

Deferred Compensation Plan

A way to plan for the future

By Donna Behrend

Just what is a deferred compensation plan, you may ask. According to tribal insurance manager Charles Nathan, "it's a way for employees to start 'planning for old age.'"

Nathan says the new program has definite advantages. If people invest in an Individual Retirement Account (IRA), they are penalized substantially for early withdrawal (before age 59½). With the new tribal program, a person "can draw the money out at any time without penalty." It is advantageous to younger employees and especially tribal members. Upon reaching age 60 and/or retirement age, a tribal member employee receives old age pension, social security and tribal pension plan benefits. This deferred compensation plan is a "good supplement" to those retirement benefits.

Up to 33 1/3 percent or \$7,500 of an employee's gross income can be invested, by payroll deduction only, in this relatively new program.



However, most people can't afford to have a third of their income deducted. So, Nathan usually recommends that five or ten percent of a person's income be deducted.

Nathan gave an example of how little it actually costs an employee to invest in the program. An employee who earns \$12,000 per year and claims zero deductions could adjust their deductions and their actual spendable income would be affected only slightly. One woman recently did just that and her spendable income

(net pay check) was only \$14 less, even though she was investing \$50 per month in the program.

In addition, if a person contributes \$50 per month for 30 years, over \$140,000 will have accumulated at an average interest rate of 11 percent. The actual expense of investing would be only \$12,600 of spendable income. "It's like buying a dollar bill for 65 cents."

Nathan stressed that the money, which is invested in the U.S. Treasury with the Tribe, is "safe, stable and earning interest" at a competitive rate. Over the last 36 months, the interest rate has been ranging from eight percent to 12 percent.

Nathan said that it has taken two-and-one-half years to get the program to this point. The wheels started into motion when the Indian Tax Status Act was written and the Confederated Tribes introduced legislation that provided for these types of programs.

If interested in the deferred compensation plan, contact Nathan's office at extension 328 for an appointment.



Spilyay Tymoo photo by Shewczyk

Close inspection

Housing inspector Alvis Smith, Jr. looks over cabinet work in second house completed by Job Training Partnership Act crew at Wolfe Point. These houses will be offered for sale in the near future. Other training programs are in the process of being designed by Employee Department personnel.

Pi-Ume-Sha festivities begin June 22

Once again Pi-Ume-Sha Treaty Days are upon us. A wide variety of activities are planned and there should be something for just about everyone.

The festivities will begin Friday evening with the Grand Entry at 7 p.m. The dances scheduled for Friday are as follows: Little Girls Round Dance, six and under; Little Boys War Dance, six and under; Little Girls Round Dance, seven through 11; Little Boys War Dance (7-11).

Scheduled for Saturday is the traditional dress parade beginning at 10 a.m. which will wind through the campus area and end at the Community Center. The Grand Entry will start at 1 p.m. Following the Grand Entry that afternoon will be Teen Girls Round Dance (12 through 16 years of age); Teen Boys Fancy Dance (12 through 16 years of age); Kussa Round Dance for those 50 years of age and over the Ol' Warrior War Dance for 50 years and over.

Saturday evening activities will begin with the Grand Entry at 7 p.m. Girls Buckskin Graceful War Dance (16 and under); Boys Straight Dance (16 and under); Women's Team Round Dance (17 and older); and the Men's Team Dance Open Contest.

Sunday afternoon Grand Entry will begin at 2 p.m. Starting after Grand Entry will be Men's Straight Dance (17 and older) followed by Women's Individual Straight War Dance (17 and older); Men's Individual Fancy War Dance (17 and older); and Women's Fancy Shawl Dance (17 and older).

The Treaty Days Rodeo will also be held during Pi-Ume-Sha weekend. The rodeo will be held June 23 and 24. The action will begin at 1 p.m. each day at the rodeo grounds west of the Agency Longhouse.

Visiting drums, from as far away as Canada, are expected this year. Drummers will be paid after each session.

Indian Stick games will

begin Friday. A stick game tournament will begin on Saturday.

Concession stands will be set up providing a variety of goods from jewelry to Indian tacos. The Warm Springs Police Department will also have a stand at the grounds. They will have materials on crime prevention and balloons for the kids.

Reauthorizing tax urged

The Presidential Commission on Indian Reservation Economics (PCIRE) is urging both House of Representatives and Senate conferees, in reconciling H.R. 4170 and S. 2614, to strongly consider permanently reauthorizing the Indian Tribal Governmental Tax Status Act of 1982, with inclusion of appropriate language provided for tax exemptions on Indian Industrial Development Bonds.

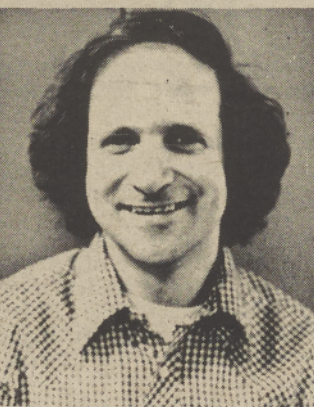
"The provisions are extremely important. Providing equal treatment with State and Local governments is consistent with the President's government-to-government Indian policy. Reauthorization would also directly assist in carrying out other parts of that policy, particularly the

development of reservation economies through partnerships with the private sector. Such developments, in line with Indian self-determination, is urgently needed to address extremely high unemployment and other debilitating chronic indicators of economic deprivation," stated Co-Chairman Robert Robertson.

This Act recognizes the uniqueness of Indian tribes as political, sovereign entities for Internal Revenue Code (IRC) purposes. However, it had prohibited the tax exemption on industrial development bonds issues by tribal governments whose needs are quite similar to those of State and local governments.

The Department of the Interior supports the reauthorization as amended.

Local resident to make Nicaragua trip soon



Henry Morrison, Tribal linguist for the Warm Springs Confederated Tribes, is visiting Nicaragua this month to promote peace and to learn more about the situation there. He will be one of one hundred ninety religious, academic, and professional leaders from 48 states who will travel to Nicaragua on June 26 to participate in the nationally and internationally recognized peace program, Witness of Peace.

The group, which represents thirteen religious denominations and includes pastors, professors, housewives and delegates to the Democratic National Convention will be in Nicaragua eight days. There they will meet with Nicaraguan

government officials, opposition spokespersons, religious leaders, and the U.S. Ambassador. They will attend briefing sessions on such topics as the role of the church, the Miskito Indians, the progress of women's groups, and the country's overall political situation.

The North Americans will visit the tense war zone on the Nicaraguan-Honduran border. There they will talk to victims of attacks, visit farming cooperatives and participate in a prayer vigil that protests U.S. support of Nicaraguan counter revolutionaries based in Honduras.

Witness for Peace staff person Betsy Crites says of this national peace vigil, "This effort by U.S. Christians from all across the country is especially important at a time when U.S.-sponsored attacks against Nicaragua are sharply escalating." According to Crites, rural cooperatives, health and education centers have been attacked in recent weeks, and many Nicaraguans, including civilians, are being killed.

"We hope," says Gail Phares of the Witness for Peace steering committee, "that our presence in Nicaragua standing arm in arm with people there will help to lessen the violence against them. When we return

Andrews led the year-long effort to make the committee permanent. Sixty senators joined Andrews as co-sponsors of the resolution establishing the permanency of the committee.

Andrews said that the recent action by the Senate "will enable the committee to move ahead with the critical work of making self-determination a reality and ending the economic depression among Indians that is such a reality today."

to our committee we will talk to our Senators and Representatives and local churches about what we have seen."

Henry Morrison has been living at Warm Springs and working with the Tribes' languages and culture since September, 1978. An active Episcopalian—he is chairman of the Stewardship Commission and a member of the Diocese of Eastern Oregon, and secretary of the national executive committee of Episcopal Peace Fellowship—he says of his commitment to Witness for Peace: "As a Christian, I feel called by the Gospel to stand nonviolently with those who are the victims of violence—is financed by our tax dollars." He will be available to speak to church and community groups after his return July 15.

Witness for Peace is an ecumenical peace initiative that grew up out of two similar trips to Nicaragua sponsored by the Carolina Interfaith Task Force on Central America in 1983. Since December 2, 1983 rotating teams from 35 states have traveled to Nicaragua, resulting in considerable national coverage. Currently, interfaith delegations are scheduled from various states through the spring of 1985.