

Tribal financial management rebuilt



Fred Carlson Tim Killen Lisa Kaber John Henning

Following several years of reduced budgets and the loss of several key employees, tribal management has taken steps to rebuild the financial management capacity of the Tribe.

John Henning, of Chicago, Illinois, has been appointed to fill the newly formed position of chief financial officer. Henning's experience includes eight years with the Beatrice Company in their corporate headquarters in Chicago. The Beatrice Company is an international diversified company owning such well-known names as Hunt's tomato products, Wesson oils, Culligan water treatment, Samsonite luggage, Meadowgold dairy products, Swiss-Miss instant drinks, Avis, Playtex, Dannon yogurt and Tropicana orange juice products.

Henning also spent eight years as manager with the accounting firm of Coopers & Lybrand as well as six years with Cresap, McCormick and Paget, an international management consulting firm. He also was general manager or president of several smaller manufacturing concerns.

As chief financial officer, Henning will be responsible for financial policies, forecasting and planning, internal auditing, economic development strategy and overall financial reporting.

Lisa Kaber, now in her 12th year with the Tribe, will fill the newly established position of assistant controller for trust funds/investments which will now provide appropriate attention to the administration of the Tribes' trust funds, including funds in the U.S.

Treasury (BIA); employee, Tribal Council and senior citizen pension funds; scholarship; minors' trust; education and employee deferred compensation. Primary functions include coordination, accounting, reporting, facilitating, policy formulating, forecasting and analyzing.

A primary objective of this position is to provide management with reliable, timely information so that the beneficiaries of these funds, be they the Tribes, tribal members or employees, attain the highest possible returns on these investments at acceptable levels of risk.

Kaber came to Warm Springs 11 years ago, a graduate of Southern Oregon State College. She has held various positions in the accounting department such as staff auditor, accounting manager, accounting

supervisor and, briefly, acting controller.

Currently residing in Portland with his wife and three children, Tim Killen joins the Confederated Tribes as the governmental assistant controller. A native of Oregon, and a graduate of Portland State University, he has held finance positions serving local government for 16 years, including four years as the finance director at Clackamas County. Having attended high school in Bend, where his parents still reside, Killen is pleased "to be returning to central Oregon."

Killen will be responsible for accounting activities for all government activities. A major project for the coming year will be to review current financial systems for either revision or replacement, with the objective of increasing available information and employee efficiency.

Fred Carlson is coming to the Confederated Tribes as the assistant controller for enterprises. He is a graduate of the University of Oregon in accounting, a CPA, and has held positions in public and private accounting. He is planning to move to central Oregon from Hillsboro where he currently resides with his wife and daughter. The current emphasis of the work for the Tribes is the decentralization of accounting for tribal enterprises.

Carlson will be responsible for the financial reporting of enterprise operations and development of accounting systems for existing and new tribal enterprises. He will also be assisting the enterprise manager with financial management. He will be heavily involved in assisting with economic development efforts.

Other key supervisory positions in finance include the contracting officer (Orthelia Miller), budget officer (Evaline Patt), director of information systems (Lloyd Phillips), insurance/risk manager (Charles Nathan) and accounting supervisor for operations (Norma Smith). With the decentralization, the internal audit position (Aurolyn Stwyer) will take on a more vital role.

Council makes budget recommendations

In a December 6, 1988 memo to Secretary/Treasurer Larry Calica, Tribal Council advised Calica of their action and intent. Stressing prudent implementation, Council suggested that "necessary adjustments occur throughout the operating year, rather than an abrupt and arbitrary reaction within the first month" of 1989.

Council recommended reductions in the 1989 operating budget and the following explains those recommendations.

—Office of Secretary/Treasurer—

The \$50,000 reduction in this office calls for a realignment of the management structure, requiring a review and re-allocation of management resources currently included in the budget and branch and departmental management.

The 1989 proposed budget asked for an increase in professional fees. But with the addition of professional staff in the finance department, Council felt the proposed increase was unnecessary.

Because some proposed economic development studies came in under \$25,000, Council suggested that they could be supported by cost share with other entities or a budget resolution less than \$25,000.

—Health and Social Services—

The department is improved by special project funds for alcohol and drug initiatives.

Lack of adequate professional staff shows that the aspects of poverty and dependence are not currently being addressed. Council suggested that BIA contract resources be transferred to the Superintendent's office for his supervision. Better management will be expected provided that a competent social worker is hired.

The balance of professional and para-professional staff should be retained within the department.

Special reports are the only data supplied Tribal Council as to the effectiveness of individual programs in the reduction of social and health problems. Further investment of tribal monies will require this type of information on a regular basis.

Council questions the child protection services in terms of effectiveness and cost benefit. While the juvenile court controls the disposition of cases, Council has not seen a proposal which addresses the improvement of services to juveniles who go through the systems.

Council suggested that the Community Center encourage user-managed and community-based recreation because of the reduction of Center staff.

—Public Safety—

Council suggested that the community relations position, tribal member employment, fish and game enforcement and inmate services be continued in 1989.

To create savings by leaving positions vacant within the police department was a concern of Council. A fully staffed department is needed rather than reduced service levels or over-extended employees.

Council suggested that the prosecutor cooperate with the Chief Judge and Chief of Police to reduce processing requirements associated with the high volume of cases.

Council has been supplied no data that demonstrates the effective use of tribal investigation resources.

Fire and Safety requested the addition of two firemen positions to improve emergency services. Council recognizes the need of these services, but the use of volunteers and the expectation of IHS responsibility are not served by this proposal. Council suggested more active recruitment of volunteers and the use of certain BIA personnel who are required to participate in fire response.

—Public Works—

While Tribal Council recognizes that the cost for facility maintenance is in line with industry standards, Council questions the costs associated with public buildings. They felt that possibly the users should assume a portion of the cleaning requirements.

Council is concerned that private home repairs are no longer being done by the utilities department. This decision was made on the assumption that private sector

Guilty verdict delivered in death of infant

A 25-year-old member of the Confederated Tribes of Warm Springs was found guilty of second-degree murder in the April 13, 1988 death of his month-and-a-half old

son, Quinton Dustin Cory Boise. Earl F. Boise will be in the custody of the U.S. Marshall's office until his sentencing February 6, 1989.

According to assistant U.S. At-

torney Bill Youngman, the federal trial jury, consisting of nine men and three women, deliberated seven hours before reaching their verdict.

Youngman explained that the maximum sentence is life in prison. U.S. District Court Judge Helen Frye, who heard the case, will decide the sentence in February.

According to reports, the infant was pronounced dead at the IHS Clinic in Warm Springs by Dr. Tom Creelman April 13, 1988.

Cause of death was listed as "battered child syndrome with skull fractures." Youngman stated that not only did the infant have two recent skull fractures which caused inter-cranial bleeding which lead to his death, but there were three older head injuries, a broken left arm and 15 broken ribs. Reports showed that the child's arm was broken three weeks prior to his death and that the ribs were broken 14 days prior to his death.

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The Nutcracker Suite
Saturday, December 17
Matinee—2:00 p.m.
Evening 7:00 p.m.
Adults—\$4.00, Children—\$2.00

AA Meetings — Warm Springs

MONDAYS
 4:30-5:30 AA for Teens — Alternative Ed Trailer near Warm Springs Elementary

WEDNESDAYS
 7-8:30 p.m. Wednesday Night Candlelight AA Meetings in the Community Counseling Center Conference Room

FRIDAYS
 7-8:30 p.m. Simnasho Longhouse

SATURDAYS
 7-8:30 p.m. Saturday Night AA Meetings at the Community Counseling Center Conference Room

7-8:30 p.m. Kah-Nee-Ta (Employee's Lounge)

AA Meetings — Madras

MONDAYS
 Noon Monday Women's AA Group at the Madras Treatment Center, 639 D Street
 8 p.m. Monday Night AA Meeting at the Madras Treatment Center, 639 D Street

TUESDAYS
 8 p.m. Tuesday Night AA Group at St. Mark's Episcopal Church, 5th and F Street

WEDNESDAYS
 7:30 p.m. Adult Children of Alcoholics — Contact Orthelia Miller for more information

THURSDAYS
 8 p.m. Thursday Night AA Group (Non-Smoking) Lutheran Church, 1225 C Street

FRIDAYS
 Noon Noon Women's AA Group at the Madras Treatment Center, 639 D Street

SUNDAYS
 7 p.m. Sunday AA Group at the Madras Treatment Center, 639 D Street

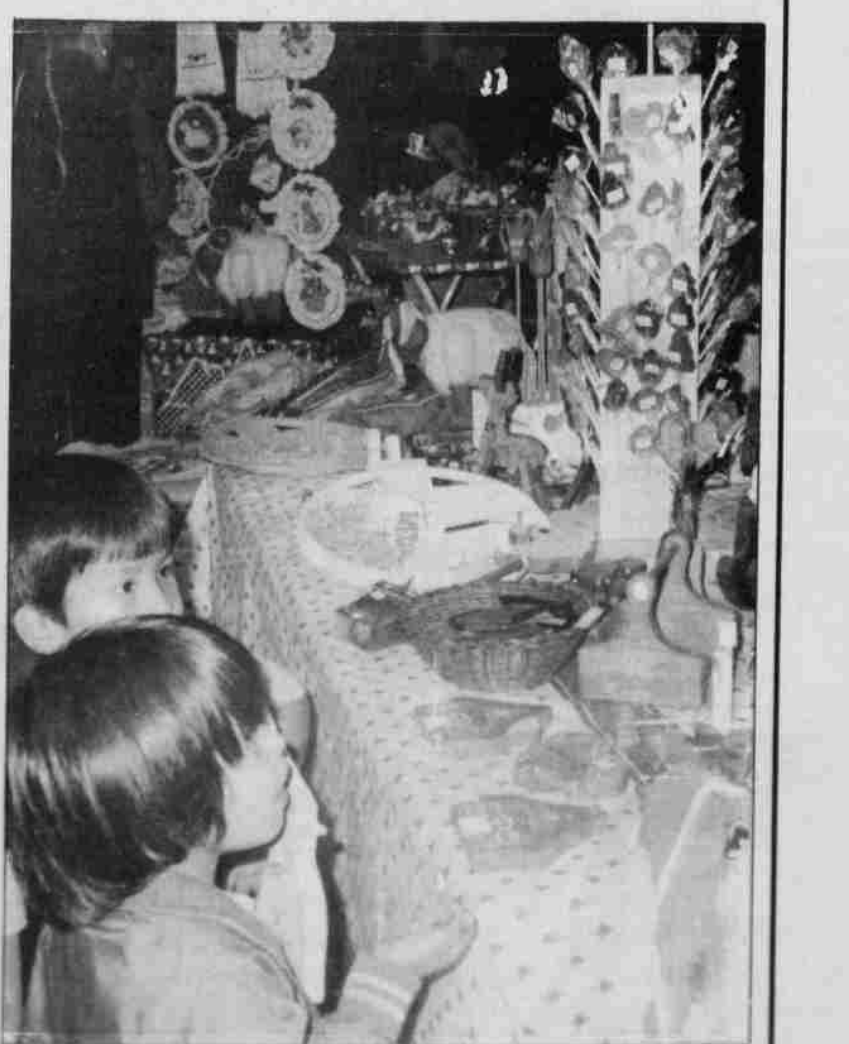
Community readies for Christmas holiday



Douglas Williams, tribal utilities department, decorates community Christmas tree with lights.



With Christmas comes gift wrapping.



Children's candy fantasies came through at the Christmas bazaar.

Spilyay Tymoo

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