SMOKE SIGNALS
May 2018

Senior Building - April 2018

UPCOMING EVENTS
Fishing Derby
May 4th

Hopi Health Care PHS
Immunizations
May 10th & 11th

Job Opportunities

Community Cleanup

Spring Time is here!!
Notice

TRIBAL MEMBERSHIP

The Administration will no longer be mailing the Smoke Signals Newsletter in hard copy form, due to the cost of printing.

We will now be sending the Smoke Signals newsletter out on digital form. I would appreciate those of you who would like to receive the newsletter via email, please send me your email address.

For those of you who don’t do technology we would be glad to send you a newsletter. Please call the secretary at 928.643.7245 or email at gstanfield@kaibabpaiute-nsn.gov.

If we do not hear from you after 30 days, from this newsletter (May 2018) you will not receive a smoke signals newsletter in the future, however it will be and has been in the newsletter part of the tribal website.

Thank you for your willingness to reduce the cost of printing material and postage. Let’s go digital!!!
PER CAPITA NEWS:

THE FINANCE OFFICE WILL NOT BE MAKING LAST MINUTE CHANGES AFTER THE DATES BELOW, THEREFORE MAKE YOUR CHANGES BEFORE THE THIRD FRIDAY OF THE PER CAPITA MONTH!!!!

Deadline for changes for the next 2 upcoming per capita distributions, dates are:

   July 20, 2018 (Third Friday)
   October 19, 2018 (Third Friday)

The Tribal Trust Office and Finance Departments are receiving a large number of requests prior to the Per Capita distribution. These changes have been: banking account changes, stop direct deposit requests, place into another individuals account, etc.

We are also getting a lot of change requests the day checks are being processed. If this continues we may need to look at charging tribal members a service fee.

Please be mindful that preparation for per capita payments is a lengthy and time-consuming process. When making frequent changes, this opens up room for error. Please try to limit the amount of changes that occur throughout the year!

Reloadable pre-paid cards (green-dot, Vanilla, Rush, etc.) are another option available for those individuals who do not have a bank account. With pre-paid cards, you would just need to contact the issuer for a routing number and account number.

Requests for information need to be put in writing or made directly from the Tribal Member. Minors information will only be provided to parent or legal guardian. For your protection, your information is not shared unless there is authorization given by said Tribal Member.
Every year we have Tribal Members wanting there kids\Children to come to the Reservation and hunt, the Tribe has a Hunting Ordinance which states:

   K) MINOR HUNTING
      1) All minors the age of Twelve (12) year old and eighteen (18) years of age must be accompanied by an adult eighteen years or older and have a valid hunter's safety card from either this Department or the State. The minor must be in sight at all times and never allowed to walk along at any time.

   So this Department puts a Tribal Hunters Safety Course on every October, during the Youth Hunt, This course applies only while there on the Reservation, this Department feels that youth should attend Hunters Safety in the state they live in, so they can apply for hunting permits in that state. So I have contacted both Utah Division of Wildlife Resources (UDWR) and Arizona Game & Fish (AZG&F) and both states have it on internet you have two options 1) sign up for the Traditional Class or 2) On line, when completed you have to go to a field day to finish. There is some coast to either States program.

   UDWR— you can find Class locations and dates for both type at:
   https://wildlife.utah.gov/hunter-education.html

   AZG&F – You have to be 9 years old or older, the website is:
   Arizona Hunter Safety Course / Huntersed.com

   Spring Fish Derby – Is May 4, 2018 starting at 6am and ending at 11am. Fish stocked in pond April 17,2018 All kids/Youth that live on the Reservation are invited to attend the Fish Derby, some Fishing Poles will be provide, but you may bring your own, No Arizona Fishing license is needed, it will be free fishing for the day Lunch will be served and prize given out.

   Early reminder, Southern Paiute Youth Hunt will be October 19, 20, 21, 2018 this year we will have only two shooters from this tribe and the meat will be set aside for elders and signal parents. We sill also need people that come up for dinner to sign in before so we can plan on the food, and this year all volunteer's will need to have a background check.

   Shooting any kind of weapon around the villages or homes is unlawful and you can be cited into Tribal Court.

   Riders of Off Highway Vehicles need to remember to stay on the dirt roads and not go off the road.

   Tribal Hunting Guides we are always looking for people to be a guide you need to be:

   1) A Tribal Member in good standing.
   2) Or if not a member, a legal Spouse of a Tribal Member.
   3) 18 years or older, Male or Female.
   4) Knowledgeable of Hunting area's and able to get along with others.

   For more information contract any Wildlife Committee Member or the Wildlife Director.

   We would like to thank all those that participated in the survey that was sent out.
The Housing Committee has proposed the following:

DPW rates have not been adjusted since 2009. The following are the proposed rates to help offset the Repairs and Maintenance of our systems.

- Water
  - Regular $22.00
  - Elders $12.00
- Garbage
  - Regular $18.00
  - Elders $9.50
- Sewer
  - Regular $18.00
  - Elders $11.00
- Lights
  - Regular $12.00
  - Elders $7.50

Total Base Rate (Including Water, Garbage, Sewer, Lights)

- Regular $70.00
- Elders $40.00

Additional Fees

- Reconnection Fee $30.00
- Inactive Fee $12.00
- 14% over Cost on Propane.

Debit & Credit Cards

For your convenience we will soon be able to take Credit and Debit Cards as payment for both Housing and DPW. There is a proposed convenience fee of $4.00 per transaction to help offset the cost.

This Notice will be posted for all of May, 2018 giving you at least 30 days to look over and then in June 2018 we will have a Public Meeting at the Community Building. Date and time to be determined at a later time.

Thank you,

Housing Committee
**Human Resources**
HC 65 Box 2
Fredonia, AZ 86022
Phone: (928) 643-7245 Fax: (888) 294-9453
E-mail: HR@kaibabpaiute-nsn.gov
Website: www.kaibabpaiute-nsn.gov

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**Employment Opportunities – April 20, 2018**

**NEW! CHR Diabetes Health Educator:** Full-Time/Benefits after 90 days; $9.50 hr
This position works within the scope of the diabetes, fitness, and health education grant; educating on proper nutrition and fitness to minimize incidence of diabetes within the tribal communities. Develops and implements a plan of care on assessments of nutritional needs and available sources. Correlates the plan with other health care services. Evaluates nutritional care and provides follow-up continuity of care. Instructs individuals and families in nutritional principles, diet, food selection, and economics and adapts to teaching plans to individual life style and cultural preferences. Input data into SOS (IHS) database, participate in interactive webinars and conference calls, and attend all required meetings and trainings. Plans, conducts and evaluates dietary studies and participates in diabetic-related studies with nutritional components. Monitor blood sugar, educate monthly, and A1-C testing every three months. Prepare and submit monthly, quarterly, and annual reports. Prepare and teach quarterly nutrition classes.

**NEW! Community Park Maintenance Assistant:** Full-Time, Seasonal/No Benefits; $10.00 hr
Under the direction of the Community Park Maintenance Director, this position will assist with: Turn on and off irrigation systems used for the Park to water lawns, trees, shrubs. Assist with minor repairs of the sprinkling system attached to irrigation systems. Help maintain, clean, and provide upkeep of Park Buildings: Pow-Wow announcer’s booth and shade structures, bathrooms and kitchen building, pavilion, and Community Building. Daily/Weekly duties include but are not limited to: mow and edge lawns; proper care of trees and other plants; clean restrooms (in Community Building & Park) – at least three (3) times per week; keep tables under pavilion clean, empty trash cans; clean sidewalks and parking lots, i.e. sweep and/or spray, remove trash, leaves, debris; spray pesticides and fertilize as needed throughout park. Assist in maintaining the baseball field, horseshoe pit, and playground. Help prepare the park for Sounds of Thunder Mountain Pow Wow in August.

**NEW! Ranch/Farm Laborer:** Full-Time/Benefits after 90 days; $10-$12 hr/DOQ.
Under the direction of the Ranch Forman, this position will assist with daily operations of the Tribe’s Farm and Ranch. Duties and responsibilities include assisting with general ranch/farm daily chores as directed by the Forman. Feed Animals, maintain orchard – trimming, spraying, fertilizing. Etc. Continue to ride colts that are not fully broken. Maintain irrigation systems, make sure pumps are in working order and pivot lines are working. Repair fence lines and gates when needed, assist with branding, tagging and moving cattle. Assist with testing and reporting processes of nine incentives for funding. Run farm equipment with needed: bailer, swather, tractor, backhoe, manure spreader, truck. Clean and bulldoze reservoirs. All other duties as assigned.

**Language Program Director:** 25 Hours per Week/Benefits after 90 days; $9.00 hr
The Language Program Director must be a Member of a Southern Paiute Tribe with leadership abilities who has a vision for the Tribal language program. The Language Program Director will be responsible to
recruit and supervise language teachers and cultural consultants. Create lesson plans and assist teachers in carrying out those lessons. Make sure students/youth have a ride to class each week. Incumbent must speak the Paiute language or have knowledge of the Paiute language and culture and be willing to learn more. Assist in recording language lessons for Tribal Members’ use. All other duties as assigned.

**Red Cliffs Chevron Cashier:** Three (3) Part-Time, 29 hrs wk/No-Benefits; $9.50 hr
This position requires familiarity with cashiering and retail sales. The applicant must be able to provide pleasant and courteous service to customers according to tribal goals, policies and procedures. Must have excellent customer service skills and have the ability to engage with customers. The applicant must be able to maintain a variety of records and reports. The cashiers must also be able to keep the manager informed of general inventory needs and will be accountable for cash and receipts during each shift. Must possess knowledge of retail sales principles, cashiering and inventory methods. Must be able to handle cash transactions, be responsible for general cleanup, restocking of inventory and performing all related duties as necessary. Be able to work all shifts including evening, weekend and holidays and must be able to closely follow written and oral instructions.

**RV Park Host & Maintenance Worker:** Part-Time Afternoons/Evenings/20-24 hr wk, On Call/No Benefits; $10.00 hr
This position is 20-24 hours per week or on-call dependent upon RV Park usage. Provide a quality recreational experience for visitors within the Kaibab Paiute RV Park; maintain and assist in cleaning all RV Park restrooms, shower and laundry facilities. Manage operational functions of the RV Park during shift as needed; includes collecting fees, interacting with guests during check-in & check-out, and taking phone reservations. As needed perform regular general clean-up maintenance of RV Park: operate lawn mowers, leaf blowers, and a variety of other small equipment needed for landscaping. Empty trash on a regular basis and remove weeds. Report danger or damage to RV Park property, equipment, or electrical boxes immediately to Supervisor. Take initiative in getting job duties and tasks completed without direction or direct supervision. Perform and complete all other duties as assigned.

**Economic Development Director’s Assistant:** Part-Time/No Benefits; $10.00 to $12.00 hr/DOQ
This position will assist the Economic Development Director with daily operations of the department. Under the direction of the Economic Development Director, the Assistant’s duties will include, but is not limited to, the following: Turn the irrigation systems on and off that water the RV Park’s lawns, trees, and shrubs, and assist with minor repairs of the sprinkling systems attached to the irrigation systems, when needed. Help clean, maintain, and upkeep all Economic Development Buildings: Hatch Valley Grill Restaurant, RV park, and various offices as needed. Daily/Weekly duties may include: Mow and edge lawns, properly care for trees and other plants; Clean restrooms at RV Park and Restaurant; Keep tables under the RV Park pavilion clean and empty trash cans; Clean sidewalks and parking lots, i.e. sweep and/or spray, remove trash, leaves and debris; Spray pesticides and fertilize as needed throughout RV Park; Assist Director with reports, office work, taking and returning phone calls, and preparing for the restaurant opening. Work with the Director in running the Restaurant and RV Park; cover shifts when needed. Help procure needed tools and equipment, and assemble them for use. All other duties as assigned. See position announcement for Minimum Qualifications.

**Day Laborer:** Temporary/No Benefits, $7.25 hr
From time to time, the Kaibab Band of Paiute Indians may hire employees for specific periods of time or for the completion of a specific project. The job assignment, work schedule and duration of the position will be determined on an individual basis. Duties and responsibilities will vary from department to
department depending on assignment. No person employed under this policy and procedure may work for more than two calendar weeks at the same position for the same program. Any employment activity taking longer than two weeks to complete must follow normal temporary hire procedures.

**CHR Registered Nurse:** 24 hrs wk/Benefits after 90 days; $24.00 hr
Must be clinically competent while delivering care to Kaibab Paiute Tribal patients in the community. Utilizing the nursing process of assessment, planning, intervention, implementation, and evaluation, the RN will effectively interact with patients, significant others, and other health team members. Provide services through case management on a consistent basis, including screening and ongoing assessment of patients: screen and assess patient; obtain and record vital signs; maintain immunization program for all tribal members and other federally recognized tribal members. Document and prepare clear, concise reports; maintain accurate patient records on PCC (patient care component); complete documentation in a timely manner; write and submit monthly reports. Promotes the efficient and effective use of a variety of healthcare resources by focusing on the whole patient. Services provided include, but are not limited to: education regarding diabetes and hypertension prevention and management; maternal and child health; women's and men's health; substance abuse and communicable disease control. Assure that systems are in place with regards to safe guarding patients medical information in accordance with HIPPA regulations. Work collaboratively with other members of the healthcare team in coordination of the patient’s care. Answer phone calls and other inquiries in a timely manner. Occasionally transport patient to doctors’ appointments. All other duties as assigned.

**Hatch Valley Grill Restaurant Manager:** Full-Time/Benefits after 90 days; Wage **DOQ**
The Manager is responsible for the leadership, management vision, and overall success of the Hatch Valley Grill Restaurant. The Manager is responsible to ensure the facility has the proper controls, reporting, and people in place to effectively and efficiently grow the business to ensure profitability and a positive customer experience. Oversees day-to-day activities of Hatch Valley Grill. Is responsible for all personnel management. Responsible for scheduling of personnel and making sure management is present or available by phone for all shifts. Directs and coordinates all business activities, including pricing, sales, and distribution of products. Ensures the timely and accurate delivery of invoices, check requests, weekly and monthly reports, this includes a monthly oral report to Tribal Council. Have a clear understanding of the store budget and revenue. Reviews financial statements, sales and activity reports and other performance data to measure productivity and goal achievement. Ensures a clean and safe work environment for employees and customers. Implement improvements and cost containment to assure profitability and success of the business. Responsible for store inventory, point-of-sales accurate recordkeeping, and sound money management practices. Works to develop and maintain productive business relations with vendors, suppliers, and all business partners. Stay Current with industry trends. Ensure store assets are properly maintained. Know and follow all applicable OSHA, federal, and tribal laws and regulations. Must have and maintain a current ServeSafe certification.

**Hatch Valley Grill Assistant Manager:** Full-Time; $12.00 to $14.00 **DOQ**
The Assistant Manager is responsible for the leadership, management vision, and overall success of the Hatch Valley Grill Restaurant when the restaurant manager is not present. Oversees the shift by shift activities of the Hatch Valley Grill. Assists the manager with personnel management including, but not limited to, selection, performance appraisals, professional development, and discipline. Ensures a clean and safe work environment for employees and customers. Ensures all policies and procedures are followed. Know and follow all applicable OSHA, federal, and tribal laws and regulations. Must have and maintain a current ServeSafe certification. All other duties as assigned or required.
Hatch Valley Grill Restaurant Crew & Crew Lead: Part-Time (20-30 hrs wk)/No Benefits; $10.00 hr DOQ

This position requires hands-on cooking as well as great customer service skills and cashier experience. Must have familiarity with cashing and restaurant operations. The applicant must be able to provide pleasant and courteous service to customers according to tribal goals, policies and procedures. This position requires a high degree of initiative and attention to detail, excellent communication skills and the ability to project the desired tribal image of courteous, friendly service to customers. The applicant must be able to maintain a variety of records and reports. Must be able to handle cash transactions, be responsible for general cleanup, restocking of inventory and performing all related duties as necessary. Be able to work all shifts including evening, weekend and holidays and must be able to closely follow written and oral instructions.

*DOQ = Depends on Qualifications

For full job description and qualifications see Human Resources or website.

Please follow the guidelines listed below when filling out your application:

1. Complete the Application for Employment in its entirety, providing detailed and accurate information; include area codes with phone numbers, city, state zip codes with addresses, particularly on the Employment History section. Incomplete applications will not be considered.

2. Indian Preference will be given if an attached copy of your tribal document or ID card demonstrating proof of eligibility.

Return the completed application and the following: education requirement verifications, copy of driver's license and 36 month driving record, and two completed fingerprint cards (available at the Human Resource Office) to the Tribal Affairs Building located at 1 North Pipe Spring Road and HWY 389. Applications and verifications will be accepted by mail: HC 65 Box 2, Fredonia, AZ 86022.

4. Any offer of employment will be contingent upon the satisfactory completion of a drug test and background check.

It is important your application show all relevant education & experience you possess, including transcripts, diplomas, training certificates, 36 month driving record, etc. Applications will not be considered if incomplete. HR will accept resumes, however, the applicant understands that it is not in lieu of the application; “see resume attached” on the application will not be accepted.

Pre-employment background screening will be conducted. All Positions require a high school diploma or GED except for Day Laborer, Language Director, and C-Store Clerk. Full-time positions will receive full benefits that include Medical, Dental, Vision, HRA, Gap Insurance, plus Annual and Sick Leave, 13 paid Holidays and Birthday Leave.

CONFIDENTIALITY:
Each employee is required to sign a confidentiality agreement. Violation of this agreement can result in immediate dismissal.
Hopi Health Care Center/PHN will be here on May 10th and the 11th to give immunizations. If you need a specific immunization, please contact Laura Savala, CHR Director by MAY 9th, 2018.

May 10th - Steamboat/Eagle Mtn. Village Community Building 1:00 p.m. to 4:30 p.m.

May 11th - Conf. #2 Tribal Office from 8:30 a.m. to 2:00 p.m.

COOLER HOOK UP

The Kaibab Paiute Tribal Housing Department will start cooler hook-ups, the week of May 14-18, 2018. All rental units with a swamp cooler will be hooked up. Any Mutual Help/Homeowner that is interested in having their cooler hooked up, please contact our office. The cost will be $80.00

Thank You
ANNUAL COMMUNITY CLEAN UP

It’s that time of year again. You can start putting out your unwanted BIG items on the side of the road, in front of your house, beginning May 1, 2018. These items will not be picked up until, the week of May 21-24, 2018. The last day for pick up will be May 24, 2018. Yard trash that could fly away needs to be put into a trash bag. Trash bags will be available from Daniel Bulletts, at his office, starting May 1st, you will need to come and pick them up.

May 25, 2018, we will have the villages road clean up, along with the main roads (from the store to the Kaibab community building & from HWY 389 stop sign to 6 mile village) clean up, starting at 8:00 am. Someone will be around to drop off trash bags. Lunch will be served at 11:00 am at the community building.

Now is the time to get rid of any unwanted big items. ABSOLUTELY NO HOUSEHOLD GARBAGE WILL BE ALLOWED, PLEASE TAKE IT TO THE DUMPSTERS. If there are bags of garbage it will not be picked up.
CULTURAL RESOURCES COMMITTEE
Committee Members WANTED!

Meeting are scheduled as needed usually during the work week. Applications can be picked up at the Tribal Office and returned to the Committee Chairman, Daniel Bulletts.
Adult/Teen Heritage Class

Supplies are limited 15-spots Available
Sign-Up Sheet will be at Tribal Office Monday, May 7, 2018

Class Instructor: Glendora Homer

Tuesday, May 15th
Location: Cultural Preservation Office Patio
Introduction to Yucca & Dogbane cordage and rope making. Please try to be on time. Glendora will provide hands on assistance to get everyone started. Class supplies will be handed out.

*NOTE: This is a 2-part class you will need your rope made and ready to go because you will be using it to make your Cliffrose skirt or man covering.

Tuesday, May 22nd
Location: Cultural Preservation Office Patio
Introduction to making a Cliffrose skirt or man Covering. IMPORTANT bring your Yucca or Dogbane rope with you to this class.

All classes are from 5:30PM – 7:00PM (1 ½ hours)
Bring a snack to share!

Each participant will receive supplies for each stage of class. IMPORTANT bring your supplies with you to each class no replacement supplies available however I would be happy to tell you where to get some.

*Adults/teens If you didn’t sign-up but you have your own supplies (Yucca/Dogbane, Cliffrose etc.) you are welcome to join us.

For more information contact LeAnn at the Cultural Preservation Office 643-7365
Or lshearer@kaibabpaiute-nsn.gov
Traditional and Contemporary Heritage Classes

The participation by the Adults and Teens has been outstanding!!! I encourage everyone to try and make a class and **be sure to sign-up as supplies and class sizes are limited**. I wanted to share some picture of our classes with the community, parents this is a great opportunity to spend time with your teen! I have received some suggested class activities but welcome more of your ideas. WHAT WOULD YOU LIKE TO DO???

The Youth Activities for children ages 5-12 years old have been well attended although I know we have more children around here that we need to come out and have some fun with us!!! All the activities have a MAKE-AND-TAKE project and the activities rotate using both the Kaibab and the Eagle Mt. Village Community Buildings so everyone has the opportunity to attend. Kids I welcome your ideas for Traditional and Contemporary class activities. WHAT WOULD YOU LIKE TO LEARN ABOUT AND OR MAKE???

What's Your Talent?

Willing To Teach Kids, Teens & Adults?

The Cultural Preservation Department is looking for instructors willing to share their talents be it traditional or contemporary.

Musicians, singers, Painters, sculptors, potters, Quilters, gardeners, native plant enthusiast, cooks, Traditional life skills, etc.

Contact
LeAnn Jake Shearer
(928) 643-7365
lshearer@kaibabpaiute-nsn.gov
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Check out our webpage for current information and flyers:
http://kpteducationlibrary.eweekly.com/
May Activities

Adult Book Club
Wednesday, May 16th
5:00-6:00 p.m. @ Library

Book Tasting
We will be reading a chapter or two from many different books from every genre. Please join us for discussion, food, and prizes! If you are not able to attend, but would like to read the book and participate, please email me for the book report form. abundy@kaibabpaiute-nsn.gov

Adult Coloring Night
Wednesday, May 16th
5-6:00 p.m.
Come relax and unwind with an adult coloring book. Coloring can reduce stress, anxiety, negative feelings, and much more. It is a therapeutic way to create mindfulness and focus. Materials will be provided.

Super Craft Saturday
Women's Craft
June 16th
@ the Community Building
9:00 am—2:00 pm
Brought to you by Housing and Library.

Will it WAFFLE??
Friday May 18th
Community Building Kitchen
11:00-12:30
A fun filled waffle making experiment for tweens and teens! (10-18 years old)
Come HUNGRY!

Computer Tools Workshop
May 11th
1:00-3:00 pm
Canva class for flyers, invites, business promotion, Facebook images, blogging, and much more. Beginners and Intermediate users.
5 spots available call to reserve yours today.

Figure it OUT Friday!
Youth All ages
Friday, May 4th
10:00-11:30
Can you figure it out? Come test your detective skills!
2018 GRADUATION CEREMONIES

EL CAPITAN HIGH SCHOOL—FRIDAY, MAY 18TH @ 2:00 PM (ARIZONA TIME)

KANAB HIGH SCHOOL—THURSDAY, MAY 24TH @ 6:00 PM (ARIZONA TIME)

FREDONIA HIGH SCHOOL—THURSDAY MAY 24TH
8TH GRADE PROMOTION—5:00 PM
HIGH SCHOOL GRADUATION—7:00 PM (ARIZONA TIMES)

HAPPY BIRTHDAY!

May Birthdays
A very special Happy Birthday to:

Morgan Ashcraft
Fred Bulletts
Sydney Goldbar
Aubrey Gonzales
Talyn Olsen
James Williams

In an ongoing effort to recognize our students, we will begin spotlighting birthdays. If you have a tribal student with a birthday that is not listed, please call me to update my information 928-643-6025

Tutoring hours are from 3:30-7:00 pm.
(if students are present)
Fridays by appointment
"Consider the advice of your elders: Not because they are always right, but because of the wisdom they have learned from being wrong!"

The Senior Building is coming along!

We would like to wish Norris Brown, Contractor a speedy recovery after his accident.

FYI - Due to recent vandalism a fence will be erected to prevent future incidents.

Community Members: Please remember this is a construction site, so if you would like to take a tour of the building or want any information about the project, please contact Don Johnson at the Tribal Office (928) 643-7245.
2018 Annual Spring Fish Derby

**Date:** May 4, 2018

**Starting and ending time:** 6am to 11am

**Location:** Kaibab Village Fish Pond

**All Community Members invited**

All Children need to be accompanied by an adult 18 or Older!

**Lunch will be served at 11am at the Park**

Hot dog, Hamburgers, Chips

**Free Fish day No license required**

Call Danny Bulleets for more information – 643-8305
Youth Activity Ages 5-12
Project: Paiute Pottery
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