

## OSU to offer six-week financial planning course

Knowing where you are, and where you are going, in financial terms, continues to be important for managers of farms and ranches in the Northwest. Many farmers are looking at investment opportunities nowadays. These may involve either debt or equity financing. In either case, it behooves the producer to know whether the changes will strengthen or weaken the financial position and performance of the enterprise.

The basic tools for this analysis are two financial statements: the income statement and the balance sheet. Add to that cash flow budgeting for forward planning and you have a pretty complete arsenal for knowing the possible effects of management changes. This is important for the operator's own peace of mind as well as for convincing lenders or outside investors.

Oregon State University Extension Service is offering a six week short course on these essential elements of financial analysis and planning for agricultural businesses. For those who are interested, two hours of college credit will be offered through Oregon State University's Department of Continuing Education. Part of each week's session will

be beamed up on the Oregon EDNET Satellite system. This portion will involve Bart Eleveld, Extension Economist at OSU, and Art Greer, Instructor of Farm Management and several other courses at Eastern Oregon State College.

The second part of each week's session will be handled by Extension agents and/or community college farm management instructors, in some locations working as a team. Each week a videotaped instructional module from the Business Management in Agriculture series will be studied. Questions will be answered and case studies reviewed during the following week's satellite downlink.

OSU/Jefferson County Extension Office will be offering this short course for Central Oregon at the Jefferson County Conference Room, 85 SE D Street, Madras. The six sessions will be on Thursday afternoons from 1:00 to 3:30 p.m. (PST) starting Thursday, January 28 and ending on Thursday, March 4. The cost for this short course will be \$20 which will include workbooks and hands-on practice at completing financial statements.

To reserve your place, participant size is limited, call the Jefferson County Extension Office at 475-3808 by Monday, January 25.

## Resolutions designed to support tribal member hiring policy

It was almost a year ago that the Warm Springs Tribal Council ratified resolution #8363, the subject of which is affirmative action and tribal member preference hiring policies among all tribal enterprises. In November 1992, Tribal Council adopted resolution #8363A which extends tribal member hiring to general employment, contracting, subcontracting and delivery of goods and services. Following are those resolutions.

**Whereas, The Tribes and Bands of Middle Oregon** have exercised sovereign authority over our territories and peoples to protect our homelands and the cultural, social and economic welfare of our people for untold centuries since time immemorial; and

**Whereas, These sovereign powers** were reserved by the Treaty of June 25, 1855, between the United States Government and the Tribes and Bands of Middle Oregon; and

**Whereas, The adoption of a Constitution and By-Laws** pursuant to the Indian Reorganization Act in 1938 specifically reserved all powers to the people while delegating certain powers to the Tribal Council; and

**Whereas, Article VII, Section 1, of the Tribal Constitution** provides "All members of the Confederated Tribes shall be accorded equal opportunities to participate in the economic resources and activities of the Reservation"; and

**Whereas, One of the most impor-**

tant economic opportunities on the Reservation is the ability to participate in tribal employment; and

**Whereas, The Tribal Council** believes it is most appropriate to adopt a preference policy by resolution in order that it can be tested, evaluated, and refined prior to adoption in the form of an ordinance; now, therefore,

**Be It Resolved, By the Tribal Council of the Confederated Tribes of the Warm Springs Reservation** pursuant to Article I, Section 1, Article V, Section 1(f) and (l), and Article VIII, Section 11, of the Tribal Constitution, that employment preference for the Confederated Tribes, its enterprise and subordinate organizations shall be as follows:

1. Tribal Members. Tribal members shall be preferred over all other applicants for any job opening or promotion and any position shall be awarded to a tribal member if there is a tribal member applicant for the position who meets the qualifications;

2. Married into the Tribe (MIT). Individuals who are legally married to an enrolled tribal member or who is a parent providing support to a minor enrolled tribal member shall be preferred over all other non-member applicants in the filling of any vacant position;

3. Other Indians. Enrolled members of other federally recognized tribes shall be preferred for employment over non-Indians.

**Be it further resolved,** That the

*Continued on page 8*

## Parenting skills for the development for three and four year olds

Child rearing practices is a natural flow of the learning process for both parent and child. When examining general child development theory, "normal child development" is looked at. Every individual does go through stages of development although every one is an individual and may go through these stages either earlier or later than is the "Normal" or most often age a child develops in some area. Child development theory can be a foundation to parenthood. It gives the parent a basic understanding of what to expect at certain ages.

Here are some characteristics of ages three and four and what some parenting skill might include for that age group of children.

**AT AGE THREE** — Transition from babyhood to true childhood. Has a new spirit of cooperation and is beginning to develop the capacity to share, to wait, to take turns. A three year old is more able to work patiently at tasks and has a new confidence in themselves. They have more motor control and muscular development. Has improved language ability; better control over their own impulses. Has a strong need for companionship - peers become very important. They are now developing the ability to interact with other children.

**PARENTING SKILLS FOR A THREE YEAR OLD** — The Parent can begin to reason with the child. Preschool gives the child needed peer relationships. Since they have more patience; it is a good time to let them try dressing themselves. Give them activities like stacking blocks. Read to your child. Take them to the library and help them select books. The kinds of books are important. Special techniques for reading to a young child: sit child on your lap or sit very close. Hold the book so that your child can see the pictures. Point out details in

the pictures. Encourage them to point out details. Vary the tone of your voice. Try to read at least one short book each evening.

**AT AGE FOUR** — This is a period marked by disequilibrium, insecurity, and incoordination. They may demonstrate motor incoordination by stumbling falling, or a fear of heights.

The four year old becomes a very social being; friendships are important, although they may find it difficult to get along with friends. They have emotional extremes; shy one minute, overboisterous the next. Many children are ritualistic at this age; becoming fixated in their routines: eating, dressing or sleeping.

They love to play with other four year olds. There is a good deal of commanding and demanding. Bragging and name calling are common. Four year olds are "out of bounds" in; motor behavior, verbal - loves to talk...tendency to run subjects into the ground and to make up silly words, or to rhyme words. Has a great spurt of imagination. Has no sense of property rights; thinks possession is ownership. Four's motor drive is high.

Loves variety, needs a change of pace. Play and behavior can easily deteriorate into silliness if not controlled.

**PARENTING SKILLS FOR A FOUR YEAR OLD** — You can use this new fascination with language to play all sorts of word games. They especially enjoy humor, exaggeration, and nonsense rhymes.

Because of the personality characteristics of a four year old they do need firmness. Have some new activity in mind to interest and lure away from a potentially troublesome situation. You need to anticipate and present something new. Isolation from the group is an effective discipline device.

## ECE closure for staff in-service

All programs in the Warm Springs Early Childhood Education Center will be closed on Friday, January 22, for staff in-service training.

Parents/Guardians with children in the Infant Center, Head Start/Full Day, Head Start/Part Day and Kindergarten/Latch Key programs will need to make other arrangements for child care that day.

Parents/Guardians will receive credit on their account for that day.

**ABOUT CHILD SAFETY**

**WHY should I know about CHILD SAFETY?**

**Because it's UP to YOU to help PREVENT A TRAGIC ACCIDENT!**

As a child grows, your job shifts from

<p><b>PROTECTION</b></p> <p>Young children don't have the experience or judgment to act safely. You have to take extra safety precautions.</p>	<p><b>to EDUCATION</b></p> <p>Growing children are naturally curious. They want to do and learn about many things, but they must be taught about safety.</p>
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**A Message From Warm Springs Early Childhood Education**

## Classes enrich education

Saturday Academy is presenting classes and workshops to enrich the education of students in grades six through 12. Registration is now open for the following classes.

**Three-D drawing** for grades 6-12. Tuition is \$55 for the class taught by Dawn Emerson. Sessions begin the week of February 8 at COCC.

**Collage Illustration**, taught by Dawn Emerson focuses on grades 4-8. Class begins February 27 at COCC and tuition is \$45.

**Drawing for grades 6-12** begins April 2. Tuition is \$55. Class is instructed by Dawn Emerson.

**"Nobody's Fool"** increases awareness about the world and its tactics. Tuition is \$20 for grades 8 to 12. Class is taught in Redmond by Jonni Kincher.

**Mechanical Engineering** for grades 9-12 is held April 17 from 1-4:00 p.m. at Lambert Engineering in Bend. Instructor is John Short.

**"I'm Milton-You're Bradley"** is a class on designing board games. It is scheduled for May 1 from 1-3:00 p.m. Students in grades 5-8 are invited to attend. Tuition is \$25 and instructor is Jonni Kincher.

**Writing workshop** is held April 12, 13 and 15 from 7-8:00 p.m. at

COCC. Instructor Ellen Waterston will work with students in grades 6-8. Tuition is \$25.

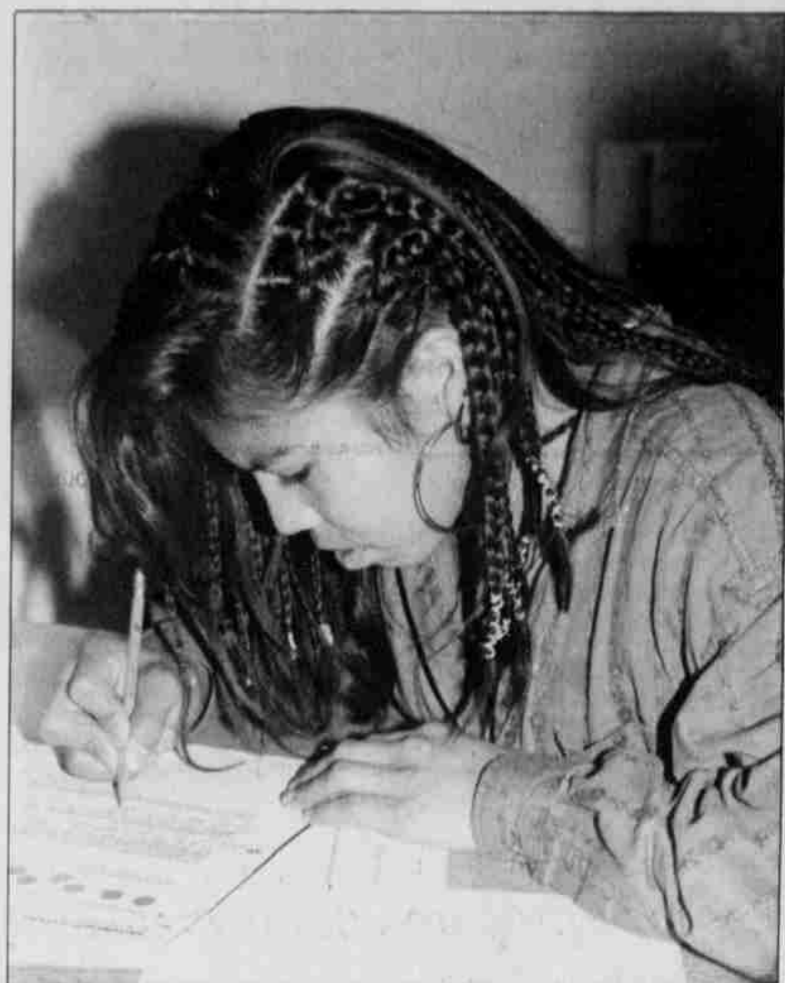
**College search** is a special class for high school students and their parents. Two sessions are scheduled, February 11 or April 17 at COCC. Instructor is Nancy Knocke. Tuition is \$45.

**SAT Preparation** is geared for grades 10 and 11 and will be held April 3 and April 10 at COCC. Tuition is \$45. Instructor is Theresa Wadden. Aviation introduction taught by Pat Washburn is set for three Saturdays in April. Grade levels 7-12 are invited to attend. Tuition is \$45.

**Introduction of observational astronomy** is designed for grades 6-10. Tuition is \$55. Instruction by Ray Sprier will take place at Sunriver Nature Center.

**Architectural drafting** allows students with one year of drafting to design a log home. The three Saturday class instructed by Elvin Spurley and Mike Town will be held at Crook County High School in Prineville. Tuition is \$55.

For more information about Saturday Academy classes call 383-7225.



Seventh grade student Lyla Hernandez takes advantage of study hall held on Monday, Tuesday, Wednesday evenings at Warm Springs Elementary.

## Scholarship deadlines noted

High School Seniors and interested Tribal Members: If you are thinking about going off to a college or vocational institution, here are a few things you need to know:

Tribal Scholarship Application Deadline Dates: Fall Term/Semester—July 1; Winter term—October 1; Spring Term/Semester—February 1; Summer Term—May 1. Technical Programs may vary.

High School Seniors must take the Student Success Strategies 8 week course. Students meet once a week on a Wednesday evening from 7 to 9 p.m. for 8 weeks. Student Success Strategies is offered Fall, Winter and

Spring terms. Assessment tests will be done. Summer Bridge may be recommended by the Career Counselor and COCC Staff.

All interested Tribal Members need to make an appointment with the Career Counselor. When you come in, please bring with you, a copy of your High School Transcripts, a High School Diploma, or a GED diploma and/or transcripts of grades.

If applying for technical training, please confer with the Career Counselor. Vocational training will be offered once as their are many interested people who are considering a specialized field.

## After school study hall

Monday, Tuesday, Wednesday  
5:00-7:30 p.m.

Warm Springs Elementary Room 13  
Grades 6-12

Call Dawn Smith at 553-1128 for more information

**Warm Springs Rodeo Association**  
**Indian Taco/Rummage Sale**  
January 28, 1993 from 9 a.m. to 4 p.m.  
at The Agency Longhouse  
**EVERYONE WELCOME!!**

## Event strengthens culture, families

One Sunday, Herb Stwyer, Sr., recognized by many as one of the greatest leaders of the Confederated Tribes of Warm Springs, addressed the people at the Simnasho Longhouse. He explained the reason for the Lincoln's Birthday Powwow and celebration. Following is his statement.

"Several years ago, I told our powwow committee that now we must have a powwow and pay prize money. The reason we have to do this is to encourage our young people to dance and sing, keep our families together and carry out the Indian culture. We will have to organize ourselves to start fund raising so we can pay the dancers and drummers, and feed and take care of them while they are here. If we treat them good, we will get good dancers and singers, maybe World Champions. Our children will watch and hear the best and be inspired by them. They will want to become world champions too.

"But even more important than the money and the contests will be the fun and enjoyment people and families will be having. That will be because they will be learning that they are proud of who they are...Indian people. That's what we want for our community and people, to be proud of who we are so we can be happy. Our children will want to dance and sing. Their parents and grandparents will return to the old ways in an effort to help their children. They'll return to dancing, to beadwork. They will learn themselves as they strive to help their children. Lincoln's Powwow will help do that.

"I think Abraham Lincoln's birthday would be a good time to this because:

\* He believed in freedom. That freedom allows us to carry out our Indian culture.

\* He believed in equality and brotherhood.

\* Many people died to get freedom and equality, and that the living must carry out what those before us started....

"That is why we have Lincoln's Powwow."

*Herb Stwyer, Sr.*

**Remember your loved ones with messages in Heart to Heart**

*Valentine's Day is a special day on which you can remember your friends, best friend, lovers and/or children. To mark this most special of days, Spilyay is offering, free of charge, "Heart To Heart". To make it even easier, just fill in the blanks and bring your completed Valentine to our office. All messages will appear in our February 5 edition. Deadline is January 29.*

To: \_\_\_\_\_

From: \_\_\_\_\_

# REMEMBER VALENTINE'S DAY FEB. 14