MARCH 2013

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COMPLIMENTARY

Multi-partner project will remove hundreds of toxic creosote pilings from Budd Inlet shores Project funded by 2012 Jobs Now Act

The Washington State Department of Natural Resources (DNR), the Squaxin Island Tribe, the Port of Olympia, the South Puget Sound Salmon Enhancement Group (SPSSEG), and private landowners are joining together to clear toxic derelict pilings and other structures from much of the southern end of Budd Inlet in Olympia.

The work, which is funded by the 2012 Jobs Now Act, begins this week and continues through March 14. The project is expected to cost roughly \$278,000.

The Squaxin Island Tribe's involvement in the project began when they received three acres of tideland as a donation from a family estate. The tidelands included 224 pilings from a former industrial site.

"We saw this as an opportunity to restore these tidelands by taking out the pilings that are leaching pollutants into Budd Inlet," said Andy Whitener, Natural Resources Director for the tribe. "There is a lot of work to be done in Budd Inlet to restore its ecological function. Getting these pilings out of here is a great start."

"The Budd Inlet creosote project is a great example of how the Jobs Now Act is putting the private sector to work and helping to clean up Puget Sound," said Commissioner of Public Lands Peter Goldmark.

"The Port of Olympia appreciates the opportunity to partner with other local entities on a project that helps improve the health and safety of South Puget Sound," said George L. Barner, Jr., Port Commission President.

The multi-partner team also includes private landowners such as Sarah Smyth McIntosh, President of Delta Illahee I LP and owner of Smyth Landing in Olympia. Blackwater Marine of Kirkland is the contractor for the project.

Project details

The creosote removal project will clear approximately 400 derelict creosote-treated pilings and 7,000 square feet of derelict old structures such as piers and docks from 1.2 miles of shoreline from four sites along the west side of inner Budd Inlet. This project aligns with the Puget Sound Action Agenda's goal to remove several thousand pilings from Puget Sound Waters by the year 2017.



Removal schedule and public viewing opportunities:

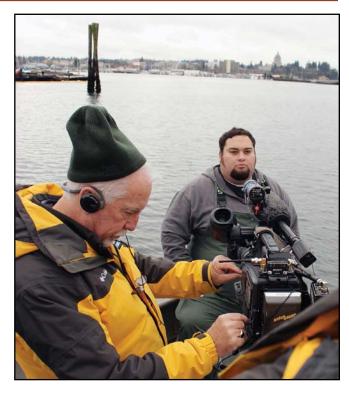
Delta Illahee/ Squaxin Tribe site: February 15 – March 10 (public access via a parking lot and a viewing platform.)

(Note: this schedule is subject to change, depending on conditions. All work must be completed by March 14, the end of the "work window," to avoid harm to juvenile salmon feeding and migration area.)

Removing creosote from the marine environment

Creosote-treated pilings and structures in Budd Inlet leach pollutants, including polycyclic aromatic hydrocarbons (PAHs), into the area's marine environment. These highly toxic chemicals are harmful to marine life. For example, creosote is known to reduce salmon growth and affect the immune systems of salmon. PAHs also affect the forage fish that salmon eat, such as herring. For more information, download DNR's factsheet "Removing creosote-treated materials from Puget Sound and its beaches."

This creosote piling project is the second joint Squaxin Tribe-DNR restoration project. Last year, the tribe and DNR removed 48 creosote pilings and a 400-foot bulkhead on Squaxin Island.



Jobs Now Act 2012

Funding for the creosote-removal project comes from the Jobs Now Act. To boost the state's economy, the 2012 Washington Legislature directed \$505 million in the Jobs Now Act to quickly create thousands of jobs in the state. DNR received \$37 million of this funding for a broad range of projects that include creosote-removal removal and other restoration activities.





COMMUNITY-





S q u a x i n I s l a n d RIBAL NEWS 10 S.E. Squaxin Lane

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Shelton, WA 98584



Articles and opinions expressed in this publication are not necessarily the opinions of this publication or the Tribal Council.

The Klah-Che-Min encourages Tribal Members to submit letters, articles, photographs and drawings to be considered for publication, but are subject to editing.

Contributing writers and artists include Squaxin Island community members and staff.

Submissions Deadline: 15th of each month

SQUAXIN ISLAND TRIBAL COUNCIL:

Dave Lopeman: Chairman
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PETE KRUGER: Secretary
ANDY WHITENER: Treasurer
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Shellfish Program: 2012The Squaxin Island Tribe's shellfish harvesters had a busy

The Squaxin Island Tribe's shellfish harvesters had a busy year in 2012. The Tribe saw an all-time high in manila clam harvesting in 2012, with an overall combined harvest of 515,000 pounds! This includes harvesting on public beaches, private tidelands, and enhanced beaches including Squaxin Island (Figure 1). Over 100 individual digs were managed and staffed in the 2011/2012 clam year (November – October).

The Natural Resource Department's Shellfish Program is responsible for management pertaining to manila clam harvesting in three main categories: state lands, private tidelands and tribal controlled/enhanced tidelands. All three types involve a high level of management in order to maximize production while maintaining sustainability for future harvests.

State beaches: The shellfish program continues to co-manage shellfish resources on state owned beaches such as the North Bay North beach. The program has continued to identify productive beaches in new areas, while continuing to manage for maximum harvesting opportunity on existing beaches. While the overall harvest amount is subject to natural population changes over time, we have seen a general increase over the last several years of pounds harvested from state tidelands (Figure 1). In order to maximize harvesting opportunities on State tidelands the department has recently been managing list digs on state tidelands with smaller quotas and in some cases on larger beaches where the remaining quota will not support another group dig. On average, the department schedules and staffs three group digs per month. Management efforts also take into account holidays, and we strive to provide additional opportunities prior to holidays. This last December we had eight digs harvesting a total of 42,600 pounds.

Private/Grower tidelands: Exercising Treaty shellfishing rights on privately owned tidelands is a fundamental component of the Tribe's management plan. The goal of the program is to increase our harvesting opportunities on private tidelands throughout Squaxin Tribe's U & A. An integral part of this has been forming strong working relationships with shellfish growers and private landowners. We saw a significant change in 2012 in how the Tribes are notified about potential shellfishing opportunities. Increased State permitting requirements enables the Tribe to contact growers and landowners before harvesting occurs. has been a challenging task – but we have been successful in responding to each notice, leading to an increase in harvesting opportunities for our Tribal members. We had over 50 private tideland digs in 2011/2012 providing over 1,000 individual harvester opportunities.

Currently, approximately half of the privately owned

tidelands the Tribe exercises Treaty shellfishing rights on involve a commercial shellfish operator. Last year we conducted approximately 86 inspections and surveys on individual beaches. In several productive areas such as Hammersley Inlet and Vaughn Bay we are now



returning to beaches where we have previously harvested. Looking forward in 2013, we anticipate expanding harvesting opportunities into new areas of Squaxin Island Tribe's U & A, identifying productive manila clam grounds, as well as continuing to respond to notifications and protect Treaty rights on newly certified beaches. The department welcomes any suggestions on new areas to explore!

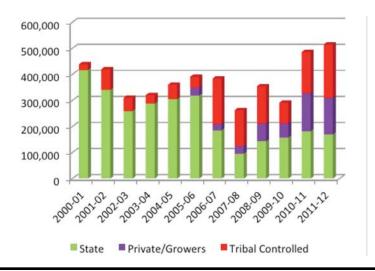
Tribal controlled/enhanced:

The Squaxin Island Shellfish Enhancement program is a direct result of the Shellfish grower's settlement fund. We have used the money to seed and maintain 10 enhancement sites on and off the reservation. Over the past 5 years we have spread over 29 million manila seed on Tribal controlled beaches. As a result we have increased production and have had our most productive year in 2012 with just over 204,000 lbs. harvested.

In the upcoming years we intend to increase our enhancement efforts on and off the reservation. We recently took over exclusive management of the Gallagher beaches in Totten Inlet where we can now enhance through seeding and netting. Another goal is to expand the enhanced areas on Squaxin Island. Possible sites include interior Palela Bay and the east side in Sea-farm Cove. This will help us reach our ultimate goal of providing more harvesting opportunities for Tribal members.

IN UPCOMING ISSUES:

More shellfish program news and updates





LEARNING CENTER -



From Gordon James

Education Staff. Our new Education Liaison, Peggy Peters, began February 1st and is hard at work learning the position. She has begun meeting students, families, and tribal staff and looks forward to more opportunities for that. Peggy is also reaching out to staff at area schools as she grows into her role as an education advocate for students and families. Four additional positions in the department have been advertised and I look forward to introducing a new Higher Education Coordinator, Teen Advocate, Youth Activity Manager Assistant, and Office Assistant in the April Klah Chee Min.

Higher Education. The deadline to turn in paperwork for spring quarter is March 25th. Students will need to turn in a new Memorandum of Commitment and class schedule for spring quarter. Official grades for winter quarter are due April 5th. If you haven't already completed your FAFSA for the 2013-2014 school-year, it is important to get this submitted ASAP. If you have any questions about higher education programs of the Tribe, please feel free to contact Mandy at (360) 432-3882.

Job Training and Placement. The Education Department has funds available for those taking a vocational or job related training class or short course to earn certificates or to enhance their job skills.

Sylvan. For afterschool tutoring in math or reading, youth attend one hour twice each week, either Monday/Wednesday or Tuesday/Thursday here at the Tu Ha' Buts Learning Center (TLC). There are open seats and applications are available at the TLC.

Tu Ha' Buts Learning Academy (TLA). For those under 21 who are not in school but would prefer to work toward a high school diploma, the TLA program can accommodate this through a partnership with the East Valley School District in Spokane. Students in this program can work online, independently at home, or in the TLC classroom.

Facebook. I also want to offer a reminder about the TLC Facebook page. It's one more way for the department to provide announcements about the anything and everything going on. Check out our Events page at www.facebook.com/TuHabuts. This is where you can find the latest schedule changes, information on upcoming activities, and general information about TLC services.

By Jamie Burris

GED. GED Preparation Classes are held Tuesdays, Wednesdays and Thursdays from 4-7pm in the TLC classroom. I am here to help you take practice tests, identify what subjects need further study, identify specific skills needed and help you work through any and all areas needing further study. The classes at the Tu Ha Buts Learning Center are for preparing yourself for the GED tests, which can be taken at either Olympic College in Shelton or South Puget Sound Community College in Olympia.





Homework Help. Homework support and tutoring are offered in the classroom of the Tu Ha Buts Learning Center Tuesdays, Wednesdays and Thursdays, beginning at 4:00. I am here to help you with any projects, essays or homework you may have throughout the school year. I will also help you study for upcoming tests. Please feel free to drop in; you don't need an appointment to receive help from me.

For more information or if you have any questions, please feel free to contact me: Jamie Burris (360) 292-3301 or email me at jburris@mccleary. wednet.edu.

By Jerilynn Vail

February flew by, now we are into March already. We have been busy with kids attending after-school. I would like to say a big, "Thank You to Larry McFarlane Sr. for coming in and

helping coach!" Larry has gotten the kids back into shape for basketball and the kids loved having him back. We wish him the very best as he continues with all of his other responsibilities.

There is a new edition to the Rec Room. Before he left, Evan Welkin donated a 40-gallon fish tank to the youth activity program. The kids have enjoyed it and I can't wait to have the kids help pick out names and more fish for the tank. We celebrated Evan with a cake to say, "Thank you and good luck on your new adventures." We will miss his positive attitude and the energy he brought to the TLC.

The kids enjoyed decorating cupcakes for Valentine's Day for the community members. If it involves baking or making desserts, the kids sure love participating! Thank you to the Executive Services and Drug Task Force for doing all the baking and allowing the kids to help decorate the cupcakes for the community. We have more fun happening this month. We will be working with T.A.D.A. by joining them for Movie Night and taking teens to Skateland. Planning is underway for the Easter Egg Hunt, scheduled for March 23rd. Please check out our calendar and Facebook page for more upcoming youth activities.

It is great to have Jamie Burris back helping the kids with homework and GED Prep. Welcome back and welcome to your new son, Fischer.



LEARNING CENTER -



Free Drop-In Baton Class

A free drop-in baton class will be offered on Mondays from 4:30-5:15, March 4- April 15. (No class on April 1st). Ages 4 and up.

The class will teach the basic skills of baton twirling, beginning dance moves and warm up exercises. Students should come to class in tee shirts, shorts, leotards and shorts, with hair pulled up into a pony tail. Batons will be supplied to use at each class. Purchase of a baton from the instructor is optional

For more and to register info Call Coach Judy at 360-459-2518, Fantasia Twirling Corps.

Mar.

Squaxin YOUTH Education, Recreation and Activities Calendar

TLC hours: M-F 8:30am-5pm Front Desk: 432-3958

YOUTH Gym/Recreation hours: M-F: 3-6pm Rec Rm: 432-3275 (only 3-6pm)

All activities are drug, alcohol and tobacco free.

Monday	Tuesday	Wednesday	Thursday	Friday
				1 SDD – ER 1.5HRS
				Rec. Rm: 1:30-6pm
				Open Swim: 5-8pm
				Gym: 1:30-6pm
				B-ball (E): 4:45-5:45pm
4	5	6 GSD-ER @ 2:15	7	8 SSD-NO SCHOOL
Rec. Rm: 3-6pm	Rec. Rm: 3-6pm	Rec. Rm: 2:30-6pm	Rec. Rm: 3-6pm	Rec. Rm: 1:30-6pm
Open Swim: 3-6pm		Open Swim: 3-6pm		Open Swim: 5-8pm
Gym: Baton 3:30-9:30pm	Gym: 3-6pm	Gym: 2:30-6pm	Gym: 3-6pm	Gym: 1:30-6pm
Free Clinic: 4:45-5:30pm	B-ball (E): 4:45-5:45pm	B-ball (M): 4:30-5:30pm	B-ball (M): 4:30-5:30pm	B-ball (E): 4:45-5:45pm
11	12	13 GSD-ER @ 2:15	14	15 SSD-ER 1.5 HRS
Rec. Rm: 3-6pm	Rec. Rm: 3-6pm	Rec. Rm: 2:30-6pm	Rec. Rm: 3-6pm	Rec. Rm: 1:30-6pm
Open Swim: 3-6pm	***	Open Swim: 3-6pm	ESM	Open Swim: 5-8pm
Gym: Baton 3:30-9:30pm	Gym: 3-6pm	Gym: 2:30-6pm	Gym: 3-6pm	Gym: 1:30-6pm
Free Clinic: 4:45-5:30pm	B-ball (E): 4:45-5:45pm	B-ball (M): 4:30-5:30pm	B-ball (M): 4:30-5:30pm	B-ball (E): 4:45-5:45pm
18	19	20 SSD-ER 3HRS	21 SSD-ER 3HRS	22 SSD-ER 3HRS
Rec. Rm: 3-6pm	Rec. Rm: 3-6pm	GSD-ER @ 2:15		Rec. Rm: 12:00-6pm
Open Swim: 3-6pm		Rec. Rm: 12-6pm	Rec. Rm: 12-6pm	Open Swim: 5-8pm
Gym: Baton 3:30-9:30pm	Gym: 3-6pm	Open Swim: 3-6pm	sear.	Gym: 12:00-6pm
Free Clinic: 4:45-5:30pm	B-ball (E): 4:45-5:45pm	Gym: 12-6pm	Gym: 12-6pm	B-ball (E): 4:45-5:45pm
		B-ball (M): 4:30-5:30pm	B-ball (M): 4:30-5:30pm	
25 GSD-ER @ 12:20pm	26 GSD-ER @ 12:20pm	27 GSD-ER @ 12:20pm	28 GSD-ER @ 12:20pm	29 SSD-ER 3HRS
Rec. Rm: 12:30-6pm	Rec. Rm: 12:30-6pm	Rec. Rm: 12:30-6pm	Rec. Rm: 12:30-6pm	
Open Swim: 3-6pm		Open Swim: 3-6pm	-	TLC CLOSED
Gym: Baton 3:30-9:30pm	Gym: 12:30-6:00pm	Gym: 12:30-3:30pm	Gym: 12:30-3:30pm	
Free Clinic: 4:45-5:30pm	B-ball (E): 4:45-5:45pm	B-ball (M): 4:30-5:30pm	B-ball (M): 4:30-5:30pm	
After school snacks:	M-F 4-4:45pm	Key ER = Early Release		Key for Basketball
Computer Lab:	M-Th 3-6, F 3-5pm	SSD = Shelton Scho		(M)= Middle School 7 th -8 th
Sylvan:	M-Th 4:30-7:30pm	GSD = Griffin School District		$(E) = Elementary 4^{th} - 6^{th}$
Homework Help, GED Prep: T-TH 4-7pm TLA = Tu Ha'Buts Learning Academy				

REMINDER: Tutors are available everyday afterschool from 3:30-5:00pm.

Homework Help is every Tuesday, Wednesday & Thursday from 4:00-7:00pm in the TLC classroom



COMMUNITY DEVELOPMENT-



OFFICE OF HOUSING

Attention Housing Applicants

Here's your last chance...

The Office of Housing has not received completed update application forms from the following individuals. These individuals will be removed from the Housing Waiting List unless they turn in their requested information by March 31, 2013. If you have any questions please contact Lisa Peters, Housing Counselor at 432-3871.

Priority Waiting List

Lametta LaClair Alexandra Mirka Deanna Hawks Marissa Morken

Documents to bring to your tax appointment

- Valid driver's license or photo identification (self & spouse, if applicable)
- Social Security cards for all persons listed on the return
- Dates of birth for all persons listed on the return
- All income statements: Forms W-2 and 1099, Social Security, Unemployment, or other benefits statements, records of income and expenses from a business you own and any documents showing taxes withheld
- Dependent child care information: payee's name, address and SSN or tax ID number
- Proof of account at financial institution for direct debit or deposit (i.e. cancelled/voided check or bank statement)
- Prior year tax return (if available)
- Any other pertinent documents



The Squaxin Island Free Tax Preparation Site has successfully e-filed 14 tax returns as of mid-February. Assuming we remain consistent with last year, we expect to e-file up to 60 returns by the end of tax season. There are still appointments available in March and April. All tax preparers have taken the required classes and are certified through the IRS. Consider using the Free Tax Site for your taxes this year, think of the money you would save!

(BASIC RETURNS)

FREE TAX PREPARATION SITE (BASIC RETURNS)

Administration Building – 2nd Floor February 4 – April 15 2013 By appointment only

This site offers prepaid Visa debit cards for your tax refund.

Call Lisa Peters @ 432-3871 to schedule an appointment

Animal Control

As the new year is upon us, we would like to remind all dog owners that there is a requirement to license all dogs on the Reservation annually. Failure to license your pet or up-date their records with the Office of Housing, could result in the animal being impounded at your expense and possibly a criminal citation. If you have any questions regarding the licensing of your pet, please contact Jim Reinhold or Juana Perry at 432-3953 or 3863.

Why Pay When You Can Get Your Taxes Done for Free?

More than half of all taxpayers pay a tax preparer to file their tax return. Before using a paid tax preparer, find out if there is a Volunteer Income Tax Assistance (VITA) site nearby that can help you prepare your taxes for free.

- Commercial tax preparers charge an average of \$100 to prepare a return claiming the Earned Income Credit (EIC). You may pay as much as \$100 more if you get a Refund Anticipation Loan (RAL).
- Sometimes RALs are advertised as "fast cash" or a "quick tax refund." RALs are loans with extremely high interest rates. If there is an error on the return and the IRS doesn't send the refund, you will be stuck having to repay the loan.
- RALs are sometimes promoted through car dealerships, furniture outlets or jewelry stores that offer to prepare your taxes and try to convince you to use refund loans for in-store purchases.
- RALs provide a fast cash loan (1 to 2 days) on your tax refund, but having the IRS refund deposited directly into a bank account takes only about 7 to 10 days. Is it worth paying \$200 or more?

If you earn under about \$50,000, you can get free tax filing help through the IRS-sponsored VITA or Tax Counseling for the Elderly (TCE) programs. Both programs can provide fast electronic tax filing. Community volunteers receive IRS-approved training to assist individuals with tax returns.

Guidelines for Choosing a Tax Preparer

If you can't find a VITA site or choose to go to a commercial tax preparer, be sure to do the following:

- Select a tax preparer that you can contact later in case the IRS has questions about your tax return.
- Check out the tax preparer's reputation with others in the community. You can also research the tax preparer with your local Better Business Bureau (www.bbb.org) to see if any complaints have been filed.
- Ask about fees to have your taxes prepared before scheduling an appointment. Be sure to ask if there are any fees for additional schedules or forms, like the Schedule EIC used to claim the Farned Income Credit.
- Do not leave originals of documents with a tax preparer if he or she needs to work on your tax return when you are not present.
- Avoid a tax preparer who suggests you lie or make up information. You will be held responsible for errors, NOT the preparer.
- Do not sign a blank tax return or a return completed in pencil. Sign a tax return in pen, only after you've reviewed it. Check names, addresses, Social Security numbers and wage information. Ask questions to understand the reason for any refund you get or taxes that you owe.
- Check that the tax preparer signs the tax return in pen. The preparer's signature, address and Preparer Identification Number (PTIN) are required on the tax return by federal law. The PTIN indicates the preparer has registered with the IRS.
- Request a copy of your completed tax return. Write down the preparer's phone number to call if you have additional questions about your tax return later.







Prescription Medicines

PROTECT YOUR KIDS: 3 Steps to Safeguard Your Home



Two-thirds of teens who report abuse of prescription medicine are getting them from friends, family and acquaintances. Make sure the teens in your life don't have access to your medicine. Find out how to monitor, secure and properly dispose of unused and expired prescription and over-the-counter cough medicine in your home.

If possible, keep all medicines, both prescription and over-the-counter, in a safe place, such as a locked cabinet your teen cannot access. Tell relatives, especially grandparents, to lock their medicine or keep them in a safe place. Talk to the parents of your teenager's friends. Encourage them to secure their prescriptions as well.

STEP 3: Dispose

Safely disposing of expired or unused prescription medicine is a critical step in helping to protect your teens. Here's how to safeguard your family and home, and decrease the opportunity for your teens or their friends to abuse your medicine.



Take an inventory of all of the medicine in your home. Start by discarding expired or unused Rx and OTC medicine when your teens are not home.

Unbelievable as it may seem, teenagers will retrieve discarded prescription medicine from the trash. To help prevent this from

happening, mix the medicine with an undesirable substance, such as used coffee grounds or kitty litter. Put the mixture into an empty can or bag and discard.

Unless the directions on the packaging say otherwise, do not flush medicine down the drain or toilet.

To help prevent unauthorized refills and protect your own and your family's privacy, remove any personal, identifiable information from prescription bottles or pill packages before you throw them away.

Learn more about safeguarding and disposing of medicine and find a medicine take-back location near you.

For more information, visit www.drugfree.org/notinmyhouse

STEP 1: Monitor



Parents are in an influential position to immediately help reduce teen access to prescription medicine because medicine is commonly found in the home. But how aware are you of the quantities that are currently in your home? Think about this: would you know if some of your pills were missing? From this day forward, make sure you can honestly answer, "Yes."

Start by taking note of how many pills are in each of your prescription bottles or pill packets.

Keep track of your refills. This goes for your own medicine, as well as for your teens and other members of the household. If you find you need to refill your medicine more often than expected, that could indicate a problem.

If your teen has been prescribed a medicine, be sure you control the medicine, and monitor dosages and refills. You need to be especially vigilant with medicine that are known to be addictive and commonly abused by teens.

Make sure your friends and relatives — especially grandparents — are also aware of the risks. Encourage them to regularly monitor their own medicines.

If there are other households your teen has access to, talk to those families as well about the importance of monitoring and safeguarding their medications.

STEP 2: Secure



Approach securing your prescriptions the same way you would other valuables in your home, like jewelry or cash. There's no shame in helping protect those items and the same holds true for your medicine. Take prescription medicine out of the medicine cabinet and secure them in a place only you know about.

A letter by a 13 year-old tribal member in foster care

I do not agree with drugs, I don't like drugs because it just ruins your life and makes you miss out on a lot of things, and also you do things you never thought you would do. I learned from my own experience. My mom started to do drugs and her attitude and emotions changed her focus wasn't on her kids anymore it was on doing drugs.

My mom missed out on a lot and still is. I want to learn from that because I never want to have to go through the same thing my mom is going through. Doing drugs doesn't just hurt the people around you but it also hurts yourself. Doing drugs effects your whole body. It ruins your teeth, makes your teeth nasty, you black out and plenty of more. There are a lot of side effects on doing drugs. - Anonymous-



- Squaxin Drug Task Force Working for a Drug-free Community



Community Alternative Activities

Drug Free Events

Squaxin Executive Services, Teens Against Drug and Alcohol (TADA!) and the Youth

On February 8, Executive Services and TADA! teamed up with kids from the community work on a community service project. Cupcakes were baked by Executive Services and TADA! helped the youth decorate cupcakes for the Elders. TADA!, with adult volunteers from the community, delivered beautiful cupcakes to 42 Elder homes on the reservation for Valentines Day!













"Game Show Night"

Friday, March 29th 6:00-8:00 p.m. Community Kitchen

There will be several different game show activities and multiple people can participate at the same time to win cool prizes.

Popcorn, light snacks and refreshments will be provided.











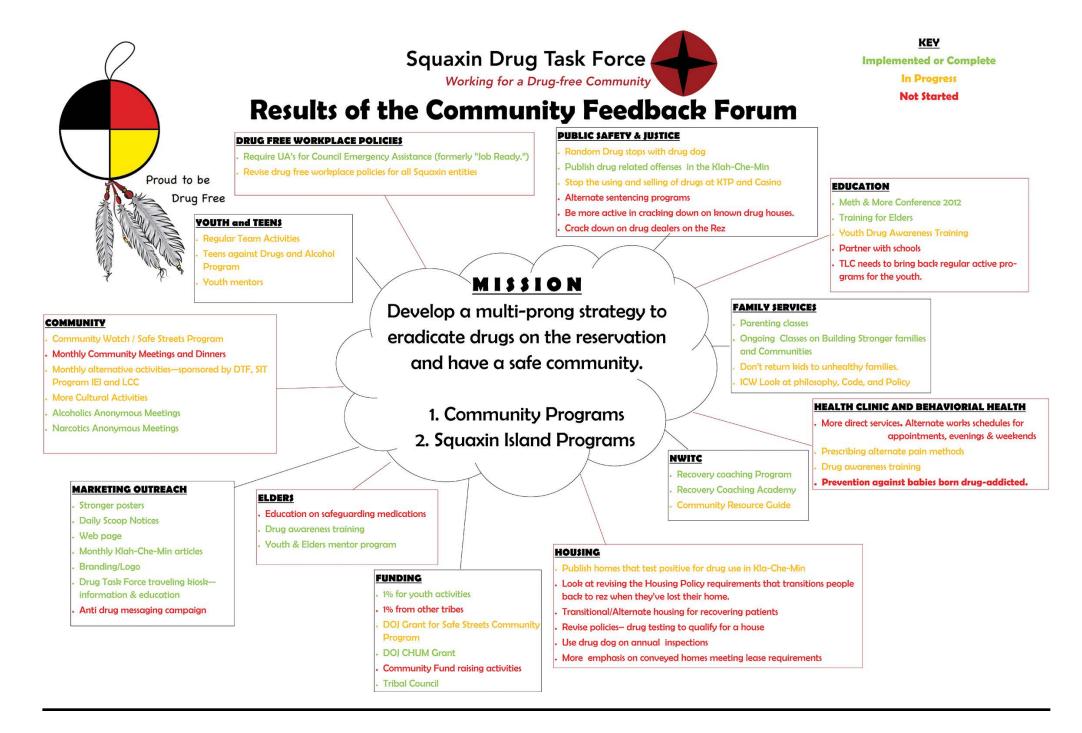




T.A.D.A! Teens Against Drugs and Alcohol

T.A.D.A! is a group of Middle School students that meet every Monday and Friday from 4:00 - 6:00 p.m. in the Elders Building to plan drug- and alcohol-free activities for the Squaxin Island community. This group is open to all teens interested in participating. Some of the upcoming activities T.A.D.A! has planned are a supply drive for the cold weather shelter at St. David's church in Shelton and volunteering at the shelter to prepare a dinner for the less fortunate. Another activity the group is planning is a movie night in the Community Kitchen on March 8th. Some other activities we are working on with T.L.C. - and hope to do in a few months - are a youth vs. Elders game night, a community dance and a community basketball game.

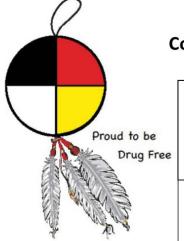












Community Volunteers Working for A Drug Free Community

The Squaxin Island Tribe is looking for community members in *all age groups* that are interested in volunteering to work on drug free community programs. If you are interesting in working on community projects through volunteerism please complete this form and turn into Kathy Block at the Tribal Center. *Thank You for vour interest*.

Name	Year of Birth
Address	
Phone Number	

Availability

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Hours of the Da	ıy					



Changing the clocks

Most of the United States begins Daylight Saving Time at 2:00 a.m. on the second Sunday in March (March 10th)

Revert to standard time on the first Sunday in November.

Areas of Interest

Functional Area YES		
Community Watch/Safe Streets Program Planning Committee		
✓ Committee Leader		
✓ Committee Member		
Community Meetings		
✓ Planning Monthly Meetings		
✓ Shopping for Food and Cooking		
✓ Clean Up		
✓ Facilitating Meeting		
✓ Teaching Workshop		
✓ Teaching Cultural Activity; If yes, what type		
✓ Planning Cultural Foods Activities		
✓ Working with SIT Programs Sponsoring Alternative Activities		
Youth and Teen Activities		
✓ Planning and Organizing Activities		
✓ Chaperoning Activities		
✓ Fundraising Activities		
Anti-Drug Messaging Committee		
✓ Committee Leader		
✓ Committee Member		









LEARNING CENTER-



Calling all parents and students

Indian Education Needs Your Help!

The Shelton School District Indian Education Program is in need of both parents and students to participate in the Parent Advisory Committee. Without an active Parent Advisory Committee, the Title VII Grant is at HIGH RISK of being lost! Without this grant we will lose the funding for the Indian Education Program. Losing this program would result in the loss of the Indian Education staff who work very closely with your student(s).

PLEASE! Help us to continue providing as much support as possible for our Native students within their schools!

The next Parent Advisory Committee is:

Tuesday, March 8th 6:00-7:30 Shelton High School SUB

The main purpose for this meeting is to elect those parents interested and concerned about their children's education. The Parent Advisory Committee plays a key role in the Indian Education Program of Shelton Schools. The committee works to determine what the priorities of the Indian Education Program are and how the program can best serve our kids. It is imperative that your voice be a part of the discussion to ensure that your student is represented and your ideas are heard.

Please join us for a meal and learn about the Indian Education Program that supports your student. Thank you!



Basketball Tourney 9 & Under team

Dominique McFarlane - center front Monique Piñon - left front Sophia Piñon - right front Tyrone Seymour - left rear Calib- next CJ Ramage - next David Capoeman - right rear

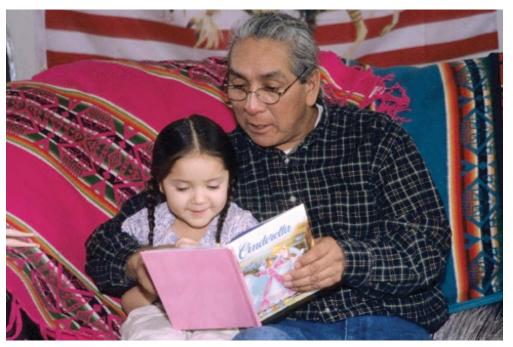
Thanks Coach Larry McFarlane

Two other teams deserve recognition: 12 & Under and 15 & Under fought and played hard. These are all special kids and the Tribe should be very proud of their efforts. All and all the Squaxin Island Tribe was represented by 28 great and happy kids. - Larry





Parents as Reading Role Models



Parent involvement in early literacy is directly connected to later academic achievement. Children need parents to be their reading role models and to practice daily with them in order to be successful readers. Early learning research emphasizes the importance of daily adult/child reading time, as well as having books at home for children to help them become ready for kindergarten.

However, recent research shows that reading by its self is not enough to help children succeed, they need to be offered more specific skills while being read to.

Six Strategies for Reading Comprehension

- 1. Point to each word on the page as you read. This will help children with making print/story/illustration connections and tracking from one line to the next.
- 2. Read the title and ask your child to make a prediction. What do you think this book is about?
- 3. Take "picture walks." Help your child use the picture clues in most early reading and picture books to tell the story before reading.
- 4. Model fluency while reading. Bring your own energy and excitement for reading to your child. Include varying pitch, intonation and proper fluctuations when reading aloud.
- 5. Ask your child questions after reading every book. Reading comprehension is the reason we read -- to understand. Help your child explain his or her understanding of any given story in comparison to another. Have your child share a personal experience similar to a problem or theme within a story.
- 6. Connect reading and writing if possible. The connection between reading, writing and discussion should be incorporated with daily practice. Have your child dictate his/her thoughts about the book to you while you write in a journal or on a sheet of paper, then have him/her illustrate it.

Read more at:

http://www.edutopia.org/blog/parent-involvement-in-early-literacy-erika-burton



Community-



New Employees



Jolene Grover Planner Intern

Hello, my name is Jolene Grover, and I am a Squaxin island tribal member. I will be working in DCD as Planner Intern. My parents are Margaret and Vince Henry and Tom Grover. I'm very thankful to have supportive parents; without them I would not be the person I am today. My grandparents are Marge Seymour, Tubby Underwood, Tillie Comenout and Ken Grover.

Most recently, I worked as the Canoe Project Coordinator Assistant for the 2012 Tribal Canoe Journey and earlier as a Research Coordinator for a joint project with the University of Washington and the Squaxin Island Tribe. In addition, I completed my bachelor's degree from the Evergreen State College with concentrations in Native American Studies, Science, Holistic Healing Practices, and Anthropology. I am currently seeking a new challenge in the Tribe with an opportunity for professional growth.

I'm very excited to be a part of the planning team. I will be training for a period up to two years aimed at a potential Planner position. I will be building my skills in planning, business writing, research, proofreading and project management.

I'm honored to be working for the Squaxin Island Tribe. I believe I could make a contribution given my education, experience, and commitment to excellence. I look forward to seeing you all around. huy?



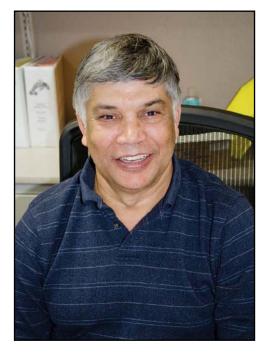


Jolene Peters Administrative Assistant for Family Services

Hi my name is Jolene Peters. I'm a Squaxin Island tribal member and I grew up on the reservation. My parents are Jeff and Paula Peters, and my grandfather is William Peters. I have an 11 year-old son, Austin, who I am very proud of.

I have a background in health care and worked as a medical assistant for 12 years. After life experiences, I have decided to switch my career to supporting families.

My passion is to help people in whatever capacity that may be. I have high hopes of helping to bring our tribal community back together and to remember where we come from. Family and togetherness are the foundation for a positive journey. I'm excited and look forward to seeing you all!



Shree Sharma Budget Coordinator

new Budget Coordinator for the Squaxin Island Tribe.

I am originally from Nepal and am adopted. I retired from the state after working for 35 years. For the last 17 years I did financial fraud (white color crime) investigation for the state.

In June of this year I will be married for 30 years. My wife is also a retired state worker. I have four children. Lucas is almost 26 and is a Jesuit priest. He is also adopted from the same orphanage I was adopted from. Nadya is 25, and she works for a day care center as a teacher's aid. Peter is 22, and he is a chef at the Pebble Beach golf course in Monterey, California. Elizabeth is 20 and going to St. John's University in New York. She is studying to become a writer. I have one grandson and his name is Logan. He will be two years old on April 1.

My wife and I like to travel. In my spare time, I also enjoy playing poker. I am one of the originals at the Little Creek poker room.





Peggy Peters Eduction Liaison

Hi my name is Shree Sharma, and I'm the Hi my name is Peggy Peters and I have been hired as the Education Liaison at the Tu Ha' Buts Learning Center. I have taught in elementary schools, both in Nevada and Wyoming. During the course of my career, I have also had the opportunity to work for; the Nisqually Tribe, as an ABE/GED Instructor and Counselor; the Confederated Tribes of Yakima Nation as an Art Teacher at Camp Chaparral in the foothills of Mt. Adams; and I organized and implemented the K-8 Summer Activities/School for the Battle Mountain Indian Colony.

> After living in Nevada, Wyoming, and Virginia, it is great to be back in Washington State and nearer to my family. I enjoy traveling, reading, watching TV, computers, and the best of all, walking my little six-pound white Pomeranian, Missy.

> The Tu Ha' Buts Learning Centers offers so many opportunities for the children, teens, and young adults. I am learning more about the programs every day. It is exciting to see the students that are taking advantage of the educational services provided by the tribe.

> > Please drop by and visit!



COMMUNITY-





Young Native Writers Essay Contest

The Young Native Writers Essay Contest is a writing contest for Native American high school students and is designed to encourage young Native Americans to write about the progress their tribal communities have made and how their tribal communities can keep moving forward.

The voices that emerge from this program honor the legacy of every Native American who has ever lived. Add your words to the thousands submitted through this project - all writers receive a Certificate of Honor for their submission.

The Holland & Knight Charitable Foundation's goal of promoting education and creating new opportunities for youth has inspired this essay contest. Partnering with Holland & Knight in this endeavor is the National Museum of the American Indian.

Entry Deadline: 11:59:59 p.m. ET on Monday, April 1, 2013

First place winners (5) receive \$2500 scholarship and trip to DC. Grades 9-12 only

The essay can be no more than 1200 words about "the progress their tribal communities have made and how their tribal communities can keep moving forward."



Craft class every Tuesday at the museum right before drum group



National Congress of American Indians Joins SAFECOM

SAFECOM is an emergency communications program of the Department of Homeland Security's Office of Emergency Communications (OEC) that provides input on the challenges, needs, and best practices involving emergency communications to Tribal, local, State, and federal emergency response agencies. Through collaboration with emergency responders and policymakers across all levels of government, SAFECOM works to improve multi-jurisdictional and intergovernmental communications interoperability. SAFECOM recently welcomed two new members to its Executive Committee representing the National Congress of American Indians (NCAI): Fuzzy Fletcher and John Taylor.

Fuzzy Fletcher

Mr. Fletcher has worked in emergency management and homeland security for 12 years, supporting Indian Country and rural America. He currently serves as the Director of Public Safety for the Snoqualmie Indian Tribe. Throughout his career, Mr. Fletcher has been active in public safety communications for fire, police, and emergency services in tribal and rural jurisdictions, and as an amateur radio technician. He has written numerous emergency management plans and procedures for all types of facilities, such as medical clinics. Mr. Fletcher is excited to serve on the Executive Committee as NCAI's primary representative.

John Taylor

Mr. Taylor serves as the Emergency Manager, Public Health, and Safety Officer for the Squaxin Island Tribe. Retired from the U.S. Army after 21 years, Mr. Taylor has worked in emergency services since 1977. In his current position, the tribal government has implemented an emergency management system recognized by the Federal Emergency Management Administration (FEMA) for its ability to prepare for, respond to, and recover from emergencies and disasters. Mr. Taylor is the Treasurer on the Executive Board for the Tribal Emergency Management Association (iTEMA), and a member of the International Association of Emergency Managers (IAEM); Washington State Emergency Management Association; Board of Certified Safety Professionals; and the National Safety Council. He holds numerous professional certifications and is certified to teach the National Incident Management System (NIMS) Incident Command System (ICS) course.Mr. Taylor looks forward to serving as NCAI's alternate representative on the SAFECOM Executive Committee.



SA-HEH-WA-MISH Powwow —



Photos by Sadie Whitener













Congratulations Princesses Willow Henry & Keesha Vigil

(no photo of Keesha available)







HEALTH CLINIC —



Eat Right

Food, Nutrition and Health Tips from the Academy of Nutrition and Dietetics

13 Health Tips for 2013

Dedicate yourself to a healthy lifestyle in 2013 with these food, nutrition and exercise tips.

1. Eat Breakfast

There's no better way to start your morning than with a healthy breakfast. Include lean protein, whole grains, fruits and vegetables. Try oatmeal cooked with low-fat milk, sliced almonds and berries, or top a toaster waffle with low-fat yogurt and fruit. Find more quick breakfast ideas at www.eatright.org/nutritiontipsheets.

Make Half Your Plate Fruits and Vegetables

Fruits and veggies add color, flavor and texture plus vitamins, minerals and fiber to your plate. Make 2 cups of fruit and 2 1/2 cups of vegetables your daily goal. Don't let winter stop you from enjoying produce. It may be harder to find fresh options, but frozen and canned are great

alternatives. See "20 Ways to Enjoy More Fruits and Vegetables" at www.eatright.org/nutritiontipsheets.

Do you know if you're eating the proper portion size? Get out the measuring cups and see how close your portions are to the recommended serving size. Using smaller plates, bowls and glasses can help you keep portions under control. Use half your plate for fruits and vegetables and the other half for grains and lean meat, poultry, seafood or beans. To complete the meal, add a glass of fat-free or low-fat milk or a serving of fat-free yogurt for dessert. Visit www.choosemyplate.gov.

Be Active

Regular physical activity lowers blood pressure and helps your body control stress and weight. Start by doing what exercise you can for at least 10 minutes at a time. Children and teens should get 60 or more minutes of physical activity per day, and adults should get two hours and 30 minutes per week. You don't have to hit the gym—take a walk after dinner or play a game of catch or basketball.

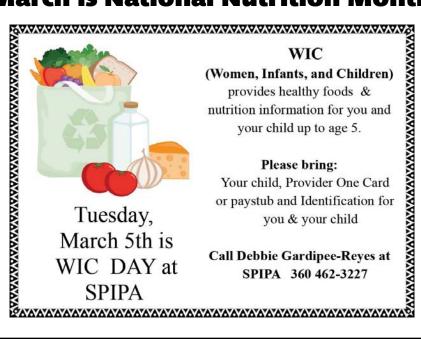
5. Fix Healthy Snacks

Healthy snacks can sustain your energy levels between meals. Whenever possible, make your snacks combination snacks. Choose from the MyPlate food groups: whole grains, fruits, vegetables, low-fat or fat-free dairy, lean protein or nuts. Try low-fat yogurt with fruit, whole-grain crackers with low-fat cheese, or a small portion of nuts with an apple or banana. For more snack ideas, see "25 Healthy Snacks for Kids" and "Smart Snacking for Adults and Teens" at www.eatright.org/nutritiontipsheets.

Get to Know Food Labels

Ever wonder about what the numbers in the Nutrition Facts panel really mean? Or, the difference between "reduced fat" and "low fat"? The Food and Drug Administration has strict guidelines on how food label terms can be used. To learn more about food labels, see "Shop Smart - Get the Facts on Food Labels" at

March is National Nutrition Month





7. Consult an RD

Whether you want to lose weight, lower your cholesterol or simply eat better, consult the experts! Registered dietitians can help you by providing sound, easy-to-follow personalized nutrition advice and put you on the path to losing weight, eating well and reducing your risk of chronic disease. Learn more about RDs at www.eatright.org/RD.

8. Follow Food Safety Guidelines

The Centers for Disease Control and Prevention estimates that roughly one in six Americans gets sick from foodborne disease each year. Reduce your chances of getting sick by practicing proper hand washing. Separate raw meat, poultry and seafood from ready-to-eat foods like bread and vegetables. Use a food thermometer to make sure food is properly cooked. Refrigerate food quickly at a proper temperature to slow bacteria growth. Learn more about home food safety at http://homefoodsafety.org.

Get Cooking

Cooking at home can be healthy, rewarding and cost-effective. Resolve to learn some cooking and kitchen basics, like how to dice an onion or how to store herbs and spices. The collection of How do I... videos at www.eatright.org/howdoi will get you started.

10. Dine Out without Ditching Your Goals

You can dine at a restaurant and stick to your healthy eating plan! The key is to plan ahead, ask questions and choose foods carefully. Think about nutritious items you can add to your plate-fruits, veggies, lean meat, poultry or fish-and look for grilled, baked, broiled or steamed items. See "Healthy Eating on the Run" at www.eatright.org/nutritiontipsheets

11. Enact Family Meal Time

Research shows that family meals promote healthier eating. Plan to eat as a family at least a few times each week in 2013. Set a regular mealtime. Turn off the TV, phones and other electronic devices to encourage mealtime talk. Get kids involved in meal planning and cooking and use this time to teach them about good nutrition. For more family mealtime tips, visit www.kidseatright.org.

12. Banish Brown Bag Boredom

Whether it's a brown bag lunch for work or school, make it a healthy lunch packed with nutrition. Prevent brown bag boredom with these healthy lunch ideas. They're easy to fix the night before and ready to go in the morning. Try whole-wheat couscous with chick peas or black beans; whole-wheat tortilla filled with chicken, mushrooms, onions and tomatoes; baked potato topped with broccoli, low-fat cheddar cheese and salsa; or spinach salad with sliced pear, red onion and low-fat feta cheese. Keep lunches safe with tips from http://homefoodsafety.org.

13. Drink More Water

Our bodies depend on water to regulate temperature, transport nutrients and oxygen to cells, carry away waste products and more. For generally healthy people who live in temperate climates, the Dietary Reference Intakes from the Institute of Medicine recommend a total daily beverage intake of 13 cups for men and 9 cups for women.

For a referral to a registered dietitian and for additional food and putriting information visitian www.eatright.org.



The Academy of Nutrition and Dietetics is the world's largest organization of food and nutrition professionals The Academy is committed to improving the nation's health and advancing the profession of dietetics through research, education and advocacy.

This tip sheet is provided by:

Adapted from the article "13 Health Tips for 2013" (www.eatright.org/Public/content.aspx?id=6442474069) by Academy of Nutrition and Dietetics staff registered dietitians.

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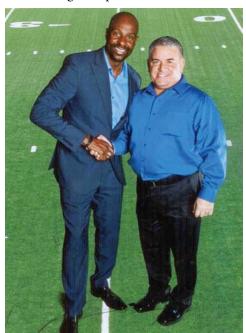
- Health Clinic ——



Sports Giants Praise Chiropractic Care

Dr. George Blevins, Squaxin Island Health Center chiropractor returned from a three-day intense chiropractic seminar on neck, back, and shoulder pain. Over 10,000 chiropractors descended onto the Rio Hotel and Convention Center in Las Vegas.

The guest speaker was Hall of Fame football great, Jerry Rice. He is the all-time



leader for receivers and the all-time NFL leader in receptions, touchdown receptions, and yards. He won three Super Bowl rings playing for the San Francisco 49ers and an AFC Championship with the Oakland Raiders. He also played for the Seattle Seahawks. After speaking with Hall of Fame wide receiver Steve Largent, Rice was granted permission to wear Largent's retired jersey number 80.

Rice is quoted in the Foundation of Chiropractic Progress as saying, "I did a lot of things to stay in the game, but regular visits to my chiropractor were among the most important."

Dr. Blevins went on to say, "Mr. Rice was a great host and speaker, and very pleasant to meet. He talked about the importance of chiropractic care while he played and especially now that he is get-

ting older, chiropractic care is needed even more in his daily life.'

Dr. Blevins also went on to say, "The moderator, Linda Cohen of ESPN, is an advocate for chiropractic care, and we listened to several other celebrities including the team chiropractor for several pro football teams. It is nice to see that chiropractic care is endorsed by so many professional people."

Dr. Blevins sees patients on the first and third Tuesday of each month at the health center.

Quit Smoking



Stop smoking classes are now being held every Tuesday night. Stop in to see what it's all about.

We won't ask you to stop smoking the minute you walk in the door. That's too hard! We will offer you guidance and support to stop smoking when you're ready. We have tools to help you begin to quit and suggestions on how to overcome the urge to smoke. It does not matter when you start the classes. Every class is geared to new comers.

We have a great time in these classes and the support we get from participants is fantastic. If you are considering quitting or are ready to quit, stop on in and see what the classes are all about. Classes are every Tuesday at 4:00 p.m. They are held at the Community Kitchen.

Late comers are welcome!

Clinic events

Brief Community Walk

Every Thursday at 12:40 p.m. Meet at Elder's Building after Lunch

Free Diabetes Screening

at Health Promotions Tuesday through Friday Contact Melissa Grant for details

Smart Shopping/ Food Label Workshops

Contact Patty to schedule a family & friends session

Health Promotions Programs

We have exercise videos in the building across from clinic Work out alone, with us or schedule a time for a group

Our Nationally Recognized Lifestyle Balance Program

If you are ready to lose weight, we can provide support.

If you are Native American and over 18, see if you qualify to participate.

Next Mammogram Clinic

April 23rd Call Elizabeth 432-3930

Cancer Survivor and Caregiver Conference

The Comprehensive Cancer Control Program (CCCP) announces the annual SPIPA Cancer Survivor & Caregiver Conference for 2013.

The Cancer Survivor & Caregiver Conference will be held on April 5 - 6, 2013 at the Eagle's Landing Hotel located on the Confederated Tribes of the Chehalis Reservation. The event will begin Friday evening with a "mocktail and massage" social hour from 6pm – 8pm. Saturday's activities will take place in the beautiful Chehalis Tribal Community Center's Gathering Room and Gym. There will be break-out workshops for both cancer survivors and caregivers.

Please register as soon as possible if you are interested in attending. A total of 80 rooms have been reserved at Eagle's Landing. Please make sure to register all attendees so that we can prepare enough materials for survivors and caregivers. The registration deadline is March 27th. Confirmation letters will be sent out as soon as your registration is received.







What Can You Do to Take Care of Your Heart?

Dr. Carl Ott, MD– speaker/discussion leader
Bring your questions.

Everyone is welcome- those with Diabetes or not Attend for whatever time you can. Questions? Patty Suskin, Diabetes Coordinator at (360)432-3929



HEALTH CLINIC ———



Apple Cinnamon Baked Oatmeal KipSect right.

Submitted by Patty Suskin, Registered Dietitian
A cross between a cake and a bowl of oatmeal, this make ahead treat is handy to heat up and have for a quick healthy breakfast or snack. A great way to eat your oatmeal!

Ingredients

2 cups rolled oats (not instant)

1 ½ cups fat-free milk or soymilk

½ cup egg substitute or egg whites or 2 whole eggs

3/4 cup packed brown sugar

1 teaspoons baking powder

1 tablespoon melted margarine

1 teaspoon cinnamon

1 ½ cups chopped apples (about one medium apple)

Directions

- 1. Preheat oven to 350°F.
- 2. In a small bowl mix the milk, brown sugar, eggs, margarine and cinnamon together.
- 3. In a larger bowl combine the oats and the baking powder.
- 4. Pour the wet mixture into the bowl with the oats, add the apples and mix well.
- 5. Spoon the mixture into a 8 x 8 inch pan coated with cooking spray and bake for 30-40 minutes, until top is firm and a toothpick comes out clean in the center.

FREE BLOOD PRESSURE SCREENING 2013

The First Thursday of each month



Blood Pressure checked by your friendly neighborhood firefighters

Where: Elder's building When: 11:45am - 12:45 pm. Everyone is welcome!



Foot Exam Morning February 14th

Thank you, Lea Krise for having your feet checked by Dr. Molina Kochhar, Podiatrist. If you have diabetes, make a habit of taking off your shoes & socks for all visits at our clinic so Tiff or Dr. Ott can check your feet each time you come to the clinic.

Foot Care Tips for People with Diabetes:

- 1. Look at your feet every day for red or black spots, ingrown toenails, cracking, dry skin, sores, blisters, or cuts. See your doctor right away for any of these problems.
- 2. Keep your skin soft & smooth. Rub a thin coat of skin lotion over the tops and bottoms of your feet, but NOT between your toes.
- 3. Wear shoes & socks at all times. Never walk bare-foot. Wear comfortable shoes that fit well & protect your feet. Feel inside your shoes before putting them on each time to make sure the lining is smooth & there are no objects inside. Wear moisture-wicking socks that do not leave an impression on your legs. Consider cutting a slit at the top of your sock to ease up the elastic.
- 4. Keep your blood sugars in line. General guidelines (check with your doctor for specific guidelines for you):

Fasting (or first thing in the morning): 80-110 Two hours after a meal: 80-140

Bedtime: 100-140

Hemoglobin A1C: under 7 %

These tips can help you to make your feet last a lifetime. Most amputations are preventable by taking quick action if any problems occur. If you have diabetes & are due for your annual exam with Dr. Kochhar, contact Patty Suskin at (360) 432-3929.



Gratitude for Colon Health Program

DP- "I got a call one day, from the Colon Health Program nurse about coming in to get a colon cancer screening done. Lindy, the nurse for the Colon Health Program, told me that it was a very easy test that I could do at home. She explained to me that colon cancer can be prevented by getting these screenings done. That made me remember hearing about my friend's cousin, who recently found out that he has colon cancer and he is only 56. I thought that maybe I should have this test done. I was worried though, that it would cost me a lot of money to do but she assured me that it wouldn't cost me anything if I qualified for the Colon Health Program. She told me I would get a gift in return for doing the test.

Well, I did take the test kit home and returned it and to my surprise it came back positive. I was shocked! The good news is that I had further testing done, a colonoscopy, and even though they found a couple of polyps in my colon, which they removed, they were not the cancerous kind and everything turned out fine. I am happy to know that I don't have colon cancer and I am grateful that I got a call, from Lindy, to come in and do the test. I will definitely do the test again next time it's due. The really great part is that I did not have to pay a penny for any of it.

If you are over 50, I encouraged you to go in and see Lindy at the clinic and get a colon cancer screening done....it will give you some peace of mind too."

Lindy---"Like DP, if you are over 50 and have not had a colon cancer screening done, believe me when I say that the FIT test really is a simple, easy test and takes only a minute to do in your own home. It takes 5 minutes to check it when you bring it back in to me. You will receive an nice incentive gift for completing it.

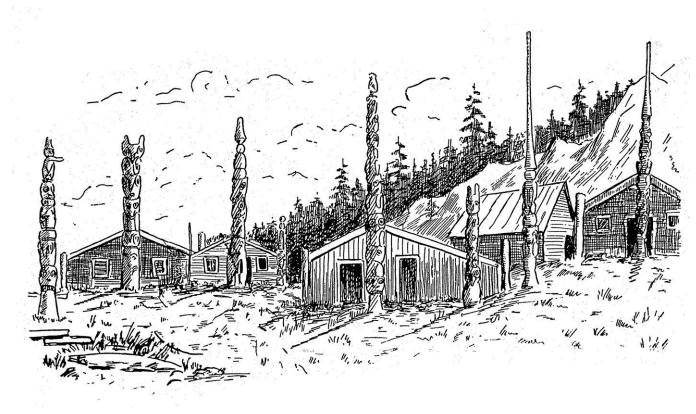
Colon cancer ranks second in deaths from cancer among men and women and does not produce any symptoms until it is in the advanced stages. It is a slow growing cancer and when detected early, the outcome is good for successful treatment.

So don't procrastinate, come in and see me, Lindy Fredson, at the Squaxin Island Clinic to see if you qualify for this important free screening through our Colon Health Program or call 360-432-3933. Thank You!"



Community -





Native Business: An Ideal Manager

Over the years I have played many roles as a lender, advisor, and board member which has provided me the opportunity and pleasure of meeting a lot of business owners and peering into their operations to see what makes them work well... or otherwise. This article is derived from my experiences and a report produced by the Gallup organization about management.

There are a million ways to make a buck in this world and although businesses can vary greatly, successful businesses have common traits. It is people that make a business successful. Generally speaking, a business with a strong group of people and a weak product will stay in business longer and make more money than a weak group of people and a strong product. Each individual is true to his/her unique nature and is motivated differently. They have their own way of thinking and style of relating to others. A good manager will work to understand a person's makeup of these things and capitalize on them by putting an employee into the position that best leverages their strengths. Proper placement is mutually beneficial to the employee and business. The manager's role is to be the person that incites the correct activity to achieve results —make money and facilitate stability and confidence throughout the ranks of the organization.

An ideal manager should be able to do four things well to unlock the potential of each and every employee:

- 1) Select a person whose strengths align with the needs of the role they are required to play and shares the same values as the business culture.
- 2) Set expectations by defining the correct outcomes of a job.
- 3) Motivate the person by helping them diagnose and conquer weaknesses.
- 4) Develop the person by helping them learn and get promoted.

Jim Stanley freely shares his knowledge in an effort to foster economic development success in Indian Country. He is a tribal member of the Quinault Nation, Treasurer of the Tribal C-Store Summit Group, and Chairman of the Quinault Nation Enterprise Board. To contact Jim for comments, go to JimStanley.biz.

How to Bead Native American Style With Kimberly James

Open classes are:

April 14 2:00 - 4:00 May 12 2:00 - 4:00 June 16 2:00 - 4:00

Class size limited to 7 individuals

Call and Join if you're interested. (360) 789-5376

Learn to bead a cylindrical object utilizing the Peyote/ Brick Stitch!

Cost

\$20 per person (includes essential materials for one project)

What to bring:

a cylindrical object (walking/drum stick, lighter, pen, feathers etc.)

Where:

300 SE T-Peeksin Ln, Shelton





Community—



17

17

Jennine Tamm	01	Happy Bir	thday
Sapphire Ward	01	парру Біі	uiuay
Luke Rodriguez	01	Marjorie Penn	09
Alyssa Henry	01	Michaela Johnson	09
Emma Valle	01	Joseph Rivera	10
Christy Block	02	Billy Yocash	10
Raven Roush-Lizotte	02	Adrian Garcia	10
Daniel Snyder	03	Terrah Jackson	10
Arnold Cooper	03	Walter Henry III	10
Vincent Henry, Jr.	03	Susan Henry	11
Clayton Briggs	03	Chenoa Peterson	11
Chazmin Peters	03	Alexandrea Rivera	11
Serena Phillips	03	Cindy Ehler	12
Angela Lopeman	04	Sara Naranjo-Johns	13
Adolfo McFarlane	04	Lois Woodard	14
Cedar Korndorfer	05	Andrew Whitener	14
Jamaal Byrd	05	Chantel Peterson	14
Faith Pughe	05	Justin Kenyon	14
Evan Cooper	06	Tashina Ackerman	15
David Seymour	07	TNikki Farron	15
Cody Cooper	07	Brandon Blueback	15
Andrienne Baldwin	07	Adarius Coley	16
Glen Parker	08	Rebecca Lezon-Ferreira	16
Stella Sicade	08	Sally Johns	16
Belinda Colberg	08	Robert James, Jr.	17
Sheryl Wingfield	08	Monte Morris	17

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					1	2
3	4	5	6 Family Court MLRC Basket Class	Culture Night 5:00 p.m. AA Meeting 7:30	8	9
10	11	12 Criminal/Civil Court	MLRC Basket Class	Culture Night 5:00 p.m. Council Mtg. AA Meeting 7:30	15	16
17	18 Veterans Committee Meeting Tribal Center	19	20 MLRC Basket Class	21 Culture Night 5:00 p.m.	22	23
24/31	25	26 Criminal/Civil Court	27 MLRC Basket Class	28 Council Mtg. Culture Night 5:00 p.m.	29 Game Show Night Community Kitchen	30

Janine Tienderson	1/
Anthony Johns	17
Victoria Dennis-Horn	18
Thomas Blueback, Jr.	18
Jolene Peters	18
Winter White	18
Michael Bloomfield	19
Cherry Armstrong	19
Vicky Engel	19
Raymond Castro	19
Jolene Tamm	20
Nathaniel Bisson	20
Lachell Johns	20
Doyle Foster	21
Tayla Logan	21
Lorane Gamber	22
Gelacio Orozco	23
Charlene Krise	23
Evelyn Hall	23
Nora Coxwell	23
Ronin Edwards	23
John Whitener	24
Taylor Krise	24
Joanna Fuller	24
Shelby West	25
Johnathan Seymour	25
Jerad Lopeman - Fry	26
Elsie Gamber	26
Kameron Weythman	27
Lucke Newell	27
James Coxwell	27
Jon Brownfield	28
Brittany McFarlane	28
Felicia Ellerbe	30
Matthew Pugel	30
Josephine Sabo	30
Ronald Whitener	30
Eric Ellerbe	30
Benjamin Naranjo-Johns	30
Christina Lopeman	31
Stephen Henry	31

Kenneth Green Rachele Roberts

Jaimie Henderson





Community—



March Menu

Mon. 4	Pork Chops
Tues. 5	Soup & Sandwich
Wed. 6	Roast Beef
Thurs. 7	Crab Cakes
Mon. 11	Corn Beef & Cabbage
Tues. 12	Soup & Sandwich
Wed. 13	Pepper Steak
Thurs. 14	Bean Burritos

Mon. 18	Chicken Teriyaki
Tues. 19	Soup & Sandwich
Wed. 20	Lasagna
Thurs. 21	Hot Turkey Sandwich

Mon. 25	Eggs and Potatoes
Tues. 26	Soup & Sandwich
Wed. 27	Fried Chicken

Thurs. 28 Pizza

Happy Birthday to my ONE N ONLY! Love, Ruthie Whitener

Squaxin Veterans Please come to the next Squaxin Veterans Committee Meeting March 18th @ 10:00 a.m. @ Tribal Center For more info: Glen Parker 426-1755

Thank you to Wade Greene for Warrior Song

Vicki Kruger - On February 23rd, several people from the Squaxin Island Canoe Family traveled to Neah Bay to thank Wade Greene for composing the Warrior Song and acknowledge long-standing ties between Squaxin Island and Makah communities. The Warrior Song, and the dance, is one of the most powerful songs and beautiful dances that our Tribe has. A lot of people gifted Wade personally and the tribal council sent a Pendleton robe to honor him. As all of us traveled there, over 30 of us, we learned to appreciate Wade more. Makah isn't just around the corner; we loved Wade even more knowing he willingly made that trip at least 3 times per week. It was a wonderful gathering. We hold our hands up to all the Makahs who came to witness and, of course, all the people from the Squaxin Canoe Family that made the long journey! THANK YOU WADE FOR THAT AWESOME SONG!!



Photos by Sadie Whitener







Annual General Body Meeting May 4, 2013

Little Creek Events Center Sign in starts at 8:30 a.m. Lunch will be served at noon

Elections will be held for: Tribal Council Vice Chairman Tribal Council Member #3

Per Tribal Council, the General Body Meeting is for TRIBAL MEMBERS & SPOUSES ONLY Enrollment will be checked at the door.

For more information contact the tribal center at 360-426-9781







RITA COOLIDGE

"...one of the most versatile singers of the rock generation."

Sunday APRIL 7TH 4pm

 Loving Arms • The Way You Do The Things You Do • (Your Love Has Lifted Me) Higher and Higher • I'd Rather Leave While I'm in Love • The Closer You Get Tickets
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Must be 21 or older. Call for Skyboxes.



