



The 1994 Thanksgiving pow wow turned out to be a successful event. People young and old came to participate and/or watch.

Spilyay Tymoo photos by Bob Medina

Prepare now for upcoming tribal member show

The Museum at Warm Springs invites all tribal member artists and craftspeople to submit slides and photographs of their work for our second Tribal Member Art Show. This annual juried show was changed to run during the summer months, May 13, 1995 to September 22, 1995, to give our tribal members artists the best possible public exposure.

We wish to encourage all tribal member artists and craftspeople to enter the show. If you are unable to have slides or photographs of your current work done, please contact Roxanne Casey at The Museum as soon as possible so we can make other arrangements.

It is an honor to announce this year's judge, nationally known Native American artist, Maynard White Owl. His beautiful elk's tooth wing dress and capote coat were displayed in a previous show at The Museum, "Native America: Reflecting Contemporary Realities."

The three categories of awards are as follows:

1. The Judge's Choice Award: This prestigious award is selected by

the Judge as the most outstanding of all the work submitted. The work chosen will be used as our primary publicity piece, and will be on the invitations that are sent out nationwide to announce the show's opening reception. Financial compensation for the use of the work will be given.

2. Honorable Mention Award: These cash awards will be selected by the Judge as outstanding work. The award constitutes recognition and support to the artists to continue with their endeavor.

3. The Timberline Lodge Purchase Award: Timberline CEO Richard L. Kohnstamm will select the purchase for resale in the Timberline Lodge gift shop. Works selected for this category must be available for sale and the award amount depends upon the artist's listed selling price. Recognizing that a career in art can be difficult, Kohnstamm created the Timberline Lodge Purchase Award to provide a financial incentive for artists to pursue their craft.

If you are interested in entering this year's show you may pick up an

application/contract at The Museum or call ((503) 553-3331) and we'll be glad to send you one.

Good luck to all tribal member artists and craftspeople and remember the words of W. Richard West, Director of the National Museum of the American Indian, "...non-Indian commercial artists will not control our definition of Native American art which can be seen and interpreted only with Indian eyes."

Anger Management workshop scheduled

A workshop is scheduled to be held at the Warm Springs Community Center on Developing Options to Anger, January 6, 1994, from 8:30 to 4:30 p.m.

Participants are to bring brown bag lunch, beverages will be provided. This anger management workshop is sponsored by Jefferson County Commission for Children and Families and the Warm Springs Community Counseling Center.

Safety tips for the holidays

The holiday decorating season is here and that prompts Pacific Power manager Bob McConnell to remind customers about ideas to help assure a safe and happy time for all.

1. Check all indoor and outdoor decorating lights for good connections and solid cords. Be certain to use the right lights in the right location. Indoor lights should never be used outside.

2. Lights and other electrical supplies should be UL approved and outdoor plugs should be covered to protect from moisture.

3. When using a ladder to install the decorations, make certain to select a flat surface and have someone hold the ladder. Remember to "LOOK UP!" for overhead electric wires and "LOOK AROUND" for any object in the way of a safe project.

4. If an electrical train is to be used around the tree in the house, solid tract and tight electrical connections are essential.

"We wish all our customers a happy holiday season, as well as a safe and prosperous New Year," McConnell said, "and we hope these tips will help assure an accident-free holiday."



The third annual
Simnasho Traditional Christmas Powwow
 Honoring Veterans/alcohol & drug awareness
 December 23 & 24, 1994
 Simnasho, Longhouse Simnasho, OR
 MC: Wilfred Jim, Sr.
 Contests include: 12 yrs & under open team dance
 13 yrs & up team dance. Clown dance.
 All other sponsored contests will be included during the powwow.
 Friday events include a dinner at 5 p.m.
 Honoring our people and visitors
 Grand Entry will follow at 8 p.m.
 Saturday Veterans & Christmas dinner
 Christmas tree & gift give away approximately 12 noon
 Grand Entry will be 7:30 p.m.
 For more information contact: Dallas Winshut, Jr. (503) 553-3222/3220; Vincent Guy Wallulatum (503) 553-3205/3206;
 Shellah Wahnetah raffle chairperson (503) 553-1338
 All drummers & dancers will be paid nightly.
 Dancers must be in full regalia in order to be paid.
Alcohol/drugs are not permitted; committee is not responsible for vandalism, theft, or injuries.

Youth conference to be held in Idaho

One thousand Native American High School students from all around the Northwest and Canada will be coming to Pocatello, ID by bus, airplane, train and car in April of 1995.

These students will be participants in the 20th Annual Northwest Indian Youth Conference which is being held at Idaho State University in Pocatello, ID and Fort Hall Indian Reservation, in Fort Hall, ID, April 3-7, 1995. Idaho State University was chosen as the host for the conference activities to give the students the opportunity to see the ISU campus and get "hands-on" experience in a university setting.

The Northwest Indian Youth Conference is in its twentieth year and it is being sponsored by the American Falls and Blackfoot High School Indian Clubs and the Shoshone-Bannock Tribes. The theme for this year's conference is "Within the Sacred Colors of Mother Earth". The committee planning the conference is made up of students and parents from American Falls and Blackfoot High Schools and the Shoshone-Bannock Tribes. The chairperson are Dawn Dee Williams and December Aritwite.

The purpose of the youth Conference is to get Indian students from

across the Northwest together to learn about career opportunities available once they graduate from high school. It is also a chance for the students to be on a university campus and learn about college life. The youth that will be attending the conference are the top students in their individual classes.

Some of the activities and events that will take place at the Northwest Indian Youth Conference will be various workshops, a Pow Wow, a banquet, a dance and a scholastic bowl. Each day at the conference will have a theme:

Monday-Registration/Opening ceremonies

Tuesday -Arts & Cultural

Wednesday-Health & Environmental

Thursday-Legal Issues & Education

Friday-Pow-Wow & closing ceremonies

The cost for attending the conference is \$50 due before March 1, 1995 and \$65 after March 1, 1995. Those Native American students interested in attending the conference need to go through their local high school Indian clubs or contact Nola Cates at 208-238-3776 or write to PO Box 1004, Fort Hall, ID 83203

Employees sound off

Printed here are the results of the salary program survey that was sent out in September. Overall, employees understand the program and are happy with it. However, based on the response to item 6, supervisors may need to take a look at how they are dealing with poor performance. Since the Tribes' salary program is pay-for-performance, it is important to reward the stars and withhold rewards from those who are not supporting the goals and objectives of the department and or the organization. Should we have team evaluations?

Well, that seems to be a toss-up. Overall, supervisors rated pretty well in the "How do you rate your supervisor?" category. However, there are a fairly high number of never/almost never responses. Do you, Mr. or Ms. Supervisor, know where you fit on this scale?

It would seem that career growth opportunities are not discussed with employees as much as they could be. Perhaps we are expecting someone else to take care of this. Should this be the responsibility of Education, Training, general manager, supervisor, individual employee, or a combination of this list?

The "Don't know" and "No opinion" responses could be from new employees who are not familiar with the system and haven't been here long enough to make a judgment on some of these issues.

The Compensation & Benefits Department wishes to thank those employees who participated in the survey. Five hundred twenty-six surveys were sent out and 305 returned which is a 58% return. Good job!

More detailed research may be done on this by the Training Department. Further research may determine that supervisor training is necessary.

EMPLOYEE SURVEY

This survey consists of two parts: (1) How do you view the link between pay and performance; and (2) How do you rate your supervisor

HOW DO YOU VIEW THE LINK BETWEEN PAY AND PERFORMANCE?	1. Strongly Agree					2. Agree					3. Disagree					4. Strongly Disagree					5. No Opinion				
1. In this organization, my job will be secure as long as I add value to the organization	74					156					47					12					17				
2. In this organization, there is a clear link between good job performance and pay increases	34					100					100					47					23				
3. My pay should become more variable, rising and falling with my employer's economic fortune	22					50					116					45					45				
4. Workers are paid less than they are worth in the first half of their career and more than they are worth in the second half	22					71					114					36					62				
5. Compensation should be linked to performance, not position or tenure	77					142					46					9					23				
6. This organization does a good job of dealing with poor performance	12					67					100					87					38				
7. I understand the measure(s) used to evaluate my job performance (RE, CE, MR, MM, FM)	39					170					39					9					40				
8. Overall, I think I am fairly compared with other people in this organization who hold similar jobs	26					137					68					38					36				
9. "Boss-down" evaluations should be replaced by team-based evaluations or appraisals	37					94					80					27					54				
10. In this organization, management shows genuine interest in the well-being of employees	35					114					91					49					22				
11. Overall, for the work I do, I am satisfied with my current pay	29					140					71					39					22				

HOW DO YOU RATE YOUR SUPERVISOR?	Always/ almost always	Most of the time	Some of the time	Never/ almost never	Don't know
My boss gives me sufficient degree of freedom to be innovative and creative	117	121	46	15	7
People in my work unit are encouraged to make suggestions to improve productivity and quality	63	95	69	20	11
My boss appreciates suggestions for improvement	106	95	60	28	17
I feel free to go to my boss to discuss problems	145	70	48	36	6
My boss evaluates performance fairly	109	100	47	33	27
My boss practices & encourages teamwork	134	68	57	35	10
My boss demonstrates commitment to productivity and quality improvement in my work unit	124	85	57	29	10
My boss follows up on problems uncovered or suggestions made by members of my work group	93	82	79	36	15
My boss provides training opportunities for me	117	74	67	36	11
My boss encourages team-related behavior and does not favor specific individuals	105	93	51	39	19
When a group-related problem arises, my work unit uses problem solving techniques to correct it	72	85	71	57	18
My boss regularly recognizes me for good performance	77	96	71	38	18
My boss regularly recognizes my work unit for its good performance	81	94	75	35	19
My boss handles conflict in my work unit constructively	83	74	73	51	21
My boss encourages career growth and discusses growth opportunities with me	81	52	67	65	16
My boss and I use feedback constructively to establish performance goals	81	77	78	55	13
My boss regularly gives me feedback about my performance	72	82	94	56	6

Spilyay Tymoo

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