

ARROW



OCTOBER 2025

HABEMATOLEL POMO OF UPPER LAKE TRIBAL PUBLICATION

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TULE BOAT FESTIVALS...PASSING ON TRADITION

CHAIRPERSON'S REPORT

by Danielle Cirelli

My Fellow Tribal Members,

As I approach my first year serving as your Chairwoman, I find myself reflecting on how quickly the time has passed. It feels as though I just stepped into this role, yet so much has happened in these past months. It has been an incredibly meaningful and humbling experience to work on behalf of our Tribe, and I am honored every day by the trust and support you have shown me.

This year has been marked by both challenges and progress. At the federal level, the transition to the Trump Administration brought significant uncertainty. We experienced grant freezes, sudden cancellations, and difficulties processing drawdowns for awarded funding. In many cases, our contacts within federal agencies were either terminated or unable to answer even the most basic questions about our programs. These obstacles were frustrating and, at times, disheartening. However, they have underscored just how important it is that we remain engaged and vigilant in protecting our Tribe's interests and advocating for our people.

Throughout these challenges, our commitment to ensuring our voices are heard has remained steadfast. We took part in our first formal consultation with the Trump Administration and submitted letters outlining our concerns and opposition to policies that could harm our members and undermine our sovereignty. At the same time, we offered practical recommendations on how to modernize tribal

sovereignty, engage in meaningful government-to-government consultation with tribes, and recognize tribes as political entities rather than a racial classification. Now more than ever, it is essential that we stand together and continue advocating for our families and the generations to come.

Despite the difficult environment, we have also made great strides in strengthening our programs and laying the foundation for long-term growth. One of our major initiatives this year has been developing a peacemaking court code. This effort is an important step toward exercising our inherent sovereignty and creating a justice system rooted in our values, traditions, and community-based solutions. I look forward to sharing more about this work in the months ahead.

In addition to policy and governance, we have focused on building our internal capacity to serve our members. We welcomed Tad Williams as our new Grants Manager. Tad brings a wealth of experience and energy, and in a short time, he has already contributed significantly to advancing our programs and securing resources that will have a lasting impact.

I am very pleased to share that we have successfully launched and implemented two important grants this year:

➤ **Bringing Families Home:** This program has

provided critical housing stipends and utility assistance to support and stabilize our resource families. Stable housing is the foundation of a healthy, thriving community, and these funds are helping our families remain secure.

➤ **Home Safe:** Through this grant, we have been able to assist our disabled and at-risk elders with housing needs, enabling them to stay safely in their homes with dignity and peace of mind.

We are now concluding the first cycle of these programs, but because they are multi-year grants, we are excited to continue offering this assistance in the coming years. These successes are a testament to the hard work and dedication of our team and the strength of our community when we come together.

This spring, I also had the privilege of participating in *Leading People and Investing to Build Sustainable Communities*, an intensive, week-long training in partnership with Harvard Business School and the Native American Finance Officers Association (NAFOA). The program focused on understanding investment tools and strategies that can help Tribes build lasting community wealth. It was inspiring to connect with other Native leaders and learn innovative approaches that will help us plan thoughtfully for the future. I am confident that the insights gained from this experience will serve our Tribe well as we continue to grow and evolve.

As I look back over the past year, I feel a profound sense of gratitude and optimism. We have faced adversity together, but we have also demonstrated resilience, creativity, and an unwavering commitment to our shared vision.



There is still much work to do, and I am energized by all that lies ahead. Lastly, I would like to thank everyone for your support my family and myself received when my dad peacefully passed away in February. I miss my dad every day, but I know that he is so proud of our Tribe and all of our accomplishments.

Thank you for your continued trust, engagement, and support. It is a privilege to serve you, and I look forward to all we will accomplish in the year to come.



Respectfully,
Danielle Cirelli

Chairperson
Habematolet Pomo
of Upper Lake
Executive Council

TRIBAL ADMINISTRATOR'S REPORT

by Anthony Arroyo Sr.



Mid-Year 2025

Hello Tribal Members,

As has become common, the year is halfway over as quickly as it began. 2025 has thus far been another busy and exciting year for the Tribe, filled with change and many new opportunities as we continue to rediscover and, in some cases, rebuild ourselves. Change can come in many forms and for the Habematolet Pomo of Upper Lake, one example this year is bittersweet as we say goodbye to the Tribes Housing Director, Cathy Berton, who after 23 years of service for the Tribe, has decided to retire. Cathy started for the Tribe on February 19th, 2002, and came with a background as business owner and property manager. Her easygoing personality and willingness to adapt to a new culture allowed her to make the transition to managing the Housing Department for the Tribe. She was able to learn quickly

about the needs of the Tribe and apply her experience to helping the Habematolet Pomo develop their housing strategy. Cathy was responsible for overseeing the Tribe's sole grant for housing services at the time and over the course of her career, played a significant role in developing programs and services for her department with her insight and perspective. In addition to her duties as Housing Director, Cathy was a volunteer member of the Tribe's Enrollment Committee where she offered onsite assistance to Tribal Members for numerous Tribal Enrollment matters, as that committee was made up entirely of volunteers. Cathy was also the first to volunteer to work at the Tribe's quarterly General Membership and later Townhall meetings. We will miss Cathy's presence, with her pleasant smile, cheery

personality and nurturing wisdom, but we are excited for her as she enters this next stage in her life and are hopeful she will get some well-deserved rest and relaxation.

Although the Tribe has had to say goodbye to Cathy and other employees so far in 2025, we have also had the good fortune to welcome several new employees to our family as we continue to strive to build a robust Tribal Government to better serve the people of the Habematolel Pomo of Upper Lake. Most recently in June, the Administration department added Michael Otis as a member of the Tribal Work Crew. Michael comes to the Tribe with a diverse background in the labor field and an enthusiastic, energetic personality that offers an opportunity for a bright relationship in working together to complete the physically demanding work of this department. In addition, June also saw the Tribe welcome Tad Williams, as HPUL Grants Manager. Over the last several years, the Tribe has made it its mission to increase its grant funding to support the growing vision the Tribe's leadership has for its people and starting out with a single Grant Writer has run its course as it was determined a Grants Manager was needed to oversee the volume of grants the highly successful department was able to accumulate in order to offset the Tribally funded programs and services that had become the mainstay in our mission of service to our people and community. Tad comes to us with an extensive background in grants management and has worked for a number of Tribes in grant management as well as various other key departmental positions within Tribal Government. In his first few weeks with the Tribe, he has assessed our current grant process and has made several recommendations to upgrade and take the

Tribe's grants department to the next level.

The timing of acquiring a new Grant Manager perfectly aligns with the Tribe's 2025 goals and recent initiatives to revitalize the current infrastructure the Tribe has been utilizing as best it could to accommodate the growth experienced over the recent years in carrying out its mission of public service to the people of our nation. Fast-paced growth can provide immediate gratification in the short term but can also present long-term impacts in the form of challenges to sustainability. The Tribe has quickly outgrown a number of the offices acquired for basic services and a few more have given in to the wear and tear of constant use. In a small rural area, such as Upper Lake, the availability of such resources can be sparse. Acquiring, upgrading and repairing of infrastructure are all challenges the Tribe has had to contend with, when trying to keep up with the demand as a byproduct of growth. 2025 began with reflection of our accomplishments and shortfalls, followed by a focus of goals to prioritize the efforts of our government by synergizing the independent strategies to align with a more collaborative approach. Several early meetings between leadership, administrators and other key personnel quickly identified key areas which needed to be addressed, and an initiative was developed to seek funding to revitalize and expand five key departments that are crucial to the Tribe and its Membership. The Tribal Community Building, Health and Human Services Department, Cultural Resources Department and Family Resource Homes all provide critical services, and all efforts are being made to continue the sustainability of those departments. The fifth component of the initiative is focused on expanding the

Tribal Housing Placement Program of the Tribe and addresses an inventory shortage of larger homes needed for the local families, where finding affordable homes of adequate size are extremely limited. If successful, this proposal will address five critical areas within the Tribe's infrastructure that will have a lasting impact on the ability of the Tribe to service its people and community.

The reflection on previous years paved the way for several departments to set goals for 2025 and years to come. One of the Tribe's badly needed priorities is to create and/or update several of its governing documents which have been in place since the reorganization of the Tribe. It is now time to fully develop a Housing Ordinance to govern the Tribes current and future properties designated for affordable housing assignment. The Tribes Code of Ethics Ordinance which governs the decision-making practices of the Executive Council was discussed at length in 2024, therefore an Ad Hoc committee was developed to oversee the desired changes to this Ordinance which was adopted by the General Membership shortly after the Constitution was formally approved. The times and demands of the Tribes governing body have taken on many different responsibilities during the time since its adoption and the need to add clarity with the addition of a Tribal Court are at hand. The committee recently conducted a survey to acquire guidance and direction from the Membership and met with the Constitution Committee to discuss potential impacts to the Constitution, causing a need for further amendments. The Tribe is excited as it journeys forward within the boundaries of its sovereignty to address this important issue with its internal documents, governing the sacred responsibilities of our

Tribal Leadership.

And finally, keeping with the theme of revitalizing infrastructure and updating internal documents, 2025 has seen the Tribe's Water Department, Environmental Protection Agency Department and Cultural Resources Department work with several outside agencies and contractors to undertake a project to identify all waterlines within the Upper Lake Rancheria Water System to ensure there are no lead or hazardous materials utilized in the delivery of safe drinking water to the local community. The project took place over several days at the end of April and was completed on May 1st, 2025. Final reports were completed and finalized showing negative hazardous materials found within the ULR Water System. In addition to carrying out this all important project the Tribe's administration and Water Department also began working on amending the Upper Lake Pomo Water Associations (ULPWA) Ordinance which has been in place long before the reorganization of the Tribal government and is in desperate need of updating to align with current local area water prices, new laws and regulations as well as emergency procedures. The continued search for a back up water operator and well are also on the radar of the department and the Tribe which brings a whole new set of challenges that the Tribe is already preparing in advance to address in the best interest of its people. The second half of 2025 promises to be just as exciting and filled with new opportunities and challenges for the Tribe to pursue. I look forward to keeping you all updated on this journey as it unfolds.

Respectfully,

Anthony Arroyo Sr.

Tribal Administrator

2025

HOUSING SERVICES

Each of the following housing programs implementing the Indian Housing Block Grant (IHBG) is available. All are designed for low-income applicants. Call or come by the HPUL Office-Housing Department for assistance/questions.

Emergency Rental Assistance:

- The program pays for the applicant's first month's rent and deposit
- This program is designed to assist Tribal Members who are in an emergency situation and lack the funds needed to move immediately
- **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 / overcrowding
- 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 Housing Assistance:

- This program is designed to provide monthly income payments for full-time college students for up to four years
- *Criteria & Funding are as follows:*

- Deposit is to be returned to the Tribe upon leaving/graduating the program
- Housing assistance up to \$1,000 per month for full-time students (12 units or more per semester maintaining a 2.0 grade point average or above)
- Assistance in the amount of up to \$250.00 per month for part-time students (less than 12 units but carrying at

least 4 units per semester)

- Homeowner'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 rental agreement and W-9 must be submitted)
- Grade point average requirements are now cumulative to be consistent with amendments to the Tribe's scholarship program

HPUL Housing Rehabilitation Program (NOT income based):

- Assist Members in rehabilitating their housing to ensure that their homes are brought to a standard housing condition
- Maximum assistance up to \$20K to Members in good standing with the Tribe
- Residence must be owned by the applicant or have a valid 25-year lease for the residence
- Residence must be within the Tribe's Service Area
- Proof of insurance on the residence
- Residence must be the Member's permanent non-seasonal residence
- Requested repairs must bring the residence to a Standard Housing Condition (see definitions page 6 Z in the Members Services Department Policies &

NAHASDA Housing Rehabilitation Program (income based):

- This Program is consistent with the approved Indian Housing Plan submitted under the Native American Housing Assistance and Self Determination Act of 1996
- Assist Members in rehabilitating their housing to ensure that their homes are brought to a standard housing condition in compliance with Section 8 or 24 CFR 882.109 Quality Housing Standards
- Maximum assistance up to \$40K; with assistance of \$10K for houses designated for eventual replacement
- Criteria based on the following:
 - > Income (Applicants shall be low income. Low income is 80% of the United States median income limits for the given year.)
 - > Age
 - > Handicap
 - > Living Conditions
 - > Size of Family

Homebuyers Down Payment Assistance Program:

- Assists homebuyers with their deposit when purchasing a home to live in
- \$20K down payment
- Up to \$7,500 as a secondary category of assistance to purchase or use as a down payment for a trailer, 5th wheel or mobile home
- Homebuyers are required to verify occupancy on an 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 Member homeowners with unexpected repairs caused by natural disasters
- Maximum assistance up to \$10K

Student Rental Assistance - Advanced:

- This program is for full-time students that have already

utilized the Tribe's initial four-year Student Rental Assistance Program and wish to continue with schooling such as a Doctorate degree

- This program shares the same requirements as Student Housing Assistance
- Maximum monthly assistance up to \$1K per month, with a security deposit of \$1K, with the allowance for students living with relatives for assistance up to \$300 per month

Low Income Housing Energy Assistance Program:

2025 funding is available

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

For questions or for assistance, contact Anthony Arroyo, Sr.:

Email: aarroyosr@hpultribe-nsn.gov

Office: HPUL Office-Housing Department,
9470 Main St, Upper Lake, CA

Sincerely,

Anthony Arroyo Sr.
Anthony Arroyo, Sr.



The Scholarship Fund Selection Committee wishes to highlight a few aspects of the various scholarships provided under the Seven Generations Scholarship Fund as well as share a few pointers to assist with a smooth application and payment process. Please refer to the Scholarship Guidelines for the exact requirements and qualifying expenses for any/all categories.

**Adult Education Programs - <https://www.hpultribe-nsn.gov/education/preamble-guidelines/>
<https://www.hpultribe-nsn.gov/education/adult-education-scholarship-application/>**

Adult Members are eligible to receive up to \$3,000 per funding cycle (which is an annual cycle running from August 2024 through July 2025). This means that each year, adult Members can apply for up to \$3,000 to take an education course of their choice. Additionally, scholarship funds may be used for expenses beyond tuition, such as room and board, supplies and transportation (maximum of 10% of the award). Here are some examples of the types of programs under which Adult Education scholarships have been provided:

- Summer School to supplement Higher Education Awards
- Craft classes such as t-shirt printing, craft making and sewing
- Conferences such as real estate and design
- Certifications such as teaching ballet or craft classes

Vocational/Trade Programs Members - <https://www.hpultribe-nsn.gov/education/vocational-trade-education-scholarship-application/>

Members are eligible to receive \$10K-\$20K per funding cycle and/or per lifetime (August 2024 through July 2025) for a program that is at least six hundred (600) hours in length during each funding cycle including

educational coursework such as tuition, books and transportation.

Higher Education/Post Graduate Programs - <https://www.hpultribe-nsn.gov/education/higher-education-scholarship-application/>

Members are eligible to receive \$5K-\$20K per funding cycle (August 2024 through July 2025) for full-time enrollment (12+ units) verification in an institution of higher education (i.e., junior college, correspondence program, college, university, and/or graduate school) and have a minimum GPA of 2.0.

Tips When Applying

The Scholarship Fund Selection Committee receives hundreds of applications per funding cycle. To ensure a smooth application and payment process, the Committee wanted to share a few tips when applying:

- Reach out to the Committee far in advance of the monthly deadlines if you have any questions. This will ensure that we can help you right away and that your application does not get kicked to the next month. Some questions need to be asked of the Executive Council as opposed to the Committee.
- Review the requirements carefully, and be sure to submit a completed application. If we receive incomplete applications, it takes both the Committee and the applicant a significant amount of time exchanging emails to track the correct documentation down.
- Take pictures of receipts as soon as you receive them – this makes it easy to locate once applying.
- Keep track of funds received each funding cycle to ensure you are maximizing use of available funds. We find some applicants use only some, but not all, of available funds each funding cycle.

Applications can be found and submitted via the Tribe's website at <https://www.hpultribe-nsn.gov/educational-benefits-and-programs/> under the Seven Generations Scholarship Fund page or upon request by contacting the HPUL tribal office at 707-275-0737.

Members can email the Committee at scholarship@hpultribe-nsn.gov for questions or to submit an application.

2025 Office Directory

STAFF NAMES

STAFF TITLES

STAFF EMAIL

PHONE

Anthony Arroyo, Sr.	Tribal Administrator	aarroyosr@hpultribe-nsn.gov	707-275-0737 x101
J. Hope Marcks	Executive Secretary / Notary Public	hmarcks@hpultribe-nsn.gov	707-275-0737 x125
Jessica Redlich	Receptionist	jredlich@hpultribe-nsn.gov	707-275-0737 x100
Vacancy	Housing Director	N/A	707-275-0737 x103
Vacancy	Transportation Manager	N/A	707-275-0737 x111
Rudy Brown	Work Crew Member	rubrown@hpultribe-nsn.gov	707-275-0737
Lonnie Krohn	Maintenance Ops Supervisor	lkrohn@hpultribe-nsn.gov	707-275-0737
Danielle Santana-Cazares	Environmental Director	dcazares@hpultribe-nsn.gov	707-275-0737 x207
Cherish Holcomb	Environmental-Administrative Assistant I	cholcomb@hpultribe-nsn.gov	707-275-0737 x208
Abygale Alexander	Environmental Technician I	aalexander@hpultribe-nsn.gov	707-275-0737 x210
Michelle Page	Environmental Technician II	mpage@hpultribe-nsn.gov	707-275-0737 x212
Santos Obedoza	Tribal Water Operator	sobedoza@hpultribe-nsn.gov	707-275-0737 x173
Raymond Larson	Environmental Technician II	rlarson@hpultribe-nsn.gov	707-275-0737 x209
Raynell Gould	Grant Writer	rgould@hpultribe-nsn.gov	707-275-0737
Traci Munion	Property Manager	tmunion@hpultribe-nsn.gov	707-275-0737 x123
Robert Holbrook	Public Safety Officer	rhobrook@hpultribe-nsn.gov	707-275-0737 x181
Kathy Miller-Wells	Controller	kmiller-wells@hpultribe-nsn.gov	707-275-0737 x118
Patrick Gallardo	Contracted-Controller	pgallardo@hpultribe-nsn.gov	707-275-0737 x114
Jaime Biane	Fiscal Officer Assistant	jbiane@hpultribe-nsn.gov	707-275-0737 x127
Ginger Treppa	Fiscal Clerk II	gtreppa@hpultribe-nsn.gov	707-275-0737 x112
Vacancy	Fiscal Clerk I	N/A	707-275-0737 x117
Jared Fire	IT Administrator	jfire@hpultribe-nsn.gov	707-275-0737 x500
Kimberly Bouillerc	Systems Administrator I	kbouillerc@hpultribe-nsn.gov	707-275-0737 x133
Alexander O'Meara	IT Systems Administrator Specialist	aomeara@hpultribe-nsn.gov	707-275-0737 x130
Eric Lopez	Contracted-IT Systems Administrator	elopez@hpultribe-nsn.gov	707-275-0737 x132
Robert Geary	Cultural Resources Director & Tribal Historic Preservation Officer	rgeary@hpultribe-nsn.gov	707-275-0737 x190
Vacancy	Administrative Assistant-Cultural Resources	N/A	707-275-0737 x196
Lisa Deas	Administrative Assistant II-Cultural Resources	ideas@hpultribe-nsn.gov	707-275-0737 x197
Jeffrey Lynch	GIS Analyst	jlynch@hpultribe-nsn.gov	707-275-0737 x191
Kaiwene Geary	Tribal Cultural Monitor	kgeary@hpultribe-nsn.gov	707-275-0737 x192
David Richter	Tribal Cultural Monitor Supervisor	drichter@hpultribe-nsn.gov	707-275-0737 x193
Vacancy	Tribal Historian Archivist	N/A	707-275-0737 x195
Jonathan Cirelli	Language Program Manager	jcirelli@hpultribe-nsn.gov	707-275-0737 x194
Caleb Martinez	Health & Human Services Administrator	cmartinez@hpultribe-nsn.gov	707-275-0737 x163
Isabel Zendejas	HHS Administrative Assistant	izendejas@hpultribe-nsn.gov	707-275-0737 x163
Milly Cacho	HHS Tribal Member Services Coordinator	mcacho@hpultribe-nsn.gov	707-275-0737 x162
Joy Marcks	Director of Early Childhood & Youth Education	jmarcks@hpultribe-nsn.gov	707-275-0737 x148
Cheyenne Obedoza	Education Coordinator	cobedoza@hpultribe-nsn.gov	707-275-0737 x149
Lesley DeHoyos	Education Teacher Assistant	ldehoyos@hpultribe-nsn.gov	707-275-0737 x164
Amelia Rodriguez	Early Childhood - Manager	arodriguez@hpultribe-nsn.gov	707-275-0737 x150
Shably Navarro	Early Childhood - Teacher Assistant I	snavarro@hpultribe-nsn.gov	707-275-0737 x135
Juana Beecher	Early Childhood - Teacher Assistant II	jbeecher@hpultribe-nsn.gov	707-275-0737 x135
Felischia Jackson	Early Childhood - Teacher Assistant I	fjackson@hpultribe-nsn.gov	707-275-0737 x135
Seneca Snow	Early Childhood - Teacher Assistant I	ssnow@hpultribe-nsn.gov	707-275-0737 x135
Laura Elizares	ICWA Advocate	lelizares@hpultribe-nsn.gov	707-275-0737 x161
Richard Armstrong	Tribal Gaming Commissioner - Chair	ramstrong@hpultribe-nsn.gov	N/A
Carmella Ica	Tribal Gaming Commissioner	cicayjohnson@hpultribe-nsn.gov	N/A
Steven Carrillo	Tribal Gaming Commissioner	scarrillo@hpultribe-nsn.gov	N/A
Keona Peters	Tribal Gaming Commission Administrator	kpeters@hpultribe-nsn.gov	707-275-0737 x175
William Bowers	TGC Surveillance Manager	wbowers@hpultribe-nsn.gov	707-900-6988
Nicolas Carrillo	TGC Backgrounds Investigator	ncarrillo@hpultribe-nsn.gov	707-900-6982
Martina Jackson	TGC Compliance Manager	mjackson@hpultribe-nsn.gov	707-900-6981
Cristina Holloway, SHRM-SCP	Human Resources Business Partner	cholloway@habemco.com	707-275-0737 x131
Marquez Gibson Jr.	Tribal Court Clerk	mgibson@hpultribe-nsn.gov	707-275-0737 x180
Joseph Wiseman	Tribal Court - Chief Judge	chiefjudge@hpultribe-nsn.gov	N/A
Veronica Krohn	EC-Executive Administrative Assistant	vkrohn@hpultribe-nsn.gov	707-275-0737 x901
Josh Thurmes	General Manager - Running Creek Casino	jthurmes@hpultribe-nsn.gov	707-262-5455
Generations ECE			707-395-KIDS (5497)

HPUL Roster



CHAIRPERSON



VICE-CHAIRPERSON



ALTERNATE



ADVISOR/LIAISON



NON-TRIBAL MEMBER

COUNCIL:

Executive Council

Aimee Jackson, Member At Large
Vicky Hutchison, Member At Large
Iris Picton, Secretary
Carol Muñoz, Treasurer
Danielle Cirelli ◀
Michael Y. Marcks ✚
Ida D. Morrison, Member At Large

ENTERPRISE:

Habemco BOD

Executive Council

Tribal Consumer Financial Services Regulatory Commissioner

David Tomas

CASINO:

Tribal Gaming Commissioners

Richard Armstrong, Chair ☀
Carmella Icaay-Johnson
Steven Carillo ☀

Running Creek Casino

Josh Thurmes, General Manager

COMMITTEES:

Constitutional Review Committee

Aimee Jackson ◀
Teresa Meek
Kathleen Treppa
Carol Muñoz
Shay Parajon
Gabrielle Cirelli, Secretary
Carmella Icaay-Johnson
Danielle Cirelli
Nicole Grigg
Veronica Krohn
Jessica Jackson

Code of Ethics Ordinance Ad Hoc Committee

Angelina Arroyo
Anthony Arroyo, Sr.
Justin Bechtol
Jessica Jackson, Secretary
Teresa Meek
Dianna Snyder
Kimberly Cobarrubia
Veronica Krohn ◀
Shay Parajon
Timothy Snow

Election Board

Nicole Grigg ◀
Abigail Burnett, Secretary
Carmella Icaay-Johnson
Diane Jones
Jennifer Burnett

Enrollment

Cathy Berton ☀
Regina Icaay
Teresa Meek ◀
Danielle Cirelli
Makayla Parajon

Housing Commission

Shay Parajon
Ari-El Treppa

Tribal Cultural Committee

Angelina Arroyo ◀
Dianna Snyder
Brobbsoria Thomas
Jonathan Cirelli
Timothy Snow

Scholarship Fund Selection Committee

Danielle Cirelli
Nicole Grigg
Diane Jones
Veronica Krohn
Shay Parajon ◀

Eastern Pomo Language Advocates Committee

Amos Crabtree ◀
Brittany Dennison
Jonathan Cirelli
Dianna Snyder
Carmella Icaay-Johnson

HPUL Roster

COMMITTEES/DELEGATES/REPRESENTATIVES:

Parent Advisory Committee

Aimee Jackson
Jessica Jackson
Martina Jackson
Veronica Krohn
Cheyanne Obedoza
Alyssa Jackson
Brianna Jackson
Monique Brown ◀
Shably Navarro

Mendocino College-Native American Advisory Council

Joy Marcks ☀

Tribal Families Coalition

Danielle Cirelli
Vicky Hutchison ◀

Tribal Garden Project

David Richter
John McAlear ☀
J. Rob Holstine
Santos Obedoza, Sr.
Dean Williams ☀
Vicky Hutchison ◀
Carlito Martinez
James Penn ☀
Wesley Caesar ☀
Daniella Santana-Cazares ☀
Dustin Thaxton
Lonnie Krohn ☀
Rudy Brown
Justin Bechtol
Raymond "Dewey" Larson ☀

THV Tribal Advisory

Leora Treppa-Diego

Indian Child Welfare Act

Laura Elizares, Advocate ☀

Fee-To-Trust Consortium

Vicky Hutchison ◀
Michael Y. Marcks

Hinthal Environmental Resource Consortium

Daniella Santana-Cazares ☀
Vacancy ◀

Federal Emergency Management Agency

Anthony Arroyo, Sr.
Robert Holbrook ☀
Traci Munion ☀
Daniella Santana-Cazares ☀

Lake County Tribal Health Consortium

Jennifer Burnett (KT's Alternate) ◀
Teresa Meek (BOD, Chair)
Leora Treppa-Diego (TM's Alternate) ◀
Kathleen Treppa (BOD, Treasurer)

DELEGATES/REPRESENTATIVES:

General Service Administration

Anthony Arroyo, Sr.
Traci Munion ☀

Native American Graves Protection Repatriation Act

Aaron Holstine
Regina Ica

United Pomo Nations Council

Sherry Treppa
Veronica Krohn ◀

Lake Co. Chamber of Commerce

Executive Council

National Congress of American Indians

Michael Y. Marcks ◀
Danielle Cirelli

Northshore Business Association

Ida D. Morrison
Michael Y. Marcks ◀

Indian Gaming Association

Michael Y. Marcks
Vicky Hutchison ◀

Tribal Court Judges/Justice(s)

Joseph Wiseman, Chief Judge ☀
Broborsia Thomas, Associate Judge
Vacancy, Tribal Court, Associate Judge
Vacancy, Tribal Court, Associate Judge
Vacancy,
Court of Appeals, Chief Justice
Jessica Jackson,
Court of Appeals, Associate Justice
Nicholas Mazanec,
Court of Appeals, Associate Justice ☀
Marquez Gibon, Sr., Tribal Court Clerk ☀

Tribal State Association

Keona Peters ☀ ◀
2 Vacancies

Upper Lake Unified School District-Native American Action Council

Joy Marcks ☀

Blue Ribbon Committee

Daniella Santana-Cazares ☀
Vacancy ◀

Native American Financial Officers Association

Danielle Cirelli
Carol Muñoz ◀

Community Risk Reduction Authority

Aimee Jackson

Lake Pomo Family Statue Museums of Lake County

Ida D. Morrison

HEALTH AND HUMAN SERVICES DEPARTMENT UPDATE: WELCOMING GROWTH, NEW SERVICES, AND SUPPORT FOR TRIBAL MEMBERS

From the Office of Caleb Martinez, Health and Human Services Administrator
hhs@hpultribe-nsn.gov

Greetings Tribal Members,

Over the past several months, the Health and Human Services (HHS) Department has experienced exciting growth, welcomed new team members, and expanded services to better meet the needs of our community. We want to take a moment to share some of these updates with you and invite you to connect with our team, whether you are seeking support, services, or simply want to learn more about what we do.

Department Growth & New Staff

We are proud to announce the onboarding of several new staff members who bring passion, experience, and a strong commitment to serving our Tribal community:

- **Guadalupe “Milly” Cacho** has joined us as the **Member Services Coordinator**, officially starting on June 16, 2025. Trained by Interim Coordinator Veronica Krohn, Guadalupe has already shown great compassion, efficiency, and attention to detail in her work. She is here to assist Tribal Members with various support services and is quickly becoming a vital member of the team.
- **Isabel Zendejas** is our newest addition, joining the department as the **Health and Human Services Administrative Assistant** on July 28, 2025. Isabel brings years of experience in social services



and administrative support, and we are thrilled to welcome her aboard. We anticipate she will be a tremendous asset to the department, helping to improve communication, streamline operations, and support our growing programs.

- We have also posted new positions to support our high-volume programs, including an **ICWA Assistant** and **Victim Services Coordinator**. These positions are being filled as part of our effort to ensure that families receive the support they need in a timely and compassionate manner. If you or anyone you know would make a good fit

we welcome you to apply.

- Our **ICWA Advocate**, Laura Elizares, continues to do exceptional work on behalf of our children and families, often responding to cases after hours or while out in the field.

Program Updates & Services

Indian Child Welfare Act (ICWA) Services

The ICWA program continues to experience a significant increase in both volume and complexity of cases. These include:

- Prevention cases aimed at keeping families together and out of the child welfare system
- Cross-jurisdictional cases that require careful coordination between agencies
- Family reunification services to restore and stabilize family units

Our staff are working tirelessly to protect the best interests of Tribal children and ensure they remain connected to their culture, traditions, and community.

Mental Health Services

While mental health services were temporarily paused due to the provider's medical leave, we remain committed to bringing those services back as soon as possible. We understand how crucial accessible mental health care is for our community and are working with Lake County Behavioral Health to reestablish this partnership soon.

Member Services & Emergency Assistance

Under Milly's leadership, our Member Services program is taking a more responsive and compassionate approach to assisting Tribal Members with emergency needs, referrals, and resource navigation. From helping families during crises to connecting individuals with cultural events and educational resources, our team is here to help.

Food Pantry & Nutritional Support

Although the future of the food pantry program is currently under evaluation due to funding and space

limitations, we remain committed to supporting Tribal Members' access to nutritious food.

Supervised Visitation & Family Preservation

Our department is developing supervised visitation services for families involved in court-ordered reunification plans. This includes the creation of policies and structured environments that support healthy parent-child relationships while ensuring safety and cultural sensitivity.



An Invitation to Our Community

We are here for you. Whether you are seeking services for yourself or a loved one, want to know more about how we can help, or are simply interested in what your Health and Human Services Department is doing, our doors are open.

Come visit us at our new location 5116 Hill Road East Lakeport CA 95453. Learn about our programs. Ask questions. Seek support. M-F from 8:00 a.m. - 5:00 p.m.

We know the journey hasn't been easy for many of our Tribal Members, and we want to assure you that we are working every day to build a department that reflects our values: compassion, respect, cultural preservation, and self-determination.

Thank you for your continued trust. We are honored to serve you.

In solidarity and service,

Caleb Martinez

Health & Human Services Administrator

2025 Habematolel Pomo of Upper Lake COMMITTEE & DELEGATE EMAIL DIRECTORY

Committee Name

Group Email Contact

Constitutional Review Committee

constitution@hpultribe-nsn.gov

Election Board

election@hpultribe-nsn.gov

Enrollment Committee

enrollment@hpultribe-nsn.gov

Code of Ethics Ordinance Ad Hoc Committee

ethics@hpultribe-nsn.gov

Tribal Cultural Committee (TCC)

cultural@hpultribe-nsn.gov

Housing Commission

housing@hpultribe-nsn.gov

Eastern Pomo Language Advocate Committee

language@hpultribe-nsn.gov

Parent Advisory Committee (PAC)

parent@hpultribe-nsn.gov

Scholarship Fund Selection Committee (SFSC)

scholarship@hpultribe-nsn.gov

Tribal Garden Project

garden@hpultribe-nsn.gov

Delegate Name

Group Email Contact

Lake Co. Tribal Health Consortium Delegates

lcthc@hpultribe-nsn.gov



WELCOME TO THE
**HPUL
WEBSITE**

Habematolel Pomo of Upper Lake's
site always has a fresh look,
created with **YOU** in mind.

hpultribe-NSN.gov

**MEMBERS, DON'T FORGET
TO REGISTER TO THE SITE!**

ANNOUNCEMENTS

CONGRATULATIONS to the following Tribal Member and their extended families on the successful birth of their newborn!

Randall Brown Jr. on his newborn son:

Name: Bakoda Little-Bear Brown

Born: Monday, June 2, 2025

Time: 6:46 p.m.

Weight: 7lbs. 13oz.

Length: 20 ¾"

Head & Chest: 13 ¼"

Birth Location: Sutter Health Lakeside Hospital, Lakeport, CA

Baby's Mother: Autum Brown

Siblings: Hayzel, Klea & Nellah Brown

Paternal Grandparents: Randall Brown, Sr. (HPUL Member)
& Gwen Brown



The Habematolel Pomo of Upper Lake Tribe and Staff would like to send our best wishes. What a handsome baby boy!

Wedding Announcement



On Monday, June 23, 2025 Habematolet Pomo of Upper Lake (HPUL) Tribal Member, Dezaray Wilson married the love of her life, Victor Michael Boone II at Ukiah, California.

The Tribe proudly congratulates the couple and wishes the two of them nothing but love, health, prosperity, and happiness.

May Creator bless the marriage and the love they share for one another.

Congratulations!



GENERATIONS

Early Childhood Education Center

OPEN ENROLLMENT

Our experienced teachers and engaging curriculum offer children the opportunity to learn and grow in a safe, nurturing environment.

PROGRAM FEATURES:

- Developmentally appropriate curriculum
- Play-based learning
- Outdoor play

Hours Open:

Monday - Friday
7:30 a.m. - 5:30 p.m.

Openings:

1 Infant
3 Preschool Age

Manager:

Amelia Rodriguez
arodriguez@hpultribensn.gov

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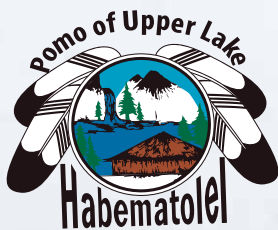
gOB Postings



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:

Running Creek Casino
635 E. Hwy. 20
P.O. Box 977, Upper Lake, CA 95485
Phone: 707-262-5420
Fax: 707-262-5469
Email: hr@runningcreekcasino.com



If you're interested in a job / opening, contact the Habematolel Pomo of Upper Lake tribal office at any of the following - ask for the Habemco HR:

9470 Main St.
P.O. Box 516, Upper Lake, CA 95485
Phone: 855-696-7700 Fax: 707-275-0757
Email: hr@habemco.com



SEEKING TRIBAL GAMING COMMISSION EMPLOYMENT

If you're interested in a job / opening, contact the Habematolel - 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 Commission:

Keona Peters, Administrator
Email: kpeters@hpultribe-nsn.gov
Phone: 707-262-5466

Executive Council
Habematolel Pomo of Upper Lake
Email: ec@hpultribe-nsn.gov
Phone: 707-900-6920 Fax: 707-275-0757

STAY IN THE KNOW
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FACEBOOK AT:

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



SEEKING HABEMCO or UPPER LAKE PROCESSING SERVICES (ULPS) EMPLOYMENT

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



635 E. Hwy 20, A
Upper Lake, CA 95485
Phone: 855-696-7700
Email: hr@habemco.com

SHARE YOUR ANNOUNCE- MENTS!

ARROW Newsletter wants Tribal Members, Staff and Committees to submit announcements they would like to share with others in the Arrow. 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.

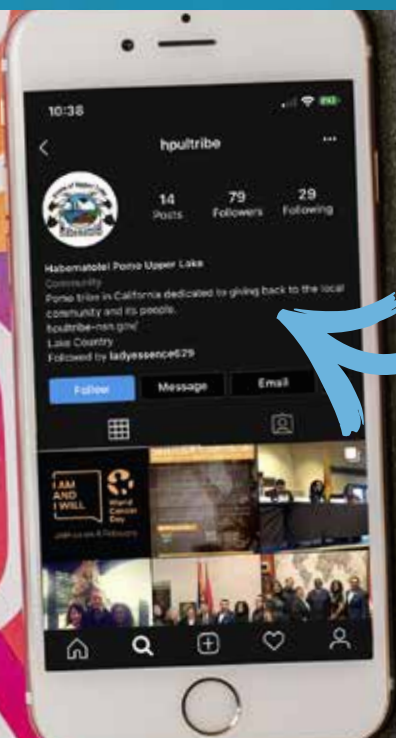
Please submit your announcements to:
arrow@hpultribe-nsn.gov or to the HPUL Tribal Office.

HPUL IS ON INSTAGRAM!

STAY IN THE KNOW AND FOLLOW US ON INSTAGRAM AT:



@HPULTRIBE





Daniella holding a Clear Lake Tule Perch capture during the annual USGS Clear Lake Survey.

ENVIRONMENTAL DEPARTMENT

by Daniella Santana-Cazares, Environmental Director

Hello all,

The environmental department has continued to stay busy implementing projects prioritizing conservation and protection of habitat. We are prioritizing preparedness for natural hazards and habitat restoration to build community resilience. As the department builds capacity in all aspects of the environment to provide technical expertise and projects needed to conserve natural resources meeting the current and future needs of the tribe. I would like to highlight a few of the department's projects that have occurred over the past few months, and things we are preparing for in the upcoming months.

hitch are inhabiting Middle and Clover Creek. This project was developed to study tributary selection to plan for riparian restoration to enhance fish passage throughout the Middle Creek Watershed to allow for successful spawning runs. We continue to collaborate with other agencies that are implementing complimentary studies to understand the Clear Lake Hitch population throughout the Clear Lake basin that include Danoxa Fish & Wildlife (Robinson Rancheria), California Department of Fish and Wildlife, California State Water Resources Control Board, United States Geological Survey-California Water Science Center, and the Lake County Watershed Protection District.



Beach seining on Clear Lake (Abygale-HPUL EPA, Taylor-Lake County Watershed Protection District, and Hannah-Danoxa Fish and Wildlife)

Clear Lake Hitch Study

We have completed another year of Clear Lake Hitch sampling with our tagging study project. We now have temporary equipment installed in tributaries to help us detect when and for how long



Measuring and preparing to PIT tag a Clear Lake hitch (Hannah-Danoxa Fish and Wildlife, Abygale-HPUL EPA, and Michelle-HPUL EPA)



: Michelle holding a white catfish capture during USGS Clear Lake Survey



Clear Lake Hitch Juvenile

Climate Resilience

This past year has shown that there is still so much work to be done to prevent catastrophic natural hazard events. What we have learned is that fire season is longer, rain events are unpredictable causing localized flooding more frequently, and so much more. Last year we were awarded a Climate Resilience planning grant through the California Department of Public Health to better prepare HPUL departments to meet the needs of the community when it comes to all climate hazards. Climate hazards that Upper Lake is most susceptible to include: wildfire hazards, heat illness, flooding, unpredictable storms, and power shutoffs. We are collaborating with other HPUL departments to discuss how to make their offices more climate hazard resilient and gather information on the needs of general membership. The goal is to gather as much information as possible to apply to larger grants to make all HPUL departments and general membership more prepared for natural disasters.



Dewey tabling during Shigom Day and teaching people how to vermicompost.

Community Composting

Food scrap bins continue to be available to any HPUL Tribal member household.

Our composting project has been a great success thus far. We have been able to reduce waste going into the land fill and created fertile soil for the Tribal garden.

Feed stock diverted from landfill to compost:

Running Creek restaurant - 1159 gallons

Local Schools - 90 gallons

Local Coffee Shop - 75 gallons

We currently have 4 different composting methods being implemented.

Environmental Education & Community Outreach

One of the most important jobs we do is interact with the community to provide environmental education. We have participated in a variety of outreach events geared towards youth and adults discussing environmental topics such as the benefits of composting, watershed health, land management, and climate resilience. These events have occurred in multiple formats that include tabling information booth, giving presentations, and having collaborative meetings.



Co-Management Workshop hosted at HPUL Community Hall discussing how to manage the landscape in the Clear Lake Basin.

Please reach out if you would like to learn more about what HPUL EPA department does or participate in any of our projects. Let us know your climate vulnerabilities.

Daniella Santana, Environmental Director

Contact information:

(707)900-6938

hepa@hputribe-nsn.gov



HABEMATOLEL POMO CULTURAL RESOURCES



Habematolel Pomo of Upper Lake Cultural Resources Department.

Hello from the Cultural Resources Department! We have had a busy few months. The Department continues to provide site protection for TCRs (Tribal Cultural Resources) on several projects including the Blue Lakes Safety Project. As a part of ongoing site protection, the department was able to provide a Tribal Monitor Training Workshop on June 25th and June 26th to share and educate others about the best practices we've developed in the past few years. The workshop exceeded expectations with attendees from Death Valley to the Northern California border. More people signed up than

we had capacity for, so we plan to continue this opportunity moving forward!

The workshop included in-depth discussion of tribal cultural resources, cultural sensitivity, Tribal monitoring processes, regulatory compliance, an overview of archaeology and related scientific techniques (soil analysis, material identification, plant and faunal identification), mapping/GIS (geographic information systems), as well as an in the field component to apply what was learned. It was informative and engaging, with



Tribal Monitor Training Workshop Attendees learning about what a Tribal Monitor does.



Tribal Monitor Training Workshop Attendees

several Tribal monitors and elders sharing their learned experiences and with youth seeking to pursue a career in cultural resource protection.

We have also had the opportunity to work with the HPUL Education Department and began informal learning opportunities for the afterschool program. We have done a couple of hands-on activities and began teaching Eastern Pomo to the youth! While we still do not yet have a writing system (agreed upon spelling), our language program manager has been able to share words and how to pronounce them. Words such as numbers and some names of cultural items. This will continue in the fall when school resumes and we are so grateful for the Education Department for having us!

We also wanted to share the good news that the Department was able to successfully repatriate an ancestor and their belongings from Caltrans and CSU-Chico to the Tribe. This ancestor and the associated funerary items were from excavations from a construction project in Upper Lake. While additional homecoming ceremony will occur when the ancestor is laid to rest, we are beyond grateful for the participation of the Tribal Cultural Committee to assist in the ancestor travelling home occurring in a good way.

As a reminder, we have been developing a cultural research library that is open to tribal members on the first Fridays of the month from 1pm to 5pm at 9425 Main Street in Upper Lake.



CSU-Chico, Caltrans Staff, HPUL Staff and HPUL Tribal Cultural Committee members from the first site visit in February 2024 to the most recent site visit in June 2025 to bring the ancestor and their belongings home.



A Letter From Our Hearts

By: Cypriss & Anna Jackson

We stand together today with heavy hearts but unwavering strength. We gather to speak for the children—the heartbeat of our tribe, the carriers of our ancestors' wisdom, and the future of our people.

For too long, we have witnessed the wounds left behind by wrongful separations, where our children—our sacred spirits—are taken from the homes where they feel safe and placed in environments that do not honor who they are. Instead of protection, they face uncertainty. Instead of love, they are met with unfamiliar faces. And far too often, these separations occur when they are unwarranted—when a child's rightful place is still within their community, where they are surrounded by family, culture, and the language of their ancestors.

The trauma of separation leaves scars that last far beyond childhood. The anxiety, the grief, the loss of identity—these are burdens no child should carry. When our children are placed with strangers or with family members who fail to nurture them with love and respect, we fail them as a people. Our duty is not only to protect them but to ensure they grow where they feel safe, cherished, and uplifted by the traditions that make them whole.

The Indian Child Welfare Act (ICWA) was meant to safeguard our children and preserve our families, yet we see it misused, misinterpreted, and

mishandled. We see children taken when there is no true danger, while others remain in situations that harm them. This injustice cannot stand. We must rise and demand that those entrusted with child protection recognize the sacredness of our children and honor their need to be where they belong—with those who love them, teach them, and strengthen them.

We call upon those in power to hear us. We demand that justice be served, that oversight be strengthened, and that tribal voices be at the forefront of decisions that impact our children's futures. These decisions must be made with wisdom, with understanding, and above all, with the guiding principle that a child's safety and well-being are sacred, not negotiable.

To our people, I say this: We will not stay silent. We will not allow our children to be lost to systems that do not understand the depth of our bonds, the meaning of our traditions, or the love that sustains us. Our ancestors fought for our survival, and today, we fight for our children.

Together, we will make our voices heard. Together, we will demand justice. And together, we will ensure that every child in our community grows up knowing who they are, where they come from, and that they are loved beyond measure.

This is our priority. This is our promise.

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BROW LAMINATION.....	\$100
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SCAN TO BOOK!



*PRICES SUBJECT TO CHANGE

PASSING ON TRADITION

The HPUL Tribe has been participating in Big Valley Rancheria's Tule Boat Festival for over a decade!

2012

Big Valley Rancheria's 11th Annual

In 2012 HPUL Tribal Member, Randall Brown took lead in the 3-day Tule Boat excursion teaching HPUL Youth how to cut, gather, bundle and build Tule Boats. Tules are cut and gathered on day 1, bundled and built on day 2, and raced on day 3!



2013

Big Valley Rancheria's 12th Annual

For the 2nd time, HPUL brings home 1st place! Team Relay participants were as follows: Wesley Thaxton, Veronica Jackson, Katelyn Picton and Christian Jackson. Way to go Team Relay!

2013 Lead cultural teachers Randall & Rudy Brown!



2014

Big Valley Rancheria's 13th Annual

During the 13th Annual Tule Boat Festivities a collaborative 66 HPUL attendees observed, cut, gathered, bundled, built, and raced Tule boats for the Big Valley Rancheria's 13th Annual Tule Boat Festival held Thursday July 24 - Saturday July 26, 2014.



The HPUL Education Center would like to thank Rudy Brown, Randall Brown, and "Lil Bear" (Randall Brown, Jr.) for taking the lead in 2014 teaching our youth Tule Boat Building.

2014

Big Valley Rancheria's 13th Annual



2015

Big Valley Rancheria's 14th Annual

The HPUL Education Center 14 Annual Big Valley
Tule Boat Festival "Protecting Our Sacred Waters."



2015

Big Valley Rancheria's 14th Annual



2016

Big Valley Rancheria's 15th Annual

The practice of an ancient skill provided days of fun and cultural appreciation this past week, as dozens of Pomo tribal members of all ages took to the waters of Clear Lake to show off their tule boat racing progress.

The 15th annual Tule Boat Festival took place Thursday through Saturday, and drew tribes from around the county and the North Coast region.

The festival celebrated past traditions set against the background of modern challenges, including climate change and protecting Lake County's rich natural resources

The festival began in the summer of 2001 as the brainchild of tribal member and elder Nelson Hopper, who wanted to show the Big Valley tribal community traditional Pomo tule boat making skills.

That first summer, many people participated in the building of a boat, according to festival organizers.

It was so popular that the next year Big Valley decided to invite other area tribes to come and take part in the boat building, to race the boats, to dance and to share meals together.

Over the past decade and a half, the event has continued to grow and develop into a three-day festival of sharing traditional foods, hosting educational booths from local organizations including the Lake County Museum, artisan and food vendors, and, of course, the boat building and racing.



Thank you Randall Brown, Randall Brown Jr., Rudy Brown and Joaquin Morrison, Jr. for taking lead in 2016, continuing the tradition, and taking interest in our youth.

2017

Big Valley Rancheria's 16th Annual

In 2017 the Tule Boat Festival was cancelled unexpectedly due to wild fires. In addition, it would be our last time to attend until 2025, following COVID, dangerous water algae blooms, and unforeseen schedule changes.



2025 Tule Boat Festival, Awakening Traditions For Our Youth photo gallery can be viewed here: https://drive.google.com/drive/folders/1_9hkudn9GdO4_VrKRL3E0UDOXi-c7_At. The art of Tule boat making is kept alive while youth gain the knowledge and appreciation of the use of the Tules from the past.

