

dx^wlilap syəcəb

Volume 36 No. 43



(Tulalip See-Yaht-Sub)

Wednesday, November 4, 2015

HEALTH & SAFETY FAIR, NOV. 13

2-7 PM

Get prepared for emergencies
with educational
fun for the
whole family!

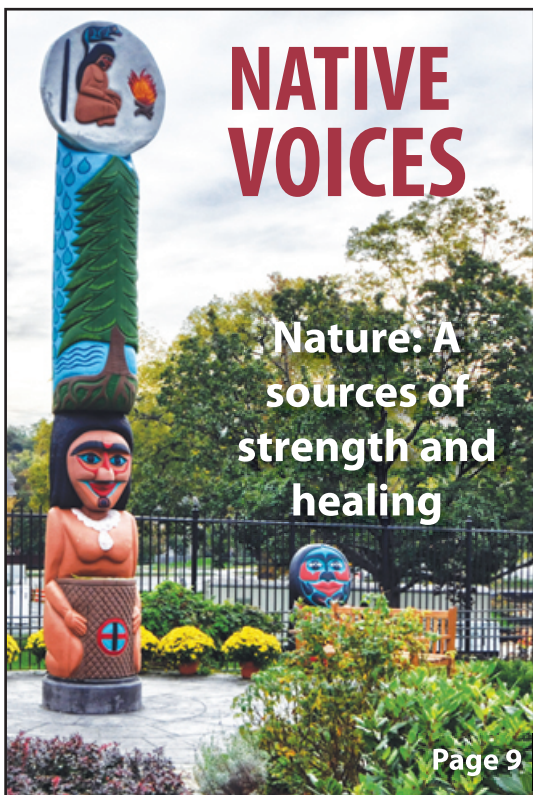
Tulalip Boys
& Girls Club



NATIVE VOICES

Nature: A
sources of
strength and
healing

Page 9



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It's PUMPKIN SEASON!

Tulalip Early Learning Academy transformed the school grounds into a spooky pumpkin patch tailored for families with young children.

See photos page 11

Tulalip Tribes
6406 Marine Drive
Tulalip, WA 98271



TULALIP TV
www.tulalip.tv

Tulalip Tribes Vision

We gathered at Tulalip are one people. We govern ourselves. We will arrive at a time when each and every person has become most capable. Together we create a healthy and culturally vibrant community

Tulalip Tribes Mission

We make available training, teaching and advice, both spiritual and practical.

Tulalip Tribes Values

1. We respect the community of our elders past and present, and pay attention to their good words.
2. We uphold and follow the teachings that come from our ancestors.
3. It is valued work to uphold and serve our people.
4. We work hard and always do our best.
5. We show respect to every individual.
6. We strengthen our people so that they may walk a good walk.
7. We do not gossip, we speak the truth.

Tulalip Tribes 1-800-869-8287

The Tulalip Tribes are successors in interest to the Snohomish, Snoqualmie and Skykomish Tribe and other tribes and bands signatory to the Treaty of Point Elliot, January 22, 1855

dx'liilap syəcəb, the weekly newspaper of the Tulalip Tribes

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In memoriam: Frank F. Madison, 1923-2002
Sherrill Guydelkon, 1945-2008

TULALIP TV Week of - Monday 11/9/15 thru Sunday 11/15/15		
Time	Show	Duration
12:00 AM	Tulalip Matters Tulalip Matters is your destination for information about what is happening on and around the Tulalip Reservation.	0:30
12:30 AM	To Brooklyn and Back For over 50 years, the Kahnawake Mohawks occupied a 10-square-block hub in a section of Brooklyn, which became known as Little Caughnawaga.	1:00
1:30 AM	How to Bead - Two Needle See how to bead curved lines and floral shaps using two needle applique stitch. How to bead on cloth or leather, for belt buckle, barrette or jacket.	0:30
2:00 AM	Suicide - not First Nation's Way Suicide has become a real threat to some of our young people, families and the very substance of our communities. What can we do?	0:30
2:30 AM	Native Report - 908 On this edition of Native Report we attend the Oklahoma premier of "Sliver of a Full Moon," a play about the Violence Against Women Act.	0:30
3:00 AM	Creative Native - 408 (Dolls) 'Collectible Dolls' features an interview with well-known Katchina doll-maker Gerry Quotskuyva, who explains the sacred meanings of these wooden dolls.	0:30
3:30 AM	NWIN 56 NorthWest Indian News - Celebrate Elwha, Ti-chee Native American AIDS Prevention, Project Earth Day in Colville, Burke Museum Traditional Foods Program	0:30
4:00 AM	To Brooklyn and Back For over 50 years, the Kahnawake Mohawks occupied a 10-square-block hub in a section of Brooklyn, which became known as Little Caughnawaga.	1:00
5:00 AM	Suicide - not First Nation's Way Suicide has become a real threat to some of our young people, families and the very substance of our communities. What can we do?	0:30
5:30 AM	Native Report - 908 On this edition of Native Report we attend the Oklahoma premier of "Sliver of a Full Moon," a play about the Violence Against Women Act.	0:30
6:00 AM	Watchers of the North - Ep 4 'Arctic Presence Patrol' - Snowmobile breakdowns and a Ranger falling sick on the land threaten a seemingly routine patrol.	0:30
6:30 AM	How to Bead - Two Needle See how to bead curved lines and floral shaps using two needle applique stitch. How to bead on cloth or leather, for belt buckle, barrette or jacket.	0:30
7:00 AM	Native Report - 908 On this edition of Native Report we attend the Oklahoma premier of "Sliver of a Full Moon," a play about the Violence Against Women Act.	0:30
7:30 AM	Creative Native - 408 (Dolls) 'Collectible Dolls' features an interview with well-known Katchina doll-maker Gerry Quotskuyva, who explains the sacred meanings of these wooden dolls	0:30
8:00 AM	Tulalip Matters Tulalip Matters is your destination for information about what is happening on and around the Tulalip Reservation.	0:30
8:30 AM	Wapos Bay - Ep 33 "Too Deadly" - Raven has a crush on one of Talon's friends and has to overcome T-Bear, Talon and Devon from ruining it.	0:30
9:00 AM	Bizou - Ep 6 - The Coyote Come sing and dance with Bizou as she takes you on a picturesque journey into the wonderful world of Coyotes, North America's sleek little traveler.	0:30
9:30 AM	Heritage Volleyball Heritage Lady Hawks Volleyball home game or District Playoffs. Schedules are subject to change. Watch on Tulalip TV Ch. 99 or www.TulalipTV.com	1:30
11:00 AM	To Brooklyn and Back For over 50 years, the Kahnawake Mohawks occupied a 10-square-block hub in a section of Brooklyn, which became known as Little Caughnawaga.	1:00
12:00 PM	Tulalip Matters Tulalip Matters is your destination for information about what is happening on and around the Tulalip Reservation.	0:30
12:30 PM	NWIN 56 NorthWest Indian News - Celebrate Elwha, Ti-chee Native American AIDS Prevention, Project Earth Day in Colville, Burke Museum Traditional Foods Program	0:30
1:00 PM	Heritage Football Tulalip Heritage Hawks Boys Football Team home game or District Playoffs. Schedules subject to change. Watch on Tulalip TV Ch. 99 or www.TulalipTV.com	2:00
3:00 PM	Watchers of the North - Ep 4 'Arctic Presence Patrol' - Snowmobile breakdowns and a Ranger falling sick on the land threaten a seemingly routine patrol.	0:30
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This Schedule is subject to change. To see an updated schedule, go to:
<http://www.tulalip.tv/tulalip-tv-schedule/>

The Tulalip TV Program schedule is always available at www.TVGuide.com enter zip code 98271, select Tulalip Broadband. You can find the weekly schedule at <http://www.tulalip.tv/tulalip-tv-schedule/>. Also, the TulalipTV Program Schedule is always available on Tulalip Broadband Channel 44 (TV Guide Channel)

Not getting your syəcəb ?

Contact Rosie Topaum at 360.716.4298 or email rtopaum@tulaliptribes-nsn.gov

X motions heard at Semi-Annual General Council

By Niki Cleary

Twice a year Tulalip citizens gather together to review the actions of the Tribe, give direction to elected officials and elect representatives from Tulalip citizenry. At the Semi-Annual meeting, held in October, citizens elect for committees and commissions. During the annual meeting Board of Directors are elected. Both meetings, however, serve as a forum for tribal citizens to give their elected officials a report card of sorts, letting them know how the populace feels about the progress made by the tribe, and setting new priorities.

The meetings are run by Robert's Rules of Order and are open to Tulalip voters. All Tulalip citizens over the age of 18 are considered eligible voters. Not only are voters able to cast their opinion in elections, they also bring forward and vote on motions during the meeting. X number of motions were heard during the 2015 Semi-Annual General Council. After the meeting, Tulalip News sat down with the chairman and chatted about the motions, and what they mean for the tribe.

The motions as listed are an approximation and may not reflect the exact wording as they will appear in the General Council directives. Motions are not acted upon until ratified by the Board of Directors.

Motion 1 – Tabled until Annual General Council

The first motion was made by Pat Contraro.

Motion that within calendar year 2016, the Board of Directors contract with an external independent auditor to perform a forensic audit. The forensic auditors selected must have a current certificate in a financial forensics credential program from the American institute of CPAs (AICPA). The said forensic audit objective is to detect and

identify any fraud, waste, misuse, embezzlement (theft), abuse and or any internal control weaknesses not identified in the financial statement audit for the calendar years 2013, 2014 and 2015 for the following: All Tulalip tribes government operations (tribal hard dollars focusing on discretionary funds and ensure there are no co-mingling and or laundering of funds). All Tulalip tribes enterprises, including Bingo and the two gaming enterprises and the Tulalip tribes, and Quil Ceda Village.


A motion was made by Charlotte Smith to table the motion until the regular March General Council meeting, "Until we have a better handle on the cost and parameters." The motion to table passed with 269 votes for and 111 votes against.

Chairman Mel Sheldon spoke about the motion, "We have a lot of mechanisms and financial controls in place, however it seems like the motion maker would like higher scrutiny or review to know that the books are correct."

He described the motion as a symptom of a generalized lack of confidence and trust, something he hopes to resolve with increased transparency.

"So many people think we're hiding money. I've never seen this hidden money. I think that trust really begins with meeting with our membership. I commend both Glen [Gobin] when he was Treasurer and Les [Parks] our current treasurer for the meetings they put together for our community. It sounds like our people would like more meetings and more opportunities to ask questions and learn answers.

"Les conducted three finance meetings in accordance with a previous General Council mandate to hold informational finance meetings. I think if we continue that effort and design more frequent programs and

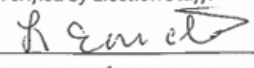

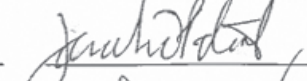

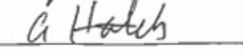






2015 COMMISSION ELECTION RESULTS

October 17, 2015

GAMING (3)* two three year terms, one 2 year term	
Cecilia Gobin	200
Susan L. Hatch	350
Lena Hammons	294
Deanna Lynn Muir 2 yr. term	279
FISH (3) three (3) three year terms	
Brian Green	149
George C. Jones	283
Harold Joseph III	248
Michael Pablo Sr.	303
Dale "Yogi" Sanchey	272
PLANNING (1) one three year term	
Michael Pablo Sr.	507
POLICE (1) one two year term	
Leon Enick	473
TERO (2) two three year terms	
Pat Contraro	234
Eliza Davis	305
Dale M. Jones	280
Michael Pablo Sr.	160

Verified by Election Staff:

find other ways to share finance and operational information, we'll be heading in the right direction. I don't expect to change opinions instantly. It will take time to restore credibility, it won't happen overnight."

Motion 2 – Amended then passed

The second motion was made by Adam Dufresne.

Motion to approve the Tulalip tribes to establish an independent Office of Ethics and Office of contracts and procurement for the QCV corporations at both gaming facilities and tribal government.

Dawn Simpson amended the motion, deleting the section regarding contracts and procurement. The amended motion was approved with 293 votes for and 54 votes against.

Mel again described the motion as an issue of trust, "This may be a general statement, but I think the community or motion is looking for more a more concrete set of ethics not only for the Board, but for our employees

and entities as well.

"For example, when the Board creates an opportunity for our membership and we have inside knowledge, it would not be fair for us to bid on these things. There's also a concern that some bidders may have inside knowledge of projects, giving them unfair advantage. I think getting these things clarified so people can believe it's a pure process is a good thing. Whether this is about perceptions or fact, we have to proactive about putting controls in place to make sure no one fraudulently can take advantage of the system."

Motion 3 - passed

The third motion was made by Bernard Duplesis.

Motion to approve a policy to establish a clear definition of imminent danger as used in (4.30.090 #1) of the Tulalip Tribes legal codes. It is to read as follows: Imminent Danger "is a certain peril, immediate, and impending danger. It is highly probably in a situation, as

Continued on next page

opposed to remote or contingent”

The motion passed with 251 votes for and 93 votes against.

Clarification, Mel explained, is always useful, “I encourage all of our people to read our codes and be educated. When there is ambiguity, bring it forward. Any time we make our policies and laws more understandable, it’s a win win.”

Motion 4 - passed

The fourth motion was made by Tammy Taylor.

Motion to appoint a five person beda?chelh committee to oversee the new beda?chelh policy (non-paid committee).

The motion passed with 312 votes for and 23 votes against.

Mel was unclear whether an unpaid committee was allowable, “I applaud the motion. We, the Board, know that having more citizen participation always leads to good results and better understanding of the policies that we all struggle to work through.

“Maybe this is where I butt heads with other Board of Directors, I believe we are obligated to send motions for legal review to ensure they don’t violate civil rights or contradict other ordinances. So, I’ll be going back to our ordinances to see if there is something that says they must be paid. I appreciate the spirit of volunteerism, however we may be bound to make sure this commission receive pay equal to other commissions.”

Motion 5 - Passed

The fifth motion was made by Michelle Gettsey.

Motion to lift the moratorium on the enrollment adoption, to allow for the enrollment of the biological children of the enrolled Tulalip tribal members that cannot show proof of residency but can fulfill the other requirements for enrollment as stated in the constitution of the Tulalip Tribes.

The motion passed with 273 votes for and 138 votes against.

“We’re certainly going to review it from all angles,” said Mel. “If it’s doable then we’ll do it and if it’s not we’ll report back to our membership where the glitch is. This is a huge motion, understanding that some families who have members who are not enrolled unlike the rest

of their family.”

Another concern, Mel explained, is whether this opens enrollment to other tribes.

“Now as we further explore the motion, we want to understand does this allow Snohomish, Snoqualmie and the other tribes, to whom we are the successors in interest, to enroll. Are we going to see enrolled from other tribes and bands, recognized and unrecognized try to suddenly enroll as Tulalip?”

“We really have to dive into this,” he continued. “I’ve directed legal staff to review the motion and the board will be sitting down with our Enrollment staff as well.”

Mel believed the last time an adoption ordinance was used was in the 1990s.

“If I remember correctly, I was there when we enrolled 150 people through adoption. At that time, there were some families in which only half the family was enrolled. I’m certainly interested in seeing the information that our Enrollment staff bring forward regarding the last adoption ordinance and potential new enrollments we could see due to adoption.”

Motion 6 - Passed

The sixth motion was made by Justice Whitley.

Motion to permanently exclude all registered sex offenders who have been convicted of sex crime against a minor. We the General Council make this motion to permanently exclude non-native, other-native and Tulalip tribal member from the boundaries of the Tulalip Indian reservation if they are registered as a sex offender of any tier for any sex crimes committed against a minor who was under the age of 18. This motion requires an amendment to the tribal exclusion code chapter 2.40 and section 2.40.170 to add the following language to mandate that these sex offenders will be ineligible for an exclusion deferral : d) registered sex offenders excluded for any sex crimes committed against a minor under the age of 18. This motion shall take affect this day October 17th, 2015 for the applicable parties to whom this may apply to they will have two months from the date of this motion to remove themselves from the boundaries of the Tulalip Indian

reservation.

The motion passed with 277 votes for and 157 votes against.

Mel called the motion a sign of changing times, “This is a strong message from our community that we want to protect victims, not predators. I think I understand that anger and frustration when a victims or a victim’s family feels their voice isn’t heard or that they were not supported. It’s a tough situation.

“Remember too, that when we passed the exclusion ordinance, we provided a second chance deferral program, this takes that away. Tulalip has always looked at a restorative justice model wherein once a person has done their restitution, they were able to re-integrate into their community. This is a different look at certain types of crimes. We want to honor the motion, however we need to ensure that it does not violate civil rights.”

Motion 7 – Amended then passed

The seventh motion was brought forward by Ray Sheldon, Sr. *Motion to amend my original motion made at March 15th, 2015 General Council for attorney representation, attorney fees and putting employment cases back into the Tulalip tribal court to be retroactively effective back to March 15, 2015. For any tribal member who was fired demoted or given corrective action that resulted in the lost of pay between march 14 and October 1st will now have the opportunity to have their employment case retried before a tribal judge in the Tulalip tribal court. This motion is effective as of October 17 and each tribal person who wishes to have their employment cases retried shall be given the opportunity before the end of the year of 2015.*

The motion was amended twice, once to change the effective date to Nov. 1, 2014, and again to include any employee whose case was dismissed as a result of the transition to the new tribal handbook. The amended main motion passed with 257 votes for and 96 votes against.

Mel called the motion straightforward and declined to comment.

Motion 8 - Passed

The eighth motion was

brought forward by Tony Sheldon.

Motion for a vote of no confidence in L. Vanderford Anderson.

The motion passed with 289 votes for and 148 votes against.

Mel explained what a vote of no confidence means, “The prior motion was about providing due process to employees. It’s important that all employees are provided with due process. A vote of no confidence is the opinion of the General Council on that day. Because it is a generally brought forward due to a concern from our citizens, I expect us, the Board, to evaluate and delve into it further.

“At the end of the day decisions about whether to discipline an employee, or dismiss them is a personnel issue and we don’t conduct personnel actions from the General Council floor. The board is responsible for the performance of employees that report directly to us, and we take all community perceptions into account when measuring an employee’s effectiveness. Ultimately, we look at the work we hire the employee to do and if they’re doing their job, and doing it well, we keep them on as an employee, if they are not, we address it.”

Motion 9 – Passed

The ninth motion was brought forward by Daniel Powers.

Motion to approve funding for Tulalip Bay Marina and Tulalip Tribes Housing.

The motion passed with 302 votes for and 85 votes against.

Mel described the motion as positive reinforcement for the direction the tribe is moving.

“We currently have plans for marina renovations underway. The motion just tells us this is important to our community. We need to be sure to get more information out there about the our plans and timeline. We definitely want to support our fishermen by giving them a safer and more functional marina where they can continue our way of life.

Motion 10 – Amended then passed

The tenth motion was made by Charlotte Jones-Smith.

Motion is to approve a 5k bonus after taxes to all Tulalip tribal members to be distributed Saturday November 7th.

After some discussion the motion was amended first to change the amount to \$3,150 after taxes, that amendment failed, then to change the amount to \$3,250 after taxes, that amendment passed, then the main motion passed with 387 votes for and 86 votes against.

“I know that the Christmas bonus helps our families out,” said Mel. “It provides Christmas presents, vacations, and helps pay off bills. I’m hoping down the road that we can start putting money away for economic diversification, a seed money account so that when we have business opportunities we’ll be able to act on them.

“Along with that, we want to do a study on what’s the best way to continue to do business. Do we leave it the way it is, with a business committee and services committee overseeing our operations, or do we do an analysis and see if, in fact, having a set aside business commission to oversee our businesses and develop business opportunities is a better way to go.

“We’ve got to change something, because I see our income and expenses colliding. An analysis is a great place to start to see where we can make improvements, streamline processes and make sure that we have the best people in place making decisions about how to increase revenue. The Christmas bonus, isn’t guaranteed. That’s not a prediction or a threat, that’s just reality. Unless we can bring in additional revenue, we’ll need to make some hard decisions in the near future.”

Motion 11 – Amended then passed

The eleventh motion was made by Deshawn Joseph. *Motion to approve to pay any and all private school funding k-12 in effect*

by January 1, 2016

The motion was amended to add special needs students and students who are on individual education plans, then the main motion passed with 201 votes for and 55 votes against.

Mel’s enthusiasm was obvious when he spoke about this motion, “I’ve always told the Board that if I’m going to overfund a program, education is one area I don’t mind adding onto. When I think about our Early Learning Academy, we’re getting those kids up and running and giving them the best educational start possible, so when they get to first grade they do well.

“For those parents who take their kids to private school, that time spent driving with their kids, that’s quality time. We know kids will succeed when their parents are involved in their education.”

Motion 12 - Passed

The twelfth motion was brought forward by Dennis Boone.

Motion: Every tribal member may film any tribal police officer in the performance of their duty. Any officer trying to block, hinder or intimidate said tribal member is subject to immediate dismissal

The motion passed with 193 votes for and 17 votes against.

Mel applauded the intent of the motion but again referenced due process.

“I believe the ability to video record an event happening in a public place is already a right. However, dismissing an employee without all of the facts is a violation of their employment rights. Again we have to do our analysis and make sure it doesn’t cross a line, if it does, then we cannot approve it.

“I want to let our people

know that our police department is instituting chest cameras. These kits aren’t cheap, and because of budget limitations it hasn’t happened all at once, but soon our police department will have a full complement of chest cameras to document their work.”

Motion 13 - Failed

The thirteenth motion was brought forward by Laverne Jones.

Motion to take away the credit cards, severance pay, 401k contributions, they are a council, not employees

The motion failed with 46 votes for and 106 votes against.

“Throughout all my years of being on the board, there’s always been accusations of the board mismanaging credit cards that the myth persists,” explained Mel. “Based on this vote hopefully we dispelled that myth. If not I hope to explain it further to our membership so there’s a good understanding of what the board gets and doesn’t get, and the internal controls that prevent fraud and abuse.

“I said at the meeting that I’d put it in the syəcəb, my base pay is \$153,000,” continued Mel. “As far as 401k, the Board does not receive \$10,000 a year and, I believe based on the last finance discussion we had, the Board isn’t going to be participating in the Tribes’ 401k program going forward. We have to have our own program.”

Motion 14 – No quorum

The fourteenth motion was made by Shirley “Dodie” Jones.

Motion: To repeal the current Tulalip Tribes Government and Quil Ceda Village handbook and reinstate the last version of the title 9.10 immediately.

The motion was amended to include the Tulalip Resort Casino,

and at that time the meeting was called due to lack of quorum.

“I don’t believe we’ll ever arrive at a handbook that meets the needs of every employee,” said Mel. “This handbook was put together by a committee of people from all Tribal Government, Quil Ceda Village and the Resort, I believe it took about a year of intense discussion. The Board went through it line by line and it’s not significantly different than the old HR policies. One area where this handbook is better, is it includes the ability for employees at any level to make suggestions for revision every year.

“Ray Sheldon’s motion to reinstate tribal court review, was one of the changes made to the handbook in 2015, and there is room for further refinement as we realize what works for our organization and what doesn’t. That said, knowing that no personnel handbook is going to be perfect, I’d like to delve into it more. Is there stuff we need to amend down the road?”

Overall, Mel considered the meeting a success.

“Before the meeting I thought how to get people access to motions and I think the way we did it worked well. We might have set a record for getting business done and getting the people’s voices heard. I also want to commend our community for their better understanding of Roberts Rules. We all tried to stay in the confines of Roberts Rules and that proved itself by how many motions we were able to hear. There’s will be a debate on when some of these motions take effect. Some have to be evaluated for violations of civil rights or contradictions with existing laws and policies, however the Board will convene as soon as possible to ratify the simpler motions.”

Bonnie Juneau looks back at the first months on the Board

By Niki Cleary

After the regular October Board Meeting the syəcəb sent a request to the –Tulalip Board of Directors to discuss the meeting. Bonnie Juneau responded with an interview, Theresa Sheldon was unavailable due to travel, no other Board of Directors responded.

Bonnie took the opportunity to share a glimpse of her first few months on the board,

a whirlwind of activity, learning on the job and staying true to her values.

It’s a 24/7 job

“I broke down my wage and shared it with our citizens on Facebook,” she said. “I don’t have a problem sharing what I make. When you break it down by hourly wage, including all the hours we work, if we worked a

Continued on next page



40 hour work week, we would make about \$73 per hour. At this rate of pay we are also taxed a minimum of 28 percent, which means you can take \$20 an hour out for taxes.

“I average between 60 and 70 hours a week and I rarely have a full day off,” she continued. “I’m answering phone calls or returning phone calls, there’s never a true day off for a board member. We work a lot of hours, is the pay worth it? It’s up to our people to decide that. Is your board member doing what you hired them to do? If they’re doing the full scope of the job, I believe, yes it’s worth the pay.”

“Unfortunately, I don’t think people have a good idea of what we do in a day, which is why I try to share that. The amount the tribe has grown in the last 10-15 years, is huge. There’s more to manage and there are the individuals, our individual citizens want their Board of Directors to take the time and listen.”

It’s been tough, Bonnie explained. There is a constant struggle between meeting a specific person’s needs and taking care of the tribe as a whole, particularly since the tribe is in the midst of social change.

“I’ve been looking at ways we can focus on the issues, on not the person. I dream of the day we can get there with domestic violence. I see us trying to tackle the symptoms of the problem, but not

looking at the root of the problem. How can we get to that place where we’re healthy people, where we can talk about things and acknowledge and confront and support each other?”

“I found this website called nomore.org. I think we can all say we’ve been violent towards another person. We may have been hurtful with our words, we may have even shoved someone, sibling, or our spouses maybe. Can we all say, today I’m going to take a pledge. I’m going to say no more, no more violence. I think violence is one of the roots of the addiction. There are few that go down that road because they are looking to have fun. Most are looking to fill something in their life, how do we get back to that place where we fill that gap? We want to get to a place where we deal with our traumas, our grief and loss.”

One of the ideas Bonnie revisited is that each person sees life from their own set of experiences.

“I want to provide an avenue for people to speak their truth, feel safe when they want to talk,” she said.

A passion for green industry

Bonnie described problem solving as her favorite part of the job. As part of the Business Committee, staying true to the tribal identity as stewards of the environment, while creating business, is another balancing act she’s tasked with.

“What is life going to look like with global warming?” she asked. “I think this year is a good year to see what the future is going to hold. We had the driest winter last year. In Washington people are being asked to conserve water. I can’t think of a time when I’ve been asked to conserve, we’ve always had snow in the mountains, it will impact oceans, our drinking water, it will impact a lot of things. Are there things we can do today to change or slow that process down?”

Green energy is one of the topics Bonnie is educating herself about.

“At ATNI we learned that Gila River Indian Community owns their own power company. There is potential for tribes to buy low cost power and resell it. Another thing I’m excited about is solar power. I just put solar panels on my own home and the return on investment for solar is amazing! Washington State is actually a great place for solar. I have a south facing, unshaded roof, my solar will pay itself off in five years.

“This building, Tribal Administration, would be amazing for solar. What panels would cost for the roof and how does that compare to the cost of PUD for a year? Can we get to where we pay no electrical bill for this building? It’s green, it helps our environment, and it is a way to reduce cost in the long run.”

Putting away for the future

Land purchases are always a good investment, explained Bonnie.

“There’s been a lot of questions about land. Why are we buying all this land and not building? It’s smart to buy it now while it’s lower cost. Take the Plant Farm as an example. Look where it’s sitting and the potential for future businesses. Property is a great place to invest our money for future growth especially if you can get it at lower cost.”

One of the challenges facing Tulalip right now is the need to both increase and diversify revenue in order to meet the growing need for services.

“We get asked why aren’t we looking at new businesses,” said Bonnie. “It all takes time. As a new Board of Director, the hardest thing for me is learning the balance. We’ve had a lot of grief since I’ve been on the board, we’ve had a lot of big and traumatic things happen in our community. Trying to find the balance of slowing down to show respect and be with families when they are in grief and still move forward, that challenges every board member. When there is a death in our community, we still have meetings. Do we cancel them? If we

have someone coming, or remodel or a project like moving the Law and Justice Center, those things get put on hold during tragedy.”

Bonnie said there are business opportunities in the works. Part of being ready for new businesses is making sure there’s a good financial plan in place.

“We should be setting aside funds for businesses. I really want to see a percentage plan. Say we’ve increased revenue by 5 or 10 percent then we take that percent and have a plan. This is percentage that we can give the people, this is what we have for land purchases and this is what we want for economic growth. I think the community needs to have buy in for that. We all want our businesses to be successful and we should all have a say in where we go in the future. But we have to be smart in what we put away, our elders did that, our ancestors did that and that’s why we have what we have today. If we don’t continue to do that, we won’t be successful in the future. I think that’s the lesson we can take away.” In closing, Bonnie said she’s grateful to have the opportunity to serve her people.

“I budget 10 percent of my income to helping. I never give money, but I’ve given gift baskets to people I see doing good work, I buy from fundraisers and when the power went out my daughter and I checked on some of our elder and brought sandwiches to those who couldn’t cook.

“I want to support our people operating tribal businesses as well as people doing good in the community. How do we promote more of that? We have a lot of kids doing amazing things and I think we don’t do enough bragging about what we do well. Yeah we have a lot of things we could fix, and we could do better in a lot of areas. But we have people doing amazing things in a lot of places. I don’t want to forget to celebrate that.”

It's time to end the 'shh, don't tell' mentality



Robin Poor Bear, Oglala, and her two children Anthony and Darian appeared in the PBS series, "Kind Hearted Woman." Photo/PBS

Robin Poor Bear visits Tulalip, speaks out against abuse

By Kim Kalliber

An estimated one in three Native American women are assaulted or raped in their lifetimes, and three out of five experience domestic violence. Robin Poor Bear, an Oglala Sioux and member of North Dakota's Spirit Lake tribe, is one of these women.

After facing years of abuse, which began at the age of three when she was molested by her father, and continued through a foster father and two uncles before an abusive husband, Poor Bear continues to fight to improve her life and the lives of others.

Poor Bear turned to alcohol as a way to cope with the psychological issues stemming from abuse. Following her divorce, and the conviction of her ex-husband for molesting their daughter, her two children were taken away from her.

"Kind Hearted Woman," A PBS documentary created by acclaimed filmmaker David Sutherland, tells the powerful story of Poor Bears struggle to sustain herself, overcome addiction, and gain custody of her children against daunting odds. And throughout it all, she remains kind hearted and devoted to helping others.

Since the making of the documentary, Poor Bear has been traveling to various reservations and communities, serving as a role model

and a symbol of strength to other women.

"A lot of people tell me that I'm so brave and so courageous, and I don't feel like that," said Poor Bear on her recent visit to Tulalip. "I think that the Creator gives you strength to carry through whatever it is you have to go through. When I told my story, it was Him, I was just going through the motions."

Poor Bear spent two days, October 19 and 20, on the Tulalip Reservation, speaking with community members about overcoming the fear to speak out about abuse, recovering from tragedy, and urging others to reach out for help.

"I'm so grateful for all of it. There were tons of people that attended these two days of workshops. What an honor. What a beautiful, beautiful place that is here. The people are so amazing. What can we do, is the response I got from the people. I want to give each and every one of them a big thank you, because we need more of that."

Speaking on VAWA and tribal courts, she impressed, "Law enforcement attended. There were law enforcement in this. That speaks volumes in how far this reservation is. Even though people don't feel like you're that far, you are. You're dealing with historical trauma, generational trauma and genocide. That was instilled upon us, in our bloodline. We are just now getting into this process that has been long coming, like VAWA and all the work of the amazing women who changed

legislation. They're the ones who have helped me tell my story."

"It's time to end the 'shh, don't tell' mentality," Poor Bear said, acknowledging that many cases of abuse fail to get reported because of close-knit communities and family members. "It's time to say, you know what, I want to hear what you have to say. I want to hear your voice."

Poor Bear strongly encourages everyone to reach out, to speak up. A good place to start is by contacting an advocate. "It was an advocate that helped me and introduced me to Davis Sutherland. It was an advocate that helped me through the toughest times in my life, when my own family wouldn't.

"One thing I did, was with a relative that stayed with me, who

was in this situation. I invited her and her boyfriend to come and stay with me and I left my pamphlets all over the house, in the bathroom, in her laundry. Finally she said, is this me? And I said, I don't know only you can answer that. Is it you? And that's where she started."

"We have a wealth of resources. Call an advocate, call and reach out to the mental health workers. National hotlines are also available. There is just so much information and so many places to go and to know that you are not alone. I want to tell them all, you are not alone."

You can find information about the "Kind Hearted Woman" documentary at PBS.org

Warrior of mine

Do warriors still exist today...
 Yes they do when they Kneel and Pray...
 Understanding ALL is not lost...
 Walking the "Red Road" not what they were taught...
 They lived a life of drugs, booze VIOLENCE, and lust...
 Now they are learning in the "Creator to trust"...
 They don't...always believe in "OUR WAYS"...
 After all We were "SAVAGES" raped of our PRAISE...
 Some Fight Harder, Louder, some still do wrong...
 Most are living...walking...looking strong...
 Those are our "**lost warriors**" who still suffer today...
 And its for those whom I ask to KNEEL and PRAY...
 It was NEVER their FAULT just something "THEY" taught...
 HOPING TO "KILL EVERY INDIAN THEY CAUGHT"...
 We will carry OUR TRADITIONS through time...
 I am grateful to know the WARRIOR and a Friend of MINE...

Written by Robin Poor Bear

Resources

If you or someone you know is feeling threatened or experiencing abuse, contact service providers at one of these national hotlines for confidential support. Advocates can refer you to local resources in your state or territory.

National Domestic Violence Hotline: 1-800-799-7233 Advocates are available for victims and anyone calling on their behalf to provide crisis intervention, safety planning, information.

National Sexual Assault Hotline: 1-800-656-4673 Provides victims of sexual violence with free, confidential services around the clock.

Childhelp National Child Abuse Hotline: 1-800-4-A-CHILD (1-800-422-4453) Staffed 24 hours a day, seven days a week with professional crisis counselors.

National Teen Dating Abuse Helpline: 1-866-331-9474 or 1-800-331-8453 (TTY) or text "loveis" to 77054 Designed for young people involved in dating abuse relationships as well as concerned friends, parents, teachers, clergy, law enforcement, and service providers. 24/7

A full resource list and hotlines for survivors of domestic and/or sexual abuse can be found at PBS.org

Hibulb Cultural Center presents Matika Wilbur's Natural Wanderment



Article and photo by Micheal Rios

During the evening of Friday, October 23, the Hibulb Cultural Center and Natural History Preserve held a small, intimate gathering to unveil its latest exhibit, *Natural Wanderment: Stewardship. Sovereignty. Sacredness*. An exhibition of Native American portraits and stories that honors and seeks to protect ancestral ways of life and lands in North America.

Matika Wilbur, of the Tulalip and Swinomish tribes, presented an extraordinary exhibition of Project 562 portraits of Native Americans devoted to the protection of the sacred and the natural. Project 562 aims to build cultural bridges, abandon stereotypes and renew and inspire our national legacy by documenting people from 562+ Tribal Nations in the United States.

"Project 562 is my offering to you. It is for the people. For each of us. It is with deep respect that I welcome you to my newest collection: *Natural Wanderment: Stewardship, Sovereignty, Sacredness*," said Matika in a welcome pamphlet to all those who attended the opening night's unveil. "This collection of images is meant to help us understand our relationship with the mother earth."

Matika, one of the Pacific Northwest's

leading photographers, has exhibited extensively in regional, national, and international venues such as the Seattle Art Museum, the Burke Museum of Natural History and Culture, The Tacoma Art Museum, the Royal British Columbia Museum of Fine Arts, and the Nantes Museum of Fine Arts in France. Her photographs have been acquired for the permanent collections of the Tacoma Art Museum and the Seattle Art Museum.

"Most of the portraits are accompanied with excerpts from our interviews recorded on the road," stated Matika. "The responses of the featured people provide a special opportunity to bring you closer what we have experienced and come to understand from so many Native Americans in their own lands. These speakers' words allow imagination of identities and realities, history and places that are otherwise difficult if not impossible to experience. It is so important to us that people be able to tell their own stories from their own places."

Matika studied photography at the Rocky Mountain School of Photography in Montana and received a bachelor's degree from Brooks Institute of Photography in California. Her work led her to becoming a certified teacher at Tulalip Heritage High School, providing inspiration for the youth

of her own indigenous community. She is unique as an artist and social documentarian in Indian Country. The insight, depth, and passion with which she explores the contemporary Native identity and experience are communicated through the impeccable artistry of each of her heartwarming photographs.

"This is just the beginning," Matika concluded. "There are many miles of the journey left to travel, and many, many more stories to share. I offer deepest thanks to my family, the Tulalip Tribes' Hibulb Cultural Center, the Project 562 Team...and other supporters for believing in and helping us continue our work. I am so grateful that you are here; my hands are raised to you!"

Project 562, with intense and widespread attention, will when completed produce a fine arts book series, curricula, documentary, project-derived fashion, and other cutting edge Native American aesthetic material distinct in creativity and quality, origin and insight. To learn more please visit project562.com.

The exhibit unveiling included a gathering at Hibulb's longhouse, opening prayer by Tulalip Board of Director Marie Zackuse, welcoming songs by the Tulalip Canoe Family, and song and dance by Tlingit dance group, the Náakw Dancers,

Following the exhibit preview, Matika took to Facebook to express her overwhelming gratitude for all those who made her evening a special one.

"A great big thank you to the Tulalip Hibulb Cultural Center for hosting a beautiful opening for Project 562 last night! My heart is so full of love and gratitude... A million thanks to our Tulalip leaders, community members, singers and dancers that blessed us with your beautiful words and songs, I could hear your drum beat in my dreams last night! Thank you to my incredible family and friends for your unwavering support and uplifting encouragement-- it was so good to see so many relatives! I'm overwhelmed with gratitude this morning- thank you for believing in this great big idea to 'change the way we see Native America'. It took so many people to bring it all together, thank you for being a part of it. You make it possible."

The 42-piece photographic exhibit, *Natural Wanderment: Stewardship. Sovereignty. Sacredness*, will be on display through June 11, 2016 at the Hibulb Cultural Center and Natural History Preserve.

NATIVE VOICES

Native Peoples' Concepts of Health and Illness

By Micheal Rios

There was a new and very exciting exhibition recently on display at the University of Washington, from October 6 – 27. Brought to the public by the National Library of Medicine

and the National Institutes of Health, the exhibition was titled Native Voices: Native Peoples' Concepts of Health and Illness.

Due to the limited exhibition time and distance to the UW campus, we here at the syəcəb have decided to bring the exhibition to you by way of a series. Over the next several issues we will explore the interconnectedness of wellness, illness, and cultural life for Native Americans, Alaska

Natives, and Native Hawaiians.

Readers will discover how Native concepts of health and illness are closely tied to the concepts of community, spirit, and the land.

As we well know, Native concepts of health and illness have sustained diverse peoples since our ancestral times. This traveling exhibition that was displayed at the UW was used as a learning tool for up and coming medical school

students as a way to showcase how revival and pride in Native ideas among a new generation of medical practitioners can help sustain them in the twenty-first century.

Last week, we provided our readers with the in-depth introduction for Native Voices; this week, we will explore the connectedness of Native peoples and Nature.

Continued on next page



National Library of Medicine's healing totem was created to promote good health, in keeping with the mission of the doctors and scientists who work there to advance our knowledge of health and medicine. *Photo courtesy of the National Library of Medicine.*

Nature: A sources of strength and healing

A deep respect for and connection with nature is common among all Native peoples. Unlike modern society, which erects barriers between itself and the natural world, Native cultures derive strength and healing from the land and water. Individual wellness cannot be achieved when the connection to nature is missing or contaminated.

“The environment shapes the culture of the people,” explains Roger Fernandez of the Lower Elwha Band of the Klallam Indians. “Anywhere in the world, the environment they live in shapes that culture. You have the mountain people, and the lake people, and ocean people, and island people. That environment shapes the culture, and then the stories explain the people and their relationship with that environment, and the art becomes to me a visual manifestation of that whole process that the art incorporates the environment, it incorporates the culture, and it incorporates the stories, the understandings, and the meanings of the people.”

Healing plants

Native American, Alaska Native and Native Hawaiian healers all have a long history of using indigenous plants for a wide variety of medicinal purposes. Medicinal

plants and their applications are as diverse as the tribes who use them. Beyond the medicinal benefits, indigenous plants were a staple of Native peoples’ diet before European contact. Today, indigenous plants are central to efforts to improve dietary health for current generations.

In Hawaii, the “Waianae Diet” and “Pre-Captain Cook Diet” aim to reduce empty calories, fat, and additives and promote a healthier, more balanced diet by restoring the role of indigenous foods. Various Native tribes have similar projects emphasizing traditional foods. In this very real sense, food is medicine.

Dandelion is a generous source of Vitamins A, B, C and D and various minerals. It is also used for liver issues like hepatitis and jaundice and is a natural diuretic. All of the plant parts can be used: the root as medicine, food, or coffee substitute; the leaves as a poultice or salad; and the flowers as food or medicine.

Willow leaves are used in a poultice or bath for skin infections or irritations and the leaves can be chewed and placed on insect bites for pain relief. Willow ash can be sprinkled on severe burns or to prevent infections in cuts. Willow is used in some forms of over-the-counter aspirin. Willow aspirin compounds are organic and less volatile than their chemically made counterparts.

Aloe is used for healing

burns, as a tea to detoxify the body, and as a skin moisturizer.

A totem for healing

The National Library of Medicine’s healing totem was created to promote good health, in keeping with the mission of the doctors and scientists who work there to advance our knowledge of health and medicine. Following a blessing at the historic Lummi village site of Semiahmoo, the finished totem was transported across the United States, with tribal blessings at several sites along the way. The healing totem was erected as part of a traditional Lummi blessing ceremony in from the National Library of Medicine in October 2011.

“The figures in this totem are based on stories of the Lummi Nation and the Algonquin Nation,” explains Master Carver Jewell James, a member of the House of Tears Carvers of the Lummi Nation. “At the totem base is depicted a woman with a gathering basket, symbolizing the role of women in collecting traditional herbs and medicinal plants. Above her rises the Tree of Life, with its branches reaching for the sky and its roots deep in the Earth, symbolizing how all life on Earth is related. The Tree represents the forest from which medicines are gathered. Capping the pole is Medicine Woman in the Moon, looking to the Great Spirit to reveal new knowledge.”



Aloe, dandelion and willow.
Photos courtesy of the National Library of Medicine.

New Beginnings Community Support for Pregnancy, Birth, Postpartum, & Beyond

- Pregnant women
- Dads and families
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- New moms (even if it's not your first!)
- Childcare provided (Must RSVP to receive childcare)
- Community members interested in pregnancy, birth, & postpartum support



Join us at the **Betty J Taylor Early Learning Academy**
on **Wednesday, November 4th at 5pm**

for **dinner** and a **thoughtful discussion** about how we can
support our pregnant women in bringing up
healthy children.

- Dinner provided by the Betty J Taylor Early Learning Academy.
- Breastfed babies in arms not required to register for childcare

RSVP for childcare before **Monday, November 2nd at 4:30pm:**

- Michelle Cooper (Early Head Start)
mcooper@tulaliptribes-nsn.gov or 716-4260 OR
- Erika Queen (Tulalip Health Clinic WIC)

TELA tranforms into a pumpkin patch

Photos by Niki Cleary

In anticipation of Halloween, the staff of the Tulalip Early Learning Academy transformed the school grounds into a spooky pumpkin patch tailored for families with young children. On October 21, the preschoolers were able to enjoy the silly fun of Halloween without the scare factors that entice older youth. At the family friendly event, students of the TELA had a chance to pick the perfect pumpkin then either decorate or carve it. Guided by their very own glow stick, some preschoolers navigated the “mummy maze,” a system of spiderweb festooned tunnels constructed out of cardboard, while others got out their wiggles in the bouncy houses, tried their hand at homespun carnival games.



Tulalip Lady Hawks split final two home games

Article and photos by Micheal Rios

On Thursday, October 22, the Tulalip Heritage Lady Hawks (4-7) volleyball team hosted the winless Lummi Nation Blackhawks (0-11) at Francy J. Sheldon court.

Even though the Blackhawks were last in the division and hadn't won a match all season, they managed to keep the scores close in every game vs. the home team. In the 1st game, the Lady Hawks were nursing

a 1point lead, 22-21, before scoring 3 unanswered points to win the game 25-21. In the 2nd game, the Lady Hawks were able to keep the momentum going and lead wire-to-wire for a 25-18 win. In the 3rd game, the home team took a 21-16 before Lummi fought back to make it a 22-20 game and put some pressure on the Lady Hawks. Just like in the 1st game, the Lady Hawks were able to finish strong and won 25-21 to claim a 3-0 match victory.



On Monday, October 26, the Tulalip Heritage Hawks (5-7) held their final home game of the regular season, as they hosted the undefeated Providence Classical Christian Highlanders (12-0).

This night was also heralded at 'Senior Night' for the five Lady Hawk senior players: #2 Samantha Marteney, #6 Kaenisha Herrera, #8 Mikaylee Pablo, #9 Desirae Williams, and #11 Adiya Jones.

Providence Classical Christian hadn't lost a match all

season and were determined to stay primed for the upcoming 1B District playoffs. As the Highlanders went on to win the 1st game 25-10, the 2nd game 25-11, and 3rd game 25-13, the Lady Hawks remained upbeat and stayed positive during their defeat.

The Lady Hawks, now (5-8) on the season, play their final regular season match at Skykomish before finding out what their status and seed will be for the 1B District tournament.



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Elbow grease: the cost effective, green cleaner

By Niki Cleary

It's easy to fall prey to the advertising. A sparkling home, the scent of a sea breeze drifting across the living room, not to mention the image of your bizarrely clean children and dogs frolicking as you take cookies from your spotless oven. The fact is, it's a myth. The images are clever marketing. A play on our childhood memories and a lifetime of conditioning about how to properly complete domestic chores that hooks us into buying toxic cleaners that not only wreak havoc on our health, they actually make our house dirtier!

Denise Frakes has owned and operated cleaning companies for 24 years, she explained, "There's a reason most of our fragrances are 'seabreeze, mountain mist,' all these things feed our [idea] of hearth and home, except they don't. Our sense of smell is in the mid-part of the brain where our memories and emotions are. A lot of times it's hard to let go of products we're emotionally connected to."

It helps if you first consider that most cleaning products designed for your home are pesticides.

"Anything that kills a living organism, is a pesticide," Denise pointed out. "Be careful, we are living organisms. Have you ever cleaned your house and had this scratchy throat, a headache, or you just feel tired?"

It's not just because you don't like cleaning.

She went on, "Instead of feeling vitalized because we've done something physical, we don't feel well. What happened? We're mixing products all the time. Say I'm in the shower and use a product called 'Kaboom'. I spray it, breathe it in, it gets on my skin. Then maybe I use my window cleaner with ammonia, and some of it also lands on me, the glass, and some on the acrylic floor. Now I'm in this tiny area, with

poor ventilation and I've created a toxic gas."

In addition to the concern of mixing chemicals, Denise said that one of the goals of cleaning is to leave no residue. Denise and her husband, the owner/operators of Blue Sky Services, employ a system that focuses on prevention then escalates to the use of what she calls 'restorative' cleaning products, things like bleach.

"Cleaning is not about adding on, it's about removing. We start with residue free, or green cleaning, because when you're done cleaning the only thing left should be the [surface]."

But cleaning products make life so much easier, right? I've seen the commercials, spray that stuff and little bubble cartoons come out of nowhere and leave behind sparkles and freshness. Turns out that's not exactly accurate, most cleaning products leave behind a residue that attracts dirt if it's not removed.

"The job of cleaners is to attract soil, so they leave behind a residue which makes things re-soil faster," Denise explained.

Prevention is always better than cleaning, she pointed out. She pronounced that a good entry rug is the first line of defense. Taking off shoes as you enter the house is another strategy to keep dirt out.

"The premise of my cleaning is always, is there a way we can prevent a soil? If you have a commercial entrance rug and take off your shoes, you'll minimize 76% of all soils that come in the door."

When you do have to clean, the best ingredient is elbow grease, and plenty of it.

"We are masters of breaking surface tension in our cleaning company, because that's where the cleaning happens," Denise illustrated by wetting a cloth and scrubbing briskly.



Denise Frakes of Blue Sky Services, offers tips on dumping toxic cleaners and using a little elbow grease for a healthy, clean home.

"I use a two-towel method, microfiber cloths are great technology," she added. "A good microfiber will gather 99% of the germs. They grab a hold of the soil, we don't need to kill germs, just remove them. I clean with a microfiber, then buff dry with a terry cloth or other non-lint towel."

Dish soap is one of the products Denise is fond of using. Because it's excellent at breaking surface tension, is safe and a little can go a very long way.

"I use it in showers, counters and floors," she said. "Because it's high bubbling, you can use a really diluted product. It's a great cleanser to use, then rinse and dry and it's not in the air."

In line with her mildest means cleaning philosophy, Denise encourages the use of vacuums, especially those that use HEPA filters. HEPA filters remove very fine particles from the air.

"There's a lot of stuff in our dust that isn't healthy," she explained. She urged people to consider opening their windows, both to let in fresh air and to remove moisture, an often forgotten danger to indoor air quality.

"When you live in a house it should be the safest, healthiest place, but most homes have 25% more contaminants than outside,"

said Denise. "Air purifiers are great, but clean your filters on a regular basis and maintain them well. I recommend that every house has a hygrometer, a relative humidity measurement tool."

Ideally, indoor air should contain 30-50% moisture, when it's above 60% the humidity provides a perfect environment for dust mites and mold.

"If you're cleaning or working in the kitchen or taking a shower, open a window and turn on the ventilation," she encouraged. "The exhaust fans remove contaminants and the windows bring in fresh air."

Quick review time: in order to reduce dependence on cleaning products you should practice prevention, use area rugs and stop dirt at the door. Next, clean early and often using the mildest means possible, preferably water and washcloths followed by drying to prevent water spots and dirt from settling into the droplets. If you have to use a cleaning product, make sure that you increase the ventilation and open the windows.

Remember, you should feel better, not worse, after cleaning. For more tips on green cleaning you can follow Denise's blog at www.dfbluesky.com.

Senior dancing at the Q on Wednesdays

Senior dancing is available to all seniors at the Q on Wednesdays, from 1:00 p.m. to 4:00 p.m.. There's no cover charge. Sometimes you will see Leota, Denise, Mary Jo, Loretta or Pauline there! Come join the fun!

Submitted by Pauline Nolen Williams



Louie and Denise Michell



Leota Pablo and Pauline Williams.

Working at Tulalip has been a great privilege and honor

With sadness, reluctance and gratitude, I will be leaving Tulalip Behavioral Health at the end of November. Working at Tulalip has been a great privilege and honor, one of the most meaningful experiences in a career of 45 years as a physician and psychiatrist. Everyone who comes in genuinely seeking help relinquishes false pride and demonstrates the courage of honesty. Everyone who tries to make a better life confers blessing to the next generation.

But now, as I approach my 71st birthday, I find my energies flagging. My home on Vashon Island is two and a half hours away. Twice while driving home on the freeway, I was startled to wake up and find myself driving.

It grieves me to be leaving, when being here has been so filled with meaning and the work so moving. My colleagues all have a deep abiding goodness, intelligence and determination to be of service. I feel at home in their company. In confidence I pass on the care of my patients to Vicki Britt.

Now is a time when I must accept the limitations of my body. In gratitude, I thank you for accepting me, teaching me, and allowing me to help.

With respect and love,
Barry Grosskopf, MD

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"Tribal Technology Certificate" (EverettCC)

Business English Mon & Wed, 1 - 3 pm
Review of abbreviations, capitalization, grammar, possessives, punctuation & spelling. Includes proof reading & editing.

Business Computations Tue & Thu, 11 am - 1 pm
Apply mathematical concepts using numerical data in Excel to complete business applications. Create formulas and use functions of Excel to compute basic math operations, etc. Office 2010 Version.

Keyboarding—Beginning Mon & Wed, 4—6 pm
Introduces keying-by-touch emphasizing correct ergonomics, speed & accuracy. Includes techniques for editing, saving, opening & closing documents and application of skills to personal letters, reports.

Keyboarding—Speed & Accuracy Mon & Wed, 4 - 6 pm
Improve keyboarding speed and accuracy through the use of programmed software which diagnoses student keyboarding problems and prescribes appropriate practice material.

Mentorship Arranged with instructor
Provides students with a supervised work environment to apply their management, marketing and operations knowledge while fostering professional growth.

Records Management Tue & Thu, 8:30-10:30 am
Creation, maintenance and disposition of records. Retrieving and storing records utilizing manual and computer based programs.

Service Essentials for Business Mon & Wed, 8:30-10:30 am
Theory and skills relating to internal and external customer service. Elements of service culture, behavioral styles, verbal and non-verbal communication, telephone techniques, difficult customers, diversity, customer loyalty and service recovery.

Computer Literacy Mon & Wed, 11am -1 pm
CL 101—Introduction to Windows environment and MS Office.
CL 102—Using computers/Managing Files
CL 103—Word Processing
CL 104—Spreadsheets
CL 105—Databases
CL 106—PowerPoint

Supervised Computer Labs for CL 101– CL 106 classes

NOTE: Non-traditional class format. Several classes taught by one instructor.

GED/Adult Basic Education Tue & Thu, 8:20-11:20 am
Classes prepare students to pass the GED tests.

Effective Teams (Edmonds CC) 9 Tuesdays, 3-5 pm*
1/5/16-3/1/16 Explore skills, strategies & tools for understanding & creating successful teamwork dynamics as a team player & team leader.

Presentation Skills (Edmonds CC) 9 Wednesdays, 3-5 pm*
1/6/16-3/2/16 Learn & apply techniques for preparing and delivering effective business presentations. (Access to PowerPoint needed.)

Classes fill quickly.* Enrollment information: Email instructor Karen Lamoreux, at klamor@edcc.edu

EVERETT COMMUNITY COLLEGE

Learn about these areas of study...

Drop-in Session

Tribal Business Technology Programs

WINTER 2016 courses offered @ the Tulalip College Center

- Business English • Business Computations • Computer Literacy
- Beginning Keyboarding • Keyboarding Speed & Accuracy
- Records Management • Service Essential for Business
- Spreadsheets • Databases • PowerPoint

GED — GED/Adult Basic Education
Classes prepare students to pass the GED tests.

12/1 12 Noon — 2 PM
Dining Area, 2nd Fl, Admin. Bldg.

* RSVP: 360-716-4888, Higher ED or highered@tulaliptribes-nsn.gov

For more information (EvCC):
Michael Chaplin, 425-388-9964 or mchaplin@everettcc.edu
Jayne Joyner, 360-716-4892 or jjoyner@everettcc.edu

Tulalip College Center • 7707 36th Ave NW Building C-1&2
(next to Boys & Girls Club)

Space is limited. Enrollment is open to, and books/tuition are FREE, for (in order) Tulalip Tribal members; spouses & parents of Tulalip Tribal members; other Native Americans; and employees of Tulalip Tribes

[EVCC Students May Enroll at the First Class Session.](#)

Joan Marie Duplessis

Joan Marie Duplessis, neé Campbell, was born at the Old Tulalip Indian Hospital on the Tulalip Reservation on September 13, 1937. She lived much of her life in Fullerton, Calif. In 2004, she returned back to The Tulalip Reservation to be amongst her family.

Joan was very social and loved to be surrounded by people. Joan was an enrolled member of The Tulalip Tribes.

She was preceded in death by her husband, Bernard Duplessis Sr.; her mother, Katherine 'Cathy' Campbell of Tulalip, Wash. her father, William G. Campbell; her two brothers, Russell 'Gubby' Campbell, and Donald Campbell, and sister, Sandra Bodendick (Jim) of Tulalip.

She is survived by her three sisters: Jeanette Dudnick of Anaheim, Calif., Helen Campbell of Tulalip, and Katherine Elliot of Tacoma, Wash.; three brothers, Walter Campbell of Tulalip, John Thunderbird Campbell (Kara) of Tulalip, and Charlie Campbell (Sue) of Tulalip; three sons, Nicholas Campbell (Faye Allen) of Tacoma, Bernard Duplessis Jr. (Sandra) of



Tulalip and William Duplessis of Fullerton; and seven grandchildren, and four great-grandchildren; Joan's smile, love and laugh were contagious. She will be dearly missed.

A one-day Memorial service was held on Friday, October 23, 2015, at 10:00 a.m. at The Schaefer-Shipman Funeral home, 804 State Avenue, Marysville, WA 98271. A dinner followed the service at the Tulalip Tribal Gym. Joan will be returned to California and will be set to rest next to her husband, Bernard Duplessis Sr. She will be laid to rest at Loma Vista Mortuary, 701 E. Bastanchury Road, Fullerton, CA 92835.



Home For Sale

3 Bedroom, 1 bath home for sale with attached garage. ¼ acre of property with a fully fenced backyard newly resided and painted. Property has RV parking available and is located in a quiet neighborhood in North Marysville. Close to Schools, bus routes and shopping. Asking price is \$225,000. Please contact Steven D. Crofford at 425-244-6091 or email at scrofford@kw.com Keller Williams Realty

Tulalip Tribal Court Notices

TUL-CV-AD-2015-0095,0096,0097,0098,0099 SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip, WA In re Welfare of: I.A.G., D.O.B. 03/19/1999; O.R.C.G., D.O.B. 05/25/2001; R.G.C.G., D.O.B. 11/10/2002; S.A.C.G., D.O.B. 11/16/2004, Y.E.G., D.O.B. 08/20/2009 To: John Doe: YOU ARE HEREBY NOTIFIED that on September 1, 2015 a Petition for Termination of Parental Rights was filed in the above-entitled Court pursuant to Tulalip Tribal Code Chapter 4.05 regarding I.A.G., O.R.C.G., R.G.C.G., S.A.C.G., and Y.E.G. You are hereby summoned to appear and defend the above-entitled action in the above-entitled court and answer on November 10, 2015 at 2:30pm in Tulalip Tribal Court, 6103 31st Ave NE, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: September 30, 2015.

THE TULALIP COURT Tulalip Indian Reservation Tulalip, WA No. TUL-CV-EX-1999-0294 Summons by Publication THE TULALIP TRIBES, Petitioner vs. AVEL MEDINA, JR., Responden. TO: Avel Medina, Jr. YOU ARE HEREBY NOTIFIED that a Revocation Hearing regarding your exclusion deferral has been scheduled to be held on November 18, 2015 at 9:00 a.m. You are hereby summoned to appear and defend regarding the above entitled action at the hearing on November 18, 2015 at 9:00 a.m. in Tulalip Tribal Court, 6103 31st Ave NE, Tulalip WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Saza Osawa Office of the Reservation Attorney 6406 Marine Drive, Tulalip WA 98271 360-716-4530 ph, 360-716-0634 fax

TUL-CV-GU-2014-0236. SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip, WA. In re T.L.E.K.W.TO: Tah-Sheena S. J. Williams and Kanum C. Cultee Sr.: YOU ARE HEREBY NOTIFIED that on June 20, 2014 a Petition for Guardianship was filed in the above-entitled Court pursuant to TTC 4.05 regarding T.L.E.K.W. You are hereby summoned to appear and defend the above entitled action in the above entitled Court and answer on December 2, 2015 at 1:30 PM in Tulalip Tribal Court, 6103 31st Ave NE, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: October 14, 2015.

TUL-CV-CU-2014-0142. SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip WA. To: Walter Moses, Petitioner; TO: Jessica Rosen, Respondent: YOU ARE HEREBY NOTIFIED that on August 26, 2015 a Modification of Parenting Plan was filed in the above-entitled Court pursuant to TTC 4.05. You are hereby summoned to appear and defend the above-entitled action in the above-entitled court and answer the Complaint or respond to the Motion in Tulalip Tribal Court, 6103 31st Ave NE, Tulalip WA 98271 within sixty (60) days from the date of first publication of this notice. NOTICE: You have important legal rights and you must take steps to protect your interests and program fees may be assessed against you. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: October 21, 2015.

SERVICE OF NOTICE BY PUBLICATION IN THE TULALIP TRIBAL COURT TULALIP, WA TUL-CV-PO-2014-0353. Kathleen Jones, Petitioner vs. Micah James Bordeaux, Respondent. To: Micah James Bordeaux, YOU ARE HEREBY NOTIFIED that on September 31, 2015 a Petition or Motion to Renew Order of Protection was filed in the Tulalip Tribal Court pursuant to Tulalip Tribal Code Chapter 4.05 (Guardianship) or 4.20 (Dissolution, Custody, or Parenting Plan) regarding the above child(ren). You are hereby summoned to appear and defend the above-entitled action in the above-entitled court and answer on 12/7/2015 at 9:00 a.m. in Tulalip Tribal Court, 6103 31st Ave NE, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT MAY BE RENDERED AGAINST YOU. Date first published: October 21, 2015. If you wish to seek the advice of an attorney in this matter, you should do so promptly so that your written response, if any, may be served on time.

TUL-CV-YI-2015-0307 SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip WA. In Re the Welfare of A.L.K.W. TO: Joseph Tom Sr.: YOU ARE HEREBY NOTIFIED that a Petition for Youth in Need of Care was filed in the above-entitled Court pursuant TTC 4.05. You are hereby summoned to appear and defend regarding the above entitled actions at a hearing on December 15, 2015 at 10:00 am in Tulalip Tribal Court, 6103 31st Ave NE, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: October 21, 2015

TUL-CV-PO-2015-0369. SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip WA. TO: Robert Paul Myers: YOU ARE HEREBY NOTIFIED that on September 21, 2015 a Reissuance of Temporary Order for Protection was filed in the above-entitled Court pursuant to TTC 4.20. You are hereby summoned to appear and defend the above-entitled action in the above-entitled court and answer on November 16, 2015 at 1:30 p.m. in Tulalip Tribal Court, 6103 31st Ave NE, Tulalip WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests and program fees may be assessed against you. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: October 21, 2015.

Lushootseed Family Night

Thursdays in November and December

Hibulb Cultural Center Classrooms

5-7 pm Dinner and Lesson Provided

Please join us for dinner and Lushootseed lessons, family style. Lessons will be geared towards participant requests, materials provided. This is a free set of classes and is open to anyone interested in learning basic Lushootseed words, phrases, songs and prayers.

Info: Natosha Gobin 360.716.4499 ngobin@tulaliptribes-nsn.gov

MY GAME IS PREMIUM PLAY
AND BEST GAMES IN THE STATE.



TULALIP
RESORT CASINO

30 MINUTES NORTH OF SEATTLE
888.272.1111 | TULALIPCASINO.COM



HIBULB Cultural Center
HIBULB events

& Natural History Preserve

POETRY SERIES:

Jessica Madison. Poetry followed by Open Mic Night.
Thursday, **November 5th** • 6:00 PM to 7:00 PM.

WORKSHOPS:

Tammy Taylor demonstrates her beautiful weaving art, giving participants a chance to make and take a cedar woven ornament home.
Saturday, **November 7th** • 1:00 PM to 3:00 PM.

COMMUNITY EVENTS:

Veterans Day Gathering of Remembrance and Honoring

A community event in observance of Veterans Day. The Hibulb Cultural Center offers free admission to Veterans and current Military of all armed forces and their families, as one of the ways of showing our appreciation to those whose service reflects the best of selflessness and patriotism.

Wednesday, **November 11th** • 11:00 AM to 4:00 PM.

Craft Activities for Youth.

HCC will have different craft projects available to youth on Saturday afternoons, **November 7th & 14th** 2:00 PM to 2:30 PM.

NEW EXHIBIT:

Project 562: Natural Wanderment



GIFT SHOP NOVEMBER SPECIAL: 20% OFF DRUM BAGS!

Holiday Closures: November 26th, 27th, December 24th, 25th, 29th, 30th, 31st and January 1st.

For all Hibulb events, call 360.716.2600 or go online.

Fees for all events are the cost of admission.

Lena Jones at 360-716-2640
lejones@tulaliptribes-nsn.gov

Mary Jane Topash at 360-716-2657
mjtopash@hibulbculturalcenter.org

**You can keep the cultural fires burning...
VOLUNTEER TODAY!**

6410 23rd Avenue NE, Tulalip, WA 98271
HibulbCulturalCenter.org | Find us on Facebook & Twitter!

