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Schedules:

Government Office Hrs:

Mon-Fri 8 AM–5 PM

Roseburg Clinic Hrs:

Mon-Fri 8 AM-5 PM

Canyonville Clinic Hrs:

Mon-Fri 8 AM-5 PM

[Appointments are encouraged - Walk-ins are always welcome.](#)

Office Closures

Nov. 27 @ 1:30 PM

Nov. 28-29 Thanksgiving

Dec. 23 @ 1:30 PM

Dec. 24-25 Christmas

Dec. 31 @ 1:30 PM

National American Indian Heritage Month

STATE OF OREGON
PROCLAMATION
OFFICE OF THE GOVERNOR

- WHEREAS:** The history and culture of our great nation have been significantly influenced by American Indians and indigenous peoples; and
- WHEREAS:** The contributions of American Indians have enhanced the freedom, prosperity, and greatness of America today; and
- WHEREAS:** Their customs and traditions are respected and celebrated as part of a rich legacy throughout the United States; and
- WHEREAS:** Native American Awareness Week began in 1976 and recognition was expanded by Congress in August 1990, designating the month of November as National American Indian Heritage Month; and
- WHEREAS:** The people of the nine federally recognized tribes of Oregon: Burns Paiute Tribe; Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians; Coquille Indian Tribe; Cow Creek Band of Umpqua Tribe of Indians; Confederated Tribes of Grand Ronde Community; Klamath Tribes; Confederated Tribes of Siletz; Confederated Tribes of the Umatilla Indian Reservation; and Confederated Tribes of Warm Springs have made tremendous contributions to the State of Oregon.


NOW,
THEREFORE: I, John A. Kitzhaber, M.D., Governor of the State of Oregon, hereby proclaim **November 2013** to be

NATIONAL AMERICAN INDIAN HERITAGE MONTH

in Oregon and encourage all Oregonians to join in this observance.



IN WITNESS WHEREOF, I hereunto set my hand and cause the Great Seal of the State of Oregon to be affixed. Done at the Capitol in the City of Salem in the State of Oregon on this day, October 30, 2013.


John A. Kitzhaber, M.D., Governor


Kate Brown, Secretary of State

Courtney Elected to Lead LCIS



At the October 8th meeting of the Legislative Commission on Indian Services (LCIS), Cow Creek Tribal Chairman, Dan Courtney was elected to serve as Chairman of LCIS.

Dan will replace Leo Stewart as Chairman who will remain now as Vice-chairman.

The Legislative Commission on Indian Services (CIS) was created by statute in 1975 to improve services to Indians in Oregon. Its 13 members are appointed jointly by the Senate President and the Speaker of the House to a two-year term. CIS members select their own officers to serve one-year terms of office.

The commission meets on a quarterly basis and has a main focus of educating other governmental officials and the public on the laws, policies, and tribal matters throughout the state of Oregon.

The Commission also is responsible for sponsoring the annual Tribal Information Day in Salem.

Elder's Annual Fall Dinner



There were 80 in attendance at the annual Elder's Fall Dinner on Saturday, November 9, 2013. The event began with a social hour, including live music from Dylan James, who's style of music seemed to fit well with this crowd. John Cox and his wife kicked up their heels for a dance. Elders mingled with sparkling cider, fresh fruit, cheese, and cracker appetizers as they visited with those they had not seen in a while. Families came from Washington, Eastern Oregon and Portland areas.

Tribal youth were eager to serve for this event once again showing respect for their elders. Youth that served were Darrin Looney, Nick Lowell, Brooke Hoodie (2013 Cow Creek Princess), Andrea (Brooke's friend). Teri Hansen performed some traditional songs on her hand drum during dinner.



The following elders were recognized for their volunteer service: Clem Rice, Clara Keller, Beulah Bryant, Loretta Corbett, Berdene Yurgalevicz and Joyce Sertain. All elders who served on the Tribal Board at any time in the past, or are presently serving were asked to stand to be recognized and thanked for their service. Veterans were recognized as well for their time served to protect our country.

Nice raffle prizes were given away, including a Pendleton blanket that went to Don Buschmann. At the end of the evening the pumpkins filled with flowers, feathers, pinecones and foliage that were used as centerpieces were given away to the eldest person at each table.



For those that are interested, Dylan James will be playing at Seven Feather's Cabaret Lounge beginning New Years Eve (for 2 weeks).



Educational Scholarships..

IMPORTANT CHANGES TO BE AWARE OF FOR 2014 - 2015

If you applied for a full-time Cow Creek Educational Scholarship this year, you were informed that there would be a change to the requirements to be eligible for tribal scholarships in the 2014 – 2015 school year. In next year's application, you will be required to show proof that you applied to at least one outside scholarship in order to be considered for a tribal scholarship. Many students are asking, "*Why the change?*" The Education Department is very aware of how expensive an education can be. We enacted this requirement because we want each student to graduate college or university with as little debt as possible. If you are awarded an additional, outside scholarship, it will reduce the amount you may have to borrow through financial aid loans. If a scholarship is awarded, in 99% of the cases, it does not affect the amount of your Cow Creek Scholarship. This change will take effect in the upcoming school year, 2014 – 2015. Why are we letting you know so early????? Because most scholarships have a closing date early in 2014 for the 2014 – 2015 school year. Most scholarships require you to have completed the FAFSA. The Cow Creek website (www.cowcreek.com) has direct links to scholarship websites. If you have trouble logging in on the Cow Creek Website, please contact Tabbitha Johnson at 541-677-5575 for help.

Here are a few sites to look at.

Oregon Residents:

<http://oregonstudentaid.gov/scholarships.aspx> - OSAC

Early Bird Deadline February 15, 2014

Final Deadline March 1, 2014

www.tfff.org The Ford Family Foundation –

Early Bird Deadline February 15, 2014

Final Deadline March 1, 2014

California Residents:

www.calgrants.org California Grants

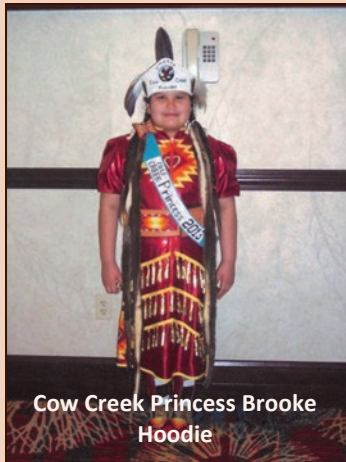
Deadline to file March 2, 2014

All Residents:

<http://www.collegescholarships.org/search/helpful-reviews.htm>

<http://www.aigcs.org/> - American Indian Graduate Center

JOM Pow wow Success



Cow Creek Princess Brooke Hoodie

This year's JOM Pow Wow was a huge success!! First and foremost thank you to all the Tribal families that came out and danced!! It was a very heartfelt gathering. This year was the biggest turnout in history with approximately 145 attendees.

This year we had many firsts. Our youth participated in a blanket dance that raised \$97.00. The money raised will immediately benefit the "Tiny Tot" dancers (6 years and younger), the Youth Drum, and the Cow Creek Princess. Tribal youth, Darrin Looney, carried the Cow Creek Youth Eagle staff that was created by Robert Van Norman and Fred Van Norman and Nicholas Lowell carried the Cow Creek flag during Grand Entry. Darrin and Nicholas were servers at the Elder's dinner as well. Another first was, Tribal youth, Brittany Malone, hosted the Cow Creek Youth Drum. Also in attendance was the first ever Cow Creek

Princess Brooke Hoodie. Brooke spoke about her experiences representing the Tribe at the many events and Pow Wow's she has attended throughout the year. This was very well received by our Tribal youth and has sparked much interest in future involvement. Thank you Brooke!

We look forward to many more years of growth and new beginnings!!



JOM Youth Drummers



Owen and Elliana Leusch



Kalista Bochart and Samantha Johnson



More JOM dancers

Contract Health News

The 2014 CHS Applications are in the mail. Be sure to complete a separate application for each member of your family. Each family member has a separate file. It is federally mandated that CHS has a current application on file for you to be eligible for services. **If your 2014 application is not received back in the CHS office by 01/01/2014 you will not be eligible for services until it is received.**

- Q: When do you need a purchase order number?
- A: Always! If you want CHS to pick up any of your remaining bill you must get a purchase order prior to your visit.
- Q: If I have gotten an approval for an upcoming surgery through (RMC), do I still need to call for a purchase order number?
- A: Yes! RMC is only to determine if CHS has funding or the surgery is medically necessary. You still have to follow the guidelines which are a purchase order for each visit.
- Q: Why do I need to read the Newsletter?
- A: It is the member's responsibility to know what changes are happening in CHS and the Newsletters are where CHS updates the members.
- Q: Can I use the same purchase order if I am rescheduled?
- A: No! You need to call CHS for a new purchase order. All purchase orders are date sensitive and are only good for the date issued. (Please let CHS know the purchase order number that was not used)
- Q: What if I lose my insurance?
- A: Call CHS. There are ways to have coverage without insurance.
- Q: What if I receive a statement from a provider's office?
- A: Call the provider's office and be sure your primary insurance has paid. If they have or the only coverage you have is CHS call the provider and be sure they bill CHS. Most providers will not talk to CHS without written consent from the member. Failing to call may result in the member being responsible for the bill.
- Do I need to tell the providers each time I go in that I also have Cow Creek Contract Health Services as my payor of last resort and CHS pays the members portion?
- A: Yes this is very important that the provider know that you do not need to pay out of pocket.

If you have questions please don't hesitate to call a CHS staff member. Do not rely on information from an outside source. Call: 541-672-8533

Medicare Part B Reimbursement Instructions

If at any time during the 2013 calendar year Medicare Part B premiums were withheld from you or your spouse's Social Security benefit, you may qualify for reimbursement from the Tribe. A Tribal Member who is age 65 or those receiving disability payments and paying for Medicare Part B insurance.

At the end of each calendar year, the Social Security Administration (SSA) sends recipients a SSA-1099 form for tax purposes that details social security benefits. According to the Social Security Administration the SSA-1099 forms for year 2013, will be mailed to recipients by the last week of January 2014. In order to expedite premium annual reimbursements, please mail a copy of the SSA-1099. Social Security will also send you a letter called the statement letter, these work best for your monthly reimbursement. Reimbursement checks will be distributed upon receipt at the beginning of the New Year. Please write how you would like your reimbursement either monthly or annually. Members with a spouse please make sure you include the spouses name and a copy of your marriage certificate (if you haven't sent it already) to request an SSA-1099; please contact your local Social Security Administration office by dialing 1-800-772-1213.

If Medicare Part B premiums were paid for you through a retirement account, pension fund, or by some other means, you may still be eligible for reimbursement. Please provide proof in which payment was made.

If you have any questions call 541-677-5575 to speak to Andrea Davis.

Top 10 Values Employers Seek

Last month we reviewed 10 universal skills that employers look for. Of equal importance to skills are the values, personality traits, and personal characteristics that employers want in their workforce.

Employability skills and personal values are the critical tools and traits you need to succeed in the workplace - and they are all elements that you can learn, cultivate, develop, and maintain over your lifetime.

Use this information to help you tailor your resume, cover letter, and interview language to highlight how well your background aligns with employer requirements.



Top 10 values employers seek:

- **Honesty/Integrity/Morality** - Employers probably respect personal integrity more than any other value, especially in light of the many recent corporate scandals.
- **Adaptability/Flexibility** – Employers need someone who is open to new ideas and concepts, working independently or as part of a team, and to carrying out multiple tasks or projects.
- **Dedication/Hard-Working/Work Ethic/Tenacity** - Employers seek job seekers who love what they do and will keep at it until they solve the problem and get the job done.
- **Dependability/Reliability/Responsibility** - There's no question that all employers desire employees who will arrive to work every day -- on time -- and ready to work, and who will take responsibility for their actions.
- **Loyalty** - Employers want employees who will have a strong devotion to the company -- even at times when the company is not necessarily loyal to its employees.
- **Positive Attitude/Motivation/Energy/Passion** - Job-seekers who are hired and the employees who get promoted are the ones with drive and passion -- and who demonstrate this enthusiasm through their words and actions.
- **Professionalism** – Employers want employees who act in a responsible and fair manner in all personal and work activities, which is seen as a sign of maturity and self-confidence.
- **Self-Confidence** – Consider this: if you don't believe in yourself, with your unique mix of skills, education, and abilities, why should a prospective employer? Be confident in yourself and what you can offer employers!
- **Self-Motivated/Ability to Work With Little or No Supervision** - While teamwork is always mentioned as an important skill, so is the ability to work independently, with minimal supervision.
- **Willingness to Learn** - No matter what your age, no matter how much experience you have, you should always be willing to learn a new skill or technique. Jobs are constantly changing and evolving, and you must show an openness to grow and learn with that change.

Address and Phone Number Updates, Very Important!

The tribal distribution checks were mailed out on Friday, November 15th, 2013. If you have any tribal members that are turning 18 by December 10th, Accounting will need a W-9 form before their check will be mailed out. If your address has changed, the Address Change forms are available on the Cow Creek Website to print and mail, or call the Government Office at 541-672-9405 to have one mailed to you. Address changes can no longer be made over the phone.

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. Trust Fund Statements, youth related events and other information won't be relayed properly if addresses are not correct.





Creating or updating a resume or cover letter?

Looking for a new career?

Want to advance in your position?

Need career advice?

Need to develop job skills for your current position?

Give me a call or send me an email – I'm here to help you!

Nichole Wood, Tribal Workforce Manager

nwood@cowcreek.com, 541-677-5575, 800-929-8229



Tribal Member Focus- Kelly Coates



Hello, my name is Kelly Coates and I am a member of the Thomason Family. I am the Tribe's Fisheries Biologist and have worked in the Natural Resources Department since November of 2011. I work with federal and state agencies to manage fisheries resources throughout the Tribe's Ancestral Territory. As part of my job, I also manage an instream restoration project on Elk Creek, and work on the lamprey conservation program. I have a Bachelor's Degree in Aquatic Wildlife Biology and a Master's Degree in Organismal Biology and Ecology, both from the University of Montana. As a child, I enjoyed fishing, camping and hunting with my parents. A love of the outdoors is what led me to study fisheries. My choice of a career in natural resources has led me from hiking the peaks of Glacier National Park, to living in a remote field camp in British Columbia, becoming a certified pollen counter and research specialist for an air quality chemist, holding a position at a non-profit river conservation organization and eventually to my current position with the Tribe.

My career path has not always been the straightest, but every choice I have made has helped me find my place here. The best career advice I have received is "never stop learning". Find every opportunity to better yourself and further your knowledge of whatever field you are in. I use this advice on a daily basis. I try to go to as many conferences and seminars as I can to help stay current on fisheries issues. The Tribe is supportive of educating and helping Tribal members succeed professionally, and I have taken advantage of those opportunities, which have led to furthering my career. I would advise other Tribal members to look into the opportunities that the Tribe provides. The advice I most often give to people in search of what career they should choose is to be open to the possibilities and do something that you are passionate about and believe in.

Thank you Kelly for your outstanding contributions to the tribe! Are you interested in fisheries? Kelly is a great mentor and would be happy to talk with anyone considering a career in fisheries. Please contact Nichole Wood for information.

Do you have someone you would like us to focus on in a future article? Nominations are always accepted! Just email Nichole Wood at nwood@cowcreek.com or call at 541-677-5575.

EPA Tribal 319 Program



Great news for the Tribe! The Natural Resource Department was approved this month to be treated in the similar manner as a State for EPA's 319 Nonpoint Source Pollution Tribal Program. The 319 program allows for the Tribe to receive noncompetitive base funding in 2014 to build capacity within the department, improve the NPS pollution management plan, conduct nonpoint source education programs, provide training and attend trainings region wide.

What is Nonpoint Source Pollution (NPS)? NPS pollution is categorized by land runoff, precipitation, drainage, seepage and modification of rivers or streams. Examples include the following:

- Excess fertilizers, herbicides and insecticides from rural lands
- Oil, grease and toxic chemicals from urban runoff
- Sediment from construction sites, forest lands, and eroding stream banks
- Salt from irrigation practices and acid drainage from abandoned mines
- Flow modification of streams and rivers

Water quality data that the Environmental Specialist has been collecting for the past two years and data collected previously has been used to determine how to prioritize projects in the future. The CCBUTI is the last Tribe in Oregon to assume 319 status.

After the initial year, the Tribe can apply for competitive grants within the 319 tribal program to implement on the ground projects such as fencing off riparian areas from livestock, log and boulder placements in streams or rivers that have been modified in previous years, stabilizing stream banks to reduce erosion, nonnative species removal, project monitoring and many other potential projects.

Low Income Rental Housing

The Cow Creek Housing Program is still accepting applications for the Tribes Low Income Rental homes. This program is federally funded through the Housing and Urban Development (HUD), Indian Housing Block Grant and is administered by the Tribe.

This program can assist eligible Tribal members whom are currently living or are willing to relocate to the seven county service area with low-income rental units if income eligible. Priority is given to families with the greatest needs in relation to income, family size, age, disabilities, etc.

Reminder

If you are currently on the waiting list for a house, please make sure that your address and phone number are up to date. If your name is coming up on the list and we cannot get ahold of you, we will be forced to pass you by until we hear from you. Also remember that if you are on the waiting list your application needs to be updated on an annual basis. The new cycle begins on January 1st and individuals with an application submitted need to update their information at this time to stay on the list.

New Resident Manager

We have a new resident manager, Sarah Briggs, who is on site at 239 Taylor Street, Myrtle Creek, OR 97457. She will be facilitating all calls and correspondence in regards to the low income housing, rental assistance and student rental assistance. She can be reached at 541-863-3730 or sbriggs@cowcreek.com.

Native Americans honored in Veterans Day Parade

Robert Van Norman and Terry Mooney, a tribal affiliate, were chosen to serve as grand marshals at the Douglas County Veterans Day Parade that took place on Monday, November 11 in downtown Roseburg. Each year the parade committee chooses representatives of a particular group of veterans to honor as grand marshals. Past honorees have represented women veterans, Purple Heart recipients, corpsmen and veterans of specific wars from World War II to Korea to Vietnam. Members of all nine of Oregon's confederated tribes were invited to participate in the Parade.

Robert carried the tribe's 6-foot eagle staff. The staff bears seven feathers for the tribe's seven families and a long narrow banner bearing the emblems of the branches of the US military.

Thundering Waters Drum Group was present on the float drumming and singing Traditional songs. In addition to the normal parade route the float made an appearance at the Memorial wall dedication at the Roseburg VFW hall and the Roseburg VA Hospital, where patients were brought outside to hear some Native American honor songs played for them. The float was pulled to each destination by Steven Van Norman.



Cow Creek Color Guard



Back view of Cow Creek float



Two members of the Grand Ronde tribe showing their eagle staff with Cow Creek's eagle staff. (above)

Side view of this year's float (right)



The Cow Creek Umpqua Tribe float shared "Best in Parade" honors. The Cow Creek Honor/Color Guard won first place in the "Marching Groups" category.

Thank you to all who participated to help make this year's parade a success.

Hope to see you next year.

November 2013

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3 AA Mtg 6 PM Gov Office	4	5 Financial Peace University 5-7 PM Gov. S. bldg.	6	7 Financial Peace University 5-7 PM Gov. S. Bldg	8	9 JOM Pow Wow @ 7F Convention Ctr 6:00 PM Elder's Fall Dinner
10 General Council Mtg 10 AM Gov Boardroom AA Mtg 6 PM Gov Office	11 Veteran's Day Parade	12 Food Bank 9-12 PM Zumba Class 5:30 PM -Block House	13	14 FPU 5-7 PM Gov S. Bldg	15 Tribal Distribution	16 Dr. Ross Q & A Sutherlin Library @ 2 PM
17 AA Mtg 6 PM Gov Office	18	19 Zumba Class 5:30 PM -Block House	20	21 Popcorn and a Movie "Buck" 5 pm S. Clinic FPU 5-7 PM Gov S. Bldg	22	23
24 AA Mtg 6 PM Gov Office	25	26 Food Bank 1-4 PM FPU 5-7 PM Gov S. Bldg	27 Gov. Office Closes @ 1:30 PM	28 THANKSGIVING HOLIDAY OFFICES CLOSED	29	30

December 2013

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 AA Mtg 6 PM Gov Office	2	3 Zumba Class 5:30 PM -Block House FPU 5-7 PM Gov S. Bldg	4	5 Zumba Class 5:30 PM -Block House FPU 5-7 PM Gov S. Bldg	6	7
8 AA Mtg 6 PM Gov Office	9	10 Food Bank 9-12 PM FPU 5-7 PM Gov S. Bldg	11	12 Zumba Class 5:30 PM -Block House FPU 5-7 PM Gov S. Bldg	13	14
15 AA Mtg 6 PM Gov Office	16	17 FPU 5-7 PM Gov S. Bldg	18	19 Zumba Class 5:30 PM -Block House FPU 5-7 PM Gov S. Bldg	20	21
22 AA Mtg 6 PM Gov Office	23 Gov. Office Closes @ 1:30 PM	24 Food Bank 1-4 PM CHRISTMAS HOLIDAY OFFICES CLOSED	25	26 Zumba Class 5:30 PM -Block House	27	28
29 AA Mtg 6 PM Gov Office	30	31 Gov. Office Closes @ 1:30 PM				

Announcements

Births/New Enrollments

Kaydee Lee Looney, Alexander Guadalupe Garcia-Martinez, Jack Michael Emerson, Barrett Talon Wilhelm

Obituaries

No Deaths were reported

More Upcoming Events



Friday, Dec 6th is our Elder's Honor Luncheon & Dessert Potluck Christmas Party. If you would like to participate in the gift exchange, please bring a gift and mark it male or female. Please keep gifts under \$5. Prepare for lots of fun!!! Enjoy Live Christmas music by "Ambience," who is also a local artist. Call now to get your name on the list!

Zumba Classes are to be held at the Block house in Canyonville on Tuesday and Thursday at 5:30 PM

Emergency Energy Assistance

LIHEAP Low Income Home Energy Assistance Program

This program is available to assist tribal Member families with low income to pay their heating bills. This program can help pay your heating expenses for Propane, Electricity, Gas, Wood, Wood Pellets, or Oil. If you qualify you can choose to have it paid on two different sources such as wood & electricity or Gas & Electricity for example. Applications are available on our tribal Website under the Human Services Tab or call our office to have mailed to you.

Please do not wait until your heating source is shut off to apply for help from this program? Please apply as soon as you receive a past due notice, this will hopefully prevent a shut off so you have no interruption in services. Sometimes there is a large deposit required and a reconnection fee that is a waste of dollars that could go towards paying the bill if you apply in sufficient time.

Contact Cindy Delay for any questions regarding this program at 541-677-5575.

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.**

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

Visit us online @ cowcreek.com