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## What is a Business Incubator?

Wow! Time really flies and we have all been very busy here at the **Umpqua Business Center (UBC)** since our Grand Opening in June of this year. A business incubator is a great way to both get your business off the ground, as well as being a smart way to spur business development in our region. We all know that starting a business is difficult especially in this economy. There is a lot to know and do, it is exhausting and expensive, and there are many moving parts. On top of that, as you also know only too well, money is usually tight. How do you

balance the financial needs of renting space, hiring staff, building a brand, and launching a business? It's almost like deciding which of your children deserves to be fed - they all need to eat. Business incubators are collaborative programs designed to help new



startups with some of the most troublesome issues they face by providing work space, support services, networking opportunities and training. That last point is important. One problem many entrepreneurs have is that, while they may have plenty of enthusiasm, they often also lack some essential business know-how. So if you didn't go to business school, where do you go to learn how to start and grow a business? That's where business incubators come in.

**The answer is: The business incubator.**

There are obviously many benefits to housing your new business in a business incubator. Aside from the reduced rent (business incubators typically charge between 25-50% less than regular rents), and the other benefits I have mentioned, other plusses that come from housing your startup in an incubator include:

**Help with Business Basics**

**Marketing Assistance**

**Networking Activities**

**International Trade Assistance**

**Investment/Strategic Partner Linkages**

**Links to Higher Education Institutions**

**Help with Regulatory Compliance**

**Help with Access to Commercial Loans**

**Federal Contract Procurement Assistance**

Getting accepted into an incubator is not unlike getting accepted into any prestigious program. You have to apply for admission and impress the judges. Not surprisingly, there is a lot



**Schedules:**

**Government Office Hrs:**

Mon-Thurs 8 AM-5 PM  
Fri 8 AM-4 PM

**Roseburg Clinic Hrs:**

Mon-Thurs 8 AM-5 PM  
Fri 8 AM-4 PM  
Walk in 8-9 AM  
Same Day Appt. 1-2 PM

**Canyonville Clinic Hrs:**

Mon-Wed 8 AM-5 PM  
Thurs 8 AM-4 PM  
Walk in 8-9 AM  
Same Day Appt. 1-2 PM  
**Education only on Fri.**

## Umpqua Business Center (continued from front page)

of competition for one of the few coveted spots. That said, because the very purpose of a business incubator is to foster the growth of new startups, you do not need to have a lot of money or customers to be accepted.

**What you do need is a great idea, a viable path and a good business plan.**

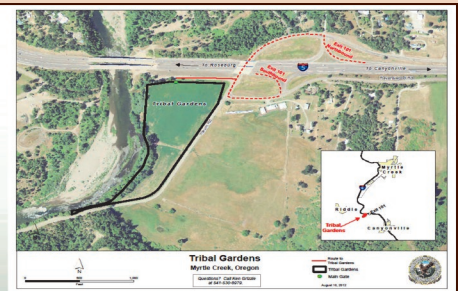
Do business incubators work? You bet. According to a study conducted by the National Business Incubation Association (NBIA) entitled Business Incubation Works, an amazing 87% of business incubation graduates stay in business. So, stop by and visit with us anytime! We would love to answer any questions you might have and see how we can help your business...



## Tribal Gardens Produce Yields Support Tribal Members and Businesses

In August and September, vegetables from the Tribal Gardens have been utilized in the Tribe's Food bank program, supplied produce for Seven Feathers and Truck and Travel restaurants, supplied ingredients for Seven Feather's entry in the REZ Kitchen Tour culinary competition at Wildhorse Casino. Our staff delivered boxes of vegetables to the Tribal Family picnic and our Tribal Tailor street housing complex. We welcomed numerous volunteers from our membership to help pull weeds and keep the gardens growing. Fall crops have been planted and we will announce harvest options as they become available.

As always, you can contact the Gardens Specialist, Ken Grizzle at 541-530-6979 or stop by when the gate is open to volunteer or harvest. We are looking forward to a great finish to the 2012 year and have plans to expand the crops in 2013.



The Cow Creek Band of Umpqua Tribe of Indians Tribal Garden has been planted and now has produce ready to be harvested. The Tribal Garden was planted with the goals of providing a local, healthy food source for Tribal members, to promote Tribal volunteerism and agricultural education, and to develop a long term food source for business and Tribal safety purposes.





## Umpqua Business Center Staff



Rene Toman, Interim Director, 541.440.0945 [rtoman@umpquabusiness.com](mailto:rtoman@umpquabusiness.com)

Some of you may know Rene as the Cow Creek Tribal Government Grant Manager, but what you may not know is that she has over 35 years' experience in the fields of economic development, small business, affordable housing and workforce development. She is currently serving as the Interim Executive Director for the Umpqua Business Center (business incubator).

Rene relocated back to Oregon in 2010 from Central Idaho where she served as a Regional Economic Development Specialist for the Idaho Department of Commerce and was Executive Director for a county-wide economic development 501 (c)(3) corporation where she managed a 14,000 sq. ft. Business Incubator. She previously served in Arizona as the Economic Development Director for the Yavapai-Apache Nation and as Board Chair

for the Northern AZ Technology & Business Incubator in Flagstaff.

She is an Educator, Certified Instructor and co-author, assisting as part of the Development Team for Business Development Curriculum with Western Entrepreneurial Network (WEN), University of Colorado and is a Nationally Certified Business Incubator Manager, National Business Incubation Association.

Rene was a founding principal of the statewide Oregon Micro Enterprise Network (OMEN) and was a recipient of the U.S. Small Business Administration, Washington, D.C., National Vision 2000: Models of Excellence Award for her small business/microenterprise work in Coos, Curry and Douglas Counties while working with Umpqua CDC in Roseburg in the 90's.



Alexa Carey, Business Development Specialist; [acarey@umpquabusiness.com](mailto:acarey@umpquabusiness.com)

Alexa has joined as the UBC's Business Development Specialist with the AmeriCorps' Resource Assistance for Rural Environments (RARE) program through the University of Oregon. She graduated in June with several business degrees from the University Honors College at the Oregon State University. Alexa grew up in Gold Beach, a rural coastal community whose industries were condensed into primarily fishing and tourism after the major fall of the timber industry. As a community trainer for North Curry communities through the Ford Institute Leadership Program, she is passionate about community and economic development. Growing up in a family of entrepreneurs, Alexa learned important life lessons from her grandfather, who owned a local logging company and her father who started several sporting goods stores. Her family also instilled in her an importance and dedication toward community engagement. Alexa hopes to bring her enthusiasm and experience to the UBC to help ignite opportunities for living wage jobs in Douglas County and Southern Oregon.

541.440.1053



Trinity Barney, Administrative Assistant; [tbarney@umpquabusiness.com](mailto:tbarney@umpquabusiness.com)-541.440.0995

Trinity Barney comes to Umpqua Business Center (UBC) with an extensive background in customer service, sales, and community involvement. Trinity's family has been in Douglas County since the 1950s and have owned a variety of small businesses throughout the area. Although she wasn't a permanent resident of Douglas County, Trinity always knew that she belonged here. After she graduated in 2004 Trinity moved to the Rock Creek Fish Hatchery with her father. Less than a year later she met Tribal member Aaron Barney, and they were married shortly after. In 2007 they welcomed their son, Eston Jay Dumont Barney. Trinity is excited to be a part of UBC to help create jobs and promote entrepreneurship for Douglas County. She believes that the mission of UBC will help ensure a brighter future for the youth of our area and that UBC is setting a great example to the young minds of Douglas County.

Save the Date!

January 26, 2013

Oregon State Fair & Expo Center  
Salem Pavilion

2330 17th Street NE, Salem, OR

Doors open at Noon

Grand Entry - 1 p.m.

Break - 5 - 6 p.m.

Powwow ends at 9 p.m.

Tribal vendors contact us at  
1-800-422-0232

# 5th Annual "GATHERING OF OREGON'S FIRST NATIONS"

Celebrating Healthy Tradition

This event is sponsored  
by the sovereign governments of



## Homemade Halloween Costume Idea

### What You will need:

- Black long-sleeved shirt
- Black stocking cap
- Black duct tape
- 2 pairs black socks (4 socks total)
- Black yarn
- 8 large wiggle eyes
- Plastic grocery bags (about 16)
- Scissors
- Glue dots

### For Spider Body:

1. Stuff black socks with plastic grocery bags. You'll need about four grocery bags per sock.
2. Lay long sleeve shirt flat on work surface. Lay 2 stuffed socks along each of the side seams of shirt, evenly spaced apart.
3. Attach socks to sides of shirt with duct tape. To anchor the sock to the shirt, use a 4" piece of tape running horizontally (side to side) across the edge of the sock, and then a second piece of duct tape vertically (up and down) over the edge of the sock. The second piece of tape should completely cover the edge of the sock.
4. Turn shirt over and add tape to the other side of socks and shirt, repeating anchoring step above.
5. Cut a 6' (72") piece of black yarn, and fold it in half, placing the folded section at the cuff of the sleeve. Lay the long tails of the string down across the two socks that are attached to the sides of the shirt.
6. Duct tape yarn around cuff of shirt, with the long tails of the string coming off the bottom of the cuff. Tie a knot in the string at the bottom of the cuff. Be sure child's hand will fit comfortably through the cuff.
7. About 4" from the knot, tie another knot. Place the middle sock between the two pieces of yarn, and tie the tail of the yarn securely around the sock. Knot at the bottom of the sock. Reinforce by attaching a small piece of duct tape over the string on the back of the sock.
8. Repeat step 7 for the bottom sock. Trim any excess string hanging off the knot on the bottom sock.
9. Repeat steps 6-8 for other sleeve and socks.

### For Hat:

Attach 8 large wiggle eyes to black stocking cap with glue dots.





## Annual Elders Dinner @ Seven Feathers Casino Resort



The date is set for our Annual Tribal Elders Dinner on Saturday, Nov. 10, 2012 at 3:30 pm in the Grape and Huckleberry rooms. The dining room is opening at 3:30pm, Teri Hansen will be doing some traditional Hand Drumming, and dinner will begin at 4:30pm, we will have a Blanket Presentation and a raffle throughout the evening. Closing will be at 6:30 pm. Note: Each elder can bring one guest please.

We encourage all elders to slip over to the convention center to support our Cow Creek youth Pow Wow and enjoy their colorful regalia and some fancy dancing.

A no host breakfast will be provided on Sunday morning in the Grape & Huckleberry rooms, this will be open 8-10am for elders who wish to attend.

We have a block of rooms reserved, to make reservations you MUST contact Cindy Delay 800-929-8229 by Nov 5 to reserve your Hotel room or your seat for dinner and breakfast. Please do not call the hotel casino for reservations. Hope to see you all there!



## TEK Website Developed

The term Traditional Ecological Knowledge, or TEK, is used to describe the knowledge held by indigenous cultures about their immediate environment and the cultural practices that build on that knowledge. The United States Fish and Wildlife Service has developed a website devoted to TEK. For More information visit <http://www.fws.gov/nativeamerican/TEK.html>.

## Drum Group Class Times Scheduled

The Thundering Waters Drum Group has set dates for classes for the upcoming year. **Please Note: There will be no classes for the months of October, November and December.**

The Confirmed dates are on the 2nd and 4th Saturdays : Jodi Real, Instructor

- ◆ January 12 & 26
- ◆ February 9 & 23
- ◆ March 9 & 23
- ◆ April 13 & 23
- ◆ May 11 & 25
- ◆ June 8 & 22



The Classes will be held at the Block House in Canyonville from 1:00-4:00 PM. All will be potluck, so don't forget a dish to share. Contact Rhonda Malone at 541-677-5575 with any additional questions.

## Health Fair Information Opportunities

Do you know the status of your health? For example; your blood pressure, cholesterol and glucose levels or time of your last vaccination(s)?

Most people are unaware of these facts, which put them at risk for cardiovascular disease, diabetes, and other health complications.

Come and join us at one of the three health fairs beginning October 20, 2012 in Redmond at the Comfort Suites Whitewater from 10:00 am to 2:00 pm.

We will then be in Washington on 10/27/2012 in Kelso from 4 pm to 8 pm at the Red Lion and in Port Angeles on 10/28/12 at the Red Lion. The last health fair will be at the Huckleberry/Grape room at 7 feathers on November 3, 2012.

We will have nursing, lab services and Nesika at every fair. Members of the behavior health team, health/diet educators, and contract health staff will be available at some of the fairs to share their passion for wellness.

**Some of the exciting opportunities that may be available to you include the following:**



|                     |                               |
|---------------------|-------------------------------|
| Blood pressure      | Body Mass Index (BMI)         |
| Blood glucose       | Cholesterol                   |
| Nurtition resources | Smoking cessation information |
| Health education    | Vaccinations                  |



Centers for Disease Control and Prevention—Girl with whooping cough

These small Health Fairs are a great way to meet your health care team who want to share their passion for wellness and we look forward to seeing all of you.

Because pertussis (whooping cough) is on the rise, special emphasis will be on prevention through immunization and the pertussis vaccine will be available at the health fairs

Pertussis (whooping cough) is a highly contagious respiratory disease caused by *Bordetella pertussis* and has seen a resurgence this year. Washington state has seen a staggering number of 2,520 through June while last years total was only 128 (Medical News Today). Oregon has had 679 cases through 9/17/12 up from last years 252 ( Oregon Health Authority) . Many health authorities feel these numbers are much higher as many cases are not reported. Pertussis can cause serious illness in infants, children and adults. The disease starts like a common cold, with runny nose or congestion, sneezing and maybe mild cough or fever. Severe uncontrollable coughing can begin after 1 to 2 weeks. The cough can be

so severe that it forces all the air from the lungs and you are forced to inhale with a loud “whooping” sound. The coughing can last for weeks or months. Pertussis is worst for babies with many infants requiring hospitalization. Many infants who get pertussis are infected by parents, older siblings, or other caregivers who might not even know they have the disease. The best prevention is to get vaccinated and to keep infants away from anyone who has cold symptoms or is coughing.

## Diabetes Prevention Program – Coastal Fun!

On September 15th, Bastendorf Beach Park was the setting for our Diabetes Prevention Program (DPP) Event. Joining us was the Klamath and Coquille Tribes DPP participants. We played fun games including nutrition bingo. We then ate a nutritious lunch of grilled tuna and fruit for dessert.

The DPP class we are currently conducting has had wonderful success. So far all of our class members have lost weight with the goal being at least 7% weight loss to have a greater chance in fighting diabetes.

If you're interested in joining a fun group to assist you with weight loss, exercise, support and diabetes prevention give us a call. Bob Dunas or Andrea Davis at 541-672-8533 it's a lifestyle change!



## The secret to joint pain relief — exercise

Joint pain: it throbs, aches, and hurts. It may make you think twice about everyday tasks and pleasures like going for a brisk walk, lifting grocery bags, or playing your favorite sport. Sharp reminders of your limitations arrive thick and fast, practically every time you move.

**What causes joint pain?** The culprits behind joint pain tend to be:

- osteoarthritis
- old injuries
- repetitive or overly forceful movements during sports or work
- posture problems
- aging
- inactivity

### How exercise can help

Ignoring the pain won't make it go away. Nor will avoiding all motions that spark discomfort. In fact, limiting your movements can weaken muscles, compounding joint trouble, and affect your posture, setting off a cascade of further problems. And while pain relievers and cold or hot packs may offer quick relief, fixes like these are merely temporary.

By contrast, the right set of exercises can be a long-lasting way to tame ankle, knee, hip, or shoulder pain. Practiced regularly, joint pain relief workouts might permit you to postpone — or even avoid — surgery on a problem joint that has been worsening for years by strengthening key supportive muscles and restoring flexibility. Over time, you may find limitations you've learned to work around will begin to ease. Tasks and opportunities for fun that have been weeded out of your repertoire by necessity may come back into reach, too.

Beyond the benefits to your joints, becoming more active can help you stay independent long into your later years. Regular activity is good for your heart and sharpens the mind. It nudges blood pressure down and morale up, eases stress, and shaves off unwanted pounds. Perhaps most importantly, it lessens your risk of dying prematurely. All of this can be achieved at a comfortable pace and very low cost in money or time.

If you would like to consider adding exercise to your daily routine and begin enjoying the benefits, contact Bob Dunas, Health Educator and Exercise Specialist for the Cow Creek Health and Wellness Center at 541 672-8533.





## Over the Counter Deadlines Coming Soon

All requests for the Over-the-Counter Program (OTC) must be received by November 15, 2012. The only exceptions to this date will be for members enrolled after November 15 and members requesting reimbursement for self-pay. OTC receipts for 2012 reimbursement must be received by December 31, 2012.

**Please send OTC receipts to:**

Cow Creek Health and Wellness Center Annex-OTC  
270 Gazley Bridge Rd  
Canyonville OR 97417

**It has been our privilege to assist each of you this year in obtaining your OTC preventative products.**

Enrolled Tribal Members will be able to access the Over-the-Counter Program again on January 2, 2013. If you have any questions, please contact Tamara Robinson at CCHWC 541.839.1347 or [trobinson@cowcreek.com](mailto:trobinson@cowcreek.com). For additional information regarding this program and many others, please visit our website at [www.cowcreek.com](http://www.cowcreek.com)

## Over the Counter Self Pay

**For self-pay reimbursement, please include the following to prevent payment delay:**

- ◆ Name(s) of tribal member(s), phone number and mailing address
- ◆ Legible receipts that show the date
- ◆ If highlighting, use yellow only; it is better to bullet an item rather than highlight it
- ◆ Separate OTC items from regular grocery items i.e., subtotal or obtain separate receipt



Self-pay reimbursement receipts may be submitted at any time for the current

year. The cut-off date does not apply. However, receipts must be received by December 31st of the current year.

When faxing or emailing, please call the program coordinator, Tamara Robinson, at 541.839.1347 to confirm the information was received.

## Free Basket Making Class

We are very excited about this opportunity to share one of our many cultural traditions with you. Join us on Friday, November 9, 2012 from 4-6 PM at the Cow Creek Tribal Government Office in the Boardroom. **Bring snacks and get ready for some fun.** Supplies are included.

This class is open to anyone. Hope to see you there!

To RSVP, or if you have any questions Contact Cindy Delay at 541-677-5575





# October 2012

| Sun                             | Mon | Tue  | Wed | Thu  | Fri                                    | Sat  |
|---------------------------------|-----|--|-----|--|--|--|
|                                 | 1   | 2<br>Pink Shawl Project 4-6 PM @<br>7F Grape Rim<br>Financial Peace University Class<br>@ Block House 5:30-7:30 PM | 3   | 4<br>Financial Peace University Class<br>@ Block House 5:30-7:30 PM  | 5<br>Elder's Honor Lunch<br>12 PM @ 7F | 6  |
| 7<br>AA Mtg 6 PM Gov<br>Office  | 8   | 9<br>Food Bank<br>9-12 PM  | 10  | 11<br>Beading Class Gov<br>Boardroom 2-5 PM                          | 12                                     | 13<br>JOM Family Fun Hike<br>to Table Rocks<br>Drumming 12-3 PM @ Block<br>house                                   |
| 14<br>AA Mtg 6 PM Gov<br>Office | 15  | 16<br>Financial Peace University Class<br>@ Block House 5:30-7:30 PM   | 17  | 18<br>Financial Peace University Class<br>@ Block House 5:30-7:30 PM | 19                                     | 20<br>Redmond, OR<br>Health Fair   |
| 21<br>AA Mtg 6 PM Gov<br>Office | 22  | 23<br>Food Bank<br>1-4 PM  | 24  | 25<br>Beading Class Gov<br>Boardroom 2-5 PM                          | 26                                     | 27<br>Washington Health<br>Fair<br>Drumming 12-3 PM @ Block<br>house<br>MCH Halloween Event @<br>Bare Park 11-2 PM |
| 28<br>AA Mtg 6 PM Gov<br>Office | 29  | 30<br>Financial Peace University Class<br>@ Block House 5:30-7:30 PM   | 31  |  |  |  |

# November 2012

| Sun                                 | Mon                            | Tue  | Wed       | Thu   | Fri  | Sat   |
|-------------------------------------|--------------------------------|--|-----------|---|--|---|
|                                     |                                |  |           | <b>1</b><br>Financial Peace University Class @ Block House 5:30-7:30 PM | <b>2</b><br>Elder's Honor Lunch 12 PM @ 7F                 | <b>3</b><br>Health Fair @ 7F Grape Rm   |
| <b>4</b><br>AA Mtg 6 PM Gov Office  | <b>5</b><br>Food Bank 9-12 PM  | <b>6</b><br>Pink Shawl Project 4-6 PM @ 7F Grape Rm<br><br>Financial Peace University Class @ Block House 5:30-7:30 PM | <b>7</b>  | <b>8</b><br>Financial Peace University Class @ Block House 5:30-7:30 PM | <b>9</b><br>Basket making Class 4-6 PM Gov Office Board Rm | <b>10</b><br>JOM Pow Wow @ 7F Convention Center<br><br>Annual Tribal Elder's Dinner 3:30-6:30 PM @ 7 Feathers |
| <b>11</b><br>AA Mtg 6 PM Gov Office | <b>12</b><br>Food Bank 9-12 PM | <b>13</b><br>GRADUATION DAY Financial Peace University Class @ Block House 5:30-7:30 PM                                | <b>14</b> | <b>15</b><br>Over the Counter Cut-Off Date                              | <b>16</b>  | <b>17</b>   |
| <b>18</b><br>AA Mtg 6 PM Gov Office | <b>19</b>                      | <b>20</b>  | <b>21</b> | <b>22</b><br>CLOSED THANKSGIVING  | <b>23</b><br>CLOSED THANKSGIVING                           | <b>24</b>   |
| <b>25</b><br>AA Mtg 6 PM Gov Office | <b>26</b><br>Food Bank 1-4 PM  | <b>27</b>  | <b>28</b> | <b>29</b>   | <b>30</b>  |   |



**Announcements**

**Births/New Enrollments**

Jack Von Naylor and Miakoda Emiline Morris

**Obituaries**

No deaths were reported

**Upcoming Events**

**Elders Honor Luncheon**

Elders are encouraged to attend the first Friday of each Month in the Grape Room at Seven Feathers Casino Resort from 12-2pm for great stories, great food, and to be honored. Please call Cindy today for your reservations at 541-677-5575.

**Tribal Elder Beading Classes**

There will be 2 classes a month in the Government Office Board room. Please call Cindy Delay at 541-677-5575 if you are interested. If you have something you would like to teach please contact Cindy as well. Limited beading supplies will be provided—Please bring your projects to share.

**Class Schedule**

**Oct. 25, 2-5 PM**

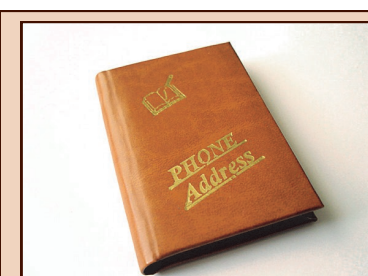
- October**      The MCH Halloween Event will be held on Oct. 27 at Bare Park from 11am-2pm. Get your costumes ready and join in the fun activities they have planned. Contact Elizabeth at 541-672-8533 (option 1) for details.
- November**    November 9, 4-6 PM at the Government Office Board Room  
November 10, 2012 JOM POW WOW at Seven Feathers Casino Convention Center
- December**    **No Elder’s Luncheon During December**

**Tribal Identification Cards**



Tribal Identification Cards are available to all Tribal members upon request. To obtain an I.D. card, contact Janet at the Cow Creek Government Office at 541-677-5575 or 800-929-8229. You will be sent an application to fill out and sign. You will be required to enclose a photo and mail the completed application back to the Government Office for processing. Properly filled out applications will be processed with the Tribal Chairman’s signature and will be mailed back to you. **Tribal I.D. cards are legal documents and are accepted as legal proof of identity.**

**Address and Phone Number Updates**



Tribal members are encouraged to maintain a current address and phone number at the Cow Creek Tribal Government Offices. Those who have minor children who are not living in their households should also make sure their children’s updated addresses are on file at the Tribal Government Office. If you know of any Tribal members who have not been receiving correspondence from the Tribal Government Office, please recommend that they call the toll free number: 1-800-929-8229.

*Cow Creek Band of Umpqua Tribe of Indians  
2371 NE Stephens St. Suite 100 Roseburg, OR 97470  
Phone: 541-672-9405 Fax: 541-673-0432  
Toll Free: 800-929-8229*



ONLINE JOBS...GO TO: [uidchr.com](http://uidchr.com)

Visit us online @ [cowcreek.com](http://cowcreek.com)