

THE STAFF PULLS TOGETHER

By: TERESA MILLER

As our Tribe has grown so too has our Tribal staff. Reorganization, expanded services, and new faces all add up to some confusion for all of us as we strive to make our work environment and the work we do for you the best it can be. Sometimes it's necessary for the staff to get reacquainted, redefine goals and bind ourselves together as one strong, united working force. To do this and to keep our working machine well oiled, two separate events have taken place over the past several months.

First, administration set up a mandatory "conflict resolution" workshop which was held over a period of weeks as mixed groups of staff participated in the training. It helped the staff share feelings and learn to resolve conflicts before they become major issues.

Secondly, we held our annual staff retreat at Chinook Winds Convention Center. It was fitting that the Siletz Tribe was the first group to utilize the large area of the Convention Center.



Statue outside Chinook Winds Gaming Center

There we had the opportunity to learn more about our own programs, relearn Tribal History and share it with those who were hearing it for the first time, ask questions of the Gaming Commission, air concerns and have input regarding things we would like to see happen.

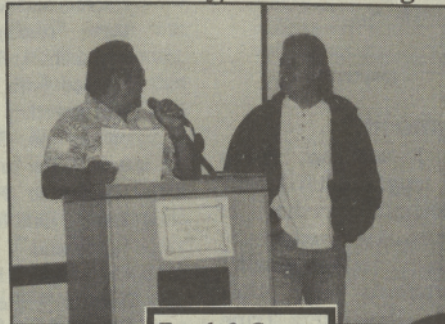
We listened to several presentations. Among them, Phil Rilatos, STEDCO Executive Director took the time to explain the history of STEDCO, where existing projects and enterprises now stand and plans for the future. Although controversial since it's inception and leaving many

negative feelings in the past, STEDCO's plans for the future were well received.



STEDCO Executive Director Phil Rilatos

Thanks to our presenters: Wilma Strong and Elouise Case for invocation; Frank Petersen and George Nagel (Siletz's equivalent of the Indian and the White Guy) for the morning ice



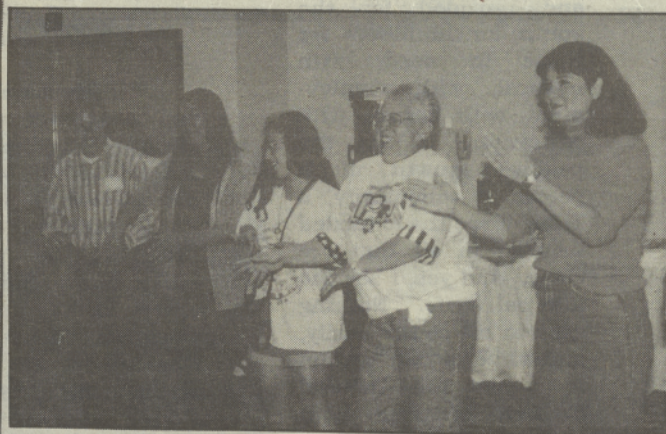
Frank & George

breakers; Bob Tom, Robert Kentta and Walt Klamath for presentations on history, culture, and Restoration; Carlotta Edenfield and our insurance

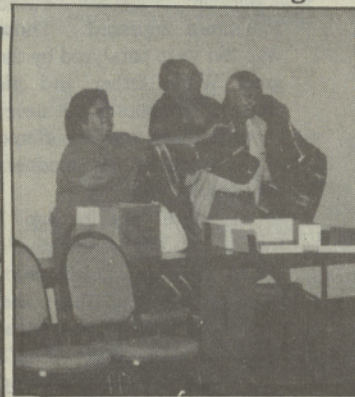
reps for reviewing our insurance benefits and taking a lot of heat; Tribal Chairman Delores Pigsley for her opening statements and words of encouragement; Assistant CEO Brenda Bremner for holding it all together; the Chinook Winds Gaming Commission for their presentation; Ellen Potter for her morning "eye opener" walks; Neomi Shadwick and Sharon Edenfield for explaining accounting and the budgeting process; Randy Whitehouse for giving us a clue about computers and surfing the internet; and Kelli Brugh for her review of our Conflict Resolution sessions. Special thanks goes to the Retreat Committee (Dan Rilatos, Bonnie Crawford, Bob Jensen, Debbie Mosely, Neomi Shadwick and Denise Jordan) for a terrific job in coordinating the whole thing.

These functions, which give us the opportunity to meet with Tribal administration, Council, and other members of staff in an informal atmosphere, are important because they help us to work with greater efficiency and as a team. We learn to respect each other as people, not just co-workers.

We've seen tremendous growth and amazing progress over the years, this year in particular. With a farsighted administration which allows us to learn to communicate effectively through our workshops and retreats, our path in the future may be bumpy but we'll all be able to travel it together.



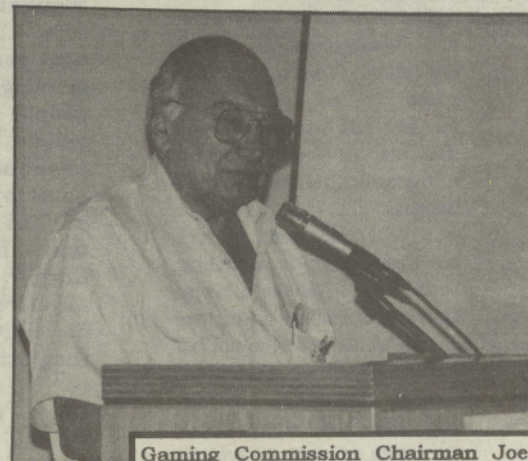
Staff taking part in morning "ice breaker"



Tribal Consultant Zak Zakoji, who donates much of his time, was honored with a Pendleton Blanket



Drawing winner Sammy Bayya was all smiles with his new Chinook Winds jacket



Gaming Commission Chairman Joe Lane explained the function of the Commission

STAFF RETREAT