vessel in Coos Bay



CTCLUSI assisted with water quality monitoring during the removal of the sunken fishing vessel Western from Coos Bay in December. Full story in the upcoming March 2017 edition of The Voice of CLUSI.

Photographs courtesy of Scott Brewen

Place Names of the Coos, Lower Umpqua & Siuslaw Indians

Contributed by Patricia (Patty) Whereat Phillips

This is the second in a long series exploring indigenous place names – mostly in the Hanis, Milluk and Siuslawan languages. I'll start at the south end of Coos country and meander northward to the northern edge of Siuslaw country (the Stonefield wayside/Tenmile creek), and after that perhaps continue to names around the old Alsea subagency, and beyond.

Pronunciation guide for indigenous words is at <https://shichils.wordpress.com/about/>

SOUTH SLOUGH & CAPE ARAGO

South Slough was the heartland of the Milluk-speaking people on Coos Bay (the Nasomah, the Lower Coquille at the mouth of the Coquille river, also spoke Milluk). Perhaps one of the most curious stories about the history of South Slough itself is that many Indian people said at one time, it was not a slough at all, but a lake! And how could that be, you might ask? Well, at one time, the mouth of Coos Bay was to the north of its current outlet – around Jarvis landing. Lottie Evanoff told a story about what she had heard about it from her father, Empire chief Doloos Jackson:

*One bad winter when Lottie was a girl the Coos River cut through at Jarvis Landing and ran through there one winter for several months... And Lottie's father said that he heard a tradition from his ancestors that the Coos River used to flow there, and Jarvis landing was at that ancient time (long before Lottie's father's time) the main entrance of Coos Bay...but there at that time was an exist to South Slough like a mere creek running where now the Coos Bay mouth is now."*¹

Daisy Wasson Coddington (Upper Coquille/Milluk) had also heard stories of South Slough (and Isthmus Slough) being lakes long ago:*

*Grandmother (Gishgiyu) told us a story of how South Slough was a lake & Isthmus was a lake. The opening of the bay was by North slough at Jarvis landing. The sea broke through at the heads and a huge animal came in-a monster with one horn on its nose a strange thing unknown here. Two men were working on the trail where the Camman road is now making a canoe. They heard a noise of breaking thru the brush and saw a big animal. It hooked on its hown and broke it. Indians ran and hollered..."*²

At some point in history, the mouth of the bay turned south and South Slough became more like what we know it today -although before the building of the jetties at the end of the 19th century, the water near the mouth was rougher and people timed trips in canoes with tides, carefully. Unfortunately, few Milluk names were recorded for this region. We do know the main Milluk village was **Millukwich**. It was described as being 'at the mouth of south slough' and 'at Charleston'. Another place name was a flat at the east end of Charleston, **Xdánan**, which mean 'against' (apparently describing the location of the flat up against a hill).

There used to be a Charleston point on the west side of the slough, reportedly washed away in part long ago. The name of the point and apparently also a small cove in it was **Gigdanu**, which meant 'lodged against' in reference to driftwood that lodged up against the shore there.

There is a little confusion as to the name of South Slough itself. Lottie Evanoff at one point called it in Hanis **Ya'aixink'ich**. **Ya'ai** mean 'other', and **xink'ich** appears to be a contracted form of 'creek' (**xlanik'**) plus a locative meaning 'on, at'. So literally, 'the other creek'. However in later conversations with Coquille/Coos sisters Daisy and Lolly, they agreed that at least the upper slough (perhaps the whole slough) was known was **Witl'ich**. **Witl'**- is a verb that means 'to cross over, to go over a hill or divide'. The name would seem to refer crossing over from the head of South Slough south to Whiskey Run and the Coquille River.

Lottie had to think for a long time on the name of Joe Ney Slough. She thought it was **Halchchinuu**. An interesting name as it appears again for another slough far up the bay (as **Halch**) and it has a colorful meaning. The suffix is an obscure one to me but does appear on a handful of Milluk place names, **halch-** is a verb meaning 'to wipe one's posterior'. Why this name was applied to Joe Ney was never said. This slough was known for its run of **gweshukw**, an annual run of sardines (*Sardinops sagax*).

Collver Point was nicknamed **Tlestles di xinxin**, meaning

cormorant's roost. Several places had this nickname, in reference to wherever cormorants (**tlestles**) were nesting. The northern end of Sunset Bay was also called this.

According to Lottie, Valino Island was called **Dle'eye**, which appears to be derived from the Milluk word for island, **dla'a**.

The Winchester arm of the upper slough is **Tlíyamanii**. The name for the other arm, Sengstacken, is less clear. Elliott Creek feeds into this, and Lolly (Wasson) Metcalf said "Elliott Slough" was **Tsa'tsiyam**. By this she might have been referring to Elliott Creek and the Sengstacken arm.

A name was given for Cape Arago just once – Frank Drew called it **Baldiyyasa**. However this name has appeared elsewhere, referring to another coastal site. The root of the word, **bald-**, is also the root for the Hanis and Milluk word for 'ocean', 'west' and in Milluk, also the word for sand. So this word may not have been the original name of the cape, and can refer to any outer coast location.

At Gregory Point, there was a village, known in Milluk as **Baldicha** and in Hanis **Baldich**.

Unfortunately the name for Coos Head was forgotten, but nearby Tunnel Point was **xitlxaldich**, meaning 'dim light, becomes daylight'.

Down at Sunset Bay, Lottie insisted that Big Creek was also literally big creek in the native languages – in Hanis **Hemis Xink'ich** and in Milluk **Wát'amon** (**wa**=big, **t'amon**=creek). I don't know if she was just translating the English name, or if there is a long history of calling that place 'big creek' (although it doesn't seem that big of a creek to me, so a rather odd name).

I am not sure exactly what creek is being referred to, but several informants said there was a creek near Coos Head, just to the bay side of it and 'north of the second lifesaving station' was known in Milluk as **Elt'amon**. This translates to...well, to put it as politely in English as possible, as 'manure creek'. If anyone knows what creek this is, please let me know.

Well, that concludes South Slough and Cape Arago for now. Next month we'll explore some of the lower portions of the main bay and North Spit.

*The story of a one-horned hollering beast attacking a canoe-maker was a popular story at Coos Bay and Coquille, and there are several versions of it. For another version, see "Hollering-like-a-Person" on page 259 of "Pit Woman and Other Stories", a collection of stories told by Coquille Thompson edited by William Seaburg.

SOURCES

Harrington, John P. 1942. Alsea, Siuslaw, Coos, Southwest Oregon Athapaskan: Vocabularies, Linguistic Notes, Ethnographic and Historical Notes. John Peabody Harrington Papers, Alaska/ Northwest Coast, in National Anthropological Archives, Smithsonian Institution, Washington DC.

Jacobs, Melville. 1932-34. Coos Ethnologic Notes, Notebooks 91-99, 101, Jacobs Collection, University of Washington Archives, Seattle.

Maloney, Alice and Joe Maloney. 1933. Coos ethnographic notes from Joe and Alice B. Maloney. Melville Jacobs papers, Special Collections, University of Washington Libraries, Seattle WA.

Seaburg, William, ed. 2004. Pitch Woman and Other Stories: The Oral Traditions of Coquille Thompson, Upper Coquille Athabaskan Indian. University of Nebraska Press.

(Endnotes)

1 Harrington 1942[23]:983a

2 Maloney 1933: 9

Housing Department Annual Performance Report

Contributed by Linda Malcomb, Director of Housing

As required by HUD the Housing Department must complete and submit an Annual Performance Report each year. This report details what programs and activities have been completed by the Housing Department during 2016. To review the document and make comments, please contact Linda Malcomb at 1245 Fulton Avenue, Coos Bay, OR 97420 or at 541-888-1310. All comments must be received by the Housing Department staff no later than March 9, 2017.



Culture Camp 2017

Call For Counselors

Camp Scheduled for July 10-14, 2017
(Orientation/Training on July 10, 2017)

Now accepting applications for Counselors –in- Training (Ages 16+) and Counselors (Ages 18+).

Culture Camp provides Tribal Counselors and youth with the opportunity to learn and teach traditional skills from cooking to games, as well as how to be better stewards of our lands and waters in a beautiful setting.



Questions? Call: 541-902-6504 or 541-888-7523

Or email dwill@ctclusihr.org

Apply online www.ctclusi.org ~ Deadline: April 28, 2017
(Accepting Applications January 13, 2017 – April 28, 2017)



Culture Camp 2017

July 10 – 14, 2017

(Orientation/Training on July 10, 2017)

Program and Application information
 Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians

WHAT IS Culture Camp?

Culture Camp is a yearly camp sponsored by the CTCLUSI Culture Department for Tribal family youth, 8-18 years of age. This year's location of Culture camp is to be determined. CTCLUSI offers job opportunities for the positions of Counselor and Counselor in Training. These positions are responsible for providing assistance and support to the Camp Director in carrying out activities during the youth camp as well as providing direct supervision for the youth campers.

WHO IS ELIGIBLE TO APPLY?

To be eligible to participate in the 2017 Culture Camp:
 Meet minimum requirements as outlined in the position description and can be inquired through Human Resources. The job posting may also be found on the CTCLUSI website at www.ctclusi.org or by contacting Human Resources.

WHAT IS THE PROCESS OF SELECTION?

The Recruitment Specialist for Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians will review online 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?

Online applications must be received by 4pm on Friday, April 28, 2017
 Apply online at www.ctclusi.org or by contacting Human Resources

WHEN WILL YOU BE NOTIFIED IF YOU ARE SELECTED?

All qualified applicants will be notified by Friday, July 3, 2017 by Human Resources.

WHAT ARE THE EMPLOYMENT REQUIREMENTS?

Culture Camp Counselors must meet the following award requirements.

- Complete Online Application by the specified deadline (see Human Resources if you unable to see announcement online)
- Must be interviewed, pass reference checks and selected by the appointed committee.
- Pass pre-employment drug test
- Pass background information and obtain fingerprints, processed Tribal Police Department

WHO DO I CONTACT IF I HAVE QUESTIONS?

Jesse Beers, Camp Director
 Cultural Department for CTCLUSI
 Phone: (541) 297-0748
 Email: jbeers@ctclusi.org

Department of Human Resources
 Phone: (541) 902-6504
 (541) 888-7523
 Email: phickson@ctclusihr.org
dwill@ctclusihr.org

Deadline to apply – Friday, April 28, 2017
(Applications Accepted January 13, 2017– April 28, 2017)

Winter Solstice 2016

Contributed by Mark Petrie, Cultural Assistant and Tobacco Grant Coordinator

The shortest day and longest night fell on Wednesday, December 21st this time around. Four of us slept in the plank house which was warmed by a ceremonially blessed fire; special thanks to Tribal Council Person Doc Slyter for leading the ceremony. In the Tribal Hall we had beading, regalia making and game activities. Warm meals were provided to keep the cold weather at bay. This year two salmon were donated for dinner by Tribal youth, Dylan Brainard. They were locally caught and delicious. Thank you Dylan!

Winter time is story season. Getting together, sitting around a warm fire and listening to stories has been something we've done for generations and generations. We have very old stories that have been passed down by our ancestors. Patty Whereat-Phillips has done extensive research and work on our stories. Here is a piece Patty wrote from a forthcoming work in progress on translating some legends from Hanis to English:

Storytelling Traditions

In this volume, there are stories told in the Hanis language (though not all the stories are Hanis in origin) that I have retranslated into English as lines, like poetry. The inspiration for this comes from linguist and folklorist Dell Hymes, who worked for decades studying many Native languages and looking for clues in patterning of oral stories based on clues from the telling of stories in indigenous languages. These stories were originally oral – meant to be told and heard. As such, they are different in form and structure than written stories. They tend to repeat certain aspects of a story, and as such they are more 'readable' when translated as lines rather than blocks of prose text.

In the Coosan languages two categories of stories were recognized. Hechit' (Hanis) or basaq' (Milluk) were legends of ancient times, before human beings were in the world. The world is usually transformed in some way and near the end of the story it was often said "the last people" or "the last generation shall see you", meaning when humans enter the world, this is what they shall know and experience. Laqauwiyat'as (Hanis and Milluk) were supposed to be history, stories of human events.

The information about storytelling customs that have come down to us are somewhat contradictory, at least at first glance. Annie Peterson once said stories were told only in winter time, as there wasn't time for it in summer. Later she contradicted herself and said she learned many stories outside of winter. That was when people went out and camped at fishing season, or gathering clams, or picking berries or digging roots. People would tell stories associated with the place they were at, or associated with the activity they were doing. For example, while fishing for salmon someone might tell a story of how behaving disrespectfully around salmon could cause terrible disasters. It was a teaching story, to remind people to behave well. Or even just traveling stories were told– Annie's daughter Nellie Aason recalled that when the family traveled up and down the Umpqua River from Scottsburg to Winchester Bay, her uncle Chief Doloos Jackson would tell stories the whole way (alas she could only recall fragments of the stories he told). Many of these stories seemed to have teaching elements to them – how to behave, and how not to.

Perhaps there were two broad classes of stories – those told in winter, those that could be told any time of the year. Annie Peterson mentioned expressly that the cycle of stories of the five tricksters (see Melville Jacobs Coos Myth Texts) was told by a storyteller just once, in winter. No other stories were mentioned as having this restriction.

Formal storytelling sessions involved two storytellers. Annie Peterson recalled the following:

"...when tales are told to children, all answer in unison, and they keep on telling it till the children get it right, they want them 'to have it right'. They don't want them 'to lie' when they tell it, or get it 'mixed up', improperly told that is. When tales are told to adults, one adult 'answers' the raconteur, repeats every word."

Frank Drew concurred, saying of storytelling traditions that "...two old people were always present at all 'storytelling' or 'history telling' (old time stuff talk) and both repeated each other's words, one after the other."

Upcoming Weaving and Material Gathering

Dear Tribal Weavers,

I wanted to let you know about our February and March weaving and gathering opportunities. Because of northern interest I have made a few dates available up in Portland as well as the Coos Bay opportunities. If you or someone you know is interested in weaving who lives in Portland but cannot make those dates, I encourage you to get in touch, I will work to accommodate your schedule. I ask that you RSVP to sarasiestreem@hotmail.com three weeks in advance of a workshop date so I can make the necessary accommodations for your participation.

Feb 4/5: Coos Bay Tribal Hall 10:00 AM-5:00 PM

Feb 11/12: Portland (location to be announced)
10:00 AM-5:00 PM

March 4/5: Portland (location to be announced)
10:00 AM-5:00 PM

March 11/12: Coos Bay Tribal Hall 10:00 AM-5:00 PM

March 25/26: Spruce Root Dig/Processing: Horse Fall Area

Thank you,
Sara Siestreem (Hanis Coos)



Spruce Root with Huckleberry and Hemlock Dyes

SAVE THE DATES:

April 21-23

May 5-7

May 19-21

For more information contact

Anne Niblett 541-808-7699

2017 HEALING OF THE CANOE WEEKEND WORKSHOPS

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.

You must RSVP by the date indicated below.

FEBRUARY SPRINGFIELD

Saturday, February 11, 2017
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 7th
to 541-435-7155 or 1-888-280-0726

Seeking info about the History of Coos Head!

Department of Natural Resources is looking for individuals who have information and/or personal experiences about the history of Coos Head, and would be willing to share or be interviewed for a short educational film about Brownfields.

Please contact:
Amanda Craig, Air & Water Protection Specialist
at 541-888-1304



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,
Health & Human Services Division
& The Culture Department

Ready, Set, Start Your Business
– a 2-hour ‘starter’ class.

Are you interested in starting a small business but are quite sure were to start? Would you like some help in understanding the basics?

Ready, Set, Start Your Business is a 2-hour class being offered during February at SWOCC’s Small Business Development Center, located at 2455 Maple Leaf in North Bend.

In this ‘starter’ class, you’ll learn about the critical ‘first steps’ that everyone faces when considering starting a new business. This 2-hour class includes information about:

- Permits & Licensing
- Personal readiness checklist
- Defining a business structure
- Doing business planning
- Financing a business

The cost is only \$20. And we can help by underwriting the tuition fee. First look at the schedule of classes and then determine which one works best for you.

Once you have figured out the class the works best with your schedule, contact MJ Koreiva: (541) 888-9577 or email: mkoreiva@ctclusi.org and we’ll get you signed up for the class.

February 2017 class selection:

Wednesday February 1 from 10 am – 12 noon
Thursday February 9 from 1 pm – 3 pm
Wednesday, February 15 from 10 am – 12 noon
Tuesday, February 21 from 5:30 pm – 7:30 pm

This 2-hour class is a great way for you to learn more about the basics of starting your own business. Let us know if you are interested in signing up.

Made At The Kitchen Table
Workshops Teaching Self-Employment Skills for Tribal Artisans

Now Scheduled for February through September in Springfield & Coos Bay

Made at the Kitchen Table workshops provide people entering self-employment with assistance to be successful in many ways: analyze their household budget, set savings goals, estimate the production costs, develop quality production standards, manage cash flow for inventory and set selling prices.



Registration Required - at no cost- for participating in the seven part series of workshops. To register, please contact; MJ Koreiva, Small Business Incubator Manager. Call: (541) 888-9577, or email: mkoreiva@ctclusi.org



Made at the Kitchen Table Workshop Schedule

CTCLUSI Springfield Outreach Office, 1126 Gateway Loop, Suite 102, Springfield

Thursday, February 9,	4:30 – 7:30pm.	Introductions, Review of Curriculum
Thursday, March 9,	4:30 – 7:30pm.	Workshop #1: Back of the Kitchen Napkin Analysis
Thursday, April 13,	4:30 – 7:30pm.	Workshop #2: What Does It Cost & What Must I Charge?
Thursday, May 11,	4:30 – 7:30pm.	Workshop #3: Cash, Inventory & My Empty Pocketbook
Thursday, June 8,	4:30 – 7:30pm.	Workshop #4: Your Quality Product
Thursday, July 6,	4:30 – 7:30pm.	Workshop #5: How to Market to the Market
Thursday, August 10,	4:30 – 7:30pm.	Workshop #6: Cooperate, Collaborate and Co-Market
Thursday, September 7,	4:30 pm – 7:30pm.	Graduation Ceremony!

CTCLUSI Government Office, 1245 Fulton, Coos Bay

Friday, February 10,	4:30 – 7:30pm.	Introductions, Review of Curriculum.
Friday March 10,	4:30 – 7:30pm.	Workshop #1: Back of the Kitchen Napkin Analysis
Friday, April 14,	4:30 – 7:30pm.	Workshop #2: What Does It Cost & What Must I Charge?
Friday, May 12,	4:30 – 7:30pm.	Workshop #3: Cash, Inventory & My Empty Pocketbook
Friday, June 9,	4:30 – 7:30pm.	Workshop #4: Your Quality Product
Friday, July 7,	4:30 – 7:30pm.	Workshop #5: How to Market to the Market
Friday, August 11,	4:30 – 7:30pm.	Workshop #6: Cooperate, Collaborate and Co-Market
Friday, September 8,	4:30 – 7:30pm.	Graduation Ceremony!

Upcoming Youth Training Event!

Sponsored by Culture/Prevention/HOC Programs

What – Youth kayak and water training

When – February 25th from 2-5pm

Where – Coos Bay Public Pool (by Mingus Park)

Who – CTCLUSI and Coquille youth 12-18yrs

Why – summer is coming and with that are fun activities scheduled for our youth in the water and in the canoe! Come brush up on your water safety skills, learn about swim lessons in your area, and hang out with other tribal youth. Rides are available for those who wish to attend.

Contact Jesse Beers (541-297-0748) Doug Barrett (541-297-2130) or Anne Niblett (541 -808-7699) for more info or to RSVP.



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 13, 2017.**

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

Deadline to apply is **May 5, 2017**

FOR ADDITIONAL INFORMATION OR OTHER OPPORTUNITIES,
PLEASE CONTACT

STEPHANIE WATKINS AT 541-902-6502 OR PAM HICKSON AT 541-902-6504



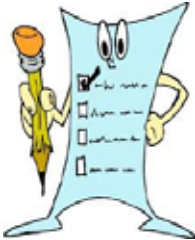
DID YOU KNOW?

The Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians Planning Department Need Assessment



Purpose of Tribal Member Need Assessments and Surveys:

The Planning Department has begun its annual Tribal Member Needs Assessment! The purpose of a tribal member needs assessment is to provide needs-based information to Tribal Government to ensure that the programs and services offered meet the needs of as many Tribal members as possible. This information will also allow us to compile statistical information for use when completing grant applications. Many of the programs offered to Tribal members are partially or fully funded through grants received by the Tribe. Having demographic data about our Tribal population helps explain the needs of our Tribal community when applying for grant funding. This information will also help us identify any gaps in the services available to Tribal members and/or identify new Tribal member needs.



FAQ

Q: What is the difference between a needs assessment and a survey?

A: A needs assessment is conducted to assess the needs of Tribal members in relation to the programs and services offered by the Tribe and what changes can be made to best suit the needs of CTCLUSI Tribal members. A survey is conducted to access specific information related to a proposed project or program.

Q: Who will see this data?

A: This data will be used internally within the Tribal Government to assess the needs of the Tribal community. It will be accessed by Tribal Government employees as needed and used to generate statistical information for grant applications and reporting.

Q: How will my personal information be protected?

A: Starting this year the Needs Assessment will ask respondents to include their tribal ID number. However, staff cannot determine a tribal member’s identity using this number without permission from their Department Director for a specific purpose. Respondents can also specify they do not wish to be contacted based on this Needs Assessment.

Q: How do I become eligible for prize drawings (If Applicable)?

A: There may be prize drawings or other incentives associated with Planning Department need assessments and surveys. Eligibility will be based on the submission of fully completed forms to the Planning Department.

Potential Survey and Need Assessment Topics:

- Transit
- Youth Programs
- Business Development
- Land Use
- Graphic Design Selections
- Emergency Preparedness
- Job and Vocational Training
- Cultural Resources
- Tribal Member Needs Assessment





Please join us for good food and fun with other Tribal Families.
All Tribal families welcome to attend.
Sorry, transportation is not provided.

Tribal Family Gathering Dinner

Tuesday, February 21, 2017

Three Rivers Casino & Resort

World Market Buffett

Doors open 5:30

Dinner 6:00 pm—8:00 pm



Please RSVP By Thursday, February 16, 2017

(541) 435-7155 or toll free 1-(888) 280-0726

Speaker

Danelle Bliss

CTCLUSI Diabetes Program Coordinator

Sponsored by: CTCLUSI Health & Human Services Division — Diabetes Grant



PLEASE JOIN US FOR GOOD FOOD AND FUN WITH OTHER TRIBAL FAMILIES.
ALL TRIBAL FAMILIES WELCOME TO ATTEND.
SORRY, TRANSPORTATION IS NOT PROVIDED.

TRIBAL FAMILY GATHERING

TUESDAY, MARCH 21, 2017

HOMETOWN BUFFET

THE SHOPPES AT GATEWAY

MEET IN THE BACK ROOM

DINNER 6:00 PM—8:00 PM



PLEASE RSVP BY THURSDAY, MARCH 16, 2017

(541) 744-1334 or (541) 808-8684

SPEAKER

DANELLE BLISS

CTCLUSI DIABETES PROGRAM COORDINATOR

SPONSORED BY: CTCLUSI HEALTH & HUMAN SERVICES DIVISION — DIABETES GRANT

The Circles of Healing Project is a confidential victim services program that empowers and supports survivors of abuse in taking steps toward achieving personal safety.

Did you know?

February is Teen Dating Violence Awareness Month

What is dating violence?

Dating violence is a pattern of assaultive and controlling behaviors that one uses against another in order to gain power and control in a relationship. The abuser can behave in ways that can cause fear, degradation, or humiliation in order to control the other person.

One in three young people report emotional, physical or sexual abuse from a dating partner each year in the U.S. This could possibly mean you know or have come in contact with someone who is experiencing this type of violence. There are many warning signs that can help you determine whether someone you know is in trouble or needs help, such as:

- You notice their partner calls them names or puts them down in front of other people.
- If they talk to other people, their partner gets extremely jealous.
- They apologize for their partner's behavior and make excuses for it.
- They frequently cancel plans at the last minute for reasons that sound untrue.

Circles of Healing

- Their partner is always checking up, calling or texting them. They demand to know who their partner is with and where they have been.
- You've seen fights escalate to breaking or hitting things.
- They're constantly worried about upsetting their partner, or making them angry.
- They give up things they use to enjoy, such as spending time with friends or other activities.
- Their weight, appearance or grades have changed dramatically. These could be signs of depression, which could indicate abuse.
- They have injuries they can't explain, or the explanations they give don't make sense.

It is important to watch for warning signs of unhealthy relationships; these warning signs may help you make an informed decision about whether you or someone you know is in an abusive relationship. If your friend or relative is in an unhealthy relationship, it is a good idea to refer them to the Circle of Healing program at (541) 888-1309, to the National Domestic Violence Hotline (800) 799-7233, or to a victim services program in their local community.

Source of information: <http://www.loveisrespect.org>

Submitted by: Devyrne Krossman



The Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians and Coquille Indian Tribe will be co-hosting the

21st Annual Oregon Tribal Elders Honor Day to be held on March 17 & 18, 2017 at Three Rivers Casino Resort in Florence, Oregon



Friday, March 17th:

10:30 to 11:30 ~ Registration at Entrance to Events Center
11:30 to 12:00 ~ Opening,
12:00 to 1:00 ~ Lunch
1:00 to 2:00 ~ Entertainment
2:00 to 2:30 ~ Break
2:30 to 4:00 ~ Bingo in Events Center
4:00 to 5:30 ~ Break - Check into Comfort Inn
5:30 to 7:30 ~ Return to Events Center
Dinner served at 6:00 p.m.

Saturday, March 18th:

7:00 to 10:00 – Breakfast in the Buffet

Please RSVP by Wednesday, February 28th to: Andrew Brainard , Elders Activities Coordinator at 541-888-7533 Limited transportation is provided.

There will not be a charge to Tribal Elders for any of the activities. All other guests, with the exception of Spouses, van/bus drivers, care providers/ chaperons, will be charged for meals.

Native Education Pow -Wow—March 18th @ Siuslaw Middle School gym Transportation will not be provided to the pow-wow.

Elders Corner

ELDER SPOTLIGHT OF THE MONTH - October 2016

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. If the next Elder on the list chooses to participate they will be interviewed 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 Andrew Brainard, CHR/Elders Activities Program Coordinator

James William Young (Coos) was born in Fairfield, California, on July 2, 1938. His parents were Frank Alfred and Virginia Mae Young and his grandparents were James Winfred and Minnie Carlson Young. He has two sisters: Patricia Ann Young Miller and Faye Anita Young Soring. He was raised in Vallejo, California, attended school in the Vallejo school system and attended Vallejo Jr. College. From there



James William Young

he moved to San Francisco City College. In addition to his immediate family, James is cousin to Carolyn Slyter, Tribal Council member Doc Slyter and Debbie Bossley.

James married Margaret Helene Wilson on May 1, 1976. They've been married for 40 years. They have four children: Jason Richard Young, Deborah Louise Beckmeyer Stumpf, Sarah Jane Young Burnsed, and Jennifer Lynn Beckmeyer Christensen. They also have 12 grandchildren: David Hughes, Danella Hughes, Diedra Hughes Cohen, Bracen Young, Kenny Stumpf, Maryssa Stumpf, Brenton Stumpf, Steven Tyler Christensen, Lauren Nicole Christensen, Parker Jack Christensen, Brittany Jane Burnsed and Riley Kent Burnsed. They have one great-grandchild – Otto Stumpf.

James spent four years as a minister, living in Florida, South Carolina, Georgia and Alabama. He was co-owner of a manufacturing company – Utility Truck Body Co. of San Francisco – for 27 years. He retired after managing Dunn-Edwards Paints for 10 years. He currently runs a 12-step recovery program in the Vallejo area for the Church of Jesus Christ of Latter-Day Saints. Margaret retired from their local Kaiser-Permanente Hospital after 21 years as a medical records clerk.

In his younger years, James enjoyed water skiing, baseball, football and motor sports. These days he enjoys playing golf. He is a former season ticket-holder for the Oakland Raiders but now he's a fan of the San Francisco Forty-Niners, as well as the San Francisco Giants.

James is well known for his sense of humor and for always being there when someone is in need. He and Margaret enjoy family vacations at Twin Lakes, on the Colville Reservation in Washington. They also try to take one cruise and visit two national parks each year.

When asked what he would like to see from the Tribes in the future, he said he would like to see more assistance to off-set the cost of Medicare and medications for Tribal members. He would also like to see a continuation of the current work being done to preserve our Tribal culture for future generations.

Florence Garcia, Miluk Coos Elder, was born May 12, 1936, in Grants Pass, Oregon. Her parents were Roy R. and Marie Brainard and her grandparents were John W. Brainard and Abigail Taylor. Her grandfather perished on the wreck of the North Star leading to her father and two of his brothers being forced to attend the Chemawa Indian Boarding School. She has five siblings: Abbie J. Bouman (deceased), Warren "Tom" Brainard, Madeline Knowlton, Roy O. Brainard (deceased) and her baby brother Chief David Brainard. Florence has been married to her husband, Simplicio (Jack) Garcia for 60 years. They live in the high desert of the Antelope Valley, in Lancaster, California.



Florence Garcia

A child of the depression, Flossie remembers her parents mining for gold in the Applegate valley when times were tough, and the family's fortune following the boom and bust cycles of the timber industry. Second of six children, she graduated from Marshfield High School in 1954 and was lucky to attend secretarial school in 1955 through a tribal program that disappeared with the Western Oregon Termination Act. "My cousin Joy Brainard told me of a program for tribal members to attend secretarial school and I was lucky enough to get in." It was while attending school in Portland that she met her husband Jack and began a lifetime of travels courtesy of the United States Air Force.

Florence and Jack have four sons: Bob, Jerry, Dave and Jack. They have eleven grandchildren: Nicole Newall and Tyler Garcia (Bob); Dana Depreter, Megan Medina and Vanessa Fiscus (Jerry); Grace and Toby Garcia (Dave); and Marco, Bianca, Sierra and Trinity Garcia (Jack). They also have three great-grandchildren: Paige Depreter, Roberto (Angel) Guerrero and Christine Medina-Garcia.

"As the wife of an Air Force NCO, I worked in a variety of jobs for banks, credit unions, Sears and Penneys and raised four boys on the side! My favorite job was my 23 years as a secretary at the NASA Dryden Flight Research Center; my duties included planning for guests at Space Shuttle landings in the Mojave Desert. You will not believe the details necessary when the President and other dignitaries are on site."

Being an Air Force family means moving around – a lot! Jack had four tours in California, mostly at Hamilton AFB. He also had a tour in Cheyenne, Wyoming. "When Jack was deployed in a high threat zone such as Vietnam, Thailand or Libya we stayed in Oregon with family." In 1970 Jack was transferred to Europe, where they spent 2½ years in Vicenza, Italy, followed by 15 months in England. After that, they returned to Edwards AFB in California, where they remained after retirement. Florence went to work for NASA and Jack went to work for Lockheed/Martin.

Florence has several hobbies, including embroidery and bowling. But she especially loves to read! She also enjoys watching the L.A. Dodgers, as well as the Los Angeles Lakers. Her husband Jack is a life long San Francisco Giants fan. There is no marital harmony in the Garcia household when the Giants play the Dodgers! For the past few years, Florence and Jack have come to Coos Bay for the annual Salmon Ceremony and to visit with family.

In retirement, Florence is busy helping raise her grandchildren. She enjoys caring for them and she provides their primary transportation to and from school each day, as well as teaching them to cook. "This last Thanksgiving, the girls cooked a wonderful meal including roasted turkey and apple pie! They wouldn't let me do a thing." Next year she'll only have Trinity to drive to school as both Sierra and Bianca are off to college. "I really appreciate the stipends to help my kids and grandkids go to college."



It's All about the Babies and Children! (For Oral Health, That Is)

Submitted by Jamie Meyers, CTCLUSI DHAT Coordinator

Let's talk babies' and children's oral health care. February is National Children's Dental Health Month. Healthy habits for teeth and gums begin when our children are babies and continue into adulthood. A baby's 20 primary teeth are hidden in your baby's jaw, under the gums. Those baby teeth will help set the stage for future smiles by keeping space in the jaw for adult teeth, as well as helping your child speak and eat normally. Tooth decay can occur as soon as the first tooth appears, usually about six months of age, although some children won't have their first tooth until 12 or 14 months.

American Indians and Alaska Natives have more untreated tooth decay and periodontal disease than any other population group. We can do our part to change this. Don't be scared. Despite daily challenges, there are ways to reduce the risk of tooth decay:

- Begin cleaning your baby's mouth within the first few days after birth by wiping his or her gums with a clean, moist gauze pad or wash cloth after every feeding.
- Once your child's first tooth erupts, continue to brush your child's teeth twice a day with a child size tooth brush and a pea-sized amount of fluoride toothpaste.
- When your child has two teeth that touch, begin flossing the child's teeth daily.
- Help your children develop good brushing and flossing habits
- Monitor beverage consumption – instead of soft drinks all day children should be given water.
- Sugary foods and drinks (including juice) should be consumed with meals. Saliva production increases during meals and helps neutralize acid production and rinse food particles from the mouth.

In addition to these tips for you to do at home with your child, the addition of Dental Health Aide Therapists (DHATs) to our Clinic will help to ensure access for consistent, routine, high quality oral health care. Dental Health Aide Therapists (DHATs) are Native Americans recruited from their own community, trained, and returned back to serve the community.

DHATs are trained to master 46 dental procedures and they are able to educate patients about oral health, give fluoride treatments, place sealants, clean teeth, place fillings, perform dental evaluations, and more. CTCLUSI will have our first DHAT in summer 2017!

- According to the 2014 IHS Oral Health Survey, the majority of AI/AN children have tooth decay. In fact, by 5 years of age 76% have experienced dental decay.
- An estimated 44.5% of persons aged 2 years and older had a dental visit in the past year in the United States, while only 28.8% of American Indians and Alaska Natives accessed dental care in 2014.
- Over 2.4 million AI/ANs – one third of which are youth up to age 18 – live in counties with dental health care professional shortages, and half of AI/AN youth live in dental care shortage areas." <http://www.npaihb.org/ndti/#1450475820391-49a99642-a785>

The more "happy visits" children have with us at a young age, the more apt they are to grow up with strong teeth, good habits, and a positive attitude about dental care. Your child's first dental visit should be before his or her first birthday. Your child's first appointment is critical to strong teeth and healthy gums. We will help you understand how to best take care of your baby's erupting teeth, what to look for in case you think there is decay starting, best practices as far as pacifiers, sippy cups, and snacks, putting the child to sleep, and any other questions you might have. We are usually able to place fluoride varnish as well at this first appointment, which helps prevent decay.

Regular (six month) visits, along with good home care habits and fluoride for prevention, can mean that your child will never lose a tooth to dental decay. Schedule your kids (and yourself!) today for a routine checkup at the CTCLUSI Dental Clinic. We love to see you smile! (541) 888-6433.



PEACEGIVING

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

All Peacegiving issues are confidential.



Photo By: Jesse Beers

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

Peacegiving Coordinator
1245 Fulton Avenue
Coos Bay, OR 97420

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

EMAIL: Peacegiving@ctclusi.org

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

University of Washington College of Education Indigenous Mural Project

Request For Proposal

Opens: Now

Closes: February 15th, 2017

For Questions Contact:

Dalya Perez, MEd dalyap@uw.edu

And Dr. Jessica Thompson jjthomps@uw.edu

Press Release:

The Indigenous Mural Project in the University of Washington's College of Education is sponsored by the Dean's Office, the Faculty Diversity Council, and the Office of Student Diversity and Inclusion and Associate Students of the College of Education. We are looking for a visual artist to do a large mural in Miller Hall beginning February 2017 and completing by April of 2017. There will be a stipend of \$4,000 for the artists' time and supplies. A plaque with a short biography of the artist will accompany the mural.

Theme:

The theme is to be focused on Indigenous Peoples of North America. American Indians have been historically and continue to be underrepresented on the University of Washington's campus and in the College of Education. We are seeking a muralist who will create a mural on a wall inside of Miller Hall that encompasses a variety of themes that reflect both the struggle of Indigenous people and education but also can work towards a vision of what education that supported the thriving of Indigenous communities would reflect. Importantly we are seeking a mural that reflects and acknowledges that the University of Washington occupies Indigenous lands and that the College of Education specifically occupies Duwamish territory. Other themes the mural might reflect include: the history of occupation, the role education has played in colonization and assimilation and schooling of Indigenous peoples, past and present. However, we are also wanting a mural that represents the strength, resilience, complexity, and contemporality of Native people.

Proposal Process:

We invite artists to apply who have demonstrated commitment and experience with Indigenous communities. Please email the following to Dalya Perez AND Jessica Thompson (emails are in heading):

A cover letter which expresses who you are and your interest in the Indigenous Mural Project.

Attach portfolio examples and/or links to websites for review.

**Indigenous artists are strongly encouraged to apply.
The deadline is February 15th, 2017.**

Environmentally Safe Cleaning

Contributed by Amanda Craig, Air & Water Protection Specialist

Cleaning our homes is an important exercise in preserving our families’ as well as our own health. This is usually done with bleach, ammonia, and other harsh chemical products, such as soaps, cleaners, aerosols, polishes, etc... Most cleaning products or house hold supplies contain dangerous chemicals, which can cause irritation to the eyes, throat & skin, cause headaches, exacerbate asthma, allergies and other health problems. One way to protect your family is to make your own cleaning products that are safer for your health as well as safer for the environment. Additionally, these hand made cleaning supplies are much cheaper than store bought products and work just as well. Save money, while saving your health.


Metal Cleaners & Polishes:

- Aluminum: using a soft cloth, clean with a solution of cream of tarter and water.
- Brass or bronze: polish with a soft cloth dipped in lemon and baking-soda solution, or vinegar and salt solution. Another method is to apply a dab of ketchup on a soft cloth and rub over tarnish.
- Chrome: polish with baby oil, vinegar, or aluminum foil (shinny side out).
- Copper: Soak a cotton rag in a pot of boiling water with 1 tablespoon salt & 1 cup of white vinegar. Apply to copper while hot; let cool, then wipe clean. For tougher jobs, sprinkle baking soda or lemon juice on a soft cloth, then wipe. For copper cookware, sprinkle a lemon wedge with salt, the scrub., A simpler method is to apply a dab of ketchup on a soft cloth and rub over tarnished spots.
- Gold: clean with toothpaste, or a paste of salt, vinegar and flour.
- Silver: line a pan with aluminum foil and fill with water; add a teaspoon each of baking soda& salt. Bring to a boil & im-merse silver. Polish with soft cloth.
- Stainless Steel: clean with a cloth dampened with undiluted vinegar, or olive oil. For stainless cookware, mix 4 table-spoons baking-soda in 1 quart of water, and apply with soft cloth. Wipe dry using a clean cloth. For stainless steel sinks, pour some club soda on an absorbent cloth to clean, then wipe dry using a clean cloth.

For this and other green cleaning recipes check out: eartheasy: Solution for Sustainable Living http://eartheasy.com/live_non-toxic_solutions.htm#formulas

Tips: Most DIY natural cleaning solutions can last up to a month. But some ingredients (like hydrogen peroxide) lose their potency more quickly. Your best bet is to mix up enough for only a onetime use, you can also store your cleaning solution in the fridge to make it last for a few weeks.

Warning: do not use vinegar cleaning products on granite or marble, the acidity will eat away at the materials.



CCDF: CHILD CARE & DEVELOPMENT FUND

FAMILY SERVICES – PROGRAM INFORMATION

WHAT IS CCDF?


...and Who Qualifies?

CCDF assists families in obtaining child care for children between the ages of 0-12 years old, so the parent(s) can work or attend training/ education. Families must live in the 5-county service area (Coos, Curry, Douglas, Lane, and Lincoln) to be eligible.

The program improves the quality of childcare, and promotes coordination among early childhood development and after school programs. Parents may select a child care provider of their choice, as long as the provider meets applicable State and local requirements. These requirements include compliance with prevention and control of infectious diseases; immunizations; building and physical premises safety; and health and safety training.

	INCOME					
Copay	Family of 1	Family of 2	Family of 3	Family of 4	Family of 5	Family of 6
\$0	\$990	\$1,335	\$1,680	\$2,025	\$2,370	\$2,715
\$10	\$1,188	\$1,469	\$1,884	\$2,389	\$2,962	\$3,122
\$30	\$1,485	\$1,602	\$2,184	\$2,764	\$3,358	\$4,072
\$50	\$1,733	\$1,869	\$2,594	\$3,278	\$3,786	\$4,751
\$70	\$1,980	\$2,403	\$2,964	\$3,635	\$4,135	\$5,430
\$90	\$2,178	\$2,737	\$3,396	\$4,149	\$4,562	\$5,762
\$120	\$2,450	\$3,138	\$3,612	\$4,506	\$5,004	\$6,094
\$150	\$2,589	\$3,385	\$4,182	\$4,979	\$5,775	\$6,572
100%	\$2,590	\$3,386	\$4,183	\$4,800	\$5,776	\$6,573

* Income guidelines vary according to family size.



FOR MORE INFORMATION,
CONTACT MEAGAN DAVENPORT
AT 541-888-1311

WHO QUALIFIES AS A PROVIDER**?

Parents can choose from the following categories:

- Center Based Care (daycare/preschool)
- Family Child Care (care of unrelated children in provider's home)
- Group Home Care (community based group homes)
- In-Home Care (childcare provided by a nanny, friend or family member in the provider's home)

** Providers must already have a background check administered by the Tribal government.

Ladies

Read

Create

Socialize

Tuesday, February 7th
3-5 p.m.

Please join us at the Community Center!



Sponsored by the Circles of Healing Project
Rebecca Ambrose & Deuyne Krossman
This event is open to tribal and non-tribal women.

Self-Care

RVSP to:
(541) 435-7155
Or
(888) 280-0726

The Most Outrageous Interview Mistakes of 2016 and How To Avoid Them

Contributed by Mike Smith, Training & Development Specialist

We hope everyone is enjoying meaningful employment in the jobs or career that brings them joy. If, however, you are searching for that special place, your Department of Human Resources can help guide you on that path. Contact us today to learn what resources and opportunities might be available to you.

What is the most unusual thing a candidate has done in a job interview this year? CareerBuilder released its annual survey of the most outrageous interview mistakes candidates have made, according to more than 2,600 hiring managers and HR professionals nationwide. Since interviews give both the employer and interviewee insight into what it will be like to work together, here are some critical missteps to avoid.

This year's list includes:

- Candidate brought his childhood toys to the interview.
- Candidate ate a pizza he brought with him (AND didn't offer to share).
- Candidate ate crumbs off the table.
- When asked why she should become part of the team, candidate said because her hair was perfect.
- Candidate sang along to a song on the radio playing overhead.
- Candidate bragged about the fact that they were recently in the local newspaper...for allegedly stealing a treadmill!

In addition to the most unusual blunders, employers were also asked about the most common and detrimental mistakes candidates have made during an interview. Here are five instant deal breakers, according to employers:

1. Candidate is caught lying about something: 66 percent
2. Candidate answers a cellphone or text during the interview: 64 percent
3. Candidate appears arrogant or entitled: 59 percent
4. Candidate dresses inappropriately: 49 percent
5. Candidate appears to have a lack of accountability: 48 percent

But it's not always what you say – sometimes it's what you do. When asked to identify the biggest body language mistakes job seekers make during an interview, hiring managers named the following:

1. Failing to make eye contact: 67 percent
2. Failing to smile: 39 percent
3. Playing with something on the table: 34 percent
4. Fidgeting too much in their seats: 32 percent
5. Crossing their arms over their chests: 32 percent
6. Having bad posture: 31 percent
7. Playing with their hair or touching their faces excessively: 28 percent
8. Having a weak handshake: 22 percent
9. Using too many hand gestures: 13 percent
10. Having a handshake that was too strong: 9 percent

Avoiding these costly errors won't guarantee you'll land that dream job, but at least you won't be helping to sink your own ship. To ensure you put your best foot forward, here are four quick tips to make sure you leave a positive impression:

1. **Be punctual.** Make sure you arrive approximately 10 minutes prior to your scheduled interview time. This gives you a chance to focus your attention on the task at hand rather than racing through the door and possibly arriving late. If you have an unavoidable delay, show your professionalism by calling and letting the interviewer know.
2. **Be informed.** Research the company and position applied for beforehand. If you can, speak to someone who currently holds that position. This information will aid you in answering the interviewer's questions, and more specifically, how to address the job's challenges with your strengths and attributes.
3. **Be honest.** Straightforward, honest answers are always the best policy. While everyone wants to get the job, being willing to admit that you don't know something, or don't have all the answers but are willing to learn, is better than pretending you know more than you do. Be confident in what you know and honest about what you don't.

4. **Be approachable.** Interviews are as much about who you are as what you know. Willingness to not only answer questions, but to do so with warmth and grace, demonstrates your interpersonal skills and communicates your respect for the interview process and the interviewer's time.

Job searching can be tedious work; almost a job unto itself. Don't give up! Your special place is out there. Hopefully, these tips will help you reach it. Good luck!

Content taken from "The Year's 12 Most Outrageous Job Interview Mistakes" by Ladan Nikravan, published January 12, 2017

©2016 CareerBuilder, LLC www.careerbuilder.com



Department of Human Resources

Current Openings at CTCLUSI and All Other Tribal Entities

Three Rivers Casino Resort ~ Florence

Bartender
Food Server ~ Host ~ Busperson
Night Cook/Cleaner
Guest Room Attendant
Table Games Dealer in Training, Closes 2/17
Table Games Dealer 5-8
Special Events Team Member

Three Rivers Casino Resort ~ Coos Bay

Bartender/Server ~ Line Cook
Busperson/Host/Dish Machine Operator
Casino Team Member

Blue Earth

No openings at this time

Tribal Government Offices

Special Events Employee (Assignment Varies)
Behavioral Health Specialist (Coos Bay)
Spring Break Counselor and Counselor in Training
Culture Camp Counselor and Counselor in Training, Closes 4/28 at 4pm



<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**

THREE RIVERS

CASINO RESORT

WIN a Valley River Center



Shopping Spree

Shopping Spree Amounts:

\$5,000.00
\$2,500.00
\$1,500.00
\$1,000.00

PLUS, Drawings for:
\$250 Free Slot Play
\$150 Free Slot Play
\$100 Free Slot Play

How to Enter:
500 Points = 1 Entry
Or, bring your Valley River Center receipts to Three Rivers Casino and every \$10.00 spent earns one entry.

Earn Entries Feb 13 - March 19

Drawing March 19 in Florence

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