



The Community Center won the 1982 November Physical Fitness Challenge. Participants included: (left to right) Austin Greene, Mina Estimo, Mariam Souers, Fran Moses, Lyle Rhoan and Eva Montee. Community Center participants not pictured are Caroline Tohet, Lucinda Greene and Satch Miller. Twenty-three departments joined the challenge with 101 participants exercising 73,120 minutes.

Spilyay Tymoo photo by Shewczyk

Credit courses offered off campus

Three classes will be offered locally through Eastern Oregon State College's off-campus program.

The Nature of Science, Sc 150 and 20th Century Literature, Eng. 376 will begin January 14. History of the

Pacific Slope, Hst. 407G, is slated to begin March 11.

Instruction will be provided via tapes and regular contact with EOSC instructors. Local assistance for registration, course information, study center hours and examinations

will be provided by Reba Powell at the Adult Learning Center in Warm Springs.

Call 553-1428 for registration information. These courses are offered by EOSC in cooperation with Central Oregon Community College.

Attention supervisors

The purpose of the Merit Rating Plan listed below: however, Item 1 will not be carried out due to the action of the Tribal Council in not providing any cost of living increases for 1983.

1. To provide a basis for the adjustment of the compensation of each employee according to the degree to which he/she performs the duties of his/her position in relation to the "standard" expected of an experienced, well-qualified person.

2. To stimulate supervisors to analyze the performance of their subordinates consistently, to make a direct effort to improve performance where

required, and to further the development of employees who show promotional promise.

3. To improve the performance and increase the morale of the employee by demonstration that the performance of his/her duties is being analyzed by his/her supervisor on a consistent basis and that good work is rewarded.

Even though no cost of living or adjustments in salaries will be made in 1983, job performance evaluations must be completed annually as per the approved Merit Rating Plan. To carry out the purposes of the Merit Rating Plan, the annual merit reviews will be required.

Film festival rescheduled

The Indian Film Festival sponsored by Central Oregon Community College will be held on Wednesday, January 5. It had been scheduled to be held on January 6 but due to a conflict in scheduling it has been changed.

It will be held at the Adult Learning Center from 7-9 p.m. The general public is welcome to attend.

Films to be shown at the film festival are:

- American Indian Speaks
- Charley Squash Goes to Town
- Hopi: Guardian of the Land
- Ishi in Two Worlds
- More Than Bows and Arrows
- Treaties Made, Treaties Broken
- Our Totem is the Raven

Appreciation dinner

A meeting for all parents of children recently adopted into the Tribe is scheduled for January 12, 1983 from 12 noon

to 1:00 p.m. in conference room 3 at the administration building. Plans for an appreciation dinner are to be discussed.

Missionary among students finds work rewarding

Donna Behrend

Generally, when a person chooses their career, that person expects to be financially rewarded, improve their self-esteem, improve their social status and be praised by superiors for a job well-done.

However, in Charlene Bruno's particular case, financial rewards for a job well-done depend on the generosity of donors, the economic weather and literally knocking on doors for donations. For Charlene, the biggest and most important reward comes from God.

Charlene works at the headquarters of Campus Crusade for Christ, International in San Bernadino, California, where she has worked since 1980. Charlene joined the organization in 1977 after graduating from Oregon State University in 1976 with a degree in secondary education.

After teaching for a short while, she joined Campus Crusade for Christ and moved to Madison, Wisconsin and worked at the University of Wisconsin, Madison dealing mainly with Asian students, conducting Bible studies and

helping students with their English.

In 1980, she moved to sunny southern California to work at the organization's headquarters as European materials coordinators. She refers to herself as a "European goffer," gathering and getting supplies to crusaders who are stationed in Europe. "I work with different vendors, book companies, air freight companies and, on occasion, I have to obtain medical supplies for people," said Charlene.

Charlene explained the organization as having begun in 1951 by Dr. Bill and Vonette Bright—working primarily with college students because most Christian ministry focused on slums and prisons. By 1954, there were 10 full-time staff members. "Now there are 16,000 working in 150 countries.

"All staff members are self-supported—they raise their own money to live, pay the rent and pay for other expenses as they come up." The best thing about this, says Charlene, is that when you pledge so much to a person, you know that the money is going to that person, not to administration fees or to some unknown person.

Charlene has been living on just such pledges for the past five years. Donations are down this year and it's getting more difficult to find people who are financially capable of supporting her. It's especially difficult for minorities, too, says Charlene as she is one of four native Americans on staff. They have found because of fewer contacts and for those from small, rural areas, it's more difficult to raise the pledges than those who come



Charlene Bruno

from larger areas. Charlene is down \$450 per month from the \$1,300 she needs for living expense.

Charlene finds it especially difficult to come home and ask for pledges. People are always asking her when she is going to get a "real" job and they accuse her of begging for money. "I trust in God," said Charlene.

Also, she said, "support time is a good time for reflection."

Each person asks himself if this is really what they want to do or if they should move on to something else.

The 26-year old Warm Springs tribal member dreams of one day being stationed in China or Europe. Whatever, she chooses, Charlene will no doubt be deservedly happy and fulfilled—which is what all us desire in life.

Spilyay Tymoo
Coyote News

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