

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

Tribal Council Testifies In Legislative Hearing H.R. 3225

Contributed by Morgan Gaines, Communications Specialist

On July 12, 2017, The Senate Committee on Indian Affairs held a legislative hearing on S. 1285. Chief Warren Brainard testified on behalf of the Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians, concerning S. 1285. During the hearing, the Administration testified in support of S. 1285, and on December 13, 2017, S. 1285 Oregon Tribal Economic Development Act was passed by the House of Natural Resources Committee by Unanimous Consent. This is promising news for our latest bill; H.R. 3225.

On November 15, 2017 Chairman Mark Ingersoll, accompanied by Chief Warren Brainard, testified in Washington D.C. on behalf of the Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians during the legislative hearing on H.R. 3225.

H.R. 3225 was introduced by Rep. Peter DeFazio on July 13, 2017. This bill would clarify that five federally recognized Tribes in Oregon, The Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians, The Confederated Tribes of Grand Ronde Community of Oregon, The Confederated Tribes of Siletz Indians of Oregon, The Confederated Tribe of Warm Springs, and the Cow Creek Band of Umpqua Tribe

of Indians, to buy, sell, lease, or otherwise convey their nontrust (fee simple) owned land without approval from the federal government. Without clarification, an overly broad interpretation of the Indian Non-Intercourse Act could potentially hamper economic development on existing tribal lands, even if they are not held in trust.

Chairman Mark Ingersoll addressed the subcommittee "I am honored to testify today about the importance of H.R. 3225 to my people, and I am accompanied here today by Chief Warren Brainard. We thank Representative DeFazio for introducing H.R.



Chief Warren Brainard

Chairman Mark Ingersoll

3225 and Representative Walden for co-sponsoring this bill. We also appreciate the Committee's efforts on this bill as well as the Committee's efforts on the many other pressing issues impacting Indian country.

This bill would remove barriers that are impeding our efforts to create economic development opportunities and jobs not only for our community but also for the surrounding communities. These barriers stem from overly broad interpretations of the Indian Non-Intercourse Acts by certain title companies and financial institutions in Oregon.

The bill would clarify our right to buy, sell, and lease property like Story Continues of Page 8, See H.R. 3225

Tribal Families Gather for Annual Holiday Celebration

Contributed by Morgan Gaines, Communications Specialist

Holiday spirit filled the air at the Three Rivers Casino Resort on Saturday, December 9th 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

Tribal Council members gather around Santa during the Tribal Holiday Celebration on December 9, 2017

<u>.</u>



greeted by Tribal Government staff as well as given gifts throughout the room. Human Resources, The Health and Human Services Department, The Department of Culture and Natural Resources, Education Department, and The Housing Department all had booths set up with information on

Story continues on page 10, and photographs of the event can be viewed on pages 10 and 11

Save the Date

Upcoming Tribal Elections April 8, 2018

Make sure your Tribal voter registration card is up to date by contacting the Election Clerk, Jeannie McNeil 541-888-9577

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

Tribal Council Business

As Reported at the December 10, 2017 Regular Tribal Council Meeting

Chief Warren Brainard:

Nov 12 Regular Tribal Council Meeting; Budget Hearing Nov 13-16 Washington Dc Trip Nov 16 GFORB (Gaming Facilities Operations Review Board); Executive Work Session Nov 17 Swearing in New Judge Costello Nov 19 Budget Meeting Enrollment Nov 29 GFORB (Gaming Facilities Operations Review Board); Business Council Meeting; Nov 30 South Slough Meeting Dec 6 Budget Meeting Dec 9 Tribal Christmas Party Dec 10 Budget Hearing

Doc Slyter:

Not Present

Beaver Bowen:

Nov 12 Regular Tribal Council Meeting; Budget Hearing Nov 16 GFORB (Gaming Facilities Operations Review Board); Executive Work Session Nov 18 Fall Harvest Nov 29 GFORB (Gaming Facilities Operations Review Board); Business Council Meeting; Dec 9 Tribal Christmas Party Dec 10 Budget Hearing

Teresa Spangler, Vice - Chairman:

Nov 12 Regular Tribal Council Meeting; Budget Hearing Nov 16 GFORB (Gaming Facilities Operations Review Board); Executive Work Session Nov 18 Fall Harvest Nov 19 Budget Committee Meeting Nov 20 CFO Interviews Nov 28 Branding Workshop Nov 29 GFORB (Gaming Facilities Operations Review Board); Business Council Meeting; Dec 6 Budget Meeting Dec 9 Tribal Christmas Party Dec 10 Budget Hearing

CTCLUSI Resolutions

RESOLUTION NO.: 17-055

Date of Passage: October 25, 2017

Subject (title): Approving the grant of Easements to the Navy

Explanation: The Unites States Navy requested a temporary easement and the Tribal Council approved this for the property commonly known as Coos Head. Vote 7-0-0

RESOLUTION NO.: 17-056

Date of Passage: October 25, 2017

Subject (title): Associate Judge Contract

Explanation: Tribal Council approves the contracting of an associate Judge as the grant identified; to be used as an as needed basis. Vote 7-0-0

RESOLUTION NO.: 17-057

Date of Passage: November 12, 2017 **Subject (title):** Approval of Public Transit Vehicle Purchase

Arron McNutt:

Nov 12 Regular Tribal Council Meeting; Budget Hearing Nov 16 GFORB (Gaming Facilities Operations Review Board); Executive Work Session Nov 19 Budget Committee Meeting Nov 29 GFORB (Gaming Facilities Operations Review Board); Business Council Meeting; Dec 9 Tribal Christmas Party Dec 10 Budget Hearing

Tara Bowen:

Nov 12 Regular Tribal Council Meeting; Budget Hearing Nov 16 GFORB (Gaming Facilities Operations Review Board); Executive Work Session Nov 18 Fall Harvest Nov 29 GFORB (Gaming Facilities Operations Review Board); Business Council Meeting; Dec 9 Tribal Christmas Party Dec 10 Budget Hearing

Mark Ingersoll:

Nov 12 Regular Tribal Council Meeting; Budget Hearing Nov 13 -16 Washington DC Trip Nov 16 GFORB (Gaming Facilities Operations Review Board); Executive Work Session Nov 18 Fall Harvest Nov 29 GFORB (Gaming Facilities Operations Review Board); Business Council Meeting; Dec 9 Tribal Christmas Party Dec 10 Budget Hearing



Each Council member shall be elected for a four (4) year term at the appropriate General Council meeting in the year of the expired term. (April 15, 2018) Council Positions #1, #3, and #5 shall be elected in odd-numbered years. Positions #2, #4 and #6 shall be elected in evennumbered years.

ELECTION DATE:

POSITION NUMBER

Position #2 Position #4 Position #6 INCUMBENT Beverly(Beaver)Bowen Tara Bowen Arron McNutt

APRIL 15, 2018

Tribal Council Elections

7-3-22 Public Notice of Upcoming Elections

(a) The Election Board must publish in the Tribal Newsletter and post at the Tribes' Administrative Building, Tribal Hall, Outreach Offices, on the Tribes' website and in the office of the Gaming Commission, a notice of upcoming regular Tribal Council elections. This shall be done no later than one hundred twenty (120) days prior to the scheduled date of a regular Tribal Council election.

7-3-23 Candidate Eligibility

According to the Tribal Constitution (Article VIII, Section 4(a)), in order to be eligible for election to a Tribal Council position, candidates shall meet the following qualifications:

- (a) Be a duly enrolled member of the Confederated Tribes;
- (b) Be at least twenty-one (21) years of age; and

(c) Never have been previously removed from office for good cause after the date the Tribal Constitution was ratified. (May 23, 1987).

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Explanation: The Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians Tribal Council approved the purchase of a 12 passenger van and a handicapped accessible mini-van to improve transit services to Tribal members. Vote 7-0-0

RESOLUTION NO.: 17-058

Date of Passage: November 12, 2017

Subject (title): Acceptance of the Coos Bay Channel Modifications EIS Cooperating Agency Invitation. Explanation: The U.S. Army corps of Engineers has invited the Tribes to participate as a cooperating agency to help prepare and Environmental Impact Statement (EIS) to analyze the proposal by the Oregon International Port of Coos Bay to modify the lower Coos Bay Federal Navigation Channel. Vote 7-0-0

7-3-24 Candidacy Procedures

(a) Statements of Candidacy: Candidates shall file statements of candidacy no later than thirty (30) days before the scheduled date of the election and shall indicate which position he/she is filing for. **7-3-24 (a)(3)...**once a person has filed for a position, he or she will not be allowed to change positions or to withdraw and refile for the same election. <u>The deadline for filing to run</u> for the 2018 Election will be Friday, March 16, 2018 by 5:00 p.m. Your Position Statement, if you choose to include one with the ballots, must be submitted by this deadline.

7-3-24(b) Public Notices and Position Statements

(b)(3). Candidates will be given the opportunity to present a Position Statement for inclusion in the February, March or April Tribal Newsletter. The statement must be submitted before the paper's deadline and shall be no longer than one (1) sheet of 8-1/2" x 11" paper printed on both sides, capable of being copied on a black and white copier. (This statement will also be sent with the ballots, deadline is March 16, 2018)

-For a complete Election Code, please see <u>www.ctclusi.org</u> Tribal Code, Ch 7-3 Elections. <u>Questions about the Election Process?</u> Contact me with any questions. Jeannie McNeil @ imcneil@ctclusi.org 541-888-7506.

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.

Information

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.

Upcoming Events

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

Community Center, 5:30 p.m.

January 23rd – Behavioral Health Education Series,

Tribal Hall, 6:00 p.m.

February 1st – Elders Valentine Birthday Luncheon,

TBD Florence, 11:30 a.m.

Chifin Native Youth Center, Springfield 10:00 a.m. February 10th - Basket Weaving with Culture Coalition,

Tribal Hall, Coos Bay 9:00 a.m.

Community Center, 10:00 a.m.

All Tribal Offices will be Closed

CTCLUSI Summer Student Internships

March edition of Newsletter

Community Center, 10:00 a.m.

Join a Committee

Enrollment, Housing, Education, Culture, Health, Elders, Budget,

Investment, and Garden Committees are always accepting letters

January 30th - Wisdom Warriors Classes,

February 10th – Beading and Paddle Making,

February 11th - Regular Council Meeting,

February 15th – Submission deadline for

March 11th – Regular Council Meeting,

March 7th – Statement of Candidacy deadline

March 12th - Applications being accepted for

February 19th - President's Day,

Community Center, Coos Bay, 11:00 a.m.

Community Center, Coos Bay, 11:00 a.m.

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.



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<u>Tribal Council</u>

Warren Brainard, Chief **Tribal Chief** wbrainard@ctclusi.org

Doc Slyter

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

Beaver Bowen

Mark Ingersoll, Chairman

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

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

Teresa Spangler,

Position #6 Council

Council Meeting

January 7, 2018 **Community Center** 338 Wallace Street, Coos Bay,

January 1st - New Year's Day, January 22nd – Ladies' Self-Care Circle, All Tribal Offices will be Closed January 2nd - Parenting Workshop, January 23rd - Wisdom Warriors Classes,

Community Center 5:30 p.m.
January 4 th – Elders Luncheon, Coach House,
Coos Bay 11:30 a.m.
January 7 th – Regular Council Meeting,
Community Center, 10:00 a.m.
January 9 th – Wisdom Warriors Classes,
Community Center, Coos Bay, 11:00 a.m.
January 12 th – Fitness Program reimbursement deadline
January 13 th – Celebration of Life for Michael D. Swigert,
Ocean Dunes Golf Club, Florence, 1:00 p.m.
January 13 th – Beading & Paddle Making,
Tribal Hall, 10:00 a.m. – 2:00 p.m.
January 13 th – Cosmic Bowling with youth Council,
North Bend Bowling Alley 2:30 p.m.
January 15 th – Martin Luther King Jr. Day,
All Tribal Offices Closed
January 15 th – Submission deadline for
February edition of Newsletter
January 16 th - Wisdom Warriors Classes,
Community Center, Coos Bay, 11:00 a.m.
January 20 th – Basket Weaving with Culture Coalition.

Chifin Native Youth Center, Springfield 9:00 a.m.



Government Office

1245 Fulton Avenue

Coos Bay, OR 97420

Phone 541-888-9577

Fax 541-888-2853

abarry@ctclusi.org

Health & Human

Services Division

1245 Fulton Avenue

Coos Bay, OR 97420

Phone 541-888-7515

Toll free 1-888-280-0726

Vicki Faciane - Director

Toll free 1-888-280-0726

Chief Executive Officer

Alexis Barry

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

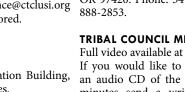
Elders Activities

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 abrainard@ctclusi.org

Tribal Court J.D. Williams Chief Judge 1245 Fulton Avenue Coos Bay, OR 97420 **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

Phone 541-888-9577



541-297-1655 (cell)

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

Tara Bowen

Vice Chair

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

Arron McNutt

541-297-1183 (cell) amcnutt@ctclusi.org

Fax 541-997-7293 bkneaper@ctclusi-pd.com

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

1245 Fulton Avenue Coos Bay, OR 97420 Phone: 541-888-1317 Toll free 1-888-280-0726

Education Department Angela Bowen-Director

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

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

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

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

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

Oregon 97420 10:00 a.m. Agenda: 1. Call to Order 2. Invocation 3. Approval of Minutes as needed 4. Tribal Council Reports Tribal Administrator Report 5. Chief Financial Officer Report 6. Old Business 7. 8. New Business Other 9. 10. Good of the Tribes 11. Executive Session as needed Council meeting video available to view at www.ctclusi.org

January 2018





- Transportation will be provided from Tribal Hall to North Bend Bowling Alley.
- Transportation will not be provided home. Parents are responsible for picking up Children
- Food and beverages will be provided

January 13, 2018 2:30 p.m.-7:00p.m.

Come join Youth Council after the prevention activity. Youth Council will be holding a meeting at the Tribal Hall 2:30-4:30; then please stick around to enjoy some cosmic bowling 5:00-7:00.



EXPLORE DREAM DISCOVER

Adventure Camp



Youth Council Contact Information

Nicole Romine (Chair) 541-404-4115

Michael Romine (Vice-Chair) 541-297-5408

Devynne Krossman (Secretary) 541-808-5146



Follow us on Instagram #CTCLUSIYC

SAVE THE DATE SPRING BREAK MARCH 26TH - 30TH

DAY CAMP 8:00AM - 5:00PM AGE: 5-18 MUST BE IN SCHOOL

Get back to nature kayaking and canoeing this Spring Break

Ages 12-18

March 26th through March 30th

For more information, contact Sonja McCarty Healing of the Canoe Facilitator 541-808-8175

ADVENTURE CAMP OVER NIGHT AGE: 12–18 HEALING OF THE CANOE

Preventing Teen Drug Use: Connecting with Your Teen

on in their life.

Article by Partnership for Drug-Free Kids

Even though your children might be pulling away, itching for more independence, deep down they want to be involved in the family and know that you still love and care for them. A strong bond with your child, especially during the teen years, helps reduce the chances of engaging in risky behavior. It helps set the stage for preventing drug and alcohol use.

STRONG FAMILY RELATIONSHIPS **REDUCE RISKY BEHAVIOR**

"Bonding is important throughout the life course and particularly important during adolescence," says Richard Catalano, Ph.D., Professor and Director of the Social Development Research Group at the University of Washington's School of Social Work. "We know that kids who are bonded to parents who hold healthy beliefs and clear standards — particularly about drug use or alcohol use — are much

less likely to get involved in any kind of problem behavior." Bonding helps reduce the chance that your kid will engage in a range of risky behaviors, including risky sexual activity, crime, trying drugs or alcohol, or dropping out of school.

According to Catalano, there are three main building blocks to encouraging a strong relationship:

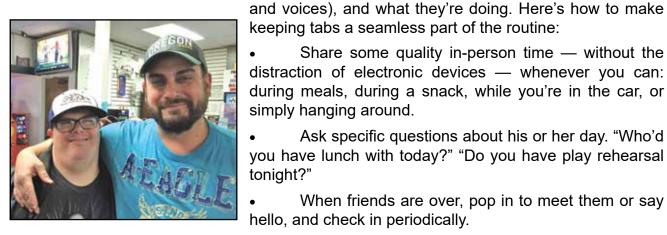


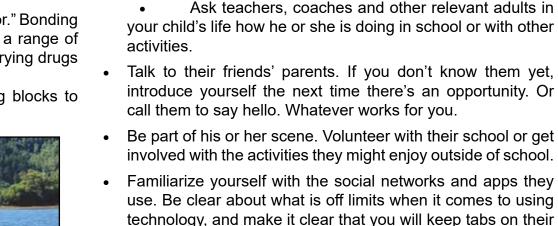
PROVIDE TEENS WITH OPPORTUNITIES

Household chores work great with younger kids, but teens require a higher level of family involvement and responsibility. They need the chance to help with family decision-making. It can be as simple as involving them in planning an upcoming family vacation, or asking them to help you research any upcoming purchasing decisions for the family, like a new TV or changes to a cable subscription.

TEACH THEM SKILLS

If you're giving your teen new opportunities and responsibilities, give them the skills to succeed. If he or she is making a decision about a new purchase or family event, explain the criteria needed to make an informed opinion. Is he or she pushing for the chance to buy their own clothes? Teach them how to budget for what they need. You have to give them some support and structure from which to build new





activity — and make sure that you actually do. Your teen may push back, but that's no reason to back off. Help him understand that you're involved because you love and care for him, not because of a lack of trust. Catch Early Warning Signs

but they still need boundaries. We want to keep them safe, but

they want us to mind our own business. Finding the right balance

requires always adjusting and staying in touch with what's going

The goal is to regularly know where your teen is (especially

after school), who his or her friends are (by their names, faces

Share some quality in-person time — without the

Ask specific questions about his or her day. "Who'd

When friends are over, pop in to meet them or say

If your teen simply refuses to talk about his or her life or you suspect something's wrong, don't wait to take some action:

- Pay more attention at home. Before bed, check in with him to look for signs of drug or alcohol use.
 - Keep an eye on sleepovers (that's when many teens first experiment with drugs and alcohol). If you need to, search his room.
 - When he's out, make sure he is where he said he'd be. Have him call to check in with you, call to check in with him, or take a drive and look for his car.

• Set strict rules about parties. Find out where it is and whether there will be adults there (if not, don't let him go). Have him call to checkin periodically (this can be a real deterrent to using any drugs or drinking if he's worried you'll

skills.

RECOGNIZE THEIR EFFORTS

After your child finishes a task, or at least shows that they really tried, make



sure you recognize the effort in a way that fits their needs. For example, don't try to push hugs on a teen who resists physical affection. Try a high five or verbal recognition instead. Recognition provides the motivation for kids to continue making positive efforts. STAY INVOLVED

As annoying as it can sometimes be to teens, keeping tabs on their activities – both online and off – is one of the most important things we can do as parents. It's another way of demonstrating that we care, and of developing a stronger parent-teen relationship. But it can be a balancing act. With teens, we're between a rock and a hard place. We need to respect their growing independence,

hear a change in his voice).

• Tell his friends' parents about your worries and ask them to call if they see any unusual behavior.

Keep him busy after school. Sign him up for an activity — a youth group, music program, sports team, whatever — that's led by adults. Then follow up to make sure he goes.

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

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

This Month...be on the Lookout for Labrador Tea

Contributed by Ashley Russell, Water Protection Specialist

Plant description: Labrador Tea is in the family, Ericaceae, the heath family. Azaleas, blueberries, cranberries, huckleberries, kinnikinnick, pipsissewa, rhododendrons, and salal also belong to this family. This bog loving evergreen, usually grows no more than 4 feet tall. 2-inch oblong, leathery leaves grow from red stems and droop with age. Some leaves sport a furry, rust-colored underside. White flowers with five spreading petals are borne atop branch ends in umbrella shaped clusters.

Food: Leaves can be gathered all year round and can be used fresh or dried to make tea.

Caution: Although health complaints associated with Labrador tea are quite rare, this plant does contain alkaloids that can cause gastric troubles, so be sure to steep tea leaves for no longer than 8-10 min.

Photograph of labrador tea in bloom by Morgan Gaines

Scientific Name: Rhododendron (Ledum) columbianum



Basket Making Classes! Hosted by the Tribal Culture Coalition

Come learn how to make Coos, Quuiich, and Siuslaw style baskets. Bring your weaving materials, supplies, and tools. Weaving materials will be available to those upon request.

Please bring potluck.

Saturday, January 20th, 2018 9:00am-3:00pm Location: Chifin Native Youth Center 1084 G. Street, Springfield, OR

Saturday, February 10th, 2018 9:00am-3:00pm Location: Tribal Hall 338 Wallace Avenue, Coos Bay, OR

Want to know more about the culture of CTCLUSI? Visit the Tribal website at www.ctclusi.org today

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

Saturday, January 13, 2018 **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 9th.

FEBRUARY RINGFIELD

Saturday, February 10, 2018 **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 6th.



We will be providing: Snacks Beads, Necklace Making



federated Tribes of Coos, Lower Umpqua & Siuslaw Indians evention Program

Tribal members, register to login and access even more content on www.ctclusi.org

Supplies & Paddle Blanks



toll free 1-888-365-7155

Family Services, Health & Human Services Division & The Culture Department

CULTURE PROGRAM IS SOLICITING PROPOSALS FOR

MITSMITS HALQAIMA WORKSHOPS FROM THE TRIBAL COMMUNITY

Example Workshop Proposal themes: Regalia, Weaving projects, Tool making, Gathering, Bow making, Carving, Cooking, Language, Traditional Games, etc.

Please submit an outline of your workshop, budget and preferred timing. Proposals will be negotiated with CTCLUSI on a first come first serve basis but, will remain open until funds are allocated. Drop proposals at any Tribal Office, Attn: Jesse Beers or Mark Petrie. Contracts may be subject to background checks. Mitsmits Halgaima (To Teach Relatives) www.hanis.org



Place Names of the Coos, Lower Umpqua & Siuslaw Indians

Contributed by Patricia (Patty) Whereat Phillips

This is the eleventh part in a long series exploring indigenous place names – mostly in the Hanis, Milluk and Siuslawan languages. The previous nine covered the Whiskey Run area up to the lower Siuslaw river. This month we will mostly focus on the Siuslaw River above North Fork. For a pronunciation guide to the native words in this article see https://shichils.wordpress.com/about/ under the "Language Pronunciation" section.

Upper Siuslaw and Surrounding Areas

To pick up on the main river roughly where we left off last month, on the south side of the river across from North Fork's entrance is South Slough (and is also where Coos storyteller James Buchanan lived for many years). This place was called **Chímwswaich**. The name referred to a 'mud shrimp' (known as **chimws** in Siuslaw and **wayaq** in the Coos langauges) that was used as fish bait for sturgeon.

Frank Drew also thought that there was a place on the Siuslaw River across from the mouth of Sweet Creek (or maybe a short distance down stream from it) called **Hlká'máiyas**. It comes from the word for seal. There used to be a large snag there that seals sometimes came to.

Several of the following names come from James Dorsey interivew with Siuslaw/Lower Umpqua speaker Louisa Smith in 1884. He drew a very rough map of the Siuslaw to mark where the place names were located. Unfortunately this map is so crude (it lacks even the most basic of landmarks – no notation of North Fork or Lake Creek) that about the only clues one can take away from it is whether or not a place was on the north or south bank, and was on the lower or upper river. Sadly when J.P. Harrington was using Dorsey's list to ask Siuslaw speakers (Louisa's son Spencer Scott, Frank Drew, the Barrett brothers) about the names decades later in 1942, few names were clearly remembered. I'll start out by listing Dorsey's name along with comments from Harrington's informants.

Q'asq'as – This was listed as #16 on Dorsey's map as being on the south bank of the river and across from **Wótsyawos**. These are the first villages listed after a long gap where no villages are

listed after **Potlkyaus** (a name possibly derived from the word for raccoon, **potlquts**), another location that is unknown (except it was on the south bank) and may have been roughly in the vicinity of where North Fork enters the river. That would place **Q'asq'as** somewhere more towards Mapleton than North Fork.

Kúp'imitlta – this was listed as being on the north bank of the river on Dorsey's map, and from its location (as #17) might have been somewhere in the rough vicinity of Mapleton. Frank guessed this was Acme (which is at least on the correct side of the river) but given where Dorsey placed it on his map, that is unlikely.

Following **Kúp'imitIta** closely going upriver along the north bank were **Tsáhais** (a name that might have been derived from **tsahauya**, grass), **Mitsniitl'**, **Pi'a**, and **Yuuquustiita**. Across the river on the south bank was **Q'ayumiita**. According to Spencer Scott and Frank Drew, **Yuuquustiita** means 'a poling place', as in a place to pole rather than paddle a canoe. That makes me wonder if this place was not at the rapids near Mapelton.

The next several names are again along the north bank, according to Dorsey's crude map (although he does not note at all the great bends of the river from are not on his map, and there are no notations noting if they are on Lake Creek or the main river. Dorsey said Louisa Smith's mother came from the upper most village on his list (her father was from the upper Lower Umpqua village of **Ts'aliila**). One of these unknown upriver sites was interpreted by Frank Drew and Spencer Scott to be **Hi'láxwityuus**, meaning 'salty place' from the word for salt (**hi'láxwii**). Typically Siuslaw people and their coastal neighbors made salt from boiling sea water. But some areas do have inland salt deposits and this may have been one of those.

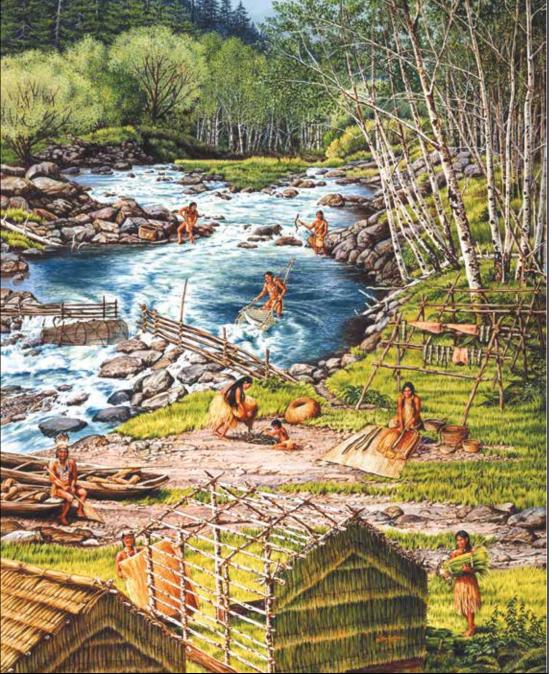
The rapids on lower Lake Creek, below "Cape Horn" were called **Qa'láxaihlta**, coming from the word **qa'laxai**, it is rattling, and the name referred to the noise of the water as it hit the rocks. The native people said it was a dangerous place to take a canoe through in winter.

Frank Drew and Spencer Scott also mentioned the name **Qaqa'ich**. They said it was where John Mishel and his family fished for eels. But he was not sure if this was at the mouth of Lake Creek (near but slightly above **Hauyat**) or if it were at a place on the north bank he called Seaton, which was between Mapleton and Swisshome by some riffles (a natural Indian fishing place).

The place at the forks of Indian Creek (which enters lower Lake Creek) was known as **Chamita**.

We no longer know the names of this inland places but there was a bear-grass gathering site at Elk Valley (between Mapleton and Eugene) and Triangle lake was a gathering area for Siuslaws and **Kalapuyans** to meet and trade. Siuslaw people also went elk hunting in the surrounding hills.

Next month we will take a look at some of the place names north



Mapleton to Swisshome, so it is questionable how helpful even his north bank/south bank distinctions are): Kwun-nu-misu (A name not noted in Harrington's notes), Tsiéga-we-yahl (A name that might mean 'dry gravel', ch'iihuu tl'xwiiyast), Hlg'aykwuch'a (at this point, Dorsey noted 'near Eugene' which geographically speaking is highly unlikely), Q'acht'ais, then Hauyat. Q'acht'ais is derived from q'achtii, red cedar. So the name means something like red-cedargrove or cedar place. Frank Drew thought this might refer to Knowles Creek. Hauyat was said to be the fish camp at the sawmill side just below Swisshome. Frank said this was the summer eel camping place for Siuslaw Dick and many other people he knew after leaving the Yachats Subagency for the Siuslaw River in 1876.

Dorsey lists a handful of sites above this - but they

Painting depicting life along the Siuslaw River by Pam Stoehsler

H.R. 3225...continued from cover page

any other American. It would make it clear that NO approval is required from the U.S. for real estate and property related transactions on our fee lands. The bill as currently written would also assist 4 other tribes in Oregon in this regard.

Further, I would like to emphasize that the bill would not affect any trust lands and does not relate to gaming.

To provide some background, the Indian Non-Intercourse Acts are a series of acts passed from 1790 to 1834 that were intended to establish the federal government as the sole arbiter over Indian affairs in order to maintain peaceful and stable relations with Indian tribes and to prevent the loss of Indian lands from colonial encroachment.

The Acts prevent the sale, lease, transfer, or other conveyance of Indian land without federal approval.

Over the past 200 years, application of the Acts has varied, depending on the time period and location, resulting in a confusing set of judicial, legislative and administrative decisions.

Typically, the Acts have not prevented a tribe from being able to engage in fee land related transactions. However, some title companies and financial institutions are interpreting the Acts to require federal approval for tribes for these types of transactions. But, the Department of the Interior does not make such determinations for fee land transactions for Indian tribes, and seeking congressional approval for every fee land transaction by a tribe is clearly impractical.

In 2014, we encountered this problem. We sought to purchase a selfstorage facility in Coos Bay, Oregon, using a commercial mortgage. However, the title company's underwriter determined that the Acts required that the transaction be approved by the BIA and refused to issue title insurance. Thus, we were unable to obtain a commercial mortgage to purchase the facility and had to do all that we could to put together enough cash to acquire the facility. Although we were able to complete the transaction, we do not have the means to execute all of our fee land transactions in cash.

Without passage of this bill, we will continue to encounter this problem

and will be unable to obtain mortgages or sell or lease our existing fee lands. This would severely hamper our efforts to engage in economic development projects, create jobs, and reacquire some of our ancestral lands.

We seek passage of this bill to address this problem. The bill would simply clarify for our tribe and four other Oregon tribes that we do not need the approval of the federal government for fee land transactions.

Thank you for this opportunity to testify, and we look forward to working with you to enact this bill into law..."

Visit the Tribal website www.ctclusi.org to watch the legislative hearing. A link is provided directly on the homepage for your convenience. Chairman Ingersoll's testimony can be viewed at the 24-minute mark, and his additional response to a question presented can be viewed at the 50-minute mark.





TO ALL TO WHOM THESE PRESENTS SHALL COME-GREETING:

Know Ye, that reposing special trust and confidence in the capacity, integrity and fidelity of

Warren Brainard

a citizen of Oregon, I, Kate Brown, Governor of the State of Oregon, do, in the name and by the authority of said State, by these present, Appoint and Commission the said Warren Brainard as a member of the South Slough Estuarine Research Reserve Management Commission for a term beginning September 8, 2017 and ending September 7, 2021.

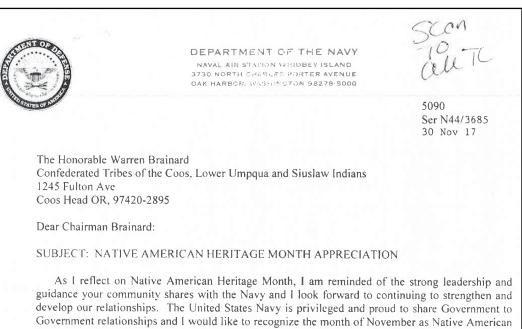
> In testimony whereof I have hereunto set my hand and caused the great seal of the State to be affixed at Salem, October 20, 2017.



be affixed at Salem, October 20, 2017. Kutu DROW Governor Dennis Kicharbam

Secretary of State

Documents contributed by Chief Warren Brainard



Heritage Month by expressing our deepest gratitude to all those members of the Confederated Tribes of the Coos, Lower Umpqua and Siuslaw Indians who have served, currently are serving, and those who strive to serve in the Armed Services of the United States, including the Navy.

During this month, we not only reflect on the past challenges Native Americans have faced as sovereign nations, we celebrate the contributions and honor the sacrifices that past, current, and future tribal members have made in military service. All Native Americans who have served, helped shape and guide our Navy heritage and traditions for which we are eternally thankful.

I would also like to thank you for your continued commitment to meaningful consultation with NAS Whidbey Island. NAS Whidbey Island and the U.S. Navy take great pride in our stewardship responsibilities to the environment, and our success at being good stewards would not be possible without our tribal partners. Through our consultations, we strive to establish an enduring relationship to foster respect and preservation of cultural and natural resources of the Puget Sound. Your continuous guidance and support has allowed us to carry out successful restoration and mitigation projects that support our mission for national defense while protecting and preserving the resources, landscapes, and rich cultural history in the Puget Sound.

I look forward to many more years of partnership with you and I hope to have the opportunity to meet with you soop and share this sentiment in person.

Sincerely. MOORF Captain, U.S. Navy Commanding Officer

January 2018

THE VOICE OF CLUSI

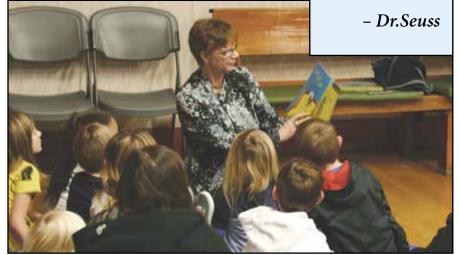
Family Reading Night

Contributed by Meagan Davenport- Family Services Program Assistant

On November 8, 2017 the Family Services department hosted a Family Reading Night. Tribal families gathered in Tribal Hall to enjoy fellowship over dinner, and reading story books with Tribal Youth. The kiddos gathered on mats around Tribal Council Vice Chair Teresa Spangler, and read books to each other. Tribal Youth enjoyed reading *Lego Ninjago City* by Tracey West, as well as following Pete the Cat

on his frisky adventures in the book Pete the Cat; Valentine's Day is Cool by James Dean. Keep an eye out in the CTCLUSI newsletter for announcements on upcoming Family Nights!

"A person's a person, no matter how small."





Tribal Council Vice-Chair Teresa Spangler read books to Tribal Youth for Family Reading Night, November 8, 2017.



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! Deadline for the February newsletter is January 15th at 5:00 p.m. Morgan Gaines, Communications Specialist 541-888-7536 or email mgaines@ctclusi.org



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

Tribal Committee appointments are made by Tribal Council and are for a four (4) year term. Tribal Code allows for you to be on no more than three (3) committees at a time and you may only server two (2) terms, unless special consideration is necessary. You must compete a Letter of Interest Form to be considered by the Tribal Council. Below is a list of Committees you may



be interested in becoming a member of:

Culture CommitteeBudget CommitteeEducation CommitteeElders CommitteeEnrollment CommitteeHousing CommitteeInvestment CommitteeHealth CommitteeElection Board

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

Letters of Interest forms can be found on the Tribes' website: www.ctclusi.org or requested through any Tribal Government Office located in Coos Bay, Florence and Springfield. Questions? If you would like to know any further details, please contact:

Jeannie McNeil 1245 Fulton Ave. Coos Bay, Oregon 97420 By email, <u>imcneil@ctclusi.org</u> 541-888-9577

Holiday Celebration...continued from cover page

Tribal services as well as gifts or raffle drawings to enter. Also given out was the Tribal calendar for 2018 which featured photographs taken by Tribal members during annual events throughout the year.

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

Chairman Mark Ingersoll welcomed everyone to the celebration and thanked those that had served on past Council, current Council members, and all committee members for the work that they do for the Tribe. He warmly introduced Chief Warren Brainard to join him and to give the evening invocation. Chief Brainard shared his 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. At this time, Tribal members watched The Wisdom of the Elders video; a documentary featuring many Tribal members and discussing the effects of current climate conditions on traditional waterways and gathering sites. This video should be available to view soon on the Tribal website www.ctclusi.org.

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. Chairman Mark Ingersoll, Beaver Bowen, Vice-Chair 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!





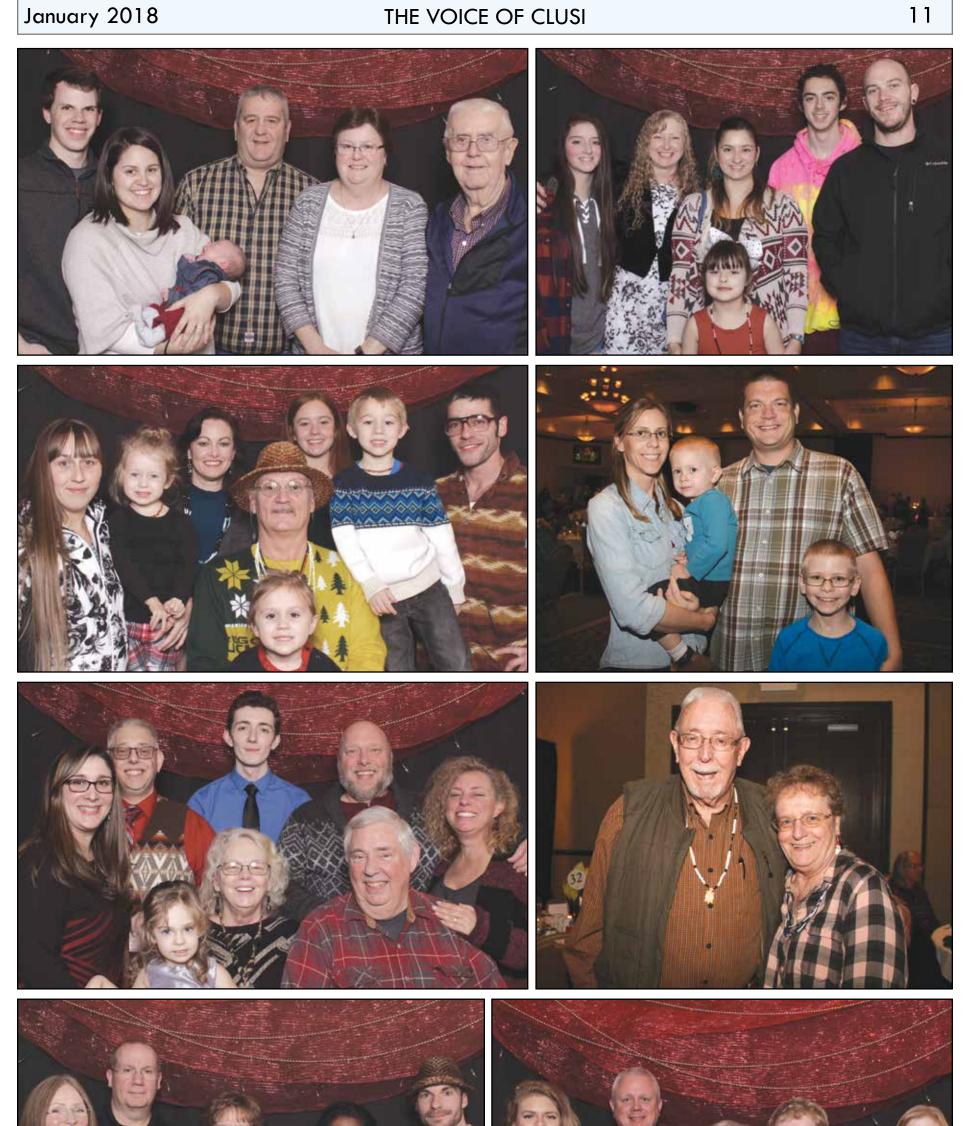






January 2018

THE VOICE OF CLUSI





January 2018



THURSDAY, January 4, 2018

at 11:30 A.M.

Coach House 604 6th Ave. Coos Bay, OR 97420



Please contact the RSVP line at 541-435-7155 or toll-free 1-888-365-7155 By January 2, 2018 LIMITED TRANSPORTATION IS PROVIDED.



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



Elders Valentine Birthday

Luncheon



We would like to Honor all Elders that are 75+ in the year 2018.







THURSDAY, February 1, 2018 at 11:30 a.m. TBD Florence Oregon

Please contact the RSVP line at 541-435-7155 or toll-free 1-888-365-7155 by January 31, 2018 Join in for a Valentine Dance after lunch.



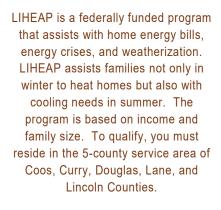
Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians Health & Human Services Division Elders Activity Program

LIHEAP Low-Income Home Energy Assistance Program

Make an appointment for LIHEAP with:

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

Springfield Office: Shayne Platz (541) 744-1334





have an annual household income (before taxes) that is below the following amounts:

Household Size	Yearly Gross Income
1	\$23,095
2	\$30,201
3	\$37,307
4	\$44,413
	House a second as

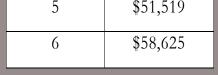


You're getting a new Medicare card! Cards will be mailed between April 2018 – April 2019

You asked, and we listened. You're getting a new Medicare card! Between April 2018 and April 2019, we'll be removing Social Security numbers from Medicare cards and mailing each person a new card. This will help keep your information

NOTE:

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



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



Sponsored by CTCLUSI Health & Human Services Division

Family Services - LIHEAP Program

more secure and help protect your identity.

You'll get a new Medicare Number that's unique to you, and it will only be used for your Medicare coverage. The new card won't change your coverage or benefits. You'll get more information from Medicare when your new card is mailed.

Here's how you can get ready:

- Make sure your mailing address is up to date. If your address needs to be corrected, contact Social Security at ssa.gov/myaccount or 1-800-772-1213. TTY users can call 1-800-325-0778.
- Beware of anyone who contacts you about your new Medicare card. We'll never ask you to give us personal or private information to get your new Medicare Number and card.
- Understand that mailing everyone a new card will take some time. Your card might arrive at a different time than your friend's or neighbor's.

CMS Product No. 12002 September 2017

Elders Corner

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

Contributed by Andrew Brainard, CHR and Elders Activity Program Coordinator

Hanis Coos Elder Artiss Jean Cookson was born in Eugene, Oregon, to F.C. Roy and Leona Albina Anderson. She has two siblings, Billie L. Lewis and Howard Roy. The family lived in Talent, Oregon, until Jean was seven, when they moved to Othello, Washington. Jean, who is now widowed, was with her husband,

Robert Cookson, for 21 years. Although she and her husband were unable to have any children of their own, she considers herself grandmother to all Tribal children, but especially to her nephews, Eagle and Cougar Roy. Jean now lives in Tribal housing at Qaxas.

Until she was 20 years old, Jean worked on the family farm, growing mostly alfalfa. After leaving the farm she got a job as a mechanic at Boeing. At Boeing she helped build the Boeing 727! After that, she had the opportunity to go to night school and she landed a job in Billing & Accounts Receivable at People's National Bank in Seattle. But one of her most interesting jobs was when she worked as



Jeannie Cookson

an office manager at a gold mine in Arizona. Three million dollars in gold passed through the office every week! Jean did come back to Coos Bay to work for the Tribes for a short period of time as the Interim Tribal Administrator. She really enjoyed the job and she learned a lot about how the Tribe operates, but she got tired of the long commute so she returned to Crooked Creek to where her husband was still living. Robert was a commanding officer in the Coast Guard for 30 years, after which he worked as a police officer, fire chief, ferry captain and finally a security officer.

In 1996, after Robert passed away, Jean returned again to work for the Tribes. Although she started out in Finance, she eventually went to work at Tribal Hall doing various jobs. She helped set up drumming and beading classes, put on pot lucks and helped with many other activities. She even helped paint the building! She also worked with Arleen Perkins on the Elders Program and helped with the first Elders' Honors Day. According to Jean, "I realized that I've spent hundreds of hours in that kitchen washing dishes."

When asked what she wants people to know about her, Jean said, "I tell it like it is. I love my God, I've worked hard all my life, and I love my Tribal nation, especially the Tribal kids." Jean started the Tribal Food Bank, brought the first peace runners to our nation and helped our Elders Program run smoothly. Now in her free time, Jean loves beading, gardening, drumming, beachcombing, and motor cycles. But she really loves work with Tribal children. On her bucket list, she would love to go on an Alaska cruise. Jean has worked on many committees over the years, including Enrollment, Culture, Education and the Elders committee. On her list of things she'd like to see happen with the Tribes are the following: 90% Tribal hiring, college for Tribal children and having those children return home to work towards making our nation self-reliant and debt free. She also would like the Tribes to increase the annual Christmas check to more than \$50 and for our Tribal Council to be paid.

Virgil Charles Anderson is a Hanis Coos Tribal member and is also of Karuk, Rouge and Tututni Native American Indian descent. Virgil's father and mother were Carl and Charlene Billings Anderson. His great-grandparents were John and Adeline Billings. Virgil has three brothers: Ray Petrie, David



Petrie and Nick Arnett, and a sister Beth Yarbrough. Virgil is the grandfather of two grandchildren Nevin and Emily.

Virgil was born in Grants Pass, Oregon and lived there for 5 years. From there he migrated to Illahe, Oregon for 4 years, then spent 10 years in Myrtle Point, and now resides in the Coos Bay/North Bend, Oregon area.

Virgil worked as a young man in the hay fields of Myrtle Point before serving in the Army 1968 – 1970, including a tour of duty in Vietnam. Upon his departure from the military, Virgil worked in the Parts Department for 42 years at Tower Ford in Coos Bay.

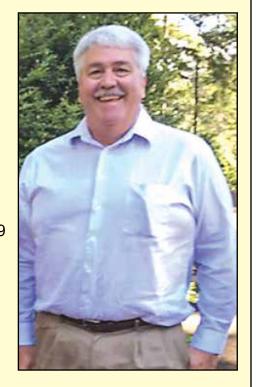
Virgil Anderson

Virgil loves to watch aircraft shows and World War II footage. Virgil's hobbies have included a variety of activities: elk and deer hunting, being on power boats through the Rouge River, target practicing, camping, four-wheeling, and working on old cars. In addition, Virgil loves to listen to the golden rock and roll oldies of the 50s and 60s. He's particularly fond of the singer Ray Price. Virgil also enjoys picture taking, going out in the backroads and visiting the family cabin near Agness. Virgil shared that he would love to be known for riding his bike up and down the long hills of Illhae, Oregon to the old school house.

As for the future of the tribe, Vigil would like to see the Housing Department improve housing repairs at Qaxas Heights.

Tribal Elder Michael D. Swigert Walks On

Michael Dean Swigert passed away in Las Vegas, Nevada December 10th, 2017. A celebration of life will take place on January 13th, 2018 at the Ocean Dunes Golf Club 3345 Munsel Lake Rd, Florence, OR 97439 from 1pm to 4pm. The family would like to invite all those who knew and loved Michael to join us and reminisce his life and accomplishments.



13



CTCLUSI Dental Word Search

Contributed by Naomi Petrie, Dental Health Aide Therapist

R	F	E	F	S	N	Ρ	V	Η	L	Q	F	Y	Η	Х	Y	Х	F	Х
Ρ	С	А	С	Ρ	Q	Ε	V	D	Х	F	М	K	В	С	Т	CF	Ε	S
Ε	Ρ	U	Ν	V	J	R	R	V	Ρ	S	R	V	Ρ	Ζ	S	A	Ι	Т
R	Ζ	L	Ε	S	D	Ι	D	Т	Ν	В	0	Q	F	Ι	Ζ	Х	S	Ε
I	S	Т	F	С	U	0	V	W	С	F	L	Ζ	Ρ	G	A	Η	K	L
0	D	R	Ζ	С	М	М	Т	Ζ	Η	V	Ν	U	Q	L	L	R	J	Ρ
S	Т	А	С	Х	Ζ	А	W	0	V	Ν	А	Q	Y	Х	G	N	М	Х
С	S	S	S	I	S	I	Η	Ε	K	А	Т	Η	R	W	М	Х	Ν	S
A	Ρ	0	Q	W	Μ	Ν	Т	G	Ε	F	Ρ	G	V	Q	Y	W	J	Ζ
L	Ι	Ν	I	F	Y	Т	0	Ν	U	0	Y	W	W	J	Ζ	Т	Ρ	L
I	I	I	K	Т	A	Ε	Х	J	R	K	L	Ε	В	K	Η	L	В	Q
Ν	Х	С	D	G	Ζ	Ν	Q	Ρ	Ζ	G	S	Q	Х	Ι	Η	S	Q	I
G	Q	D	Ε	V	L	A	Ζ	Ε	Т	S	A	Ρ	Y	Η	Ρ	0	R	Ρ
Т	Ρ	Ρ	W	S	L	Ν	I	Η	Q	В	Ρ	F	V	Ρ	V	С	0	М
Η	R	V	Η	Η	S	С	F	Ε	R	Ε	L	A	С	S	D	R	Х	S
S	K	L	Q	В	R	Ε	В	V	Т	S	Q	М	Ρ	V	Ι	Y	W	Μ

Word Search Answer on Page 19

WORD LIST:									
SRP	PROFHY PASTE								
ULTRASONIC	PSR								
SCALER	PERIO MAINTENANCE								
PROPHYLAXIS	PERIO SCALING								

DEFINITIONS:

SRP: Scaling and root planing. A procedure that removes plaque and calculus (mineralized plaque) and smooths the exposed root surfaces of teeth.

ULTRASONIC: A dental instrument that is used to remove calculus.

SCALER: A dental instrument used to clean teeth.

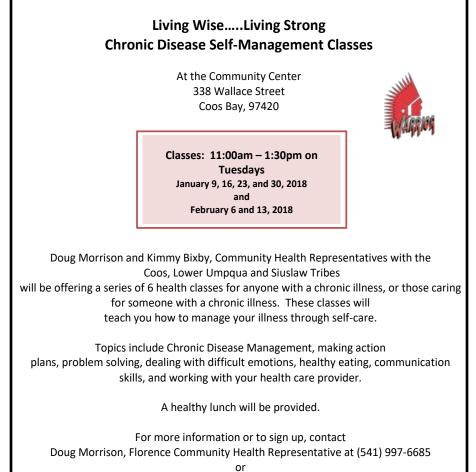
PROPHYLAXIS: The cleaning of teeth.

PROPHY PASTE: An abrasive substance used to clean teeth. PSR: Periodontal Screening and Recordings. A system to assess the gingival (gum) health of a patient.

PERIO MAINTENANCE: The procedure to clean teeth and halt the progression of periodontitis (a disease that destroys the gums and bone that surround teeth).

PERIO SCALING: The removal of plaque and calculus.





Kimmy Bixby, Springfield Community Health Representative at (541) 744-1334



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.

Call the CTCLUSI Dental Office to schedule your appointment today

541-888-6433

Dental Office Hours:

January, Monday - Thursday 8:00 a.m. - 5:00 p.m. (Closed Noon - 1:00 p.m.) February, Tuesday -Friday 8:00 a.m. - 5:00 p.m.

(Closed Noon - 1:00 p.m.)

- 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 12, 2018.

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 4, 2018

For Additional Information or Other Opportunities, **PLEASE CONTACT** STEPHANIE WATKINS AT 541-902-3817 OR PAM HICKSON AT 541-902-3821

LADIES' SELF-CARE CIRCLE



Please join us in Gallery Paint Night! The Circles of Healing would like to invite you to join us in a gallery paint night to create a showcase of meaningful paints for community display.

This event is open to Tribal and non-Tribal women. You are welcome to join at any time.



MONDAY, JANUARY 22, 2018 5:30-6:30 P.M. **CTCLUSI Community Center** 388 Wallace St, Coos Bay, OR

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

Sponsored by the Health and Human Services Department.



Save the Dates:

Upcoming Council Meetings

January 7, 2018 **Community Center** 10:00 a.m.

February 11, 2018 **Community Center** 10:00 a.m.

March 11, 2018 **Community Center** 10:00 a.m.



2018 Bottle Bill Expansion Additional Beverages to be Included

As of January 1, 2018, additional beverages will be included in Oregon's Bottle Bill and will have a refund value of 10 cents per container (ORS 459A.702).

Included:

Most beverages will be added in sealed glass, metal, and plastic cans and bottles in sizes from 4 ounces up to and including 1.5 liters. Examples of common beverages that are included:

- Coffee/Tea
- Kombucha
- **Energy and Sports Drinks**
- Hard Cider

Juice

٠

CTCLUSI Behavioral Health Services

Presents... Behavioral Health Education Series: Depression



"Alone we are strong and together we are stronger"

This workshop will discuss Seasonal Affect Disorder and Depression. All are invited and the workshop will provide an opportunity to find support. Snacks and Beverages provided. When: January 23 Time: 6 pm - 7:30 pm Where: Tribal Hall

Please RSVP by January Wednesday 17, 2018 at 541-435-7155 or 888-365-7155



Upcoming Office Closures

January 1, 2018 New Year's Day January 15, 2018 Martin Luther King Jr. Day *February* 19, 2018 President's Day

Soda, Beer, and Water will continue to be included (3 liters or less in size).

NOT Included:

Beverages that are <u>NOT</u> included:

- Wine/Distilled Spirits
- Milk (dairy and plant-based)
- Infant Formula ٠
- Meal-Replacement Drinks

The refund value on all beverages included in Oregon's Bottle Bill is 10 cents regardless of what is written on the label. Manufacturers have until January 1, 2019 to include the 10-cent refund value on containers for the new beverages.

Oregon's Weather Can Change Quickly

Information Contribued by Kathy Perkins, Transportation Coordinator

For up-to-date travel conditions, visit **TripCheck**, ODOT's mobilefriendly travel information website. The site features:

- Maps updated in real time that display road conditions, colorcoded traffic speeds on most roads across the state, trouble spots, weather, construction, maintenance and traffic incidents. High impact incidents are prominently displayed as "alerts."
- More than 400 camera images from key locations throughout Oregon, as well as southern Washington and northern California.
- Create and bookmark custom camera pages with up to 10 different cameras for quick checks of specific routes.
- Links to bus, airport, train, bicycle and trucking information; commercial roadside services such as hotels, motels and restaurants; and detailed information on scenic byways, safety rest areas and Snow-Parks.
- Detailed information on the use of traction tires and chains in Oregon.
- Waze user reports and traffic jams; these are overlaid on the TripCheck map, providing real-time traffic and road conditions from Wazers in the area.
- "Travel Time," shows current travel times from key highway connections throughout the Portland metro area.
- Updated highway closure information associated with winter weather conditions on I-84 and I-5.

TripCheck information is also available via Twitter. Visit www. TripCheck.com and click on the Twitter page to learn more. Use TripCheck TV to create a custom display of road condition information and camera images.

By phone:

Travelers in Oregon can dial **511** to access the same immediate road and weather information available on TripCheck. (Note: 511 does not have access to Waze data.)

- Select updated reports about driving conditions by highway, mountain pass or major city from easy-to-use menus. The 511 system responds to both voice and touch-tone commands.
- Calls to 511 are local calls when dialed from a pay phone or wire line phone. Mobile phone users are responsible for airtime and roaming charges according to their wireless service contracts, but ODOT does not impose any additional charges.
- Most wireless companies in Oregon provide 511 service. If you cannot use 511, call toll-free 800 977-ODOT (6368) for road and weather information. Outside Oregon, dial 503-588-2941.
- Oregon can forward users to Washington state's 511 system for road conditions in that state.

Report a road hazard:

To report road hazards (trees down, electric wires across the road, road blocked by mud or rocks, etc.) call the nearest ODOT dispatch

New Laws for Oregon Drivers Take Effect in 2018

Oregon Department of Transportation sent this bulletin at 12/13/2017 10:00 AM PST Dec. 13, 2017

ODOT News Release No. 17-127

News media contact: David House, 503-945-5270, david.j.house@odot.state.or.us

Customer contact: www.OregonDMV.com

New laws for Oregon drivers take effect in 2018

Crash reporting requirements are among changes In addition to passing a major transportation funding package, the 2017 Oregon Legislature passed a handful of other laws that will affect drivers and vehicle owners. Most will take effect Jan. 1, 2018.

Crash reporting

As of Jan. 1, you will not need to report a fender bender if the damage is under \$2,500. This is an increase from the \$1,500 threshold that had been in place since 2004.

Senate Bill 35 is raising the threshold to reflect the increase in cost to repair vehicles. In recent years, many reports submitted to DMV because of the \$1,500 threshold have been for minor crashes, consuming staff time that would be better used for focusing on more serious incidents.

ODOT uses crash data to make informed decisions on how to prioritize engineering the safety of highway and road facilities, and to help provide focus for traffic enforcement resources. Raising the threshold helps focus crash data on incidents that involve fatalities, injuries and serious property damage.

You must report a vehicle crash to DMV within 72 hours if: * Damage to any vehicle is over \$2,500 (\$1,500 through Dec. 31, 2017);

- * Any vehicle is towed from the scene;
- * Injury or death resulted from this incident; or

* Damages to property other than a vehicle involved in the crash is more than \$2,500 (\$1,500 through Dec. 31, 2017).

Registration card privacy

Senate Bill 930 allows the owner of a vehicle to black out or obscure the residence address, business address, mailing address or vehicle address shown on the registration card and on proof of insurance or other current proof of compliance carried in the vehicle.

Hardship permits

Senate Bill 252 allows a person with a hardship permit to apply to drive for the purposes of participating in gambling addiction treatment. This bill applies to hardship permits issued on or after Jan. 1, 2018.

Three-wheel vehicle driver testing

As of Jan. 1, a licensed Oregon driver will not need to take a drive test to receive an endorsement on their license to drive some three-wheeled motorcycles.

Under Senate Bill 36, this change applies only to threewheeled vehicles that operate much like a four-wheeled car. The vehicles affected may be defined as motorcycles

center.

- Portland metro area, Hood River area: (503) 283-5859
- Mid-Willamette Valley, north coast: (503) 362-0457
- Southern Willamette Valley, south coast: (541) 858-3103
- Central and eastern Oregon: (541) 383-0121

Wazers: We encourage you to submit road hazards, incidents and other related conditions that you experience in order to help others stay safe and mobile.

Remember, in Oregon, it is illegal to drive while holding or using an electronic device (e.g. cell phone, tablet, GPS, laptop). Pre-set GPS routes before driving or pull off the road and park in a safe area before using your electronic devices.

under Oregon law but are operated more like a car than a motorcycle – with a steering wheel instead of handlebars, for example.

Ex-POW vehicle plates

House Bill 2149 changes the registration for Ex-POW vehicle plates to permanent registration. New applicants for Ex-POW registration will pay a one-time registration fee of \$15, plus the plate manufacturing fee. Persons who have current Ex-POW registration as of Jan. 1, 2018, will not be required to pay a renewal fee.

Crater Lake plate surcharge

House Bill 2922 increases the surcharge for Crater Lake license plates from \$10 per plate to \$15 per plate as of Jan. 1, 2018. The Crater Lake fee supports the Oregon Community Foundation for use on projects at Crater Lake National Park.



Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians Upcoming Events 2018

January

January 1st - New Year's Day, All Tribal Offices will be Closed

January 2nd - Parenting Workshop, Community Center 5:30 p.m.

January 4th – Elders Luncheon, Coach House, Coos Bay 11:30 a.m.

January 7th – Regular Council Meeting, Community Center, 10:00 a.m.

January 9th – Wisdom Warriors Classes, Community Center, Coos Bay, 11:00 a.m.

January 12th – Fitness Program reimbursement deadline

January 13th – Celebration of Life for Michael D. Swigert, Ocean Dunes Golf Club, Florence, 1:00 p.m.

January 13th – Beading & Paddle Making, Tribal Hall, 10:00 a.m. – 2:00 p.m.

January 13th – Cosmic Bowling with youth Council, North Bend Bowling Alley 2:30 p.m.

January 15th – Martin Luther King Jr. Day, All Tribal Offices Closed

January 15th – Submission deadline for February edition of Newsletter

January 16th - Wisdom Warriors Classes, Community Center, Coos Bay, 11:00 a.m.

January 20th – Basket Weaving with Culture Coalition, Chifin Native Youth Center, Springfield 9:00 a.m.

February

February 1st – Elders Valentine Birthday Luncheon, TBD Florence, 11:30 a.m.

February 10th – Beading and Paddle Making, Chifin Native Youth Center, Springfield 10:00 a.m.

February 10th - Basket Weaving with Culture Coalition, Tribal Hall, Coos Bay 9:00 a.m.

February 11th – Regular Council Meeting, Community Center, 10:00 a.m. February 15th – Submission deadline for March edition of Newsletter

Day, All Tribal Offices will be Closed

March

March 7th – Statement of Candidacy deadline

March 11th – Regular Council Meeting, Community Center, 10:00 a.m.

March 12th – Applications being accepted for CTCLUSI Summer Student Internships

March 16 & 17th-**Elders Honor Day** Mill Casino, Coos Bay

March 23rd – Ballots will be mailed to registered Tribal voters

March 26th – 30th – Spring Break Adventure & Day Camps

Save the Dates

Elders Honor Day March 16 & 17, 2018

Tribal Election Day

April 8, 2018

February 19th – President's

Tribal Council Candidate Information for April 8, 2018 Tribal Council Election

Submitted by: Jeannie McNeil, Election Clerk

For those interested in becoming a candidate for the April 8, 2018 Tribal Council Election please review the following important information and deadlines.

- 1. <u>To Become a Candidate per the Constitution</u>: you must be 21 years of age, an Enrolled Tribal Member and never previously removed from office for good cause.
- 2. First Step: you must file a "Statement of Candidacy" to the Election Board in person or by mail. This Statement of Candidacy can be submitted at any time, however, it must be received at any Tribal Government office in Coos Bay, Florence or Springfield no later than 4:30p.m. on March 7, 2018. (Election Code Chapter 7-3-24 Candidacy Procedures (a)(1)) A Statement of Candidacy is a paper that must include the Tribal Members printed name, Enrollment number, position they wish to run for, a signature, and date and time of submission. (A form has been created and will be in every outreach office, Coos Bay, Florence and Springfield.)
- 3. "Position Statements" are allowed but not required and one can be submitted by every candidate. It is to be one page of 8 ½ x 11 paper, use of both sides if desired. Photos are also allowed, but not required. (Photos with people other than the candidate: Please be sure you have permission from them to print and use.) Position Statements will be photo copied exactly as they are received, in color and/or black and white. (Election Code 7-3Chapter 7-3-24(b)(3)) Any Position Statements will be included with the Election ballots. They can only be summited after a Statement of Candidacy has been filed, or at the same time. Please include your name, position you are running and a signature on the Position Statement.
- Position Statements for inclusion in the Tribal Newsletter: Each candidate has an opportunity to submit

January 22nd – Ladies' Self-Care Circle, Community Center, 5:30 p.m.

January 23rd - Wisdom Warriors Classes, Community Center, Coos Bay, 11:00 a.m.

January 23rd – Behavioral Health Education Series, Tribal Hall, 6:00 p.m.

January 30th - Wisdom Warriors Classes, Community Center, Coos Bay, 11:00 a.m.

their Position Statement to the Election Clerk to be inserted in the Tribal Newsletter. This is at no cost to the candidate. All Position Statements must be reviewed by the Election Board before inclusion.

- a. February Newsletter inclusion; Deadline is January 15, 2018.
- b. March Newsletter inclusion; Deadline is February 15, 2018.
- 5. Political Mailing: Candidates have the right to send a Political Mailing to voting members at their own expense. The Election Code 7-3 offers details. Please call Jeannie McNeil, Election Clerk for estimated costs and more process information.
- 6. **Candidate Forums:** Candidates Forums are an opportunity for membership to meet and ask questions of the candidates. Forums will be scheduled in three locations (Coos Bay, Florence and Springfield) Tentative dates are March 24th & 25th, times and exact locations have not yet been determined. Candidates are not required to attend.
- 7. Ballots Mailed: Ballots will be mailed to every registered Tribal voter on March 23, 2018. YOU MUST HAVE A VALID REGISTRATION CARD ON FILE TO RECEIVE A BALLOT IN THE APRIL 2018 ELECITON.

TH = Tribal HallCC = Community CenterTRC = Three Rivers Casino

January 2018

Juliui y 2010													
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday							
	1 New Year's Day All Offices Closed	2 Parenting Workshop CC at 5:30 p.m.	3	4 Elders Luncheon, Couch House 11:30 p.m.	5	6							
7 Council Meeting CC at 10:00 a.m.	8	9 Wisdom Warriors Classes, CC 11:00 a.m.	10	11	12 Fitness Program Reimbursement 2017 Deadline	13 Beading & Paddle Making, TH 10 a.m. Cosmic Bowling w/ Youth Council 2:30 p.m.							
14	15 Martin Luther King Jr. Day All Office Closed	16 Wisdom Warriors Classes, CC 11:00 a.m.	17	18	19	20 Basket Weaving w/ Culture Coalition Springfield 9:00 a.m.							
21	22 Ladies' Self Care Circle, CC 5:30 p.m.	23 Wisdom Warriors Classes, CC 11:00 a.m. Behavioral Health Class TH 6:00 p.m.	24	25	26	27							
28	29	30 Wisdom Warriors Classes, CC 11:00 a.m.	31										

February 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				l Elders Valentine Birthday Luncheon, Florence 11:30 a.m.	2	3
4	5	6	7	8	9	10 Basket Weaving w/ Culture Coalition TH 9:00 a.m. Beading & Paddle Making, Eugene 10 a.m.
11 Council Meeting CC 10:00 a.m.	12	13	14	15	16	17
18	19 President's Day All Offices Closed	20	21	22	23	24
25	26	27	28			

	March 2018													
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday								
				1	2	3								
4	5	6	7 Statement of Candidacy Deadline	8	9	10								
11 Council Meeting CC 10:00 a.m.	12	13	14	15	16 Elders Honor Day Mill Casino	17 Elders Honor Day Mill Casino								
18	19	20	21	22	23	24								
25	26	27 Spring Break	28 Adventure Camp an	29 d Day Camp ———	30	31								

January 2018

NATIONAL STALKING AWARENESS MONTH

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

• Coos County Sheriff's Office has recently added Text 911. Dispatch suggests calling 911 for the best service, but if you're unsafe to place the call, it is now an option to contact 911 by text. Texting may be a safer way to reach help if someone, such as an abusive partner or intruder, is in your home and you do not want them to know you've alerted the police.



In Oregon, protective orders can now be prepared online.

A new national smart phone app, called Tech Safety, was created by the National Network to End Domestic Violence. The app provides safety and privacy tips and strategies regarding harassment, cell phones, devices, impersonation, online safety and location safety. This app can be downloaded from the App Store or Google Play Store.

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

Submitted by: Circles of Healing Program

Health and Human Services Division



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

Rebecca Ambrose (541) 888-1309

Devynne Krossman Melinda Radford (541) 888-7537 (541) 888-8450



2017 receipts or reimbursement requestwill not be accepted after the deadline. If you have questions, please contact DeeDee Plaep, 541-997-6685 or dplaep@ctclusi.org



Department of Human Resources

Current Openings at CTCLUSI and All Other Tribal Entities

Changes to CTCLUSI Fitness Program effective January 1, 2018

For Adult Program: Clothing will no longer be reimbursable, other than specified shoes. Shoes must be sport specific: cleats, bowling shoes, golf shoes. Running shoes and basketball shoes have the option to be purchased through the NIKE shoe program. If you purchase on your own, you will be limited to \$65, which is equivalent to the NIKE shoe program. Shoes that do not qualify are: cowboy boots, dress shoes, moccasins, and Uggs.

Equipment: Equipment must be fitness equipment-related. Examples of equipment that do qualify are: treadmills, stair stepper, bicycles. Examples of equipment that do not qualify are: kayaks, paddles and oars, archery equipment, golf carts, Apple watches.

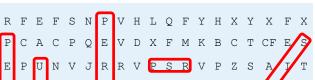
Receipts: Generic receipts will no longer be accepted, unless it has the cancelled check or copy of bank statement attached. Receipts must be legible. A copy of the duplicate check is not acceptable.

Coupe May

lech Safety App

Reminder: Children under the age of five (5) receive an annual fitness benefit cap of \$300 for age-appropriate activities such as swimming lessons and tumbling. The equipment benefit for children under 5 years old is limited to items such as age-appropriate tricycles/ bicycles or a bicycle carrier/seat which attaches to the parent's bicycle.

Dental Word Search Answer



Three Rivers Casino Resort ~ Florence

Beverage Server ~ Food Server Busperson ~ Back Server/Busperson Line Cook ~ Night Cook/Cleaner Guest Room Attendant Front Desk/PBX Clerk ~ Night Auditor Porter Table Games Dealer 1-8 Slot.Keno.Bingo Attendant

Electrician Technician 3 Special Events Team Member

Tribal Government Offices

Special Events Employee (Assignment Varies) Diabetes Coordinator, Coos Bay Assistant Planner, Coos Bay Three Rivers Casino Resort ~ Coos Bay Security Officer 1 Electronic Gaming Machine Tech 3 Casino Team Member Cage Cashier Dual Rate Main Banker Line Cook ~ Bartender/Server

Blue Earth

No openings at this time



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 **541-902-3821**

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Don't Let Fear of Failure Ruin Your Goals for 2018

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

New Year's resolutions are practically an institution. Maybe your big goal for 2018 is to lose weight, quit smoking, work out, advance your career, start a business, double sales revenue, run a marathon, go back to school, save more money, etc. Whatever your goal, I encourage you to make it H.A.R.D. Goals that are Heartfelt, Animated, Required and Difficult stimulate and engage the brain in profound ways, increasing the motivational power that make our goals happen. All the studies on H.A.R.D. Goals indicate that the more difficult your goal, the better your performance will be. But there's still one universal issue that holds people back from realizing H.A.R.D. Goals: fear of failure. Big goals are intimidating, and in spite of all the studies on H.A.R.D. Goals, it can still prove tough to shake the belief that the more difficult your goal, the higher the possibility that you could fail.

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

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

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

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

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

that "I'll die from embarrassment."

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

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

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

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

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



emotionally charged extrapolations, irrational beliefs. Call them what you will. But they are not proven facts.

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

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

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