



# KIUYUM-ID-

Volume 5 Issue 4

June 22, 1995

## Board of Directors Nominations

On Sunday, May 21, 1995, nominations were made and accepted for three positions on the Board of Directors. The nominees for the three positions are:

George T. Rondeau  
Roy Stephen Jackson  
Wallace T. "Buster" Rondeau, Jr.  
Gerald Rainville  
Pamela Ray  
Art Parazoo

The Bureau of Indian Affairs, Siletz Agency, will be assisting in the Tribal Election.

The election will be by secret ballot. Ballot packets, including instructions, will be mailed out to registered voters of the tribe from the Siletz Agency no later than July 21, 1995. If you are a registered voter and do not receive a ballot, you must contact the Tribal Office at 800-929-8229 or 503-672-9405. Ballots must be returned to the Siletz Agency no later than close of business August 11, 1995. The Election meeting will be held at 1:00 p.m. on August 13, 1995, at the I.W.A. Hall, 1523 Vine Street, Roseburg, Oregon.

When you receive your ballot, mark it right away and mail it back. That way you will be sure your vote gets counted.

The above alert will constitute the formal notice as provided for in the Tribal Election Ordinance, which was developed in compliance with the Tribal Constitution, and requires at least a 30 day notice.

## Gaming Anniversary Celebration



*gaiashkibos, President of the National Congress of  
American Indians and Chairman of the  
Lac Courte Oreilles Tribe*

A gala celebration marking the tribes' 3rd anniversary in gaming was held at the reservation on April 29, 1995. There were 400 guests in attendance including many tribal members who traveled great distances as well as local and National leaders.

Keynote speaker for the event was gaiashkibos, President of the National Congress of American Indians, and Chairman of the Lac Courte Oreilles Tribe in Hayward, Wisconsin. gaiashkibos has represented Indian people on an international, as well as national basis, having been selected to speak for our people by the United Nations Commission on Human Rights in Geneva, Switzerland. This commission works with the indigenous populations of the world on the prevention of discrimination and the protection of minorities. The Cow Creek Tribe was truly honored to have an Indian leader

of his stature speak at this celebration. gaiashkibos may have summed it up best with this statement "This occasion is more than a celebration of a remarkable tribal accomplishment", he said "This is a tribute to the tenacity of the Cow Creek people."

Future plans for the expansion of the gaming center were unveiled. These plans include a Hotel, Restaurant and Convention Center.

## Million Dollar Set Aside Disbursement Plan

At the May 21, 1995 General Council Meeting a "draft" Tribal Disbursement Plan was presented to the General Council. The plan provides for economic growth, better health care, more educational and housing opportunities and a cash disbursement to all tribal members.

The Disbursement Committee is still working on the particulars for this plan, however, the Board of Directors have made provisions to build a permanent fund from gaming proceeds of **\$1 million dollars** to be used for a disbursement to all tribal members.

The "draft plan" calls for a disbursement of \$1,000.00 to every tribal member up front, then \$100.00 every year thereafter. Over the next several years, income derived from the tribal businesses will be invested into a permanent fund. Once the fund reaches a pre-determined amount, the interest generated from that fund will be used for tribal distribution.

Tribal children will be eligible for the plan, however, any distribution will be placed in a trust fund until they reach the age of 18.

Meetings are planned with financial and legal experts to advise the committee on this plan. This plan is subject to change. The plan is currently being reviewed by an attorney for compliance with applicable laws.

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SINCE THE FUNDS TO SUPPORT THIS PROPOSED PLAN ARE DERIVED FROM GAMING INCOME, THE INDIAN GAMING REGULATORY ACT REQUIRES THAT THE PLAN BE SUBMITTED TO THE BUREAU OF INDIAN AFFAIRS AND THE SECRETARY OF INTERIOR FOR APPROVAL. THIS PROCESS MAY TAKE A LENGTHY PERIOD OF TIME TO FINALIZE. YOU WILL BE KEPT INFORMED OF THE PROGRESS.

## Board of Directors Compensation

Since the formation of the Tribal Board of Directors in the 1970's, members of the Board have served the tribe without pay. Countless hours have been donated for the betterment of the overall well being of the tribe. Tribal leaders have worked diligently to create a sound economic base to better serve the tribal membership and build and secure a solid economic future for the tribe.

The Tribal Board of Directors are responsible for the day to day operations of tribal government which include cultural protection, local, state and national political factors affecting the tribe, and tribal business ventures and programs.

With the increasing duties and responsibilities of the Board, even more time is required of each Board member and the regular monthly Board meetings has not been adequate to cover all the necessary business of the tribe. Therefore, for the past several months a mid-month meeting has been regularly scheduled, however, some months such as the month of May, three meetings were required to address all important tribal business.

With the added duties and demands for time, the Board of Directors at the May 3, 1995 meeting decided on a monthly wage \$300.00 per month. This includes the two Board meetings per month



and other work necessary to conduct tribal business. Special work situations and other specific duties are considered separately and must be authorized by Board action.

## Nesika Health Group

The Cow Creek Band of Umpqua Tribe of Indians Self Funded Insurance Plan, the Nesika Health Group, currently has 302 enrolled members.

We now have several pharmacies with on-line billing capabilities. For approved pharmacies in your area, please call Heidi at 1-800-935-2649.

An alternative to using the approved pharmacies which we would like to encourage is to send prescriptions for maintenance drugs and co-payments directly to Pequot Pharmaceutical Network. Pequot will fill the prescription and return it to your doorstep via Federal Express. By using the remote distribution system Pequot has in place, we will be saving a substantial amount of money on prescriptions, (up to 35% below retail). We have envelopes provided by Pequot Pharmaceutical Network available through the Cow Creek Health Office.

Membership cards, (as they arrive), as well as Nesika Health Group/Pequot brochure, a list of on-line pharmacies, and plan information will be mailed out to all members enrolled in the Nesika Health Group.

If you have any questions or comments, please contact Lonna or Heidi at the Health Office (800) 935-2649.

## Current Jobs Available

### Secretarial:

A full-time secretary is needed for the construction company involved in the gaming facility expansion. The position will last approximately 1 year. Proficiency in Lotus 5 for Windows and WordPerfect for Windows is a must. Duties will include filing, mail log, daily logs, etc. 40 hours per week, \$8-10 per hour D.O.E. Send resumes to the Tribal Administrative Office. Closing date: June 30, 1995.

## Future Jobs Available

### Gaming Center:

The following jobs will be available for the new expansion at the Cow Creek Gaming Center:

- Security Officers
- Data Input Clerk
- Soft Count Cashiers
- Key Clerk
- Change Clerks
- Slot Cashiers
- Slot Technician
- Keno Writers
- Poker Dealer
- Black Jack Dealer
- Roulette
- Craps Dealer
- Table Supervisors for Poker, Blackjack, Roulette, and Craps
- Surveillance Manager
- Food Servers
- Restaurant Cook
- Line Cooks
- Food Cashiers
- Dishwashers

Must have High School Diploma or G.E.D.

For more information about these positions, please contact the Cow Creek Gaming Center Personnel Department at 503-839-1111.

## New Tribal Employees

### Receptionists:

Tribal member **Christine Steward** has been hired as the receptionist/secretarial support for the Administrative Office. Christine has attended Trend College and worked 2 years as a legal assistant. Christine has great organizational skills, human relations, and is very enthusiastic.

**Shannon Ferguson**, mother of a tribal child, has been hired as the receptionist/secretarial support for the Health Office. Shannon has experience in computers and great public relation skills.

## Tribal Census

The response to the Tribal Census has been excellent. If you haven't returned your census yet, please get it in as soon as possible. An outside agency, or non-tribal, temporary employee will be used to compile the information and maintain the utmost confidentiality. No names will be used. This information is being requested to assist the administration in applying for grants for the social and economic betterment of the tribe.

If you have any questions or concerns regarding this census, please contact Dan Andrade at the Administrative Office.

## Daycare Assistance

The Cow Creek Child Care Assistance Program is provided through the Child Care and Development Block Grant and can provide full day care and/or after school care for eligible families. All applicants must live in the seven county service area and be employed, engaged in an on-the-job training program, or enrolled in school. The children must be under the age of 13. For more information regarding this program, please contact Carol Ferguson at the Tribal Administrative Office.

## Focus Groups

The Board will be establishing focus groups consisting of several members of the tribe, tribal staff, members of the Board, and local leaders of the business, education and social community. These groups will meet as a whole and then break up into small work groups to work on specific tasks and to "brainstorm" on ideas for new programs and solutions to problems that currently face the tribe. The tribal census, needs assessments, and/or conversations with individual tribal members will all be taken into the work sessions.

## Spring Youth Camp

On April 21-23, 1995, a Juvenile Delinquency Prevention Camp was held at Little River Christian Camp. The camp was sponsored in part by Oregon Commission on Children & Families and the Cow Creek Johnson O'Malley Program. There was no cost to participants. Forty three of our tribal J.O.M. kids attended the camp, in addition to the support staff. Speakers were contracted from the Salem based organization Amer-I-Can, headed by John "Bubba" Washington. Topics of discussion included gang violence, teen pregnancy, and drug and alcohol abuse issues, to name a few. There was a craft presentation by Joyce Wind. Louella Michaels and Susie Steward gave a demonstration of native plants used for healing and food. Other activities included a nature walk and nightly performances by the Chemawa Indian Dancers. Overall response from the kids and parents was very favorable. We are looking forward to seeing everyone back next year.

## Congratulations to Kim Van Norman.....

Kimberly Van Norman is one of the first tribal members to go through the Education Program from the beginning and receive her Masters Degree.

Kimberly has received a B.A. in Psychology at the University of Oregon with honors and an M.A. in Counseling Psychology at Ohio State University. She is a member of American Indian Council at O.S.U. and has worked with the Special Olympics, in nursing homes, in the Women's Center, and in research.

Kimberly will continue on with the doctoral program in counseling psychology at Ohio State University.

## J.O.M. Program

The Johnson O'Malley kids meet for various activities on the 3rd Saturday of each month. J.O.M. is an educational program for children ages 3-18. During the past several months the children have been introduced to loom beading, choker making, history of beads, bead making, etc. They have gone on special outings to the Canyonville Museum, went skiing at Mt. Ashland, had guest speakers, and watched youth videos such as "The Cancer Enemy" and a coyote story. They have met and made new friends within the program and the tribe.

The J.O.M. Parent Committee is currently planning events for the remaining 1995 year, and are in the beginning stages of planning activities for 1996. If your children would like to participate in the program, or if you would like additional information on times and places of activities or how you can be involved, please contact Rhonda Malone at 1-800-929-8229

## Domestic Violence

Are you or someone you know suffering from DOMESTIC VIOLENCE? Violence in the home is a crime that cuts across all age, racial, class and educational boundaries. Domestic violence is a monster that wears many masks.

**Emotional Abuse:** Withholding affection; name calling; using put-downs; making threats; abusing pets; discussing love affairs; refusing to talk; showing jealousy; taking anger out on children; and refusing a partner friends, time, or money.

**Physical Abuse:** Threatening gestures; hitting; shoving; slapping; burning; bruising; twisting; choking; pulling hair; blocking exits; using weapons.

**Sexual Abuse:** Forcing sex when a partner doesn't want it; sexual name calling; scaring a partner during sex; insisting on unwanted sexual practices; not revealing a sexually transmitted disease or failing to protect a partner from it; forbidding birth control.

**Financial Abuse:** Partner is not allowed to make any financial decisions; has to justify all legitimate spending; is blamed for financial problems; withholding of financial information or access to finances; not allowed to work outside home.

There may be many reasons why a person chooses to stay in this situation. Some common reasons are emotional dependence, isolation, fear and financial dependence.

If you or someone you know is in need of confidential counseling or assistance, the tribe is receiving Family Violence Intervention Funds and will be able to provide assistance. Help is available now by calling Rhonda at 1-800-929-8229 or by contacting your local Battered Persons Hot Line. In Roseburg:1-800-464-6543, Grants Pass:1-800-750-9278, Ashland:1-503-779-4357, Coos Bay:1-800-448-8125, Eugene: 1-800-281-2800, and in Bend: 1-800-356-2369.



## Proposed Changes in I.H.S.

Tribal members using the Chemawa Indian Health Center in Salem will be seeing some changes. The western Oregon tribes, Siletz, Grand Ronde, Cow Creek, Coos and Coquille will be contracting some of the functions currently provided at the Chemawa Health Center.

It is planned that the Chemawa Health Center will continue to remain open to provide outpatient medical and dental care to Native Americans, and will continue to function as a school health center for the Chemawa Indian School, but with a somewhat smaller staff and budget. Staff at the Chemawa Health Center will be gradually reduced by a total of sixteen positions during this change. Medical, dental, and optometry care will continue to be provided to eligible patients, but some community health care (mental health, health education, public health nursing, and nutrition services) will be provided only to Chemawa Indian School students after this change.

The savings from the reduction of staff at Chemawa will be divided among the five western Oregon Tribes for contracted services.

## Disease Information

The Tribal Health Office now can access the Center for Disease Control for all current information relating to diseases. If you have any questions regarding a specific disease or symptoms, call Peggy Meharry at 672-8533 or 1-800-925-2649.

## Congratulations to all Graduates

Congratulations to all the Tribal members who are graduating this June from High School, College and Universities.

## Pow-Wow Raffle

Collection is now underway for Pow-Wow Raffle items. Donated items should parallel Native American themes. Raffle items may be dropped off at the Tribal Administrative Office or brought with you to the Pow-Wow. The raffle continues to be one of the most anticipated events of the Pow-Wow.

## Pow-Wow Committee Meeting

There will be a final Pow-Wow Committee meeting on July 1, 1995, in the non-smoking section of the bingo hall at the gaming center. Everyone is invited to attend. For more information, contact Roma Jackson at the Tribal Administrative Office.

## Notes from the Chair

### Legislation

*I continue to closely monitor legislation at both the state and national level which will have significant bearing on the future of the tribe. Critical to us is S.487 whose hearings were held June 22. This is the McCain/Inouye bill to amend the Indian Gaming regulatory Act. Other bills less favorable to Indian gaming have been introduced and bear close watching, as well. At a state level, during the legislative session it was obvious that the state will be opening up more and more gaming which will have a direct bearing on our facility. That is why it is critical that the Tribe put forth every effort in our expansion, which has become a daily duty for planning.*

### Indian Education Programs Cut

*On June 21, 1995, the House Interior Appropriations Subcommittee voted not to fund the Office of Indian Education. This would eliminate all Indian Education programs. In the*

case of our Tribe, it would close the door to many worthy students. I am making all possible congressional contacts to protest this maneuver of the 104th Congress, whose agenda seems to be budget cuts in the areas where it is needed most.

### **Welfare Reform**

Welfare Reform is another targeted area. There will be drastic cuts in every level of entitlements. The Board has continuously supported education, vocational training and work preparedness for our people in order to prepare them to be job ready. As Chairman of the Board of Trustees at Umpqua Community College, I handed out the diplomas, and was pleased that a young Cow Creek member had gone back to school and received her G.E.D.

### **State Gaming Compact**

On June 27, 1995, the compacting team will be meeting with the State of Oregon to reopen negotiations for expanded gaming at our facility to include table games. Training will soon begin for people to ready by early August when we anticipate opening those games. Our business has remained firm but we must always be aware of the growing competition.

### **Housing**

We are investigating opportunities for housing (both for tribal members and employees). On June 5, 1995, we met with HUD and will be pursuing those monies to meet those needs. We recognize the need of tribal members, but we must also be aware that in order to get employees to work in our businesses, there must be housing. It is practically non-existent in this area.

### **Commission on Indian Services**

At the Commission on Indian Services meeting on June 16, 1995, I was elected vice-chair to a position I have previously held. C.I.S. is a legislative arm of Oregon State Government that represents the nine federally recognized

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tribes in Oregon, as well as the urban Indian groups.

### **Cultural Committee**

"Tooter" Ansures, who is active on the Cultural Committee, is the designated representative of the Tribe at the Horseshoe Bend site on the North Umpqua. He served in the same capacity last year at the Tiller Ranger Station dig, working with B.L.M. archaeologist Debra Barner.

### **Further cultural resource information**

We continue the work on preserving/protecting the Huckleberry Patch from the mining interests. This seems a never ending struggle, however, at this time it appears more positive. During the early 1980's, the Tribe made every effort to recover artifacts that had been looted from the Huckleberry Patch. This collection became known as the "Monarch Cache". We made no headway then, but now federal law has changed and we will be meeting on June 30, 1995, to discuss the Tribes' acquisition of the full collection. Some of the material is from the pre-Mount Mazama eruption era. I urge all tribal families who have artifacts to guard them carefully, as eventually we will have our own interpretive center.

### **"Applegate Trail" fund raiser**

Our Gaming Center hosted a fund-raiser dinner for the "Applegate Trail" 150th year celebration in 1996. It was a huge success, with cooperation from the South Umpqua Historical Society, the Canyonville Chamber of Commerce, Canyonville Lions Club, City of Canyonville and the Roseburg Visitors and Convention Bureau. People commented that it was the first time that all community groups had pulled together in support of a project.

Sue Shaffer