

The seal is circular with a black border. Inside the border, the text "CONFEDERATED TRIBES" is written in an arc at the top, and "OF COOS • LOWER UMPQUA • SIUSLAW" is written in an arc at the bottom. The central image depicts a natural scene with a large blue fish jumping from the water in the center. To the left is a brown tree trunk and a green coniferous tree. To the right is a brown tree trunk and a green coniferous tree. At the bottom center, a black bear is shown swimming in the water. The water is represented by blue wavy lines.

www.ctclusi.org

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

Chief Warren Brainard Gifting Winona LaDuke



Chief Warren Brainard, on behalf of the Tribe, gifted Winona LaDuke after her talk on the Rights of Nature at the University of Oregon. She was given a cedar bucket, a woven cedar canoe hat, and Water is Life stickers.

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.

RECIPIE
Lemon & Peppermint
All Purpose Cleaner

- 1/2 cup white vinegar
- Juice of 1 lemon
- 2 cups water
- 10 drops peppermint essential oil

Variations: Lemon & Clove
Lemon & Rosemary



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.

The City of Yachats, Oregon
Declares January 1st to be
“Indigenous Peoples Day”

On December 8, 2016 the city of Yachats, Oregon has once again shown their heart to Tribal peoples by declaring January 1st as Indigenous Peoples Day. Every January 1st marks a special occasion with the Annual Peace Hike on the Amanda Trail, embracing the commonality and mutual respect amongst the people of Yachats and the Tribes. You can read the full resolution below. Our hands go up in thanks to the City of Yachats and their continued “embrace [of] diversity, compassion, wisdom, friendship and a mutual respect for the natural wonders of the Central Oregon Coast and all of its people”.

CITY OF YACHATS
RESOLUTION NO. 2016-12-01

A RESOLUTION DECLARING EACH JANUARY 1 “INDIGENOUS PEOPLES DAY” IN THE CITY OF YACHATS, OREGON

WHEREAS, humans have inhabited our beloved community for far more years than are recorded in written history; and

WHEREAS, in a less-enlightened time, our locale served as a prison camp for descendants of the Yachats area’s earliest human inhabitants, and of other native peoples on or near the Oregon coast; and

WHEREAS, the people of Yachats recognize the rights and value of indigenous peoples, their worthiness of our respect, as resources of cultural and philosophical and spiritual enlightenment, and as friends; and

WHEREAS, the people of Yachats and the people of the Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians, and the Confederated Tribes of Siletz Indians, have reached out to each other and established a relationship based on open communications, understanding and recognition of past injustices with a commitment that all future peoples will be treated with the civility and respect they deserve; and

WHEREAS, the annual New Year’s Day Peace Hike in the Yachats area is an event that seeks to underscore these principals of mutual respect and to create a focus on the peaceful co-existence of all peoples of the earth; and

WHEREAS, the people of Yachats recognize that there are others in the world, both Native American and of other ethnic and cultural groups, that continue to suffer prejudice and persecution; and

WHEREAS, the Yachats City Council believes it is imperative that we do what we can to end that suffering, and that it is important to recognize the wrongs of the past each day, and to rededicate ourselves to the values of civility, acceptance and humanity;

NOW, THEREFORE, the City Council of the City of Yachats resolves as follows:

That January 1 of each year shall be known as “Indigenous Peoples Day” in the City of Yachats, Oregon; a day when we will honor and embrace diversity, compassion,

RESOLUTION 2016-12-01 CITY OF YACHATS 12-08-16

wisdom, friendship and a mutual respect for the natural wonders of the Central Oregon Coast and all of its people.

EFFECTIVE DATE. This Resolution shall become effective immediately upon its adoption.

PASSED AND ADOPTED this 8th day of December, 2016.

CITY OF YACHATS

By: Ronald L. Brean, Mayor

ATTEST:
Joan Davies, City Administrator

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
January 8, 2017
10:00 a.m.
Community Center
338 Wallace Street, Coos Bay,
OR 97420

- Agenda:
1. Call to Order
 2. Invocation
 3. Approval of Minutes as needed
 4. Tribal Council Reports
 5. CEO Report
 6. CFO Report
 7. Old Business
 8. New Business
 9. Other
 10. Good of the Tribes
 11. Executive Session as needed
- Council meeting video available to view at
www.ctclusi.org

Upcoming Events

January 1st – New Year’s Peace Hike, Amanda Trail, Yachats 10 a.m.
January 5th - Elders Lunch at Izzy’s in Eugene
January 8th – Regular Council Meeting, Community Center, 10 a.m.
January 8th – Talking Circle, Tribal Hall, following Council meeting
January 10th – Ladies Self-Care Activity, Community Center, 3:00 – 5:00 p.m.
January 12th - Elders Committee Meeting – 12:00 Tribal Hall
January 13th – Deadline for Tribal Youth Logo Contest entries
January 13th – Deadline for Fitness Program receipts to be submitted
January 14th – Beading & Paddle Making, Tribal Hall, 10 a.m.
January 17th – Spring Break Counselor and CIT postings close
January 23rd – CHAMP public meeting

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 12th – Regular Council Meeting, Community Center, 10 a.m.
February 21st – Tribal Family Gathering - Florence

March 11th - Spring Break Training/OnBoarding for Counselors/CITs
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 23rd - Community Job Fair, Three Rivers Casino/Events Center
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

<p>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</p>	<p>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</p>	<p>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</p>	<p>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</p>
<p>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</p>	<p>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</p>	<p>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</p>	<p>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</p>
<p>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</p>	<p>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</p>	<p>Cultural Department Jesse Beers - Director 1245 Fulton Avenue Coos Bay, OR 97420 Phone 541-888-1319 Fax 541-888-2853 jbeers@ctclusi.org</p>	<p>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</p>
<p>Tribal Housing Department Linda Malcomb - Director 1245 Fulton Avenue Coos Bay, OR 97420 Phone 541-888-1310 Fax 541-888-2853 lmalcomb@ctclusi.org</p>	<p>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</p>	<p>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</p>	<p>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</p>

Tribal Council Business

As Reported at the December 11, 2016 Regular Tribal Council Meeting

Chief Warren Brainard:

Nov 13 Regular Tribal Council Meeting
Nov 15 Health Committee Meeting
Nov 16-18 Washington DC Trip / Various Meetings
Nov 19 Wynona La Duke Speaker
Nov 30 Business Tribal Council Meeting
Dec 1 Elders Luncheon; Rotary Auction Fundraiser
Dec 2 Several Meetings
Dec 3 Special Meeting; Budget Meeting
Dec 7 Government to Government
Dec 10 Tribal Christmas Party

Doc Slyter:

Nov 13 Regular Tribal Council Meeting; Budget Meeting
Nov 17 Meeting with Siletz;
Nov 17 Executive Work Session
Nov 18 Elders Luncheon; Economic Development Conversations
Nov 19 Restoration/ Fall Harvest
Nov 30 Business Tribal Council Meeting
Dec 1 Elders Luncheon
Dec 3 Special Meeting; Budget Meeting
Dec 8 Culture Committee Meeting
Dec 9 Budget Committee Meeting
Dec 10 Tribal Christmas Party

Beaver Bowen:

Nov 13 Regular Tribal Council Meeting; Budget Meeting
Nov 17 Gaming Operations Review Board (GFORB); Executive Work session
Nov 19 Restoration/ Fall Harvest
Nov 30 Business Tribal Council Meeting
Dec 2 Met with Katherine
Dec 3 Special Meeting; Budget Meeting
Dec 9 Budget Committee Meeting
Dec 10 Tribal Christmas Party

Teresa Spangler, Vice - Chairman:

Nov 13 Regular Tribal Council Meeting; Budget Meeting
Nov 16 Housing Committee Meeting
Nov 17 Executive Work Session
Nov 19 Restoration/ Fall Harvest
Nov 28 Attended two Transportation Meetings
Nov 30 Business Tribal Council Meeting
Dec 1 Elders Luncheon
Dec 3 Special Meeting; Budget Meeting
Dec 6 Taxation Cluster Meeting
Dec 7 State Tribal Government Summit
Dec 9 Budget Committee Meeting
Dec 10 Tribal Christmas Party

Arron McNutt:

Nov 10 Executive Management Meeting
Nov 17 Executive Work Session
Nov 30 Business Tribal Council Meeting
Dec 3 Special Meeting; Budget Meeting
Dec 9 Budget Committee Meeting
Dec 10 Tribal Christmas Party

Tara Bowen:

Nov 13 Regular Tribal Council Meeting; Budget Meeting
Nov 17 Executive Work Session
Nov 19 Restoration/ Fall Harvest
Nov 30 Business Tribal Council Meeting
Dec 3 Special Meeting; Budget Meeting
Dec 9 Budget Committee Meeting
Dec 10 Tribal Christmas Party

Mark Ingersoll, Chairman:

Nov 13 Regular Tribal Council Meeting; Budget Meeting
Nov 17 Executive Work session
Nov 19 Restoration/ Fall Harvest
Nov 30 Business Tribal Council Meeting
Dec 1 Rotary Auction Fundraiser
Dec 3 Special Meeting; Budget Meeting
Dec 6 Government to Government, ‘Ties That Bind’
Dec 7 State Tribal Government Summit
Dec 9 Budget Committee Meeting
Dec 10 Tribal Christmas Party

CTCLUSI Resolutions

RESOLUTION NO.: 16-072

Date of Passage: December 3, 2016
Subject (title): Appointment to Blue Earth Federal Corporation Board of Directors
Explanation: Tribal Council appointed Stephanie Watkins to Position #2 on the Blue Earth Federal Corporation Board of Directors for a term ending on May 25, 2018.

RESOLUTION NO.: 16-073

Date of Passage: December 11, 2016
Subject (title): Approval of the BIA Annual Funding Agreement for FY 2017 with the United States of America
Explanation: Tribal Council approved the BIA Annual Funding Agreement for FY 2017 to provide funding in order to better serve Tribal members.

RESOLUTION NO.: 16-074

Date of Passage: December 11, 2016
Subject (title): Approval of Submission to the Smokefree Oregon Website
Explanation: Tribal Council approved the Department of Natural Resources and Culture’s proposal to place information on the Smokefree Oregon website which provides a summary about sacred tobacco, the differences between sacred tobacco and commercial tobacco, and the progress and plans made toward becoming a tobacco free community.

RESOLUTION NO.: 16-075

Date of Passage: December 11, 2016
Subject (title): Approval to Become a Signatory to the West Coast Regional Planning Body Charter and Designation of Delegates
Explanation: Tribal Council approved the Tribes’ membership in the West Coast Ocean Partnership and approved the Tribes becoming a signatory to the West Coast Regional Planning Body Charter. Tribal Council appointed Margaret Corvi, Director of Natural Resources and Culture, as Delegate and Jesse Beers, Cultural Stewardship Manager, as Alternate Delegate for each.

RESOLUTION NO.: 16-076

Date of Passage: December 11, 2016
Subject (title): Approval of Request for Oregon Health Authority to Contract with CareOregon
Explanation: Tribal Council approved the request for Oregon Health Authority to contract with CareOregon and supported the Proposal for Services for FFS AI/AN Members in an attempt to reduce health disparities.

RESOLUTION NO.: 16-077

Date of Passage: December 11, 2016
Subject (title): Approval of the 2017 Tribal Government Budget
Explanation: Tribal Council approved the proposed budget for the calendar year 2017.

SAVE the DATES: Upcoming Tribal Council Meetings

January 8, 2017 - Community Center, Coos Bay at 10:00 a.m.
February 12, 2017 - Community Center, Coos Bay at 10:00 a.m.
March 12, 2017 - Community Center, Coos Bay at 10:00 a.m.

NEW U.S. SURGEON GENERAL'S REPORT WARNS OF HAZARDS OF YOUTH E-CIGARETTE USE

Contributed by Mark Petrie, Cultural Assistant and Tobacco Grant Coordinator

As the New Year approaches, we know many are thinking of ways to make 2017 a healthier year. Here at the CATCH Global Foundation, we continually strive to develop programs which teach children lifelong healthy habits.

You may have seen a recent report issued by the U.S. Surgeon General, Vivek H. Murthy, M.D., M.B.A, titled: E-Cigarette Use Among Youth and Young Adults, which warns that E-cigarettes are much more harmful than many realize and recommends adopting evidence-based public health strategies to educate young people.

You can read the full Surgeon General's report on the U.S. Department of Health and Human Services' website here.

Our newest program, the CATCH My Breath Youth E-Cigarette Prevention Program, is a first-of-its-kind, best-practice based program targeted at 6th - 8th graders across the country to address the recent spike in youth E-cigarette use.

Concerned schools, health departments and other organizations around the country are bringing this program to children in their communities - now in 11 states and counting!

The lack of existing evidence-based curriculum for youth E-cigarette prevention is what led one of the senior scientific editors of the report, Dr. Steven H. Kelder, PhD, MPH, to author

"We must protect our nation's young people from a lifetime of nicotine addiction and associated problems by immediately addressing e-cigarettes as an urgent public health problem. Now is the time to take action."

- U.S. SURGEON GENERAL



the CATCH My Breath program. Kelder collaborated with other researchers at the Michael & Susan Dell Center for Healthy Living that he co-directs at The University of Texas Health Science Center at Houston (UTHealth) School of Public Health.

To learn more about the CATCH My Breath program and how it aligns with key recommendations of report, read our latest blog post.

Finally, interested health departments, community-based organizations, and schools nationwide can contact ecigs@catchglobalfoundation.org or visit www.catchmybreath.org for more information about the CATCH My Breath Youth E-Cigarette Prevention Program. Plus, a program sample is available free of charge at www.digitalcatch.org.

Wishing you a healthy and happy holiday season ahead!

Help spread the word!

Twitter:

NEWS ALERT: #SurgeonGeneral report discusses dangers of #Ecigs & health strategies to educate youth: goo.gl/1hylfA #CATCHMyBreath

Facebook:

NEWS ALERT: Just out today – E-Cigarette Use Among Youth and Young Adults: A Report from the @USSurgeonGeneral warns that E-cigarettes are much more harmful than many realize and recommends adopting evidence-based public health strategies to educate young people. Read more about the report here: e-cigarettes.surgeongeneral.gov.

To learn more about how the CATCH My Breath Youth E-cigarette Prevention Program aligns with key recommendations, check out our latest blog: catchinfo.org/surgeon-generals-report-catch-my-breath

#CATCHMyBreath #Ecigs #Ecigarettes #MiddleSchool #SurgeonGeneral #noecigs4kids



The next Education Committee meeting will be at 5:00 p.m. on January 24, 2017, in Florence Outreach Office.

Higher Education Students: Start Thinking about Applying for Scholarships Visit ctclusi.org/education to see some local Coos Bay Scholarship Opportunities

Tribal Youth Logo Contest

The winner receives a new bicycle & helmet, and their art on the 2017 spring break camp sweatshirts. All submissions will receive a participation prize and all submissions will be posted on the Tribal website www.ctclusi.org

Ages: 8-18

The submissions will be posted in the waiting room at the Administration Building in Coos Bay where the administration staff will vote on the winner!

Mail or email all submissions to:

Amanda Craig
1245 Fulton Ave.
Coos Bay, OR 97420

-or-

acraig@ctclusi.org

By January 13th 2017

Design the 2017
Spring Break Camp Sweatshirts!



This Month...be on the Lookout for Wapato

Contributed by Ashley Russell, Water Protection Specialist

Plant description: Wapato is in the family, Alismataceae, the water-plantain family. Also known as the arrowhead plant for its arrowhead shaped leaves, this tuber-producing rhizome was an important staple for our peoples and grows most abundantly in low-elevation freshwater intertidal wetlands, lakes, ponds, ditches, and slow-moving rivers. Although the plants are usually partially submerged, they can also grow in exposed mud. White flowers born in threes on a tall flowering stem emerge in summer.

Food: This marsh perennial was gathered by canoe or wading and dislodging the white to light bluish morsel from the muck, allowing it to float to the surface. The best time to gather this starchy bulb was in late autumn/early winter, when the plant becomes dormant and returns all of its carbohydrates to the tuber. Springtime gathering is also appropriate. Traditionally, this potato-like, nutty root was roasted in ashes and eaten fresh with salmon eggs or seal oil or dried for winter reserves.

Medicine: The rhizomes of this plant can be mashed and used as a poultice for wounds or as a tea for indigestion.



Also this month, Traditional Hair Rinses:

(requested by Tribal Council Member Doc Slyter)

Horsetail- fresh horsetail were added to boiling water, steeped for 20 minutes, then strained. The tonic was then poured over hair, let set for about 20 min, and then rinsed. Was said to have helped with hair thinning/loss.

Kinnikinnick- (Bear Berry)- fresh or dried leaves were added to boiling water, steeped for 20 minutes, then strained. The tea-like astringent rinse was then poured onto hair.

Maidenhair Fern- fresh or dried stems were soaked in water until the water turned a dark tea color. The tea-like astringent rinse was then poured onto hair to produce a lustrous sheen.

Soaproot- The bulb of this plant contains saponins when mixed with water and was very effective in fighting dandruff.

Siberian Miner's Lettuce- fresh juiced squeezed from the stem was used as a hair tonic or wash to prevent dandruff.

Sweet Grass- dried or fresh sweet grass was added to boiling water, steeped for 20 minutes, then strained. The hair was then dipped in the water, which left hair shiny and fragrant.

Stinging Nettle- fresh or dried nettle leaves were added to boiling water and then steeped for about 20 minutes and then strained. It was then poured over hair, let set for about 5-10 minutes, then rinsed.

Yarrow- was used to cut the "stench" out of hair.

Hanis: kwíməts, qwí'mits

Miluk: qwí'mits

Siuslaw: qwí'mits

Scientific Name: *Sagittaria latifolia*

December 1st was opening day for commercial crabbing season. However, due to high levels of domoic acid, opening day for commercial crabbing has been postponed within our ancestral waters. Find out more about domoic acid and its dangers to human health on the Tribal website @ <https://ctclusi.org/waterqualityprogram>. Also, if you plan on traditionally harvesting shellfish, be sure to visit the Oregon Department of Agriculture's Recreational Shellfish Biotoxin Closure website: <http://www.oregon.gov/ODA/programs/FoodSafety/Shellfish/Pages/ShellfishClosures.aspx> or call the Shellfish Safety Hotline: 1-800-448-2474 before you go harvesting. Happy Digging!

Talking Circles

Contributed by Scott Slyter, Culture Committee Chair

Greeting tribal members! The Culture Committee will be holding quarterly talking circles starting this January 8th following the regular Council meeting at 1:00 pm at Tribal Hall. These talking circles will be a way for tribal members to solve problems, discuss issues, and to allow us to express ourselves with complete freedom. Like our canoes, it is a place of positivity and good thoughts. No negativity or bad thoughts are allowed. The talking circle is a sacred and private place where you can talk freely and everything that is discussed in the circle, is to stay in the circle. Our main goal is to provide a SAFE and POSITIVE meeting place where everyone can talk and discuss in a **PEACEFUL** manner.

Another one of our goals, to be able to set up Talking Circles whenever they are needed and for anyone who would like one. Maybe you have questions/comments/concerns about tribal affairs but not sure who to ask? Perhaps you need a mediator? Or want to hear the opinions of others? Or maybe just need someone to talk to? Not sure what to talk about? The Culture Committee will

have a list of topics that we can discuss if needed. No matter how big or small the topic, we can work together and come up with a peaceful solution.

Dates, times, and locations are subject to change, so be sure to read the newsletter and check the tribal website, www.ctclusi.org for updates or contact Scott Slyter at sslyter@ctclusi.org for more information. Snacks will be provided, and (hopefully soon) there could be frybread!?!? Thank you for your time and we hope you'll joining us on January 8th!



hiis haiyach (with a good heart)

Place Names of the Coos, Lower Umpqua & Siuslaw Indians

Contributed by Patricia (Patty) Whereat Phillips

This is the first in a long series exploring indigenous place names – mostly in the Hanis, Milluk and Siuslawan languages but there will probably be mention of other indigenous names as well, from time to time. 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/>

WHISKEY RUN

In 1931, the Coos, Lower Umpqua and Siuslaw Indians had their day in court, testifying about tribal land claims and the unfulfilled promise of payment from the unratified treaty of 1855. Many people, both Indian and pioneer, testified. Among the Indian people who testified were Frances Elliott, James Buchanan, Andrew Charles, Frank Drew, Agnes Johnson, Ira Metcalf, Nellie Freeman, Daisy Wasson Coddington, Hulda Perry, George Barrett. A significant part of the trial, naturally, focused on the boundaries of the tribes. The testimony regarding the southern boundary varied slightly among different trial participants – some said it was Whiskey Run creek, some said it was nearby Cut Creek, but many specified it was at a point where a tall pole was set among rocks between the two creeks that marked the boundary. Ira Metcalf said the pole was near Cut Creek. He said “I heard them talk about it. They had a pole set up there, a big long pole; they dug a hole and piled rocks around it.”

Some early white visitors also noted a pole. JM Kirkpatrick, after fleeing Battle Rock in 1851, described seeing a pole marker a few miles north of the Coquille River. He said it was a white pole, about 8 inches in diameter, 20 feet tall with many rocks at its base. The Indian people with his party said the “California siwashes” would not cross beyond that pole.

The lands around Whiskey Run and Cut Creek were well known to Lower Coquille and Coos Bay people for camas and harvest lilies (genera *Brodiaea* and *Dichelostema*, the bulbs of which resemble small camas bulbs). Every year, Lower Coquille and Coos Bay people camped there to dig and cook these bulbs. Fivemile Point is just north of Whiskey Run, and according to Annie Peterson it was one of the places people hunted for sea otters, whose hides were very highly valued.

There were Indian stories about something – probably a small sea serpent (there are many stories about them inhabiting or visiting numerous lakes, streams, and even hunting in the hills, while their main home was the sea) that swam out of Cut Creek from lakes (Chrome and Round lakes) at its upper reaches.

Unfortunately, only two names were given for this region, and where exactly they refer to is not entirely clear. At the land claims trial, Jim Buchanan said the southern Coos boundary was called **Witklalmmas** (as best rendered by the court clerk). Frank Drew (who was Buchanan’s interpreter that day) a decade later interpreted that was **Witl’almas**. Jim Buchanan gave a different name to Melville Jacobs in 1932 – that there was a place near Whiskey run called **Gwotloma’los**. Lolly (Laura) Metcalf had also heard this name, though she interpreted it as **Gwodlome’mich**. ‘Near Whiskey run’ is a bit vague – was it a name for the boundary line, or the annual camas camp site, or possibly Fivemile Point? Unfortunately, we don’t know, and that is all the information I have been able to find for place names of this area.

Next article: South Slough region.

SOURCES

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Letter from Dr. Stephen Beckham to Joe Miller, 1990. Beckham Archives.

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Home Energy Assistance

Family Services

Program Information

LIHEAP: Low Income Home Energy Assistance Program

“The Low Income Home Energy Assistance Program helps keep families safe and healthy through initiative that assist families with energy costs,” according to the U.S. Department of Health & Human Services. LIHEAP provides federally funded assistance in managing costs associated with home energy bills, energy crises, and weatherization. This program was designed to assist families with staying warm in the winter and cool during the summer. LIHEAP assists with the reduction of health and safety problems associated with unsafe heating and cooling practices.

“Cutting back on unnecessary energy use is a good way to keep utility costs down and to keep your hard earned money in your pockets.”



The Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians has a LIHEAP grant that assists tribal members in the 5-county areas: Coos, Curry, Douglas, Lane, and Lincoln, who meet income guidelines. Tribal members are encouraged to call Family Services at (541) 888-6169 to see if they qualify and to find out what supporting documents are needed to complete an application for assistance. Program is subject to availability of funding.

LIHEAP is a national, federal program. If tribal members live outside the 5-county area they can look to their local city, county, or state offices for assistance with home energy costs. Another name that’s used for energy assistance in other states is HEAP (Home Energy Assistance Program). These programs are also to subject to availability of funding, as well. **Apply early.**

Tips



Watch for wasted energy...

- Turn off lights if not in use or in unoccupied rooms.
- Turn off ventilating fans when you are done with them because they can blow out the heated air if left on.

Sitting away from the draft...

- Rearrange your rooms to have your seating or sleeping areas near interior walls because exterior walls and older windows may be drafty.

Use sleep mode or unplug...

- Set your electronic devices to sleep mode after a certain amount time of not being used and unplug electronic devices overnight.
- Note:** Electronic devices and appliances with a clock, light, LED, or a cubed power supply consume electricity when turned off.

Shorten showers...

- Showering accounts for almost 17% of home water use and almost 17% of home electricity use, as well, states the Washington Post.

Visit Patty Whereat Phillips’ blog online at

<https://shichils.wordpress.com>

Here you can find a pronunciation guide for indigenous words and much more

Tribal Members Acceptance into the National Breath of Life Conference

Contributed by Heidi Helms

It is great news that Patricia Whereat Phillips and Heidi Helms have both been accepted into the National Breath of Life Conference held in Washington D.C. this coming May 2017. This conference is awarded through joint efforts between the National Science Foundation (NSF) and the National Endowment for the Humanities. The Myaamia Center will lead this conference designed to support projects that protect and preserve endangered languages. Patricia and Heidi will be participating in a hands-on two week workshop that promotes language research and archival visits to locate and acquire documents found in the Smithsonian Archives and Library of Congress.

Tribe Welcomes CLUSI Tribal Member Devynne Krossman to the Family Services Team

Contributed by Vicki Faciane, Director of Health & Human Services

Please join us in welcoming Devynne Krossman to the Tribal Government staff. Devynne is Miluk Coos, and has joined the Family Services team as the new Domestic Violence Outreach Advocate! She has a background of working in the tribal dental office as the on-call dental receptionist and has helped at many other tribal events. Devynne moved back to North Bend last year from Eugene, Oregon. Since then she has been attending SOCC to become a Medical Assistant. She chose to work for the tribe because she would like to be able to give back to her people in any way possible. During her free time she loves to spend time with her family and explore the adventurous outdoors. She is a team player and is excited to begin her journey as the Domestic Violence Outreach Advocate.



Devynne Krossman

Upcoming Ladies' Self-Care Activities

Sponsored by the Family Services Circle of Healing Program

January 10, 2017

3:00 p.m. - 5:00 p.m.

Community Center

February 7, 2017

3:00 p.m. - 5:00 p.m.

Community Center

March 14, 2017

3:00 p.m. - 5:00 p.m.

Community Center

Please RSVP by calling

541-435-7155

or toll free 541-888-280-0726

Purchased/ Referred Care Update

PRC forms for 2017 were due back to us by 11/18/16. If you have not submitted your application for 2017 you will not be able to get a purchase order for medical services and any medical care you receive after January 1, 2017, will be ineligible for payment. If you need a form, contact PRC at 541-888-4873 (toll free: 1-800-227-0392) to have a form mailed to you. You can also access and fill out your form online at www.ctclusi.org: go to Member Services and PRC for the application. Please follow up with your new insurance cards once you have received them.

Youth & Adult Fitness Program 2016 Reminder

All 2016 receipts must be turned in for reimbursement by

Friday, January 13, 2017

2016 receipts or reimbursement requests will not be accepted after the deadline.

If you have questions, please contact Dee Plaep at 541-997-6685 or dplaep@ctclusi.org

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?

January is National Slavery and Human Trafficking Prevention Month

Discussions about human trafficking often highlight the economic servitude of immigrants and migrant or seasonal farm workers, the sex trafficking of abducted or runaway teens, and the dangers involved in interstate or international prostitution circuits. These discussions may cause us to believe that human trafficking is limited to certain segments of the population or that it involves travel, physical violence, or the exchange of money.

Sometimes, however, human trafficking happens without the victim leaving his or her residence, community, or family unit. In many cases, traffickers may follow a process known as grooming, similar to other sexual crimes, to advance control over another person over time. There six stages in the grooming process, according to Dr. Michael Welner:

- Stage 1. Targeting the victim,
- Stage 2. Gaining the victim's trust,
- Stage 3. Filling a need,
- Stage 4: Isolating the victim,
- Stage 5: Sexualizing the relationship, and
- Stage 6: Maintaining control.

Circles of Healing

In this process, domestic sex trafficking may develop from an acquaintance relationship to a friendship, on to a romantic relationship, and then, as the offender intends it, to an unequal relationship in which the victim's bodily integrity becomes compromised by individuals outside of the romantic relationship in order to satisfy the trafficker. The victim may feel compelled to appease the trafficker, who she regards as a partner, because of fear, threats or feelings of shame. Alternatively, the victim may be manipulated into trafficking in order to fulfill his or her basic needs for survival, such as food, clothing, shelter or the substances they need to feed an addiction.

To learn more about the dynamics of human trafficking, please visit the National Human Trafficking Resource Center @ <https://www.humantraffickinghotline.org>, make contact by phone at (888) 373-7888, or text "HELP" or "INFO" to 233733.

For local assistance or more information, please contact:

Rebecca Ambrose

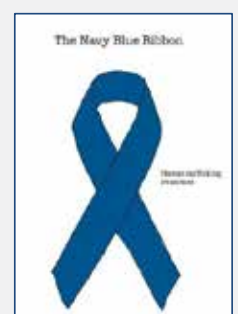
1245 Fulton Avenue

Coos Bay, OR 97420

Phone: (541) 888-1309

Fax: (541) 888-1837

Email: rambrose@ctclusi.org



Relax, Converse & Create

"Affirmation Rocks"

Ladies' Self-Care Circle

Tuesday,
January 10th
3-5 pm

Please join us
at the Community
Center!

Rebecca Ambrose &
Devynne Krossman

Call the RSVP Line
@ (541) 435-7155
or (888) 280-0726



Prevention Activity Beading & Paddles

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

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

JANUARY

COOS BAY

Saturday, January 14, 2017

Tribal Hall

338 Wallace, Coos Bay OR

For Beading, Necklace Making
& Paddle Making

10:00 AM to 2:00 PM

Please RSVP by Tuesday,
January 10th.

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.



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



RSVP Line 541-435-7155 or
toll free 1-888-280-0726



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

Housing Department Programs

The Housing Department's goal is 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 26 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 to 4 bedroom homes. We also have 2 4-Plexes in Florence consisting of 1 and 2 bedroom units. The 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 annual household income.

Rental Assistance

Our Rental assistance program allows eligible families and students 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 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. All participant families must be low to moderate income based on HUD's federal income guidelines.

Down Payment Loan Assistance

This program provides 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 participant families must be low to moderate income based on HUD's federal income guidelines. 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 Tribal 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 Tribal Housing today by calling
Linda Malcomb, Housing Director - 541-888-1310
Laura Fortin, Housing Assistant - 541-888-7504
By Mail: 1245 Fulton Avenue, Coos Bay, OR. 97420

Tribal Family Holiday Celebration

Contributed by Morgan Gaines, Communications Specialist

Holiday spirit filled the air at the Three Rivers Casino Resort on Saturday, December 10th as the Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians celebrated with their annual Tribal Family Holiday Celebration. Tribal families and friends gathered together for the festivities and to spend time with one another this joyous holiday season.

The halls were adorned with holiday decorations and a large Christmas tree sparkled from the stage at the front of the room. Tribal members were greeted by Tribal Government staff as well as given gifts throughout the room. Human Resources, The Health and Human Services Department, The Department of Natural Resources, and The Housing Department all had booths set up with information on Tribal services as well as gifts or raffle drawings to enter. Also given out was the Tribal calendar for 2017, Return of the Canoe, which featured photographs taken by Tribal members during the Canoe Journey 2016: Paddle to Nisqually. Calendars are being mailed to Tribal members households who were unable to attend the festivities.

While holiday music played and Tribal members visited with one another, last year's celebration photos were displayed in a slideshow on the big screen. A special photo booth was set up where fun props and big smiles made for some wonderful family photo prints.

Chairman Mark Ingersoll welcomed everyone to the celebration and then introduced Council member Doc Slyter who played two beautiful songs on one of his handmade flutes. Chairman Ingersoll then invited all of Tribal Council to the stage where they all shared some warm words with the crowd.

Chief Warren Brainard then gave an invocation, acknowledging our thankfulness for those around us and to those that helped prepare such a wonderful celebration. Chief then invited everyone to join in the holiday meal.

Following dinner, Tribal member Ashley Russell lead the youth in a round of a few holiday jingles and a Hanis Coos translation of Silent Night, to get them in the spirit for the next big event of the evening: Santa!

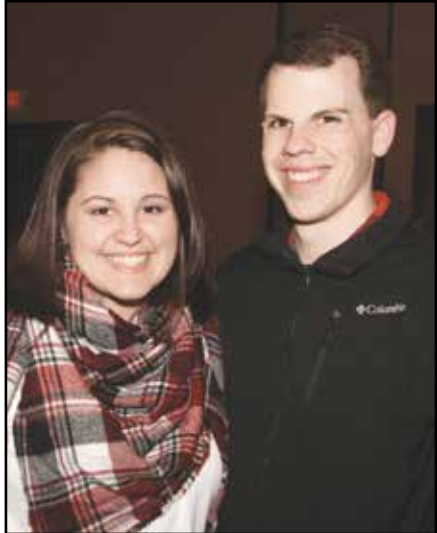
Santa Claus entered to the delight of the youth in the crowd. They eagerly lined up to have their turn to talk with him. One by one every child spoke with Santa and received a stocking filled with goodies. Santa had lots of helpers this year from our very own Tribal Council. Beaver Bowen, Teresa Spangler,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

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

Happy Holidays and Happy New Year!



Tribal Family Holiday Celebration



Elders Luncheon

THURSDAY, January 5, 2017

at 11:30 A.M.

Izzy's

950 Seneca Rd., Eugene, OR 97402



R.S.V.P. by Tuesday, January 3, 2017

Please contact Andrew Brainard,
Elders Coordinator/ CHR, at (541) 435-7155

LIMITED TRANSPORTATION IS PROVIDED.



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

What is the Elders Committee and What do they Do?

Contributed by George Barton, Elders Committee Chairman

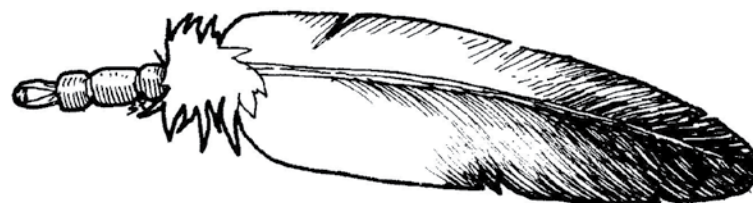
In response to many questions about the Elders Committee, I'd like to take a moment to explain a bit about the committee, its membership, purpose, and function.

As required in the Committee Code, the Elders Committee consists of 7 members chosen from among the applications submitted by the general membership. The terms are for four years on a rotating basis. The main purpose of the committee is to discuss options for Elders activities. Examples are monthly Elders lunches, which let the Elders get together for a meal and visiting, and coordination of the annual Elders activities survey. In the survey, Elders are asked to select from a list of location for trips/activities for the upcoming year. In the past couple of years our Elders have been on trips to the Redwoods, a sternwheeler trip on the Columbia, trips on the Jet Boats on the Rogue River, numerous Elders Honors Days with other tribes, and a yearly fishing trip. So, as you can see, we do have fun.

If you have an idea for an Elders activity, please don't hesitate to contact one of the committee members or the Elders Coordinator. Current Committee Members are: Arleen Perkins, Gerald Garcia, Tom Brainard, Brad Kneaper, Ron James, Chief Warren Brainard, and George Barton.

As for my vision for the future of the Elders Committee goes, I am looking forward to seeing more Elders take advantage of the activities, if they are able. These activities enable Elders (new and old) to get together, make new friends and renew old acquaintances. They are really beneficial.

The activities are scheduled according to the Elders Budget. So, it is very important that the Elders let the department know if they can or will attend – or let them know if they have to cancel. That way the money will go farther and we will be able to have more fun.



Elders Spotlight Birthday Luncheon



We would like to Honor all Elders that are "75" and older in the year 2017.



Thursday, February 2, 2017

at 11:30 a.m.

Windward Inn 3757 Highway 101 Florence OR

Please **RSVP by Friday, January 27th** to 541-435-7155
or toll free 1-888-280-0726

Bring your dancing shoes & join us after lunch for a Sweethearts Dance.



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

Save the Dates: Elders Events

January 5th - Elders Luncheon at Izzy's in Eugene

January 12th - Elders Committee Meeting at 12 (noon) in Tribal Hall

February 2nd - Elders Lunch at Windward Inn in Florence

March 17th & 18th - Elders Honor Day at Three Rivers Casino Resort Florence

Elders Corner

ELDER SPOTLIGHT OF THE MONTH - October 2016

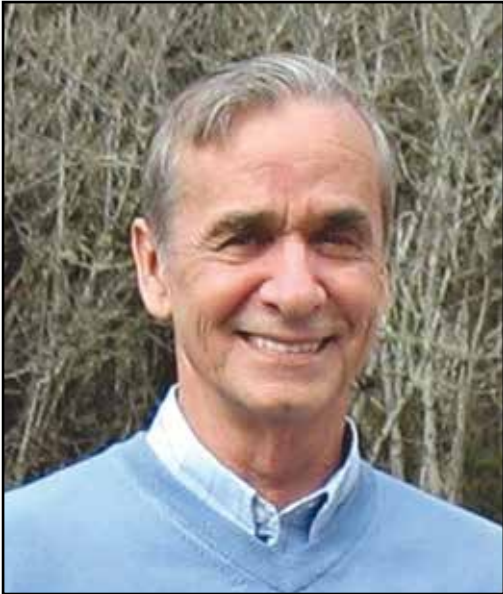
The Elders Spotlight of the Month will feature a new Elder each month. Elders are selected from a list of the Eldest to the Youngest Elder, starting with the Eldest. If the next Elder on the list chooses to participate they will be interviewed for an article to be published in a future edition of The 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 Jay Kneaper is a member of the Siuslaw Tribe. His parents were Robert and Dorothy Kneaper and his grandparents were Howard Barrett, Sr. and Anna Barrett. Howard Barrett, Sr. served as Chairman for the Tribe and was very involved in getting the Tribes recognized by the government. He traveled to Washington D.C. to testify at the United Nations and worked closely with Oregon's governor at that time. James has a brother, Robert, who lives in Sweet Home. He also had a brother, John, and a sister, Shirley, who have passed.

James and his wife, Carol, have been married for 24 years. James has two children from a previous marriage: Brad Kneaper, who is the Chief Law Enforcement Officer and Executive Director of the Gaming Commission for the Tribes, and Teresa Spangler, Director of Player Development at Three Rivers Resort & Casino in Florence and Tribal Council Vice-Chair. James has four grandchildren (Jason Kneaper, Amanda Skipper, Jesse Beers, and Brock Beers) and seven great-grandchildren (Caitlin, Haylee, Bailey, and Ava Skipper; Ramil and Zhade Beers; and Evan Kneaper). Carol had three children when she and James were married: Tracie Brown, Eric Hopper and Ryan Hopper. They now have six grandchildren from Carol's children (Jacob, Adam and Austin Brown; Alyssa, Mitchell and Mason Hopper).

James worked for West Coast Lumber Inspection Bureau as Manager of Operations, which included supervising the men in the field. The job included travel to Russia, where he helped them with their lumber exports. This was after they abolished their Secret Service and many of them became mafia. Soldiers were assigned to his team and followed them in a Jeep. When they went into a restaurant for lunch, the soldiers stayed outside. Once when they were in a restaurant, four mafia guys came inside and were yelling and



James Kneaper

pointing guns at James. One of the soldiers, who had come inside to the restroom, saw what was happening. He went outside for the rest of the soldiers and they chased the mafia guys away. After that, James decided not to send anyone else to Russia. Carol worked as an officer in the Corporate Banking Division at U.S. Bank.

James was raised in Swiss Home on the river. He attended college in San Francisco, lived on Indian Creek for several years and then moved to Eugene. In 1988 he moved to Oregon City, and still calls this home today. James enjoys hunting and fishing. Since they lived on the river, his father caught salmon and trout, and taught James and his siblings how to hunt deer and elk.

His favorite sports teams are University of Oregon and Portland Trailblazers. He follows both and some other teams regularly on TV. James and Carol like to spend their vacations at their timeshares, splitting their time for four weeks in Maui and one week in Mexico. James served on the Elders Committee for two terms.

One thing James would like to see the Tribe do in the future is create an RV Park by the Three Rivers Casino.



Nellie Zimmer

Nellie Zimmer is a member of the Miluk Coos Tribe. She is great granddaughter to Francis Elliot, and granddaughter to William Brainard and Abbie Elliot. She is the proud daughter to Emil Maximilian Brainard and Grace Franklin Brainard. Nellie has six living siblings: Maxine Marlow, Warren Brainard, Ron Brainard, Frank Brainard, Skip Brainard and Joe Brainard. The family lost brother Emil Max Brainard, Jr. to an auto accident when he was just sixteen years of age. Nellie was married to Ronald Zimmer 24 years and had four wonderful children: Aron Zimmer, Nanette Bellini, Scott Zimmer, and Todd Zimmer. She has seven grandchildren, and three great grandchildren.

Professionally, Nellie has worked as a dental assistant for Dr. Mcornack, DDS. She also worked at the Eugene School District, a local attorney firm, US West Phone Company, and Mid Valley Tractor. She was born in Eugene, Oregon and raised in Deadwood, Oregon attending Mapleton Schools until her sophomore year when she moved back to Eugene to finish out high school at Eugene High School. We are grateful to Nellie because she has served 12 notable years on the Child Protection Committee. She is nothing short of an artist specializing in textile sewing. As her mother Grace, Nellie has provided her family and the Tribe with fine clothing and blankets over the years. She loves spending time with other Tribal Elders at the Springfield Outreach Office creating and designing beautiful bead work. Her gardens have always been bountiful, and she has enjoyed preserving those bounties for her family and friends.

When asked how she would like the Tribe to excel, she was quick to answer - quality education service for our youth!

CALL FOR TRIBAL ELDERS

The CTCLUSI Cultural Resource Protection Program has received a grant to document and preserve the oral history of the Tribes. We will conduct interviews to collect traditional fishing stories, locations, techniques, tools, gatherings, cooking, and consumption information. The information gathered will be used to create a display on interactive kiosks and compact disks.

The interview process will begin April 2017.

For further information, or if you wish to participate in these interviews, please contact Courtney Krossman at 541-888-9577 ext. 7547 or Mark Petrie at 541-888-1318

Welcome New Tribal Elder
David Garcia

Made At The Kitchen Table

Contributed by the Planning Department

Workshops Teaching Self-Employment Skills for Tribal Artisans

Did you receive a FLYER and a RESPONSE CARD? We Want to Hear from You!

Please fill out the Response Card with your choice of location, day and timeframe, mail it back to us so we can schedule the classes.



Across rural Oregon there are hundreds of individuals producing a wide array of hand crafted products in their homes. *Made at the Kitchen Table* was inspired by these hobbyists and is designed to help them turn their efforts into a business, creating a level of self-employment for themselves and their households through the sales of their hobby products.

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.



There are a total of **6 workshops** that will meet **once a month** over the course of 6 -7 months. Each workshop will be **3-hours in length**, for a total of 18 hours of training.

If you are interested in participating in the *Made At The Kitchen Table* workshops, please LOOK FOR THE FLYER IN THE MAIL, THEN PLEASE FILL OUT THE RESPONSE CARD AND MAIL IT IN.

If you have any questions please contact: MJ Koreiva, Small Business Incubator Manager.
Call: (541) 888-9577, or email: mkoreiva@ctclusi.org

CHAMP PUBLIC MEETING IN JANUARY

Contributed by the Planning Department

The Planning Department is preparing to meet once again with the CHAMP Citizens Advisory Committee and Technical Advisory Committee on **January 23, 2017**. After the committee meetings, there will be a public meeting. We strongly encourage tribal members to attend this public meeting and the specific time and location will be announced. All of these meeting will be held to discuss the three CHAMP alternatives or concepts that the Planning Department has developed based on your feedback and with support from our consultant partners at Cogan Owens Greene.

The three CHAMP alternatives correspond with the three distinct uses initially identified in the 2008 Coos Head Land Use Concept Plan. Tribal member input and feedback will help us determine which alternative is chosen as the preferred alternative. The selection of a preferred development alternative will allow the Tribes to move forward on a more specific development plan for Coos Head. It is very important that tribal members provide feedback and guide the Planning Department in the selection of a preferred development alternative. No final decision has yet been made but time is running out. The preferred alternative will be the only option further developed.

Keep an eye out for notices in your mailbox about time and location of the upcoming CHAMP Public Meeting! If you are unable to attend the public meeting on January 23 please contact Director of Planning Jeff Stump (phone: 541-888-1305 e-mail: jstump@ctclusi.org) or Assistant Planner Zach Flathers (phone: 541-888-9577 e-mail: zflathers@ctclusi.org) to provide feedback on these alternatives.

CHAMP Public Meeting January 23, 2017



Department of Human Resources

Current Openings at CTCLUSI and All Other Tribal Entities

Three Rivers Casino Resort ~ Florence

Bartender ~ Beverage Server
Food Server ~ Host ~ Buspersion
Night Cook/Cleaner
Guest Room Attendant
Soft Count Team Member Dual Rate Lead
Table Games Dealer 5-8
Slot/Keno/Bingo Attendant
Special Events Team Member

Three Rivers Casino Resort ~ Coos Bay

Bartender/Server
Line Cook

Blue Earth

No openings at this time

Tribal Government Offices

Special Events Employee (Assignment Varies)
Behavioral Health Specialist (Coos Bay)
Tutor (Springfield)
Spring Break Counselor and Counselor in Training, Closes 1/17 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**

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



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

Tribal Youth Mary Norton Receives Award



Tribal member Mary Norton, a fourth grader at Madison Elementary School, received an award for honesty.
Great job, Mary!
Keep up the good work!



Spring Break Camp 2017

March 27 – 31, 2017 (8 hour Orientation/Training on March 11, 2017)

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 2017 Spring Break Camp:

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

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

WHEN IS THE APPLICATION DEADLINE?
Completed applications must be **received online by January 17, 2017 at 4pm.**
Pam Hickson, Recruitment Specialist
5647 Hwy 126
Florence, Oregon 97439
Phone: 541-902-6504
Website: www.ctclusi.org

WHEN WILL YOU BE NOTIFIED IF YOU ARE SELECTED?
All qualified applicants are expected to be will be notified by the week of February 27th, 2017 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, Director of Health & Human Services
Health Services Department for CTCLUSI
Phone: (541) 888-9577

Pam Hickson, Recruitment Specialist
Human Resources Department
Phone: (541) 902-6504

Applications Accepted Online Now
Deadline to apply – January 17, 2017 at 4pm

Ready, Set, Start Your Business: a 2-hour 'starter' class

Contributed by the Planning Department

Are you interested in starting a small business but are not quite sure where to start? Would you like some help in understanding the basics?

Ready, Set, Start Your Business is a 2-hour class being offered during January 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. There are 4 different dates in January for you to choose from.

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.

January 2017 class selection:

Wednesday January 4th from 1 pm – 3 pm
Thursday January 12th from 10 am – 12 noon
Wednesday, January 18 from 5:30 pm – 7:30 pm
Tuesday, January 24 from 3 pm – 5pm

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.

National Alliance for Drug Endangered Children Training, Columbia, South Carolina

Contributed by Jennifer Stephens, Healing to Wellness Court
and Shane Henderson, Tribal Police



The United States Department of Justice sponsored a training at the National Advocacy Center in Columbia, South Carolina, November 29- December 2, entitled "Drug Endangered Children (DEC): Building a successful Collaborative Response in Indian Country." Officer Shane Henderson, Tribal Police and Jennifer Stephens, Tribal Courts, applied and were accepted as a team from CTCLUSI to attend the training.

DEC alliances are created to help make a difference

in the lives of children who are living in dangerous drug and alcohol environments. These alliances are formed by people working with and for children such as the police, social services, child protection, education, judicial, drug treatment, and medical providers.

This approach of different agencies working together, sharing information, and strategizing on specific cases allows the most success in protecting a child who is in danger of abuse or neglect due to alcohol and drug abuse in the family. Helping the child and helping the family in a coordinated fashion works toward breaking the cycle of kids who are exposed to these circumstances in their childhood. It helps prevent them from becoming abusers themselves who do the same to their own children and find themselves often in trouble with the law.

Though the needs for the CLUSI tribal community may be small, it is not small for your children who are trapped in these dangerous situations. Your tribal community is the ideal community to work together on such a project because several of the disciplines work in the same buildings within easy reach of each other. Your community and staff can wrap support around the individuals to a greater extent than is available outside of the tribes.

Shane and Jennifer hope to develop a DEC Alliance within the tribe. They are happy to discuss the training and the steps involved in forming a DEC alliance with anyone interested in learning more. Officer Henderson can be reached at Tribal Police (541)997-6011 and Jennifer Stephens can be reached in Tribal Courts at (541)888-1307.



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>



Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians Upcoming Events 2017

January

January 1st – New Year’s Peace Hike, Amanda Trail, Yachats 10 a.m.

January 5th - Elders Lunch at Izzy’s in Eugene

January 8th – Regular Council Meeting, Community Center, 10 a.m.

January 8th – Talking Circle, Tribal Hall, following Council meeting

January 10th – Ladies Self-Care Activity, Community Center, 3:00 – 5:00 p.m.

January 12th - Elders Committee Meeting – 12:00 Tribal Hall

January 13th – Deadline for Tribal Youth Logo Contest entries

January 13th – Deadline for Fitness Program receipts to be submitted

January 14th – Beading & Paddle Making, Tribal Hall, 10 a.m.

January 17th – Spring Break Counselor and CIT postings close

January 23rd – CHAMP public meeting

February

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

February 20th - All Tribal Offices will be closed in observance of President’s Day

February 21st – Tribal Family Gathering - Florence

February 25th - Canoe Family Activity

March

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

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

March 27th – 31st – Spring Break Camp

New Year’s Peace Hike

January 1, 2017

Talking Circle

January 8, 2017

Elders Honor Day

March 17 & 18, 2017

Spring Break Camp

March 27 - 31, 2017

The Culture Committee meets the second Thursday of the month at 4:00 p.m. in Tribal Hall

The Education Committee meets the third Monday of the month at 5:00 p.m. in the Tribal Government Office

The Housing Committee meets the third Wednesday of the month at 4:30 p.m. in the Housing Office



Siixai, Ix Tlguus Canoe Family

If you interested in participating in future Canoe Family activities, please reach out to us by emailing at: siixaiixtlguus@gmail.com or reach out to Courtney Krossman (541)260-9594 or Scott Slyter (541)260-8066.



New Tribal Website Now Live: Get Registered!



The Tribal Government website www.ctclusi.org has been updated. Go online today and register for full access. Should you need assistance through the process don't hesitate to contact me at mgaines@ctclusi.org or 541-888-7536

-Morgan Gaines, Communications Specialist

JANUARY 2017						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 New Year's Peace Hike, Amanda Trail	2	3	4	5 Elders Lunch, Izzy's in Eugene	6	7
8 Council Meeting Community Center10 Talking Circle	9	10 Ladies Self -Care Activity	11	12 Elders Committee Mtng	13 Fitness Program Deadline	14 Beading & Paddle Making Tribal Hall
15	16	17 Spring Break & Cit job postings close	18	19	20	21
22	23 CHAMP Public Meeting	24	25	26	27	28
29	30	31				

FEBRUARY 2017						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7 Ladies Self -Care Activity	8	9	10	11 Beading & Paddle Making, Springfield
12 Council Meeting Community Center 10 a.m.	13	14	15	16	17	18
19	20 Presidents Day-All Tribal Offices Closed	21 Tribal Family Gathering - Florence	22	23	24	25 Canoe Family Activity
26	27	28				

MARCH 2017						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11 Spring Break Training for Counselors/ Cits
12 Council Meeting Community Center 10 a.m.	13	14 Ladies Self -Care Activity	15	16	17 Elders Honor Day TRC Florence	18
19	20	21	22	23 Community Job Fair, TRC Event Center	24	25
26	27	28	29 Spring Break Camp	30	31	

Registration Opens for the Oregon Rural Tourism Studio Program

Southern Oregon Coast Region Invited to Participate January 2017 – April 2017

Coos County, Ore. – Dec. 09, 2016 – Oregon’s Rural Tourism Studio (RTS), offered by Travel Oregon, is open for registration. The winter/spring program will focus on the Southern Oregon Coast region, including the communities of Reedsport, Winchester Bay, North Bend, Coos Bay, Charleston, Bandon and the Coquille River Valley. Oregon’s RTS program is a series of tourism development workshops designed to assist rural communities interested in stimulating their local economies through sustainable tourism development, while protecting and enhancing local resources. As a result of the program, Travel Oregon hopes to see an increase in authentic experiences for travelers throughout the state. In turn, this will strengthen Oregon’s position as a premier tourism destination by enhancing community livability and healthy, local environments. The RTS professional development program offers hands-on skill-building through eight interactive workshop sessions and networking events held over a four-month period. The program is designed to assist residents and businesses in the Southern Oregon Coast region through the following goals:

- Shape a regional vision and plan for local tourism development
- Identify strategies for creating unique visitor experiences from local resources
- Integrate principles of sustainable development to protect and enhance the community and its natural assets as the industry is developed
- Entice visitors with local, nature-based outdoor recreation activities
- Develop experiential tourism that integrates food, farm and fishing opportunities in the region
- Shape collaborative destination marketing direction for the region and provide businesses and organizations tangible actions to promote their business and the region as a whole to visitors
- Develop effective community action teams to move tourism development ideas into executable strategies

Community leaders, tourism business entrepreneurs, tour operators, lodging property owners, land managers, guides, outfitters, outdoor enthusiasts, restaurateurs, event producers, visitor attractions and anyone interested in strengthening the local economy through tourism are encouraged to participate in the program. The following workshops and events will be offered as part of the program:

Jan. 24 4 p.m.-8 p.m. North Bend Community Tourism Visioning Event Determine the essence of this destination, create the future and galvanize community members in working toward the fulfillment of this common purpose	Feb. 22 9 a.m.-4 p.m. Charleston Adventure Travel & Outdoor Recreation Workshop Work collaboratively to designs strategies and business opportunities to develop the outdoor recreation and adventure travel market for this region	Apr. 18 9 a.m.-4 p.m. North Bend Tourism Marketing & Communications Workshop Learn tourism marketing best practices, how to plug into existing marketing efforts and how to develop a tourism marketing plan for your region and business
Jan. 25 9 p.m.-4 p.m. North Bend Community Tourism Planning Workshop Set a path for sustainable tourism based on current trends and local assets	Mar. 21 5 p.m.-8 p.m. Bandon Culinary & Agritourism Networking Event Learn about key tourism projects in the area related to this sector and network with your peers	Apr. 19 9 a.m.-4 p.m. North Bend Teaming for Impact & Action Planning Workshop Establish powerful local action teams in order to bring ideas developed during the program to fruition
Feb. 21 5 p.m.-8 p.m. Charleston Adventure Travel & Outdoor Recreation Networking Event Learn about key tourism projects in the area related to this sector and network with your peers	Mar. 22 9 a.m.-4 p.m. Bandon Culinary & Agritourism Workshop Create ways for better connecting your local agricultural markets with the visitor industry to strengthen your local economy	Apr. 19 5 p.m.-7 p.m. Coos Bay Community Celebration Event Participants share their vision of tourism for the region and celebrate program completion

To maximize the impact from the RTS program, it’s recommended that participants attend all workshops and events. Participants who attend at least four of the workshops will receive a certificate of completion from Travel Oregon. The cost to participate in any one workshop is \$5 (and includes lunch), or \$20 for all five workshops. All networking events are free. Space is limited and is specifically designed for residents, businesses and organizations operating in the Southern Oregon Coast. For more information, or to register online, go to Industry.TravelOregon.com/SouthernOregonCoast. If you have questions, contact the local steering committee lead: Connie Stopher, Executive Director, South Coast Development Council | connie@scdcinc.org | 541-266-9753 For general inquiries about the program, contact Elena Vizzini Destination Development Coordinator at Travel Oregon, at 971-717-6204 or Elena@TravelOregon.com.

This program is offered with support from a local steering committee, including representatives from:
42 & Spruce Downtown, Bandon Chamber of Commerce, Benetti’s Restaurant, Charleston Marine Life Center, City of Coos Bay, Confederated Tribes of the Coos, Lower Umpqua and Siuslaw Indians, Coos County, Coquille Indian Tribe, Coquille Chamber of Commerce, The Mill Casino, Oregon Coast Visitors Association, Oregon Parks and Recreation Department, Oregon State University - Division of Outreach and Engagement, Port of Coos Bay, Powers School District, Reedsport Mainstreet Association, South Coast Development Council, South Slough NERR, Southwest Oregon Regional Airport, U.S. Forest Service - Rogue River National Forest, and the Wild Rivers Coast Alliance

Tips On Improving Work Performance

Contributed by Mike Smith, Training & Development Specialist

We all want to be great at our jobs. Some of us even want to get promoted. To achieve all of this, we have to improve our work performance. Here are a few tips on how to improve work performance:

Focus And Concentration

To be great at your job, you need to be focused during your work day. You need to be able to concentrate on the task at hand to be able to get it done effectively and efficiently. It's all well and good to say you need to focus, but how can this be done?

- **Eliminate distractions from your work.** Don't be tempted to check your online accounts when you should be doing work. Put your phone on silent or vibrate if you can.
- **Get enough rest each night.** Healthy rest is crucial to functioning effectively each day.
- **Take small, regular breaks from your work.** Rather than getting up once a day to have your lunch, take breaks regularly to stretch your legs and give your mind a rest. You'll find that you return to work a little more focused and relaxed.

Set Goals For Yourself And Your Career

If you're not sure where you're going, how will you know when you get there? Creating some goals for yourself and your career is a great way to improve work performance. Have a think about what you want to achieve for your career, both in the short and long term.

You can also set goals for the **immediate short term**, such as each day or each week. If there's a certain task that you'd like to get done by the end of the day, or the end of the week, make it a goal and work out how you can achieve that goal and what you need to do. This could involve getting a decision made by someone else, completing a document, finalizing some task, or anything else you need to get done.

Improve Your Time Management

You may not realize it, but a lot of time at work is usually wasted doing things that don't help you complete your assigned tasks. Time management is the ability to manage your time and to improve how you spend it.

The first step of this is to identify how you spend your time. Start by having a look at your calendar. Perhaps start logging how you spend your day – what tasks you perform, and how long they take. Once you can identify where your time is going, you can manage it easier and make cuts or time savings where appropriate, which is a great way to improve your work performance.

Be Aware Of Your Manager's Goals

Having your own goals is a great idea. Your manager will also have their own goals for their team. It's a good idea to be aware of these since, if they're goals for the team, they have usually been created based on strategies from their leadership.

Being aware of these goals will help you to improve your work performance, as you will know the objectives and process your team is trying to achieve. It will help you in setting priorities for your work and coming up with ideas and suggestions that might help your team.

Let's say that one of your manager's goals is to improve the time taken to get documentation reviewed by users. If you're aware of this goal, you can come up with ideas on ways to improve it and even work on tasks which will help your manager achieve this goal.

Positive Attitude

Your attitude goes a long way to driving your performance at work. If you're in a bad mood, not only does it drain your energy, but this can be perceived as being difficult to deal with and may have a negative impact on your coworkers. If you're in a cheerful and positive mood, however, this will give people the impression that you're in control of your work and that you're good at doing your job. It will also give a lift to your spirits and energy throughout the day. Other ways to improve your attitude at work are:

- Think of the bigger picture or overall reason that things need to get done. If you feel you have a negative attitude about a certain task, project or decision, try to understand it from other people's point of view. It may be a good fit for the overall strategy of the company, even though it is an


inconvenience to your team.

- Focus on the positives in each person. If you notice that some people you work with are difficult to get along with, don't start getting angry or negative towards them. Instead, try to focus on the positive in that person. This will not only help improve your opinion of that person, it will demonstrate you are someone who is good at dealing with people.
- Smiling is a great way to show people you're in a good mood, calm, happy and confident. Practice smiling at work and you'll notice the effect it has, both on yourself and others!

Bonus Tip – Additional Training and Education


A great way to improve work performance is to obtain additional training or qualifications. Industries and services are constantly changing, and education you may have gotten from university or college may be out of date years later. Another great way of keeping up to date, or to add more skills to your job, is to get more qualifications or education. It's also helpful if you wish to change career paths or want to gain more advanced or expert qualifications to help you stand out from the crowd in your own specialized area.

Content taken from "10 Tips On How To Improve Work Performance" by Ben, published February 7, 2012 www.databasestar.com



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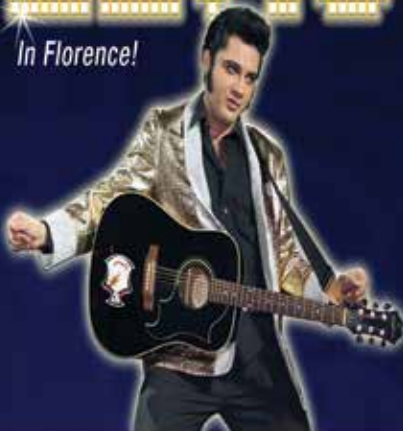
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