

Pimnáanih

# Karuk Tribe

Summer Edition 2016

64236 SECOND AVE • HAPPY CAMP, CALIF. • 96039 • (800) 505-2785



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2016 REUNION ON PAGE 12**

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# AYUKÏ

## *Greetings from your Tribal Council*



**Russell Attebery**  
Happy Camp  
Chairman

TERM: Nov. 2015-Nov. 2019



**Robert Super**  
Yreka  
Vice-Chairman

TERM: Nov. 2014-Nov. 2018



**Michael Thom**  
Happy Camp  
Secretary/Treasurer

TERM: Nov. 2015-Nov. 2019



**Alvis Johnson**  
Happy Camp District  
Member at Large

TERM: Nov. 2012-Nov. 2016



**Elsa Goodwin**  
Happy Camp District  
Member at Large

TERM: Nov. 2012-Nov. 2016



**Josh Saxon**  
Orleans District  
Member at Large

TERM: Nov. 2013-Nov. 2017



**Renee Stauffer**  
Orleans District  
Member at Large

Term: Nov. 15-Nov. 19



**Arch Super**  
Yreka District  
Member at Large

TERM: Nov. 2013-Nov. 2017



**Sonny Davis**  
Yreka District  
Member at Large

TERM: Nov. 2014-Nov. 2018

**A**yukii huut kich Tribal Members,  
I hope everyone is well in Indian Country. Here is a quick update on the casino and housing project. Then please read about our other programs in the newsletter and feel free to contact Council Members or Directors for more information.

### **Casino Project**

Our gaming project took a very large step closer to reality. It is under construction!! The name is "Rain Rock Casino".

The Karuk Tribe envisions this project as an engine for economic opportunity for generations to come. We are looking forward to a successful business venture that will provide multiple benefits for the entire community through job creation, increased local business, revenue, tourism and an expansion of vital health and human service programs. While we understand that this will be beneficial to the local communities please keep in mind that this project is primarily for the benefit of our Tribal Members and Descendants. When Siskiyou County lost the timber industry, many of our Tribal Members had to move away to provide for the families.

### **Housing**

The Karuk Tribe's Housing Authority has been hard at work. Under the leadership of Director Erin Hillman, Board Chair Elsa Goodwin and the entire Housing Board we have received the determination to build 30 plus new homes in the Yreka area. With the addition of 300 plus new jobs the timing could not be more perfect.

I would like to take this opportunity to thank all of our Tribal Members. While the Council and staff work hard to get grants to help fund these projects, it takes more than that. We've had many meetings and brought in a lot of different prospective clients all of whom wanted to tour our housing units and visit with Council. Every one of these clients were very impressed with how well our Tribal Members took care of their homes and how well our Council worked together. Those impressions helped secure financing for our casino and receive the determination to build new homes. So thank you Tribal Members, that positive impression, without a doubt, helped the Karuk Tribe obtain both the determination to build a casino and new homes.

### **TIBC meeting**

On July 11th to 14, 2016 I attended the Tribal/ Department of Interior Budget meeting. I asked why there were no budget line items for Tribes who have Trust Lands instead of Reservation Lands in the areas of Education and Law enforcement. Bureau of Indian Education only funds Tribes with reservations. There is funding to train Native American youth in law enforcement, fire fighters, search and rescue, etc. but only for reservation tribes. I was adamant that this policy is wrong and trust lands are the same as reservation lands and therefore the Karuk Tribe should be entitled to funds for these programs. I will keep knocking on that door until somebody opens.

The 2017 budget reflects increases in mostly all areas for Indian Country. While this is good, all Tribal leaders present agreed that needs and trust obligations in Indian Country are still not being met. The general consensus amongst Tribes was if we can send billions of dollars to foreign countries, we should use that as a precedent to take care of the trust responsibilities set forth by the federal government to Native American Tribes long, long ago.

While there I was able to meet with Larry Roberts the Assistant Secretary of the Interior. I explained that we are the only Tribe in the Klamath basin without fishing rights or hunting rights. We also still have to sign Memorandum of Understanding (MOU) with the Forest Service to use our sacred areas for ceremonies. These sacred lands should be put into trust and we should not have to ask any one for use of these sacred lands. I will keep knocking on that door also.

### **Native American Heritage Commissioners meeting**

On July 15, 2016 I attended the NAHC meeting. The NAHC was created in statute in 1976 by Governor Edmond G. Brown to protect Native American cultural resources in California. I was honored to accept this Governor appointed position to help protect Native American culture in California. The NAHC will be celebrating their 40th anniversary this year. The commission is charged with the duty of preserving and ensuring accessibility to sacred sites and burials, overseeing the disposition on Native American burial items, and reviewing current administrative protections related to these sacred sites

As always, feel free to contact me at any time.

Yootva kura suva nik

Chairman Attebery. 



# Election Committee of the Karuk Tribe



Karuk Voters Registration Office  
P.O. Box 815  
Happy Camp, CA 96039

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## NOTICE OF ELECTION

**NOTICE IS HEREBY GIVEN** that on **Tuesday, November 1, 2016**, the Karuk Tribe will conduct a General Election for two **Happy Camp District Member at Large** positions and a **Constitutional Amendment**.

Candidate packets for the **Happy Camp District Member at Large** seats and **Copies of proposed** change will be available at Tribal Offices in Yreka, Happy Camp, and Orleans on **Wednesday, July 6, 2016**.

**POLLING PLACES** will be open from **7 AM to 7 PM** in Yreka at 1519 South Oregon Street-Clinic, in Happy Camp at 64236 Second Avenue-Multipurpose Room, and in Orleans at 39051 Highway 96-Community Room.

**TO BE ELIGIBLE TO VOTE** you must be an enrolled member of the Karuk Tribe, who is eighteen years old, and has registered with the Karuk Voter's Registration Office (*you may register to vote before the election or at the polling place on Election Day*).

### **SUBJECT MATTER OF ELECTION**

**TWO HAPPY CAMP DISTRICT MEMBERS AT LARGE POSITIONS, 4 Year Terms: 2016-2020.**

**ONE (1) CONSTITUTIONAL AMENDMENT**

**ABSENTEE BALLOTS** Requests for absentee ballots must be submitted in writing with a current return address **and must be received no later than Tuesday, October 4, 2016**. Contact the Election Committee at (800) 505-2785 or visit [www.karuk.us/](http://www.karuk.us/) to obtain required form(s).

**CANDIDATES** Must submit their completed candidate packet and pay the \$75.00 processing fee to the Karuk Election Committee by **Tuesday, August 30, 2016 at 5pm**. An appointment must be arranged in advance with the Human Resources Office in Happy Camp to have fingerprints taken and submit to a urine drug screening test **PRIOR to 5pm, Tuesday, August 30, 2016**.

For more information we encourage you to contact the Election Committee at: **(800) 50-KARUK**.

# Election Committee of the Karuk Tribe

Karuk Voters Registration Office  
P.O. Box 815  
Happy Camp, CA 96039

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## Section 4- Present Language

Candidates for Tribal Council must pass a criminal background check. Potential candidates who have been convicted of a felony involving murder, manslaughter, rape, assault with intent to kill, burglary, child or elder abuse, assault resulting in serious bodily injury, theft, fraud or embezzlement, during his or her term of office or within ten (10) years prior to the election, shall be ineligible to run for office or serve on the Tribal Council. However, persons who have completed their sentence for such conviction at least ten (10) years before the date of the election in which they intend to run for office may file as candidates. Potential candidates who have been removed from Tribal Council office for gross misconduct, terminated from employment with the Tribe for theft, fraud or embezzlement, or who have been convicted of a crime requiring registration as a sex offender, shall be ineligible to run for office or serve on the Tribal Council.

## Section 4-Proposed Amendment

Candidates for Tribal Council must take a criminal background check. Individuals who fall into the following categories shall be permanently ineligible to run for office or serve on the Tribal Council: (1) removal from Tribal Council for gross misconduct; (2) termination from employment with the Tribe for theft, fraud or embezzlement; (3) conviction of a crime requiring registration as a sex offender; or (4) conviction of a felony involving murder, rape, child abuse, elder abuse, assault with intent to kill, or assault resulting in serious bodily injury.

Individuals who have been convicted of any other felony, not enumerated above within Section 4, during his or her term of office or within ten (10) years prior to the election shall be ineligible to run for office or serve on the Tribal Council. Potential candidates who have completed their sentence for such conviction at least ten (10) years before the date of the election in which they intend to run for office may file as candidates.

- Pro:** The proposed change to Section 4 of the Karuk Constitution excludes individuals with convictions for inherently dangerous felonies-(such as murder, rape, etc.)-from serving and running on Tribal Council. The proposed change also clarifies when an individual with a prior conviction may be eligible to run for Tribal Council.
- Con:** Presently, under Section 4, an individual who has been convicted of murder may serve on Tribal Council ten (10) years after they have served their sentence.

# Karuk Tribal Employment Rights Ordinance (TERO) Department News

**T**here is always something going on in the TERO Department. We are gearing up to assist in the recruitment and hiring for our Casino project. If you are interested in working at our Casino then

**NOW IS THE TIME TO UPDATE YOUR SKILLS BANK APPLICATION!**

If you have not updated your skills bank in the last three months, you should call the TERO office to check in and provide any updates that you may have for your contact information or other important information that could impact whether you will be referred to work or not. It is always good to check in with the TERO office on a weekly basis if you are actively seeking work! We look forward to serving the tribal membership and getting as many tribal individuals employed as possible!

Meet the TERO Commission:



*TERO Commission seated left to right: Arch Super, Debbie Whitman, Lavon Kent, Renee Stauffer, Red Hockaday and Alvis Johnson (not shown: TERO Director, Dion Wood)*

This past May, the TERO Commission held a 2-day strategic planning meeting to assess the activities of the TERO Department and to set goals for the upcoming year.

The TERO Commission developed and adopted a Mission and Vision Statement for the TERO Department; Yootva to Commissioner Red Hockaday for being the inspiration behind the new TERO Mission Statement which is:

*The Mission of the Karuk Tribe TERO is to promote and establish self-sufficiency and equality in hiring Karuk Tribal members and descendants through enforcement of the Karuk Tribe Workforce Protection Act.*

The new Vision Statement for TERO is:

*The Vision of the Karuk Tribe TERO is for all members to be self-sufficient, having gainful employment free from discrimination for all future generations.*

### **TERO and Training**

TERO is committed to sponsor and / or collaborate with other programs and entities for training opportunities for tribal members. We have held Food Service Manager Training, Fire Safety for Vendors Training and Karuk Cultural Monitor Training in collaboration with the Karuk Tribal Historic Preservation Office and their partners all in the past few months.



*Alex Watts-Tobin,  
Karuk Tribal Historic Preservation Officer  
instructing Karuk Cultural Monitor Class*



*Rod Mendes, Fire Chief and Instructor of  
Fire Safety for Vendors class*

**Look for more training opportunities coming soon!**

Don't forget to update your skills bank application! Call or email the TERO Office at [dwood@karuk.us](mailto:dwood@karuk.us) or 800-505-2785 extension 2030 to be sure we know you are available for job referrals!

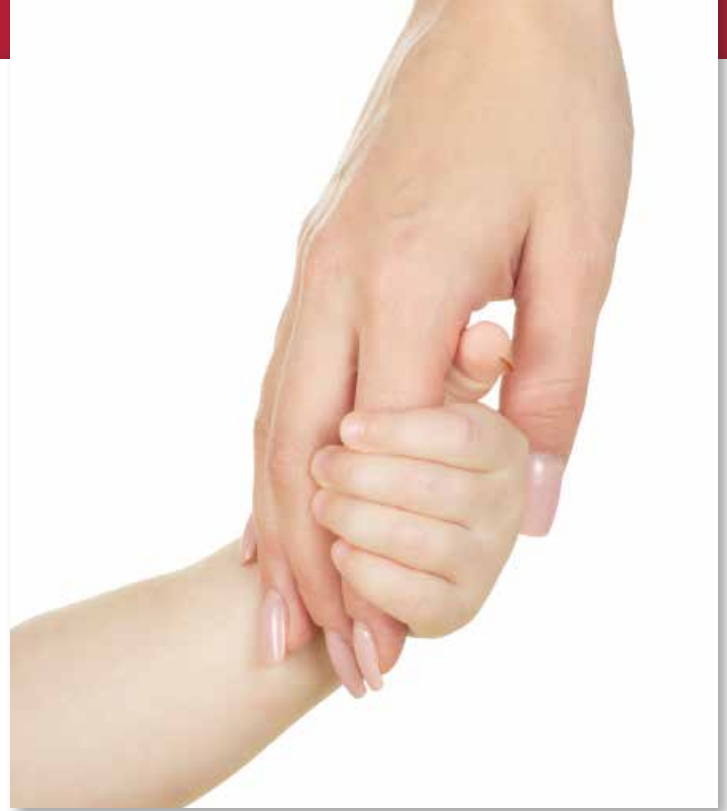
Skills Bank applications can be downloaded at [www.karuk.us](http://www.karuk.us) on the TERO Department page

# Karuk Tribe Child Care Program

**A**yukii,  
The Child Care Program is going through the final stages of developing our child care plan for the next three years. This is a requirement to receive federal funding. The next plan cycle brings a few changes to the program. Once our plan is approved and ready for implementation on October 1, 2016, we will also be able to serve descendant children of tribal member parents.

Program eligibility requirements will mostly be the same; families must live within our designated service area of Siskiyou County and northeast Humboldt County. We will request family household income verification, tribal enrollment documentation, immunization documentation and other information needed to determine eligibility. You could be determined as eligible for a full subsidy or eligible with a co-pay which is based on your household income.

Once you are determined eligible the program will




pay a designated amount for each child to the child care provider of your choice whether it be a state-licensed center or family child care home or a non-licensed provider or relative provider. All child care program providers must meet specific program requirements such as completing a criminal history check, a TB test, have First Aid and CPR training and be subject to home visits both announced and unannounced.

### \*\*\*Child Care Program Maximum Monthly Net Household Income for Eligibility Determination

| Family size of 1<br>With \$60<br>bi-weekly<br>co-pay | Family size of 2<br>With \$60<br>bi-weekly<br>co-pay | Family size of 3<br>With \$60<br>bi-weekly<br>co-pay | Family size of 4<br>With \$60<br>bi-weekly<br>co-pay | Family size of 5<br>With \$60<br>bi-weekly<br>co-pay | Family size of 6<br>With \$60<br>bi-weekly<br>co-pay |
|--|--|--|--|--|--|
| Not more than<br>\$2,839<br>per month                | Not more than<br>\$3,713<br>per month                | Not more than<br>\$4,587<br>per month                | Not more than<br>\$5,462<br>per month                | Not more than<br>\$6,335<br>per month                | Not more than<br>\$7,209<br>per month                |

### \*\* Effective October 1, 2016

The Karuk Child Care program has goals for high quality care for all tribal children that is developmentally appropriate and provides a healthy, safe, nurturing and loving environment that supports cultural and spiritual family values and traditions. Email or call the Child Care Program Director Dion Wood at [dwood@karuk.us](mailto:dwood@karuk.us) or 800 505-2785 extension 2030 if you have questions or comments. 



# Ayukîi from the Karuk Community Development Corporation!

**S**ummer has arrived, the sun is shining, the flowers are blooming, the birds are chirping and the creeks are calling. One of the most fun times of the year!

We have been busy at the Karuk Community Development Corporation (KCDC) and are moving forward with economic development efforts that will support Tribal programs and provide employment for Tribal and community members.

We awarded a contract to the Whitener Group out of Washington State for a feasibility study that will provide us much needed information as to whether or not it will be cost effective to expand the existing Amkuuf Shop in Yreka, to a small, community based convenience store. By the time you read this the feasibility study will have been completed and we will hopefully be moving forward accordingly with the information provided from the study. For those of you living in the Yreka Housing Complex or in the surrounding area, we will be hosting a community meeting to provide information on the proposed convenience store. We will advertise the date when we have it finalized.


Our KCDC Board of Directors and staff members visited the Blue Lake Rancheria on March 1, 2016 to tour their renewable energy projects and as part of that visit they transported us to the Humboldt State Schatz Energy Research Center for introductions and discussion on their renewable energy efforts and projects. It was a very exciting visit and we offer our gratitude and heartfelt thank you to Blue Lake Rancheria Council and Jana and Jason for their hospitality and sharing of information. We look forward to collaborating with Blue Lake Rancheria and the Schatz Energy Research Center in the future on renewable energy projects in our area.



KCDC hosted a Native American Entrepreneurial Empowerment Workshop facilitated by the Redwind Group and sponsored by the SBA (Small Business Administration) in June of this year. The workshop was open to anyone, Native or non-Native, interested in starting their own business or who currently own a business. It was an interactive class and provided a lot of information. For more information on how to start your own business please give us a call at (530) 493-1475 or contact Jefferson Economic Development Institute (JEDI) in Mt. Shasta toll free at 1-888-926-6670.

We have started a small business center at our office located at 529 Jacobs Way in Happy Camp. With our new digital publishing unit and high security shredder, our capabilities include publishing brochures, newsletters, leaflets, etc. and high security level 6 shredding. Our goal is to provide an employment opportunity with the business center within 6-months of operation.

Additional future projects for KCDC include continued exploration of renewable energy including solar, a small biomass plant and biofuel. We are also researching a data center and an 8(a) business that will help support Tribal programs and services.

If you have questions about what we are doing or have ideas for us, we welcome your input at the KCDC so give me a call at (530) 493-1475, ext. 5103. Together we can go far! 

# Tribal Elder - Nolan Fritz

**N**olan Heim Fritz is a 94 year old Karuk tribal elder born in Eureka in August of 1921. His mother was Olive Henderson Brazil, daughter of Lucinda Ellen Foote Henderson and James Willard Henderson, Willow Creek. His father, John "Jack" Fritz, was raised at the Hoopa School, son of Cecilia Shinar and John H. Fritts (name later changed to Fritz). His step mother was Mae Newell Fritz, a Native American woman raised in Willow Creek and Salyer area. It is believed Nolan's grandmother, Cecilia, died in childbirth. Nolan is of Hoopa and Karuk descent.

Growing up Nolan attended elementary schools in Eureka, Willow Creek and Crescent City. He attended High

School in Eureka and Crescent City. He graduated from adult education at Del Norte High School in 1969 with his wife, children and mother present.

Married in 1952 to his Swedish long-time friend, Marion Harrison, they had four children, Nolan, Lynn, Cleone and Kavan. Nolan Fritz II retired from a career with the US Forest Service at Sequoia National Forest in 2016. Lynn Fritz is

a private practice psychotherapist, Redding, CA. Cleone Ehlers retired in January 2015 as co-owner and manager of a dental practice with her husband Dr. Allen Ehlers, DDS, McKinleyville. Kavan, a long term law enforcement officer, served as Trinity County Marshall until his death due to cancer in 2007. Nolan and Marion have 7 grandchildren and 7 great grandchildren.

Nolan served more than thirty-four months flying 50 missions over Europe in World War II as a B-17 Top Turret Engineer Gunner in the 15th Army Air Corp, 463rd Bomb Group (Heavy) 772nd Squadron, stationed at Foggia, Italy.

After military service, Nolan worked as a commercial fisherman, green chain puller, assembly line worker at Loleta Milk Company, at Dolly Varden Sawmill in Arcata, Pierson's Building Center, joining the labor union working for Mercer Fraser building the north and south jetty at Eureka. In 1964 Nolan joined Caltrans as a laborer, retiring in 1985 as the Highway Maintenance Supervisor, Eureka.

Nolan and Marion's lives have been immersed in

the outdoors, sharing with their children and grandchildren the beauty of Northern California. Throughout his life, Nolan and his family have enjoyed fishing, clamming, berry picking, canning tuna and vegetables, swimming in the rivers, walking the beaches, vegetable gardening, watching sports and deer hunting.

July 2011 his wife, Marion, suffered a right hemisphere stroke leaving her paralyzed on the left side of her body. She has an apartment at Timber Ridge in Eureka assisted living as she requires full-time care. Nolan lives at home 4 miles south of Timber Ridge in the house he and Marion built with her aunt in 1955. He gratefully receives weekly meals from Blue Lake Casino, helping with his dietary needs. He is typically at Timber Ridge by 7 AM or earlier caring for Marion taking brief breaks during the day to eat lunch and dinner. He typically leaves around 8 PM in the evening to go home. He cares for their home as well as assisting with Marion's care. He is a quiet, loyal, loving and a deeply caring husband, father, grandfather. He is known for his sense of humor. His eldest daughter Lynn says of his many admirable attributes, "Dad is a remarkable man ... especially for how he cares for mom." He says of his wife Marion, "She's the one who did all the work. All I did was go to work...".



# Ayukîi from the Enrollment Office,

There are currently 3,742 Enrolled Tribal  
Members and 4,266 Enrolled Descendants.



**Mildred Grant**  
*Chair*



**Jeanerette  
Jacups-Johnny**  
*Vice Chair*



**Corina Alexander**  
*Secretary*




**Charlene Naef**  
*Member At Large*



**Robert Super**  
*Council Vice Chair*

**O**ur office offers an array of services

- Enrollment/Descendancy applications for the Enrollment Committee.
- Issue Tribal Verifications for enrolled Members and Descendants.
- Collect Census Data on all Tribal Member households (we do not release any personal information only non-identifying information). Please update your census with our office every three years.
- Process mail lists for Tribal Mailings; please make sure your address is up to date so you don't miss out on important mailings or the newsletter.
- Issue Free California Fishing License Applications.
- Create Family Trees.
- Issue ID cards.
- Issue DMV/Sales Tax Exemption forms to Tribal Members living on Trust Land.

Please feel free to contact our office at (800) 505-2785 Ext. 2028/2029. You can also reach us by email: [rattebery@karuk.us](mailto:rattebery@karuk.us) we would love to hear from you. 

Yootva,  
Robert Attebery

# Our 20th Annual Reunion

The 20th Annual Karuk Tribal Reunion was a great success! The reunion was held on June 25th, 2016 at the Karuk Tribal Administration Complex. It was a beautiful, sunny day which made for a great turn out of Karuk People and Community members gathering in attendance. A fun-run walk was held early morning to start the event. The Karuk Tribal Departments each hosted an array of booths, each booth featured information about the departments and services they provide. Vendors from the community also had informational and for sale booths.

A 5k Fun Run Walk and 2 Mile Walk started off the day's activities with runners of all ages from youth to Elders. Karuk Tribal Council Member, Sonny Davis gave an opening prayer and Chairman Russell Attebery gave the welcoming address. The Karuk Tribal Council was in attendance throughout the day to meet Tribal Members and let them voice their needs and concerns. Full-Blooded Karuk Members were given recognition as well as Elders.

The Karuk Tribal TANF program had an amazing "kid-zone" featuring huge waterslides for the youth to play together and cool off. Children had so much fun lining up to get another turn on the slides. The Karuk Tribal Housing Authority had free popsicles for the kids and hot dogs. There were also activities for Adults such as the horseshoe tournament and poker tournament.

Florraine Super brought youth Karuk dancers from Yreka to demonstrate Brush Dance for the public. Afterwards

Crystal Richardson answered questions about songs and their meanings. Some Karuk people sing family-owned songs, while others have songs that

came to them. Phil Albers coordinated a scavenger hunt for the kids to learn Karuk Language and traditional plants.

The Education Program awarded scholarships to youth and recognized them for their academic achievements. The Enrollment Department was open to renew Identification cards for Members and update family trees. The traditional salmon dinner was a real treat! Orleans District Council Representative, Joshua Saxon and the Department of Natural Resources cooked salmon traditionally on sticks over an open fire pit. Merv George Jr. closed the reunion with his great music and had people dancing the night away. A great time was had by all. It was good to see our people come together, especially those that we don't get to see often because of the distance.

We would like to extend a huge thank you to our Karuk Tribal Council and Employees for hosting this year's reunion and helping to make it such a success. Thank you to our local vendors for donating to the raffle. Thank you to our Karuk Elders who continue to pass on our traditions and without whom we wouldn't be who we are today. Yootva! 🏹





# Introducing . . .



## Kori D. Novak, PhD, MBA

### Biography

**D**r. Kori Novak, is a seasoned and creative leader in healthcare and public affairs with a broad range of experience in elder care, hospice services, and healthcare strategy.

As a thought leader in the elder care industry, Dr. Novak is a Researcher in Gerontology at Oxford University in England as well as a Professor at various institutions such as Purdue University and Stanford University School of Medicine. Dr. Novak has been a guest eldercare and prison expert on various NPR and radio programs as well as on Dr. Oz and other television programs. She is an international sought after expert, lecturing in places such as Oxford University, University Campus Suffolk, the University of Budapest, the University of Vienna and the University of Cardiff in Wales. In addition, she is often asked to speak at various international health care and correctional conferences in Asia, Australia and Central Europe.

She is a member of the White House Council on Aging and volunteers as a conference program reviewer for the Gerontological Society of America. She has served as

the President of the Board of Directors for the Lancaster, PA Meals on Wheels chapter, a member of the grants committee for the Central PA United Way, and a board member for CareMatch America and the Friendship Community which serves intellectually disabled adults. Prior to her work in healthcare, Dr. Novak worked in professional sports doing marketing and pr and athlete management in the Champ Car World Series, Indy Racing League, Formula 1, A1 Grand Prix, FIFA World Cup – Germany, US Speedskating and the 2010 Olympic Winter Games in Vancouver Canada.

Dr. Novak has a Ph.D. in Human Services and Gerontology, where she specializes in degenerative neurocognitive disease, end of life care and aging in the U.S. corrections system. She was a post doctoral fellow in palliative and end of life care at The Stanford School of Medicine. In addition to her PhD, Dr. Novak earned an MBA from Pepperdine University and a bachelor's degree in International Relations and Russian from the University of Denver.

# Karuk Tribe


## Employment Opportunities

- KTHA – On-Call Receptionist – Yreka Housing
- Certified AOD Counselor ( Happy Camp/Orleans)
- Licensed Vocational Nurse – Yreka Medical Clinic
- Family Nurse Practitioner or Physician Assistant – Yreka and Happy Camp
- Registered Dental Hygienist – Happy Camp and Yreka Dental Clinic
- Registered Nurse (RN)/Licensed Vocational Nurse (LVN) Happy Camp
- Dental Director/Dentist – Yreka Dental Clinic
- Clinic Physician – Happy Camp and Yreka
- Self –Governance – Happy Camp
- Chief Financial Officer – Karuk Housing Authority – Happy Camp

All Positions have closing dates unless otherwise specified. No applications will be accepted beyond the closing date under any circumstances. The employment application must specify which position it is for, no application will be accepted for “Any” position. To apply please submit your completed application and resume to:

64236 Second Avenue, PO BOX 1016, Happy Camp, CA 96039: Phone: (530)493-1600 ext. 2010

Fax: (530) 493-5322 Email: [dlbernal@karuk.us](mailto:dlbernal@karuk.us), Dora Bernal Human Resources Director


Want some tips to ensure your application is considered at its fullest potential? Contact TERO Director, Dion Wood for assistance and tips on submitting your winning application at 1-800-505-2785 extension 2030 or [dwood@karuk.us](mailto:dwood@karuk.us) 

## Employment Opportunities!

**T**he Karuk Tribe may have the perfect position for you! Please check out our current employment opportunities at: [www.karuk.us/index.php/jobs](http://www.karuk.us/index.php/jobs).

Employment Applications are available at all Tribal Offices and also our website listed above. The Karuk Tribe's TERO Preference and Drug & Alcohol Policy apply. If selected, applicants must successfully pass a pre-employment drug screen and be willing to submit to a criminal background check. Applications may be hand delivered to any Tribal Office, faxed to (530) 493-5322 or mailed to:

Karuk Tribe ATTN: HR  
P.O. Box 1016  
Happy Camp, CA 96039

Please contact Dora Bernal in Human Resources if you have any questions at (530) 493-1600 extension 2010 or via email at [dlbernal@karuk.us](mailto:dlbernal@karuk.us). 



Find us on  
**Facebook**

**The Karuk Tribe is on Facebook!**

**Come find us at**

**[www.facebook.com/karukpeople](http://www.facebook.com/karukpeople)  
for current employment opportunities,  
announcements and photos!**

# Karuk Tribe Housing Authority

**T**he Karuk Tribe Housing Authority is in the midst of a very busy construction season!

## Yreka

The Karuk Homes I Low Income Housing Tax Credit project has reached the end of Phase One with 6 homes scheduled to be complete in August. The Open House was held on July 28, 2016 with tours showcasing these beautiful new homes. An additional 24 homes will be constructed, 6 at a time through August 1, 2017.

Phase Two of the Kahtishraam Wellness Center has been advertised and is pending award. This phase of the project will add the press box above the gymnasium, add an exercise room, add new office space that will allow for the relocation of the Computer Center to this facility, add additional bathrooms to the lobby, and a staircase to the second floor where a conference room and bathroom will be completed. This phase will also add solar panels to offset the energy costs of the facility. The only remaining item to finish this facility will be paving the parking lot and adding additional parking which will be undertaken by the Transportation Department.

The Wellness Center and Computer Center are both signed up with Remind, messaging tool that allows staff to share important updates and reminders with residents and interested community members. All personal information is kept private, staff will not see your phone number, nor will anyone else. Send a Text Message to 81010 with the message @kahtishr for Wellness Center updates or @khccc for Computer Center updates.

## Happy Camp

The Force Account Crew will be building two, one-bedroom units at the Second Avenue property. These will be the first small homes of their kind for KTHA meeting the very high demand for individuals and couples without



children who are in need of safe, sanitary housing.

The new Maintenance Shop has been completed allowing for the old “White House” on Jacobs Way to be demolished. This will be the new site of a Resident Center. This facility will serve the needs of the tenants with a multipurpose room, kitchen, computer lab, exercise room, bathrooms, and outdoor playground.

Plans have been finalized for two vacant parcels in Happy Camp allowing for the future installation of infrastructure and construction of 10 homes as funding becomes available in future years. These sites are at the corner of Indian Creek Road and Indian Meadows Drive and on Hillside Road behind the Elementary School.

## Orleans

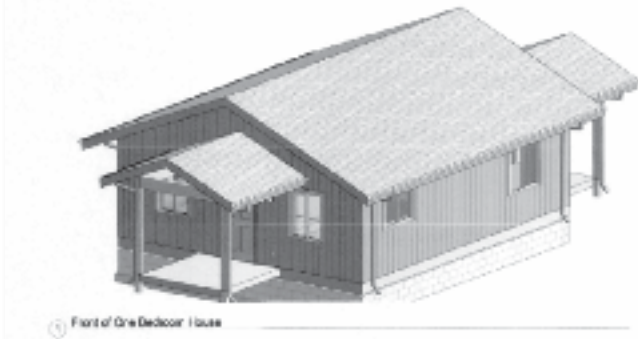
KTHA has plans to construct additional homes and a community facility in Orleans. However, due to the moratorium on new water connections, that cannot begin until the water system is updated. KTHA hired LACO Associates who completed a feasibility study to identify and recommend solutions. This study has been shared with the water district to aide them in pursuing improvements so that planned projects can move forward.

## Over Income Home Improvement Assistance

KTHA is excited to announce a brand NEW program for Over-Income Applicants!



# ONE BEDROOM HOUSE



*One Bedroom Home Layout*

Using a limited amount of nonfederal funding, KTHA will assist eligible Karuk Tribal Member families, that reside within the KTHA formula service area, whose income exceeds 100% of the median income level, by funding loan applications for up to \$25,000 at 4% interest to remove all or most health and/or safety hazards, or make other improvements to a home they own.

Contact the Happy Camp KTHA Office for full eligibility guidelines or to request an application!


## **Staffing**

KTHA recently welcomed two new employees to the team. James Bearchild was hired as the Construction Crew Member I with the Force Account Crew and Jeanette Goodwin was hired as the Payroll / Billing Fiscal Clerk in the Finance Office.

## **Board of Commissioners**

The Tribal Council confirmed the selection of one new Commissioner. Teresa Valin was sworn in as the Yreka District Representative for a four year term.

## **Housing Meetings**

Please attend the next Board of Commissioners meeting in your community. Our meetings are rotated between the Happy Camp, Orleans and Yreka offices. Please call our front desk at either the Yreka office at 530-842-1644 and talk to Suzie Cost or Happy Camp 530-493-1414 to speak to Dorcas Harrison for the location this month. All meetings begin at 10am, with tenant issues heard at 1pm unless otherwise announced. 



*Indian Meadows Location*



*Hillside Location*

# Karuk Tribe Housing Authority Workplace Safety Meeting

**B**ased on events both nationally and publicly, Erin Hillman called a Mandatory Staff Meeting for all KTHA Staff on July 12, 2016.

Charles Sarmiento and Randy White, Security Officers for KTHA, led the group in an open and productive discussion about Workplace Safety and how to properly and consistently respond to any threats of violence. All staff had the opportunity to voice their specific concerns and all employees were tasked with surveying their workspace to identify anything that requires mitigation to ensure all employees are safely and appropriately able to respond to threats.

A Committee has been formed to continue the development of protocols and implement actions to ensure the protection of the Housing staff members.

KTHA Policy, Chapter 12, Grievance Procedure, prohibits harassment or threats of violence of any kind.

## **Prohibition against Harassment**

Affected Parties (defined as any participant, applicant or tenant in KTHA Housing Community or KTHA funded projects, whose rights, duties, welfare or status are, or may be affected by Housing Authority action) dissatisfied with decisions made regarding their determination of eligibility, level of assistance, or other issues are prohibited from intimidating or harassing employees or Commissioners during or outside regular business hours. All grievances are to be resolved according to the process outlined in this policy.

Any Affected Party who is determined to have harassed or intimidated employee(s) or Commissioners will be sanctioned penalties up to and including permanent ineligibility to receive housing assistance of any nature.

Housing Authority staff and Commissioners dissatisfied with the decisions made are prohibited from intimidating or harassing Affected Parties during or outside regular business hours.

Any Housing Authority staff or Commissioner who is determined to have harassed or intimidated Affected Parties will be sanctioned penalties up to and including termination, removal from the Board of Commissioners, or




permanent ineligibility to receive housing assistance of any nature.

Harassment is defined as:

**Disruptive Behavior:** An act or communication that disturbs, interferes with, or prevents normal work functions or activities. Disruptive behavior includes yelling, using profanity, waving of arms or fists, or verbally abusing others; making inappropriate demands for time and attention; making unreasonable demands for action.

**Intimidation:** An act towards another person, the purpose of which is to coerce, and the result of which could reasonably cause the other person to fear for his/her safety or the safety of others.

**Threats of Violence:** A communicated intent to inflict physical or other harm on any person or on property.

**Act of Violence:** Exercise of physical force against another person or against property. 




# Karuk Education Department

**A**yukii, araaras, the Karuk Education Department has had an excellent year. We connected and worked with all of the schools within our service area. The Karuk Youth Leadership Council has many active participants and has had a strong and productive year. Students in our programs have participated in college visits, conferences, seminars, tutoring, leadership development, fundraisers and community service projects.

We currently have scholarships available on our website, [www.karukeducation.us](http://www.karukeducation.us), for higher education students. This year we are also offering a limited number

of scholarships to descendants. A big Yootva to the Student Service Coordinators, Cassidy Little and Debra Vanwinkle, our Education Committee, Tribal Council and all of our connections in the schools and community for making this a great year.

A retreat for high school age students in our service will be held in August. During the two days there will be officer elections, planning, leadership development and swimming. Please visit the website to register. We are encouraging all of our Native students in the high schools to take advantage of the Karuk Youth Leadership Council. 





# Basketweaver's Gathering


By: Paula McCarthy and Wilverna Reece

The Karuk Tribe held their Spring 2016 Basketweaver's Gathering, April 22-23 in Happy Camp, California. There were at least 200 participants registered for this year's gathering!!

We would like to acknowledge the hard work and time donated by the many volunteers who make this event possible and the Karuk Tribal Council members who took the time to participate in this year's event, they know who they are.

The Tribe's Maintenance Crew puts up the tent each year, which is no small task, we greatly appreciate their assistance. Kathleen Davis and her kitchen crew cooked for the event, we thank them for their delicious meals. Special thanks are due to Bari Talley for her support making this event possible.

We would also like to thank all of the individuals who purchased tickets and made and donated the hand crafted items for the raffle which supports the costs of this event. This year's raffle proceeds were approximately \$3,500 and we had more than 30 prizes that were given away!

We plan to hold another raffle next year and continue to raise monies to support these gatherings. Please enjoy the photos of the gathering and raffle prizes that are included with this article. Anyone interested in contributing hand crafted items to the next raffle should contact Brittany Souza [bsouza@karuk.us](mailto:bsouza@karuk.us) or Wilverna Reece. 



# Low Income Assistance Programs (LIAP)

1.800.505.2785 or 530.493.1600 Ext. 2025—Edward Schopp, LIAP Administrator  
Apply Now for the Low Income Assistance Programs

## Community Services and Development (CSD):

This program provides assistance for low income families with food, shelter, transportation, and health and safety issues. The applicant must reside in the Service Area, be income eligible, and a Karuk Tribal Member or Descendant. For those who live outside the Service Area try: [www.acf.dhhs.gov/programs/ocs/csbg/index.htm](http://www.acf.dhhs.gov/programs/ocs/csbg/index.htm) or [www.csd.ca.gov/providers.html](http://www.csd.ca.gov/providers.html). Also, you can try The National Energy Assistance Referral Program (NEAR) at 1-866-674-6327 or [www.energynear.org](http://www.energynear.org). For Oregon residents, you can contact [www.oregonheat.org](http://www.oregonheat.org) for social service agencies and utilities working to keep homes of Low Income Oregonians warm and safe.

## General Assistance (GA):

This program provides low income families with food and/or clothing, shelter, burial and emergency assistance (burn out, flood, destruction of home). The applicant must reside in the Service Area and be an Enrolled Federally Recognized Tribal Member. Benefits are adjusted depending on income received.

## Fraud?

With regards to Low Income Assistant Programs, to report any type of fraud by vendors or otherwise, please notify this office immediately at (530) 493-1600 ext. 2025.

## Low Income Heating Assistance Program (LIHEAP):

When funding is available, this program provides energy assistance to eligible enrolled Karuk Tribal households with electricity, propane, wood and minimal weatherization. The applicant must reside in the Service Area.

## Adult Services:

Adult Care Assistance provides non-medical care for eligible adult Indians. The providers must be certified or licensed. Background checks are required.

## ATTENTION!

Apply for the CARE Program offered by PP&L and PG&E. This program gives a discount on your utility bill. If you need an application, please call and request the CARE Application be sent to you. Lets save on energy and our budgets!

## Bureau of Indian Affairs Programs (BIA):

Each applicant will have to apply concurrently for financial assistance from other federal, state, county, tribal or local agency in the service area. Must not receive public assistance.



# Announcements



## “We did it!” Sinéad exclaims

Graduating from one of the most selective institutions of higher education in the country, our girl, Sinéad Talley, awed her friends, family and Tribe at the Stanford 2016 graduation. This spectacular accomplishment was hard earned, and exemplifies the courage, determination and intelligence she is known to possess. In addition to a Bachelor of Arts in Human Biology, she also received Honors in **Education for a thesis entitled Examining the Implementation of Culturally Responsive Schooling in Karuk Ancestral Territory**, which focuses on teacher

experiences with *Nanu’ávaha* (Our Food) and related cultural materials in grade school classrooms.

Sinéad’s attendance at River Schools in Orleans and Happy Camp, and participation in tribal culture focused her attention on improving minority health for our communities. She credits collaboration with tribal employees, teachers and community members as well, the strong support of her family, for her academic accomplishments.

What’s next, you ask? Let’s just wait and see. “She’s a force,” her dad, Curt explained. “When she makes up her mind, she will find a way to make it happen.” 🏹

# Karuk Housing Residents and friends

Never miss an exciting event!



## Kahtíshraam Wellness Center and/or Karuk Housing Community Computer Center

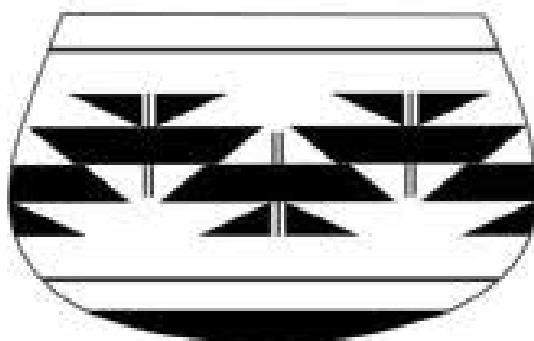
| Program Information           | Text: | Message code |
|-------------------------------|-------|--------------|
| Kahtishraam Wellness Center   | 81010 | @kahtishr    |
| Karuk Housing Computer Center | 81010 | @kheccc      |

Remind is a free, safe, and simple message tool that helps KTHA staff share important updates and reminders with residents and friends of KTHA activities. Subscribe by text the reminder app. All personal information is kept private. KTHA staff will never see your phone number, nor will you see theirs.

Visit [remind.com](http://remind.com) to learn more

1. Send a text message to

2. With the message





# Karuk Tribe

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# Double Your Fun!

**It's time to enjoy  
the outdoors!**

**Take your child,  
grandchild, niece,  
or nephew with  
you.**

**The result?  
Two big smiles!**