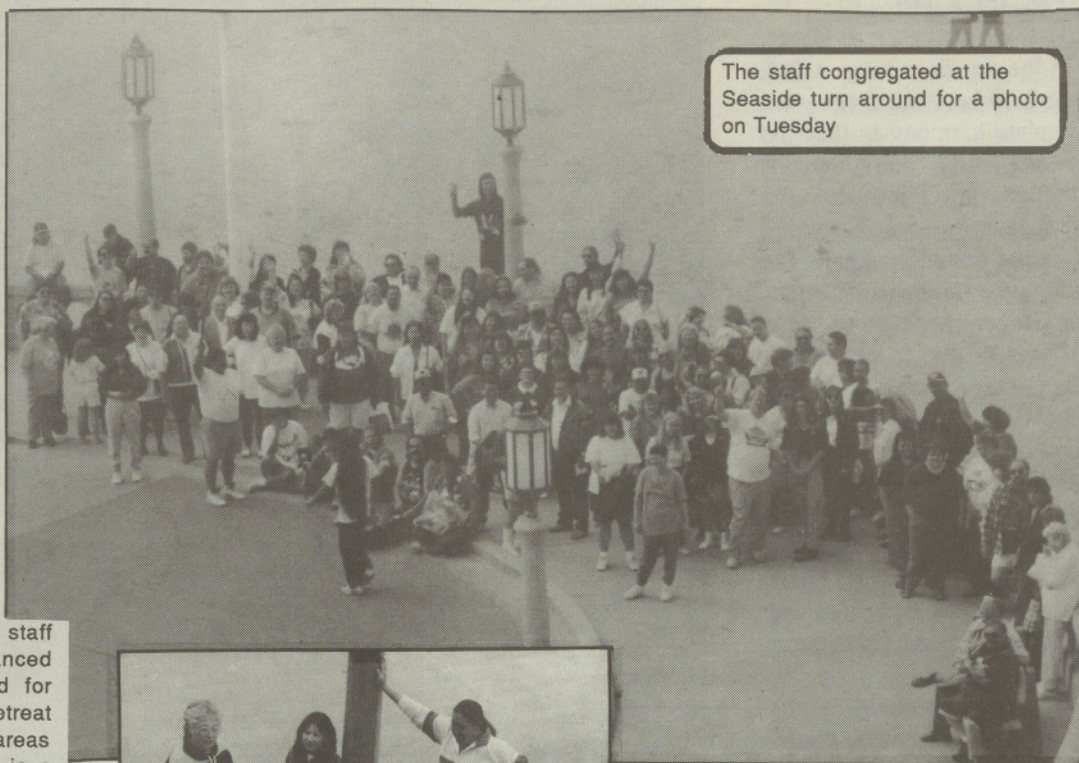


Staff Retreat 1995

By: Teresa Miller

OCTOBER 1995

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The staff congregated at the Seaside turn around for a photo on Tuesday

September 11 & 12 an all staff retreat was held in Seaside financed through monies specifically budgeted for that purpose. The intent of the retreat was to bring together staff from all areas (Siletz, Springfield, Portland & Salem) in a relaxed atmosphere with the opportunity to discuss common issues and concerns:

- This past year has brought many changes to tribal operations. Expansion has been rapid, with many new employees joining the staff and existing staff filling new positions.
- The Administration building is due to be completed in November, with all staff in the Siletz area readying themselves for the move.
- Budget cuts are being discussed in Congress which, if passed, will have a dramatic effect on Tribal operations.
- The organizational structure of the Tribal administration has been modified.

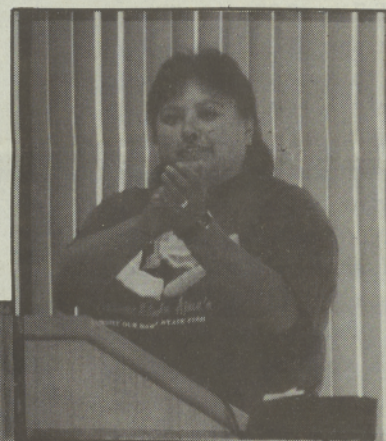
These are just a few of the issues that have had an effect on the staff and needed to be addressed in a forum where everyone could be present.

A packed agenda gave employees an opportunity to attend several workshops of varying nature including The Basics of Investing, Cultural Diversity & Communication, Stress in the Workplace, Health Issues Panel, HIV/Aids class, Youth Services Program Review, and Budgets. As a group, we learned about the proper inhouse procedures concerning travel, leave approval, accounting needs, use of GSA vehicles, and drug testing. Things discussed as a group included, possible budget cuts, the need to work together as a team, how the move to the new Administration Building will affect the staff and the time frame for moving in, and the networking of our computer system.

Although there was a great deal of work to be accomplished at this retreat, the staff found time for early morning walks and in the evenings to play volleyball, shoot a few rounds of golf and spend some time getting acquainted or reacquainted.



An early morning visit before the sessions began

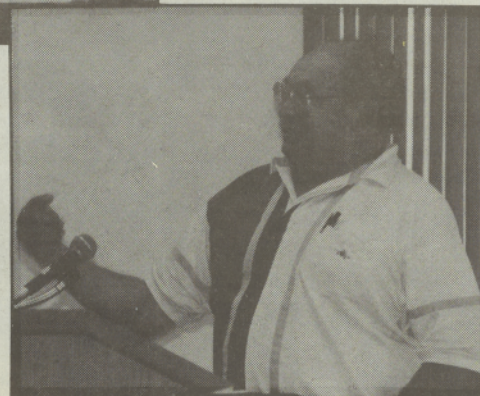


Assistant CEO Brenda Bremner kept the ball rolling and everything on schedule

Dennis Lancaster went over the fine points of the new Administration Building



Staff listened intently to the information presented



CEO Nelsen Witt shared some humor with the staff and informed us of legislative issues as well as inhouse concerns

STAFF RETREAT