

Jeff Sanders Sr.

This resume is being submitted to support my qualifications for the position for the Tribal council from the Agency District of Tribal Warm Springs Confederated Tribes. Included in my resume are positions for which I have received my work experience.

First of all I am an enrolled member of the Warm Springs Confederated Tribes, and have been a resident of the district; I was born here at Warm Springs and I have raised my family here in the community.

I have been a Tribal employee and have been working for the Tribal government since 1960 in one capacity or, another within the Tribal Government Operations without a break in service. I have held many positions as an employee, supervisor and branch manager within the Tribal Organization for the past forth-seven years of my employment with the organization.

The many work experience and managerial and supervisory positions that I have held has been very diversified through out my employment career with the organization. Most of my work experiences have started from an entry-level position with promotions to the supervisory or management position within the office/program.

The following is a listing of employee positions and committees that I have held within the tribal organization:

- Public Utilities, Community Center, Tribal Garage, Gas Station Attendant, Special Part Time Police Officer, Relief Jailer/Cook, Jailer, Dispatcher, Police Officer, Sgt. of Patrol, Lieutenant of Police, Acting Chief of Police, Chief of Police, General Manager Public Works, General Manager Public Safety/Chief of Police (Held both positions at the same time), Chief of Police, Staff Ana-



lyst Secretary-Treasurer Office, Acting Budget Officer, Budget/Compliance Officer, Compliance Officer (Secretary Treasurer Office), Interim Executive Director Warm Springs Housing Department, Executive Director Warm Springs Housing Department

The forty-seven years of employment with the Tribes includes six years as a line supervisor within a department and offices, and ten years as a department head supervisor (six or more offices or departments supervised), with eight years as a General Manager position in over four or more departments. This totals 24 years of work experience as a supervisory or manager within the Tribal Organization.

There have been a number of management workshops, training and seminars that were also given to me while in the senior management positions that I have held.

In addition to this organizational training I have been a part of other organizational related committees and appointments:

- Alcohol Drug Council - 25+ years
- Jefferson county 509J School Board - 18 years
- Oregon School Board Association - 10 years (currently President of the OSBA)
- National School Board Association - Currently Policy & Resolution Committee Member
- Served on Two Oregon Governors Board on Alcohol and Drugs
- I have served on three Or-

gon State Task Force on Education issues as well as school board issues. Such as Site Council, Minority Issues within School Districts and the State Vocational Rehab Reform.

I have served as the Co-Chairman for the Jefferson County Community Task Force on race relations between Native Americans and Hispanics.

I believe this combination of work experience, knowledge, training and committee's appointments have given me the tools in which to effectively perform the duties and responsibilities for Tribal Council.

I have worked on both the Secretary Treasure and Operations side of the tribal government. I have held responsible management position on both sides of the tribal operations. This organizational insight has given me the opportunity to see both sides of our organization.

I was then appointed to the position of being the Staff Analyst for the Secretary Treasurer I was involved with Personnel Compliance, Salary Administration, Personnel Manual Development, Program Analyst for Coordination. This position reported directly to the Secretary Treasurer office for direction and responsibility.

I believe that my strong personal work ethics, my beliefs of accountability and consequences from all employees and managers is one of my many strong points as a manager.

Another area is in our program service delivery system that must meet the quality and quantity standard set by the community membership, as well as the organizational is essential. A third area is my belief that the fiscal control of programs and services must stay within the fiscal constrains placed upon our financial resources.

Jeff Sanders

Mary Sando-Emhoolah

Niix Pa Chwai, good day to everyone! My Indian name is Laxaiya; I am named after my grandmother, Eva Polk. My mother was Bertha Mitchell Stevens and my father was Frank Don Stevens Sr. I am Wasco, Warm Springs and Aleut. I grew up here and I am a Traditional Food gatherer for the Agency Longhouse. Our family was raised hunting, fishing, eeling, root digging and berry picking, both huckleberries and working in the strawberry, raspberry and blackberry fields prior to the establishment of child labor laws.

We were taught to respect our resources, that if we took care of them, they would take care of us. Protection of our culture, cultural resources and protection of our Treaty Rights and Tribal Sovereignty are important issues for all tribal members and the children that will carry on after us. We were taught to be as self-sufficient as possible and to help take care of our elders, pack wood and water for them and share whatever we gathered.

My husband and I own Emhoolah Trucking. We are an independent trucking company that works around the state of Oregon. We completed the small business development program through ONABEN and qualified for a tribal grant and loan to start our business. We appreciate the assistance we received from the Confederated Tribes and have worked to maintain our business as an example of being self-suffi-



cient as independent business owners based on the reservation. There were many others in the class we completed, all with good ideas for businesses on the reservation. It is a shame that the Small Business Development center was closed; it was a vital resource to community people wanting to learn more about being in business for themselves and becoming more self-reliant.

My husband Mike and I share information with others on our experiences owning our own business. I would like to see a tribal resource available for people who would like to be their own businesses in our community.

I also feel there are job opportunities available in construction and other reservation projects that would employ our tribal members. A tribal hiring quota needs to be built into the contracts when they are being negotiated so our local people will have an opportunity to work, not sitting on the sidelines watching others earn a living on our Reservation while our workers are unemployed. We have tribal member hiring priority in the organization and it should

include community development and other tribal projects as well. I have worked for the tribe in various departments, including KWSO for 15 years. Communication with our community is really important, the radio station, the newspaper Spilyay Tymoo, community meetings and regular updates on tribal issues is an important area that I am hoping Tribal Council will continue to work on as a priority.

As a journalist, I am not afraid to ask questions and will work to understand the complex issues that the Tribal Council deals with on a daily basis for the tribal membership. There are many important issues, education, economic development, youth and elders, cultural resource preservation, communications, etc. Each nominee is one voice at the table. Tribal Council needs to work together for all of the tribal membership. I wish all the candidates good luck and whomever we elect, let's support and work with them for the benefit of all of us as tribal members.

I encourage all eligible tribal members to get out and exercise your right to vote, especially our young tribal member voters. Let your voices be heard and consider carefully your representatives for Tribal Council. They will carry your voices forward and act on your behalf, choose well.

Paayuqwathanii, Thank you.

Mary Sando-Emhoolah.

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