



**TULALIP TRIBES 2020
BOARD OF DIRECTORS ELECTION
SATURDAY, MARCH 21
7AM - 1PM TULALIP RESORT CASINO
ANNUAL GENERAL COUNCIL BEGINS 10AM**

See page 2 for info

**STAYING HEALTHY IN
THE NEW YEAR**

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6406 Marine Drive
Tulalip, WA 98271

**Careers in the construction industry are booming,
TVTC can be your entry point
to a better tomorrow**



By Micheal Rios

Educators, parents and others often place strong emphasis on college preparation and earning an Associate's or Bachelor's degree by traditional means. But that lengthy and expensive

route often means accruing a ton of debt just to enter a highly competitive job market. College degrees may be the preferred goal for many, however there are a growing number of students who see a more hands-on future for themselves. For

See **TVTC**, page 4

Mandatory pre-bid contractor meeting, January 31

Tulalip Tribal Members, are you interested in placing a bid to be the Contractor for the 2020 Community events? If so, you must attend the mandatory pre-bid meeting, to be considered. The meeting takes place at the Tulalip Tribal Government Administration building, located at 6406 Marine Drive, in Tulalip. The meeting will take place in room #264 on January 31, starting at 10:00 a.m. The meetings should last no longer than 30 minutes. This meeting is for the Events Department to give information regarding the details of the bids. All that you need to bring with you is a paper and pencil to take notes.

The events that will be considering bids for and time of meetings are listed below:

Tulalip Canoe Races – 10:00AM
 Tulalip Veterans Pow wow – 10:30AM
 Tulalip Stick games – 11:00AM

For any questions regarding the bids, please contact Santana Shopbell at 360-716-4389 or Janet Taylor at 360-716-4662



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For program scheduling, visit:
<http://www.tulaliptv.com/tulaliptv-schedule/>

Not getting your syəcəb?

Contact Rosie Topaum at 360.716.4298
 or rtopaum@tulaliptribes-nsn.gov

The Tulalip Tribes are successors in interest to the Snohomish, Snoqualmie and Skykomish Tribe and other tribes and bands signatory to the Treaty of Point Elliot, January 22, 1855

syəcəb, the weekly newspaper of the Tulalip Tribes

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Deadline for contribution is Monday, with publication on the following Saturday.

In memoriam: Frank F. Madison, 1923-2002
 Sherrill Guydelkon, 1945-2008

NOTICE OF ELECTION

Tulalip Tribes 2020 Board of Directors Election

Saturday, March 21, 2020

7:00AM to 1:00PM

At the Tulalip Resort Casino

10200 Quil Ceda Blvd, Tulalip, Washington 98271

*Annual General Council will be held the same day beginning at **10:00 AM***

There will be a Board of Directors election on 3/21/20. The three (3) candidates receiving the highest number of votes will be elected to serve three (3) year terms.

THE FOLLOWING THREE CANDIDATES TERMS ARE EXPIRING:

Teri Gobin Jared Parks Les Parks

Petitions are available at the Tulalip Tribes Administration building, Election office (2nd floor) starting ***Monday- January 13, 2020 thru Friday- January 24, 2020.***

PETITION RULES:

- * DO NOT LEAVE WITH ANY OTHER STAFF, BUT ELECTIONS
- * THEY MUST FILL OUT THE COMPLETELY AND SIGN BY PETITIONER.
- * 25 SIGNATURES PER PETITION IS REQUIRED.
- * NO DUPLICATE SIGNATURES- VOTER CAN ONLY SIGN ONE.

Eligibility: No person shall be a candidate for the Board of Directors unless he/she shall be an enrolled member of the Tulalip Tribes and shall have resided upon the Tulalip Reservation for a continuous period of one (1) year prior to the election, and shall be at least twenty-one (21) years of age. No person may be a candidate if he/she has been found guilty of any felony, or a misdemeanor involving controlled substance or dishonesty in any Indian, State, or Federal court within three (3) years prior to the election.

The list of qualified candidates will be posted in a public place and otherwise be made know to the tribal membership not less than two (2) weeks prior to the election date. The Tribal rules and regulations governing elections shall apply.

DEADLINE FOR RECEIPT OF PETITIONS

Friday January 24, 2020 at 4:00pm

Tulalip Administration Building(360) 716-4283 or electioncommittee@tulaliptribes-nsn.gov
 c/o Election Staff,6406 Marine Drive, Tulalip, WA 98271

Dated: January 7, 2020


 Glen Gobin, Vice-Chairman

- Reso 2017-256 6/30/17– Increased the petition signers from 5 to **25** in order to run for the Board of Directors.
- Election staff includes – Rosie Topaum, Leilani Davey, Angela Hatch, Janet Patrick, Annie Enick and Jennifer Monger- 2 addition to be determined.

Teri Gobin, Chairwoman Report



Hello my people, and welcome to 2020. We are still sending out prayers to everyone who suffered losses. I want you to know that you are not alone. We are so lucky to have the strong, cultural teachings, and a community that comes together and tries to take away a bit of that pain.

I want to reassure you that our ancestors are gathered on the other side, waiting. When it is time, they will be there for us too. About a month before my father passed, his colleagues that had passed before him came visiting. Clarence Hatch, Francy Sheldon and others, he'd be awake all night talking to them. First, his colleagues came, then his family.

None of us are alone. I want to remind our people how important family is. Tribal Government recently came back from our winter break. I was happy to hear and see so many families taking time to enjoy each other's company. We need to remember to let the little things go and be present with our families. We need to schedule opportunities to celebrate the good things in life and connect with the people who are important to us.

Remember our elders when you are visiting. When I was young, my parents used to take us around to visit elders, all of the elders, not just the ones in my family. It's very important to talk to our elders, learn from them, and let them know how much we love and value each and every one of them.

As we enter the New Year, let's remember some of our accomplishments from 2019. I'm so proud of the involvement in the Coastal Jams. Our community is getting together weekly and

sometimes multiple times a week to sing and dance. When I put out a call that we need drummers and singers, I am honored to see everyone from little ones to elders show up. Regardless of the number of groups, when we sing and drum together, we are unified.

Over the last year, we've been diligently protecting our sovereignty and fighting legal battles. As Board members, we're often triple booked. Sometimes we each take different meetings to make sure that we are covering different events or topics. Tulalip gets invited to a lot of events because everyone wants to hear what we have to say, but our priority is always here at home.

We are looking at ways to go green and clean up our environment. We are researching grants to bring solar in to retrofit our buildings, and potentially even building a solar or wind farm. I want to encourage every individual to make changes in your own lives to protect the environment. Use less plastic and cleaning products, recycle; every bit helps.

Scientists and biologists are documenting the damage that vessel traffic and climate change is doing to our salmon and the orcas. We are at a critical time. If we don't make changes to protect our waterways, our grandchildren may grow up in a world without every seeing them. We have been bringing our concerns to the legislators nationally and internationally. We will continue to work on stream enhancement for our salmon spawning. We're also exploring how we can increase our hatchery production to ensure there are salmon for our people and our relatives, the orca.

This last year we also purchased approximately \$10 million worth of land. We consider much of this to be a land bank; we are buying this land for future generations to develop. We have plans to develop businesses on some of our properties, but the rest will be here to create opportunity for our future generations.

Beckler Mountain is one of the most significant land purchases that we made. As development encroaches on many of our usual and accustomed areas, we are working to preserve wilderness spaces for our people. This property includes about 1,000 acres of a mountain that our people will be able to utilize for gathering, camping and hunting. As soon as we get some good weather, we'll take a group of our elders and tribal members up to show them where the property lines are so they can start to utilize this area. We will continue to invest in land for future generations.

The local BIA has been reduced to a skeleton staff. We know the land to trust process is complicated, and there have been delays for so many people. They are looking at streamlining

the process of putting land into trust. Rather than having tribal members try to navigate the process alone, we will have people on staff to help get all the documents in line. When reservation lands return to trust status, it strengthens our jurisdiction over our reservation.

Our construction projects are progressing quickly. The Gathering Hall is scheduled to be finished by April. I'm really happy that we were able to wrap up the Elders' Center remodel last year, and we purchased a new elder's bus. The Quil Ceda Creek Casino is scheduled for completion in early 2021.

We know that Tribal Government will always be a work in progress. We are pleased to announce that we've hired our new CEO (Chief Executive Officer), Shelly Lacy. Shelly is an experienced leader, and her knowledge as the former General Manager of Tribal Government puts her in a unique position to make change quickly. Shelly has great ideas, and she's already working to streamline some of our processes to provide better service to our people.

Last year we also hired a new Police Chief, Chris Sutter. Chief Sutter has been an amazing addition to our team. His compassionate leadership and innovative thinking will continue to help us build a safer community for our people. He brings a focus on community values and has made it a priority to hire more Tulalip tribal members, parents and spouses of Tulalips, and other Natives into our police force. We've had several tribal members go to Police Academy this year. We are proud of them and looking forward to seeing more of our citizens serve as officers in our community.

The police department has also brought more focus back to the Drug Task Force and has made dealing with the homeless epidemic a priority.

For those wondering about our tax case, we are in mediation and hope to come to a resolution very soon.

Lastly, we have several General Council motions that we are still working on. One is increasing our per capita. We are working with a taxation law firm on how we can reduce the tax burden for per capita, and to make sure there are no other repercussions to our health care policies and services. We also don't want to accidentally hurt our people who are on SSI or some form of disability. I want to assure you we haven't forgotten the motions.

Our new CEO is passionate about our language. She will be working with our Language department to create a program so that all of our people have access to learn our language. That motion is still in the planning stages.

Continued on next page

We just passed the motion to transfer sick leave for the Tribal Government and the maternity/paternity leave policies for the TGO in December 2019.

At our Board retreat last March, we worked on our Board Vision, Mission, and Core Values. The whole Board worked on these, and we are striving to implement them every day.

Vision: To cultivate and preserve our

Indian way of life while providing equitable services and opportunities for our members.

Mission: Together, we create a healthy and culturally vibrant community while exercising our sovereignty and protecting our treaty rights.

Core values:

1. be humble and serve one another

2. treat everyone with respect
3. personal accountability
4. integrity, be true to your word
5. lead by example

I appreciate your support and patience. We have a great team, and I believe wholeheartedly in our membership. 2020 is going to be a great year for Tulalip!

TVTC from front page



these individuals, unafraid of getting their hands dirty and learning the true meaning behind a hard day's work, there is an abundance of opportunity within the construction industry.

Whether it be laborer, carpenter, ironworker, electrician or heavy equipment operator, there are countless positions available for work and advancement within the trades, especially for sought after minorities like Native Americans and women. A major access point for entry into these desirable career paths for tribal citizens and their families continues to be Tulalip's own TERO Vocational Training Center (TVTC).

"Not everybody wants to be a doctor or lawyer. Not everybody wants a desk job. I'm a lifetime fisherman that started a construction company when it became apparent we could no longer sustain ourselves simply by living off the land," said Tulalip Vice-Chairman Glen Gobin. "Some want to be outside working with their hands. That's what brings people to our training program, it gives them an opportunity to get exposure to all the different trades, learn

how to function on a job site and how to get work. Graduates of TVTC enter a section of the workforce that is in high demand."

In fact, a quick glance around the greater Seattle area and onlookers are sure to see more cranes than they can count. Along the I-5 corridor, from Tacoma to Everett, construction projects are booming and many on-site jobs continue to go unfilled. While other career pathways may be oversaturated and hard to come by, those within construction trades are thriving. According to the U.S. Department of Labor, open construction positions are expected to increase by more than 700,000 jobs nationally through 2028, a faster growth than any other occupation. In Washington State alone, there are nearly 3,000 unfilled construction jobs that pay much more than the average state wage.

Brighter horizons and prospects galore were among the reasons so many gathered to celebrate the TVTC autumn cohort's achievement on a December morning at the Tulalip Resort's orca ballroom. Fifteen students (including eight Tulalip trib-

al members and three women) were honored with a graduation banquet for their commitment to building a better future. Nearly 200 guests attended, including trade union representatives, several construction employers, and many cheerful family members.

"Our TVTC program is 100% supported by grant funds," explained TERO director Summer Hammons. "Our TVTC graduates earned various certifications and college credits, while learning many skills that will undoubtedly make an impact on their future. We thank the Tulalip Tribes, Washington State Department of Transportation, Sound Transit, and the Tulalip Cares charitable fund for always supporting us. These organizations and community partners are ensuring our future leaders have viable career paths."

TVTC is the first and only state and nationally recognized Native American pre-apprenticeship program in the entire country. The program is accredited through South Seattle Community College and Renton Technical College, while all

the in-class, hands-on curriculum has been formally approved by the Washington State Apprentice and Training Council.

The sixteen-week program provides 501-hours of hands-on instruction, strength building exercises, and construction skills that can last a lifetime. In addition, students are trained and awarded certifications in flagging, first aid/CPR, industrial fork lift and scissor lift, 40-hour HAZWOPER, and OSHA 10-hour safety.

Homegrown Tulalip citizen Demetri Jones opted to retake the class after not being able to complete it his first time around. To jumpstart an all-new career path as a carpenter, he had to grit and grind. He maintained his full-time position as a security officer working the dreaded graveyard shift, while sacrificing convenience and lots of sleep to take the TVTC class during the day.

"My biggest takeaway is learning the benefits of hard work and dedication," reflected Demetri. "My advice to those who already have a job but are interested in taking

the class, if you really want it then make it happen. Creating a routine was so important, but knowing in the end it'll all be worth it kept me going."

His instructors noted he was the first in his class to gain employment. "I'm a carpenter's apprentice right now and looking forward to journeying out, becoming a foreman or even superintendent," added the ambitious 26-year-old.

Along with gaining a wide-range of new employment opportunities via the trades, seven diligent students took advantage of the educational aspect and earned their high school diploma.

Three hardworking ladies were among the graduates, Carla Yates (Haida), Cheyenne Frye (Arikara) and Shelbi Strom (Quinault). Each wanted to acquire a new skillset while creating a pathway to a better and brighter future.

"I really liked the class. I met some really cool people and learned so many new skills that I would have never been exposed to if I didn't try it out," said 20-year-old Cheyenne. Originally from North Dakota, her family relocated to the area so her mom could take the TVTC program. After graduating and seeing all the opportunity now available to her, she

convinced her daughter to follow suit.

"I had zero experience with construction tools, like the nail gun and different saws. All of that was pretty intimidating at first, but after I learned to use them properly it became a lot of fun using them to complete projects," admitted Cheyenne. "Both my parents have jobs as plumbers on the new casino project now. Hopefully I can join an electricians' or sheet metal union and get work on that project, too."

With hundreds of skilled-trade workers retiring every day across the state, the construction industry is in need of the next generation workforce to help build an ever-growing Snohomish County and surrounding Puget Sound communities. In the Seattle-Bellevue-Everett area alone, construction employment increased by 6,400 jobs between March 2018 and March 2019, according to the Associated General Contractors of America. These are well-paying jobs that are available to people straight out of high school. It takes some grit for sure, but for those



folks with a strong work ethic and can-do attitude, they can find themselves running a construction company of their own someday.

"When our student graduates go out into the world of construction, they can compete on equal footing with anybody," declared TVTC instructor Mark Newland during the graduation ceremony. "We're gaining traction with union companies and construction employers all over the region.

"I just can't say enough about

this class," he continued. "From day one, they were engaged, helping each other out, and understood what they had to gain by putting their nose to the grindstone. Really amazing stuff! They've given me so much as their instructor and I wish them all the best."

Those interested in being among the next available TVTC cohort or would like more information about the program, please call (360) 716-4760 or email Ltelford@tulalip-tribes-nsn.gov

10 facts you need to know about tribal treaty rights

By Ryan Miller, Environmental Liaison- Program Manager, Tulalip Tribes Treaty Rights Office

1. In the 1850s, territorial governor Isaac Stevens had a mandate to secure title to Indian lands in the Washington territory. Indian tribes entered into treaties that ceded millions of acres of land while reserving Reservation homelands and securing rights central to maintaining a tribal way of life and culture

- Sovereign Indian tribes pre-existed the United States and the State of Washington. The treaties entered into between the United States, and Indian tribes were contracts between sovereign nations.

2. In treaties, such as the Point Elliot Treaty of 1855, tribes retained reservation lands and reserved hunting, fishing, and gathering rights off-reservation lands and waters in areas they had

always used over broad areas of Washington State.

- In exchange for ceding land, tribes received a guarantee of protection for their inherent right to self-governance and self-determination as well as the right to fish in all Usual and Accustomed grounds; and to hunt and gather on all open and unclaimed lands.

3. Treaty Rights reserve inherent sovereign rights of tribes-they are not rights given to tribes by the government, but rights that tribes have always possessed and reserved in the treaties.

- SCOTUS in Worcester v Georgia stated that Indian tribes are "distinct, independent political communities, retaining their original natural rights as the undisputed possessors of the soil, since time immemorial." Treaties made with tribes uphold their "original natural rights."

4. The exercise of treaty rights was and continues to be fundamental to the tribes' culture and way of life, helping to explain why the tribes' ancestors explicitly reserved them in the treaties.

- Tribes could not then and cannot now imagine a life without access to the natural resources they have depended on since time immemorial.

5. Treaty Rights include off-reservation fishing rights within the Tribes Usual and Accustomed fishing grounds and are based on where tribes fished during pre-treaty times.

- Fishing is essential to the culture of Coast Salish treaty tribes. The 1974 "Boldt Decision" included several proceedings involving tribal elders and other expert witnesses that established where tribes fished before and during treaty times. This formed the basis for the designation of their "Usual and Accustomed" fishing areas that tribes reserved in the treaties.

Continued on next page

6. Treaty Rights include access to resources on public and unoccupied lands like the National Forests and State timberlands.

- Like fishing, the right to continue to hunt and gather on off-reservation lands was an essential element of the bargain that Tribes struck in negotiating the treaties.

7. The Federal Government has a trust responsibility to protect the sovereign status of Indian tribes and honor the promises outlined in the treaties.

- When the U.S. signed treaties with tribes, the U.S. assumed legal obligations to protect tribal treaty rights and the resources on which those treaty rights depend.

8. Treaty Rights are not restricted to specific species like fish or berries but cover all available natural resources, which were all critical to maintaining tribal lifeways.

- Since time immemorial, tribes have made use of the plethora of resources available to them to thrive in their environments, developing complex cultures, relationships, trade routes, and communities.

9. Treaty Rights are property rights that exist over the whole of the landscape.

- Treaty Rights are not limited to reservations. They are property rights that extend over all the lands under the treaty.

10. Treaties made between the Federal Government and tribes are the “Supreme Law of the Land,” meaning they supersede other laws, including those made by State Governments.

- No state or local government law can interfere with tribal self-governance or diminish the rights protected by federal treaties.



Sticking to your resolutions with AnneCherise Jensen

By *Kalvin Valdillez*

If you spent this past holiday season reflecting on the last ten years while scarfing down a carb-loaded plate of leftovers and vowing to make personal changes after the last second of 2019 ticked, you are definitely not alone. Now more than ever, people nationwide are practicing better organization skills, picking up new hobbies, reading more books, setting higher goals and planning a brighter future. For many, the new calendar year marks a fresh start, and during this phase people take the time to give much-needed attention to certain areas of their life that they've been neglecting.

Perhaps the most shared new year resolution globally is the desire to better one's health. And as a result, the produce sections at the local grocer are often overcrowded as are thousands of gyms across the country. But more often than not, as the weeks pass by, people start to give in to their old habits and give up on their goals of self-development and personal growth. Staying true to your resolution weeks down the road after the 'new year, new me' adage loses its luster is a difficult task to say the least. For this reason, AnneCherise Jensen of the Tulalip SNAP-Ed program took some time to offer a few tips and advice to those beginning their new health and fitness journey in 2020.

We made it to a new decade! Let's begin by talking about the importance of fueling up with

proper nutrition and treating our bodies with respect.

Our bodies are a gift we've been given by the creator that carries our mental being; our spiritual side and physical side. It holds our heart, our mind, our love and compassion. Everything that we feel, do and think - it all stems from our body. In order for us to thrive as human individuals, we should respect our body and know that everything that we put into it is either feeding disease or fighting disease.

Where is a good place to start for those who are setting out on their first quest for overall better health?

A first good step is to start cutting out the bad foods. Think about the most-unhealthy things that you're consuming and try to taper away from those foods and drinks. If you're ordering really sugary beverages every day, that have about ten pumps of syrup, work on slowly reducing it down to two pumps or learn how to make your own syrups. This past weekend I made a homemade elderberry syrup and added it to sparkling water; it was sweet, tasty and still really healthy.

Also, try to cut back from the unhealthy foods like salts and fat and slowly supplement the bad foods with healthy foods. If you're eating one serving of fruits or vegetables a day, try to up it two.

Any tips on how to incorporate more greens and fruits into your everyday diet?

Don't be lazy and cook, number one rule. Meal prep ahead of time, buy vegetables and don't let them sit in your fridge. Cut them up in half and roast them and have them ready to go for the week. Same with fruit. Have those foods around and available in your house, and learn how to utilize them; prepare snack trays for the kids after school, add more veggies to your everyday foods. Like with your pasta, you can add mushrooms, onions, peppers, garlic. You can cook big batch dinners, just throw all your vegetables into your crock pots or Instapots.

Find out what foods your family enjoys and stick to those so that way you're not wasting your money on food your family is not going to eat. Start with the foods you know people are going to like, find easy recipes that are going to help you make those foods manageable so they actually fit into your diet and then slowly branch off that and try new foods as you go.

With the popularity of the Impossible Burger and Beyond Meat burger on the rise, many are experimenting with meatless meals. Any advice for people curious about switching to a plant-based diet?

If you're going meatless, avoid the meatless burgers at fast food restaurants. Those are full of artificial hormones. The food at fast food establishments, especially McDonalds and Burger King, contain some of the highest carcinogens, or

cancer causing agents. They also cause a lot of inflammation as well.

It honestly depends on how much protein you need. There are a lot of good plant substitutes for proteins, especially beans, legumes, almonds. As long as you're getting adequate amounts of protein, that's great. But I would highly discourage you from eating the vegetarian burgers from the fast food joints.

A lot of people, especially Natives, are in fact returning to the diets of their ancestors; wild game, native plants and fish. What are your thoughts on the traditional diet?

I think going back to the traditional diet is amazing, it's something that I've been practicing myself. Over the winter break I harvested four different kinds of mushrooms and a couple different types of trees and am learning how to make medicine with it. Nature is jam-packed with more medicine than we can ever imagine. I always recommend making your own teas, going and getting cedar from your backyard, letting it dry overnight and making a tea with it. You can do that with pine needles as well. Once the nettles start coming out in a couple weeks, you can make nettle tea. There's always something you can forage at any given time of the year.

Many health experts encourage people to increase their daily water intake. Why is it important to stay hydrated?

We're living in a society now where sugary beverages are all around us and it really can be the enemy of our health. Water is good not only for our bodies but for all of our metabolic functions. It helps us digest food, stay awake, stay energized, build muscle mass and rid toxins from our body. As good stewards of the earth,

we want to try to avoid plastics as much as we can. Today, we are finding so many chemicals in our water - fluoride, mercury, plastic. So it's always good for our health to carry a reusable water bottle and have a good water filtration system. For flavor, I like to infuse natural fruits and vegetables like cucumbers, raspberries and strawberries. Frozen fruits are fun, cheaper and add an icy texture. Fruits and vegetables naturally contain a lot of water in them so the more fruits and vegetables you eat; the more water content you're getting. Try to carry your water bottle with you every day and make it a goal to drink 16-32 oz. of water a day.

Some people are finding it easier to stick to healthy meal plans by including a cheat day once a week. Should people plan out their cheat days in order to see more success?

It really depends on where you're at with your personal relationship with food. A lot of people are dealing with food disorders and may overeat and over indulge. Or you might be the total opposite and suffer from anorexia. You have to find the right balance and know your relationship with food. If you can control it, give yourself a cheat day where you have a little more forgiveness for yourself and leniency. On the weekends, I'll eat two servings of pasta and have some desserts those days. It's always good to not only feed your body, but feed your spirit because you also want to be able to have those foods that make you happy, so its finding that right balance between the good, the bad and healthy moderation.

What are a few fun ways to stay active during these winter months?

If you're into snow sports, there's snowboarding and skiing. You can also go snowshoeing as well up in the

mountains. We are getting a lot of rain and it's kind of yucky to be outside, but there's always the gym. Right now is a great time to go to the gym because you can get a lot of people motivated in your family to go with you. Do some simple chair yoga and desk exercises. Hiking is really fun too. Some trails are open like Lake 22, Heather Lake, those are local. And just take time to walk at the beach and get outside on those days when we have a bit of good weather.

Any last pieces of advice or words of encouragement for those working to attain a healthier lifestyle and stay true to their goals?

Know that we're all human. We all have those days where you're literally driving for half the day and all you can do is go to a drive thru. Just get back on track the next day and give yourself forgiveness and grace because we all have days we mess up, but don't let that discourage you. It's okay. Don't be hard on yourself, just try better the next day.

We have to find strategies that work for us and get together as a community, with our family and friends to overcome the easy convenience foods that like to feed disease. We need to go out into nature and reconnect with those foods and work as a team to eat healthier foods.

Tulalip SNAP-Ed regularly hosts a number of classes throughout the year, such as the Eat Smart, Be Healthy course. To stay updated on their upcoming events and classes, be sure to like the Tulalip Food & Nutrition Education Facebook page. And for additional details, please contact the SNAP-Ed program directly at (360) 716-5632.



Warrior's Stew

Budget-friendly recipe. A special stew that celebrates the return of successful hunters, this can be made with venison or beef.

Serves 6

Ingredients

- 1 pound venison or beef stew meat cut into large chunks
- 2 Medium onions diced
- 8 cups Water
- 6 Cloves garlic minced, or 2 teaspoons garlic powder
- 1 teaspoon fresh or dried rosemary minced
- 1teaspoon Paprika
- 1teaspoon Salt
- 3 Tomatoes seeded and diced, or 1 ½ (15 oz.) cans low-sodium diced tomatoes
- 1 Bell pepper seeded and diced
- 2 Medium potatoes diced
- 2 Carrots sliced thickly, or ½ cup baby carrots
- 1 cup fresh or frozen okra
- 1 cup Fresh or frozen corn kernels
- 1 stalk celery chopped
- 2 tablespoons Parsley chopped
- 2 teaspoons Ground black pepper
- ½ jalapeño chile seeded and minced
- Lemon Wedges

Directions

- In a heavy soup pot, combine the meat, onions, water, garlic, rosemary, paprika and salt. Bring to a boil over high heat. Reduce heat to very low, cover and simmer gently for 1 1/2 hours.
- Stir in vegetables, parsley, chile and black pepper. Simmer, partially covered for 1 hour, or until meat is tender. If using frozen okra and/or corn, add to the pot during the last 15 minutes.
- Squeeze lemon wedges over stew before serving. Serve with Whole Wheat Fry Bread or whole wheat bread.

Nutrition Info and more

Serving size: 2 cups
 Total calories: 275 Total fat: 9.1 g Saturated fat: 3.3 g
 Carbohydrates: 25.9 g Protein: 24 g Fiber: 5.9 g
 Sodium: 580 mg

Publication: Young, Indigenous, and Healthy: Recipes Inspired by Native Youth

Author: Leah's Pantry; Source: Leah's Pantry

Frittata

Budget-friendly recipe. Make this on a Sunday so you can heat up leftovers for an easy breakfast throughout the week.

Serves 8

Ingredients

- 1 1/2 pounds Seasonal vegetables such as broccoli, carrots, turnips or bell peppers
- 2 Medium onions
- 4 ounces Low-fat cheddar cheese
- 12 Medium eggs
- 1 teaspoon Dried dill, thyme, or oregano
- 1/4 teaspoon Salt
- 1/4 teaspoon Ground black pepper
- Non-stick cooking spray
- 8 ounces Mushrooms optional
- 1/4 cup Fresh parsley, thyme, or basil

Directions

- Preheat oven to 350°F.
- Rinse and cut seasonal veggies evenly into small pieces. Peel, rinse, and dice onions. If using, slice mushrooms and rinse and chop fresh herbs.
- Grate cheddar cheese.
- Bring a large pot of water to boil. Add seasonal veggies to boiling water. Briefly boil, about 30 seconds. Using a colander, drain the veggies.
- In a large bowl, whip eggs with a fork until well blended. Whisk in dried herbs. Set aside.
- Coat medium skillet with non-stick cooking spray. Heat over medium-high heat. Add onions and cook until soft, about 5 minutes. If using mushrooms, add now. Add boiled seasonal veggies. Continue cooking until soft and some of their juices have evaporated, about 5 minutes more.
- Coat 9-by-13-inch baking dish with non-stick cooking spray.
- Layer ingredients in the baking dish in the following order: veggie mixture, egg mixture, cheese, salt, and pepper.
- Bake until eggs are firm and cheese is melted, about 35 minutes. A thermometer inserted in the middle should read 160°F.
- If using, garnish with chopped fresh herbs.
- Cut into 8 equal-sized portions.

Nutrition Info and more

Serving size: 1 slice
 Total calories: 160 Total fats: 7 g Saturated fat: 3 g Carbohydrates: 7 g Protein: 13 g Fiber: 3 g Sodium: 350 mg

Author: Arthur Birnbaum; Source: Share Our Strength's Cooking Matters





**Tulalip Family Services
 Problem Gambling Program
 presents**

Recovery Coach Training

January 18 & 19
 Saturday and Sunday
 8:00am–5:00pm
 Admin Bldg

January 25 & 26
 Saturday and Sunday
 8:00am–5:00pm
 Admin Bldg

This is a 32 hour training to build and strengthen our Tulalip communities, connections, resources, and natural support systems to combat relapse and addiction. This will foster a healthy, positive recovery lifestyle and network of recovery.

Recovery Coaches are usually people from the community interested in providing grassroots assistance and serve as lifeline and source of strength, hope and peer support for those in early recovery.

Space is limited. This training provided complimentary to the community. All training materials provided.

If you are interested in attending this class, please contact Robin Johnson at 360 716-4302.



**TULALIP TRIBES
 FAMILY SERVICES**

Why Study Communications?

Submitted by Jeanne Steffener, Higher ED

A degree in communications could be extremely valuable to you in the future. You will develop the ability to write and communicate clearly and effectively.

Majoring in communications provides students with a generalist skill set to assist them in succeeding in a variety of job roles. This means that they are really good at connecting the dots and seeing the big picture. Through studying communications, you become highly attuned to current events and the media world. Over time, you will develop strong public speaking and presentation skills which will increase your valuable to future employers. Of course, critical thinking is an important element of this skill set and includes building strong quantitative and qualitative research methods.

As you progress in your studies, you will be able to choose a specialty concentration for more in-depth study. Some areas of focus might be of interest to you, such as, film, radio,

& television production and print publication. Media production is another specialty which will give you a more hands-on process in the world of video production, music production, and sound design.

Media studies focuses on the study and criticism of media content, i.e. film and television programming. Some schools offer specializations in new or emerging media topics, such as, web design, computer graphics, and electronic publishing. Now, if your interest lies in the area of news reporting, you would want to specialize in journalism or writing. The coursework would include delving into journalism fundamentals in online, print and broadcast media. Students might want to focus on public relations and strategic communications. The study of public relations would help students build skills to develop, manage and promote an organization's image.

Studying communications is a great way to prepare students for a wide variety of roles in the business world. Specializing in marketing or advertising, will help you to understand what motivates people to buy products and services and how your company can improve sales. Another fascinating focus is business and organizational communication. Specialization

in this area, could lead to a career in human resources, event coordinating, or managing a personnel or communications department.

Through majoring in communications, you will take courses in a wide range of subjects, from public speaking to inter-cultural communication. You will learn to write and speak concisely and persuasively. These are skills that you will need whether you work in media creation for a news broadcasting company or developing corporate communications for a large corporation.

Whatever field you decide to choose, majoring in communications will help you to shine. Learning how to sell your skills to a potential employer will help you to successfully transition from the undergraduate world to becoming a working professional. Internships become an added value for you to gain some of these extra skills need in the professional world.

If you are interested in are about a career in the communication field, please call the Higher ED staff at 360-716-4888 or email us at highered@tulaliptribes-nsn.gov for assistance.

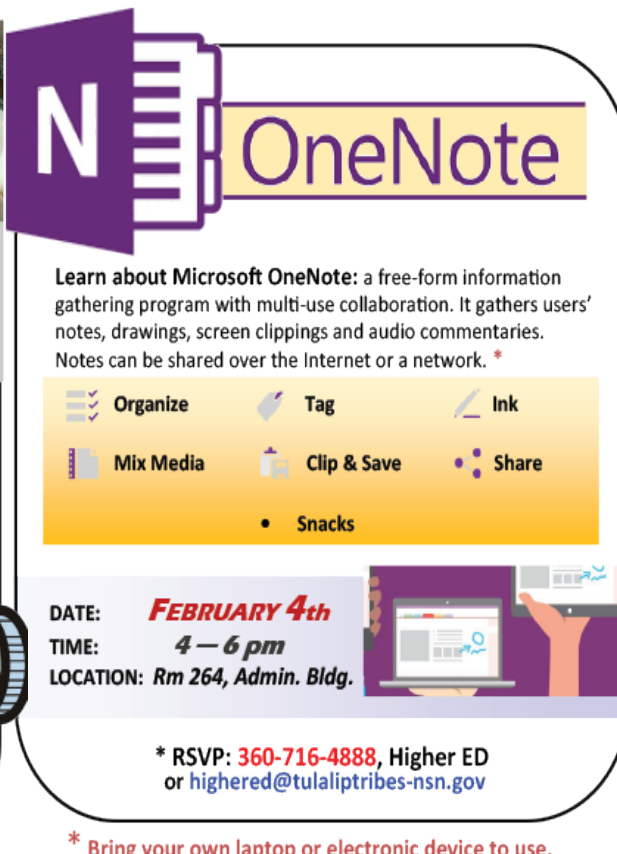


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DATE: **February 13**
TIME: **3 – 5 pm**
LOCATION: RM 264, Admin. Bldg.

* RSVP: 360-716-4888, Higher ED or highered@tulaliptribes-nsn.gov



OneNote

Learn about Microsoft OneNote: a free-form information gathering program with multi-use collaboration. It gathers users' notes, drawings, screen clippings and audio commentaries. Notes can be shared over the Internet or a network. *

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- Tag
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- Clip & Save
- Share
- Snacks

DATE: **FEBRUARY 4th**
TIME: **4 – 6 pm**
LOCATION: Rm 264, Admin. Bldg.

* RSVP: 360-716-4888, Higher ED or highered@tulaliptribes-nsn.gov

* Bring your own laptop or electronic device to use.



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- ♦ Sign up for classes.
- ♦ Other options available to you
- ♦ SNACKS

DATE: **FEBRUARY 11**
TIME: **3 - 5 PM**
LOCATION: RM 264, Admin. Bldg.

* RSVP: 360-716-4888, or Higher ED highered@tulaliptribes-nsn.gov



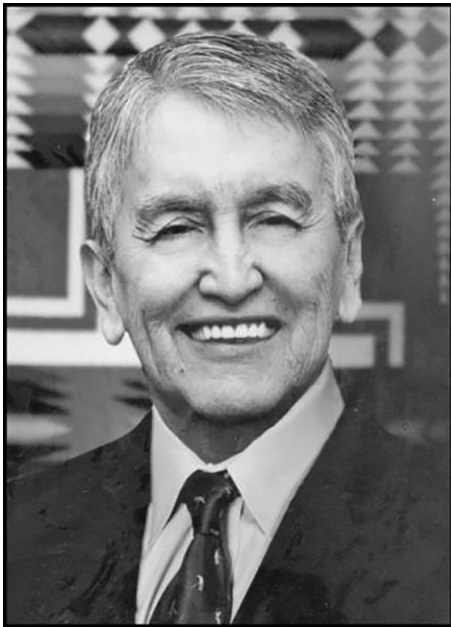
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Charles James II (1941 - 2019)

Charles Michael "Chuck" James II Sept. 29, 1941 - Dec. 29, 2019 Charles James was born on September 29, 1941 to Charles and Marjorie James. He passed away on December 29, 2019 surrounded by his loving family.

He married the love of his life, Illene, in 1961 and shared 58 years together. Chuck worked for Bethlehem Steel until retirement in 2001; then went on to be the Chief Operating Officer of the Tulalip Re-

sort Casino, his last position was a Tulalip Tribes Board Member. He loved sports. He and his wife have been Seahawks ticket holders since 1976. Chuck played and coached both basketball and baseball. He was a man of steel with his firm handshake, who could still do jump shots in his 70's. He believed team sports taught life skills, working together to achieve goals and sharing in successes was winning.

He was preceded in death by his great-grandson, Marcellus A. Chavez. He is survived by wife, Illene G. (Hatch) James; son, Charles James III; daughter, Charlene James (Ra-

mon Johnny); grandchildren, Tristan James, Madison Johnny (Dennis), Lee Johnny, Maya Johnny-Chavez (Marcel); great-grandchildren, Annabell Lee Johnny, Maryanna Chavez; brothers, Leonard James and Mark James; many nieces and nephews he loved.

Recitation of the Rosary was held Thursday, January 2, 2020 at 6:00 p.m. at Tulalip Gym. Funeral services were Friday, January 3, 2020 at 10:00 a.m. at the Tulalip Gym with burial following at the Mission Beach Cemetery.

Brenda Moses (1961 - 2019)

Brenda Moses, 58 of Tulalip, Washington passed away December 23, 2019. She was born November 8, 1961 in Everett, Washington to Alvin and Clarice Moses Sr.

She worked at the Bingo Parlor and then at the casino as a table game dealer and pit boss. She enjoyed camping, going to the mountains and enjoyed family gatherings. She like to go blueberry and blackberry picking as well as boating.

She was preceded in death by her father, Alvin Moses Sr.; brother, Alvin Moses Jr.; granddaughter, Adrea Elliott; grandson, Michael (Her baby) Brown III and uncle, Delbert Moses, and nephew, Jason Lee Moses. She is survived by her soulmate of 36 years, Tommy; four daughters, Athena (Rob), Aimee, Ateesha (Isaac), her baby, Bridget (Nate); her mother, Clarice Moses; sister, Naomi; brother, Brian; grandchildren, Tianna, Alieja, Kylviah, Desean, Kiera, Kathryn, Makhaio, Miniyah; great granddaughter, Aaliyah-Camari; auntie Irene, Charlene, Janice;

uncle Neil, as well as other aunties, uncles, nieces, nephews, and cousins. The most important thing to her was spending time with her grandchildren.

A visitation was held Monday, December 30, 2019 at 1:00 pm at Schaefer-Shipman with an Interfaith Service at 6:00 pm at the Tulalip Gym. Funeral Services were held Tuesday at 10:00 am at the Tulalip Gym with burial following at Mission Beach Cemetery.



Alvie McCollum (1937 - 2019)

Alvie (Al) Richard McCollum Nov. 30, 1937 - Dec. 11, 2019 Alvie (Al) Richard McCollum, 82 of Tulalip, WA, passed away December 11, 2019. He was born November 30, 1937 in San Fernando, CA to Alvie and Cecilia McCollum. He owned his own machine shop in Marysville. He did concrete work for housing foundations and he moved homes. He was a commercial fisherman with his

wife, Jean, and he worked for the Tulalip Tribes in logging maintenance and housing maintenance. He was a handyman for many in the community.

He is survived by his children, Gary McCollum, Lisa (Lisa) Olver, Robert Fryberg, and Mary Oman; brother, Jess (Margie) McCollum; sister, Katherine Prater; grandchildren, David Charley, Joe Davis, Rocky Renecker, Riley Renecker, Colett Boualavanh, Kayla Pablo, Sharlo Pablo, Levi McCollum, Anthony Sanchez, Merrissa Sanchez; and numerous great grandchildren.

He was preceded in death by his wife, Jean; son, Rocky (Leslie) Renecker; daughter, Shannon Edwards-Pablo; sisters-in-law, Janet McCloud and Marleen Myers; grandchildren, Louie Pablo III, and Byron McCollum.

A celebration of life was held Monday, December 16, 2019 at 10:00 a.m. at Schaefer-Shipman Funeral Home with burial following at Mission Beach Cemetery.



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Court Notices

SUMMONS BY PUBLICATION TUL-CV-CS-2013-0230, Tulalip Tribal Court, Tulalip WA, TCSP #1329 TULALIP CHILD SUPPORT PROGRAM, Petitioner, vs. CHRISTOPHER A. SOLOMON (DOB 01/14/1975) TO: CHRISTOPHER SOLOMON: YOU ARE HEREBY NOTIFIED that on October 8, 2019, a MOTION TO ENFORCE CHILD SUPPORT ORDER AND ISSUANCE OF INCOME/PER CAPITA/SPECIAL PER CAPITA AND/OR BONUS WITHHOLDING ORDER was filed in the above-entitled Court Pursuant to Chapter 2.10 and 4.10 of the Tulalip Tribal Code. This is child support for TSS AND ARS. You are hereby summoned to appear and defend the above entitled action in the above entitled court and answer on February 10, 2020 at 9:00 AM in Tulalip Tribal Court, 6332 31st Ave NE, Suite B, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER AND/OR APPEAR JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: December 7, 2019.

TUL-CV-YG-2019-0411. SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip WA. In Re the Guardianship of: L. A. D. C., TO: BRANDON ISAAC CORALLO and BRIANA GALAZ AKA BRIANA CORALLO, YOU ARE HEREBY NOTIFIED that a Petition for Guardianship (Youth) was filed in the above-entitled Court pursuant to TTC 4.05. You are hereby summoned to appear and defend regarding the above entitled action at a hearing on February 13, 2020 at 1:30 p.m. in Tulalip Tribal Court, 6332 31st Ave NE, Suite B, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: December 7, 2019.

TUL-CV-YI-2019-0434; TUL-CV-YI-2019-0435; TUL-CV-YI-2019-0436. SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip WA. In Re the Welfare of: L. M. F.-W., J. K. W. Jr. and L. M. F.-W. TO: JOHN KELLY WILLIAMS, SR., YOU ARE HEREBY NOTIFIED that a Youth in Need of Care action was filed in the above-entitled Court pursuant to TTC 4.05. You are hereby summoned to appear and defend regarding the above entitled action at a hearing on March 3, 2020 at 2:30pm in Tulalip Tribal Court, 6332 31st Ave NE, Suite B, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: January 11, 2020.

TUL-CV-EL-2019-0379 SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip WA. TO: BRANDON ISSAC CORALLO: YOU ARE HEREBY NOTIFIED that a Petition for an Elder/Vulnerable Adult Order for Protection was filed in the above-entitled Court pursuant to T.T.C. 4.30.190. You are hereby summoned to appear and defend regarding the above entitled action at a hearing on February 20, 2020 at 10:00A.M. in Tulalip Tribal Court, 6332 31st Ave NE, Suite B, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: December 14, 2019.

TUL-CV-YG-2019-0273. SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip WA. In Re the Guardianship of: K. R. K. TO: LEONARD LLU-AN WAYNE, IV and RICKI ROSE KING: YOU ARE HEREBY NOTIFIED that a Petition for Guardianship (Youth) was filed in the above-entitled Court pursuant to TTC 4.05. You are hereby summoned to appear and defend regarding the above entitled action at a hearing on January 30, 2020 at 1:30 p.m. in Tulalip Tribal Court, 6332 31st Ave NE, Suite B, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: December 7, 2019.

TUL-CV-YG-2019-0415. SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip WA. In Re the Guardianship of: L. R. G. C., TO: BRANDON ISAAC CORALLO and BRIANA GALAZ AKA BRIANA CORALLO, YOU ARE HEREBY NOTIFIED that a Petition for Guardianship (Youth) was filed in the above-entitled Court pursuant to TTC 4.05. You are hereby summoned to appear and defend regarding the above entitled action at a hearing on February 13, 2020 at 1:30 p.m. in Tulalip Tribal Court, 6332 31st Ave NE, Suite B, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: December 14, 2019.

TUL-CV-YG-2019-0412. SUMMONS BY PUBLICATION Tulalip Tribal Court, Tulalip WA. In Re the Guardianship of: I. M. M. TO: ARLETIA JEAN PAUL and KAMERON TRENTON MILLER, YOU ARE HEREBY NOTIFIED that a Petition for Guardianship (Youth) was filed in the above-entitled Court pursuant to TTC 4.05. You are hereby summoned to appear and defend regarding the above entitled action at a hearing on MARCH 19, 2020 at 2:30 p.m. in Tulalip Tribal Court, 6332 31st Ave NE, Suite B, Tulalip, WA 98271. NOTICE: You have important legal rights and you must take steps to protect your interests. IF YOU FAIL TO ANSWER JUDGMENT WILL BE RENDERED AGAINST YOU. Date first published: January 11, 2020.



THE BOARD OF DIRECTORS
WILL BE HOSTING A

COMMUNITY TAX LAWSUIT
UPDATE FOR TULALIP TRIBAL
MEMBERSHIP

Thursday January 16, 2020
Tulalip Admin Building
Room 162

5:30PM Meeting Starts
W/ dinner served @ 5:00

A Silent Epidemic: Sexual Violence Against Men and Boys

Monday, January 13th
9:00am-3:00pm
Tulalip Admin Building
Room 162

Often men are the neglected victim of all forms of sexual violence including being abused as a boy. It is frightening to realize how widespread sexual abuse and violence is in our society and yet how strong the denial of it is. The presenter will discuss mental health issues as well as define the issues that prevents the individual from having healthy relationships.

Schedule:

- 9am-11am viewing of PBS special "Predator on the Reservation" and Q&A
- 11am-11:45am lunch (food will be provided)
- 11:45am-1:45pm Lenny's speaking presentation
- 1:45pm-2pm break
- 2pm-3pm final Q&A

Educational Objectives:

- To educate participants about the impact of sexual violence against men and boys.
- To educate participants about the mental health issues that impact boys and men who experience sexual violence.
- To educate participants that healing is possible through the presenter's own personal story of child sexual abuse.

Lenny Hays, MA, is a citizen of the Sisseton-Wahpeton Ojate of the northeast corner of South Dakota. Lenny is also owner and operator of Tate Tops Consulting, LLC and is currently in private practice specializing in marriage family therapy. He has extensive training in mental and chemical health issues that impact the Two-Spirit, Native LGBTQ and Native community. Lenny has traveled nationally and locally training and presenting on the issues that impact both the Two-Spirit, Native LGBTQ individual and community. These issues include the impact of historical and intergenerational traumas on this population, violence of all forms, child welfare issues, and the impact of sexual violence on men and boys which is a topic that is rarely discussed.

To register go to:
<https://www.eventbrite.com/e/a-silent-epidemic-sexual-violence-against-men-and-boys-tickets-86375017001>

To attend online at the time of the event, go to: <https://echo.zoom.us/j/194703935>



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Employment Workshop

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- Résumé Building
- Interview Prep
- Online Application Assistance
- Learn About the Employment Process

One **Friday** a month in 2020!



12:00pm – 2:00pm

Conference Room 268

in the Tulalip Administration Building located
at 6406 Marine Dr, Tulalip, WA 98271



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Questions? Contact the Employment Office at 360-716-4183.
Food will be provided. Small gift available while supplies last.

Visit us at employment.tulaliptribes-nsn.gov.