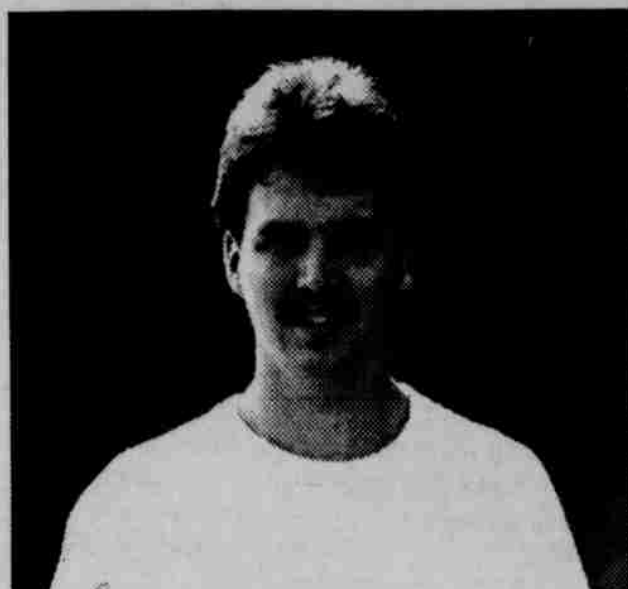




Jeff Nepstad is the Tribes' new forest technician.

"WELCOME, NEW EMPLOYEES"

By Michel Childers

The Confederated Tribes of Grand Ronde now provides jobs for 55 employees. The newest of these members include 5 dedicated employees that have been hired in the last few months. Tom Jones, Randy Butler, Jeff Kuust, Jeff Nepstad and Mark Grosser are all committed employees and hard workers.

Tom Jones, the Director of Social Services was hired on November 6th, and really enjoys his job. "I look forward to working for the Grand Ronde Tribe, and I hope I meet a lot of new people while I'm here," says Tom. Tom decided he wanted to work for the Tribe because he wanted an opportunity to work with his people and wants to provide quality service to its members.



Randy Butler was recently hired by the Tribe as the Social Services' Out-Patient Alcohol/Drug Counselor.

Randy Butler, the Out-Patient Alcohol/Drug Counselor was hired on November 7th and has already become an important part of the Alcohol/Drug Program. Randy will graduate from Western Oregon State College at the end of this term and wanted to get

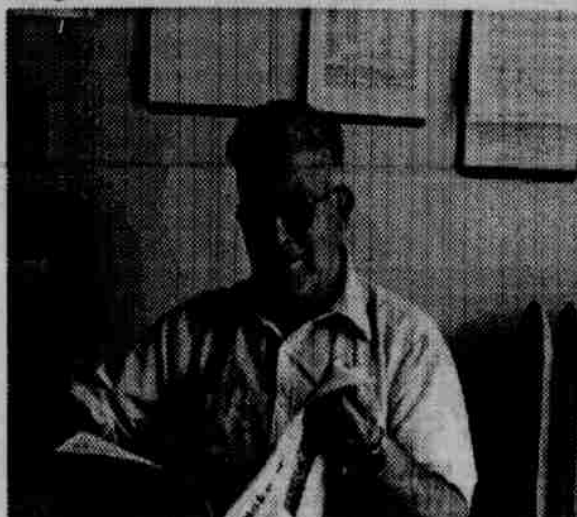
started at his career. "My goal is to work with dysfunctional families - whether it's here or somewhere else, as long as I'm working for my people. I'll always help them in any way I can," says Randy.

Jeff Kuust was hired to work at the Forestry Center here in Grand Ronde at the end of July. Kuust found out about the job opening while working for the State Forestry Department and decided to apply to get more learning experience. "I'm looking forward to working with the Fisheries and one of my goals is to maybe get a picnic/park area on the reservation, that would be nice for the members of the Tribe," said Jeff.

Jeff Nepstad has been working for the Tribe since the first week of August. He is the Forest Technician at the Forestry Center. Jeff graduated from a Forestry Program in Wisconsin, so he already had quite a bit of experience but wanted a job in the field of Forestry that would also be challenging. "I have a wide range of activities and duties that keep me busy and I enjoy it," says Jeff.

Mark Grosser was hired on November 6th as the New Maintenance Supervisor at the Confederated Tribes of Grand Ronde. Mark found out about the job opening from a job announcement in the "Smoke Signals" newsletter and decided to apply. "I knew I was qualified for the job and really wanted to work in Grand Ronde where my grandparents lived all their lives," says Mark. He adds, "I really enjoy working here for the Tribe and I like my co-workers as well."

If anyone has any questions concerning the new jobs and new employees at the Tribe, please feel free to call during business hours at 879-5211.



Fish and Wildlife Committee member Riley Porter recently visited the Tribes' Fish and Wildlife office.

ALCOHOLICS ANONYMOUS

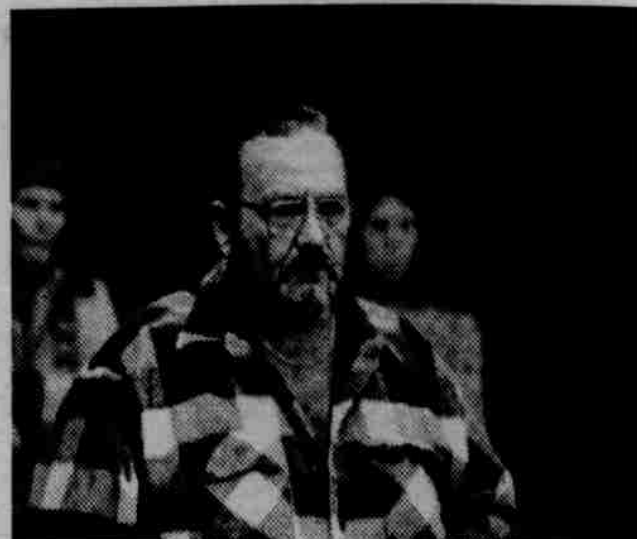
Alcoholics Anonymous is a fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism.

The only requirement for membership is a desire to stop drinking. There are no dues or fees for AA membership; we are self-supporting through our own contributions. AA is not allied with any sect, denomination, politics, organization or institution; does not wish to engage in any controversy, neither endorses nor opposes any causes.

Our primary purpose is to stay sober and help other alcoholics to achieve sobriety.

Do you want to find friendship? Then come to A.A. A.A. is not religious. It is a place to share and grow, and people learning to live a life without alcohol and drugs. Alcohol and drugs damage families, income, jobs and self. Take that important step towards sobriety. Come join us at the depot at 8:00 p.m. every Friday night. You are welcome to just sit and listen.

If you are interested in Alanon contact Riley Porter at 876-4173.



Rehabilitation and aftercare specialist Monte Ring.

Monte Ring

By Michel Childers

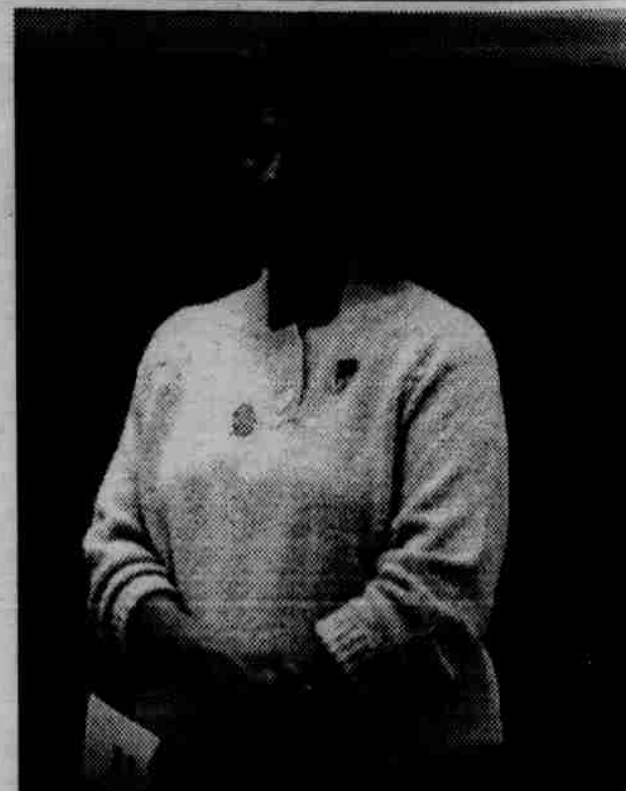
Tribal member Monte Ring has worked here at the Confederated Tribes of Grand Ronde for two years now in the Alcohol/Drug Program. "I like working with people and helping them," says Monte. "Helping my people gives me a feeling of self worth," he adds. Monte says that his job keeps him very busy, even after normal office hours are over. His people come first and he's always thinking about what he can do to help them.

Monte has been a very active member at the Confederated Tribes for the last few years. He is currently on the Hunting/Fishing Committee and has been for two years now. He also works with the youth on Outdoor Education that he does through his involvement with the Committee.

Monte works as an Out-Patient Counselor, the Supervisor of the Alcohol Program and Education Prevention. Monte says, "My first priority is my people, their needs and their education are the most important."

"Among Indian people, Alcohol and Drugs are our main killer and if I have one ambition in my life it's to make a difference with our people and provide education/prevention/counseling for whatever they need. We work on an open door policy, anyone can come in anytime, we are not judges here, we're just here to help you and I'll personally do whatever I can for my people."

For more information on the Alcohol/Drug Program, feel free to call Monte anytime at 879-5211.



Margeret Provost of the Tribes' Social Services Program.