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Spilyay Tymoo

News from the Warm Springs Indian Reservation



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APRIL 3, 1992

Coyote News In Brief

Powwow results listed
Contest results from the Lincoln's Birthday Powwow are given.

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Mt. Hood expansion delayed

Plans to expand development of the Mt. Hood Meadows ski area are on hold until ethnographic survey is completed.

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Public Safety personnel receive awards

Members of the Public Safety Branch received awards at a recent banquet.

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Indian Task Force completes work

Recommendations for improvement of student success was recently presented to Tribal Council and the School Board.

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Number of working mothers on the rise

Working mothers faced with challenging role. Stress can be reduced by prioritizing.

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Calendars for sale
\$2.00 each
or 3 for \$5.00
See Spilyay for your copy today!



Museum construction workers drop time capsule into ground at new museum site. Capsule will be opened in 100 years.

Apathy, lack of trust listed....

Communications survey indicates tribal employees concerned

All tribal employees were given surveys in early March in which questions about communications within the organization were asked. Of the nearly 500 surveys distributed, only 105 completed surveys were returned.

Richard Craig, Jana Jackson, Tricia Ike, Evans Spino, Chris Greene and Janell Smith, as participants in the Total Quality Management workshop, formulated the questions for the survey. The six-member group was referred to as the "People Task Force" and will share the results of the survey with the tribes communication task force. Costs of the survey were assumed by Water Management.

The following statements were the most commonly stated concerns among those who completed the surveys. Many other comments were stated as well. If there are any questions, call Janell Smith at 553-3327.

"Do you feel comfortable expressing your concerns, opinions and ideas to your immediate supervisor?" Yes, 67; No, 33; sometimes, 5.

Most common answers: "Good communications with supervisor and workers"; Supervisors should make changes within themselves; "Afraid it will be used against us"; Supervisor "does not listen"; "My way or the highway"; Supervisor need to be more aware."

"Do you think there are communication problems within the organization?" Yes, 102; No, 3; Sometimes, 1.

Most common responses: "Committees, enterprises, tribal government"; "Staff unaware of what goes on in this organization"; "Communication is better, but still a problem"; "No staff input, just from CEO and management"; "Too much gossip and rumors."

"Why do you think we have communication problems?"

Most common responses: "Don't want to share information and ideas,

power play"; "No trust"; "No cooperation"; "No one listens, ideas from line employees don't count"; "Insecure people"; "No respect"; "Information needs to go out to proper resources."

"What can be done to improve the situation you described in the previous question?"

Most common responses: "Actively listen"; "Supervisors be accountable"; "Awareness"; "Share ideas and information"; "Practice good operational and verbal interaction"; "Need meetings with CEO,

GMs, supervisors and line people."

"If a communication training course was offered, would you be interested in attending?" Yes, 70; No, 23; Maybe, 12

Most common responses: "Receptive to new ideas"; "Council and management need to attend with us"; "Had training before"; "People don't utilize trainings."

"If defining an 'opendoor' policy as having the ability to show up at any decision maker's work site to communicate and obtain decisions from that person, would you endorse

such a policy?" Yes, 57; No, 18; Other, 14.

Most common responses: "Listen, hear us out"; "Without chain of command setting"; "Schedule open door (weekly, monthly) publicize and stick to it"; "People tired of run around".

Other comments:

"Advance more tribal members"; "Poor leaders, budget manipulators"; "Task force needs to keep up their efforts"; "Teamwork"; "A lot of room for improvement"; "Need to communicate in a positive and optimistic way".

Proposed budget shows increase

The proposed 1992-93 budget for School District 509-J addresses an increased enrollment. A budget expenditure totaling \$14,284,721, 9.9 percent higher than last year's operating budget allows the addition of three new teachers and other staff. It also includes salary increases, employee benefits, a state-mandated breakfast and a \$1 million capital projects fund.

On the revenue side of the budget, in an effort to provide equity throughout the State, Measure 5 provides a State School Support Fund

which replaces Basic School Support. Local income from taxes and other receipts is now subtracted from the Support Fund. "The actual per student grant is likely to be less," says superintendent Phil Riley. As a result, some districts, including 509-J, are limited to a fixed amount of growth despite an increase in enrollment.

The positive side of District revenue comes with noting a significant cash carry-over from last year and with the fact that Impact Aid funds are not to be subtracted from the

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New clinic to open this week at Mt. View Hospital

The Board of Directors of Mountain View Hospital and Nursing Home recently announced the establishment of the District's family practice clinic. The clinic, which will be staffed by Roy M. Nakamura, M.D. and Karen V. Potampa, MS, RN, CS/FNP will open on a limited basis beginning April 3. The clinic will be housed in the lower level of the Emergency/Ancillary services wing of the facility. Patients will sign in at the Admitting desk and be

escorted to patient exam rooms by clinic staff.

Convenient parking will be available for clinic patients in the lot off of A Street near the Emergency/Admitting entrance.

Initially Dr. Nakamura, a Board Certified Family Practice Physician, will see patients on Fridays and Potampa will see patients on Tuesdays. Potampa is a Certified Specialist as a Family Nurse Practitioner and the present Director of Nursing

Lifestyles Series to be held throughout 1992

Community Health Promotion is sponsoring a Lifestyles Series during 1992. These special activities will be offered in addition to activities already offered on a regular basis. All community members are invited to attend.

Primary Prevention Project will be offered from May to September and in November 1992 and will target four organization groups about the use, misuse and abuse of sub-

stances. It will provide an educational opportunity in the work setting in the form of a curriculum and culminate this project with a conference for community members.

AIDS Prevention Education will be presented May 26 to 29. This program will encourage safe sex and provide knowledge of risk factors. Targeted will be youth.

In September the wellness/prevention staff and OSU Home Extension Agent will present diabetic patient self-care education activities. Information will concentrate on symptoms, risk factors, phases of the disease, lifestyle changes and self-care.

Physical Fitness Clinics will be offered during the summer and in September by the Recreation Staff.

The Second Annual Women's Health Promotion Conference will be held October 13-15 and will target the women of the Warm Springs Community.

Watch Spilyay and listen to KWSO for additional information concerning these events.

Life Skills classes to begin April 6

The Central Oregon Community Action Agency Network (COCAAN) and the Confederated Tribes are sponsoring yet another Life Skills Class that will begin Monday April 6 at the new Commodities Warehouse building in the Industrial Park.

This fourth session of classes will run from 8 a.m. to 12 noon daily from April 6 through April 30, 1992. Guest speakers will be featured daily beginning at 9 a.m. According to program manager Kholeen Jackson, department heads and program managers are invited to attend or refer their clients to attend any or all of these classes. Graduation is scheduled for April 30. Anyone within the community may attend. There is no cost. For further information, call 553-2406 or 553-3366.

Following is the agenda for the classes:

The first week will focus on self-esteem and health—April 6, Victims Assistance with Laura Switzler; April 7, Community Health with Judy Charley and Anita Davis; April 9, Senior Citizens with Elton Greeley and seniors; April 19, Employee Assistance Program with Floyd Gibson and April 10, IHS and WIC with Russ Alger and Cathy Dodson.

The second week will focus on family issues, parenting and children's concerns. April 13, Community Counseling with Marcella Courtney; April 14, Head Start with Nancy Kirk; April 15, Children's Protective Services with Mary McNivens; April 16, Warm Springs Elementary with Dawn Smith and April 17, Alternative Education with Rob Hastings.

The third week will focus on employment issues. April 20, Warm Springs Apparel with Bernyce Courtney; April 21, Kah-Nee-Ta

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Brands to be inspected

The Range/Ag Department is asking that all livestock owners please bring any of their animals that need to be brand inspected, down to the Industrial Site Corral at the Agency so that they can be sheared.

This will help the department have better identification of the animals and make it easier for the livestock owner to get their animals checked out.