

Eliminating territories requires attitude adjustment

As Chief Operations Officer, Mike Clements has a mission: form a team that will work cooperatively, concentrating on providing programs and services to the tribal membership and the community. Working toward that goal, Clements has initiated a change in his team's line-up.

Under the operations side of the tribal structure are Education, Human Services, Human Resources, Public Safety, Economic Development, Public Utilities and Natural Resources. Three of those branches, Education, Human Services and Economic Development, have new general managers. Public Utilities has a new successor to current general manager Ed Manion, who will retire in November.

"It is my personal choice to lean toward a younger generation," says Clements. Additionally, Clements says, "managers...will focus on the day-to-day operations and will have a 'stay-at-home atti-

tude'. They will work more closely with their supervisors."

Clements also wants to put a team together that will "get out of the 'individual branch' thinking. We will work together on the overall concept...people are going to give and take and think of new ways to do things," he adds.

Serving as acting Economic Development general manager will be Bob Finch who has worked for the Tribe since 1974. Finch came to Warm Springs as the tribal credit manager and served in that capacity until 1994 when he was transferred to Warm Springs Apparel Industries earlier this year. Finch has an extensive background in sales and banking. He served in the Navy and was honorably discharged in 1960. Finch is a graduate of Lincoln High School in Portland and received a BS in Business from Lewis and Clark College in 1963. He and his wife Alice have one son.



Satch Miller has been named Public Utilities director.

adds that Finch will be serving in his acting capacity until February 1997. In the meantime, "two or three tribal members will" be brought along to assume the responsibilities of the job.

Satch Miller, long time Community Center and Housing director, is now successor to Manion in Public Utilities. Clements

says Miller was chosen "because of his experience and the short time left before" Manion's retirement. Clements adds that Manion will assist Miller with the transition for "another year or two."

When Clements was appointed COO, he left vacant the Education branch general manager position. Filling that vacancy is Wendell Jim who has long been involved with education issues at the local, state and national levels. Wendell has been very interested in education for Indians. He attended Washington State University and studied bi-lingual education and completed his student teaching at Pasco, WA in 1984. He believes that education is the foundation for all Indian peoples.

Jim has served on the Tribal Education Committee which in-

cluded actively participating and representing Warm Springs at the Affiliated Tribes of the Northwest Indians (ATNI); the Oregon Indian Education Association (OIEA); National Indian Education Association (NIEA) and many other Indian associations.

Jim has been director for the Culture and Heritage department for the past eight years. Under his direction the language program has become the top program in the Northwest. Today the program assists surrounding tribes in developing their language programs. Indian language is an important element for all Indian cultures.

"Looking at the big picture, language classes will be offered to Indian students in the future," says Jim. "Plans have been developed to maintain our Native languages." Jim is very supportive and instrumental in the methods the Tribe can develop and teach the languages by using computers. "We must mesh tradition and technology."

Jim was recently elected president of the Oregon Indian Education Association (OIEA) and he is a Native board member to the National Bi-Lingual Education Association. He also serves on the ATNI education and culture and heritage committees.

"We must keep our own identity, and remember who we are, where we come from and to be

proud of being Indian," says Jim. "We must walk and compete in both societies. Indian education is very important, it's the key to success. We will be better people if we can function and work in both worlds. We have many challenges in the future, we must invest, prepare and be competitive. We all have visions and dreams, let's work together to make these visions and dreams become reality. Education is the foundation for all, it will be the key for our success."

Clements commends Jim for his leadership capabilities. "We need to develop that and help him get

working at the Community Counseling Center where he has "provided a number of front-line



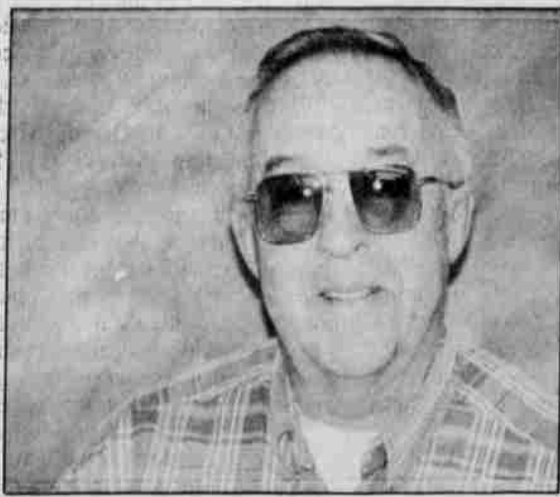
Willy Fuentes was named Human Services General Manager.

services to community members." In 1993, Fuentes completed a five-month stint as acting general manager for Human Services. Fuentes graduated from Madras High School and Linfield College. He and his wife Laura have four children.

"Willy came up through the health services ranks," says Clements. "I feel and he feels ready to take on the duties and responsibility of general manager."

Not a concrete idea as of yet, Clements has proposed a "family services" style of program as compared to the current individual treatment programs. "We would provide support and services to families rather than individuals."

It is rare that an individual suffers substance abuse problems without affecting family members, friends and co-workers. Reinforcing and maintaining the family structure is the primary goal. This change "will require a total attitude adjustment among program people," says Clements.



Bob Finch is now acting Business and Economic Development General Manager.

KWSO to feature Healthy Nations series

Warm Springs Healthy Nations, Scott, Val, & everybody who's getting involved, would like to announce a 12 week series of alcohol awareness programs on KWSO. These programs, called "Thinking About Drinking," focus on issues of alcoholism and its effects on the family and community. The programs will be broadcast on Saturday mornings from 8-8:30, and re-broadcast on Monday evenings, from 7-7:30. If you want to know when a specific program is on, call Mike or Kenman up at KWSO, 553-1968.

These programs are brought to our community by Warm Springs Healthy Nations, Your Community Counseling Center, The Confederated Tribes of Warm Springs, and your station on the Reservation, KWSO. Here's a quick outline of the programs:

1. The Magic Potion—This first of twelve shows opens with a survey of the cultural settings in which alcohol is commonly consumed -

from sporting events to college parties. Drinkers describe the pleasures they derive from alcohol, and abstainers tell why they prefer not to drink. A tour of the world's largest brewery, the Coors plant in Golden, Colorado, is featured. They discuss the effects of alcoholism on relationships.

2. The Terrible Trap—This show looks at the body and mental health of people who get into trouble with their drinking. They talk about the downward spiral and denial that comes with dependence. It concludes on a good note, showing how most alcoholics can attain sobriety through treatment and gain control over their drinking and lives.

3. The Lady Drinks—This show focuses on female alcoholics, features former first lady Betty Ford of the famous clinic, and looks at the experience of women and drinking at a Women's Alcoholism Center in San Francisco.

4. The Road to Recovery—This half-hour portrait offers intensely

powerful stories from three alcoholics who succumbed to addiction, and fought their way back to sobriety.

5. One Step at a Time—This program focuses on the Alcoholics Anonymous (AA) way to sobriety.

6. A Family Disease—This program focuses on the generation to generation cycle of alcoholism. It traces the history of a family and each generation's fight for sobriety.

7. Teach Your Children Well—Focusing on teenage and adolescent drinking, this program addresses issues of rebellion, advertising, and alcohol-free youth functions.

8. Business and Booze—American businesses large and small lose a great deal of money due to missed work and alcoholism. This program looks at alcoholism in the workplace.

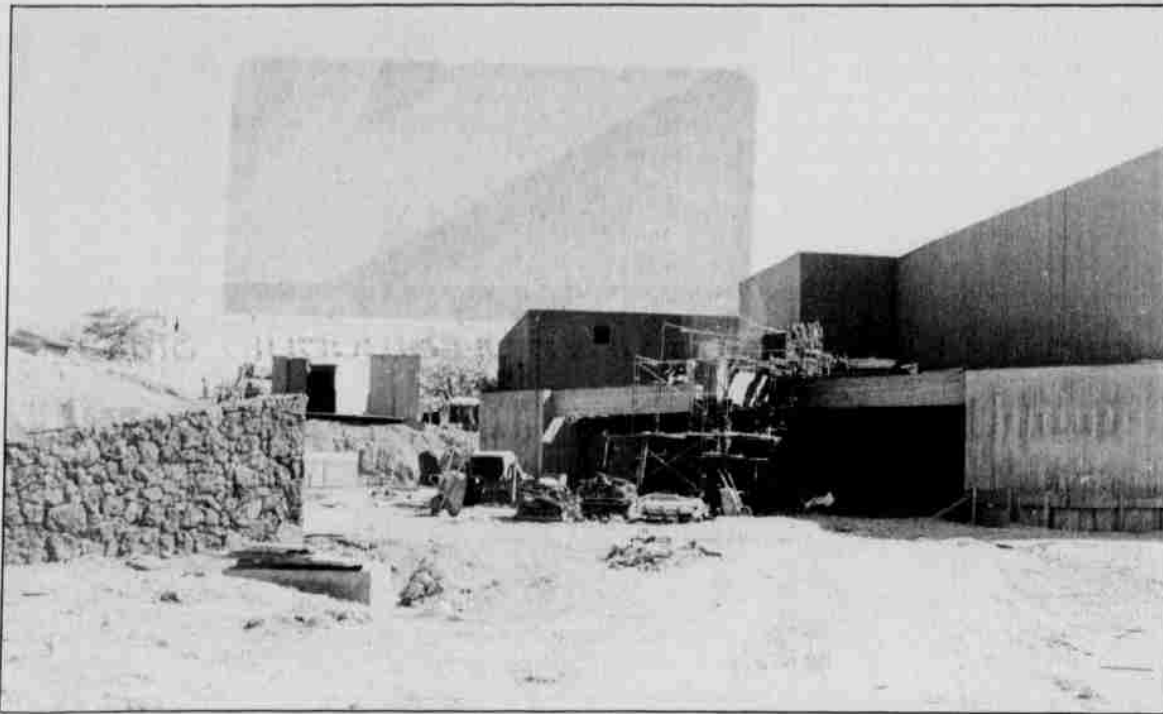
9. Minority Perspectives—Minority groups have a high rate of alcoholism. This program looks at alcoholism in minority communities and how it impacts the family.

10. A Social History of Inebriation—This program traces alcoholism in America since Plymouth Rock and early European settlers to modern day.

11. Driving under the Influence—Drinking and driving contributes to many of the motor vehicle accidents we have today.

This program looks at the way communities are stressing awareness and action to reduce drunken driving.

12. Media Images of Alcohol—This program looks at the way the media glorifies alcohol.



Construction continues on the Indian Head Gaming Center at Kah-Nee-Ta Resort as crews work on an elaborate entrance way at the facility. Valet parking at the will be available to patrons. Gaming officials anticipate that the permanent facility will open in early- to mid-November.

Portlander wins big bucks at IHG

September 1995 ended with several large jackpots at Indian Head Gaming Center located at the Kah-Nee-Ta Resort. The temporary facility within the lodge was busy the last weekend of the month. The major winner was Scott John Pugliese of Portland, OR, who walked away from a Dollar Progressive Slot Machine with \$14,520!

Janet Margaret Lockhart of Bellingham, WA and Donald W. Bansemer of Redmond, OR each won \$5,000 on Dollar machines. Other jackpot winners from \$100 up made

this one of the largest jackpot weekends at the gaming center since the May 1995 opening.

The new facility is scheduled for

a Grand Opening in December 1995. 340 slot machines, live Keno and a card room will offer more chances at jackpots and winners.

Watch for announcements concerning the opening of Indian Head Gaming permanent facility

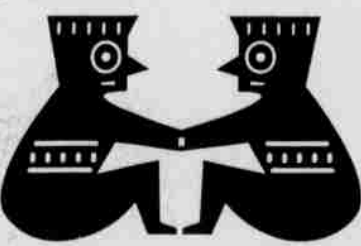
Law office to open

Christopher C. Eck and Mark G. Reinecke announce the opening of their new law offices, Eck & Reinecke Attorneys at Law on the campus at 2122 Warm Springs Street.

Providing legal services for Warm Springs in Tribal and State Court:

- DUI
- Criminal Defense
- Family Law (divorce, custody, support, adoption)
- Employment
- DMV License Suspensions
- Vehicle Accidents
- Injuries
- State/Federal Tax
- Business
- Wills
- Landlord/Tenant
- Indian Child Welfare Act

Office hours in Warm Springs are 10:00 a.m. to 4:00 p.m. every Wednesday, starting October 25, 1995. Call 383-3755 for appointment. Free initial consultation.



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Confirmation of request(s) will be mailed. Limited space available in each tournament. Indian Head Gaming reserves the right to alter rules or cancel tournament.