



Pictured left to right are: Bridget Kalama Culpus, Danielle Switzler, Sophie Lynn Thomas, Dena Thurby, Lupe Katchia, Arlita Rhoan and Lonnie Rosie Tom.

## Employees complete development program

Eight members of the Warm Springs community just recently completed a six-term, 18 college credit packaged dubbed the "Employee Development Program". Those individuals are Bridget Culpus, Lupe Katchia, Arlita Rhoan, Danielle Switzler, Lynn Tanewasha, Sophie Thomas, Dena Thurby and Rosie Tom.

The concept behind the program was to provide a targeted, immediately useful training package. It was created to serve individuals who were currently a part of the tribal workforce, in either administration or enterprises.

Components in the learning package were designed to help individuals improve their professional skills and to gain new ones. Aside from the obvious direct benefit for the performance of their current jobs, this development program produces, it also made the participants stronger

candidates for promotion and, if they should choose to seek other career opportunities, made them more marketable and more desirable to other employers. People taking part in this professional growth and development opportunity had to compete to secure a slot in the program and have also enjoyed the whole-hearted support of their supervisors. These "managers" also made an investment: first in recommending members of their work units and then, in lending real support, such as release time, as these students became involved in the business of learning. The Higher Education Services Office and its director, Tedi Tanewasha, were also very significant partners—for without their financial sponsorship it would not have been possible to present the program and the opportunities it represented.

The coursework these individuals took on was at a collegiate level in

terms of the challenge of material studies, the workload and performance expectations, and the fact that the instructors are college faculty members.

Completion of the course has been labeled distinguished. National statistics show that for every 100 students currently in the fifth grade, fewer than 25 will ever earn any sort of college degree. (These statistics are regardless of economic circumstances or ethnic origin.) These students have already established a firm foothold on the degree track should they elect to continue toward that goal. In so doing, they have definitely won a place as members of an elite group in our society. Their accomplishments are even more extraordinary when you consider that the students managed to meet their classroom obligations as students while at the same time contend with their obligations at work and home.

## THE WARM SPRINGS FREEDOM SPIRIT FAMILY CELEBRATION!!!



# CELEBRATE the 4th in Warm Springs!

### EVENTS WILL INCLUDE:

- Parade (Begins around 10 a.m.)  
Float Challenge/Join in!
- Flag Raising
- Picnic & BBQ behind Com. Center  
(With Bear and Deer Meat  
and the usual hamburger  
& hot dog feast)
- Afternoon Games with PRIZES!



At Dusk...  
**PyroPresentations**

will be returning to Warm Springs for the 5th year to provide us with a spectacular pyro-technic show of fireworks! Pyro Presentations has 17 years of experience and is planning a special display this year with 128,000 fire crackers that will go off in 40 seconds! Don't Miss this exciting show in Warm Springs!

# 4th of July

An Alcohol & Drug-Free Activity in 'Springs!

## On Patrol

by Don Courtney  
Gunshots net arrests:

Six people were arrested during the early morning hours of June 1, 1996 after gunshots were reported to police in the West Hills area.

A suspect vehicle was seen leaving the area that led to the initial arrests. Further investigation led to one juvenile being arrested on an unrelated incident. The juvenile was later identified as the person responsible for the firing of the shots heard. Juvenile court arraignment is pending.

Less than an hour later in another incident, several shots from a suspected small-caliber weapon were heard in the Tenino area that resulted in the homeowner finding several bullets lodged in the walls. Suspect(s) have been identified and arrests are pending.

Police urge parents to be extra inquisitive about the whereabouts of their teenage son or daughter and what they are doing.

### In Brief:

Early June is proving to be a busy one as officers of the police department are getting warmed up to oversee another Pi-Ume-Sha weekend celebration.

A total of 14 tribal warrants were cleared by arrest while eight other individuals were cited for contributing to the delinquency of a minor.

In the area of domestic violence, there were a total of six disturbances reported that resulted in four arrests, five assault and battery cases in four arrests, one case of disorderly conduct, and one trespass arrest made. Two complaints were taken on excessive noise due to music or

loud party noise.

Vehicle categories include several arrests for drunk driving, two arrests for stolen vehicles, and two reckless driving cases.

Two drug cases netted a total of five arrests with the drug of choice being marijuana. The suspects were either noted to be under the influence or in possession of the drug.

### McGruff Speaks:

Hello...Yes, I was spotted in the Madras area recently where I was a guest at the Kindergarten class of Mrs. O'Brien. The boys and girls had quite the questions as a brief presentation was given on drugs, alcohol and staying safe.

Speaking of being safe, it has come to my attention that there seems to be an overall increase in juvenile activity now that school is out. This, in itself, can pose a real threat to the safety of our youngsters if we do not know where they are or what they are doing.

Parents might want to be extra careful when driving in and around our community because we all know that children don't always stop before crossing a busy street or intersection.

Parents...if your teenager tells you they are going to be doing something with some of their friends, you might want to call or check u on them every once in a while just to make sure everything is all right. If anything, they might get angry at you initially, but in the long run, they might come to appreciate your call or concern.

One last reminder: With summer comes water time fun in the sun. Parents again are urged to provide adequate supervision to their kids when in or around pools, rivers, streams or lakes. Don't let tragedy strike your neighborhood. Keep a very watchful eye.

## Housing News

**CIAP Project in West Hills**—29 out of 52 homes have been completed. We have completed 56 percent of the homes and have approximately \$244,000 left in the grant to finish the project.

**Mutual Help 13-09 Project**—Since February 12, eight homes have been completed. The following people have taken over ownership of

their homes: Trudy Bennet, Melissa Tanewasha, Andrea Smith, Margie Tuckta, Dena Thurby, Roberta Williams, Barbara Jim and Sarophina Scott. We would like to wish these new homeowners well and may they enjoy their new homes for years to come. Morningstar Spino would like to remind all the 13 Mutual Help homeowners who haven't completed

their 1996 recertification to come into the Housing office and do so. We would also like to encourage those prospective Mutual Help homeowners who haven't updated their files to do so. All new homeowners in the 13-09 project please remember that you are required to attend the classes and complete the training to be in compliance with your lease.

**HUD**—Stella Langley has completed her annual inspections completing 73 of the 90 that were scheduled. If you have missed your inspection, please contact her to re-schedule. Stella will be scheduling her tribal apartments in the near future.

**Tribal**—Carol Craig is in the process of completing her annual inspections. If you have missed your inspection please contact her. We would like to thank those tenants in the Tenino Apartment area for re-

moving a large number of the broken down vehicles in their area.

Lana Leonard would like to remind all the HUD tenants that it is time to come into Housing and be recertified. Please remember to keep your appointments, bring in an updated application and an employee verification form.

**Lawns**—We would like to encourage all of our tenants to start on their lawn maintenance. With the warm weather here we would like all of our tenants to cut all the weeds down that may be a hazard if a fire was to start. We would like to encourage everyone to start fixing up their lawns and get things looking nice before Pi-Ume-Sha weekend.

Rudy Clements would like to remind all of our tenants that if you see someone vandalizing one of our units to please let us know. We are trying hard to make things better but it's hard when people are damaging the work we are doing.

## Volunteers Needed

for local

Victim Assistance Program

and

Women's Shelter

Call 553-3357 for more information

## Careful management now assures productive forests in the future

Snow has melted from all but the highest elevations of the reservation and forest floors are drying out, offering tribal members an excellent opportunity to gather firewood for next winter. Some people will wait until frost returns in the fall, but others know the competition for prime trees has increased in recent years and want to get a jump on the other woodcutters.

The Natural Resources Branch wants to assist tribal members in their search for winter firewood and they also want to protect the interests of the Confederated Tribes by providing some guidelines for woodcutters.

The demand for firewood has increased dramatically over the past 30 years. In the 1960s approximately 10 personal use and six re-sale firewood permits were issued each year. This

year, the Natural Resources Branch expects to issue around 600 personal use permits and over 60 re-sale permits. Considering the growing population and the fact that four out of every five homes on the reservation are designed to be heated by wood stoves, we're estimating a demand for 3,000 cords of firewood by the year 2000.

At the current time there is plenty of firewood for everyone. Unfortunately, some of the trees preferred by woodcutters are chopped down at tremendous expense to the tribes.

Everyone knows the big ponderosa pines are easy to cut and split. A well-seasoned pine also burns warm and clean in a wood stove. No problem there. At least not so far as the woodcutter is concerned.

The problems arise when you start to consider the other values of a

ponderosa pine. A big ponderosa with a 30-inch diameter at breast height might produce two cords of firewood worth about \$200 on the local market. That same tree would produce six 16-foot logs worth about \$1,000 to the tribes as lumber. Kids can pull out their calculators, or elders can reach for a pad and pencil, but the numbers aren't going to change. The tribes suffer a potential loss of \$800 every time a big ponderosa is consumed in someone's stove and passes through their chimney in a trail of smoke.

A few years ago such a loss was hardly worth mentioning. It looked like we could cut all the trees we wanted and still have enough for the future. Today, we know it's not true.

The tribes are now trying to manage their timberlands on a sustained yield basis, so future generations will have a healthy forest with clean water, huntable populations of deer and elk, more salmon and steelhead spawning in the streams, lush huckleberry fields and lots of beautiful scenery. That means we have to make the best use of our resources, including the trees used to produce firewood.

There are other important things to consider when choosing trees to cut for firewood. The dead trees, or snags, favored by some woodcutters provide excellent habitat for wildlife. Black bears, small mammals and a wide variety of cavity-nesting birds depend on snags for food and shelter. If you're now asking yourself, "So what?" consider this. Some of the cavity nesting birds dependent on snags left in the forest show their gratitude by eating and controlling

insects detrimental to forest health. Providing snags for insect-eating birds is a lot cheaper and safer than hiring someone to aerial spray a stand of timber that's being destroyed by an outbreak of pine beetle or tussock moth.

In terms of producing heat, or BTUs, there are several species as good or better than ponderosa pine. Other trees to look for when searching for firewood are larch, Douglas fir, juniper and lodgepole pine.

The Natural Resources Branch does not want to make life difficult for woodcutters. We simply want to encourage wise use of the forests, so the tribal members of tomorrow will have the same or better opportunities that we have today.

At the present time, an aggressive salvage program is being conducted on the commercial forest. The program will be beneficial to the tribes in terms of generating revenue, but it also increases competition for the downed trees favored by woodcutters. The salvage program illustrates how limited natural resources and a growing population of tribal members creates a number of challenges for resource managers. It also places a greater burden of responsibility on individual tribal members who hunts, fish, gather roots and berries and cut firewood.

The staff at the Natural Resources Branch would be happy to sit down with anyone interested in learning more about the best places to cut firewood and the most ecologically friendly methods for obtaining trees. Together we can help make the forests a healthy and productive ecosystem for generations to come.

## Spilyay Tymoo

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## Guidelines offered to woodcutters

When cutting firewood please follow these guidelines:

- Obtain a personal use or re-sale permit from the Forestry Branch.
- Cut only in areas designated on the maps attached to your permit.
- Stay out of active timber sales.
- Do not cut down any trees marked for wildlife. They are more valuable as wildlife habitat and promote forest health.
- Do not cut any live trees. They are more valuable as commercial timber.
- Do not cut within 200 feet of a running stream. Riparian areas are more valuable when they are left intact to protect water quality, soil and fish and wildlife habitat.
- Cut firewood during the summer and fall months when roads are less likely to be damaged.
- Look for ears to cut juniper. Western juniper is a hot burning wood abundant in many woodland areas across the reservation. Removing juniper can also improve rangeland conditions which benefits wildlife, livestock, watersheds and other resources.