

## General Manager's Report

The tribe is in the process of negotiating contracts with Indian Health Service for this fiscal year (The Federal fiscal begins on October 1, 1985 and ends September 30, 1986). As a new tribe we have encountered problems which the established tribes have already worked out. Most tribes, through experience, know what programs they will have in place and what it costs to operate them. We are still getting a fix on our costs. The tribal chair, general manager, accountant and health director met officials at Indian Health Service (Portland) and hammered out an agreement and funding level of the balance of the fiscal year's (86) community health nurse program. The health director is preparing to submit a proposal to take over the contract care portion of Indian Health Service. We are estimating the total dollar value of the two programs to reach nearly 1/2 million dollars. A greater portion of the monies will be for direct benefit to individual members.

The tribe now has the following Bureau of Indian Affairs contracts in hand. Housing (HIP), Higher Education, Employment Assistance, Enrollment, Adult Education, Reservation Plan and Social Services\*.

The tribe has been awarded a small (\$18,500) Core Management Grant, and is in a consortium agreement with Siletz for Indian Child Welfare services and the USDA food program.

During the winter months the tribe provides office space for the Polk County's Energy Assistance Program which benefits tribal members, as well as other members of the community.

From time to time, the Tribe will be creating new positions and will be vacancies at the tribal offices. The Tribal Council, working in concert with the administration, has placed a priority on attracting the most qualified staff available, yet emphasizing preference for tribal members. Both the Council and administration realize that it may be (at times) difficult to hire members because of the qualification standards. The philosophy here is that; you need quality staff to deliver quality service to members. There is time. Patience should also be exercised so that the members can gain sufficient education and experience in various fields. When members attain levels of education and experience they will be called upon to assume all levels of tribal operations, to and including; the general manager's position.

It is also important to note that the tribe is generally assuming a controlled growth rate staffing and programs. The Council needs to review and examine the programs they now operate and to decide and plan for the future. The Council will be preparing a preliminary comprehensive plan which will set directions and boundaries for the administration to follow.

\*The Social Services Program may not be used this year.