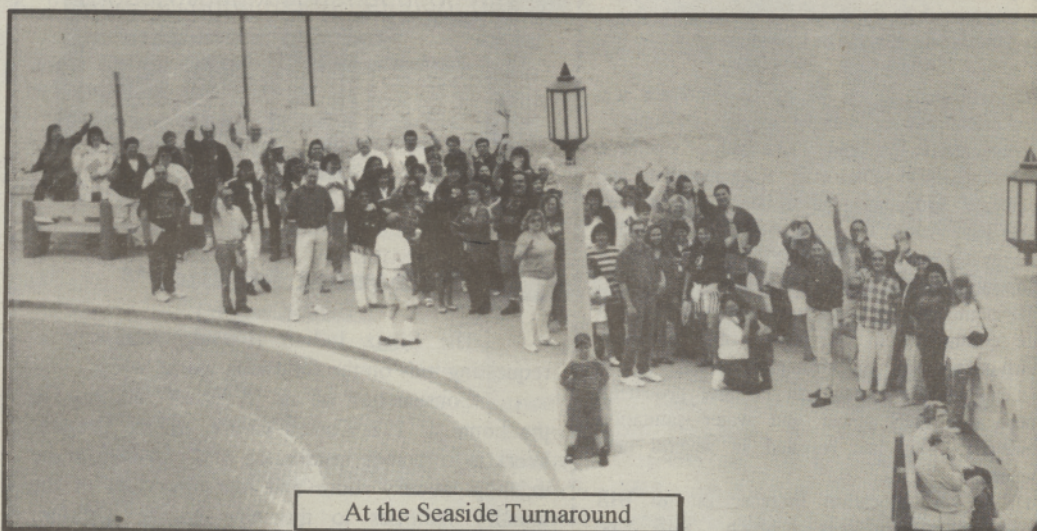




Employee Retreat Held in Seaside

By: Teresa Miller



At the Seaside Turnaround



We learned a lot about the programs, each other, and the direction we're going.



Monday evening was perfect for volleyball on the beach

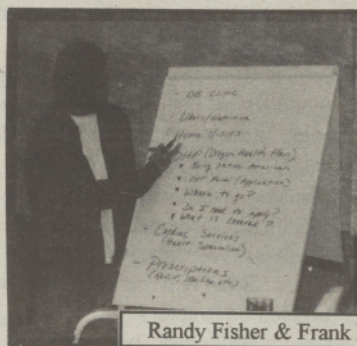
Tribal Staff, STEDCO Employees, Tribal Council and Tribal Court were all participants in the employee retreat held in Seaside, Oregon June 20 and 21.

This year's retreat proved to be a fulfilling experience with even the weather cooperating, giving us two beautiful days on the Northern Oregon Coast, and we all know how rare that is!

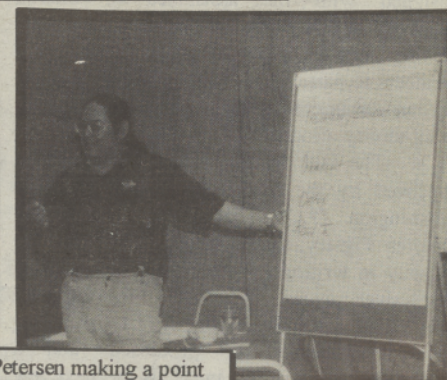
Not all fun and games, we covered a lot of topics this year. The topics included: Field Services, Alcohol and Drug Services, Clinical Services, Youth/Mentorship, Personnel Manual Review, Multi-Disciplinary presentation, Communication in the Workplace, CSAP Team presentation, Self Insurance, and an Overview of Grant Writing. Some of the presentations were given to the entire staff at one time, while the workshops were on a rotating basis allowing for smaller groups and more active participation. Facilitators included: Judy Muschamp, Frank Petersen, Beverly Youngman, Dr. Richard Leman, George Nagel, Kay Harms, Sharon Edenfield, Yvonne Haverland, Nelsen Witt, Brenda Bremner, Kelli Brugh, Bonnie Petersen, Kristi Martin-Bayya, Mike Elwood, Mike Kennedy, Connie Hoffman, John Baker, Tina Retasket, Dennis Lancaster, and the CSAP Team.

The retreat gave the staff a chance to have an exchange of ideas and concerns in a relaxed atmosphere and to incorporate a little quality time with the families that accompanied staff, not to mention how some polished up on their volleyball skills on the beach Monday evening! Those who didn't actually participate enjoyed watching the sand fly....and it didn't matter which team won, because we're all on the same winning team.

CEO Nelsen Witt addressed the staff and reminded us of some of the challenges that lie ahead as government monies are



Randy Fisher & Frank Petersen making a point



tightened: We will have to continue to compete in the private sector for funds, which in the past year has proved to be possible. This past year we have received 90% of the grants that were applied for! We must also work toward the greatest efficiency in the services provided to the tribal membership and continue to pursue new means of economic development as we strive toward self-sufficiency. Our programs must follow a positive approach for the individuals they serve to develop independence, not dependency.

The retreat gave those who work for the Tribe an opportunity to review and evaluate the programs and come to grips with some of the needs not yet being met. Also we had a chance to become better acquainted with our coworkers and strengthen the moral of the Tribal work force.

Hats off to those who helped in the planning process including Darlene Carkhuff, Mike Fisher, Elaine Gwynn, (from Central Office) and the Ad Hoc Committee, Kristi Martin-Bayya, Bonnie Petersen, Kelli Brugh, Judy Muschamp, and Brenda Bremner.