

Reminder

Elections to be held on Saturday, January 19, 2019

Election is for the positions of:

Vice-Chairperson

Member-at-Large

Ballots mailed 12-13-18. Pick up your certified packet from your post office.



Shoalwater Bay Tribe

P.O. Box 130

Tokeland, WA 98590

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Shoalwater Bay Indian Tribal News

P.O. Box 130, Tokeland, WA 98590

December 2018

Merry Christmas and a Happy New Year to all!



Shoalwater Bay Tribal Center Christmas tree

**Shoalwater Bay
Tribal Council**

- Charlene Nelson, Chairperson**
cnelson@shoalwaterbay-nsn.gov
- Jennifer Taylor, Vice Chairperson**
jtaylor@shoalwaterbay-nsn.gov
- Lynn Clark, Secretary**
lclark@shoalwaterbay-nsn.gov
- Joel Blake, Treasurer**
jblake@shoalwaterbay-nsn.gov
- Dennis Julnes, Member at Large**
djulnes@shoalwaterbay-nsn.gov

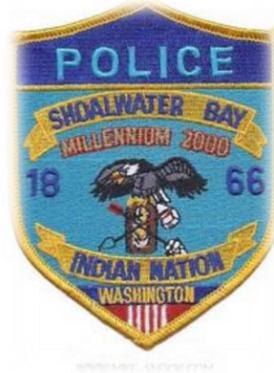


**The Shoalwater Bay
Newsletter**

The newsletter is a monthly publication of the Shoalwater Bay Tribe. Your letters, articles, photographs and drawings are encouraged. We reserve the right to edit for clarity or length or to decline any letter. Opinions expressed do not necessarily reflect the views of this publication or the Shoalwater Bay Tribe. Accuracy is important to us. We take care in editing, but errors do occur. We want to correct them. If you believe printed information is in error, please let us know.

**Submission Deadlines are the
29th of each month**

Mechele Johnson, Public Relations Specialist
PO Box 130
Tokeland, WA 98590
360-267-8202 Direct Line
1-800-633-5218 ext. #2103
mjohnson@shoalwaterbay-nsn.gov



Shoalwater Bay Tribal Police

Kristof Aho, Interim Police Chief
Christopher Boggs, Officer
Sarah Boggs, Officer
Police Office 267-8164 (Questions Only)
**For Police Dispatch call
(360) 267-8391 or 911**

This is a brief summary by nature of our officer calls for the
Month of November 2018

Agency Assist	3
Animal Problem	4
Audible Alarm	3
Citizen Assist	4
Collision	1
Domestic Violence	1
DUI	1
Fish and Game	1
Lockout	1
Malicious Mischief	1
Medical	2
Suspicious	6
Traffic Offense	1
Total	29



We want to share your news!
Send any news, announcements, birthdays, births,
weddings, anniversaries, photos (with caption), etc.,
To: mjohnson@shoalwaterbay-nsn.gov

Community



Tribal member Ben Fryback (in hat), a senior at Century High School in Hillsboro Oregon, is preparing for the Oregon State marching band championships.

Keep up the good work Ben!



Reminder



Starting in January 2019, the Newsletter will only be available online unless you request to have a paper copy mailed to you.

Please email mjohnson@shoalwaterbay-nsn.gov or call 360-267-8202 if you would like a paper copy mailed to you.



2nd-Sabina Harris
 2nd-Gordy Shipman
 3rd-Jennifer Taylor
 4th-Lily Blair
 4th-Ferrill Johnson
 5th-Melanie Landon
 6th-Devyn Thomas
 8th-Georgia Johnson Fryback
 11th-Robert Walker
 13th-Leah Thomas
 13th-Jonathan Young
 16th-Coree Harris
 17th-Tessa Davis (Kranich)
 17th-Angelique Persson
 18th-Shana Ellingburg
 18th-Aiden Dinkle

19th-Mindy Clemens
 19th-Cameron Ahola
 20th-Vernon Keven Shipman
 21st-Anahu'y Lopez
 22nd-Aidan Ayers
 22nd-Brandon Thomas
 23rd-Troy Welch
 24th-Kristeen Williamson
 25th-Rebecca Glasgow
 25th-Kristine Torset
 27th-Levi Lagergren
 30th-Pamela MacGregor
 31st-Timothy Brown

Employee Anniversaries

Jennifer Taylor, Youth Development Specialist-14 Years
 Joel Blake, Housing Director-1 Year (10 years employed)



Resolutions



Resolution #11-16-18-45

Whereas, the Shoalwater Bay Tribe pursuant to its sovereign rights, has chosen to pursue gaming activities as a viable means to generate revenues to fund tribal programs and projects and to provide meaningful employment opportunities for the tribal membership;

Now Therefore Be It Resolved That; effective November 1, 2018, there is a one year waiver of machine taxes.

Now Therefore Be It Resolved That, effective November 1, 2018, the Shoalwater Bay Casino agrees to pay \$66,667 per month for twelve months for reimbursement of TGA costs.

Be It Further Resolved That; effective November 1, 2018, if machine taxes are waived for one more year, the Shoalwater Bay Casino agrees to pay no more than \$68,667 each month for twelve months for reimbursement of TGA costs; provided there is no material change in the Casino's operations.

Be It Further Resolved That, effective December 1, 2018, the Shoalwater Bay Indian Tribe agrees to make an equity contribution to WBE of \$250,000. Any future equity contributions will be negotiated at the time of request.

5 For 0 Against 0 Abstain

Resolution #11-16-18-46

Whereas, The Shoalwater Bay Tribal Council is the governing body of the Shoalwater Bay Indian Tribe in accordance to their constitution and by-laws; and

Whereas, the Shoalwater Bay Indian Tribe has enrollment requirements that are specific to the membership of the tribe, now **Therefore Be It Resolved That** the Shoalwater Bay Tribal Council does hereby approve the membership of the following:

Richard Brian Culp-Direct descendant of Elizabeth Charley George

Resolution #12-7-18-47

Whereas, the Shoalwater Bay Tribal Council is the governing body of the Tribe in accordance with the Constitution of the Shoalwater Bay Indian Tribe; and,

Whereas, the Shoalwater Bay Tribal Council is committed to supporting the health, safety, and well-being of its Tribal members:

Now Therefore Be It Resolved, that the Shoalwater bay Tribal Council hereby approves the appointment of Officer Kristofer Aho as the interim Chief of Police until hiring of new Chief.

5 For 0 Against 0 Abstain

Shoalwater Bay Wellness Center

Open Monday through Friday from 8:30am to 4:30pm. Call for an appointment:

<p style="text-align: center;">Dental</p> <p style="text-align: center;">(360) 267-8103 Or (800) 841-2244, Option 2</p> <p style="text-align: center;">Greg Cebulla DDS Denny Homer DMD Lindsey Gerow RDH</p>	<p style="text-align: center;">Medical</p> <p style="text-align: center;">(360) 267-0119 Or (800) 841-2244, Option 0</p> <p style="text-align: center;">Stephen Bell DO Emily Maldonado PAC</p> 	<p style="text-align: center;">Behavioral Health</p> <p style="text-align: center;">(360) 267-2508 Or (800) 841-2244, Option 3</p> <p style="text-align: center;">Jeanne Paul LMFT Sally Heath LCSW Molly Henderson ARNP Laura Hamilton CDP</p>
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Dear Tribal Family,

Merry Christmas and a Happy 2019 for each of you.

Be sure to vote and I hope to see you at our January 26, 2019 General Council Meeting.

Charlene Nelson

Shoalwater Bay Tribal Chair



DECEMBER & JANUARY CASINO PROMOTIONS

JANUARY PROMOS

TACO TUESDAY
Every Tuesday in January get 3 crisp shell beef tacos for \$3

CHA CHING TOSS
Non-stop Frenzy drawings every Wednesday in January from 6:30pm to 7:30pm. All winners receive a \$50 free play and a chance to play Cha Ching Toss. Ring the bottle and win prizes like cash up to \$1000, a 55" 4K HDTV, \$200 in free play or \$100 in free gas.

FREE PLAY GIVEAWAY
Every Friday and Saturday in January features drawings every 30 minutes from 6pm to 10pm with every winner receiving \$200 in free play.

NEW YEAR'S EVE!
Bring your friends and join the party as we count down to 2019!

\$250 FREE PLAY DRAWINGS
every 15 minutes from 9pm - 11:45pm

\$2,019 CASH DRAWING
at Midnight!!

Monday, December 31!

See Guest Services for details. Management reserves all rights.

Win your share of over \$25,000!

SHOALWATER BAY CASINO

SANTA'S CASH BASH

Thursday, December 13
THOUSAND DOLLAR THURSDAY
Five \$1,000 Cash Winners from 7pm - 8pm

Friday, December 14
PENGUIN BOWLING FRENZY
Win up to \$300 Cash from 8pm - 9pm

CHRISTMAS CLOTHING BONUS
get a \$20 free play - all day!

Saturday, December 15
SANTA'S CHRISTMAS CASH
Win your share of \$16,000!
Cash prize drawings every 15 minutes from 1pm to 10pm

For more info visit 2019.com

See Guest Services for details. Management reserves all rights.

ENTERPRISE CORNER



OUR TEAM WORKING TOGETHER

Saturday, December 1st started off with a storm. And storm it was, it started with a 4:30 AM call from security reporting a power outage, which usually is no problem since we have a generator that kicks in, but this morning it didn't kick in and then the battery back up failed causing all the lights, servers, and machines to go down. The pressure was on, since the December Truck Promotional drawing was scheduled for 6 PM that night. Johnny Winokur, WBE CEO immediately jumped in with the help of our facility and security crew and began diagnosing the problem. First he called all the vendors of the 283 slot machines. One vendor tried to put it off until Monday, but was informed if they waited, they had better bring a big van because they would be removing all their machines from the floor. All the vendors showed up on a Saturday to figure out how to get the machines back up and ready to go for our big promotion that night. Meanwhile facility and security crews went to work on finding the problem with generator and battery back up system.

At 11 AM the floor was ready for the crowd, which started to arrive around 2 PM. A couple of hours later every machine was being played with people waiting their turn. The crowd grew to 450 people.

"The spirit of the crowd was positive with people high fiving and laughing with each other. It was a fun night. Todd and I had to literally stuff the barrel with all the entry slips," stated Johnny Winokur. "We think there was around 50,000 entries. The drawing was at 6 PM but we kept the crowd there until 1 PM with hot seat drawings. No one left. It was a very successful promotion."

At 6 PM the drawing was completed and a woman from Raymond won the 2018 F150 four wheel drive Ford pickup. "I am so thankful for all our people who jumped in to help save the day. Without our dedicated team it would have been a struggle to get everything in place to pull off this pleasurable night of entertainment," stated Johnny Winokur with a smile.

OYSTER SEED CO. UPDATE

Oyster seedlings are in the tanks and starting to grow. The staff is getting the facility ready for the microscopic seeds. Once we have the facility up and running in tip top shape we will host an open house with ribbon cutting ceremony.

WBE BUSINESS UPDATES

WBE's Strategic Planning and goal setting session has been rescheduled for February since we are scheduled to report again at the General Council Meeting in January of 2019.

HOPE TO SEE YOU ALL AT THE GENERAL COUNCIL MEETING!



Todd Arend, Left and Johnny Winokur, right presenting winner, Maria Medina with the 2018 Ford pickup.

November 2nd, 2018

Present: Charlene Nelson, Jennifer Taylor, Lynn Clark, Dennis Julnes, Joel Blake, Mike Rogers, Joel Penoyer, Jim Anderson, Jamie Judkins, Larry Kerns and Mechele Johnson

Meeting called to order, items added to the agenda (mid year community update, presentation by Jim Anderson, and machine tax update). Motion was made and seconded to approve the agenda. Agenda approved.

Mike Rogers gave a quick presentation of a slideshow of the elder's trip to South Dakota.

Dennis Julnes provided an update. The team met twice with WBE and have reached a recommendation for Council. The recommendation is that the Casino will pay full cost for TGA (\$800,000). The Tribe will give an unrestricted donation of \$250,000 to the casino. This is in lieu of \$1,000,000. Larry stated that the tribe's annual guaranteed fee will not go beyond \$825,000.

Dennis stated that the casino will provide a transparent view of the amount it takes to operate the casino. Joel stated that the transparency will allow the tribe to see the actual costs and what the casino is using the money for. Dennis also stated that casinos and banks are highly regulated and have to pay the regulatory costs in order to operate. Larry added that he will write up the resolution for the next meeting which will give the Tribal Council more time to think it over. Larry explained that the casino has a tax. In the past it was per machine. When the casino moved to Class II, it went to \$1 million from \$2.1 million. The Tribe forgave the tax last year to relieve costs. The Tribe asked they pay the TGA cost in lieu.

Charlene let the Council know that she will be attending the Naselle Youth Center Potlatch on Friday, November 9th.

Mike discussed the agenda for the January 26th Mid Year General Council Update meeting. A letter will be sent to the General Council.

Jim Anderson presented a compact letter for Charlene Nelson to sign regarding an ordinance code for customer disputes resolution procedures. Charlene signed the letter.

Mike discussed the marijuana compact. He stated that the State made a final recommendation. It is the tribe's decision. This would be to enter a compact with the state, and not for retail at this stage.

Mike discussed a water agreement for the area near Tokeland Hotel, where two residents reside. The water falls under the Tribe's water system. Tribal Council agreed not to charge the residents

due to the small amount, and the liability that would put on the tribe.

Mike is wanting two Council members to sit on a committee with the Planning Department regarding the uphill move and placements of buildings.

Council discussed donation distributions. Several ideas were brought forth, including, Ocosta Track & Field, HAVA, food programs, Tokeland/North Cove Chamber of Commerce, Raymond School Safe and Sober Graduation Event, South Beach Arts Association, Coastal Harvest, South Bend Friends of the Library, Northwest Harvest, Shoalwater Library and the Union Gospel Mission. Each organization would receive \$1,000 each. Motion passed.

Enrollment was discussed. There will be a meeting on November 10th to work on policy together to hopefully have it wrapped up for the January 26th meeting.

Meeting adjourned.

November 16th, 2018

Present: Charlene Nelson, Jennifer Taylor, Lynn Clark, Joel Blake, Dennis Julnes, Jake Christensen, Mary Downs, James Schaeffer, Jim Anderson, Mechele Johnson, 5 guests representing various Broadband companies, lobbyists, organizations

Meeting called to order. No changes to agenda. Minutes from 11-2-18 were passed.

Five guests were present to do a presentation about the need for expanding Broadband on reservations. They have approached the State regarding feasibility studies to assess connectivity issues. They are reaching out to tribes in need of expanding broadband in order to be a part of the study and the project. Broadband is necessary for better service as well as emergency communications. The PUD provides the avenue, but does not sell the product of broadband. The presenters stated that the project will hopefully be funded through grants, the State of Washington and Federal resources.

Lynn Clark had an enrollment to be voted on. Richard Brian Culp, infant son of a currently enrolled tribal member. Passed, with all in favor.

Meeting adjourned.



Shoalwater Bay Library Snippets Dec 2018
Linda R Rose, Manager

Hi! Everyone.. Merry Christmas and Happy New Year! I hope it is the best of Holidays for you all!

December 16th, 2018 at 8:30AM is the **Libraries Christmas Breakfast** for the Community, in the Tribal lunch room. We will have Eggs, Sausage, Pancakes, Juice, Coffee, and Water. Buck and Elizabeth with the boys will be there, singing, dancing, and puppeteering. Santa will arrive with all the gifts for good little girls and boys. Please come join the fun. It's free and open to the public. I do ask for RSVP so the kids will have a gift. If you don't let me know ahead of time they may not get one. 360-267-8190 or E-mail me @ lrose@shoalwaterbay-nsn.gov

We will have many new and fun programs for the coming year. Please watch for our flyers, & E-mails.

Thank you once again to all the volunteers who make the breakfast happen. It is such a pleasure to work with each and every one of you. You do an amazing job. I am so grateful to have you all helping out.



The Planning Department has received notification of the approval of 2 grants in the past month. The Tribe was granted a BIA Climate Resilience Program grant for \$142,342.00. The Resilience grant will focus on the development of a Climate Adaptation Plan, adaptation trainings, and an automated weather station to monitor climate related data in our immediate vicinity. The Tribe also received a Northwest Association of Tribal Enforcement Officers (NATEO) grant to purchase 2 trailer mounted digital speed signs. These signs will advise drivers of vehicle speeds and can also be used for short messages in the event of an emergency.

Over the next month and a half the Planning Department staff will be working on an Indian Community Development Block Grant (ICDBG) and a FEMA Pre-Disaster Mitigation (PDM) grant. We are scoping an alternative energy grant this month as well. We are also in the process of finalizing the contract specifics for last year's successful "Defensible Spaces" grant application through FEMA's PDM grants. Defensible Spaces will provide funding for clearing wildfire hazards away from structures, minimizing the chances of a California-style wildfire destroying homes and facilities.

In the last month Planning staff attended a 2 day workshop / training with the 5 Tribes that are planning to move their villages out of the tsunami danger zone. The event was sponsored by HUD and staffed with professionals from Godfrey/Kahn Law. Discussions centered around the logistics of moving an entire village and potential funding mechanisms.



Emergency management meeting with the Army Corps of Engineers.



Radar speed sign similar to what will be acquired through the NATEO grant

South Puget Intertribal Planning Agency

WIC Program January Dates

SHOALWATER BAY 1/3/19
SQUAXIN ISLAND 1/8/19
NISQUALLY 1/9/19
CHEHALIS 1/10/19
SKOKOMISH 1/23/19

This Institution is an equal opportunity provider. Washington State WIC Nutrition Program does not discriminate.

NOTE: These dates are future projections. While we strive to keep these dates and times, they may be subject to change. This program is not always able to accommodate walk-ins due to their other duties.

WIC WASHINGTON

WICSHOPPER

WIC shopping just got a little easier!

- 1 Install WICshopper from your app store.
- 2 Select Washington.
- 3 Scan foods using Scan Barcode to see what's WIC allowed.
- 4 View the WIC food list, look for Yummy Recipes, and get simple tips in Life Hacks!
- 5 Find a WIC office, or a WIC store, and use the Produce and Cereal Calculators while you shop.

Download <http://www.ebtshopper.com/download/>

Foods must still be listed on the WIC check, even if the scan message reads "Allowed". For example, Lactose Free milk is WIC allowed **and** it must be printed on your WIC check to purchase it at the check stand.

Fresh produce won't scan. Use the food list for questions about allowable fruits and vegetables.

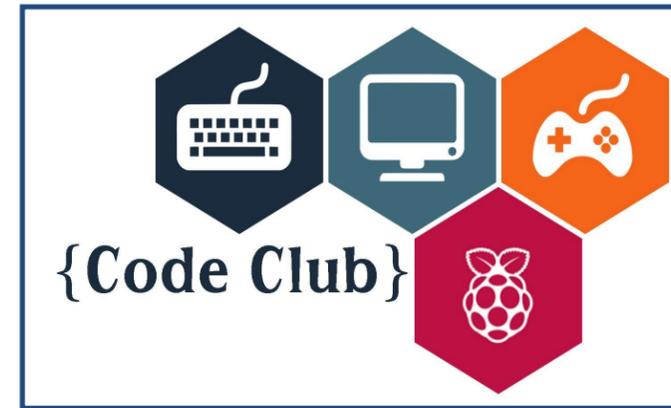


Coming soon!!

Kristine Torset will be hosting these events for kids and teens in the coming weeks! Keep an eye out for dates and times.

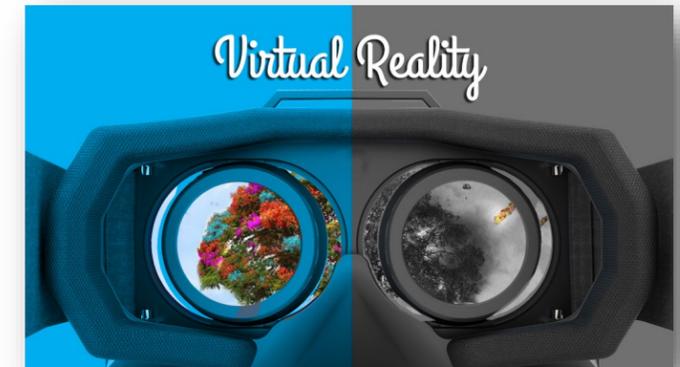
Come join in the fun!

Heritage Museum and Library
4115 State route 105



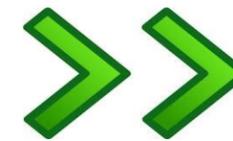
Make Code

Are you tech savvy? Have you wondered what this coding business is about? Come learn how to code and join our Code Club!



Virtual Reality

In January 2018, the Washington State Library embarked on an ambitious two-year, four-phase project to bring educational opportunities to library communities, using the Virtual Reality (VR) platform. The WSL and its partner, Oculus, who provided the VR equipment and research support, contracted with a research team from the Washington University's Information School (iSchool) to document best practices and identify the impact of VR on libraries and users. Shoalwater Bay Heritage Museum and Library will be a part of Phase I. Exciting!!



WOMEN WARRIOR LEDGER SCARF BY B. YELLOWTAIL - \$165



Celebrate a powerful woman in your life with this beautiful 100% silk scarf featuring the artwork of Blackfeet artist and Inspired Natives Collaborator, John Pepion!

WATER PROTECTOR'S SPOTTED HORSE ROASTED COFFEE BY HONOR THE EARTH - \$15

This special edition blend by renowned Ojibwe environmentalist Winona LaDuke makes the perfect stocking stuffer! This organic, fair trade coffee is roasted on the White Earth Reservation in NW Minnesota, and is made from beans farmed and produced by women.



NTVS CAMO/BLACK WINDBREAKER BY THE NTVS - \$50



As light-weight as it is versatile, this water-resistant windbreaker by Native streetwear company, The NTVS is perfect for layering and easy to pack away for any adventure!

TANKA HEALTHY FAMILY GIFT BASKET BY NATIVE AMERICAN NATURAL FOODS - \$49.99

Whether gifted as a whole basket or split up as stocking stuffers, the Tanka Healthy Family Gift Basket has enough tasty and nutritious snacks for the whole family! Features a variety of Tanka products, packaged beautifully with a braid of sweet grass.



Full list can be found at
<https://eighthgeneration.com/blogs>



Photos taken by Tanya Brown

Put a **FREEZE** on Winter Holiday Fires

It's fun to decorate for the winter holidays, but holiday decorations can increase your risk for a home fire. As you deck the halls this season, be fire smart.



More than half of the home decoration fires in December are started by candles



More than 1/3 of home decoration fires are started by candles.



The top 3 days for home candle fires are **Christmas Day, New Year's Day and New Year's Eve.**

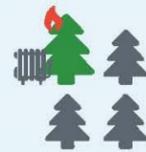


Keep candles at least **12 inches** away from anything that burns.



Although Christmas tree fires are not common, when they do occur, they are dangerous.

On average, **1 of every 45** reported home Christmas tree fires resulted in death.



A heat source too close to the Christmas tree causes **1 in every 4** winter fires.



Read manufacturer's instructions for the number of light strands to connect.



Make sure your tree is **at least 3 feet away** from heat sources like fireplaces, radiators, space heaters, candles or heat vents. Also, make sure your tree does not block exits.



Get rid of your tree after Christmas or when it is dry.



For more information on how to prevent winter fires, visit www.usfa.fema.gov/winter and www.nfpa.org/winter.

STONE DINING SET BY NATASHA ALPHONSE - \$120



This elegant dining set is wheel-thrown and hand-glazed by Seattle-based potter, Natasha Alphonse (Denesuline). The variations in thickness and texture of the matte white glaze makes for a look reminiscent of a beautiful natural stone with subtle pastel hues.

"STRONGER TOGETHER" ENAMEL PIN BY EIGHTH GENERATION - \$10

Carry a message of solidarity with you wherever you go with this bold enamel pin! Our new pins are the perfect size for stocking stuffers, and feature vibrant colors with eye catching gold accents.



"NATIVE AMERICANS DISCOVERED COLUMBUS" TEE BY OXDX - \$30



This iconic OXDX tee is the perfect example of designer Jared Yazzie's signature combination of a bold, graphic style with messages of Native empowerment. Check out Eighth Generation's recent collaboration with OXDX, the "Tribute" Wool Blanket!

ELK TEETH NECKLACE BY J. OKUMA - \$150

This limited edition necklace by artist and designer Jamie Okuma (Luiseño/Shoshone-Bannock) features two elk teeth cut out of metal. Blending contemporary and traditional elements, this necklace makes a truly elegant gift!



EIGHTH GENERATION'S GUIDE TO BUYING NATIVE THIS HOLIDAY SEASON

Our pick of holiday gifting items from Native-owned companies based in Oregon, Washington, and British Columbia!



"THE TZINQUAW" EAU DE PERFUME BY QUW'UTSUN' MADE - \$60



Quw'utsun' Made combines ancestral knowledge and Northwest Native plant extracts to create high quality natural products. This unisex fragrance is inspired by the story of how Tzinquaw (Thunderbird) became a protector of the Quw'utsun' people, and features notes of Bay Leaf, Fir Needle, Cedarwood and Bergamot, with a warm Tobacco base.

SALMON EGG CEDAR GIFT BOX BY NATIVE WORKS - \$165

This beautiful cedar box features hand painted Coast Salish salmon egg motifs, and includes a "Home" Bracelet and a pair of the "Chief Seattle Club" Earrings. All jewelry is made by a local apprentice, and 100% of all Native Works proceeds go towards Chief Seattle Club's work to provide meals, mental healthcare, housing referrals, and more to Seattle's urban Native population.



DIVERSE CULTURE THUNDERBOLT SNAPBACK BY URBAN NATIVE ERA - \$34.99



This snapback hat by Bay Area based Urban Native Era combines a youthful fit with a beautiful rustic leather patch for a look that's contemporary yet classic, and perfect for any season



SHOALWATER BAY INDIAN TRIBE

P.O. Box 130 • Tokeland, Washington 98590
Telephone (360) 267-6766 • FAX (360) 267-6778

Date: **December 12, 2018**
To: The Shoalwater Bay Tribal Council, and Tribal Member Voters
From: The Shoalwater Bay Election Board
Subject: **Certification of Nominees**

The Nominees listed below have been certified as ELIGIBLE CANDIDATES to run for office in the ELECTION to be held JANUARY 19, 2019.

Vice-Chairperson

Jennifer Taylor
Douglas Davis

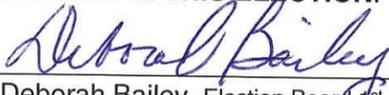
Member-at-Large

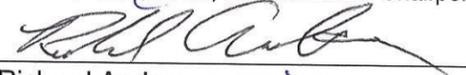
Dennis Julnes
Gordy Shipman
Randy Rosander

Enclosed in this election packet you will find: your ballot, two envelopes (one to insert your ballot, and the other to put your ballot envelope into) and copies of the Constitution and Election Ordinance.

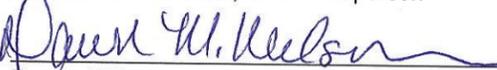
To vote in this election, fill out your 'ballot' and insert it into the 'Ballot' envelope, and then place this envelope *inside* the envelope addressed to the Election Board and mail it as soon as you can. **YOUR BALLOT MUST BE MAILED AND POSTMARKED NO LATER THAN JANUARY 19, 2019 TO BE COUNTED IN THIS ELECTION.**


Jake Christensen, Election Board Chairperson


Deborah Bailey, Election Board 1st Alternate


Richard Anderson, Vice-Chairperson


Keven Shipman, Election Board 2nd Alternate


Dawn Wilson, Election Board Secretary



Provider One Para-Transit Ride Policy

If you have a Provider One (Medicaid) card you may be eligible for transit services through the Shoalwater Bay CHR program.

Qualifications:

1. Must reside in Pacific County or within 10 miles of down town Hoquiam/down town Montesano in Grays Harbor County.
2. You must give 72 hour notice for a request of an appointment.
3. You must bring in your Provider One card when scheduling for verification of eligibility.
4. Rides are scheduled on a first come first serve basis.
5. A PARENT OR LEGAL GUARIDAN MUST ACCOMPANY ANYONE UNDER THE AGE OF 18.
6. Transportation will NOT be provided for any individual who is intoxicated or under the influence (i.e.: alcohol/drug impaired.)
7. If ride service is not available on the day of your request we would be happy to help you reschedule your appointment.
8. For safety of patient and driver, weather and road conditions will be taken into consideration. If driving conditions are unsafe, the CHP staff would be happy to assist you in rescheduling the appointment.
9. Side trips will not be taken for personal shopping, visiting, or other personal business.
10. Prescription pick up is not an allowable service. Unless the pharmacy is directly on the way home from an appointment only.

Phone: (360) 267-0119
Fax: (360) 267-6217

**Shoalwater Bay Indian Tribe
Community Health Program**
PO Box 130/2373 Tokeland Road
Tokeland, Washington 98590

By NCAI PTG (National Congress of American Indians Partnership for Tribal governance)

In its multi-year project examining tribal workforce development approaches across the country, NCAI's Partnership for Tribal Governance (PTG) worked to identify and document key foundational strategies that empower tribal innovation and, in turn, workforce development success.

Distilling lessons learned from that endeavor, PTG identified 15 strategic considerations that tribal leaders, workforce development staff, and other decision-makers must tackle as they craft workforce development approaches capable of achieving their definition of what "success" looks like for tribal citizens and the nation as a whole. These mission critical aspects of workforce development have a direct bearing on the ability of tribal workforce development approaches to make a transformative, sustainable difference. The following explores two of those considerations: **removing obstacles and targeted solutions.**

Removing Obstacles

One tribal nation recently launched a new approach to developing its workforce in several fields where its labor needs are greatest. However, its excitement was soon tempered by a high dropout rate among its initial training program participants. Its analysis revealed that 68 percent of them did not possess the baseline academic competencies their training programs required. In response, the nation initiated "Coaching," an intensive approach to case management in which program staff members work one-on-one with participants to develop and implement individualized plans to raise their proficiency levels to those necessary to tackle the programs' academic demands. It also added tutoring to help participants master the course content and learn how to study. In addition, it took another, extraordinary step: it assigned staff to take the same courses as their clients to "get a bird's eye view of what is going on," specifically what caused failure and keyed success.

This story is indicative of what NCAI has observed among effective workforce development approaches: tribal nations doing whatever it takes to help their people overcome the challenges that hamper their ability to complete training, get and keep a job, and build a career. However, designing

such "outside the box" strategies requires that tribal nations do their due diligence to understand precisely how pervasive these obstacles are among their people, how they manifest themselves in each client's life, and how programming can be tasked to attack them.

It also demands that tribal nations not get distracted by the symptoms these obstacles produce, but instead target their root causes. For example, if a program client is routinely late for training or work, it may not be the result of poor work ethic. Instead, it may be due to a lack of reliable transportation, child care, or any number of other factors. Each person's story and set of challenges is different, which requires a customized solution that empowers that person to overcome them. Consequently, tribal nations must develop flexible workforce development approaches that provide their people multiple pathways to reach their chosen career destinations at a pace they can handle. These approaches must acknowledge that for many, the challenge is not just learning how to do a specific job, but how to work – and how to live. As one workforce development practitioner explains, ultimately it's about "helping people get healthy to deal with opportunity."

When fashioning creative solutions that neutralize the root causes of the obstacles tribal citizens face, a tribal nation should start small with whatever resources it can scrounge together internally and through its partnerships, deepen its learned experience, and build a track record of success. This will enable it to garner additional resources from within the nation and elsewhere to grow that success.

Targeted Solutions

Wrestling with a high dropout rate among its high school students that hampered their ability to enter and thrive in the workforce later in life, one tribal nation in the Pacific Northwest decided to make a preemptive move. It created a summer "pre-employment" training program for tribal youth ages 13-15 that promotes the development of personal accountability, work ethic, and "pride in community." This "hands-on" initiative encourages participants to stay in school by teaching them a "multitude of transferable skills they can apply to later employment" for the nation or elsewhere. A

growing number of participants are doing so, with many moving on to pursue higher education.

This nation is among many who are realizing that if they want to develop their human capacity in order to create brighter futures of their own design, then they need to start young. Taking action, they are developing "first-chance" academic and workforce preparedness programs that target youth at an early age and provide them chances to: explore different careers (and the hard work involved with building them); cultivate their desire, confidence, and ability to pursue them; and deepen their appreciation of their role as citizens of their nations – and contributors to their nations' futures. These initiatives (internships, fellowships, summer camps, job shadowing, etc.) help raise tribal nations' expectations of their young people, heighten young people's expectations of themselves, and support young people as they strive to meet those expectations.

If the federal government's design of workforce development programs has taught us anything, it's that one-size-fits-all approaches don't work well for tribal nations given their distinct challenges and objectives. Tribal nations are finding success when they take the reins and develop targeted solutions customized to their needs and their people, from youth to mid-career professionals to aspiring citizen entrepreneurs. These solutions take many forms and serve many purposes, but NCAI's research illuminates three trends – targeted solutions that: (1) serve particular groups (youth, single mothers, former felons, etc.) by neutralizing the specific workforce challenges that impact them in certain ways; (2) build particular skills and expertise among the nation's citizenry that address its critical needs and advance its long-range priorities; and (3) identify the trouble spots that inhibit workforce development/growth and design structural interventions to tackle them. NCAI's research also reveals that a nation's ability to forge such solutions hinges on its creation of a comprehensive workforce development approach that flows from its assessment-informed understanding of its people, their needs and aspirations, the nation's needs and priorities, and how its approach will deliberately target and address those things.