



## 2003 Rez Rally

Annual Rez Rally had a great turnout.

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## 32nd Annual Tribal Fair

Costume Contests on Sat., February 8, 2003, beginning at 9 a.m.

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## Macho Camacho

Seminole stage a successful "Brawl."

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Volume XXIV • Number 2

February 7, 2003



## 2003 Shareholders Meeting

By Alexandra Frank

**HOLLYWOOD** — On Jan. 18, the Board of Directors held a Shareholder's Meeting at the Tribal Headquarters auditorium. The 371-seat auditorium quickly filled to capacity with tribal citizens. Many of them stood along the auditorium walls, the rest viewed the meeting from television monitors set up in the auditorium lobby and outside of the building.

The main point of discussion in Shareholders Meeting was the Financial Report for

the year ending September 30, 2002. The Financial Report covered All Fund Types, All Governmental Fund Types, Combined Enterprise Funds, and Enterprise Funds.

Enterprise and Programs included were Tribal Smoke Shops, Seminole Wholesale Distributors, Credit & Finance Department, Cattle Programs, 4-H Program, Board Citrus Groves, Seminole Sugarcane, Tucker Ridge Shell Mine, Brighton Campground & Trading Post, and the Seminole Okalee Village & Fairgrounds.

Registration of Shareholder's began at 9:00 a.m., and the meeting began at 10:20 a.m. Master of Ceremonies Moses Jumper, Jr. welcomed everyone to the meeting and introduced President of the Board of Directors, Mitchell Cypress.

Cypress bid everyone a good morning and called the meeting to order. Moses confirmed that the meeting was called to order, which signified the beginning.

After the invocation, Cypress spoke about the reason for the Shareholder's Meeting. He

explained that the meeting was about the expenditures incurred by Tribe Inc. and the report given covered the money spent on those expenditures.

The meeting is also a chance for the Shareholder (tribal citizen) to ask questions regarding the report or businesses operated by Tribe Inc. After Cypress's opening statement, Moses began the Introduction of Tribal Officials and Liaisons.

Moses introduced Brighton Representative Alex Johns, Big Cypress Representative Paul

See **SHAREHOLDER**, page 3

## Honesty and Integrity

The second in a series about the Tribe's new Hard Rock projects

By Elrod Bowers

In addition to the hiring of Edward Jenkins as Director of Gaming-Compliance and Regulations, the Tribal Council hired veteran casino executive Jim Allen to become the Executive Operating Officer of the Seminole Tribe's Gaming Operations.

Allen, who reports to the Tribal Council, brings 24 years of gaming experience to the Tribe. Allen has held executive positions with Sun International, the Trump Organization, Hilton Hotels, Park Place Entertainment and Hemmeter, and supervised the openings of the Mohegan Sun in Connecticut and Atlantis in Paradise Island, Bahamas.

"I was first introduced to the tribe by a mutual friend who's in the gaming business and he told me about gaming in Florida, which I didn't even realized even existed," said Allen. "So I came over and looked at the Hollywood operation."

"I initially met the Seminole Tribe back when I was with the Trump Organization and I believe the Tribe had conversations with Donald Trump about possibly getting involved in their gaming operations. I was just Vice President of Operations and I just met some of the individuals that came up to the casinos in Atlantic City back in 1993."

Since his hiring, Allen has had one goal in mind for the Seminole Gaming, integrity. "That was one of the biggest things that we represented to the bondholders when we sold the first round of bonds: integrity and honesty," said Allen. "There is a 100% commitment from the Tribal Council and myself to make sure that we have integrity and honesty in the gaming operations."

"Things like the vendor registration program and bringing in Gaming Laboratories, Inc. to test the machines. I am also licensed in five different jurisdictions, key licensed, so my background has been checked by five differ-



Elrod Bowers

Jim Allen, Executive Operating Officer of Seminole Gaming Operations.

ent gaming boards for the last 23 years and everyone on the Hard Rock team has the same type of background."

To help with the Hard Rock projects, as well as overhaul and standardize operations at the tribe's five existing casinos, Allen hired Brad Buchanan, Senior Financial Officer; Kathleen L. Rybar, Senior Human Resources Officer; Lyle Bell, Senior Information Technology Officer; Thomas W. Sparks, Senior Officer for Security, Transportation and Administration; Charles Lombardo, Senior Gaming Officer; and Jeanine Repa, Marketing Officer.

"No one on the management team has less than 20 years experience in the gaming business and all have worked in the major markets, Las Vegas, Atlantic City, Connecticut, etc." said Allen. "They've all been key licensed, their backgrounds checked to the utmost degree."

"More importantly, everybody has been through an opening, and one of the criteria that I set out was that, to open a casino, we want to make sure that we don't select a system, or have someone in a position, that hasn't been successful in a similar opening environ-

See **CASINO**, page 14

## A Moment In Time With Henry John Billie

By Libby Blake

**BIG CYPRESS** — Seminole Wind Clan elder and master dugout canoe builder Henry John Billie was born Oct. 13, 1925 near what is now called Chokoloskee, FL. He is one of seven children born to Johnny and Margaret Billie.

Henry John learned the craft of canoe building from his father, grandfather and uncles. He learned how to choose the cypress tree, fell and clean it, work it, finish it and pole it through the Everglades. His knowledge includes the making of the short individual canoes and the longer ones used by entire families in the earlier days of Seminole history.

Mr. Billie is one of the four Seminole recipients of the Florida Folk Heritage Award — established in 1985 to honor outstanding folk artists and folk culture advocates who have made long-standing contributions to the folk cultural resources of the state. Henry John received the award in 1998 for being a "master dugout canoe builder." He also served as a master artist in the Florida Folklife Apprenticeship Program that same year.

Other Tribal recipients include Susie Billie (1985 — Medicine woman and authority on Tribal heritage), Betty Mae Jumper (1994 — Traditional storyteller and advocate of Seminole culture), and Bobby Henry (2001 — Dugout canoe builder and keeper of Seminole tradition).

When nominating Henry for the award Dr. Pat Wickman wrote, "Henry John Billie is a unique individual whose knowledge and talents are undisputed among his own Seminole people. He commands respect both because of his membership in Wind Clan and also because of the quiet and humble way in which he transmits his critical information and uses his prodigious skills ..... His skills (sic) are based upon a natural talent for understanding wood and for surviving successfully within the unique and demanding environment of the 'river of grass' that is the Florida Everglades. Further, he is a natural teacher whose patience and good humor only add to his reputation and respect."

Besides his parents, grandpar-

ents, aunts and uncles, Henry grew up with siblings Alice, Frank, Johnson, Watts, Nigel, and Elizabeth and half-siblings Ali and Richard Tiger at their camp in the southwest Florida wetlands.

When Henry was about 15 years old, his father passed away. This was around the same time that he started making the daylong trip (in the dugouts) with

he would come looking for work and supplies.

Taking jobs with the U.S. government, Henry John built many of the roads crossing the Everglades — including Snake Road. He laughs about poling his dugout to build roads — the irony of it not lost even today. He's saddened by the fact that, maybe, because of the roads he built none of his children — or his children's children — wanted to or needed to learn his craft.

The undisputed master dugout canoe builder has no one to pass his knowledge — a major part of Seminole culture and tradition — on to. Therein lies the irony. Wind clan, one of the founding clans of the Seminoles, is responsible for keeping and transmitting core traditions among the entire Tribe.

It was during his adult years that Henry wrestled with alcoholism. Whether it was caused by the mere presence of the "white man" or from the pressure of trying to survive in an evolving, non-Native world, Henry doesn't know. But he does know that his recovery didn't begin until he returned to Big Cypress, where he took up the old, traditional ways of his people.

After moving back to Big Cypress, Henry John Billie embraced the "old ways" and immersed himself in his canoe building. Before a disabling stroke in 2000, Henry continued to work displaying his craft at the Billie Swamp Safari and Ah-Tah-Thi-Ki Museum four days a week.

Henry lived with his companion of many years, Juanita Fewell, until her death last year. Together they had six children — Rubin, Wayne, Marlon, Edmund, Scott, and Evelyn. Juanita was, according to Henry, "cat clan."

While the stroke prevents Henry from physically building canoes, his mind remains sharp with all that knowledge stored and waiting for someone, anyone, willing to learn. He still spends most afternoons sitting at the counter at the Swamp Water Café waiting for someone, anyone, to stop by.



Tribune File Photo

Henry John Billie

his clan members to the Smallwood Trading Post at Chokoloskee Bay. It was on one of these trips that he saw his "first white man."

In 1940 or '41, he can't remember the exact date, Henry moved to the Big Cypress Reservation. He does remember that it took him, sometimes accompanied by brother Frank, all day to pole his canoe to the old Dania reservation where

## Unveiling of Dorothy Scott Osceola Portrait

By Paula Cassels

**HOLLYWOOD** — On Jan. 16, the Seminole Education Department invited Seminole citizens, associates and principals from local private and public schools and universities to attend an Open House for the unveiling of Dorothy Scott Osceola's portrait.

The Open House took place in culture room on the second floor, the goal was to get acquainted and establish relationships with the local schools and universities, public and private.

The event also promoted the services of the Education Department to the

Seminole community, and attendees were able to tour the DSO library facilities.

Before the unveiling, Director of Education Maria Rumbaitis introduced the Education Department staff. Rumbaitis has only been employed with the Seminole Tribe for a short time, but says they are very busy in the Education Department.

The Education Department has a preschool program, which serves 150 students from 6 weeks old to 5 years of age. The preschool includes a language program. There are also preschool operations

See **DSO**, page 9



Paula Cassels

Dorothy Scott Osceola portrait.

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# Governor Opens Doors, President Closes Them

By Dr. Dean Chavers

The new governor of New Mexico is an unusual person. He has actually listened to the Indian people of the state and appointed them to positions in his administration. He has appointed them in droves, in numbers certain to set a new record.

The new governor, Bill Richardson, is not a novice. In fact, he served as Secretary of Energy under President Clinton. Before that, he served as the U.S. Ambassador to the United Nations.

Before that, he served for 22 years in the U. S. Congress representing the Third District of New Mexico. He is a seasoned political veteran.

Governor Richardson was born in Mexico City. He is now the highest elected official in the U. S. who is identified as Hispanic. As the representative in Congress he represented several pueblos, part of the Navajo Nation, and the Indian cities of Santa Fe, Farmington, Grants, and Gallup.

His district had one of the highest total numbers of Indians in the U.S. His highest Indian hire is his new Secretary of Labor, Conroy Chino, who is from Acoma Pueblo. He was not involved in the governor's campaign, he told me, and raised no money for the campaign. He has been a TV reporter and news anchor for almost a quarter of a century, in Albuquerque and Los Angeles.

He was not nominated by anyone, even his own tribal chairman, he told me. He simply called the transition team and passed word that he was interested in serving on the Governor's team.

"I wanted to be a part of it," he said. "My feeling is that this huge Department, one of the biggest in state government, needs to find solutions instead of dealing with the present problems. The Department is complex. Customer service is one of our biggest areas, and one we will improve on."

His plans are to get fully familiar with the whole Department. The day I talked to him, he was holding continuous meetings, learning the ins and outs of the Department as he set policy with his division directors.

"The Secretary does not assume he will slide through Senate confirmation," his Public Information Officer, Carlos Castaneda, told me. "He is tasking a lot of new information, learning what the Department does. He wants to be totally ready."

I asked Conroy why he left the media after so many years. "I expressed an interest in serving on the Governor's team. The governor said he planned to bring in a wide cultural and ethnic mix. He has committed to having a diverse administration, probably the most diverse in the history of the U.S."

"I wanted to be part of it. I pledged to use my experience as an investigative reporter and TV news anchor to nail down any existing problems. I plan on being a person who finds solutions. We

need to be active in finding solutions."

The focus of the Department now, he said, is on paying unemployment to people out of work. The Department needs to focus job placement, on helping find ways to help people get paychecks instead of unemployment checks. "Our top priority will be to help people find jobs," Conroy said.

The Governor has already appointed 13 Indians to serve in his administration. Four of them are director or secretary positions-the top level. These four are Conroy Chino (Acoma), Labor; Billy Sparks, (Cherokee), Communication; Elizabeth Joyce Naseyowma-Chalan, (Hopi/Twos), Public Health; and Frank Zuniga, (Yaqui/Tarasco), Film Division.

Five others are deputy secretaries or division directors. They are Derrith Wenchman-Moore (Navajo), Environment; Hilary C. Tompkins (Navajo), Deputy Counselor to the Governor; David Eisenberg (Taos), Deputy Public Defender; Rachel King (Navajo), International Trade Director; and Butch Blazer (Apache), Forestry Director.

Long-time Pueblo leader Bernie Teba is the new Director of the Office of Indian Affairs, which will no doubt be more influential than it has ever been. Bernie retains Sam Cata (San Juan) as deputy director and brings on Lynn Trujillo (Sandia) as General Counsel. In addition to hiring 13 Indian staffers, Governor Richardson has appointed 15 Indians to boards and commissions. Many of them are on heavyweight boards.

Among the most notable are Rena Salazar (San Juan) on the State Fair Commission, Peter Pino (Zia) on the Game and Fish Commission, Dan Namingha (Hopi) and Gloria Emerson (Navajo) on the Arts Commission, Vinnie Monetatchi (Navajo) on the Livestock Board, and Donovan Gomez (Taos) on the State Board of Education.

Others include Duane (Chili) Yazzie (Navajo), Human Rights Commission, Blaine Sanchez (Isleta) on the Interstate Stream Commission, Anita Pfeiffer (Navajo) on the Commission on the Status of Women, Melvina McCabe (Navajo) on the Health Policy Commission. Everett Howe (Navajo) on the Law Enforcement Academy, Greg Ortiz (Acoma) on the Transportation Commission, Harold Tso (Navajo) on the Environmental board, Cynthia Aragon (Navajo) on the Adult Parole Board, Governor Stuart Paisano (Sandia) on the Public Safety Commission, and Wilfred Garcia (San Juan) on the Water Quality Commission.

The Indian vote has clearly decided the governor's race in New Mexico in the last three elections. In 1994, Bruce King, the Democrat, was serving his third term as Governor, and ran for his fourth. He lost to the upstart Republican newcomer Gary Johnson.

Why? Governor King would not negotiate gaming compacts with the 22 tribes in New Mexico. In fact, he would not even talk to them. They threw their

vote and their money, over \$280,000, to Johnson, and he won.

In 1998, Johnson beat my friend and current Albuquerque Mayor, Martin Chavez, for a second term. Why? Marty was opposed to Indian gaming (bad decision), and Johnson had promised to support it. Johnson had also negotiated and signed some 14 gaming compacts with tribes, a promise he had made in his first election.

After he lost, Marty called "the gang," his 15 closest friends, together for a debriefing a few weeks later. I told him he could never be governor-in fact that no one could ever be governor again-without the Indian vote and support from Indian gaming.

A lot of people are opposed to Indian gaming, but I am not one of them. The alternative, for Indian people to continue to live in poverty and without jobs, is not acceptable to me. I wish there were other options available to Indians, and more such things are becoming available because of gaming. But I will always support gaming.

Gaming is something that many tribes have had as a part of their culture for hundreds or thousands of years. So, while I do not like to see "bingo moms," the good outweighs the bad ten times or more. The charges of Mafia penetration and political corruption are outright lies told by conservative people who are opposed to Indian gaming. They ought to be ashamed of themselves. Indian gaming is one of the most regulated industries in the U. S.

Governor Richardson knows this, and has no problems with gaming. He is so popular, even stealing the North Koreans came to speak to him a few weeks ago instead of going to the State Department, that he has an excellent chance to become the first Hispanic president.

As a person who has pushed for over 30 years to open doors, it elates me to see so many Indians being appointed by Governor Richardson. As he opens doors, George Bush, our least intelligent president, comes out with a denouncement of the Affirmative Action program of the University of Michigan.

How ignorant can he get? Don't answer that. Bush is one of the people who has been discriminating against minorities and women for so long that he can't find it in his little shriveled up heart to let us in the doors. Shame on you, George Bush/Strom Thurmond, Jr.

Keep going, Governor Richardson. You set an example that other governors ought to follow. How about Montana, North Dakota, South Dakota, Washington, Oregon, Alaska, New York, Michigan, Wisconsin, Nevada, California, and the other big Indian states chiming in? It's way past time.

Dr. Dean Chavers is Director of *Catching the Dream*, a national scholarship and school improvement program for Native Americans. His address is [Nscholarsh@aol.com](mailto:Nscholarsh@aol.com).

The North American Indigenous Games and I happened to meet two of the coaches who went along to the games from Miami, FL.

Yeah they were nice, they gave me a pen that had TEAM FLORIDA on it and your tribe's website. So I thought that I should email you guys and tell you what an extraordinary website you guys have.

You guys have an interesting culture. Yeah, if anyone wants to check out my reserves we can schedule his the address...www.sunchildschool.com. There's things there about our reserve and our school.

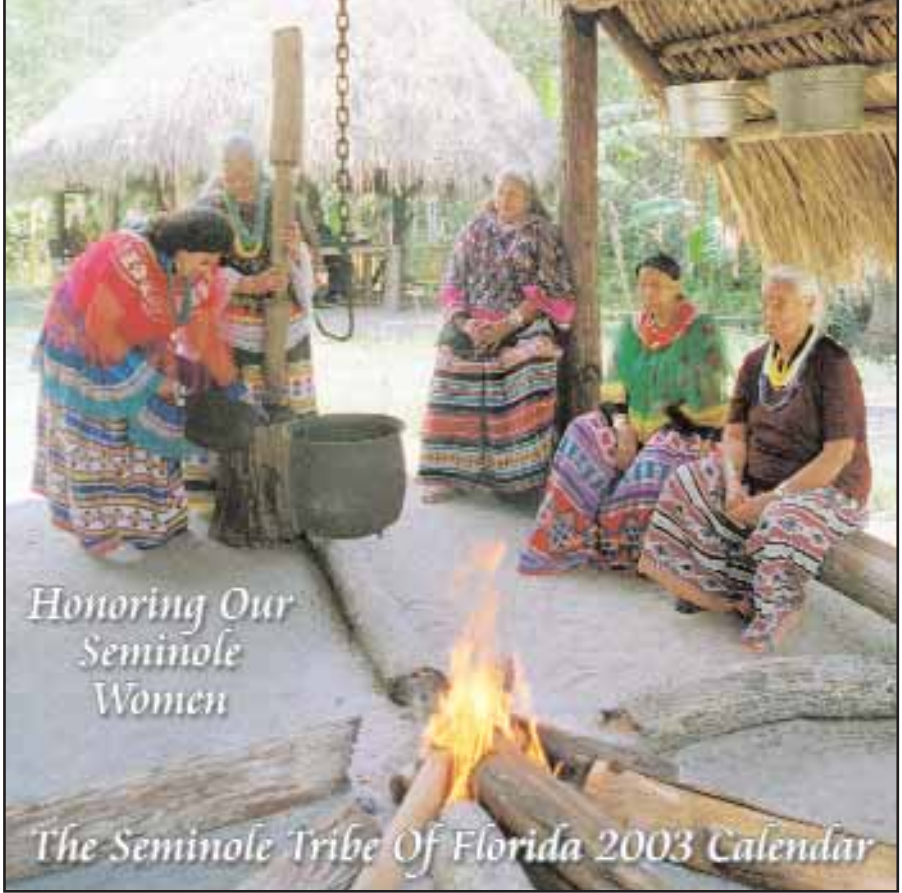
Most of our High School students learn through Cyber school. I graduated through normal classes, but now I'm thankful for the Chief & Council to have bring up that brilliant way of learning.

Well thanks, hope you guys enjoy that website.

Well, Cya Laterz. Keep on going. Hang in there. Keep ya head up.  
**Felicia Frencheater**  
[felly\\_2k2@hotmail.com](mailto:felly_2k2@hotmail.com)



Chowahetet tooglem  
Two Goats



## The Tribal Calendar Is Here!

The new Tribal calendar, entitled, "Honoring Our Seminole Women," is now here and available for purchase.

This year, the calendar features 12 Tribal seniors representing all of the Tribe's clans and the Brighton, Big Cypress, Hollywood and Immokalee reservations.

If you would like to purchase a calendar, please send \$10 to Seminole Communications, 6300 Stirling Road, Hollywood, FL 33024.

Tribal members will receive one free copy of the calendar. If you would like to pick up your calendar:

Brighton: Please contact the office of Brighton Council Representative John Wayne Huff, Sr.

Big Cypress: Please contact the office of President Mitchell Cypress. Immokalee: Please see Elaine Aguilar at the Immokalee Field Office.

Hollywood: Please stop by the Seminole Communications office. Other Tribal members can contact the Tribune offices at (954) 967-3416 and we can direct you to the nearest place where you can pick up your copy.

## Letters & E-mail

6300 Stirling Rd. Hollywood. FL 33024 • [tribune@semtribe.com](mailto:tribune@semtribe.com)

I'm a new member of the Florida Trail Association, planning to hike through Big Cypress in February. I have a couple of questions.

Can I pitch a tent at the Billie Swamp Safari for \$10, and eat in the restaurant (until 6 p.m.). Does it serve breakfast, too? Free use of shower?

Will you hold a food package if I mail it to myself in care of you all? What is the mailing address for UPS delivery, if UPS goes in there?

Many thanks,  
George Meek  
[george@meekconsulting.com](mailto:george@meekconsulting.com)  
**Marketing Director Lucy Evanicki writes:**

**Thank you for thinking of camping with us on your hike through Big Cypress in February.**

**You may pitch a tent for \$10 per night at the Big Cypress Campground three miles away from Billie Swamp Safari (you'd have to pass the campground to get to the Safari). Sheila Barry, the Campground Manager said she would be happy to drive you over and back to the Safari**

**from the Campground.**

**Yes, the Swamp Water Cafe at the Safari serves breakfast 7:30 a.m., lunch and dinner (until 7 p.m.).**

**Yes, Sheila Barry says please do send your food supply to the campground via UPS and she will hold it in the office for you.**

**The address is: Sheila Barry Big Cypress Campground H.C 61, Box 54 - A Clewiston, Florida 33440 (800) 437 - 4102**

**Even though it is a box number, UPS comes out to the Safari and Campground area every afternoon around 4:30 p.m. as the area is so remote.**

**The Campground has shower/restroom facilities and even a clubhouse with a kitchen.**

**We look forward to your visit!**

Hello Editor:

Hi, my name is Felicia Frencheater. I am a Cree Indian from Alberta Canada. How I found out about your sight and the tribe. I participated in

Dear Mr. Ernie Tiger  
Greetings:

Enclosed is the photograph I mentioned in my email. I regret that it is slightly tinted, but it is a copy of a copy, etc. My Aunt Callie Brown, born in Boynton in 1910, has the original which was taken at the Flagler Art Studio in Miami in 1904.

My grandfather, Abel Augustus Rousseau, born in 1878 in Clearwater, is seated center, right. On the left is his Uncle Thaddeus Rousseau. The Seminoles, from left to right, are Phillip Billie (left, standing), Polo Tiger (middle, standing), Elias Jumper (right, standing), and Frank Jumper (center, sitting).

The Seminoles called my grandfather, Ebby Rooky, and his Uncle Thaddeus they called Teddy Rooky. My grandfather often told me about what the area was like in those days. He said it been called Ft. Dallas until townsmen changed it to Miami in 1896. He and his uncle went there to supply cypress from the Big Cypress Swamp to Flagler's railroad.

While they paid the Seminoles to pose with them in the picture, these men were also their guides across the Glades and into the Swamp. After making some money, then losing some money in the cypress venture, Granddad married and settled in Boynton in 1908 where my father and his siblings were born.

Granddad never knew his own grandfather, William Henry Rousseau, who died in 1870 and is buried in the family cemetery near the old Clearwater

High School. But we do know he lived in what is now Suwanee County and served in the Florida militia during the Second War with the Seminoles.

William Henry Rousseau was born in Georgia in 1818 and was brought



to Florida as a small child when John L. Rousseau moved into the state. My children are the fifth generation actually born in Florida.

During the early 1950's, there was a family of Seminoles who lived near us in northern Palm Beach County north of Lake Park. There were three girls, Maude, Dorothy, and Sally, (who would be in their 60's now) who lived with their aunt and uncle because their own parents

had been killed in an automobile accident They had lived on the reservation in Dania.

My dad owned a thousand acres where we had a dairy, and in my spare time (I was maybe twelve or thirteen) I used to trap gopher turtles and ride past their camp on my pony and give the gopher to the uncle.

One day the aunt measured my shoulders and arms with her hands, and from this was able to make me a shirt I still have in my possession today. The shirt is now around fifty-two or fifty-three years old.

I had a real "crush" on Sally, and made arrangements to meet her in West Palm Beach at the theater so I could pay her way into the movie. I have to admit I wasn't very culturally sensitive on my very first "date", because the movie was John Wayne's "She Wore A Yellow Ribbon."

I didn't mean to rattle on for so long. But the picture and the shirt were always two central focuses of my boyhood. I once told someone that if God had granted me my biggest wish back when I was thirteen, I would still be a Seminole Indian today.

If you like the picture, my sister and I would appreciate receiving two copies of your 2003 Seminole calendars in exchange. I hope this 99-year old photo is beneficial to your archives.

Thanks for listening,  
Daniel F. Rousseau  
534 West Elm Street  
Yarmouth, ME 04096

## The Seminole Tribune

The following deadlines apply to all submissions for inclusion into the *Tribune*:

**Issue: February 28, 2003**  
Deadline: February 14, 2003

**Issue: March 21, 2003**  
Deadline: March 7, 2003

**Issue: April 11, 2003**  
Deadline: March 28, 2003

**Issue: May 2, 2003**  
Deadline: April 18, 2003

**Issue: May 23, 2003**  
Deadline: May 14, 2003

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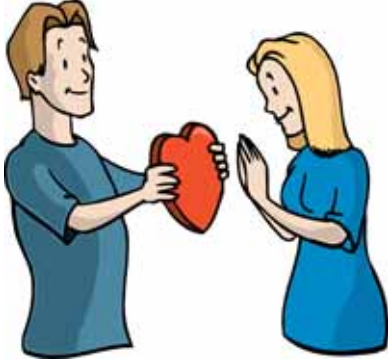
### The Seminole Tribune

is a member of the Native American Journalists Association, the Florida Press Club and the Associated Press. Letters/e-mails to the Editor must be signed and may be edited for publication. Subscription rate is \$30 per year by mail. Make checks payable to *The Seminole Tribune*, 6300 Stirling Rd., Hollywood, FL 33024. Phone: (954) 967-3416. Fax: (954) 967-3482.

Or subscribe on the Internet at [www.seminoletribe.com](http://www.seminoletribe.com)  
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Send Address Changes to  
**The Seminole Tribune**,  
6300 Stirling Rd.,  
Hollywood, FL 33024.



Happy Valentine's Day!









Lt. Latchford with family at the Jan. 17 graduation ceremony.

Elrod Bowers

# Latchford Graduates From Command Officers Course

By Elrod Bowers

**WEST PALM BEACH** — On Jan. 17, Lieutenant William Latchford, of the Seminole Police Department, graduated from the prestigious Thirty-Third Command Officers Development Course.

The course was sponsored by the Southern Police Institute, University of Louisville and the Criminal Justice Institute, Palm Beach Community College.

According to the Chief of the Seminole Police Department Mike Floyd, "The Southern Command is one of the best leadership schools in the country."

When Floyd was appointed Chief, he emphasized education and wanted Latchford to start looking into schools that offered leadership and management training.

According to the Site Coordinator Earl Mitchell, many graduates of the Course have moved on to the upper ranks of their respective agencies. "This has been one of the most exceptional groups," said Mitchell, "they all rated at the highest personal and professional levels."

Like many of the other 27 students attending the Course, Latchford drove back and forth to West Palm Beach for the 5 two-week sessions. The Course, which was a total of 440 hours, took five months to complete.

"I went to school during the day and worked at night," said Latchford, "So I was usually out of the house by 6:00 a.m. and didn't get home until 11:00 p.m."

During the course, Latchford participated in a number of individual and small group projects, which comprised 35% of his final grade. In the projects, the participants were in charge of running a fic-

titious police department and faced with the challenges of creating programs such as community policing or a traffic unit to combat road problems, using existing resources and without going over budget.

Latchford, the second Seminole Police Department to complete the course, sees short and long-term applications for what he has learned. "I want to focus on the basics," said Latchford, "I want to become proficient in the basic tasks, such as the day-today operations of the department."

"I also want to someday become the Chief of the Seminole Police Department, I really would like to finish my career here."

He was joined at the graduation by his wife, Tribal member Amy Latchford, her parents Jimmy Hank and Marie Osceola, and son Brendan.

"I would like to thank my wife and kids for their support," said Latchford, "and my in-laws also helped out a lot throughout the class."

"We're really proud of him for all of the hard work he has done in completing the course," said Amy.

Also attending were his father, Al Latchford, and Hollywood Board Representative David Dehass.

"I'm proud to be here and see one of our own police officers finishing this course," said Dehass.

Latchford also wanted to recognize his colleagues, "The officers, administration and Chief Floyd all provided me with the support and freedom to attend the course."

"Lieutenant Latchford worked hard, did a good job, and we're proud of him," said Chief Floyd, "it's good for the Department and the community."

# February Is Seminole Children's Dental Health Month

Submitted by the Seminole Dental Program

One of the earliest tragedies in the Dental Health of a child is early tooth loss due to Dental Cavities.

Early Childhood Caries is the main cause of tooth loss for children ages 1-S and can be caused by several factors. Putting a baby to bed with a bottle of formula, milk, or other sweet drink, allowing a small child to have sweet drinks continuously through out the day from a no-spill sippie cup, and failure to remove dental plaque from a child's teeth are all leading causes of Early Childhood Caries.

Early tooth loss for these children can lead to problems with speech development, self-esteem, and the proper eruption of the permanent teeth.

For older children, early tooth loss is usually due to a combination of poor snack choices and failure to remove dental plaque by brushing and flossing. For many of these children pain and infection precede tooth loss.

According to the Year 2000 U. S. Surgeon General's report on Dental Health, "The daily reality for children with untreated oral disease is often persistent pain, inability to eat comfortably or chew well, embarrassment at discolored and damaged teeth, and distraction from play and learning."

And "More than 51 million school hours are lost each year because of dental-related illness." As

children get older and begin to get involved in recreational activities, the risk of accidental tooth loss increases.

"Injuries to children, intentional and non-intentional, often involve trauma to the head, neck and mouth. The leading causes of oral and head injuries are sports, violence, falls, and motor vehicle crashes."

**The good news is that dental decay and early tooth loss can be prevented. Begin to cleanse your baby's gums after each feeding even before his first tooth arrives. As teeth begin to erupt, cleanse them with a soft cloth or baby toothbrush. And be sure to schedule and keep a dental appointment by baby's 1st birthday.**

Monitor and limit the amount of sweet treats and snacks, especially "kid drinks," that your child is getting each day and be sure to "remind" him that he needs to brush and floss his teeth every day.

If your child is involved in a sport or other boisterous activity such as riding an ATV please make sure that he has and wears a mouth guard to protect the teeth.

Please join forces with the Seminole Dental Program and help bring about the extinction of Early Tooth Loss in the children. The survival of their Seminole Smiles depends on YOU!

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# Escape to The Naples Beach Hotel & Golf Club this Winter

**NAPLES** — There is no better escape this winter than The Naples Beach Hotel & Golf Club's Family Fun package. Whether guests prefer soaking up the sun on Naples' white sand beaches, a competitive game of golf, or a leisurely afternoon boat ride, this package caters to everyone in the family.

During their stay, vacationers can enjoy many of the package's exciting features including full daily breakfast buffet in The Everglades Room; a complimentary weekly golf clinic; sand pail kit for each child; beach chairs daily for two; one extra hour of boat rental with one hour purchase; one extra hour of tennis play with one hour purchase; afternoon tea and cookies in the lobby as well as a tour of the resort's Orchid House.

While mom and dad are polishing their golf swings on the award-winning, championship golf course, The Naples Beach Hotel & Golf Club offers plenty of activities for children including, the resort's popular Beach Klub 4 Kids, a complimentary, supervised recreational activity program available to all resort guests from ages five to 12.

Young guests will enjoy many activities including: arts & crafts; pizza parties; marine life and endangered species studies as well as swimming, sand castle building and goofy games.

In addition to the great family activities offered at the resort, there are plenty of exciting things for families to see and do in the Naples area. Children of all ages love The Conservancy's wildlife rehabilitation center and boat tour through Southwest Florida's mangroves. Also be sure to visit the Caribbean Gardens, a 52-acre tropical garden with a collection of animals, apes, zebras and exotic birds.

The 3-day, 2-night Winter Family Fun package starts at \$690 and can be booked for travel between December 20, 2002 and April 20, 2003. For reservations or further information, please call (800) 237-7600, or book online at [www.NaplesBeachHotel.com](http://www.NaplesBeachHotel.com).

The Naples Beach Hotel & Golf Club, owned and operated by the Watkins family for over 56 years, features 318 newly decorated rooms; a large beachfront swimming pool; an award-winning Tennis Center with six Har-Tru tennis courts; a challenging on-site 18-hole, par 72 PGA championship golf course and a tropical Orchid House.

The hotel offers over 34,000 square feet of meeting and event space. In addition, guests can take advantage of the full-service Spa and Fitness Center as well as four great restaurants.

# 2003 Seminole Indian 4-H Livestock Show & Sale

Submitted by Polly Hayes

**BRIGHTON** — Seminole Indian 4-H youth are busy putting the finishing touches on their animal project for 2003 Livestock Show & Sale that will be held in conjunction with the Brighton Field Day Activities on February 15,16 and 17th.

Youth from the Hollywood, Immokalee, Big Cypress and Brighton Reservation will bring their animals to Show & Sale located at the Brighton 4-H facilities off State Rd 721 in Glades County.

Youth started their steer projects in August where they picked out a steer from tribal owned herds, either from Brighton or Big Cypress Reservation. There were 40 youth that started a steer project and 65 members picked swine projects in October.

The youth hold monthly meetings where they learn about feed, grooming and keeping their record books current as they are required to have their record books current when they bring their animals for the final weight.

The steer projects must weigh 900 pounds at the final weigh-in on February 15, 2003. The swine project must weigh 180 pounds in order to show. The youth have been busy writing letters inviting potential buyers to come and bid on their animals. The schedule is as follows:

<i>Weigh-in:</i>	Saturday, Feb. 15 11:00a.m. -3p.m.
<i>Show:</i>	Sunday, Feb. 16 1:00p.m.
<i>Buyers Luncheon:</i>	Monday, Feb. 17 12:00p.m.
<i>Sale:</i>	Monday, Feb.17 1:30p.m.

The public is invited to attend the 2003 Livestock Show & Sale, come and check out all of the hard work these young people have been doing with their projects.

# Smile for a Life Time

By Paula Cassels

**BRIGHTON** — Linda Levin and Danielle Wohlbold presented their first pediatric dentistry presentation to the parents of the Brighton community.

Levin and Wohlbold are certified dental assistants for the dental office of Dr. Francisco Arias in Port St. Lucie, Florida.

The discussion about tooth decay started with infants six months of age, which is when the baby's first teeth usually appear.

Dental care experts recommend that babies have their first dental check up before their first birthday, so the dentist can check to see that the jaw and teeth are developing properly. This should be followed by regular check-ups every six months, early familiarity with the dentist builds trust and confidence.

"Baby bottle tooth decay", the condition is caused by prolonged exposure of baby's teeth to formula, milk, juices and sugary liquids, try not to dip your child's pacifier into sweet liquids.

At 18 months and under, clean your baby's teeth at least twice a day with a recommended Infant Tender. They are made out of soft terry cloth, which fits over the index finger. Moisten with cool water, put on a dab of toothpaste and swab the infant gums and teeth. The best times of the day for children to brush their teeth are after breakfast and before bed.

Choose an American Dental Association-approved fluoride toothpaste. For children under 12, select a child-size toothbrush with soft bristles and replace the toothbrush every three months, after a cold, or when bristles look frayed and worn.

Each child should have their own toothbrush, sharing toothbrushes can transfer decay-causing bacteria and germs from colds, flu and other illnesses. Daily use of fluoridated water and fluoride toothpaste over the years have resulted in better dental check-ups.



Paula Cassels

**Certified Dental Assistant Danielle Wohlbold demonstrates the correct way to brush children's teeth.**

For young and old alike, a preventive routine that includes initiating good dental hygiene, fluoride, and dental check ups will help you and your child be cavity-free.

**Seminole Tribe's Brighton Reservation**  
Presents The  
**65th Annual Field Day**  
**Seminole Arts & Crafts**  
**Festival & PRCA Rodeo Days**  
February 14, 15, & 16, 2003

**Friday, February 14th**  
10 a.m. - School Days (All schools, call 763 7501 for special events)  
7:30 p.m. - All Indian Rodeo (\$2.00 Admission all ages)

**Saturday, February 15th**  
10:00 a.m. - Parade & Festival (\$2.00 Admission)  
Festival Activities Include:  
Alligator Wrestling • Traditional Indian Dancing  
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Baby Contest • Authentic Indian Foods • Entertainment  
Vendors From All Over North America • Indian Arts & Crafts  
Field Day Activities Include:  
Sack Race • Pie Eating Contest • Stick Ball Game  
Log Peeling • Archery • Relay Race  
7:00 p.m. - PRCA Rodeo (\$10.00 Adults, \$5.00 Children, Under 5 Free)

**Sunday, February 16th**  
11:00 a.m. - Festival Activities Start  
3:00 p.m. - PRCA Rodeo

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# Five Costly Mistakes People Make

**By Ken Goosens**  
*Editor's Note: Ken Goosens works for the Tribe in Housing Finance and counsels Tribal members on loans and their credit. The opinions he expresses are his own.)*

We have all had the experience of learning things the hard way, meaning that we learned by making costly mistakes ourselves. The common lament is that if only we knew then what we know now, we would have done things differently. The smart person learns from his or her mistake, but the wise person learns from the mistakes of others. This month's column is about that easier way, where we learn without first making the mistake ourselves.

Here are my five top mistakes you should avoid, starting with the fifth worst and working down to the worst.

**Mistake #5 – carrying excess automobile debt.** Buying very expensive or multiple automobiles is very tempting to younger people because having your own car is a rite of passage to adulthood, where a car signifies independence, freedom, and prestige. What's wrong with this? You are locked into a debt for 4 or 5 years, which can hamstring your ability to qualify for other loans. For example, would you like to buy a home sometime during those five years?

The value of automobiles declines with time, so you are getting a negative return on your investment. In contrast, money put into a home or financial investments like stocks usually increases in value over time.

Finally, borrowing to purchase automobiles has special risks, as we shall see shortly.

**Mistake #4 - co-signing loans.** When you co-sign a loan, you don't actually use the purchase and you don't also pay the monthly debt. Instead, you back the debt and are responsible for paying the debt if the other person fails to pay it. What's so bad about co-signing?

You have made your credit history subject to the bad luck and failures of other people who you do not control. Every late payment of the other person counts against your credit history, the same as if you failed to make the payment. Any repossession counts fully against you. The worst case I have ever known is when a couple declared bankruptcy because three cars they co-signed for were repossessed or totaled in the same year.

**Mistake #3 – not having hazard insurance on a home.** The Tribe pays for hazard insurance on homes it leases to tribal members. But when the house is conveyed to the leaseholder, the Tribe no longer pays for hazard insurance. You, as the new, private owner, are responsible for hazard insurance. If your house burns down with no hazard insurance, you have a complete loss with no money to rebuild. You lose not only the house, but your personal property as well.

**Mistake #2 – not having sufficient insurance to replace a totaled car.** There are three ways to lose money on a totaled car. First, you fail to pay for the insurance on time, so your insurance lapses. Second, the insurance covers only the cash value, which can be considerably less than the cost of a new car. Third, the car that was totaled was driven by a person not covered by the insurance.

Understand that when you have an automobile loan, you owe the full amount on the loan even when the automobile is totaled. On the automobile you no longer have, you must either pay in full the unpaid balance, or continue to make the monthly payments.

**Finally, the worse mistake of all – mistake #1 – is to let a car be repossessed.** Having a car repossessed, whether taken forcibly or surrendered voluntarily, has the immediate and lasting effect of lowering your credit score, possibly making loans more difficult to get and raising the interest rate you pay.

People wrongly think that returning a car wipes out the debt. When a car is repossessed, it will be sold to help satisfy the debt.

But the value of the repossessed car is seldom enough to wipe out the debt, because cars depreciate relatively rapidly, get banged up or have repairs that need to be made. The expenses for repossession are charged to the owner, and loans often include an older debt rolled into the new one.

You remain fully responsible for any debt, even though you no longer possess or own the automobile.

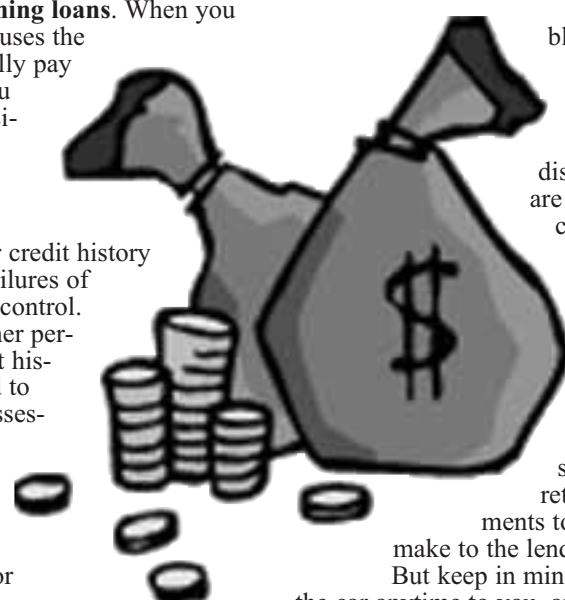
Repossessions are black marks on your credit and do not release you from debt on the auto. What should you do if you want a different car or are disgusted with problems you are having with the car? Pay the car off and then sell it.

If you don't want to use the car and can't pay it off now, park it and keep making the payments. Or combine your money with what you can sell the car for, and pay off the loan. Or let someone else have the car in return for making the payments to the lender.

But keep in mind that the person can return the car anytime to you, and it's your problem.

Don't throw up your hands in anger or disgust, tell the lender to take back that good for nothing lemon, and refuse to pay anything else on the car. Doing so only makes a bad situation worse for you.

Note that four of the five major financial mistakes concern automobiles. Borrowing heavily to buy multiple automobiles is not only dangerous in itself, but exposes you to the risk of making those other mistakes.



## Annual Social Security Updates

**By Ginny Jordan**  
**Public Affairs Specialist, Social Security Administration**

A new year always brings changes. Many of those changes are small. Most people change their calendars and others change their wardrobe.

But I want to remind everyone of big Social Security changes that go into effect this month that touch the lives of almost every American. All the changes are brought about by automatic annual adjustments for inflation that are required by law.

Here's a rundown of the major changes.

The more than 50 million people who get Social Security and Supplemental Security Income payments get a 1.4 percent raise this month. That means, for example, the monthly benefit paid to the average retiree goes up from \$882 to \$895. And average benefits paid to a disabled worker with a spouse and child climb by \$19 per month from \$1,376 to \$1,395. A widowed mother with two children whose husband had earned average wages will see her survivor benefits increase from \$1,812 to \$1,838 each month.

Working retirees who are under "full retirement age" can earn more money this year before losing any benefits. In 2003, anyone under age 65 and two months will lose \$1 in benefits for every \$2 earned over \$11,520.

Last year, the penalties kicked in for anyone under age 65 earning more than \$11,280 annually. The reduction remains the same: \$1 dollar deducted from the Social Security check for each \$2 earned over the threshold.

People who want to work and get off of Social Security disability benefits also get a break. After a nine-month "trial work period" with unlimited earnings potential, disability benefits usually will be stopped if earnings exceed \$800 per month in 2003. Last year, the cutoff point was \$780.

Some people who are working might notice other Social Security changes. Those earning more than \$84,900 will pay more in Social Security taxes in 2003. That was the cutoff point for payroll deductions last year.


But in 2003, employers will continue to withhold the 6.2 percent Social Security tax up to an \$87,000 wage base. Self-employed people pay Social Security taxes on 12.4 percent of their net profit, up to the same \$87,000 limit this year.

Medicare tax withholding remains the same. Employers pay 1.45 percent on all their earnings, and self-employed people pay 2.9 percent on their entire net profit.

Even fewer workers will notice one other inflationary change. Social Security gives people the maximum four "credits" that count towards future Social Security benefits after they earn \$3,560 in 2003. Last year, four credits were assigned after only \$3,480 in earnings. Most people need 40 credits, or 10 years of work, to be "vested" in the Social Security system.

For more information on these and other changes, I suggest you visit our website, [www.socialsecurity.gov](http://www.socialsecurity.gov). A link on the homepage connects you to all the updates.

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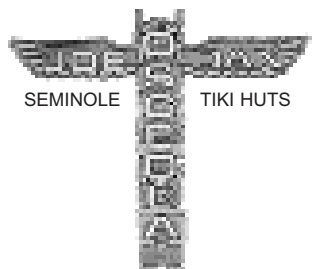
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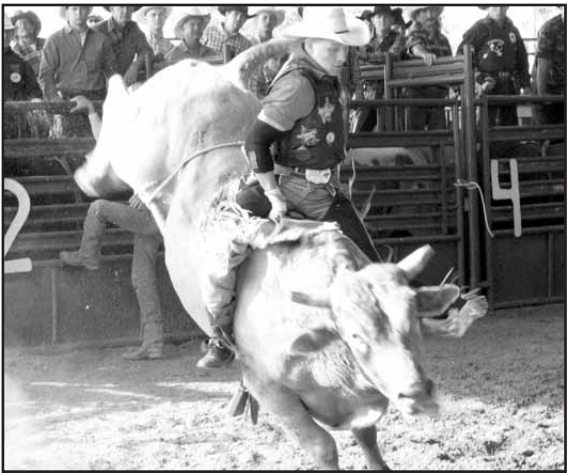
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# The 1st Annual Josiah Johns, Rough Stock Rodeo

**By Paula Cassels**  
**BRIGHTON** — On Jan. 11-12, Willie Johns presented the 1st Annual Josiah Johns Rough Stock Rodeo at the Fred Smith Rodeo Area.



Justin Gopher on Jam-On-It.

Champion cowboys from as far north as Oklahoma and as far south as Davie to compete in the Saddle Bronc, Bareback and Bull Riding events for thousands of dollars in cash prizes.

The Rough Stock Rodeo featured the Florida Saddle Club Quadrille Team and the Seminole-owned Champion Bull of the Year 2002- "Jam On It", from the Marki Rodeo Company.

Seminole Justin Gopher, one of the best bull riders in the competition, led the bull-riding event on Saturday with a 75-point ride.

On Sunday afternoon, the competition was down to the last four contestants. As fate would have it, Justin Gopher drew the meanest bull in the circuit, "Jam On It".

Gopher rode hard, but was bucked off hard before 8 seconds. Congratulations to the cowboys, Good Luck next year.

# Hurricanes Take 3rd Place At NASA

**By Alexandra Frank**  
**PHILADELPHIA, MS** — On Jan. 9-11, the Mississippi Band of Choctaws hosted the 2003 NASA Basketball Tournament. 11 women's teams and 20 men's teams played at three community gymnasiums.

Three men's teams and two women's teams traveled from Florida to play in the tournament. The teams that converged onto the courts at Red Water, Tucker, and Pearl River represented seven tribes altogether.

Four Seminole teams—Brighton, Lady Seminoles, Miccosukee Women, and Big Cypress—were eliminated on the third day of the tournament. This left the Hurricanes, a team consisting of players from three reservations battling to stay in the tournament.

Because the Hurricanes lost one game on the second day of the tournament, they had to battle to regain footing while they were in the losers' bracket.

The team faced off with Big Cypress, Lamo, and last year's 2nd place winners, IAC, in three back-to-back games. However, it was the fourth game that proved to be the pinnacle of the Hurricanes for the NASA championship title.

The Hurricanes had to face Express, a Choctaw team with one Seminole player who hails from Hollywood, Florida, Ivan Billie. Billie is known for his talents in football and basketball, two sports in which he excels.

The two teams proved to excel in defense and offense. They went head to head in the first half playing the game for all they were worth. Maybe it was playing back to back games that finally got to the Hurricanes. The weariness began to show ten minutes into the

second half. Charlie Frye, who proved to be a valuable player at this year's tournament with his dead on target free throws and lay up shots, began to show fatigue.



2003 NASA Champions Express.

Alexandra Frank

The team as whole had given all they had those last four games, but, in the end, the constant playing got the better of them as the Express beat the Hurricanes 54-28.

Express had to face off with the Choctaws, a team that had remained undefeated during the 3-day tournament.

The game was very close, neither team was able to build a lead of more than 3 points. The gym was filled with cheering fans and basketball players from teams who had lost earlier in the tournament.

Express beat the Choctaws in the playoff game. This meant Express and Choctaw had to play again, since this was first loss for the Choctaws.

The second game was little different, in the fact that Express dominated in points. Express kept a 5 to 10 point lead over the Choctaws. Express beat the Choctaws 54-46 Express are the new 2003 NASA Tournament Champions.

The women's division mirrored the men's playoff, the only difference was that Native Honey's, a Cherokee team with 2 Seminole players, was undefeated. They faced off against the Magic's, a Choctaw team.

Native Honey's proved to be in top form as they played a close game against the Magic's. Virginia Garcia and Rita Gopher got in some play time during the championship game.

Native Honey's defeated the Magic's 43-37. Native Honey's are the new 2003 Women's NASA tournament Champions. Trophies and jackets were given to the winners the Hurricanes took home a third place trophy.

Congratulations to you all, good luck next year.

**By Paula Cassels**  
**HOLLYWOOD** — On Jan.11, a grand total of 608 tribal members and employees from South Florida reservations gathered at the Hollywood basketball courts to participate in the 3rd Annual Reservation Rally 5K Walk and Run.

Earlier in the week, on Jan. 7, a Pep Rally and luncheon was held in the auditorium lobby to promote the 5K walk/run.

Every year, the reservation with the most participants takes home the Rez Rally Trophy. This year, the Rez Rally winner was the Big Cypress reservation, who brought 238 participants.

Participating reservations were Hollywood, Trail and Naples teamed up with Big Cypress, Brighton, and Immokalee teamed up with Fort Pierce to competed for the Rally trophy.

After registration, team captains from each reservation handed out T-shirts to identify the different reservations. A complimentary continental wake up breakfast of coffee, mini muffins and pastries was provided.

Everyone assembled inside the Hollywood gym for an overview of the rules, regulations, and rally support, pictures where taken of the different reservation groups.

Reservation team captains heated up the rally by holding up banners and yelling their reservation name, while attendees pounded on tables, stomping



Paula Cassels

**Men's Senior Walker 1st Place winner, Mitchell Cypress with co-sponsors Connie Whidden and Max Osceola.**

their feet and cheering.

The division and categories for the rally, walkers and runners included children, juniors, adults, seniors, super seniors, stroller category and family category.

The race proceeded at 8:30 a.m. when the runners started the route, and ten minutes later, the walkers followed behind them.

The path of the race ran from east to the west side of the Hollywood reservation. Everyone was walking and talking, having a good time and there were no reported injuries.

The only minor casualties were a wheelchair with a flat tire and a golf cart/scooter collision. The race was fun and healthy exercise as the end of the race route brought the participants back to Hollywood recreation.

Brighton health employees Beth Skinner and Barb Boling were near the finish line with finger-sticks to check blood sugar levels. After the race, everyone cooled down for a catered buffet brunch and awards ceremony.

Special thanks to Chairman/Acting President Mitchell Cypress, Councilman Max B. Osceola Jr., Brighton Health Director Connie Whidden, Allied Health Program Manager Suzanne Davis, Seminole Department of Law Enforcement, Team Captains of Big Cypress, Brighton, Hollywood and Immokalee reservations for making the event possible.

A big Rez Rally thank-you to the



Paula Cassels

**Big Cypress wins 1st Place for the most Rez Rally participants.**

Chairman/President's office and Council and Board Representatives, Recreation and Health Department for sponsoring this year Rez Rally. Congratulations everyone, see you next year.

## Rez Rally Results

The Reservation with the most participants 1. Big Cypress-----238. 2. Hollywood-----199. 3. Brighton-----128. 4. Immokalee-----48.

## 2003 Reservation Rally Results

**Children Runners-Girls-**1) Preston, Stephanie (Hwd) 2) Billie, Natasha (BC) 3) Young, Kristle (Hwd)

**Boys-** 1) Osceola, Hunter (Hwd) 2) Randolph, Seth (BR) 3) Osceola, Justin (BR)

**Children Walkers-Girls-** 1) Osceola, Taylor (Hwd) 2) Frank, Esyra (Hwd) 3) Billie, Erica (IMM)

**Boys-** 1) Tommie, Catlen (BC) 2) Rodriquez, Jordan (IMM) 3) Rodriquez, Joseph (IMM)

**Junior Runners-Girls** 1) Smith, Brittney (BR)

**Boys-** 1) Jones, Jordan (BR) 2) Garza, Raymond (IMM) 3) Mata, Miguel (IMM)

**Junior Walkers-Girls-** 1) Sauls, Savannah (Trail) 2) Tommie, Danni (BC) 3) McCall, Kristine (Hwd)

**Boys-** 1) Girtman, Josh (BR) 2) Anderson, Garrett (Hwd) 3) McCall, Casey (Hwd)

**Adult Runners**

**Women-** 1) Roberts, Lenora (IMM) 2) Cypress, Candy (BC) 3) Johns, Sonya (Hwd)

**Men-** 1) Billie, Brian (BC) 2) Billie, Marlin (BC) 3) Bowers, Skeeter (BR)

**Adult Walkers**

**Women-** 1) Bowers-Sanchez, Paula (Hwd) 2) Hall, CJ (BC) 3) Huff, JimiLu (BR)

**Men-** 1) Osceola, Jr., Dan (Hwd) 2) Jim, Herbie (Hwd) 3) Osceola, Eric (Hwd)

**Senior Runners**

**Women-** 1) Waldron, Patty (BR) 2) Jumper, David (Hwd) 3) Osceola, Moses (Hwd)

**Senior Walkers**

**Women-** 1) Johns, Jenny (BR) 2) Ballentine, Ollie (Hwd) 3) Osceola, Louise (BC)

**Men-** 1) Cypress, Mitchell (BC) 2) Roberts, Harley (BC) 3) Bowers, Paul (BC)

**Super Senior Runners**

**Women-** 1) Jones, Martha (BR) 2) McDuffie, Edna (BC) 3) Jumper, Annie (Hwd)

**Super Senior Walkers**

**Women-** 1) Haught, Mable (BR) 2) McDuffie, Edna (BC) 3) Jumper, Alan (BC)

**Employee Walkers**

**Women-** 1) Martinez, Angie (Hwd) 2) Curry, Russelle (BC) 3) Sloan, Nancy (BC)

**Men-** 1) Penker, Neil (BC) 2) Scanlon, Chris (BC) 3) Brorme, Phil (BC)

**Employee Runners**

**Women-** 1) Giehtbrock, Amber (BC) 2) Velez, Eida 3) Brown, Sherrelle

**Men-** 1) Rodriquez, Lalo (BR) 2) Silva, Mario (Hwd) 3) Boromei, Danny (BR)

**Strollers-** 1) Kirkland, Rylan (BC) 2) Osceola, Celesta (BC) 3) Kirkland, Jamie (BC)

**Family-** 1) Billie, Mary B. (BC) 2) Sweat, Alice (BR) 3) Cypress, Agnes (BC)



Alexandra Frank

2003 NASA Womens Champions Native Honey's



Paula Cassels

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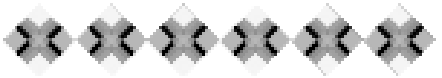


U.S. Department of Health and Human Services, Centers for Disease Control and Prevention

[www.VERBparents.com](http://www.VERBparents.com)



# Education v



**Coffee Talk for Parents**  
On the 1st and 4th Tuesday of each month,  
stop by and chat with Juliet Black,  
Education Advisor, from 5:00 to 6:00 p.m.  
Feel free to ask questions  
and enjoy different types of coffee  
from around the globe!

## Congratulations Ernest!

**Submitted by Cindy Corriher, Education Advisor**  
The Department of Education would like to congratulate Ernest Stout, at Beacon Hill Academy, for being promoted mid-year to the 8th grade.  
Ernest's commitment and dedication to his education enabled him to pass a competency test and be promoted to the next grade level in a short period of time.

Ernest excels in math, is on the basketball team, and is motivated to do well in school. We are very proud of his efforts!  
He is currently attending the Study Zone in the DSO Library to help him with his academics. His effort has paid off and we hope he will be an inspiration to other students and to encourage them to do well in school. Keep up the good work, Ernest!!!

## Education News

**Open House**  
The Education Department Open House on Thursday, January 16, 2003, was a terrific success. Many parents, tribal leaders, and school faculty (K - 12, and colleges) attended.  
There was great food, music, and the weather was perfect for an outdoor dinner. This was an opportunity for parents to meet with the education staff and to ask questions.  
Special thanks to Jim Osceola for providing the delicious desserts. Jim will be traveling abroad to study with the great chefs of Europe this summer. We're looking forward to what he'll create next!  
**Dorothy Scott Osceola portrait unveiled!**  
A portrait of Dorothy Scott Osceola was unveiled on the 3rd Floor of the Education Department Building. Many relatives of the late Dorothy Scott Osceola were on hand to view this historic event.  
**Special Thanks!**  
The Education Department would like to thank Acting Chairman

Mitchell Cypress, Max B. Osceola, Paul Bowers, David DeHass, William Osceola, and Former Chairman Howard Tommie for their participation and support.  
Others who offered their assistance were: Maureen Vass and staff, Hyde Gopher and staff, Mary Nemeroff, and Paul Buster. "Catering by Joyce" provided the Bar-B-Q dinner and Andrea Lopez Kelly provided Argentinean empanadas.  
The Sun-Sentinel will run a story on the Dorothy Scott Osceola portrait in the Community section sometime within the next week. Copies of the article will be available in the DSO Library.  
**Book Fair - December 2002**  
The Scholastic Book Fair in December 2002 was a great success. Over two thousand dollars in books were sold, which earned the DSO Library a credit of \$300.00 worth of books and CD-ROMS. A big thanks to all Tribal members for showing that books are important. Our next Book Fair will be in May 2003.

## Attention High School Sophomores And Juniors

**Submitted by Dora Bell, Education Advisor**  
The American Indian Graduate Center, Inc. is sponsoring a Pre-College Workshop for Native American Students.  
The Workshop will be held on June 14-18, 2003 at Whitman College, Walla Walla, WA, and June 28-July 2, 2003 at Washington University, St. Louis, MO  
College Horizons is a five-day

"crash course" in preparing for college. Expert college counselors, teamed up with admission officers from 21 colleges will help you select colleges suitable for you.  
Priority applications deadline is February 21. Later applications will be accepted on a space-available basis to June 1. Applications are available at the following web page <http://www.whitneylaughlin.com/horizons.html>



## Parents + Students + Schools = Success

**Submitted by Maria Del Rio-Rumbaitis, Director of Education**  
The evidence is that when schools and families work together to support learning, everyone benefits. Parental involvement, in fact, positively impacts the academic achievement of all students. Results of different research on parental involvement in their children's education indicate, among other findings, that:  
- Students do better in school and in life  
- Parents become empowered  
- Teacher morale improves  
- Schools get better  
- Communities grow stronger  
**Students do better in school and in life.** This means that students make higher grades, do not drop out of school and finish high school with high scores in the final tests and are interested in pursuing a higher level education.  
**Parents become empowered.** Parents become active in their children school and support their children's learning at home. The involvement of the parents in their children's school contributes to improve the education of their children because schools and parents form a mutually collaborative partnership that focuses on a common interest, the education of their children.  
**Teacher morale improves.** When teachers feel that parents trust the education of their children to them, they

develop a sense of confidence and power and enhance teachers' expectations of students, which in turn, enhances students' motivation in learning.  
**Schools get better.** When schools succeed in engaging parents, children attend school more regularly, earn higher grades, and schools focus on building collaborative relationships among parents, communities and schools. Schools also focus more on local community development, on students' needs, on parents' concerns, and this help schools make gains on state tests.  
**Communities grow stronger.** Because families invest involvement in the school system, schools become more responsive to the community's needs. When children realize that parents, schools and communities are together, children's self-esteem becomes higher and they develop a sense of pride, which helps students to be better achievers in education and better citizens and participate productively in their community.  
**This article was written in support of the Department of Education's "Year of the Parents" and in total agreement with The Seminole Tribune Editor-in-Chief and active PAC parent, Ms. Virginia Mitchell, who wrote, "Where Are the Parents and Do They Even Care?"**

## DSO

Continued from page 1

on four other Seminole reservations. After preschool, the children start a fellowship program from Kindergarten to 12th grade.  
Language Program Coordinator Jo North said the language program started in 1999 with only one person. When the Council realized that the children were speaking less and less of their traditional language, they gave the OK to encourage language programs.  
When the children are ready for higher education, Dora Bell, Higher Education Advisor, will help the students and parents find and contact the colleges and universities they want to attend.  
Speaker Culture Program Director Lorene Gopher said she recalls when the culture program first started in 1979 and she is glad to see how far the Language program has come.  
Director of Employment and Training Moses Osceola introduced his staff and expressed his appreciation to the Tommie family.  
Assistant Director of Education Louise Gopher said it was long overdue for the portrait of Dorothy Scott Osceola to take place and she was glad Dorothy's family could make it tonight.  
Attending the unveiling of Dorothy Scott Osceola portrait

were President/Acting Chairman Mitchell Cypress, Council Representative Max Osceola, Jr., Miccosukee Liaison William Osceola, Hollywood Board Representative David DeHass and Big Cypress Board Representative Paul Bowers.  
After the official remarks, the beautiful portrait of Dorothy Scott Osceola was unveiled in the presence of her family members.  
Dorothy was born in Ft. Pierce, the daughter of Sam Tommie and Mildred Bowers Tommie; she was one of eleven children.  
As a child, Dorothy Osceola attended public school and later graduated from Drake College for (Business-Secretarial). After graduation, she worked

as a receptionist and accounts payable clerk in the tribal office.  
Dorothy Osceola also worked for the Bureau of Indian Affairs in Washington, D.C. In 1971, she was appointed Secretary-Treasurer for the Seminole Tribe of Florida. Osceola held this position until her passing in June 1979.  
Dorothy Osceola was married to Russell Osceola, and the family includes two daughters, Cecelia and Janelle, one son, Travis, twelve grandchildren, and one great grandson.  
After the unveiling of Dorothy Scott Osceola 's portrait, the attendees were invited to the first floor for a buffet dinner in the Preschool Department.



L-R: Irene Tommie, Barney Tommie, Nancy Willie, Sadie Cypress, Sally Billie and Howard Tommie.

## American Indian College Fund Announces New Morgan Stanley Scholars Program

**DENVER, CO** — The American Indian College Fund today received a grant of almost \$200,000 from Morgan Stanley. The two-year grant provides funding for two new scholarships aimed at increasing American Indian participation in the financial services industry.  
The new programs are the Morgan Stanley Tribal College Scholars Program and the Morgan Stanley/American Indian College Fund Scholarship and Career Development Program.  
The Tribal College Program will award scholarships to American Indian students currently enrolled at one of the nation's 32 tribal colleges or universities.  
The Scholarship and Career Development Program will award scholarships to outstanding American Indian students currently enrolled in four-year degree programs in U.S. accredited college or university in any and who have an interest in a possible career in the financial services industry. Internships may also be available to those students.  
"We are extremely honored to receive such a generous gift from a company that is making an impact on the future of Indian people," said Richard B. Williams, executive director of the College Fund.  
"As we move further into the 21st century, the ripple effect of these scholarships will be felt in Indian communities for generations to come."  
"Morgan Stanley is proud to provide needed financial resources to support Indian students. We hope the young people chosen to be Morgan Stanley Scholars will benefit from the support and feel boundless in their career goals. We are

excited about our deepening partnership with the American Indian College Fund, and appreciate their hard work in bringing this program to life."  
Established in 1989, the American Indian College Fund, [www.collegefund.org](http://www.collegefund.org), has spent more than a decade helping to increase educational opportunities for Native students.  
With its credo "educating the mind and spirit," it distributes scholarships and support to tribal colleges across the country. This aid supports more than 5,000 students in achieving their college education.  
The College Fund also supports endowments, developmental needs and public awareness, as well as college programs in Native cultural preservation and teacher training.

## Department Of Education Seeks Grant Applicants For Native Americans In School Program

**WASHINGTON, D.C.** — The Department of Education's Office of English Language Acquisition is currently accepting applications for the *Native American and Alaska Native Children in School Program* grant competition estimated at \$4 million. The grants are earmarked for language instruction programs for limited English proficient children from Native American, Alaska Native, Native Hawaiian and Native American Pacific Islander backgrounds.  
The new program is funded under President Bush's *No Child Left Behind* initiative. It will ensure that limited English proficient children will improve their English language proficiency and their native language skills while meeting the same rigorous standards for academic achievement all children are expected to meet. The deadline to apply is Feb. 14, 2003.  
Those eligible to apply include: entities that operate elementary, secondary, and postsecondary schools primarily for Native American and Alaska Native children as well as tribally sanctioned education authorities. The estimated range of the awards is between \$175,000 and \$300,000. Approximately 20 grants will be awarded.  
The grant competition (CFDA 84.365C) is published in the *Federal Register*. Interested parties may download a complete application package by accessing the U.S. Department of Education Web site at <http://www.ed.gov/legislation/FedRegister/announcements/index.html>.  
Applicants may send an application by mail, or they may submit an electronic application by logging onto the e-Grants Web site at the following address: <http://e-grants.ed.gov/egWelcome.asp>

<<http://e-grants.ed.gov>>.  
Applicants who choose to submit an electronic application must mail a paper copy of the following forms, with original signatures, to the address that appears under the section Checklist for Applicants.  
o Application for Federal Education Assistance Form (ED 424); and  
o Group Application Certification Form 1885-0551.  
Applicants are not required to send a paper copy of the completed application to the Application Control Center (ACC) when submitting an electronic application. They are only required to send the two forms specified above.  
For further assistance, interested parties may contact Samuel Lopez at (202) 401-1427, or Steve Van Pelt at (202) 205-8732.

## Harvard Law School Announces Oneida Professorship

**CAMBRIDGE, MA** — Harvard Law School has announced the establishment of The Oneida Indian Professorship of Law. This chair—the first endowed chair in American Indian studies at Harvard University and the only professorship of its kind east of the Mississippi River—will allow Harvard Law School to continue its leadership role in the development of emerging legal fields.  
"The Oneida Nation is pleased and proud to endow a chair at Harvard University Law School," said Nation Representative Ray Halbritter. "We are confident that the kind of scholarship for which the law school is known worldwide will help create a better understanding of the complex legal issues faced by all American Indians today and in the future."  
The \$3 million gift will fund a number of scholars who will teach at the law school as Oneida Indian Nation Visiting Professors of Law. When the school has identified an appropriate candidate, it will fill the position with a permanent, tenured professor.  
"We are honored that the Oneida Indian Nation has chosen to endow a chair in American Indian law at Harvard Law School. I am especially gratified that one of our alumni, Ray Halbritter, could play such an important role in making this gift possible," said Dean Robert C. Clark.  
"For too long, American Indian law has been marginalized in legal education. I hope the establishment of this professorship will send a strong signal that the study of American Indian legal systems should be a vital area of scholarship at American law schools."  
The study of American Indian law today involves a focus on issues arising from the legal and political relationship between the United States and Indian tribes. Tribal treaty and property rights, congressional plenary power in Indian affairs, the federal government's trust responsibility to tribes, the scope of tribal sovereignty and self-governing powers on the reservation, jurisdictional conflicts in Indian Country, and tribal government and tribal courts are examples of some of the major contemporary topics in American Indian law scholarship.  
In recent years, Harvard Law School has offered courses in federal Indian law, indigenous peoples' law, tribal legal practices and tribal treaty drafting. Each spring, selected HLS students perform legal research and writing in an Arizona-based tribal legal clinic. In 1999, HLS hosted a working session of the Navajo Nation Supreme Court—the first session by a tribal court ever held at Harvard University.  
Harvard Law School is also an active participant in the Harvard University Native American Program, an

initiative dedicated to bringing together Harvard's schools to advance scholarship and teaching on issues relating to native peoples.  
"The Harvard University charter of 1650 calls for the 'education of English and Indian youth,'" noted HLS Associate Dean Alan Ray, a member of the Native American Program's advisory board and of the Cherokee Nation of Oklahoma.  
"We view the Oneida Indian Nation Professorship as a boon to all units of the university and expect that the person selected will be eager to participate in HUNAP's interfaculty collaborations."  
The Oneida Indian Nation is a federally recognized Indian nation in central New York. It is a member of the Haudenosaunee (hoe-dee-no-so-nee), known in English as the Six Nations or Iroquois Confederacy. The word Haudenosaunee means "people of the longhouse."  
Harvard Law School—an academic community with more than 150 faculty members, 1,800 full-time students and 18 distinct research centers and programs—has a long history of expanding its curriculum to meet the changing needs of both its students and the larger society.  
Currently the law school is conducting pioneering teaching and research in areas including Internet law, intellectual property, international taxation and bankruptcy.



Job Opportunities				
<p>For an application or more information, please contact the Human Resources Department at 954-967-3403</p> <p>THE SEMINOLE TRIBE OF FLORIDA IS A DRUG FREE WORKPLACE</p> <p>Drug Screening is a requirement of employment</p> <p>WE EXERCISE NATIVE AMERICAN PREFERENCE</p> <p><b>HOLLYWOOD</b></p> <p>Position: Snack Bar Cook/Cashier Department: Okalee Indian Village Position Opens: 10-21-02 Position still available Salary: \$14,560.00 annually</p> <p>Position: Modernization &amp; Maintenance Mgr. Department: Housing, Travel to all Reservations Position Opens: 1-20-03 Position Closes: 2-3-03 Salary: \$45,000 - \$55,000 annually w/benefits</p> <p>Position: Ast. Envirommental Health Manager Department: Health Position Opens: 1-6-03 Position Closes: 1-20-03 Salary: \$negotiable with benefits</p> <p>Position: Business Analyst Department: Info. Tech., Hard Rock Casino Position Opens: 1-27-03 Position Closes: 2-10-03 Salary: negotiable with benefits</p> <p>Position: Database Administrator Department: Information Systems Position Opens: 11-4-02 Position still available Salary: \$Negotiable with benefits</p> <p>Position: Maintenance Worker Department: Building &amp; Grounds, DSO Position Opens: 1-27-03 Position Closes: 2-10-03 Salary: \$16,640.00 annually with benefits</p> <p>Position: Skilled Carpenter (3) Department: Housing Position Opens: 6-6-02 Position still available Salary: \$ 29,120 – 33,280 annually with benefits.</p> <p>Position: Dir. Marketing &amp; Promotions Department: Marketing, Hard Rock Casino Position Opens: 1-27-03 Position Closes: 2-10-03 Salary: negotiable with benefits</p> <p>Position: RN Case Manager</p>	<p>Department: Health Position Opens: 1-6-03 Position Closes: 1-20-03 Salary: \$Negotiable with benefits</p> <p>Position: Dental Receptionist Department: Health Position Opens: 1-6-03 Position Closes: 1-20-03 Salary: \$20,800 - \$22880 annually w/benefits</p> <p>Position: Skilled Laborer (2) Department: Housing Position Opens: 6-6-02 Position still available Salary: \$ 20,800 – 29,120 annually with benefits.</p> <p>Position: Secretary II Department: Ah-Tha-Thi-Ki, Development Office Position Opens: 11-12-02 Position Closes: 11-25-02 Salary: \$25,000.00 annually with benefits</p> <p>Position: Working Superintendent (2) Department: Housing Position Opens: 6-6-02 Position still available Salary: \$35,360 – 37,440 annually with benefits.</p> <p>Position: Allied Health Admin Ast. Department: Health Position Opens: 1-6-03 Position Closes: 1-20-03 Salary: \$25,916 - \$31,658 annually w/benefits</p> <p><b>BRIGHTON</b></p> <p>Position: Counselor I Department: Family Services, Health Position Opens: 12-9-02 Position Closes: 12-23-02 Salary: Negotiable with benefits</p> <p>Position: Counselor II Department: Family Services, Health Position Opens: 12-9-02 Position Closes: 12-23-02</p> <p>Position: Receptionist Department: Utilities Position Opens: 11-18-02 Salary: \$18,720 annually w/benefits</p> <p>Position: Recreation Aide Department: Recreation Position Opens: 10-7-02 Position still available Salary: \$13, 520 - \$18,720 annually with benefits</p> <p>Position: Water/Wastewater C Operator Department: Utilities</p>	<p>Position Opens: 12-9-02 Position Closes: 12-23-02 Salary: \$35,500.00 annually with benefits</p> <p>Position: Tribal Outreach Worker II Department: Family Services, Health Position Opens: 12-9-02 Position Closes: 12-23-02 Salary: Negotiable with benefits</p> <p><b>BIG CYPRESS</b></p> <p>Position: Modernization Supervisor Department: Housing Position Opens: 9-30-02 Position still available Salary: \$Negotiable w/ Experience w/benefits</p> <p>Position: Gift Shop Cashier Department: Ah-Tha-Ti-Ki Museum Position Opens: 12-16-02 Position Closes: 12-30-02 Salary: \$15,600 annually with benefits</p> <p>Position: Tour Guide (1) Department: Ah-Tha-Thi-Ki Museum Position Opens: 9-30-02 Position still available Salary: \$15,184.00 w/benefits</p> <p>Position: Sr. Counselor Department: Family Services, Health Position Opens: 12-9-02 Position Closes: 12-23-02 Salary: Negotiable with benefits</p> <p>Position: Assistant Cook Mgr. Department: Preschool Position Opens: 10-7-02 Position still available Salary: \$ 18,158 annually with benefits.</p> <p>Position: Patient Services Coordinator Department: Health Position Opens: 11-25-02 Position Closes: 2-3-03 Salary: \$21,840 with benefits</p> <p>Position: HVAC/Appliance Mechanic Department: Housing, Travel to all Reservations Position Opens: 1-20-03 Position Closes: 2-3-03 Salary: \$30,534.4 w/benefits</p> <p>Position: Varying Exceptionalities Teacher Department: Ahfachkee School Position Opens: 7-29-02 Position still available Salary: Negotiable with experience with benefits.</p>	<p>Department: Family Services, Health Position Opens: 12-9-02 Position Closes: 12-23-02 Salary: Negotiable with benefits, Part-Time</p> <p><b>IMMOKALEE</b></p> <p>Position: Counselor I Department: Family Services, Health Position Opens: 12-9-02 Position Closes: 12-23-02 Salary: Negotiable with benefits</p> <p>Position: Counselor II Department: Family Services, Health Position Opens: 12-9-02 Position Closes: 12-23-02 Salary: Negotiable with benefits</p> <p>Position: Maintenance Worker Department: Recreation Position Opens: 12-19-01 Position still available Salary: \$ 14,500 with benefits.</p> <p>Position: Operator Maint. Trainee Department: Utilities Position Opens: 6-6-02 Position still available Salary: \$ 18,700 annually with benefits.</p> <p>Position: Modernization Supervisor Department: Housing Position Opens: 9-30-02 Position still available Salary: \$Negotiable w/ Experience w/benefits</p> <p>Position: Receptionist Department: Health Position Opens: 1-06-03 Position Closes: 1-20-03 Salary: \$20,800 - \$22,880 annually w/benefits</p> <p>Position: Nutritionist /Health Educator Department: Health Position Opens: 1-6-03 Position Closes: 1-20-03 Salary: \$Negotiable w/benefits</p> <p>Position: Video Programmer Department: Broadcasting Position still available</p>	<p><b>COCONUT CREEK</b></p> <p>Position: Surveillance Operator Department: Gaming Position Opens: 01-20-03 Position Closes: Until Filled Salary: \$19,760 annually with benefits</p>

Seminole Indian Casino Job Openings				
Cash Operations Dept Cash Operations Manager Negotiable Full Time Exempt Mon- Fri.	to 4:00PM Full Time  Information Desk Clerk \$7.50/hr. M-Sat-Sun. Noon - 8:PM T- W 8:AM-4:PM	Any 3-4 nights per week  EVENING ADMISSION CLERK \$8.00/hr. 4:00 pm to 12:00 pm Sat. & Sun. Nights	Monday to Friday  HOUSEKEEPER \$6.65/HOUR 6:00AM to 2:00PM Monday to Friday	\$8.50/hr. Various (as needed) ANY DAYS INCLUDES WEEKENDS  TAD Technician \$8.50/hr. Various (as needed) ANY DAYS INCLUDES WEEKENDS
Cage Supervisor Salary \$25,000 plus + Various, May include evenings and weekends Full Time	FLOORPERSON \$12.00/hr. TBD Part time	EVENING ADMISSION CLERK \$8.00/hr. 4:30 pm to 11:00 pm Various Days	Women's Restroom Valet \$6.00/hour Midnight to 8:00AM Fulltime includes weekends	TAD Floor Supervisor Salary VARIOUS ANY DAYS INCLUDES WEEKENDS
CASHIER/full time \$7 to \$8 /HR +Tips Full Time FLEXIBLE	Tournament Coordinator Tourn \$15/Hr. Shift \$180 Floor \$13.50 Tournament M/Th 4PM-Mid. Su 9AM-5PM Floor Tuesday 4PM-Mid. Shift Super Wed. 8AM-4PM Varies	Matinee Bingo Clerk \$5.75/hr. 10:00AM - 6:00PM Sat & Sun	WOMEN'S RESTROOM VALET \$6.65/HOUR 8:00AM to 4:00PM Various Days VARIED	Food Services Lead Cook \$12.50/hr. 40-45/hrs per week Fulltime, 5 Days
COUNT TEAM MEMBER \$8.00/HR 6 AM - 4 PM Fulltime Flexible Hours including weekends	Bingo Department EVENING PAYMASTER \$8.00/HR 6:00 PM - 12:30 AM Various Days	Pull Tab Attendants \$6.50 + tips Various Fill-in times Part-time	HOUSEKEEPER \$6.00/HOUR Flexible Hours Various, including weekends	Cook \$9.00/hr. 7:00AM - 3:00PM or 3:00PM - 11:00PM Fulltime, 5 Days
COUNT TEAM MEMBER \$7.50/HR 6 AM - 4 PM MON, FRI, SAT, SUN.	INVENTORY CONTROL CLERK/PT \$7.50/HR 8 AM - 5 PM OR 4 PM - 12 MIDNIGHT ANY 5 OF 7 DAYS	Supervisor, Bingo Office Evening \$12/HR. 4:00PM to 12:00PM Various Days	MEN'S RESTROOM VALET \$6.00/HOUR 12:AM to 8:AM INCLUDE WEEKENDS VARIED	Server \$2.13 + tips 9:00AM-3:00PM Fulltime, 5 Days
COUNT TEAM MEMBER \$7.50/HR 6 AM - 4 PM MON, FRI, SAT, SUN.	Evening Night Clerk \$5.75/hr. 5:00pm - 12:30am Any 4-5 nights per week	Pull Tab Casino Clerk \$6.50/Hr. 3:30PM - 11:30PM or 4:00PM - 12:00PM Any Day	HOUSEKEEPER \$6.00/HOUR plus shift differential 4 PM - MIDNIGHT INCLUDING WEEK- ENDS VARIED	Server \$2.13 + tips 4PM-12AM Fulltime, 5 Days
CASHIER/full time \$7-\$8.50/HR based on experience Full Time FLEXIBLE	Pack Builder Shift Pay 7:00AM - 8:30AM Sunday	EVENING BINGO CALLER \$8.00/HR 6 PM - 12:30 AM ANY 5 OF 7 DAYS	Security Department Security Guard \$8.00/HR 12 AM - 8 AM VARIOUS	Cashier \$5.50 Flexible Schedule Fulltime, 5 Days
CASHIER/full time \$7-\$8.50/HR based on experience Part Time FLEXIBLE Hours on Fr. Sat. & Sun	INVENTORY CONTROL CLERK/PT \$7.50/hr. 4:PM to 12:AM MIDNIGHT Sa. & Su. Nights	Evening Admission Clerk \$8.00/hr. 4:30PM - 11:00PM Various Days	Security Guard \$8.50/HR 4 PM - MIDNIGHT VARIOUS	Cashier & Floor \$5.50 8:00AM-4:00PM and other Part-time
Bingo Vault CASHIER \$7.50/HR + tips Part Time FLEXIBLE Hours on Fr. Sat. & Sun	INVENTORY CONTROL CLERK/PT \$7.50/hr. 4:PM to 12:AM or 3:00PM to 11:00 PM Tu. Wed. Fr. Sa.	Bingo Paper Counter \$7.50/Hr. 4:00PM - 12:00AM Sat & Sun	Admin Assistant \$10.00/HR + depending on experience 8:30 AM - 5:00 PM Mon - Fri	Cashier/Sandwich Maker 5.75 + tips 7am - 3pm or 8am to 4pm Part-time Weekends a must
Inventory Control Supervisor Salary Full Time 5 - days	Bingo Admission Clerk \$8.00/hr. 4:30pm to 11:00pm and 4:00pm to 11:00pm Full Time/Various Days	Maintenance Department MAINTENANCE SUPERVISOR \$13.00-\$15.00/HR VARIOUS DAYS INCLUDING WEEKENDS VARIED	Security Guard \$8.00/HR + shift differential 12 AM - 8 AM VARIOUS	Cashier/Sandwich Maker 5.75 + shift diff. 11:00PM-7:00 AM Fulltime, 5 Days
COUNT TEAM MEMBER \$7.50/HR 6 AM - 4 PM MON, FRI, SAT, SUN.	Evening Admission Clerk \$8.00/hr. 4:30 pm to 11:30 pm Any 3-4 nights per week	Maintenance Leadperson \$13-\$16 PER HOUR Days Wed. through Sunday	Security Guard \$8.00/HR + shift differential 12 AM - 8 AM VARIOUS	PT Supervisor Based on experience Flexible Part Time
Inventory Control Clerk \$7.50 - \$10.50/hr Full Time 5 - days	Pull Tab/Office Clerk \$9.00/hr. 7:30AM-3:00PM Saturday, Sunday & Fill-In	MaintenanceTech. Worker \$10.00 PER HOUR SPLIT SHIFT INCLUDES WEEKENDS VARIED	Security Guard \$8.00/HR 4:00 PM - 12:00 AM VARIOUS	PT Sandwich Maker \$5.50 3:00 PM - 11:00 PM Sat. & Sun.
Inventory Control Clerk \$7.50 - \$10.50/hr Part Time 2-3 days	Bingo Office Clerk \$8.00/hr. Various Shifts Full Time/Various Days	Shipping & Receiving Clerk \$6.75 9:00 AM - 5:00PM Mon- Fri	Security Guard \$8.00/HR 4:00 PM - 12:00 AM VARIOUS	FT Supervisor Based on experience Flexible Full-time including possible nights or weekend
Poker Department Information Desk Clerk \$7.50/hr. W-F-Sat. Sun. 12:00- 8:PM Sun. 9:00AM-5:00PM	Evening Bingo Clerk \$5.75 + tips 5:PM to 12:30 AM 2-3 nights	FACILITIES NIGHT SHIFT SUPERVISOR \$10/Hr Plus Shift Differ. Midnight - 8:00am Includes Weekends VARIED	Security Guard \$8.00/HR 8:00 AM - 4:00 PM VARIOUS	Hostess/Cashier \$8.00 4:00PM - 12:00AM Fulltime, 5 Days
TABLE STEWARD \$7.50/HOUR 10:am to 6:pm 8:00AM -4:00PM Mon.Tues.Wed. Thu. Fri.	Evening Bingo Clerk \$5.75 + tips 5:PM to 12:30 AM 2-3 nights	Maintenance Worker \$9/Hr. Flexible Hours Various Days including weekends	TAD/Lightning Department LIGHTNING BREAKER \$5.50/HR VARIOUS ANY DAYS INCLUDES WEEKENDS	Dishwasher \$6.50/hr. 10AM-5PM or 5PM to 12AM Fulltime, 5 Days
TABLE STEWARD \$7.50/HOUR 6:00:pm to 2:00AM 4:00PM -12:00AM Tues.Wed. Thu. Fri.Sat.	Matinee Checker \$7.50/hr. 10:00am - 6:00pm Any 2-3 days	Housekeeping Department HOUSEKEEPING SUPERVISOR \$10+/HOUR Full Time Flexible Flexible includes weekends	Fill-in Attendent \$5.50/hour Various (as needed) ANY DAYS INCLUDES WEEKENDS	Marketing & Sales Guest Greeter \$8.50-\$9.50 Full/Part Time Flexible schedule/evenings/weekends and holi- days
Floorperson \$\$12.00/hr. Mon- Mid- 8:AM Tue4:PM-Mid Thu. Noon-8:PM	EVENING ADMISSION CLERK \$8.00/hr. 4:30 pm to 11:15 pm Any 3-4 nights per week	HOUSEKEEPER \$6.65/HOUR 12:00 midnight to 8:00AM Monday to Friday	Fill-in Attendent \$5.50/hour Various (as needed) ANY DAYS INCLUDES WEEKENDS	Busser/steward \$5.00/hr. + tips 3:00PM-11:00PM Fulltime, 5 Days
TABLE STEWARD \$7.50/HOUR M -T-W 10:00AM to 6:00 PM Th-Fr. 8:00AM	EVENING ADMISSION CLERK \$8.00/hr. 4:30 pm to 11:15 pm	HOUSEKEEPER \$6.65/HOUR 12:00 midnight to 8:00AM	TAD Technician	



# Announcements v Ahnahhegeh v Nakorkerkecety



## Notice

### Notice Of Finding Of No Significant Impact And Notice Of Intent To Request Release Of Funds

This publication covers two separate procedural requirements for activities to be undertaken by the Seminole Tribe of Florida, responsible entity (the "RE") as follows:

RE proposes to construct a three-story multi-family apartment complex (24 units) to be located in the Hollywood Seminole Indian Reservation within the confines of Broward County in the State of Florida, (the "Project").

Funding for construction is provided by a new development grant, number FL93BO59032, awarded in Federal Fiscal Year (FFY) 1997, as provided by the United States Housing Act of 1937, which is administered by the United States Department of Housing and Urban Development (HUD).

RE has assumed responsibility for environmental review, including but not limited to an Environmental Assessment, as required by HUD regulations 24 C.F.R. Part 58. RE has determined that the Project will have no significant impact on the human environment. Therefore, an Environmental Impact Statement under the National Environmental Policy Act of 1969 (NEPA) is not required.

Accordingly, as required by 24 C.F.R. Part 58, RE hereby provides the Notice of Finding of No Significant Impact (FONSI). Project information including the Environmental Review Record is available for examination and review at the RE address below. The public or a public agency should address any written comments or objections to this determination within fifteen (15) days from the date of this Notice to RE address. All such comments will be considered by the RE prior to completion of its environmental certification and submission of its Request for Release of Funds.

Address:  
Seminole Tribe of Florida,  
Housing Department,  
6300 Stirling Road,  
Hollywood, FL 33024  
Telephone:  
(954) 966-6300 Ext. 1730

RE hereby provides Notice of Intent to Request Release of Funds (NOI/RROF); address comments to RE, same comment period as hereinabove. On or about the first day after the expiration of the comment period provided hereinabove, the RE will submit a Request for Release of Funds (RROF) to HUD for the release of funds under the United States Housing Act of 1937, grant number FL93BO59032, awarded in FFY 1997, to undertake the subject Project. RE will certify to HUD that it has fulfilled its responsibilities relevant to environmental review as provided by 24 C.F.R. Part 58, and that an authorized official of RE consents to accept the jurisdiction of the Federal court if action is brought by HUD to enforce RE's responsibilities. HUD will accept objections to the release of funds and the RE's certification for a period of fifteen (15) days following the anticipated submission date or its actual receipt of the Request for Release of Funds, whichever is later, but only if the objections are relevant to any one of four bases. Objections must be prepared and submitted in accordance with 24 C.F.R. Part 58 and should be addressed to:

Office of Native American Programs, U.S. Department of Housing and Urban Development, 77 West Jackson Boulevard, Chicago, IL 60604-3507 Attention: Grants Management Specialist and Elton Jones

Commenter must specify which notice the comments relate to, i.e. FONSI, or NOI/RROF.

## Happy Birthday

02.17.91  
**Britney Layne Buster**  
**Happy Birthday girlfriend!**  
You're a big Twelve almost a teenager and I'm proud of you for making it this far.  
Hope you have a great birthday and wish I could be there to help celebrate with you.  
Love you,  
**Mom, Koo-Wi and Celena**  
**Happy Birthday Mom! (Judy A. Osceola)** Jan. 2  
We love you and keep you in our prayers as we know you keep us in yours.  
From your daughters,  
**Gladys, Toka, Veronica and all the grandchildren**

02.26.92 **Mariah Leigh Buster.**  
**Happy 11th Birthday**  
Wish I could be there to spend it with you. I love you and miss you very much!  
**Mom**



**Allyson Joy Billie**  
(3/15/91)  
**Happy Birthday!**

To my baby girl **Allyson!!** My heart overflows with love, joy and laughter. You are twelve years old and you've grown so much. You just keep growing and growing soon you will be as "tall as a chief." Just remember: Wherever you are... God is there, Near or far... God is there. His love knows no bounds and He cares for you. I want to thank Him for His many blessings and His correction most of all for blessing me with Two.

I love you and **Dayne** very much and am proud of both of you.  
Look over your shoulder and I will be there too!  
Forever,  
**Mom**  
**Rebecca Billie**



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(863) 367-1199



## In Memoriam

**TO MY SISTER MICHELE,**  
I still can't believe you are gone. Everyday I wait for the phone to ring to hear your voice or to see you drive up in your truck. It's kinda hard to move on in life without you there cause I, always thought you would always be here. But life changes in ways. [I guess] I think about when we were younger. How we use to play around outside and play school. You use to be the teacher. I guess you still are. You teaching me to move on without you and Mom. But it's hard at times where I feel like giving up. But I look at daddy and Alec, Jalen, Anthony. I know I have to stay strong for them, cause you wouldn't want me to give up. It's hard writing you this letter, cause I want to see you. I took flowers to your graveside on your B-day. It was roses, I know how much you like them. All I want to say is Happy 30th B-day and I miss you a whole lot.  
Love your sister, **ANGIE.**

## Poem

*A Horse with Heart*  
  
As we warm up in the pen,  
You wonder why we can't just run.  
I tell you that might get hurt.  
Still you wonder why. I just keep riding.  
You walk, trot, gallop and walk again.  
We hear our names on the announcers speakers.  
You get excited and prance. You are about to go to work.  
We can hardly wait. You prance, my heart skips a beat.  
We walk down the alleyway and you don't say wait.  
You want to go. But not yet, it's too early.  
We see the first barrel. You snort.  
I let you go. You fly, fly to it.  
We then turn and it looks and feels beautiful.  
We don't hear anything. Just our own breathing.  
You burst out with such a force.  
I find my skills questionable.  
I have good balance and we go again.  
We attack the second barrel with such verocity.  
You, like a hawk, swoop around with cunning skill.  
Skill that we have worked on, together. You and I.  
All of a sudden there are cheers, where did the people come from?  
I've never seen them before. Oh well, no time to stop.  
If we do we'll lose the battle with the clock.  
The battle that chooses either life or death.  
The battle with our friend, the clock.  
It has no friends.  
We are at the third barrel. We turn so fast,  
So fast time seems to stand still. But the clock  
Keeps ticking. Ticking away precious seconds.

## Happy Birthday February Babies

Adahma Xavier Sirota Adrian Keith Condon Adrienne Cypress Alana Jumper Glover Alexis Elisianna Martin Allen Ray McInturf Almira Kathleen Billie Alyster Jo'El Loudermilk Angel Elise Young Anthony Lee Osceola Antonio Lara, Jr. Antonio Leon Timothy Apolonia Shay Nunez Ariah Osceola Ashley Kay Harjo Audrey Leigh Osceola Austin Lee Billie Bessie Tommie Beverly Karen Shore Bradley Treton Osceola Briana Michelle Bilodeau Brianna Haley Billie Britney Layne Buster Cameron Anthony Osceola Carla Susan Gopher Chad Billy Motlow Charles Billie Hiers, Jr. Charley Whitney Cypress Charlotte Linda Tommie Cherelee Kristen J Hall Cheyenne Susan Kippenberger Christina Skye Wilson Clifton Lewis Billie Connie Gown Crystal Marie Garcia Cuauhtemoc Alexander Yescas Cynthia Jane Osceola Cyrus James Smedley Dale Evans Grasshopper Damion Sinclair Frank Daniel Tommie David Jerome Kippenberger Dax David Haught Deloris Jimmie Destiny Shariah Harper Diane Frank Donovan Taylor Osceola Drank Alan Lawrence Drew Jimmy Osceola Duane Howdy Osceola Duane Marlon Tigertail Eden Donovan Jumper	Elsie Jean Bowers Emmitt Franklin Caldwell Erica Marie Deitz Eugene Ray Tommie Everett Willie Osceola Ezekial Xsavior Onan Roberts Florence Abigail Osceola Francisco Rodriguez Gerret William Osceola Gladys Ronelle Doctor Gregory Allen Osceola Guy Charles Stewart Haden Littlebear Heath Bouton Otero Helena Henry Henry Jumper, Jr. Hosea Girtman, Sr. Howard Osceola Huston James Osceola Irene Jimmie Jack Smith Sr Jacob Storm Jacqueline Kennedy Osceola Jake Hyde Osceola Jamie Desmond Walkingstick Janet Nandale Thomas Janice Billie Jaunalupe Nina Frias Jeanette Billie Cypress Jeffery Amos Billie Jennie Ann Eagle Jennie Ann Harjo Jennifer Jumper Jennifer Louise O. Jones Jennifer Lucretia Chadwick Jennifer Sue Osceola Jeremiah Hall Jerry Mann Tommie, Jr. Jessalyn Cody Balentine Jim Shore Jimmy Hank Osceola, III, Joanie Henry Joann Osceola Joelli Von Frank Joey Wahoo Henry John Wesley Tommie Jordan Shane Billie Jose Herrera Joshua Josh Josiah Alan Jumper, Jr. Josie Ann Snow Joslin Demeny Martin	Judybill Osceola Juliza Danielle Martinez Justice J. Baker Justin Bruce Osceola Justin Tamecia Motlow Justine Jo Billie Katrina Val Bettelyoun Kaylan Blake Osceola Kerwin Lynne Miller Kevin Desmond Tommie, Jr. Kevin Quinn Holata Kiauna Cediayah Martin Krystal Lin Garza L.D. Baxley, Jr. Lance Hank Tommie Leoma Jane Poore Lewis T. Gopher, Jr. Lorene Bowers Gopher Louise B. Billie Louise Billie Jumper Louise C. Cypress Lydia Lois Bishop Mabel Jim Manuel Jose Baker Marcus Grant Eads Marie Billie Mark Steven Osceola Marvin Osceola Mary Alice Huff Mary Coppedge Phillips Mary Larane Tubby Matthew John Gopher Matthew Lee Henry Maverick Styles Osceola Melanie Rena Huggins Michael Barry Cypress Michael Scott Cantu Mike Hall, Jr. Mi-Lyne Keish Jones-Williams Minnie (Mittie) Tommie Miranda Kashyra Tommie Morningstar Osceola Naomi Fewell Natalie Gail Billie Nathan Darryl Billie Nathaniel Ulysses Fewell-Jim Nelda Vanessa Jumper Nigel Natai Wells Norman Andy Bowers Norman Jim Huggins Oneva Janet Smith Pedro Alvarrado Aguilar, Jr.	Peter Joe Billie, Sr. Phillip Ira Jimmie Preston Osceola Richard Junior Bowers Robb Damon Cypress Robert Cloud North, Jr. Russell Osceola, Sr. Ryan John Osceola Samantha Laura Mowatt Sammy Frank Sammy Gopher Samuel C. Osceola, Jr. Samuel Dakotah Caldwell Shae Diamond Pierce Shannah Joy Huggins Shannon Lydia Holata Spencer Mark Jock Steel John Gopher Stephanie Lee Billie Stephen Jim Stevie Ray Billie Sue Jane Cypress Susie Cypress Jumper Symphoni Jumper Talon Frank Youngman Tammy Eyevette Tommie Tayler Ann Cypress Taylor Ross Osceola Terrell Primeaux Thalia Savannah Pacheco Thomas Tommy Billie Timi Cherie Bearden Timmy Barnett Johns Tony Austin Tommie Travelis Antwan Timothy Travis Juwan Baker Travis Ryan Osceola Tristina Little Doctor Troy Daniel Billie Tyler Wayne Harjochee Valentino Huggins Violet Jim Vivian Angela Delgado Vivianna Gore-Martinez Waylon Hank Jim William Dempsey Cypress William Osceola Willie Gene Tommie Ynez G. Gonzales Yvonne Jane Courtney
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Sunday Evening Worship 6 p.m.  
Wednesday Prayer Meeting 7 p.m.

Rev. Arlen Payne: Pastor  
(954) 894-5651



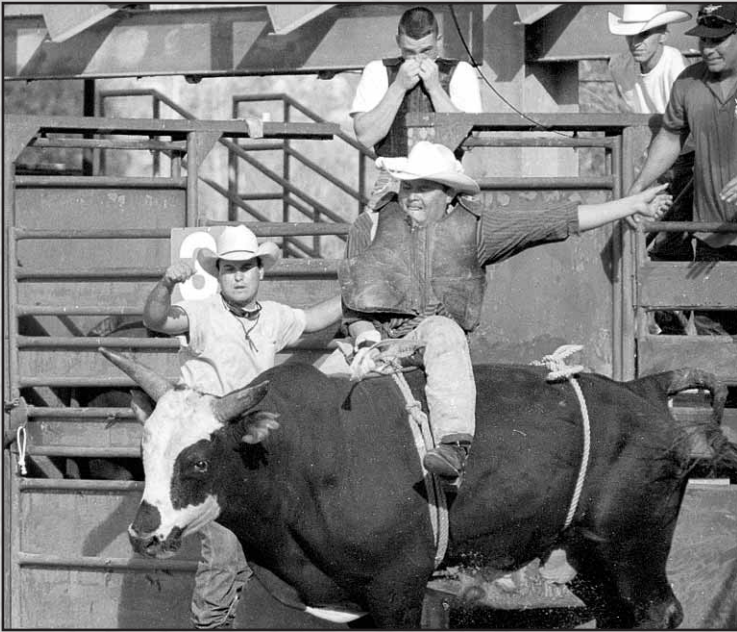
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# 32nd Annual Seminole Tribal Fair Pow-Wow and Rodeo

<b>Seminole Tribal Fair &amp; Pow-Wow 2003</b>		1st \$1000
<b>Head Staff-</b>		2nd \$700
Arena Director- Michael Roberts		3rd \$500
<b>Head Judges-</b>		4th \$300
Dance- Jim RedEagle		<b>Drum Contest</b>
Singing- Al Santos		Northern Southern
MC's- Hammon Motah, Wallace Coffey		1st \$5000 1st \$5000
<b>Host Drums-</b>		2nd \$3500 2nd \$3500
Northern- Native Thunder (Thunder Valley, South Dakota)		3rd \$2500 3rd \$2500
Southern- Southern Boyz (Lawton, Oklahoma)		4th \$2000 4th \$2000
<b>Juniors-</b>		<b>Dance Specials</b>
1st \$100 1st \$250		Men's Chicken Dance- \$1000 + 2 consolation prizes
2nd \$75 2nd \$150		(Must compete in Chicken Dance Regalia)
3rd \$50 3rd \$100		Men's Fancy- \$1000
<b>Golden Age-</b>		Ladies' Jingle- \$1000
<b>Men &amp; Women</b>		Morningstar Roberts Tiny Tot Special, Hosted by the Roberts family
1st \$1000		<b>Local Hotels-</b>
2nd \$700		Airport Inn 954-729-8181
3rd \$500		Red Carpet Inn 800-251-1962 or 954-792-4700
4th \$300		Ramada Inn 954-584-4000
<b>Adults</b>		Holiday Inn 954-925-9100
<b>Men: Traditional, Straight, N &amp; S Fancy, Grass</b>		(These are not host hotels only local)
<b>Women: N &amp; S Buckskin, N/S Cloth, Fancy, Jingle</b>		

**Little Mr. & Little Miss Seminole 2003-Contest**  
Sponsored by Seminole Tribe of Florida, Inc.  
Laura M. Osceola Stadium, Seminole Tribal Fair Grounds  
6:00 p.m., Friday, February 7, 2003  
Contestants must be an enrolled Tribal Member between the ages of 3 to 5 by Feb. 7, 2003. NO EXCEPTIONS  
For more information and applications, please contact the following:  
Hwd: Wanda Bowers; Imm: Sheila Aguilar;  
B.C.: Mary J. Coppedge, Alice Billie, Jeanette Cypress;  
Brtn: Salina Dorgan.



<b>32nd Annual Tribal Fair</b> <b>Thursday, February 6, 2003</b> <b>Gates Open at 9:00 a.m.</b>		<b><u>Laura Mae Stadium</u></b>	<b><u>Alligator Amphitheater</u></b>	<b><u>Seminole Village</u></b>
10:00 a.m.	Grand Entry Invocation Officials Dignitaries Royalty Pow-wow Exhibition		Alligator/Snake Show Panther Show Alligator/Snake Show Panther Show	Exhibits Open
10:30 a.m.				
11:00 a.m.	Aztecs Tommy Wildcat (Flute)			
11:30 a.m.				
12:00 noon				
12:30 p.m.				
1:00 p.m.	Aztecs			Exhibits (Cont.)
1:30 p.m.				
2:00 p.m.				
2:30 p.m.	Native Roots Powwow Grand Entry (Session #1)			
3:30 p.m.				
5:00pm				Exhibits (Closed)
6:00pm	Pow-wow Ends			
<b>Friday, February 7, 2003</b> <b>Gates Open at 9:00 a.m.</b>		<b><u>Laura Mae Stadium</u></b>	<b><u>Rodeo Arena</u></b>	<b><u>Alligator Amphitheater</u></b>
10:00 a.m.	Grand Entry Invocation Officials Dignitaries Royalty Pow-wow Exhibition		P.R.C.A. (Slack)	Alligator/Snake Show
10:30 a.m.				
11:00 a.m.				
11:30 a.m.	Aztecs Tommy Wildcat (Flute)			Panther Show Alligator/Snake Show Panther Show Alligator/Snake Show
12:00 noon				
12:30 p.m.				
1:00 p.m.	Aztecs Powwow Grand Entry (Session #2)			Panther Show Alligator/Snake Show Panther Show
1:30 p.m.				
2:00 p.m.				
5:00 p.m.	Chebon Tiger Band		Rodeo Queen Contest	
6:00 p.m.	Lil' Mr. & Miss Seminole Contest		Indian Rodeo	Bill Osceola Memorial
8:00 p.m.	Powwow Grand Entry (Session #3)			
Exhibits in the Seminole Village from 10:00 a.m. to 6:00 p.m.				
<b>Saturday, February 8, 2003</b> <b>Gates Open at 9:00 a.m.</b>		<b><u>Laura Mae Stadium</u></b>	<b><u>Rodeo Arena</u></b>	<b><u>Alligator Amphitheater</u></b>
9:00 a.m.	Seminole Clothing Contest			
11:00 a.m.	Archery			
12:00 noon	Native Roots			Alligator/Snake Show Panther Show Alligator/Snake Show Panther Show
1:00 p.m.	Aztecs		Log-Peeling	
2:00 p.m.	Pow-wow Grand Entry (Session #4) Invocation Dignitaries Tribal Officials Royalty			
3:00 p.m.				
4:00 p.m.				
5:00 p.m.	Chebon Tiger Band			Alligator/Snake Show Panther Show
6:00 p.m.	Aztecs			
7:00 p.m.	Pow-wow Grand Entry (Session #5) Country Music		P.R.C.A. Rodeo	
Exhibits in the Seminole Village from 10:00 a.m. to 5:00 p.m.				
<b>Sunday, February 9, 2003</b> <b>Gates Open at 12 noon</b>		<b><u>Laura Mae Stadium</u></b>	<b><u>Rodeo Arena</u></b>	<b><u>Alligator Amphitheater</u></b>
1:00 p.m.	Native Roots			Alligator/Snake Show Panther Show Alligator/Snake Show
1:30 p.m.				
2:00 p.m.	Pow-wow Grand Entry (Session #6) Championship)		P.R.C.A. Rodeo	
3:00 p.m.				
4:00 p.m.				Panther Show Alligator/Snake Show
5:00 p.m.	Aztecs			
6:00 p.m.	Pow-wow Awards			Panther Show
Exhibits in the Seminole Village from 1:00 p.m. to 6:00 p.m.				
<b>Schedules Subject To Change</b>				



## Seminoles Stage Successful 'Brawl'

By Elrod Bowers

**HOLLYWOOD** — Despite weather in the low 40's, boxing fans came out in force to attend the "Backyard Brawl," a night of boxing featuring the return of 8-time World Champion Hector "Macho" Camacho.

Held at the Laura Mae Osceola Stadium, the "Brawl" was presented by the Seminole Casinos in association with Warrior's Boxing Promotions.

The evening also featured top women's boxer Belinda "Brown Sugar" Laracuente. Ranked #15 in the world, Laracuente scored a Unanimous Decision over Jennae Romero.

Although Romero was game, she developed severe swelling over her right eye as Laracuente scored at will. By the third round, Laracuente was doing the "chicken wing" as an amused Roy Jones, Jr. looked on.

Jones, who is training to fight John Ruiz on March 1 for the WBA Heavyweight title, was honored during the event. Tribal officials Mitchell Cypress and Max Osceola, Jr., who put together a six-punch combination of his own in the ring, gifted Jones with a jacket and the title of "honorary" Seminole.

The fight of the night was Vernie Torres vs. Julio Coronell for the IBA Bantamweight American Title. The bout was marked by a number of big shots and Torres suffered a cut over his right eye in the early

rounds.

However, Torres, who had two previous losses to Coronell, was victorious, taking the title when he stopped Coronell with a TKO in the 10th round. Coronell, who suffered an injury to his leg, had to be carried from the ring.

The main event, Camacho vs. Villareal, was a rough, grinding win for Camacho, who wore down his opponent with a series of punches throughout the fight. Camacho drew blood early on, and Villareal was unable to answer the opening bell of the 9th round.

Known for his flamboyant entrances to the ring, Camacho didn't disappoint, wearing a robe and turban with colorful Seminole patchwork, sewn by Tribal member Virginia Osceola.

In attendance were boxing celebrities Hector Camacho, Jr., Buddy McGirt, Winky Wright, Pinklon Thomas, Sharmba Mitchell and Ada Velez. Baseball player Andre Dawson and Dolphins players Tim Ruddy and Jed Weaver were also in attendance.

The next boxing event is scheduled for March 8 with bouts featuring two-time world heavyweight champion Michael Moorer and Epifania Mendoza.



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FOR THE ARREST OF THE SUSPECT(S).**

# WHO SHOT JIM SHORE?

ON WEDNESDAY, JANUARY 9, 2002, JIM SHORE, THE GENERAL COUNCIL FOR THE SEMINOLE TRIBE OF FLORIDA, WAS SHOT WHILE SITTING INSIDE HIS HOME. PLEASE HELP US CATCH THE CRIMINAL(S) AND BRING THEM TO JUSTICE! IF YOU HAVE ANY INFORMATION ABOUT THIS CRIME, OR IF YOU KNOW SOMEONE WHO DOES...

**PLEASE CALL! YOU WILL REMAIN ANONYMOUS!**

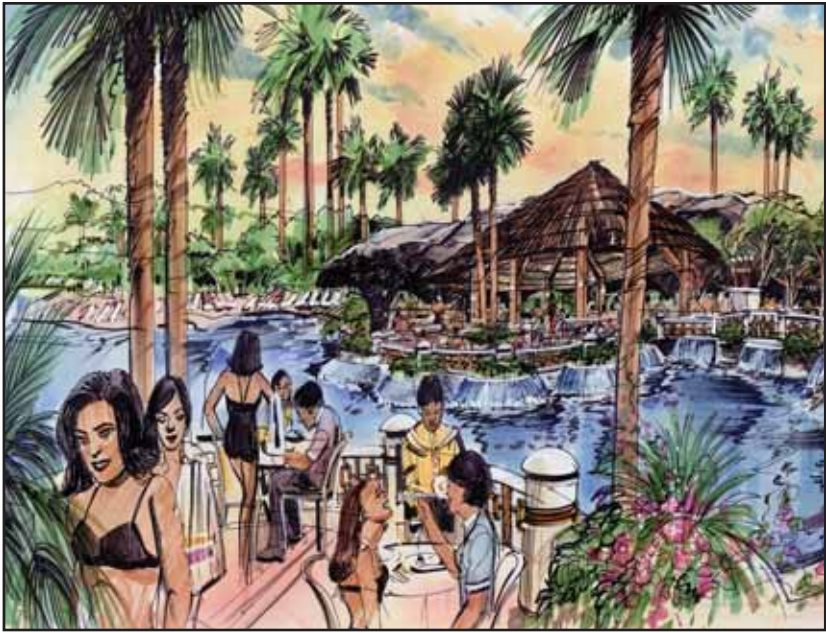


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Hollywood Hard Rock Hotel and Casino model.



Artist rendering of the pool area at the Hollywood Hard Rock Hotel and Casino.



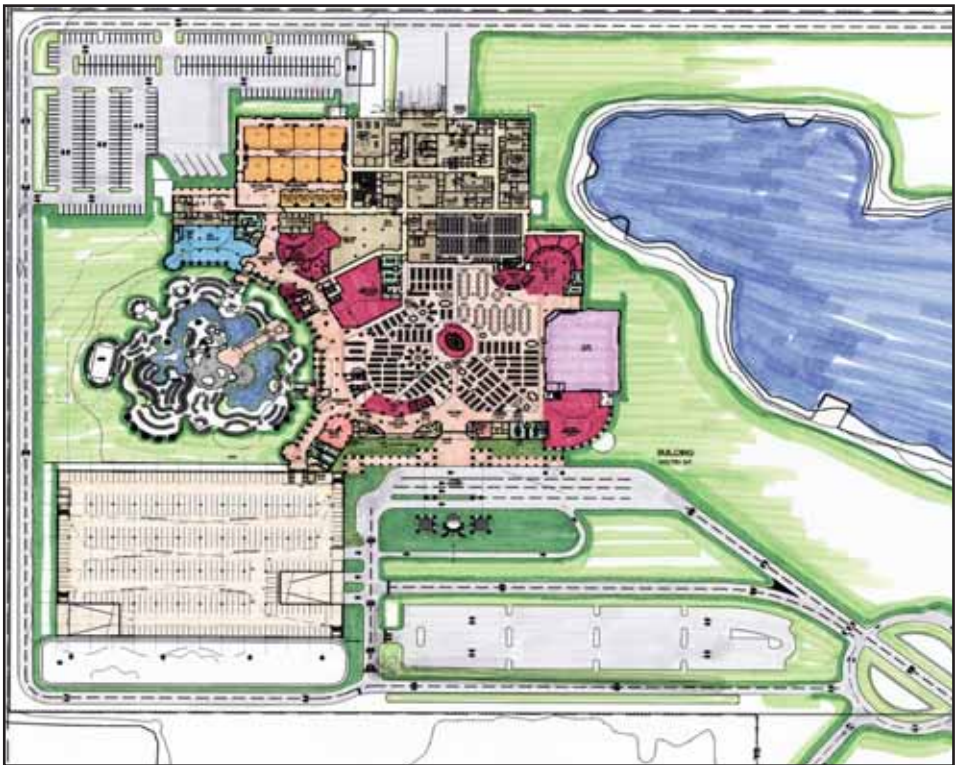
Artist rendering of the casino floor at the Hollywood Hard Rock Hotel and Casino.



Hollywood Hard Rock Hotel lobby taking shape.



Miles of underground electrical conduit.



Site plan for the Hollywood Hard Rock Hotel and Casino.



## Casino

Continued from page 1

ment. The amount of work and hours is tremendous.”

Allen’s biggest challenge has been not only coordinating the Hard Rock projects, but also overseeing the Tribe’s five existing casinos as well. “The biggest challenge is time,” said Allen, “I wish I had more time to give to the existing operations, which sometimes becomes difficult.”

“To build one casino is a tremendous task, but to do two simultaneously, and one of them will have an accelerated opening so that we can knock down the old one, I honestly don’t think that people realize how big of a challenge we have taken on.”

“I wish I had the time to spend with, say the GM in Immokalee or Brighton, but we make sure we still do budget review every month and that somebody gets to those properties once a month.”

Upon his arrival, Allen began to see how big of a job it would be to restructure Seminole Gaming.

“I think that the first thing is that when I initially got involved with the Tribe on the gaming side it was obvious to me that through the years of different management companies there was a lot of different philosophies on how to do things,” said Allen, “the

follow up on. We have to do that within a budget, so the financial side of it is also a responsibility.

“Then, the other part is the whole operations side. We have to get our existing employees trained and add the additional employees necessary to operate the gaming side of the facilities. Then, we have to create the whole new area, department if you will, for hotel operations, beverage operations, pools, retail.”

According to Allen, one of the important new areas was engineering. Unlike the old facilities, the new facilities are designed to be completely stand-alone facilities that can withstand 150 mile per hour winds. Other features include the redundant power feeds into the property.

“So if we lose power on one line, we have it on another, and if both fail we have a whole generator system.

“The complexity of just operating a facility like this is obviously much different than what we have today, and there’s also hotel operations, front desk and housekeeping, the employee cafeteria, food courts, health spas.

“So obviously a major portion is to take advantage of the job that we’ve done with our existing employees but also expand that to the next level and find additional people to fill all those other positions that we’re going to need in order to staff the facilities.” Allen expects to have about 3,000 employees in the Hollywood Seminole Hard Rock Resort and Casino.

There are planned job fairs, so everyone will have an opportunity to work at the Hard Rock. Allen has also agreed with the Tribal Council that Tribal members who meet the minimum requirements will automatically get the position.

“It gives us the ability to help the Tribal members learn more about the gaming business,” said Allen, “and hopefully, someday, somebody takes my job.”

Allen started a similar program at the Mohegan Sun and, “it was very successful there, and there are a lot of Tribal members in management positions,” said Allen.

Allen stressed that all current Hollywood Casino employees will have the chance to work at the Hard Rock. In fact, he can’t afford to overlook the approximately 900 current employees when he takes on the task of filling the 3,000 planned jobs.

“It won’t be easy, it’ll be very difficult,” said Allen, “but when we did the Mohegan Sun, we hired close to 7,000 employees. There’s not a lot of hospitality and entertainment opportunities in New England, it’s really a defense area. South Florida at least has a lot of restaurants and hotels.”

“In Atlantis, we hired close to 9,000 employees on an island that only has 280,000 people in the whole country. That was very difficult, but we found them and trained them. At the Taj Mahal, we hired over 5,000 employees, this was in 1990, and we actually brought people in from as far as Ireland.

“Our goal is to hire Tribal members first, then the existing employees and that’s what we’re going to do. We’re going to try to fill as many positions internally before we go outside.”

When the Hard Rock projects were first announced, rumors persisted that the Hollywood Casino employees were not going to have the opportunities to work at the resort.

“Here’s what I have said officially, and I have had meetings with all employees,” said Allen, “Every existing employee has the opportunity to work in the Hard Rock project.”

“When we had the employee meeting, I asked the question: Does anybody in the room want to work with somebody who is not friendly, does not come to work, does not care about their fellow employees, or does not respect the Tribe? The answer, overwhelming, was no, they do not.”

Allen then announced that the slate was wiped clean for any employees who had a questionable ethic prior to the employee meeting. However, since that time, “if we have an employee that applies for the new Hard Rock job that has all kinds of write-ups in their file for mean or rude customer service, has been caught hurting or destroying Seminole property, bad attendance, or constantly being in sick, then they will not be guaranteed a position.”

“We want the best employees to work in the new facility. Anybody who’s doing a good job will definitely have a position, they will keep their seniority, all of their benefits and they will move forward.”

“We’re going to have a whole training program that’s going to start about six months from opening, there’s definitely an opportunity for them. Hey, we need 3,000 employees!”

Even so, some of the employees have not taken the hint. “If we think that we can be successful while having employees who are sleeping on the job, or smoking cigarettes on the floor,” said Allen, “I’m here to tell you that would be a mistake. I do not want that to happen in the new building.”

“For those bad apples who don’t care, I guess the rumor has some truth to it. We do not want to hire those type of individuals.”

While construction continues on the Hollywood Hard Rock, upgrades have also been made to the existing Hollywood Casino facilities. “The Tribe has been very successful for 20 years, but the type of facilities that we operate today are totally different then what we’re going to be operating with the Hard Rock projects, and I think it would be fair to say that the existing facilities had gotten a little bit tired,” said Allen.



“We’ve replaced some carpet, added a sign, done some touch up painting and replaced all the dead landscaping. I think that the operation really had suffered a little bit, and, with the help of Larry Frank and his team, we’ve been able to spend a few dollars to increase the public perception that it’s not just a place filled with smoke.”

To combat the smoke problem, air handler units from the Tribe’s now-demolished Sheraton Four Points hotel in Tampa were put in the Hollywood casino. “We didn’t fix the problem completely, but we tremendously reduced the smoke problem in the Hollywood facility,” said Allen, “so, when you go in there, you know the customer feels a little bit more in tune to have some fun, not just gamble, because we really need to have both.”

“I believe that the direction I received from the Tribal Council and Mr. Shore was that we’re trying to create world-class facilities here and we want to do it as well as they do it in Las Vegas, Atlantic City and the tribes up in Connecticut. That’s really the goal we’re striving for, and I’m really happy to say that our numbers have been up significantly, profit-wise, since we’ve been making a lot of these changes.”

Allen also focused on the types of games that are offered in the Seminole casinos. The consensus was to offer casino patrons exciting and, more importantly, familiar, games. “The existing equipment that was in the Seminole casinos was very antiquated,” said Allen, “every game looked the same.”

The Tribe approached all of the Class II, and the major Class III, vendors in search of a better deal. Recently, the Tribe entered into an agreement with Sierra Design Group, which is affiliated with IGT, the largest manufacturers of slot machines in the world.

Under the new agreement, the new Seminole Hard Rock Casinos will offer class II versions of popular slots seen in Las Vegas such as Double Diamonds, Triple Sevens, Storm Chasers, and Red, White and Blue. “We will have these games on our floor next month,” said Allen, “and they are Class II.”

“We have over 600 titles that we have access to, so we’ll be able to design the casino floor to look identical to a Las Vegas, Atlantic City or Connecticut casino. Right now, when all of the people now come to our casinos, they don’t see any games they know, and a lot of people just leave.”

“The new games, and the affiliation with IGT, is going to be a huge windfall for the Tribe.”

The agreement with IGT has Allen convinced that the games will put the Seminole Tribe at the forefront of Class II gaming. “What we’ve designed here is legendary,” said Allen, “everybody told me that none of the Class III vendors would ever do business with the Tribe and that’s completely inaccurate.”

In addition to the new games, Allen and Jenkins brought in Gaming Laboratories Inc., an independent testing facility used by every major gaming jurisdiction worldwide to verify the integrity of the gaming devices. In the past, the Tribe never used any type of testing on the machines it had purchased.

“There was nobody completely independent of the Tribe that we checking to make sure that we were getting what we were buying, that the games were producing what they were supposed to produce, etc.,” said Allen.

GLI was brought in to the test all of the Tribe’s existing gaming devices, “and no future devices will go out onto the floor unless they’re tested to insure the integrity of the gaming operation,” said Allen.

Before, the Gaming Department did not have adequate internal controls and procedures in place to protect the Tribe. However, “whatever deficiencies we had, that was why I was brought in, to try to help fix those things,” said Allen.

“By having the assistance of GLI, which is not something that just I would do, Harrah’s, Caesars, Park Place, MGM, it’s required in every other gaming jurisdiction.”

“What it also does is protect the Tribe so that I or Ed cannot do something that’s not 100% above board. It’s like another set of eyes that really protects the Tribe.”

Presently, Allen is also focusing on raising the additional \$95 million needed to complete the second phase of the project. After seven months of meeting with bondholders and investors, in May 2002, the Tribe secured the first \$315 million, to begin the first phase of construction, the second financing would pay for an additional 250 rooms to be added on to the hotel.

“Our goal is to do Phase II now, our goal is to raise the \$95 million right now and have Hollywood open up with the 500 rooms and retail in check,” said Allen, “and we believe we can do that.”

#### The Seminole Hard Rock Projects

On May 15, the Seminole Tribe secured \$315 million in bond financing for the first phase of construction for the Hollywood and Tampa Seminole Hard Rock Hotel & Casino projects.

The Seminole Tribe of Florida will own and operate the Tampa and Hollywood Seminole Hard Rock Hotel and Casinos, according to the licensing agreement with Hard Rock Café International.

The Hollywood Seminole Hard Rock will be located on 86 acres north of Stirling Road, between State Road 7 and the Florida Turnpike.

The destination resort and casino will consist of a 115,000 square foot casino in a 339,000 square foot building. There will also be a 15-story Mediterranean-style hotel tower and an enclosed 1,700 surface parking facility, as well 1,700 surface parking spaces.

Once Phase II of construction is complete, the hotel will have 500 guestrooms, including 64 suites with the latest in amenities and security features, and over 40,000 square feet of meeting space.

The casino will have over 2,000 electronic gaming machines, 65 poker tables and a bingo gallery that will be able to seat 800 people.

There will also be a 19,000 square foot lagoon-style pool area that will feature a pool nestled in a rock mountain, waterslide, elevated spa, shallow kiddie pool with play features, beach volleyball area and poolside cabanas.

Dining and entertainment will include a Hard Rock Café, hotel restaurant, Pool Bar, Casino Center Bar, and a 250 seat Food Court. There were be additional restaurants in the nearby retail center.

There will be shopping throughout the resort including a gift shop that will market Seminole art and crafts. Phase II of construction will feature an adjacent retail and entertainment complex that will have specialty stores, restaurants and a multi-use venue.

The hotel is 10 minutes from the Hollywood International Airport and 30 minutes from the Miami International Airport.

Under construction since the middle of 2002, the Hollywood Seminole Hard Rock is scheduled to open in the spring of 2004.

The Tampa Seminole Hard Rock is located on the 37 acres west of North Orient Road, between I-4 and Hillsborough Avenue.

It will have a 90,000 square foot casino within a 210,000 square foot building, 10-story hotel tower and an enclosed 1,600 space parking facility, as well as 1,000 surface parking spaces.

The hotel will have 250 guestrooms, including 46 suites. There will also be 10,000 square feet of meeting space.

Guests can also visit the Spa, which will offer wet and dry treatments, exercise room, private outdoor garden, and separate men’s and women’s changing areas with steam, hydrotherapy pools and showers.

Outside, the pool area will have cabanas equipped with televisions and refrigerators and areas designed for beach volleyball, horseshoes and table tennis.

The casino will have over 1,500 electronic gaming machines, 55 poker tables and a bingo gallery for 800 people.

Dining and entertainment will include a 24-



Tampa Hard Rock Hotel and Casino model.



Artist rendering of the casino floor at the Tampa Hard Rock Hotel and Casino.



Artist rendering of the nightclub/dance hall at the Tampa Hard Rock Hotel and Casino.

hour restaurant, Casino Center Bar, Sports Bar, Lobby Bar, 250-seat Food Court, and a specialty restaurant that includes staging for live performers and a DJ booth.

There will also be shopping opportunities throughout the resort and a Hard Rock retail store.

Under construction since 2002, The Casino is set to open in the spring of 2003, the Hotel in the spring of 2004.

The project developer is The Cordish Company of Baltimore, Maryland. In addition to the Seminole Hard Rock projects, Cordish is developing three other projects, the Atlantic City Walk, Power Plant Live and Capital Center.

The Atlantic City Walk is a \$100 million retail and entertainment district connecting the Atlantic City Boardwalk and the City’s Convention Center.

In a public-private partnership with the City of Baltimore, Cordish is developing a 400,000 square foot entertainment and office development, which will be the only pure entertainment district in Baltimore.

Capital Centre is Cordish’s redevelopment of the former USAir Arena in Washington. DC in conjunction with the ownership of the NBA Wizards and the NHL Capitals.

The Seminole Hard Rock architect is Klai Juba of Las Vegas Nevada. The construction company is Perini/Suitt A Joint Venture from Tampa, Florida.



Artist rendering of the hotel lobby at the Tampa Hard Rock Hotel and Casino.



Tampa Hard Rock Hotel and Casino site plan.





Tampa Hard Rock Hotel and Casino going up...

