

LETTERS TO THE EDITOR

To the editor:

As a 2002 Over-Income Construction Rehabilitation Program applicant, I called the Siletz Tribal Housing Department (STHD) in June 2003 to inquire about my application. STHD originally received 47 applications by the given deadline of Sept. 30, 2002.

Each applicant received a lottery number to determine the order in which they will be served. The tribe served 20 applicants in 2002 and the remaining applicants were put on a waiting list. Jerry Howell informed me that I'm number 18 on the current list, but that I would have to reapply with the new applicants in 2003 and that I would receive a new lottery number.

I stated this was unfair, as they served 20 of the original 47 applicants in 2002

and that they should continue to serve the remaining 2002 applicants on the waiting list by the lottery number they were given, as established in the 2002 written policy and stated in the September 2002 Siletz Tribal newsletter.

He stated there was nothing I could do. I stated I wanted to grieve this decision. He stated there was no grievance procedure as this is over-income per capita funding and that it is Tribal Council's whim on how they spend these funds.

I went to Siletz in August and received a copy of the Over-Income Construction Rehabilitation Program Policy. I learned that there is a grievance policy and have filed a grievance on the proposed changes to this program. I was

recently notified that Tribal Council didn't formally make these changes to the policy until Aug. 2, 2003, eliminating the waiting list. They did this action without notification or due process to the original applicants.

These actions by Tribal Council do not constitute fair and just treatment for all of the 2002 Over-Income Construction Rehabilitation Program applicants and this must be challenged. All applicants deserve to be treated according to the written policy under which they applied for services.

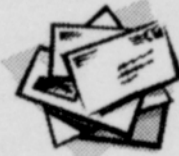
I didn't vote in the last Tribal Council election to have my representative vote my whim. I thought that our elected officials would follow written procedures when providing services or bene-

fits to tribal members. Evidently, I was wrong. I'm writing to inform other tribal members that what may be a written policy may now be changed by Tribal Council whim. I've heard other issues that appear to be the same, decisions made that aren't based on any apparent reason.

I'm shocked that any elected body would not follow the written guidelines that they originally established. The only impact we can make is by writing and informing others of these types of decisions and changing our vote to a more equitable leadership that will follow the written guidelines they establish and serve all tribal members fairly.

Sincerely,

Laurie Brown-Godfrey



To the editor:

I would like to share an observation I found in a book on business that describes my concerns regarding our tribe.

The author said in his experience, organizations go through four phases. The first phase is **the creating stage**. In this stage, everybody is pulling together, working hard toward their dream. They put all their energies into making the dream come true and do so.

The second phase is **the organizing stage**. During this stage, people start organizing and managing what has been created. Offices and staff obtained, buildings must be built and policies must be created.

The third phase is **the defending phase**. The primary concern is defending what has been created, even if there are serious flaws needing correcting. The organization becomes obsessed with safety. The rules that were meant to facilitate the primary purpose of the group are now used against each other. Procedures developed to assist in the distribution of the assets garnered in stage one are now turned into ironclad rules used to exclude rather than include. Any attempt to address problems is perceived as attacks.

The fourth phase is **dividing the spoils stage**. In this stage, energies are turned inward and time is spent fighting among themselves on how to divide the spoils. They have forgotten what it was like to be on the cutting edge, creating

and building from nothing. Time is spent arguing and squabbling; everyone is working to justify a bigger slice of the employment pie or benefits. So the group stagnates. He goes on to say if this process isn't reversed, the organization goes broke or disbands.

I think many will agree the tribe is in stage four. There's favoritism in employment and advancement. Council wants to be in charge of everything but accountable for nothing. They do this by limiting Tribal Court's jurisdiction and funding. They write ordinances that protect council and administrators. Procedures and rules are used to discriminate against each other.

We have lost our dreams. Tribal treaty lands are still not a priority. Hunting, fishing, and gathering rights are still in the state's hands. We have many without homes or jobs. Alcohol and drugs are a huge problem.

The solution is to go back to stage one. By making a goal that **all** jobs are held by tribal members and to get our treaty lands back. To have a \$2,000 per month per capita; housing, and medical benefits for all.

I won't be running this year, but Frank Simmons will be. I encourage all who voted for me to vote for Frank. He has been on both sides of the fence and understands the problem(s) facing us.

Thank you,

Ray Blacketer

Run to the Rogue IX



Head Start students kick off Run to the Rogue IX by walking the first mile. Craig Whitehead also is joined by Head Start staff and parents.



Wade Newbegin (l) and Teri Nielsen (carrying eagle staff), Siletz Valley School staff members, head out of Siletz.