

ARROW

APRIL 2020

HABEMATOLEL POMO OF UPPER LAKE TRIBAL PUBLICATION

FAMILY FUN INSIDE!

TAKING ACTION DURING THE COVID-19 PANDEMIC

WARNING
Misuse may result in
sickness or death.
For proper use, see
supervisor or box or
call 314-000-2477
3M 6200 HIGH
427
2 0210-00

RUNNING CREEK CASINO
STAFF CELEBRATION

APRIL 2020

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CHAIRPERSON'S REPORT

by Sherry Treppa

My fellow Tribal Members,

The COVID-19 pandemic has been a challenging event for our nation, Indian Country, and each and every community. A Tribe is a group of people that not only shares an ancestry but are people sharing a commitment to one another of self-perseverance and a desire to band together and get through even the most difficult of times. Our Executive Council has risen to this challenge and has taken actions over the course of this pandemic to put our Tribe and the communities in which we operate first. With a commitment to transparency, we have sent out near-daily updates on statewide, local, and Tribal responses to the COVID-19 pandemic.

The Executive Council and staff have diligently worked to provide temporary measures worth nearly a quarter of a million dollars to member programs to assist in mitigating the impact COVID-19 is having on our membership. These changes reflect input received from several correspondences of the Executive Council and Tribal Administration. Should there be persistent and prolonged impacts to the membership, the Executive Council in concert with staff will address additional measures. The following program exceptions and/or amendments were made during the duration of the state of emergency:

- **Supplemental Assistance Self Sufficiency Program (SASSP):** The annual allocation of \$1,200.00 was increased to \$1,500.00, making an additional

\$300.00 available to all adult Tribal Members to utilize for expenses.

- **Job Incentive:** Deadlines were relaxed during the duration of the state of emergency. Additionally, Tribal members who missed time from work due to COVID-19 illness, furlough, job termination, or the need to provide care to family members were not penalized for Q2 throughout the state of emergency.
- **Honored Elders Assistance:** Elder checks that were ordinarily available on the 5th of the month became available on the 1st day of the month during the state of emergency.
- **Scholarships:** Students whose attendance is affected due to COVID-19 illness or other institutional measures were not penalized.
- **Student Housing Assistance:** Rental assistance continued to be paid monthly. Students whose attendance was affected due to the COVID-19 illness or other institutional measures were not penalized.
- **Tribal Elder Meals:** Meals continue to be delivered daily. This program was utilized to complete daily checks on participating elders and to assess what additional needs may have become necessary.

- **Fiscal Department Services:** The Tribe's Fiscal Department worked diligently to implement the direct deposit program in an effort to limit the need for physical interaction. If you have not provided the necessary information to establish direct deposit, you can do so through a secure web portal at www.habematolel.com.
- **On-Line Forms:** A new Tribal website has been under design for several months. The new Tribal website allows for the online delivery and completion of many Tribal forms. The original design was to make the process easier for Members, but in light of the pandemic, the Tribe

accelerated the launch of the website to allow for remote access to better protect our Members, especially our elders. You can find the new website at <https://www.hpultribe-nsn.gov>.

I am happy to report that there have been no reported cases of COVID-19 amongst our Tribal Members or employees to date. It is incumbent upon all of us all to follow the guidelines provided for us through the numerous outlets in the news so that we can minimize the impacts on our communities. Like every other obstacle our Tribe has endured and overcome, we will persevere.



Executive Council Members from left to right: Aimee Jackson-Penn, Kathleen Treppa, Tracey Treppa, Sherry Treppa, Sam Ica, Amber Jackson and Iris Picton.



Respectfully,
Sherry Treppa
 Chairperson
 Habematolel Pomo
 of Upper Lake

TRIBAL ADMINISTRATOR'S REPORT

by Anthony Arroyo Sr.



1st Quarter 2020

2020 will definitely be a year to remember. By the time you read this, the Tribe and the world will be in the midst of an unprecedented event with the Coronavirus pandemic. This marks the third year in a row now that the Tribe will be faced with an event that will cause the need for thoughtful planning and the implementation of protocols and measures to ensure the safety of our people and surrounding communities. In the summer of 2018, we were faced with the Mendo-Complex fire in which the whole town of Upper Lake was evacuated, including many Tribal Members, to as far as 2 ½ hours away in the Sacramento area for approximately ten days. The Tribe's small government and administrative staff were able to account for and safeguard the nearly 100 Tribal Members that were affected by the fires. In the following months, the Tribe's leadership constantly met to evaluate and improve upon the emergency measures that were undertaken in extremely short order.

As 2019 kicked off, the Tribe was faced with how it

would mitigate the effects of the highly publicized Public Safety Power Shutoffs (PSPS) in the upcoming month. A number of meetings, both internal as well as communitywide, were held to best prepare both the tribal and general public on what to expect during these events. Internally the Tribe made the decision to prepare its essential operations to be able to continue to provide basic services to its Members as well as the surrounding community. In doing so, supplies such as bottled water, masks, cots, and basic toiletries were stockpiled in order to be provided in extreme conditions, and all of the properties were retrofitted with backup generators to maintain full power during the shutdowns.





In the latter part of 2019 during the months of October and November, the Tribe experienced its first sets of PSPS and was able to maintain the majority of its capabilities and services to its membership as well as to offer the Tribe's community building as an area of respite for cooking, internet and as a charging station. During and after the PSPS events, the Tribe was in the process of finalizing its 5-year plan, which included more evaluation as well as preparation for future emergency events and disasters. Because of the continued efforts to improve upon its ability to service its membership, the Tribe was already in a strategic position to be able to continue operations and keep a constant flow of information available to its membership when the COVID-19 pandemic began. Supplies and emergency materials such as hand sanitizer and other emergency food items were immediately ordered, and the schedules of the staff were immediately reduced and staggered to stay in line with state and countywide "shelter in place" orders. The plan for automating the Tribe's fiscal functions by the summer of this year was expedited in very short order, and the ability to provide a form of direct deposit to the membership was implemented to minimize personal interaction as much as possible.

Even though other important events and accomplishments have taken place, the COVID-19 pandemic has taken center stage and rightfully so, as the seriousness of this virus should not be taken lightly if we are to get in front of it and come out stronger than before. I believe the Tribe is exceptionally fortunate to be in a position to deal with the unprecedented events we have had to face in the last 3 years and due to the experience we have gained from previous disasters we can continue to move forward and provide information, resources, and reassurance that we can come together in uncertain times like this and positively look toward the future. Until we see each other again, please take care of yourselves and each other.



Respectfully,

Anthony Arroyo Sr.

Tribal Administrator

2020 Office Directory

STAFF NAMES	STAFF TITLES	STAFF EMAIL	PHONE
Anthony Arroyo, Sr.	Tribal Administrator	aarroyosr@hpultribe-nsn.gov	707-275-0737 x101
Nichole Humphrey	Fiscal Officer	nhumphrey@hpultribe-nsn.gov	707-275-0737 x112
J. Hope Marcks	Executive Secretary / Notary Public	hmarcks@hpultribe-nsn.gov	707-275-0737 x125
Cathy Berton	Housing Director	cberton@hpultribe-nsn.gov	707-275-0737 x103
Linda Rosas-Bill	Environmental Director	lrosas@hpultribe-nsn.gov	707-348-8892
Christina Harrison	Environmental Assistant	charrison@hpultribe-nsn.gov	707-348-8893
Santos Obedoza	Water Operator	sobedoza@hpultribe-nsn.gov	707-275-0737 x116
Georgeanne Marcks	Education Coordinator	gmarcks@hpultribe-nsn.gov	707-275-8727 x22
Michael Marcks	Education Coordinator	mmarcks@hpultribe-nsn.gov	707-275-8727 x21
Joy Marcks	Education Director	jmarcks@hpultribe-nsn.gov	707-275-8727 x15
Vicky Hutchison	Tribal Transit Driver	vhutchison@hpultribe-nsn.gov	707-275-0737 x111
Aaron Holstine	Cemetery Maintenance Director	aholstine@hpultribe-nsn.gov	707-275-0737 x117
Kai Ganado	Tribal Historian / Archival Assistant	kganado@hpultribe-nsn.gov	707-275-0737 x102
Veronica Krohn	Fiscal Clerk Assistant	vkrohn@hpultribe-nsn.gov	707-275-0737 x105
Anthony Arroyo, Jr.	Fiscal Clerk Assistant	aarroyojr@hpultribe-nsn.gov	707-275-0737 x127
Ida D. Morrison	Tribal Program & Services Coordinator	imorrison@hpultribe-nsn.gov	707-275-0737 x114
Robin Martin	Receptionist / Clerical Floater	rmartin@hpultribe-nsn.gov	707-275-0737 x100
Randall Brown	Work Crew Supervisor	rbrown@hpultribe-nsn.gov	707-275-0737 x123
Pamela Heston	Grant Writer	pheston@hpultribe-nsn.gov	707-900-6928
Aimee Jackson	EC ICWA Liaison	ajackson@hpultribe-nsn.gov	707-413-8297
Jaime Biane	ICWA Assistant	jbiane@hpultribe-nsn.gov	707-900-6926
Robert Holbrook	Security Officer	rhobrook@hpultribe-nsn.gov	N/A
Vacancy	Solid Waste Technician		707-348-8893
Vacancy	Preschool Director-Teacher		
Vacancy	Transitional Services Director		

HPUL Roster

- ◀ CHAIRPERSON
- ✿ VICE-CHAIRPERSON
- ◀ ALTERNATE
- ‡ ADVISOR/LIAISON
- ☀ NON-TRIBAL MEMBER

COUNCIL:

Executive Council
 Sam Icaay
 Aimee Jackson
 Iris Picton, Secretary
 Kathleen Treppa, Treasurer
 Sherry Treppa ◀
 Tracey Treppa ✿
 Amber Jackson

ENTERPRISE:

Habemco Board of Directors
 Executive Council

Tribal Consumer Financial Services Regulatory Commissioner
 David Tomas

CASINO:

Tribal Gaming Commissioners
 Michael A. Icaay, Chair
 Rick Armstrong ☀
 Vacancy

Running Creek Casino
 Joseph Holstine,
 General Manager

COMMITTEES:

Constitutional Review Committee
 Randall Brown
 Joseph Holstine
 Teresa Meek
 Kathleen Treppa ◀
 Leora Treppa-Diego
 Vicky Hutchison
 Carol Muñoz

Election Board
 Diane Jones ◀
 Alyssa Jackson
 Teresa Meek
 Laura Skapik

Enrollment
 Cathy Berton ☀
 Regina Icaay
 Teresa Meek ◀
 Danielle Cirelli
 Sam Icaay

Eastern Pomo Language Advocates Committee
 Amos Crabtree
 Brittany Dennison
 Kathleen Treppa, Secretary
 Tracey Treppa ◀

Finance/Oversight Committee
 Randall Brown ✿
 Teresa Meek
 Charlene Muñoz
 Kathleen Treppa ‡
 Vacancy

Housing Commission
 Michael A. Icaay ◀
 Michael Marcks, Secretary
 Tracey Treppa ✿
 Cathy Berton ☀
 Danielle Jackson
 Leora Treppa-Diego
 Marchelle Treppa

Grievance Review Board
 Michael A. Icaay ◀
 Diane Jones
 Anthony Arroyo, Jr.
 Ronald Obedoza
 Shirley Obedoza
 Vicky Hutchison, Secretary
 Charlene Muñoz

Personnel Committee
 Carol Muñoz ◀
 Charlene Muñoz
 Shay Parajon
 Danielle Jackson

Tribal Cultural Committee
 Michael A. Icaay ◀
 Michael Marcks
 Anthony Arroyo, Jr.
 Tracey Treppa

Scholarship Fund Selection Committee
 Danielle Cirelli
 Nicole Johnson-Grigg
 Teresa Meek ◀
 Shay Parajon
 Michael Marcks
 Vacancy

COMMITTEES/DELEGATES/REPRESENTATIVES:

Parent Advisory Committee
 Eileen Brown
 Aimee Jackson
 Brianna Jackson
 Jessica Jackson ☀
 Veronica Krohn
 Iris Picton
 Amber Jackson, EC Liaison

Mendocino College-Native American Advisory Council
 Michael Y. Marcks

Tribal Garden Project
 David Richter
 Marckus Strunck ☀
 Orin Terry ☀
 John McAlear ☀
 Tracey Treppa ◀
 J. Rob Holstine
 Santos Obedoza, Sr.
 Arthur Louis Treppa
 Dean Williams ☀
 Vicky Hutchison
 Carlito Martinez

Fee-To-Trust Consortium
 Tracey Treppa
 Kathleen Treppa ◀

Indian Child Welfare Act
 Aimee Jackson,
 EC ICWA Liaison
 Jaime Biane, ICWA Assistant ☀

Hinthal Environmental Resource Consortium
 Linda Rosas-Bill ☀ ◀
 Christina Harrison ☀

Federal Emergency Management Agency
 Anthony Arroyo
 Eileen Brown
 Aaron Holstine ◀
 Marchelle Treppa

Lake County Tribal Health Consortium
 Aaron Holstine
 Teresa Meek (LTD's Alternate) ◀
 Leora Treppa-Diego
 Kathleen Treppa (AH's Alternate) ◀

DELEGATES/REPRESENTATIVES:

General Service Administration
 Anthony Arroyo
 Vacancy ◀

Native American Graves Protection Repatriation Act
 Aaron Holstine
 Regina Icaay
 Anthony Jackson

United Pomo Nations Council
 Kathleen Treppa
 Executive Council ◀

National Congress of American Indians
 Tracey Treppa ◀
 Sherry Treppa

CA Tribal College
 Amber Jackson
 Iris Picton ◀

Northshore Business Association
 Kathleen Treppa
 Executive Council ◀

National Indian Gaming Association
 Tracey Treppa ◀
 Sherry Treppa

Native American Financial Officers Association
 Kathleen Treppa ◀
 Sherry Treppa

Inter Tribal Online Gaming Alliance
 Sherry Treppa

Lake Co. Chamber of Commerce
 Sherry Treppa
 Executive Council ◀

Tribal State Association
 Michael A. Icaay Sherry Treppa ◀
 Richard Armstrong ☀ ◀
 Geoff Hash ☀ ◀ Tracey Treppa ◀

Upper Lake Unified School District-Native American Action Council
 Joy Marcks ☀

Native American Financial Services Assoc.
 Sherry Treppa

LCTHC-Gouk-Gumu Xolpelema Tribal Home Visiting
 Danielle Jackson
 Brittany Dennison ◀



Running Creek Casino would like to celebrate and acknowledge our wonderful staff!

We wish we could have provided pictures of all of our great staff members.



Robert, Security Officer, said, "When I started working at Running Creek Casino, one of the first things I noticed is that you get credit for what you do from management. The employees here stick together, and we help each other out. When I get up in the morning, I look forward to coming to work. I work in the Security Department, and every day we get calls from people asking when they can come back to work. We really are a family."



Greg, Director of IT, said, "It has been a great honor and privilege to work for this Tribe. Joseph and the Tribe stepped up during the fires while we were evacuated and now with this virus. It is an awesome feeling to work for a company that cares for its employees and appreciates the dedication of its staff. As far as my most memorable moment for me would have to be all the times I have been Santa for the kids, employees, Tribal Members, and guests over the years. It makes me feel good to give back to the Tribe and employees I work with because we are all family of sorts, dysfunctional at times but a family nevertheless. Most of us have been working in the area and together for a long time."



Traci, Food and Beverage Manager, said, "Executive management makes us all feel like we are part of their family. I love this place."



Tonigayle, Account Manager, said, "From day one, we have all been treated as an asset by the executive team and the Executive Council of the Tribe."



Orin, Director of Safety Security and Compliance, said, "It is so nice to hear from our customers about how professional and courteous the staff are at the Casino."



Keona, Human Resource Manager, said, "Day after day I see how hard our employees work to make this Casino the success that it is. I am so grateful to be able to work with this amazingly resilient group of people."





Rich, Senior Accounting Manager, said, "It has been a pleasure to have been here a year and to have been a part of the management/directors team. With the turnover in the finance department, we always find quality staff. Being a native New Yorker and having worked in four different states, I wonder if my communication problem is my accent or the language I speak, accounting."



2020 HOUSING SERVICES



Housings programs using the Indian Housing Block Grant (IHBG) from Housing & Urban Development (HUD) and are all designed for low-income applicants.

Emergency Rental Assistance: This program is designed to assist Tribal Members who find themselves in an emergency situation without funds and

needing to move A.S.A.P. Consists of the first month's rent and deposit. **An emergency defined in our Policies and Procedures are as follows:**

- Homeless due to fire
- Homeless due to flood
- Homeless due to unsafe living conditions
- Homeless due to renting a home that is being sold
- Homeless due to domestic violence - Contingent upon attending counseling
- Medical necessity, due to severe/permanent illness or disability

Student Rental/Housing Assistance - (NEW POLICY AMENDMENTS):

This program is designed to provide monthly housing payments for full-time and part-time college students for up to four years (i.e. consists of on-going monthly housing /rents plus a one-time deposit)

- Deposit is to be returned to the Tribe upon leaving/graduation the program.
- Full time Students 12 or more units and a grade point average of 2.0 or above
- NEW AMENDMENTS consist of:
 - **Formally Student Rental Assistance Program becomes "Student Housing Assistance"**

- Housing assistance up to seven hundred fifty dollars (\$750.00) per month for full time students (12 units or more per semester).
- Assistance in the amount of up to two hundred fifty dollars (\$250.00) per month for part time students (less than 12 units but carrying at least 4 units per semester).
- Home owner's mortgage payments will be considered as housing assistance under this program.

** This portion of the program is on a reimbursement basis only with proof of payment /receipt and must be the student's primary residence.

- Tribe's service area to cover entire United States and World for students studying abroad.
- Housing/Rental payment can be made to student if landlord does not accept 3rd party payments (as long as proper documentation is submitted i.e. proof of payment, notice from landlord, etc.)
- Program will cover up to \$300.00 housing assistance for those students who live with a parent or relative (i.e.

formal housing agreement and W-9 must be submitted)

- GPA (GRADE POINT AVERAGE) requirements are now cumulative to be consistent with amendments to scholarship program.

Housing Rehabilitation Program (income based):

Email the HPUL Office-Housing Department at cberton@hpultribe-nsn.gov for assistance/questions.

Youth Sports Program - Gymnastics:

Skycatch Elite Gymnastics Academy | 888 Lakeport Blvd., Lakeport, California

- Provides FREE classes to HPUL Members
- Contact Coach Jerae Berton at 707.490.6053 for available classes or a gym schedule

Homebuyers Assistance Program (NEW POLICY AMENDMENTS):

Assists homebuyers with their deposit when purchasing a home to live in.

- NEW AMENDMENTS consist of:
 - Down payment assistance amount has been increased from \$10K to \$15K.
 - Secondary category created to purchase trailer, 5th wheel or Mobile Home providing \$5K assistance in down payment.
 - **New requirement being enforced to verify occupancy on annual basis through signed affidavit with additional documentation or down payment assistance must be repaid after one (1) year from date of purchase.

Disaster Emergency Home Repair (not income based):

Assists homeowners with unexpected repairs caused by natural disasters.

Advanced Student Rental Assistance:

This program is for full-time students that have already utilized the Tribe's four years Student Rental Assistance Program and wish to continue with schooling for example, a Doctorate degree.

- This program has the same requirements as Student Rental Assistance.

Low Income Housing Energy Assistance Program (LIHEAP): 2020 Funding Is STILL Available At This Time

- This is a low-income based program.
- Assistance with paying energy bills.
- The elderly and families with children are to receive service first.
- The amounts received for this assistance depends on the grant award amount.

Questions? Call or email the HPUL-Office Housing Department, Cathy Berton for assistance, or contact Cathy at 707.472.6083 • cberton@hpultribe-nsn.gov

Sincerely,

Cathy Berton

Cathy Berton, Housing Director

HPUL COMMITTEES

EASTERN POMO LANGUAGE ADVOCATE COMMITTEE

This edition we will be focusing on Eastern Pomo language. The words below are Eastern Pomo words matched with artwork of the meaning:

BUUDU= ACORN 

KHALE= TREE 

HABO= CLOUD 



I sincerely hope that by the time you are reading this message, our community has fought through the worst of COVID-19, and we are on our way to recovery. This is, without a doubt, the worst pandemic to hit the U.S., creating the most substantial impact not only regarding the lives it has stolen but the effect it is having on our jobs and schools. In dire situations, it has been my practice to hope for the best, prepare for the worst, and build on the positive. What could possibly be positive about this situation, you might ask.

In the 10 years I've served LCTHC in the leadership role, I have never seen our Consortium Tribes pull together as you are now. There is a true sense of community filled with collaborations, donations, and volunteering. Our resilience has been tested time and time again by floods, fires, power shutoffs, and now COVID-19. Time and time again, Lake County has fought through these tribulations and recovered. This pandemic will be no exception, and Lake County will again pull through. Our community, as a whole, has proven to be "Lake County Strong," but I feel confident in saying that within Lake County Strong, our Tribes and Consortium are "Tribal Tough."



Tribal Tough is difficult to put in words; it's one of those things that, if you know, you know. You feel it and see it in the face of your fellow Tribal Member, the same way I see it in the faces of my fellow teammates at LCTHC. The same team that shows up for work every day with determination and dedication despite the

uncertainty and panic surrounding us. Rest assured, we have prepared for situations like this and have executed our phased emergency plan. A plan developed to guarantee the continued service and care of our patients with a Consortium Member focus, onsite and offsite.



Due to the successes LCTHC has earned under the direction of a forward-thinking Board of Directors, LCTHC was in a position to grant financial aid to the consortium Tribes totaling over \$170,000. This enabled member Tribes to respond directly to our Tribal community and Tribal Member needs related to the COVID-19 outbreak. In times of Self-Quarantine and Shelter-In Orders, it's important that aid goes out to our Tribal community when you can't come to us. For those who are able to come to us, we have developed a thorough emergency plan with your safety and wellness as a priority.



Our plan consists of the three phases summarized on the next page. For more details, please visit www.lcthc.com.

As of April 7, 2020, we are in Phase I.



Lake County Tribal Health

Modern Medicine  Personalized Care

707-263-8382 • 1-800-750-7181 • 925 Bevins Ct., Lakeport • www.lcthc.com

Phase I- Patient Protection and Facility Preparedness

Non-Emergent Face-to-Face services are suspended across all departments, and phone consults are initiated. Emergent Face-to-Face visits are scheduled in the Medical and Dental disciplines. Pharmacy operations continue, and all patients are directed to Call First prior to coming onsite.



Screenings Stations are set up at entrances for all Patients, Visitors, and Employees. A verbal respiratory symptom triage is administered, and temperature taken. If cleared, a "cleared" sticker is given to be worn during the entire time on campus. If a patient shows respiratory symptoms and or fever, they are provided with a mask and taken back to medical for further evaluation by a medical team suited in protective gear. A clinic wide face-cover and mask protocol is in place observing social distancing where available.

Phase II- Respiratory Clinic Activation

In the event that COVID-19 symptom screenings

overwhelm the Screening Stations and or proof of an extensive communal outbreak occurs, the Respiratory Clinic will be activated. This will be an external Canopy Triage Clinic near the utility west entrance. A designated Medical Team will triage patients outside and evaluate patients identifying High and Low risk. High-risk patients will be given an elevated consultation in our negative pressure exam room inside for additional testing. This will enable us to protect both patients and staff by routing to two different entrances depending on the symptoms and purpose of the visit.



Phase III- Community Crisis 24-hour Management Unit

In the extreme event that our local hospitals become inundated with COVID-19 cases and exceed their bed capacity. LCTHC will activate our own Crisis Center with 10-12 beds reserved exclusively for Local 6 Consortium Tribal Members for around the clock monitoring by a 3-shift rotation. It is my hope that we do not reach Phase III, but we are prepared for it.

Local Consortium Tribal Members are our top priority, and I am confident we will see this pandemic through if we do it together as a true community.

Sincerely,

Ernesto Padilla

Ernesto Padilla, CEO, Lake County Tribal Health



Lake County Tribal Health

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gOB Postings



SEEKING CASINO EMPLOYMENT

If you're interested in a job / opening contact the Running Creek Casino, Human Resource department at any of the following contacts:

Keona Peters

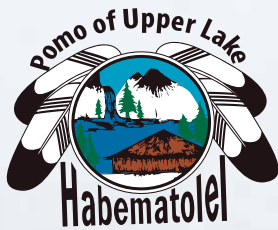
Human Resource Manager
Running Creek Casino
635 E. Hwy. 20

P.O. Box 977, Upper Lake, CA 95485

Phone: 707-262-5420

Fax: 707-262-5469

Email: kpeters@runningcreekcasino.com



If you're interested in a job / opening contact the Habematolet Pomo of Upper Lake tribal office at any of the following - ask for the Executive Council:

9470 Main St.

P.O. Box 516, Upper Lake, CA 95485

Phone: 707-900-6920 Fax: 707-275-0757

Email: ec@hpultribe-nsn.gov

Habematolet
Pomo of Upper Lake



Gaming Commission

SEEKING TRIBAL GAMING COMMISSION EMPLOYMENT

If you're interested in a job / opening contact the Habematolet - Tribal Gaming Commission Office at any of the following:

635 E. Hwy. 20
P.O. Box 97, Upper Lake, CA 95485
Fax: 707-262-5472

Tribal Gaming Commissioners:

Michael A. Icay, Chair

Email: tgc_chair@hpultribe-nsn.gov

Phone: 707-262-5463

Rick Armstrong, Secretary

Email: tgc_secretary@hpultribe-nsn.gov

Phone: 707-262-5464

Executive Council

Habematolet Pomo of Upper Lake

Email: ec@hpultribe-nsn.gov
Phone: 707-900-6920 Fax: 707-275-0757

STAY IN THE KNOW
AND "LIKE US" ON
FACEBOOK AT:

LIKE

US



[FACEBOOK.COM/HPULTRIBE](https://www.facebook.com/HPULTRIBE)



HABEMCO

UPPER LAKE
PROCESSING SERVICES

SEEKING HABEMCO or UPPER LAKE PROCESSING SERVICE (ULPS) EMPLOYMENT

If you're interested in a job / opening contact the Habemco or Upper Lake Processing Service, Human Resource department at any of the following contact:

Deborah Guess

Human Resources Manager
Upper Lake Processing Services
7201 W. 110th St., Suite 225
Overland Park, KS 66210

Phone: (913) 717-4682

Email: dguess@upperlakeps.com

SHARE YOUR ANNOUNCE- MENTS!

The ARROW Newsletter encourages Tribal Members to submit announcements that they would like to share with others. No matter how big or small, we want to know about it. A special event, milestone, accomplishment, award, photo or article – please share! Your announcements are important to us and are always welcomed.

Please submit your announcements to:
Hope Marcks, Executive Secretary at
hmarcks@hpultribe-nsn.gov or to the HPUL Tribal Office.

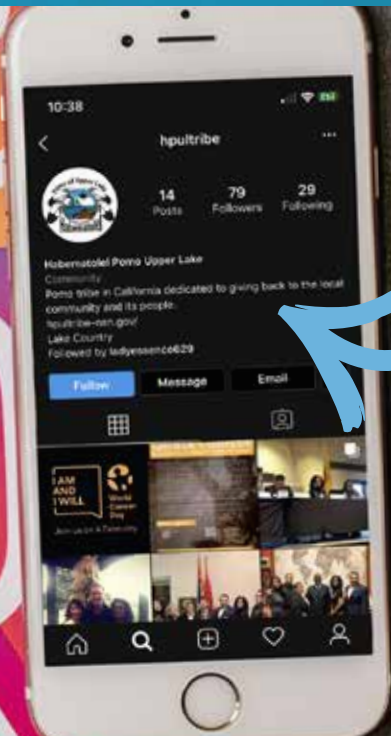


HPUL IS NOW ON INSTAGRAM!

STAY IN THE KNOW AND FOLLOW US ON INSTAGRAM AT:



@HPULTRIBE





ENVIRONMENTAL DEPARTMENT

by Linda Rosas -Bill, Environmental Director

ENVIRONMENTAL DIRECTOR'S REPORT

by Linda Rosas -Bill, Environmental Director

Chinta Ma!

I hope you all are staying well. Just to give you updates on what HPUL EPA has been working on. We are building relationship with New Paradigm College. We are looking at how micro Grids work and if there are benefits, both environmentally and financially.

I know with everything going on with Concerts, Sporting Events, Schools, and any large events be canceled, HPUL EPA has decided as well to abide by Dr. Paces and Governor Newsom's directives and cancel EARTHfest. I hope to see you all at EARTHfest 2021! EARTHFEST 2020 is CANCELLED!!

HPUL EPA has started a Compost Pilot Project. We are trying our hand at vermiculture. We are working with other Tribes and EPA to ensure a successful project. This project is minimizing "brown" waste going into HPUL waste stream.

Not only does this project reduce HPUL's carbon footprint, it allows us to control what we use as nutrients in our soil to create our gardens. That way we know exactly what is in the veggies and fruit produced.



I want to let you know of some trainings we are putting together. HPUL is working with Sonoma State to bring our "Bone Identification" training back. It was a real hit last year. Another training we will put on is, "NEPA (National Environmental Policy Act) and CEQA (California Environmental Quality Act)" laws.

On the Environmental front we are wanting to work with our HPUL youth more. We are looking to do a "Kid's in the Creek" Field Trip later this year. If there are any youth out there wanting to do some fun in the sun activities, please do not hesitate to give me a call or shoot me an email. I hope you all are staying safe!

Blessings,

Linda Rosas-Bill

Linda Rosas-Bill, Environmental Director
707-348-8892 • lrosas@hpultribe-nsn.gov



Recycling

DIRECTIONS: Find and circle the recycling vocabulary words. The words may be horizontally, vertically, or diagonally placed and they may even be backwards.

- Air
- Biodegradable
- Cans
- Clothes
- Compost
- Earth
- Ecosystem
- Emissions
- Energy
- Environment
- Fuel
- Fumes
- Garden
- Gas
- Glass
- Grow
- Landfill
- Metal
- Oil

F	J	E	Z	B	H	N	O	R	G	A	N	I	C	Q	V	L	J	F
K	U	A	C	E	L	B	A	D	A	R	G	E	D	O	I	B	W	G
Y	M	E	H	U	B	V	E	V	R	E	T	J	Z	D	J	S	A	L
V	B	Q	L	S	D	Y	Y	N	I	Z	Y	O	G	W	L	U	A	P
S	E	A	Z	N	U	E	T	N	E	M	N	O	R	I	V	N	E	L
R	N	U	P	O	C	Z	R	T	S	E	T	X	T	L	D	N	Y	A
S	P	A	V	I	I	J	K	X	M	E	I	A	J	F	D	E	B	S
E	I	C	C	S	M	E	Q	T	S	N	L	G	I	P	Y	D	U	T
H	H	Z	J	S	Y	R	X	B	Q	S	R	L	T	E	R	R	L	I
T	R	R	S	I	T	I	R	E	S	O	L	Y	O	V	H	A	R	C
O	R	T	H	M	C	X	F	C	W	K	M	I	X	E	S	G	D	R
L	I	O	T	E	H	D	W	O	K	Z	Z	B	I	W	L	L	L	E
C	A	E	S	H	G	P	E	S	U	E	R	U	C	S	A	X	A	P
Y	F	T	O	K	B	Z	A	Y	Y	G	R	E	N	E	H	T	T	A
P	U	S	P	U	R	L	B	S	G	R	A	L	O	S	T	Q	E	P
E	M	A	M	L	X	Q	V	T	L	R	P	A	F	E	R	G	M	R
S	E	W	O	Q	T	Z	Q	E	A	Z	Q	S	V	H	A	P	J	X
L	S	H	C	H	K	L	X	M	S	L	I	L	X	S	E	Y	W	L
Z	N	I	M	U	B	C	J	C	S	Q	H	R	E	C	Y	C	L	E

- Organic
- Ozone
- Paper
- Plastic

- Recycle
- Reduce
- Reuse
- Solar

- Tires
- Toxic
- Waste
- Water

SUPER SIMPLE

SLIME

RECIPES!

STRETCHY SLIME RECIPE

INGREDIENTS:

1/4 cup White Washable PVA School Glue
1/4 cup Water
1/4 tsp Baking Soda
1 tbsp eye drop solution
Food Coloring and Glitter (optional)

MAKE:

Combine glue and water in a bowl and mix well. Add food coloring and glitter as desired. Stir in baking soda. Pour in eye drop solution. Mix until slime foams and stirring is difficult. Knead and stretch for desired consistency.



FLUFFY SLIME RECIPE

INGREDIENTS:

2 heaping cups Foam Shaving Cream
1/4 cup White Washable PVA School Glue
1/4 tsp Baking Soda
1 tbsp eye drop solution
Food Coloring (optional)

MAKE:

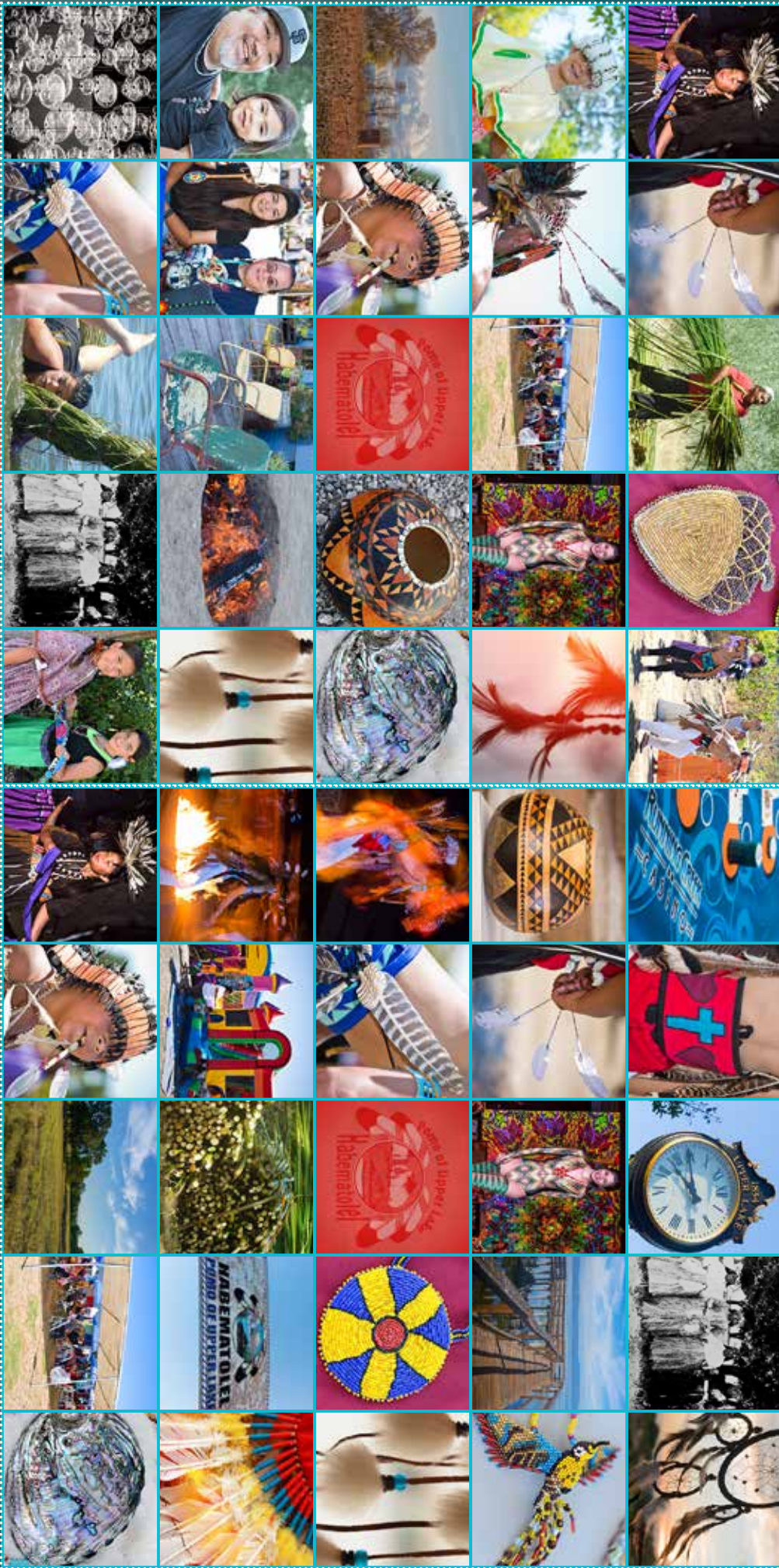
Add shaving cream to bowl. Add food coloring as desired. Stir in glue and then baking soda. Pour in eye drop solution. Mix until slime foams and stirring is difficult. Knead and stretch for desired consistency.





HPUL BINGO RULES:

Each BINGO card contains 24 pictures and a blank square. When the game starts, random pictures are drawn. Place a marker on the picture called if you have it and whoever completes a BINGO pattern first, wins (a line with five numbers in diagonal, horizontal or vertical row)!



★ HIPUL ★
Pinggo

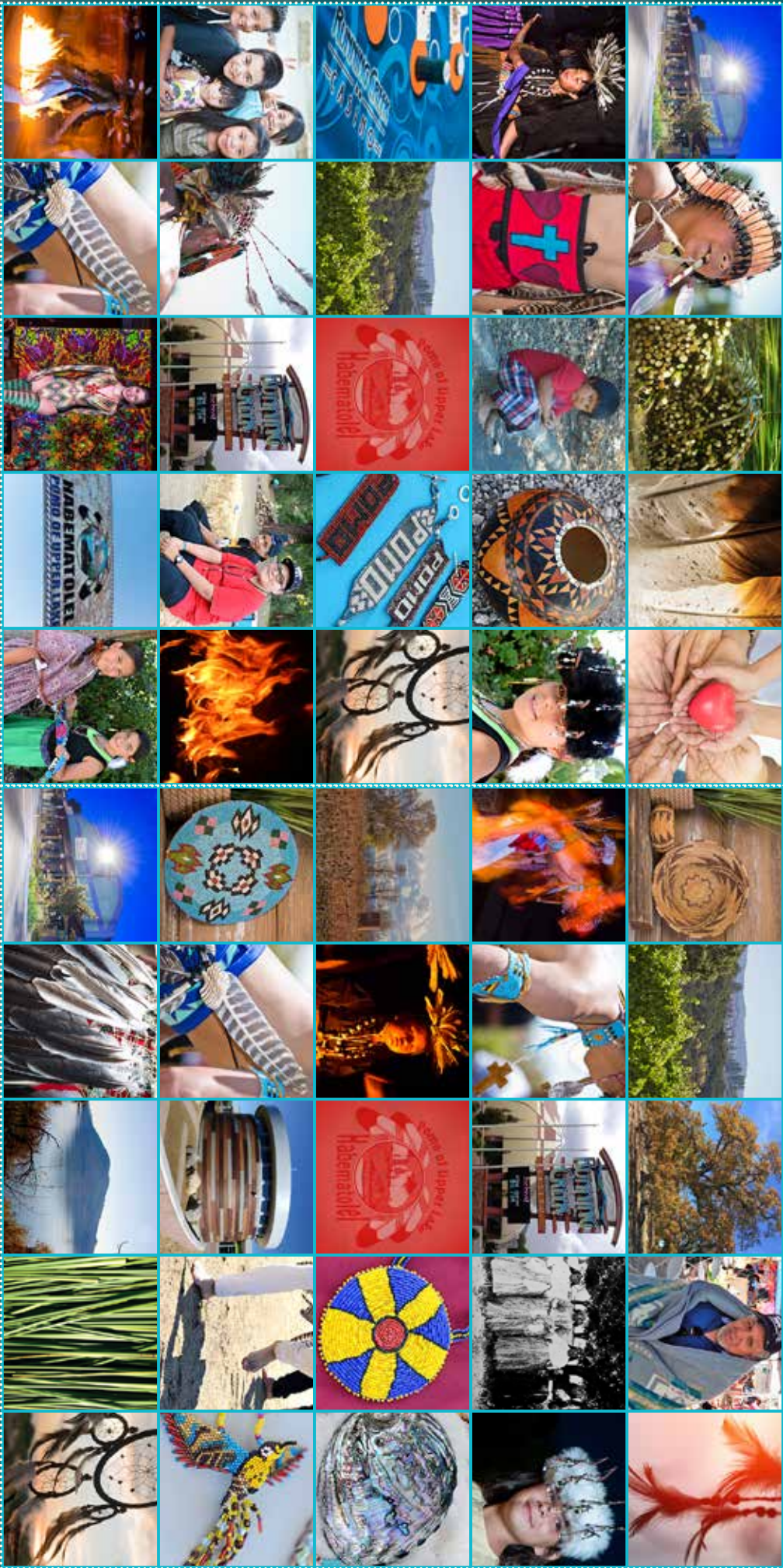
★ HIPUL ★
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CUT SQUARE BINGO MARKERS ALONG DOTTED LINES

