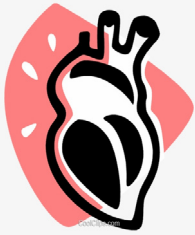




Kamiah
& Lapwai
Homecoming

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Impatience
affects
your heart

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N I M I I P U U T R I B A L T R I B U N E



Se̓xliw'áal / November

Volume 2 / Issue 17

Nimiipuu Pit'iin: Ruby Teepvong Shares Her Young Life as a Provider

By Mary Jane Oatman

At only seven years old, Ruby Teepvong harvested her first animal and proudly represented her family and the Nez Perce Tribe as she traditionally honored the deer and the meat by sharing it.

On October 25th, 2020, what started out to be a tag along trip turned into a hunt with one bagged. Ruby's oldest brother, Jackson Wak Wak and his 'aayat Asia Weaskus traveled from Lapwai to Kamiah so that Jackson could harvest a buck with his bow. Jackson stopped by to visit with family before the evening hunt and picked up a couple of additional spotters, his mother Mary Jane, and baby sister Ruby.

The pair traveled to a tribal allotment overlooking the Clearwater River, a gathering place for bucks and does as they travel from the brush to the river. Ruby and her mom stationed at the top of the hill while Jackson and Asia crept up on a small buck. Jackson pulled his string back, released the bow; miss. The crew departed to another sweet spot just down the road.

About a mile away from the hunting, the pairs split up again, Jackson stalking bucks while Asia, Ruby and Mary Jane herded deer back towards him.



7-year old Ruby Teepvong holds the heart of her first kill.

They spent another hour walking the fields enjoying a crisp fall hike. As the sun started to go down, they loaded and headed towards the road. It was at the turn that Jackson said, "I bet if we drive back to the big field, we will see deer for Ruby to get." He then turned to Ruby, "do you want to keep hunting?" With scared doe eyes but a booming confidence in her voice, Ruby replied "Yeah! I want to shoot a deer!"

Mary Jane drove back to

the field entrance. When they arrived, Jackson got Ruby ready and into position for her shot. 80 yards away along the skyline stood several deer. According to her brother Jackson's Facebook post: "My sister is so outstanding, puts her to sleep at 80 plus yards she was about to shoot a 22Lr, as I kept pumping her up right after she shot she's all I saw fire come out of the gun!!! We get to the animal and she said "mom you told me you where 18 when you got you're first kill, and brother you told me it was a 22 not a bigger gun," i was like it's a 22-250. Thanks momma bear Mary Jane Oatman, miss Ruby Jane and Asia Ann Weaskus for the Amazing time yesterday evening."

Ruby is no stranger to hunting, gathering and fishing. Ruby was only six months

old the first trip she went huckleberry picking and has been gathering every summer since. Ruby has hit the hillsides picking qemus, qeq'it and loves to get dirty digging for kouskous. In the summer of 2018, Ruby spent a great deal of time along the Clearwater River, determined to land a salmon by herself. On June 4th Ruby entered the Nimiipuu hall of fame by landing her first naco'ox, alongside her uncle Vance Oatman, grandpa Bo Oatman, grandmother Judy Oatman and brother Jackson Wak Wak. They all caught fish via hook and line that day.

The family is blessed to be able to give back and provide not only the goods that are harvested, but also the time and knowledge to other young gatherers, hunters, and fisherman.

Congratulations Ruby. Her brother-cousin Jaigger, also 7, harvested his deer this fall as well. Both of the cousins will be honored in a first kill ceremony. The hides from both of them are being preserved to be given away and the pair of young harvesters are honored to carry on a long tradition of Nimiipuu providers.

Ruby Teepvong is the daughter of Mary Jane Oatman and Chaiya Teepvong. She is the granddaughter of Carl "Bo" and Judy Oatman, and the great-granddaughter of Alice Jeanie Johnson-Warden, the late John Wes Warden and Marcus "Tukeliksima" Oatman and Jeanette Jackson-Oatman. She is in the second grade and attends Kamiah Elementary.

Nimiipuutímtki- The People’s Language
(Nee-mee-poo-timt-key)

November Seǰliw’áal (seh-lee-wall)
“Season of autumn/fall”

Fall/Autumn	seǰnīm’	seh-nim
Fall of leaves	yeq	yeck
Festivities	‘éy’sin	eye-tsin
Exciting	hil’íiq’ic	hill-leak-its
Food	hípt	hipt
Meal	tips	tips
Preparing food	Ka’áy	ka-eye
Frozen ground	síc’et	see-tset
Frost	‘ísqep	iss-kep

NIMIIPUU TRIBAL TRIBUNE

The Nimiipuu Tribal Tribune is published twice a month, on the first and third Wednesday. Our mission is to publish a timely and credible resource for our loyal readers and provide local information relevant to the Nimiipuu people and surrounding communities. Our vision is to disseminate content of interest to readers and to ensure this news publication is accessible by all.

In an effort to be more environmentally friendly, we are working to cut down on paper waste and printing cost. Hard copies will be available upon request only. Enrolled Nez Perce Tribal members are able to receive hard copies at no cost (limit one per household). For businesses and non-enrolled Nez Perce Tribal members, the hard copy subscription fee is \$36 annually. The online version is free for everyone. Subscribe today!

For more information regarding submissions, subscriptions, classified ads, display ad rates, dates and deadlines, visit:
<http://nezperce.org/government/communications/>



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Publishers Post

"60 percent of women say they are distrustful of other females because of past experiences."- The Twisted Sisterhood.

As Native women, we can't afford to be malicious toward each other anymore. We cannot afford the jealousy and anger towards our own, because if we continue, we will be no more. Soon, our hateful selves or the ones we impact, will be the leaders of our tribes. Sooner or later, the bitter Native woman will be in charge of programs, leading departments, and influencing others to be the same way.

We need to decide to make a change. There is zero margin for error for Native women to represent her tribe to the fullest. Either we heal now, or our native nations will slowly diminish. It starts with us. Right now there is a "survival over sisterhood" mentality among a lot of us. Where did those feelings even come from? When did we start competing with each other, and why? A success for one of us is really a success for all of us, it should be considered a victory.

Native women can be so harsh on one another. A lot of us get so riddled with envy or try to justify our bad behavior and we lose track or forget what is really important.

There is a distance between a Native woman and her self-love. Some of our own mothers and grandmothers have been responsible for the disconcerting relationships we have had with other women. If we don't know how to relate to our own mothers, then how do we learn to relate to ourselves and then to others.

We witnessed the gossip, then we took those lessons of mistrust that were instilled into us and into our

homes, then we went out into the world and passed judgment on another Native beauty. Instead of celebrating her and finding something great about her or what she is doing, she is torn down by her own people. "She thinks she's cute." "She thinks she's better." "Tryna' be all Native." "She's an apple." "She's fake." "She's a sellout."

We come from so many worlds of mistrust, pain and trauma. That alone makes it very difficult to see the beauty in ourselves and that is where we are mirroring those behaviors. We have a lot to deal with, and we're just turning it on each other. Brazilian philosopher, Paul Freire said "the oppressed, instead of striving for liberation, tend themselves to become the oppressors."

Unfortunately, we

have been conditioned this way for so long that we are completely used to it. If we want to be the change in the world, we need to unlearn some bad habits.

We as Native women should be willing to allow ourselves to be self-aware and to know where the most vulnerable part of ourselves are. Be realistic about the ugly that sets inside, and know that it is not your fault, but today it is your choice. I don't believe the women in our lives were intentionally trying to hurt us. All their pain is passed onto us because they didn't know how to process it themselves. They dealt with it in her own way, the only way they knew how.

We want to be that "strong indigenous woman" so badly, that it is a detriment to us, our families, and

to our future generations. We believe we can weather and withstand anything and everything. That is so true, but our battles are different in this day in age. There is a generation of women who had to endure other hardships to survive. They weren't holding grudges and bullying others, they weren't jealous, angry or spiteful, they were surviving at that time. Being strict and teaching our ways is still important, but the degrading and tearing each other down is not important and needs to stop.

We now are people who are absorbing their trauma and abuse, and it gets passed down from one generation to the next. Culturally, it comes from the concept that we have to be hard on each other because the world is harder. Most of us are raised with a level of harshness that sets the expectation when we are older. That is why we are so hard on each other because in our own home, that's all we knew and that was okay. Then we end up repeating those actions.

As Native women, we have more responsibility in regard to how we take care of one another in our tribes. Like it or not, all tribes consist of a lot of different women, each with their own strengths. We have to be willing to learn through the uncomfortable moments, because that is the only time we are going to see any significant change.

It's a risk because nobody likes being hurt. We wouldn't have up such strong walls to protect us if pain was easy. Native women have to allow themselves the opportunity to get to know each other. We need to support and stand with one another, because the outside world would gladly tear us down and take us out.



Two Nez Perce business women, Mary Jane Oatman and Stacia Morfin, stand and support each other and their businesses

Welcome AmeriCorps Volunteer for the University of Idaho Extension



My name is Sarah Parker, and I was born and raised in South Florida. I moved to Pullman, Washington in August of 2019, where I joined AmeriCorps to use my BA degree in sociology and research background in food security to assist rural communities and under-served populations. I will be providing my AmeriCorps service with the University of Idaho Extension for the Nez Perce Tribe and Danielle Scott during the

2020-2021 service year. My service will help expand 4-H programming on the Nez Perce Reservation. Together, we will be organizing and hosting classes such as sewing, dog care, yoga, gardening, and food preservation.

Growing up just outside of Miami, Florida, I played euphonium, (a brass musical instrument) and I was a Girl Scout for about eleven years. I went on to become assistant director of the band camp that introduced me to music, and for about five years I helped over 300 children learn a new instrument every summer. In my free time you can find me volunteering at a local food pantry, reading a good book, or taking my dog, Gracie, on walks around the Palouse.

Nez Perce Tribe Provides Library Resources for Children

The Nez Perce Tribe, through their local education program fund, has contributed \$10,000 to the Valnet library consortium. These funds will be used to purchase digital ebooks and audiobooks that all library card holders within the consortium service area will be able to access through Overdrive. Librarians in the consortium, composed of school and public libraries in both eastern Washington and north central Idaho, will purchase ebooks and audiobooks primarily for children and young adults. A portion of the grant funding will also be used to educate library staff from Valnet school and public libraries on circulation and cataloging of items, making them more accessible to

students and the public in general.

"This project will allow us to purchase hundreds of ebooks and audiobooks for children. Access to these materials is always important, but it is essential during this time when COVID is making education challenging for schools and families," according to Jennifer Ashby, Asotin County Library Director. Valnet library directors, including those in the Lewiston School District active in the grant application process, are especially excited to be able to offer more resources for children in our region. Purchases of digital material will take place over several months in order to ensure new materials are constantly available for our youngest readers.

Nez Perce Tribe Completes Conservation Easement at Head of Wallowa Lake

Joseph, Oregon- The Nez Perce Tribe and key partners and donors have completed a Conservation Easement (CE) with the Wallowa Lake Lodge LLC to permanently protect riparian land at the head of Wallowa Lake. The Tribe worked closely with the Lodge beginning in 2016 to design a CE that would protect land and water resources surrounding the historic Lodge property. Fundraising began in 2018 and was accomplished in 2020 through the outstanding generosity of the M.J. Murdock Charitable Trust, the Oregon Community Foundation, Collins Foundation, Healey Foundation, Pacific Power Foundation, and Meyer Memorial Trust.

The CE permanently protects 9.22 acres of riparian land at the confluence of the upper Wallowa River and head of Wallowa Lake. This location is known by Nez Perce people as waakak'amkt, "where the braided stream disappears into the water". The

Tribe will hold and monitor the CE, ensuring permanent protection for critical natural and cultural resources, including fish and wildlife habitat.

The property is the location of the famous Wallowa Lake Lodge and its associated small cabins. Built in 1923, Lodge owners over the 20th century minimized development of land and water resources and the property remained ecologically sound. In 2015, however, a national-level auction of the Lodge posed significant risks of an acquisition and development that could have radically changed things. Instead, a private purchase of the Lodge by local investors and donors established the new Wallowa Lake Lodge LLC, led by local resident James Monteith, and provided an opportunity to protect the historic Lodge and simultaneously reach out to the Nez Perce Tribe to become the holder of a CE that would protect land and water resources permanently.

"The Wallowa country has been and always will be home to the Nimiipuu, the Nez Perce people. We continue to work to maintain our cultural connections with our traditional homelands," stated Nez Perce Tribal Executive Committee Chairman, Shannon Wheeler. "We are stewards of these lands, and with this CE we will protect a key location of land and fish and wildlife habitat; not for just us but everyone, including future generations."

Additional project partners included the nonprofit Eastern Oregon Legacy Lands, whose public outreach work includes the Wallowology science center in Joseph, and the Oregon Department of Parks and Recreation.

"We are grateful to have committed partners and generous grantors who share our vision. Together, we have all played a part in helping ensure this place remains intact and pristine," stated Chairman Wheeler.



(Photo Credit: Ellen Bishop, Wallowa County Chieftain)
Wallowa Lake Conservation Easement grounds



Nez Perce Tribe Recycling Program Newsletter—Nov. 2020

'apaqa'áño' 'ee kaa 'epeqíicxnu' wéetesne

- Respect and take care of the earth.

Nez Perce Tribe Water Resources Division - Solid Waste and Recycling Program

Lapwai Contacts: Jon Van Woerkom . (208) 791-3965 or Linda Nemeth . lindan@nezperce.org

Did You Ever Wonder Exactly What Services our Tribal Solid Waste & Recycling Program Provides?

Tribal Government Solid Waste Hauling

Tribal Government Office Recycling

Lapwai Community Recycling

Free White Goods (appliances) Removal

Solid Waste Bin Rentals to Programs or Individuals

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Hazardous Waste

Household Hazardous Waste

Residential trash—except from waste bins rented
from us

Yard waste—except from waste bins rented from us

Used Tires and Used Oil

Animal carcasses

"Talkin' Trash"



Reminders:



Vote
Nov 3



Nov 11

Lapwai Recycling Schedule*

Community Recycling

November 5 & 19

Pineewaus Parking Lot 11 am - 1 pm

Office Collections

November 12 & 25

*Subject to change due to COVID

Please - Wear your mask! mástay híkte'x & Stay healthy! wic'éetx wáaq'is

Lapwai Sloshes Past Potlatch Wildcats Use Big Second Half to Dispatch Loggers

By Stephan Wiebe,
Lewiston Tribune

LAPWAI — With a steady, pouring rain and temperatures in the 30s, the field at Lapwai High School resembled a frosty, muddy slip-and-slide by the time the clock hit zeroes in a Whitepine League Division I football battle between the Wildcats and Potlatch Loggers.

But Lapwai, seemingly unfazed by the grueling conditions, got stronger as the game went on. The Wildcats pulled away in the second half to dispatch the Loggers 40-22, clinging to hopes of earning a berth in the Class 1A Division I playoffs.

Junior quarterback Titus Yearout rushed for a pair of touchdowns in the first half and passed for a pair of scores in the second half, and Lapwai poured on 24 points after half-time to put the game away.

"Ugly muddy football game, but the kids did enough to win," Lapwai coach Josh Leighton said.

By the end of the game, Potlatch's green and white jerseys were mostly brown, and Lapwai's Columbia blues looked more of a dirty gray shade. The teams combined for six fumbles in the sloppy conditions.

In the first half, Potlatch (1-6, 1-4) struck first on a 10-yard run by quarterback Tyson Tucker. But it took only three plays for the Wildcats (2-3, 2-3) to strike back on a 53-yard scramble by Yearout.

Both teams scored again in the second quarter and Lapwai went into the locker room with a 16-14 advantage.

But the third quarter was all Wildcats. Yearout found Terrell Ellenwood-Jones wide open for a 41-yard score — the first of two scores in the quarter for the sophomore receiver — and Mason Brown returned an interception 65 yards for a touchdown.

Leighton said the turnovers and Yearout's passing ability

were key in the second half.

"A couple turnovers turned into points for us," Leighton said. "To be able to throw the ball a little bit on a sloppy field is something we were able to do, and I thought that made a difference in the game."

Potlatch received a boost from workhorse running back Tyler Howard, who rumbled for 103 yards and two touchdowns, including a 14-yarder in the fourth quarter to help the Loggers avoid a second-half shutout. Playing until the final whistle, the junior linebacker also snagged a big sack on Lapwai's last drive of the game.

Yearout finished with 248 yards of total offense and 14.5 tackles to lead the Wildcats. Yearout twice found open receivers on fourth down to keep drives alive in the second half.

"He's an athlete. He comes to play every night," Leighton said of his captain. "He did a good job leading this team."

Despite only garnering two wins on the season, it was announced after the game Lapwai earned a state berth based on RPI rankings.

"Basically this game put us in the playoffs," Leighton said. "The fact that we're still hanging around and able to play another week of football is pretty awesome for these guys. It was a crazy season we had with COVID, and this game, and Genesee lost (its final) two games, and all that's going on in the world."

"So it's pretty cool. The kids played well."

Potlatch 8 6 0 8—22

Lapwai 8 8 18 6—40

First Quarter

Potlatch — Tyson Tucker 10 run (Izack McNeal pass), 5:30.

Lapwai — Titus Yearout 53 run (Kross Taylor pass), 4:00.

Second Quarter

Lapwai — Yearout 1 run (Yearout run), 4:19.

Potlatch — Tyler Howard 15 pass from Tucker (run failed), 0:12.

Third Quarter

Lapwai — Terrell Ellenwood-Jones 41 pass from Yearout (pass failed), 9:46.

Lapwai — Mason Brown 65 in-terception return (run failed), 5:52.

Lapwai — Ellenwood Jones 4 run (run failed), 4:00.

Fourth Quarter

Lapwai — Brown 23 pass from Yearout (pass failed), 10:27.

Potlatch — Howard 14 run (Avery Palmer pass), 3:00.

Photos by August Frank,
Lewiston Tribune



Lapwai Homecoming Parade



LHS Senior Class of 2020



2020 Get Out The Vote Float



Ada McCormack-Marks, Lapwai High School Girls Head Coach



"You can't mask our Wildcat Pride"

Native American Heritage Month

WED. NOV. 4 | Opening Ceremony
"Fostering Native Wellness"
Dr. Hailey Wilson (Nez Perce)
4:30 PM via Zoom

TUES. NOV. 10
Traditional Games Presentation:
Reintroducing Family Values through Hand Game
Orlando Avery (Cheyenne River Lakota)
Grant Weston (Oglala Lakota)
4:30 PM via Zoom

TUES. NOV. 17 | Keynote Speaker
"RESILIENCE"
Marcie Rendon (White Earth Ojibwe)
Author, Playwright, Poet
12—1 PM via Zoom

VOICES FOR THE VOICELESS SERIES

MON. NOV. 9
Beyond Awareness: Panel of Experts on MMIW/P
5:30 PM via Zoom

MON. NOV. 16
Keynote Address: Winona LaDuke
5:30 PM via Zoom

MON. NOV. 16
Honoring Stolen Siblings Vigil
6:45 PM @ ASUI Vandal Student Lounge

Voices for the Voiceless Series events are supported by Grant No. 2016-WA-AX-0033 awarded by the Office on Violence Against Women, U.S. Department of Justice

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Native American Student Center

Voices for the Voiceless Committee

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Kamiah Kubs Stomp the Genesee Bulldogs in Homecoming Game



2020 Kubs (left to right): Back row, assistant coach Pat Eades, assistant coach John Little, Dylan Kiele, Ethan Doering, Bodie Norman, Cyrus Hershey, Porter Whipple, Kolby Hix, Brady Cox, Kendrick Wheeler, Everett Skinner, Easton Lezcano, and head coach Nels Kludt; front row, Kyler Usher, Quentin Millage, Colton Sams, Willis Williamson, Herschel Williamson, Landon Keen, Andrew Kiele, Gabe Eades. Not pictured: assistant coach Dallan Wheeler, Ashton Kiele, Cloud Guffey, Maicquoy Walker and William Millage.

Kamiah 72, Genesee 14

KAMIAH — Landon Keen rushed 30 times for 134 yards and two touchdowns as Kamiah blew out Genesee in a Whitepine Division I League contest. The Kubs (5-1) used a balanced attack as Gabe Eades passed 5-of-11 for 142 yards with three touchdowns. Brady Cox tallied three receptions for 71 yards and a touchdown, to go along with a 50-yard interception return.

“It was a good bounce-back game for us,” Kamiah coach Nels Kludt said. “Especially on homecoming night, it was a big game, we wanted to come play well and we did that.” The Kubs defense snuffed out any real movement from the Bulldogs and capitalized on the score. “We really stopped them on defense,” Kludt said. “We kept their (quarterback) in the pocket and got a lot of sacks out of it.”



State Tournaments have to Adjust Because of Stage 3 order

Jones said IHSAA was prepared with fan protocols



IHSAA Executive Director Ty Jones

By Colton Clark,
Lewiston Tribune

The Idaho High School Activities Association's plans for state tournaments to proceed amid the coronavirus pandemic have not been altered much by Gov. Brad Little's order Monday for the state to return to a modified Stage 3 reopening.

"Truthfully, it wasn't that far away from what the governor had mentioned," IHSAA executive director Ty Jones said of postseason protocols. "For the most part, we'd modified (state tournaments) enough to where it wouldn't be a major surprise to our office if we had to modify it a little more."

Little's announcement, which comes as Idaho expe-

riences a surge in COVID-19 cases, requires indoor activities to be reduced to 50 spectators — that does not count participants in the sports.

Attendances for matches at the state volleyball tournament, which is set to begin Friday at several high schools in the southern part of the state, already had been limited to prevent potential spread of the virus.

"We were almost there anyway," Jones said. "It's just fewer people, and that's simply for volleyball right now."

"We clarified with the governor's office that we could have 50 people in addition to the participants, so we've divided up the 50 people between both teams, and we're having them create 25-person lists. Granted, it's not a big list, but 25 is better than none."

Before Monday, as many as 1,000 fans were planned to be allowed at state volleyball matches, depending on the classification.

Three area programs — Whitepine League Division I heavyweights Troy and Genesee, and WPL D-II qualifier Deary — will begin their postseasons Friday. Division I teams play at Jerome High School,

and D-II at Burley High School.

Cross country is tricky, considering all the open ground for spectators to roam. But the IHSAA worked out a protocol in which two attendees will be allowed per each runner.

"We didn't have to change that at all," Jones said.

Football games will be restricted to 25 percent of each venue's capacity, per Little's limitations placed on outdoor events. This week, schools will be expected to adhere individually to local prevention guidelines — the IHSAA will be in charge of games starting with next week's quarterfinal round.

Moscow will play at Jerome at 6 p.m. Pacific on Friday in Class 4A action, Timberline (Weippe) will visit Dietrich at the same time and day in Class 1A Division II play, while Kamiah hosts Lapwai at 7 p.m. Friday to open the Class 1A Division I playoffs. Clearwater Valley (Kooskia) meets Grace at 1 p.m. Pacific on Saturday in a 1A DI opener at Parma High School.

Three of the teams' athletic directors told the Tribune they are in the midst of sorting out attendances and protocols for their games. Decisions could be

announced as early as today.

The key question, especially at small-school venues: What exactly is capacity?

Fans aren't confined to the bleachers at several area schools. They often dot the sidelines, follow the action on foot and linger near the edges of the field.

"We need to find out exactly what is considered standing room," Jones said. "I don't know for sure, but I don't think they'd count people hanging outside the ring of the football field the same as the ones in the stands. As soon as we figure that out, we'll get that information to the schools."

In addition, face masks are required at events if social distancing is not possible.

"And I think most people will be able to (practice social distancing)," Jones said.

Winter protocols: Jones said the IHSAA is in the process of "clarifying what types of protocols we want to have for (winter sports) regular seasons" this week. Championship events will be the focus next week.

Clark may be reached at cclark@lmtribune.com, on Twitter @ClarkTrib or by phone at (208) 848-2260.



**FEATURED ARTIST
LYDELL MITCHELL**

Lydell enjoys painting landscapes in acrylic, he enjoys portraiture and he would like to pursue a degree in Architecture in college.

Nez Perce Education Standard:
Experiential Learning

Qe'ciyew'yew'
Mrs. Raml for
the picture!



Healthier Environments, Stronger Economies: New First Nations Project Bolsters Forest Programs in Native Communities

By firstnations.org

LONGMONT, Colorado (October 27, 2020) – First Nations Development Institute (First Nations) today announced a project to help tribal governments and entities establish and strengthen their forest programs for the benefit of their economy, environment, educational opportunities and access to recreation.

The project is part of First Nations’ umbrella program of Stewarding Native Lands and is made possible through a grant from the USDA Forest Service and Margaret A. Cargill Philanthropies. Through the Community Forest Tribal Outreach Project, First Nations will provide support and resources to tribal entities in the Northern Great Plains and Southwest regions that are seeking to acquire or establish community forest programs.

Informational webinars and other resources will be developed to help tribal enti-

ties interested in applying for funding through the USDA Forest Service’s annual Community Forest and Open Space Conservation Program (Community Forest Program) grant opportunity. In addition, at least three selected federally recognized tribes and qualified nonprofits will receive targeted technical assistance in developing project proposals for this funding opportunity.

Jackie Francke, First Nations Vice President of Programs and Administration, said the project will expand awareness and understanding of the USDA Forest Service’s Community Forest Program among tribal governments, and build capacity for tribal entities to develop competitive proposals for funding through this federal program. “Indigenous people know the value of forestry when it comes to the health of communities and the environment, and they are rooted in culture and traditions of stewardship,

conservation, and protection,” she said. “With this information, they can better convey that knowledge in successful proposals to further strengthen their forest programs.”

The Community Forest Program is designed to help communities acquire and conserve forests that provide public access and recreational opportunities, protect vital water supplies and wildlife habitat, serve as demonstration sites for private forest landowners, and provide economic benefits from timber and non-timber products.

The First Nations project will run through June 2022, with the first informational webinar scheduled for the fall of 2020. Resources and additional information about the project will be updated here.

About First Nations Development Institute: For 40 years, using a three-pronged strategy of educating grassroots practitioners, ad-

vocating for systemic change, and capitalizing Indian communities, First Nations has been working to restore Native American control and culturally-compatible stewardship of the assets they own – be they land, human potential, cultural heritage or natural resources – and to establish new assets for ensuring the long-term vitality of Native American communities. First Nations serves Native American communities throughout the United States. For more information, visit www.firstnations.org.

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Amy Jakober, First Nations Senior Communications Officer
ajakober@firstnations.org or (303) 774-7836

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Employees: Understanding your W-4 Form

By Amy Fontinelle, investopedia.com

When you get a new job, one of the many pieces of paper your employer will ask you to complete is IRS Form W-4: Employee's Withholding Certificate. The way you fill out this form determines how much tax your employer will withhold from your paycheck. Your employer sends the money it withholds from your paycheck to the Internal Revenue Service (IRS), along with your name and Social Security number.¹

Your withholding counts toward paying the annual income tax bill you calculate when you file your tax return in April. That's why a W-4 form asks for identifying information, such as your name, address, and Social Security number.

What Is a Form W-4 Used For? When you start a new job your employer will ask you to fill out a W-4 form. It's important to complete a W-4 correctly because the IRS requires people to pay taxes on their income gradually throughout the year. If you don't withhold enough tax, you could owe a surprisingly large sum to the IRS in April, plus interest and penalties for underpaying your taxes during the year.³

At the same time, if you withhold too much tax, your monthly budget will be tighter than it needs to be. In addition, you'll be giving the government an interest-free loan when you could be saving or investing that extra money and earning a return—and you won't get your overpaid taxes back until the following April when you file your tax return and get a refund. At that point, the money may feel like a windfall and you might use it less wisely than you would have if it had come in gradually with each paycheck. If you don't submit form W-4 at all, the IRS requires your employer to withhold your wages as though you were single with no other adjustments.⁴

How to Fill Out Form W-4: The IRS redesigned Form W-4 for 2020 and did

away with the ability to claim personal allowances. Previously, a W-4 came with a Personal Allowances Worksheet to help you figure out how many allowances to claim. Answering the worksheet's questions created a broad picture of your tax situation that allowed your employer to withhold the correct amount of money from your paycheck.

The more allowances you claimed on Form W-4, the less your employer would withhold from your paycheck. The fewer you claimed, the more your employer would withhold.

The revised form aims to make the process of determining how much an employer should withhold easier. If you are single, or have a spouse who doesn't work, don't have any dependents, only have income from one job, and aren't claiming tax credits or itemizing deductions (other than the standard deduction) filling out a W-4 is simple. Starting in 2020, all you have to do is provide your name, address, Social Security number and filing status, and sign and date the form.

If your tax scenario is more complex, you will have to provide information on dependents, your spouse's earnings, income from other jobs, and any tax credits and deductions you plan to claim.²

The IRS recommends using its online Tax Withholding Estimator to make sure the right amount is being withheld from your pay. IRS Publication 15-T, meanwhile, is used by employers to figure out how much federal income tax to withhold from employees' paychecks.

You can also use Form W-4 to request additional money be withheld from each paycheck, which you should do if you expect to owe more in taxes than your employer would normally withhold.⁷

One situation where you might ask your employer to withhold an additional sum is if you earn self-employment income on the side and want to avoid making separate es-

timated tax payments for that income. You can also use form W-4 to prevent your employer from withholding any money at all from your paycheck, but only if you are legally exempt from withholding because you had no tax liability for the previous year and you also expect to have no tax liability for the current year.⁷

When You Need to File a New W-4 Form: In general, your employer will not send Form W-4 to the IRS; after using it to determine your withholding, the company will file it. You can change your withholding at any time by submitting a new W-4 to your employer.

Situations requiring a change to your W-4 include getting married or divorced, having a child, or picking up a second job. You might also want to submit a new W-4 form if you discover that you withheld too much or too little the previous year when you're preparing your annual tax return—and you ex-

pect your circumstances to be similar for the current tax year.¹ Your W-4 changes will take effect within the next one to three pay periods.⁷

Special Considerations for Form W-4: If you start a job in the middle of the year and were not employed earlier that year, here's a tax wrinkle that can save you money. If you will be employed no more than 245 days for the year, request in writing that your employer use the part-year method to compute your withholding. The basic withholding formula assumes full-year employment, so without using the part-year method, you'll have too much withheld and you'll have to wait until tax time to get the money back.⁷

The bottom line, your employer should provide a W-4 form when you are hired. Take the time to fill out your W-4 properly. You'll avoid having to pay penalties at tax time and will keep as much of your earnings as legally possible.

Why Being Impatient is Hurting Your Heart

By Linda Thrasybule,
LiveScience.com

Now that the holiday season is here, nearly everyone's patience will be tested at one time or another. Long lines, crowded malls and unbearable travel delays are among the reasons why some people will lose their cool.

But those episodes of impatience can trigger physiological responses that may sabotage your health. "Being impatient could cause anxiety and hostility," said Daniel Baugher, dean of graduate programs at Pace University in New York City who has studied personality and social psychology. "And if you're constantly anxious, your sleep could be affected, too."

Baugher said living in the hyper-paced, technology-obsessed 21st century has left many people short on patience. "They seem to want everything yesterday," he said. "People expect things to be done more quickly."

But some individuals may simply be hardwired for impatience. "Everyone's tolerance threshold is different," he said. "We all feel impatient when certain things happen, but some more than others."

Type A personalities are at high risk:

Often high-strung and competitive, type A personalities seem suspended in a constant state of urgency. They're unable to cope when things don't go their way, be it snarled rush-hour traffic or the glacially slow line at the grocery store. "People with this personality type are more likely to experience anger when they're held up," said Dr. Redford Williams, an internist at Duke University Medical Center in North Carolina, who estimates that roughly 25 percent of Americans have a type A personality, which increases their risk for health problems such as high blood pressure and heart disease.

In a 2003 study published in the Journal of the American Medical Association, researchers reported that the more impatient and hostile the 18- to 30-year-old study participants felt, the more likely they would develop high blood pressure later in life. "High blood pressure is a symptom that the body is going into overdrive," Baugher said. "The whole body gets geared up for a fight."

Impatience + hostility = stress:

People who frequently become impatient and an-

gry are in a constant state of stress. The body reacts to that stress by releasing hormones such as adrenaline or cortisol which help the body respond to a stressful situation.

"When you're about to be attacked by a saber-toothed tiger, this response can help you survive, but not when you're sitting in traffic or waiting in a long line," Williams said. High levels of cortisol and adrenaline could ultimately lead to weight gain, high blood sugar and high blood pressure.

In a 2000 study published in the Journal of the American Medical Association, researchers found that young adults who had high hostility levels were predisposed to plaque build-up in their coronary arteries. "Stress hormones stimulate platelets, making them more likely to clot in arteries already narrowed by heart disease, a process that can result in a heart attack," Williams said. "These hormones also cause the body's fat cells to release fat into the bloodstream."

Williams said this fat can be deposited in plaque in the arteries that feed the heart, enlarging the plaques and raising the risk for an artery-clogging clot.

Coping with impatience:

Some studies suggest that stress-management programs may help naturally impatient people relax. Teaching people how to head off or control feelings of anger and hostility could reduce blood pressure and lower body weight over time. "The evidence we have on stress training is encouraging, but studies haven't shown that it can save lives," Williams said.

The best way for people to handle a situation that taxes their patience and triggers negative responses is to take a deep breath and evaluate what they're feeling, Williams said. "Ask yourself, 'Is this important to me? Is it reasonable to be angry over this? Is it worth it?'" Williams advised. "Basically, try to talk yourself out of the anger."

Pass it on:

Being impatient can cause high blood pressure and heart disease.

This story was provided by MyHealthNewsDaily, a sister site to LiveScience. Follow MyHealthNewsDaily on Twitter @MyHealth_MHND. Find us on Facebook.



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General Council Informative Session
November 19 & 20 at 8:00 a.m. – 4:00 p.m.

Due to the COVID-19 pandemic we are taking extra precautions for the health and safety of our Tribal Membership.

We will be presenting a virtual GC Informative Session in lieu of our regular Fall General Council.

This will include a live virtual feed of subcommittee presentations at the Lapwai Pi-Nee-Waus Community Center, with viewing capability in Orofino and Kamiah.

Locations will be limited to a 50 person capacity. A link to the virtual feed will also be shared so the event can be viewed from your personal device.

Please note that the format for this event is subject to change. Additional details coming soon.
We appreciate your understanding.

Impatience: Why we don't want to wait, and what we can do about it

Produced by: Robbyn McFadden,
Editor: Carol A. Ross,
Sunday Morning, CBS News

As evidenced by pictures of Americans from all across the country, wherever you voted this year, there is a good chance you waited in line.

Waiting at the polls, at the grocery store, and in traffic, Americans are weary of waiting in today's exasperating times. However, even before the coronavirus pandemic hit, we spent an estimated two years of our entire lives waiting in lines.

With COVID-19 cases rising, it is fair to say many people can't wait for things to get back to "normal." But as Barry Petersen found out, impatience may be more harmful than some would expect.

"You know, there was an interesting study where they gave people the choice to sit alone and get bored, or give themselves painful electric shock. And about 70% of men chose to give themselves painful electric shocks versus sit alone and get bored," researcher Amit Sood said. "People do not like to be controlled. People do not like uncertainty."

Dr. Amit Sood founded a department that researches impatience at the Mayo Clinic in Rochester, Minnesota. Before the coronavirus pandemic hit, he spoke to Petersen about why humans "don't like to get bored."

As he explained, people are "designed to be impatient."

"When little babies are born, they don't just wait for you to clean their diapers, you know? They cry," Sood said. "When was the last time you really preferred a slow elevator, or you loved, you know, slow internet connection?"

It turns out, how we handle ourselves in these uncertain times comes at a price.

Impatience is not simply the opposite of patience, Sood explained. Rather, the absence of patience brings anxiety, illness, injury, loneliness — and even death.

"An episode of explosive anger, stress or impatience can increase your risk of heart attack and sudden death by two to eightfold for the next few hours," he said.

Impatience, or a lack of patience, can even have a long-term effect on one's DNA.

"If we were to take your blood sample and measure your telomeres, which are at the end of chromosomes, the shorter they are, the smaller they are, the older you are. And people who are impatient have shorter telomeres," Sood said.

Stress is another negative emotion related to impatience. To see its effect on the average American, Petersen took the Mayo Clinic stress test, which is designed to simulate the stress of everyday life.

The test includes activities such as squeezing a grip, and submerging a hand in ice-cold water for three minutes.

Petersen's results showed dramatically higher blood pressure and changes to the heartbeat.

Dr. Michael Joyner, who oversaw his test, explained

that Petersen's "big rise" in blood pressure was tied to being in "imposed situations, where you weren't in control."

Joyner agreed when Petersen compared it to the feeling of "being on the phone trying to get customer service... where you feel like you're endlessly waiting."

He said it could "absolutely" have the same effect on one's body.

"People have a very hard time understanding what they do and don't have control over," Joyner said.

While one might be inclined to feel like the world is out of control, especially at the current time, Dr. Sood said it was important to remember the ability to control oneself.

"If you choose to be patient, you are helping yourself. You're living longer and happier. And you're helping your loved ones. Being patient is a choice," he said.

Another word Sood said would help us through the pandemic: Resilience.

"You do not have any bullets, you do not have any

swords. You can't fist-fight with this virus," he explained. "You can empower your billions of immune cells to fight with this virus. And when you are resilient, your immune cells are stronger in waging that war."

Boosting resilience could be as easy as a walk in the park — something writer Florence Williams proved to be a literal reality.

"The science is pretty clear on this," Williams explained. "Even after just 15 minutes of walking in a green space or a park, our blood pressure drops a little bit, our heart rate slows down, and even our stress hormones like cortisol lower."

Williams traveled the world writing about how nature can help us master impatience and make us healthier. She said there are "many elements" of nature that people respond to.

"It boosts our moods very dramatically," she added.

It is not surprising that the frustration of lockdowns quickly gave way to people flooding the outdoors when they could. People like psychologist Jane West took it to new lengths with the Japanese-invented practice of "forest bathing."

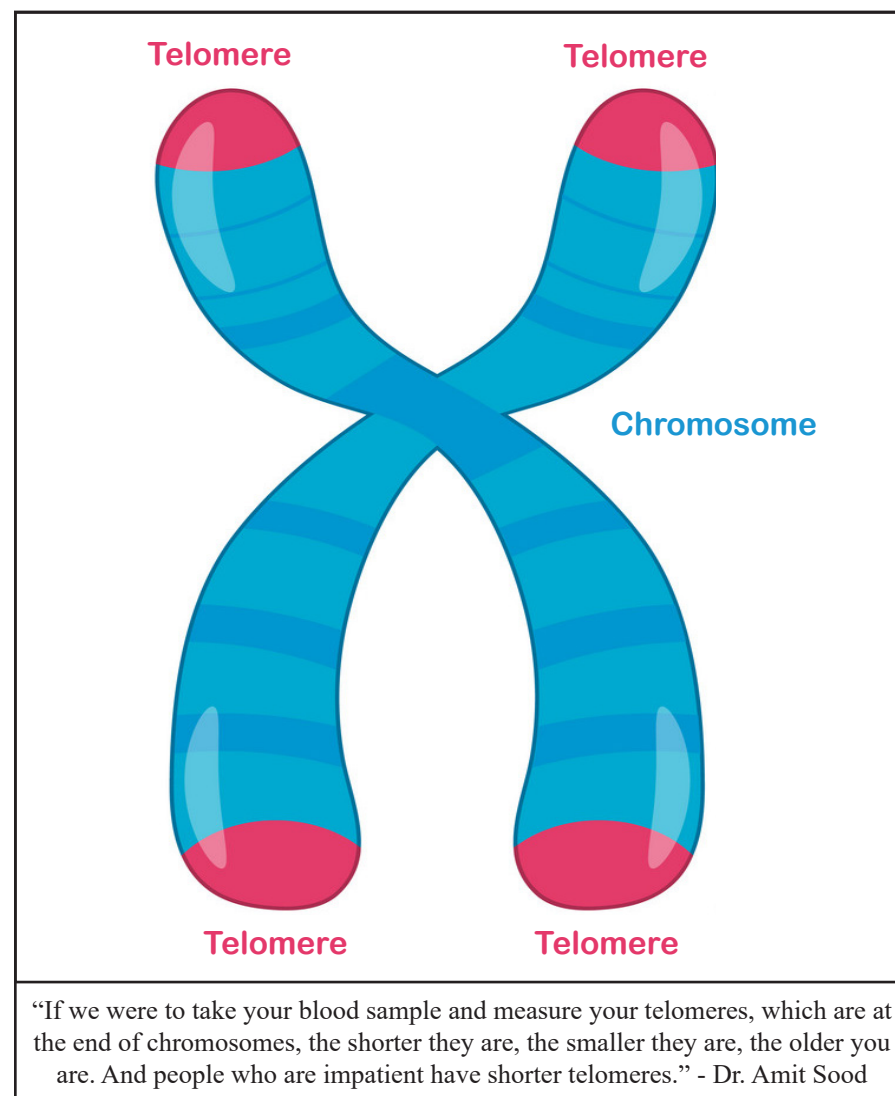
Forest bathing is essentially hiking in slow motion. "The benefit of slowing down is that your life isn't passing you by," West said.

West, who leads forest bathing sessions in the Colorado Rockies, said being in a forest and its "wonderful smells" allows people to "be lost in this moment as if nothing else exists."

"I know that's so hard to find these days," she said. "But it is doable, it's reachable — and I do this because it gives me those moments."

While the pandemic may not be ending anytime in the near future, Dr. Sood insists we can turn our impatience to good use, if we really want to:

"There is tremendous opportunity during this pandemic to rise because of it."



Parents of 545 Children Separated at U.S.-Mexico Border Still Not Found



David Xol of Guatemala hugs his son Byron as they were reunited at Los Angeles International Airport in January. The father and son were separated 18 months earlier under the Trump administration's "no tolerance" migration policy.

Mark Katov, NPR.org

Despite a federal judge's order that the government reunite families who had been separated at the U.S.-Mexico border under the Trump administration's "no tolerance" migration policy, the parents of 545 children still can't be found, according to a court document filed Tuesday by the U.S. Justice Department and the American Civil Liberties Union.

Thousands of families were separated under the policy before the Trump administration ended the practice in 2018. The ACLU successfully sued the government, winning a court or-

der to reunite families. Thousands of parents and children were reunited within weeks.

But about 1,000 families who had been separated in a pilot program in 2017 were not covered by the initial court order — reunification of this group was ordered only last year. The passage of time has made finding both parents and children more difficult.

"What has happened is horrific," says Lee Gelernt, deputy director of the ACLU Immigrants' Rights Project, who has been leading the litigation. "Some of these children were just babies when they were separated. Some

of these children may now have been separated for more than half their lives. Almost their whole life, they have not been with their parents."

The update on reunification efforts was filed ahead of a status conference scheduled for Thursday before U.S. District Judge Dana Sabraw in San Diego.

The filing estimates that two-thirds of the separated parents are believed to have returned to their home countries. Nongovernmental groups appointed by the court have "engaged in time consuming and arduous on-the-ground searches for par-

ents in their respective countries of origin," according to the filing, but those efforts were halted by the coronavirus pandemic and are only now resuming in limited fashion.

NPR's Joel Rose reports that the children initially went into a shelter system before being placed with sponsors across the country and that many will likely try to remain in the United States. The ACLU's Gelernt says about 360 of the children still have not been located.

The case is *Ms. L. v. U.S. Immigration and Customs Enforcement et al.*, in U.S. District Court for the Southern District of California, 3:18-cv-428.



Children line up to enter a tent at the Homestead Temporary Shelter for Unaccompanied Children in Homestead, Florida.



Latin America refugees, who have arrived at the US border crossings after a journey of thousands of miles on foot.

Haskell University President Threatened Action Against Student Newspaper's Editor-in-Chief

Johan Marin, kansan.com

The Haskell Indian Nations University president threatened the student newspaper's editor-in-chief with disciplinary action after the editor-in-chief contacted the Lawrence Police Department on behalf of The Indian Leader, according to a news release from the Foundation for Individual Rights in Education.

The Indian Leader's student editor-in-chief Jared Nally, contacted LPD about the death of a HINU employee, identifying himself as a student reporter.

For that, HINU President Ronald Graham issued a directive to Nally barring him from "making demands on any governmental agency and demand anything on behalf of the university" while claiming to represent the newspaper, recording any interviews with individuals at Haskell without their permission, and more, according to Graham's letter to Nally.

Kansas law allows

the recording of private conversations with the consent of only one party.

"Your role on The Indian Leader does not absolve you from your responsibilities as a Haskell student — and as a representative of our community," Graham said in the letter. "Henceforth, you will conduct yourself in accordance with the Haskell Student Code of Conduct — now and in the future; and you will treat fellow students, University staff, and University officials with appropriate respect. Failure to do so may result in disciplinary action."

FIRE, a nonprofit organization dedicated to protecting the individual rights of faculty and students at universities in the United States, the Native American Journalists Association, and the Student Press Law Center wrote to the president of the university, addressing several concerns with the university. FIRE, NAJA, and

SPLC said Graham's directive violates the First Amendment and an agreement between HINU and The Leader as the school's student publication.

"Your directive forbids Nally from carrying on normal journalistic activities, such as requesting information from government agencies, recording an interview, and criticizing members of the HINU community," according to their letter to Graham.

The organizations also said around the same time Graham issued the directive on Oct. 16, the Leader faced difficulties renewing its status as an official organization at HINU for the 2020-21 school year. After submitting its Plan of Operations to the Student Bank — which controls the disbursement of student funds — as part of the university's annual recognition process, the Student Bank did not respond and therefore has not given the Leader ac-

cess to its account balance.

"In the 1989 Agreement, HINU, then Haskell Indian Junior College of the Bureau of Indian Affairs, agreed to allow students to retain full editorial control over the Leader," according to the letter. "This includes the right of the Leader to access its monies in its Student Bank account, as well as its right to engage in journalistic pursuits free from censorship."

FIRE, NAJA and SPLC are requesting Graham rescind his directive to Nally.

"Your 'directive' to Nally is an appalling and unequivocal departure from the First Amendment, betraying willful blindness to the basic concepts of constitutional rights," according to their letter.

They are asking Graham to respond to their letter and rescind the directive by Nov. 2.

The Kansan reached out to Graham and Nally but did not receive an immediate response.



The Haskell Indian Nations University president issued a directive to the student publication's editor-in-chief after he reached out to the Lawrence Police Department on behalf of The Indian Leader, the student publication.

Real Talk: Confidants and Constituents

T. D. Jakes,
Inspire on Demand

I have a group of people I can call my confidants. A person who has at least three confidants in a lifetime I would consider them doing well. A confidant is someone you can talk to and open up to, someone you can really trust.

Confidants are people who are with you. Through the rollercoaster of events and emotions called life. When we get stuck, they're with us. If everybody starts dawgin on you and hatin you, they're right there with you. If you have only three, you're doing really well. Your confidants know the secrets you are afraid somebody else will find out, and they're still with you.

Being around your confidant is so comfortable you can behave as if you were by yourself. You don't get tired of your confidants because you don't have to change



Thomas Dexter Jakes Sr., (T. D. Jakes), is an American bishop, author & filmmaker.

your energy in their presence.

The reason we get tired of being around people is because feel we need to put on a front. Waiting and wanting them to leave so you can relax. But there is somebody that doesn't have to leave for you to relax, because they are your confidants, they know who you really are.

Then you have your constituents. Your so called "friends" who are with the cause, and not you. They are

only with you because of the cause. They are confusing because they look just like a confidant. They're walking right beside you just like a confidant, talking the same language as a confidant, hyping you up, being your "yes" man, but they are there because of the cause, and not because of you. These are constituents, they have their own mission. You can still have them with you, but you cannot get bitter once they leave you.

They are with you as long as you are getting them closer and closer to their mission. They act just like the confident but understand, that the constituent will leap out of your friendship and jump onto another person's friendship because it's helping them get closer to where they are trying to go.

The difference between the constituent and a confidant is the motive. They do the same thing but they do it for different reasons. People get them confused because they are both doing the same thing, they are both in it to win it, they're both encourage you, they're both fighting the good fight. Only ONE of them will be with you if the plan changes direction and plummets to the ground. One of them will be with you even if somebody offers them a quicker road to get there without you.

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Mary Jacobs Heusinkveld, 84, Lewiston, ID



Our mom, Mary Jacobs Heusinkveld, a retired emergency room registered nurse at St. Joseph's Hospital and Lewiston civic participant, died Monday, Oct. 5, 2020, at the home of her daughter in Seattle. She was 84.

Mom was born Jan. 1, 1936, to Dr. William Rigby and Pauline Jacobs in Chicago, where Rig was completing his medical studies. The family moved about a year later to Potlatch, where Dr. Jacobs began his practice and where Mom's sisters, Helen and Ann, were

born. The family then moved in 1941 to Lewiston, where Rig established his practice.

Mom attended Lewiston public schools along with her sisters. As a junior at Lewiston High School, she was secretly rousing herself at 0 Dark Thirty for something that she was inspired to do by her adventurous father. At age 16, she was taking early morning flying lessons at the former Asotin County Airport in Clarkston from Clyde Martin. In March of 1952, she soloed and became a licensed pilot. The Lewiston Tribune published a photo and article under the headline, "Lewiston Girl, 16, Not Afraid as She Soloes For First Time."

After graduating from LHS in 1953, Mom began nursing school at the University of Utah. There, she became a member of Delta Gamma sorority. While at Utah, she met a handsome, Harvard Medical School-educated surgeon and a U.S. Air Force flight surgeon officer who ended up at Salt

Lake General Hospital to do his residency. They were married in Clarkston on Dec. 30, 1955. They returned to Salt Lake City, where Dad completed his residency and Mom completed nursing school. Mom said she never had plans to ever live in Lewiston, but Dad was offered a practice, and they moved to the LC Valley in 1959. Together they traveled the world yearly, visiting such countries as Kenya, India, China and countless sites such as Machu Picchu in Peru, Petra in Jordan and the Parthenon in Athens. They divorced in 1994.

She enjoyed her co-workers immensely. One in particular was Lucille Wilson, of Lapwai. Through Lucy, Mom became an honorary member of the Nez Perce Tribe, something she always cherished.

After nearly 25 years as nurse, Mom retired and put her boundless energy to work volunteering. She enthusiastically supported adult literacy and gave countless hours to im-

proving and fundraising for the Lewiston Public Library. In addition, she volunteered at the Snake River Clinic for 15 years.

Mom was a fervent fan of classical music and enjoyed season tickets to the Seattle Symphony for many years, as well as the L-C Valley Symphony. Music always brought her joy, as well as reading adventure/mystery novels in her spare time.

Mom leaves behind three children, Jake (Valerie), of Boise, Sally (Kip), also a registered nurse, of Seattle, and Hank (Peggy), of Lewiston. She also leaves behind seven grandchildren, Kelly (Colin), Willie (Marice), Julie, Peter, Bradley, Katie (Eric) and Penka, and great-grandson Cooper.

A private family gathering will happen in November, and a more formal gathering will take place at a future date. The family suggests that in lieu of flowers, donations be made to the Snake River Clinic or the Lewiston Public Library.

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Hello everyone,

The NPTVRS program hope you are doing well. The adaption period during this worldly pandemic has been challenging, but the staff here at NPTVRS has been committed to providing quality service to our participants.

For the months of September and October, our NPTVRS program has some exciting and informative news to share.

Firstly, during the month of September our NPTVRS staff held a two-day cultural work force training for our participants on Friday, September 25th and Saturday, September 26th 2020. The two cultural trainings were Tule Mat and Cedar Basket making. We were blessed to have two excellent instructors named Lindsay Howtopat and his son Silas Howtopat teach and share knowledge of the Tule Mat and Cedar Baskets. The participants really enjoyed the two cultural trainings and they requested more cultural hands-on trainings, especially if they can also involve the Lapwai community. Our NPTVRS program is actively working with other NPT programs and making sure we meet the needs of our participants.

Secondly, during the month of October, 2020 our NPTVRS program has hired two new staff members. Our NPTVRS program would like to introduce Vega Greene our new Office Specialist 2, and McCoy Oatman our new Vocational Rehabilitation Specialist. Our NPTVRS program is beyond thankful to have these two individuals join our team and continue the mission of providing excellent service to our participants.

CRITFC Job Announcement

Columbia River Inter-Tribal Fish Commission is recruiting for:
 Position: Dispatch Supervisor, Full-Time, Regular. New!

Location: Hood River, OR

Job Summary: The Dispatch Supervisor serves as a direct line working supervisor over the dispatch division. In addition to working a dispatch position, performing the full range of Communications Dispatcher call taking and dispatching functions, the Dispatch Supervisor also directs and supervises subordinate staff, including assigning and delegating work projects, scheduling employees to ensure proper staffing levels are maintained, and performance management including evaluating work performance, coaching, mentoring and/or implementing corrective action for performance and conduct issues. The Dispatch supervisor is responsible for communications, record maintenance, shift coverage, routine office management, and all activities associated with dispatch. Keeps immediate supervisor informed of dispatch related matters as they affect the agency.

Job Requirements/Qualifications: High school diploma or equivalent training and/or education. DPSST advanced certification or certifiable at the Advanced level, and pass the required DPSST or DPSST approved equivalent (APCO, etc) supervisory training requirements. Have at least four years experience in law enforcement, general office management, or a field related to law enforcement. Possess self-initiative and ability to function as a first line supervisor with little or no direct supervision. Able to make independent command decisions. Good communication skills oral and written, with a clear, easily understood speaking voice. Must qualify and become certified for the Oregon state criminal justice computer system (LEDS). Possess typing ability equal to the requirements of a normal office atmosphere. Possess and maintain first-aid/CPR certification. Maintain the physical and health standards required of the position.

Starting salary range of \$42,745 – \$63,039. Closing date: November 30, 2020. Employment application and full job announcement located <https://www.critfc.org>

If You Burn, You Need a Permit!

Burning on the Nez Perce Reservation requires an Air Quality Permit*, year round

- Applies to all backyard, agricultural & forestry burns; & fire department trainings
- Applies to all businesses and residents
- Burning without a permit and/or burning houses or buildings for disposal is illegal; fines can be up to \$47,357 per day

For a permit or to report illegal burns, contact:

Nez Perce Tribe Air Quality Office
 1-800-720-4089 • www.nezperce.org



*Federal Air Rules for Reservations - 40 CFR Parts 49.131- 49.134



Nimiipuu Membership Drive to Join Western Native Voice

A Voice for the Idaho Tribal Communities

Western Native Voice Regional Organizer for the Nez Perce Tribe Area



Rika Powaukee

Rika.powaukee@gmail.com

Join online at:

<https://westernnativevoice.org/support-our-vision/become-a-member/>

Membership Benefits:

- Be a part of a movement to create change to strengthen your community
- Receive notifications and scholarship opportunities to training and meetings
- Stay abreast of issues impacting Native families (local and national)
- Have your voice be heard
- Be a part of a great team working to inspire Native leadership so our communities flourish

New Indigenous Etsy Store

Nez Perce Owned
Coffee Mugs, Tees, Hoodies, Towels,
Stickers, Socks etc...
[Etsy.com/shop/noitannation](https://etsy.com/shop/noitannation)

Boys & Girls Club New Hours

The Boys and Girls Clubs of the Nez Perce Tribe change of hours as of Monday, November 2nd.

Monday-Thursday 12:30 p.m. - 6:00 p.m.

Friday 9:00 a.m.- 6:00 p.m.

These hours will remain until further notice.

If you have any question please feel free to contact Josilin Peters at (208) 843-9371



Welcome
Legend Lawrence Kavari Hancock

Congratulations Sancia Perez & Dalijha Hancock
Qaa'ca Josette Henry
Born 10/19/2020; 8 lb. 7.6 ounces, 23.75 inches

Amendments to the Nez Perce Tribal Code

This notice is being posted OCTOBER 29, 2020, according to the Nez Perce Tribal Code § 1-4-2 and at the request of the General Council Election Judges, to request written comments for the following proposed amendments (see attached):

Amend the Election Ordinance of the Code, Chapter 6-10, to allow for absentee voting for qualified tribal members who will be unable to appear at the Polling Places in person on Primary, Special, and General Election days.

STATEMENT OF PURPOSE:

To provide a way to vote for qualified tribal members who are unable to appear at the

polling places.

WRITTEN COMMENT PERIOD:

The Law and Order & Inter-governmental Affairs Subcommittee will be accepting written comments on the proposed amendment being applied to the Code. Please submit written comments to: Arthur Broncheau, Chairman, Law and Order Subcommittee, P. O. Box 305, Lapwai, ID 83540; email to arthurb@nezperce.org, fax to (208) 843-7354 or hand deliver to the NPTEC offices in Lapwai. The deadline for receipt and consideration of such comments is DECEMBER 15, 2020 at 4:30 p.m.

<https://nezperce.org/wp-content/uploads/2020/10/2020-10-20-NOTICE-AMENDMENT-RE-ABSENTEE-BALLOTS.pdf>

Lapwai School District Update

Update from the Lapwai School District:
As of October 27th,
the Covid-19 positivity rate reached a high 25.8%.

Due to increased cases, health officials have advised the Lapwai School District to continue with the current alternate scheduling.

No cases have been traced to instructional hours. We will continue to reevaluate every two weeks and keep our families informed regarding updates.

Wic' éey wáaq'is - Stay Well

Zumwalt Prairie Study

"Do you have a connection to the Zumwalt Prairie? Would you like to share your thoughts on nature conservation, community and/or tribal engagement, and hopes for the future?"

You are invited to participate in a research study on the social dimensions of nature conservation at the Zumwalt Prairie. Participation is online and anonymous.

This study is being conducted by Dana Hellman, PhD student at Portland State University, with cooperation from The Nature

Conservancy (TNC) Oregon, owners of the Zumwalt Prairie Preserve. By participating, your perspectives on conservation at Zumwalt Prairie will be heard, documented (anonymously), and shared with TNC. Your input may help inform future conservation and outreach strategies at Zumwalt.

If you would like to participate or learn more about the research, visit www.zpresearch.com for details. Please contact Dana Hellman (dhellman@pdx.edu) with questions or concerns."

208-746-0723 | www.crcasino.com | 17500 Nez Perce Road, Lewiston, Idaho

HEROES DAY GIVEAWAY

NOVEMBER 11
12PM-9PM

We Salute You

\$10,000
IN CASH PRIZES

HOMETOWN HEROES

VETERANS ONLY

\$300

NOV. 11

11:30AM-8:30PM

IT'S E-YE-E-YE CASINO

208-935-7860
419 3rd St. Kamiah, Idaho



\$250

12PM - 8PM
NOVEMBER 11

GIVEAWAY

START EARNING ENTRIES NOVEMBER 1st

CASH DRAWINGS

SNOW BLOWER

WOOD SPLITTER

WOOD STOVE

DECEMBER 20TH 9AM-8PM