



CHAIRMAN'S REPORT

FROM DELORES PIGSLEY

On August 22nd through August 23rd, the all-employee Tribal Staff Retreat was held at our new Chinook Winds Gaming and Convention Center.

As Tribal Chairman, I had the privilege of kicking-off the retreat with some introductory comments which I would like to share with you.

We hear many negative comments about our staff and programs at our Regular & General Council Meetings. However, not enough attention is paid to the dedication of our employees and the thousands of positive things that our employees do everyday that make life better for our people. As Tribal Officials, we have a responsibility to recognize the contributions of our employees that have given our social, educational and natural resources programs high marks. After all, since Restoration, the Siletz Tribe has had outstanding success in all programs.

I gave special recognition to Robert Kentta, Snowball Butler and Bud Lane for being inspired to recreate the Dance House which is an integral part of our heritage which, in turn, has been an inspiration to us all.

I was pleased that Outstanding Service awards were presented to selected employees.

It was a pleasure for me to be able to participate in this Retreat - the first such "convention" held at our magnificent facility - and to convey my own and the Council's appreciation to all our staff who contributed greatly to the success of our Tribe.

MEETING WITH SENATOR STAFF

Continuing our cooperative efforts with the Grand Ronde Tribe, Clifford Case and I, together with the Grand Ronde tribal officials, recently met with Senator Mark Hatfield's staff in Portland to discuss further our plan to jointly acquire the Chemawa property.

SELF-GOVERNANCE NEGOTIATIONS COMPLETED

Effective January 1, 1997, the Siletz Tribe will begin implementing the Self Governance Compacts that were

successfully negotiated with the Bureau of Indian Affairs and the Indian Health Service. I commend Sharon Edenfield and Brenda Bremner for skillfully negotiating the BIA compact and Sharon, Brenda and Judy Muschamp for their understanding and skills in negotiating with the IHS.

Copies of the Compacts will be distributed to Congress and to other tribes serviced by the Siletz Agency for review and comment. The Siletz Tribe will address any concern which they have regarding the provisions of our compacts.

We are exploring further, compact negotiations with other federal agencies, i.e., Department of Education, Labor, the Bureau of Land Management, Fish and Wildlife Service, etc.

CONFLICT RESOLUTION AND OTHER TRAINING

Employees and Tribal Council members alike, speak highly of the recent Conflict Resolution and Team building training sessions conducted by Victor Consultants.

Follow-up sessions are scheduled for the middle of September which will deal with self-awareness and conflict resolutions issues. Unlike the previous sessions that involved a mix of Council members and employees, it is planned that the groups will be separated for the coming sessions.

As Tribal Chairman, I am pleased to see our Tribe Sponsoring what I believe to be extremely important training sessions for Council Members as well as for staff. Only when we are able to understand ourselves as well as each other and are able to deal constructively with our conflicts can we have internal tribal stability as well as social and economic growth. Too many tribes have been torn apart by internal conflicts they were unable to resolve.

I commend Kelli Brugh and our management staff for identifying training needs, developing training programs, and emphasizing training on-site rather than sending people away to be trained.

PERSONNEL REVIEW OF THE COMMUNITY CLINIC

An independent study of the organizational structure of the clinic, staffing and review comparing Siletz salaries with salaries of similar companies and organizations has been conducted.

Our Siletz Clinic is doing an excellent job in serving not only our Tribal Members but non-Indians of the community who are in need of health care. We must have an organizational structure, staffing and salaries that are in tune with the health needs of the community and commensurate with our modern, high tech facility.

GAMING STATUS REPORT

FROM JESSIE DAVIS

Chinook Winds - Two Months Old

The June 28th Grand Opening was spectacular and we are all proud of this accomplishment.

It was a major undertaking! Chinook Winds now boasts two full service restaurants, two snack bars, a major Bingo

operation, Keno, Off Track Betting, 24 card tables, and 817 VLTs.

We launched "Concerts by the Sea" which brings top name entertainers to Lincoln City. Each concert has brought audiences to their feet with standing ovations and the reputation of Chinook Winds as a family entertainment center continues to grow.

A major art show transformed the convention center into a immense, first class gallery the week-end of August 16, displaying bronze and stone sculptures, paintings and other artwork by noted artists.

On August 22 through the 23rd, the Siletz Tribe sponsored a retreat for all tribal employees in the Tribe's own convention center. It was the first such convention and a highly successful one.

AD HOC GAMING COMMITTEE DISSOLVED, THEN REINSTATED

On August 17th the Tribal Council voted to dissolve the Ad Hoc Gaming Committee and established itself as a Board of Directors to oversee the operations of Chinook Winds.

This action was taken without any consideration as to how the Council would be structured and function as a board. A special Council meeting was therefore convened on August 21st and the Ad Hoc committee was reinstated. There are many functions that cannot be dealt with by nine council members individually giving directions to the General Manager, to the Gaming Commission and the Tribal Monitor. Negotiations with other entities conducted by nine council members would likewise be unwieldy. The Ad Hoc Committee always has and will continue to bring all gaming decisions to a full vote of the Tribal Council.

The Committee was charged with bringing back to the Council options for establishing a board of directors, a corporation, an advisory council or some other entity to oversee the operation of the Chinook Winds on a long term basis.

Tribal Member Employees

The Human Resources Department reported that as of August 14th:

Total number of employees	747
Total Tribal Members	143
Total Indian other tribes	38
Total Indian employees	181
Tribal Members promoted to supervisory or management positions	36

Because of continuous personnel turnover, applications are being accepted on an on-going basis to fill vacancies as they occur. Anyone interested in employment should call:

1-800-863-3314 or 1-541-996-5800 or drop in at the New Human Resources Office, located at the New Facility, 1777 NW 44th in Lincoln City.

SILETZ NEWS DEADLINE

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