

Roundtable discussions—Continued from page 1

Smith suggested the three entities involved with these cases, police, court and human services, work more closely and develop a more effective communications process.

Wells agreed, adding, "We won't be successful if we don't communicate and improve the current process."

"Crimes against our (natural) resources are victimless crimes to the court," said Louie Pitt. The whole tribe is the victim, he said. Pitt encouraged tribal member input. "Need for input is a two-way process. Input to the Integrated Resource Management Plan (IRMP) is important. With input, it will be a lot easier to battle for huckleberry fields" and other traditional food gathering and resource areas, he said.

Carol Wewa spoke about the reorganization and employee upgrading. "When the changes came about, we saw a real push to follow your ideas. Employees were excited because things were going to change. But it's been eight months, and nothing has happened... People are ready for something to happen."

Wewa questioned the "hard reviews" employees were to receive after their soft reviews in mid-1989. "Hard reviews were promised in December. Now they've been delayed until an employee's anniversary date. This threw people off, as some have to wait a year for their reviews. We need to recognize an employee's good work habits and performance."

Madeline Queahpama suggested that general managers get involved in healthy activities in the community. Smith agreed, saying he has encouraged the managers to smoke less or quit entirely, lose weight and "to do something about ourselves. All managers have gone through the health status testing" conducted by Wellness Coordinator Eva Montee.

Queahpama added that employees should "take pride in how well we did in the drug testing." Of the 594 employees tested last year, 20 tested positive. "This tells us the workforce isn't bad," said Smith. "Testing sends the right message."

Reservation elder care, as mentioned by Leroy Bobb, is important but lacking. "It bothers me that many older people don't have someone to care for them. We need to keep our elders on the reservation." He suggested an elder care center.

Ten randomly-selected tribal employees met with Smith during the Friday morning roundtable discussion. Smith encouraged the employees to speak freely and that the meeting was intended to be an outlet for concerns.

Deepak Sehgal suggested that a consistent smoking policy be implemented. Smith said he has considered having all tribal organization buildings smoke-free and that

smoking in tribal vehicles be banned unless the driver is alone. "I'm very serious" about making all buildings smoke-free. The policy would "fit into" the concept of being the healthiest community by 2000.

Sehgal also commented on the poor office space for the natural resources department. "Our office was condemned" several years ago. "We have up to 50 people in our building." He suggested that new offices be located near related departments, such as forestry. Smith said that with the move of Early Childhood when the new center is built, numerous buildings would be vacated. The clinic will also be vacated when the new facility is completed. These are possible relocation sites.

Rick Souers, an employee of the police department, said that often problems are identified, but no solution is offered. He related how the police department is "rethinking the organization as it exists. It's para-military. Now we're trying to treat law enforcement as a business and consumer oriented. An effort is being made to get people outside the organization involved. We have a different style of supervision and management. We're geared toward the people in the community." Through extensive studying, Souers learned that changes in large corporations are almost "parallel" to what the Tribes are doing. He suggested that managers "catch people doing something right. Don't concentrate on the bad stuff." Through this method, he said, morale improves. "Positive reinforcement boosts employees' self-esteem and self-worth."

Tribal judge Walter Langnese commented that communication has improved but that "communication in the trenches needs" some work. Information given to managers "may not filter down."

As in the previous night's meeting, the employee appraisal system was discussed. "We're getting behind," said Norma Smith. "Something needs to be done so employees know where they stand." Sehgal suggested that incentives should be offered. "Pins are now given for longevity as well as for performance," he said. Smith said he would consider an incentive committee to discuss the issue.

As a tribal fish and game officer, Harry Miller "runs into a lot of non-members" while enforcing tribal laws. "We're trying to protect all resources. We need training to do this kind of work. We need more staff who has citing authority. We need training on the letter of the law and how to interpret existing laws" as they pertain to trespassing, fishing, woodcutting and hunting, said Miller. Judge Langnese added, "There are as many interpretations of the law as there are personnel."

Public meetings were suggested so that tribal members could be informed about the laws. If the laws aren't appropriate, they can be changed so they better suit the community's needs.

This month's meetings are scheduled for April 26 and 27. Community members are encouraged to attend. Another 10 employees will be selected to meet with Smith during the Friday session.

Museum ceremonies—Continued from page 1

Schmidt and former Governor Vic Atiyeh, Secretary Robert Adams, Under Secretary for the Smithsonian Institute and other Smithsonian representatives will also attend. Senator Mark Hatfield has also been invited.

Local groups will present food preparation demonstrations and will prepare the day's meal at the Agency Longhouse. Several teepees will be set up in the field, as well.

Tribal members are encouraged to "bring out their finest" for the groundbreaking. A group photograph will be taken and used in part of the museum's exhibit.

Additional information about the ceremonies will appear in Spilyay. Also watch for posters in the community announcing the event.

Powwow Cancelled

Due to many deaths in both Yakima and Warm Springs, the Eagle Spirit Celebration Powwow has been cancelled. The collected funds will help some other powwow.

Jay Walsey Jr., Everett White
Cecelia Walsey, Virgilena White

Clean-up scheduled

April 23-27 is Spring clean-up week in Warm Springs. Garbage will be collected daily and should be left on the sidewalk in front of houses.

On Thursday and Friday of Spring Clean-up Week the Utilities Department will be picking

up large items. If items cannot be taken to the curb call coordinators Anna Hurtado at 553-3250 or Arlita Rhoan at 553-3251.

Free trash bags are available at the Warm Springs Housing Office.

Veterans' program offers local counseling

This program is for Vietnam veterans and Vietnam era veterans, their spouses and family members. Vietnam Veterans' programs have been productive and successful on the national and state level. They have saved marriages, relationships, lives and made family units stronger.

The objective of this program is to treat Delayed Stress Syndrome, medical problems and related symptoms. To integrate the veteran in to society as a productive citizen and also to show the community that there are a large number of veterans active and productive in all walks of life. The program is not

just for veterans having problems. It is also to experience the comradeship of the brotherhood of Vietnam Veterans and to help each other to be stronger.

Dr. Gray who is a local resident and has a private practice in Bend, is the VA contracted counselor of Central Oregon and will be facilitating the meetings.

Contact has been made with the VA office in Salem department of Vietnam veterans. Point of contact is teamleader, Mr. McKenzie. He has given his complete support with promises of financial support after the group is established.

Lenn Lethan, coordinator of the

Outreach Program was involved in the initiation process of starting the Eugene Outreach Program for six years. He was on the board of directors for the nonprofit organization EVAC (Effective Vietnam Action Center). This organization involved the Vietnam Veterans in community activities (veterans ceremonies, parades and fairs).

Veterans Conference set

Mr. Allen Clark, Assistant Secretary for Veterans Affairs, Special Projects will be the keynote speaker in joint session of the Northwest Portland Area Indian Health Board and the Northwest Indian Veterans Association. This joint session is a part of the Northwest Portland Area Indian Health Board quarterly board meeting set for April 17, 18, and 19, 1990 in Portland, Oregon and will focus on highlights of veterans issues. "Healing from the Trauma of Wars" will be the theme. This will be held at the Monarch Motor Hotel, 12566 SE 93rd Ave, (503) 652-1515.

Participants will learn how to identify the signs and symptoms of Post Traumatic Stress Disorder (PTSD), access care for both men

and women veterans to the VA health systems, suicide prevention for Indian veterans, veterans benefits, how to organize community support groups, couple counseling and traditional healing methods of the American Indian.

All Indian veterans, families, community members, health care providers and veterans organizations are invited to attend. All veterans are asked to wear unit patches, etc. A salmon bake and Veterans Pow Wow will end the conference.

For information and an agenda, call the Northwest Portland Area Indian Health Board (503) 228-4185, Jack Quincy (206) 254-4429, 7702 N.E. 103rd Ave., Vancouver, WA or Charlotte Herkshan (503) 553-1454/553-3205, PO Box C, Warm Springs, OR 97761.

Scott seeking Tiinowit title

Six-year-old Darylne Scott is running for Little Miss Tiinowit



Darylne Scott

held at White Swan, Washington. Scott is Yakima and Warm Springs heritage and the daughter of Sonya Scott. She attends Warm Springs Elementary and is in Mrs. Cooke's first grade class.

Her hobbies and special interests include dancing, swimming, basketball, softball and traveling to powwows, meeting new friends from all over. Scott says, "This is my first time running for a title and I'm going to do my best. And I'll do my best for the committee." She also says that in her future plans she wants to be a softball player.

Scott will be selling tickets until the Powwow, which will be held the second week of June.



Bundles of Bears

The Wellness Committee, through their Valentine's hug-O-Gram project, raised \$238 that was used to buy stuffed animals for the Fire and Safety "Teddy Bears for Kids" project. Ambulance crew members present a teddy bear to a child when they are transported to the hospital. The K-Mart store of Bend offered a substantial discount when the bears were purchased. Fifty bears now temporarily reside at the fire hall. Volunteer Wellness committee members are Antoinette Pamperlein, Gayle Rodgers, Evaline Patt, Nancy Kirk, Viola Governor, Ruth Teeve, Cheryl Patterson, Don Dexter, Austin Greene, Fran Moses-Ahern, Mollie Marsh, Pinky Beymer, Kate Jackson, Lucinda Green and Eva Montee. Shown with the bears are Susie Macy, Lucinda Green, Keith Baker, Pinky Beymer, Tim Demers, Antoinette Pamperlein, Dean Seyler and Kate Jackson.

Prescribed burns offered by BIA

The Bureau of Indian Affairs Fire Management Office will implement prescribed fire controlled burns on the Warm Springs Indian Reservation around homes to reduce or eliminate fire hazards during the spring of 1990.

To qualify, the homeowner is required to visit the Fire Management office to contact the Fire Prevention Officer or Fire Management Officer. An appointment will be set up for an initial assessment of the fire hazardous area. This assessment will be done by a fire prevention team consisting of Fire Management and Fire and Safety members. The assessment will evaluate the prerequisites for burning. Certain conditions will be given to the homeowner and will have to be met before burning will take place. An example would be the removal of heavy debris such as piles of limbs near the home or weedgrass buildup immediately near the homes or sheds.

After these conditions are completed by the homeowner/requestor, Fire Management per-

sonnel will carry out the burns as weather conditions, time-frames and safe burning conditions will allow.

These prescribed burns will be done on a priority basis with Senior Citizens and handicapped persons being the highest priority. Subsequent requests will be handled on a first come, first served basis. There is a good possibility of Fire Management

not being able to completely serve all requests being made, however, all efforts to do so will be extended.

If you have any questions concerning this program please do not hesitate to call Dennis Thompson at the Fire Prevention office, 553-1146 or 553-2413, Monday through Friday between the hours of 8:00 a.m. to 4:30 p.m.

April 12— Fundraising dinner to help youth with D.C. trip

Community members are encouraged to support Tracy Sam earn enough money to travel to Washington, D.C. June 10 to 15, with the Student Travelers from Madras Jr. High School. The students and their chaperones will visit the nation's capitol for one week, spending much of their time sight seeing.

An Indian Taco and Stew feed will be held Thursday, April 12 at the Agency Longhouse beginning at 6 p.m. Fry bread is included with the meals. Cost for the meals are \$3

per person or \$10 per families up to four members. Also planned for that evening are a dime toss, cake walk and numerous other games.

Raffle tickets are being sold by family members. Included in the raffle are a Pendleton blanket, beaded bag, cassette player, \$25 in lottery tickets, two fishing poles, beaded medallion, shawls and many other items. Tickets are \$1 each or six for \$5. Contact Tracy's grandmother, Eliza Brown, his parents Robert or Marella Sam at 553-1042, or other family members.



Ray Carpenter provides full-service at DMJ Automotive Service for customer.

Tribal garage, station merge

Six months of negotiations brought the Tribal Garage and the Chevron Station together under the name of DMJ Automotive Services. The new owners, Delford and Marita Johnson, are enrolled members of the Confederated Tribes of Warm Springs.

A total of nine employees work for DMJ Automotive Services, six are tribal members.

"Basically, everything will remain the same," says Johnson. There will be two auto mechanics, one of

which is Johnson himself. Mrs. Johnson will work with the accounting books with the help of Kathleen Foltz. The garage's hours are 8:00 a.m. to 5:00 p.m. Monday through Friday.

The station will be open seven days a week from 7:30 a.m. to 9:00 p.m. Besides friendly service there are "full-service" accommodations while getting gas. At this time the card lock system is on hold until further notice.

Spilyay Tymoo

Staff Members

MANAGING EDITOR SID MILLER
ASSISTANT EDITOR DONNA BEHREND
PHOTO SPECIALIST/WRITER MARSHA SHEWCZYK
REPORTER/PHOTOGRAPHER TINA AGUILAR

FOUNDED IN MARCH, 1976

Spilyay Tymoo is published bi-weekly by the Confederated Tribes of Warm Springs. Our offices are located in the basement of the Old Girls Dorm at 1115 Wasco Street. Any written materials to Spilyay Tymoo should be addressed to:

Spilyay Tymoo, PO Box 870, Warm Springs, OR 97761

PHONE:

(503) 553-1644 or (503) 553-3274

Annual Subscription Rates:

Within the U.S. — \$9.00
Outside the U.S. — \$15.00