

Candidates, Continued



Mark Mercier

a Tribal Council that will continue to enhance the Endowment Funds for health, education, and housing."

Mark stresses that the Tribe is very young, and that all of this will take time.

"Tribal Council has a broad spectrum of responsibility, and when faced with a decision, we must ask ourselves how it is going to affect the Tribe as a whole," he explained.

Mark says that being on Council has taught him the value of long-term planning, and has dreams for the Tribe well into the next century.

"I would like the Tribe to be totally self-sufficient. There is a national concern of the deficit, and there is no guarantee out BIA and IHS funds will always be available. I have been serving on Council since 1984, and during that time I have witnessed a lot of change in this area. I have worked with a lot of different people and agencies. I would like to continue to be part of this team."



Margaret Provost

"Part of my personal interest in the Tribe lies in self-sufficiency and economic development," said Council member Margaret Provost. "And part of it lies in cultural revitalization. I would like to encourage Native American social practices like traditional burial ways, child-rearing, respect for all living things, and a return to spiritual ways and beliefs among our people."

Margaret is a very traditional, culturally literate woman who feels strongly about Tribal Council and its role of service to the people.

She explained, "I fully realize that one single individual doesn't do the accomplishment, but is part of the collective team of Tribal Council."

An advocate of community and family values, it is important to Margaret that the general membership is aware and understands what is happening within the infrastructure of the Tribe.

"If I could change anything about the way the Tribe operates, it would be to refine communication networks so that members are kept abreast of all the developments or changes the Tribe is undertaking. On Council, we strive to deal with every issue in a timely manner, so no one falls between the cracks."

Margaret believes in the old adage, 'Don't put all your eggs in one basket'. Economically, she would like the Tribe to invest in many different areas.

"I see the benefits of diversification, and will continue to strive for investing Tribal dollars in many different solid ventures," she said.

Margaret is not unlike many other tribal elders who have been witness to the Tribe's growth and development. She has many hopes for the future.

She said, "I would like to see all health needs being met, a stable economic base where each member who desires an education can attend college, greatly declined substance abuse, and a reservation where elders can live out their lives with dignity together, if they choose."

Of Council's main responsibility, Margaret said, "The people of this Tribe have a vision; Council should have the courage and wisdom to fulfill it."

MATTHEW KIRKLAND



Matthew Kirkland

"About three years ago," began Matthew Kirkland, a candidate who lives in Salem, "I was at a General Meeting where I saw a Council member behave very disrespectfully to a tribal elder. That is what began my interest in serving on Council. I thought, 'That's not right'. I also think the Tribe as an organization should be encouraging the people who are in school, or are trying to better themselves. Tribal members need positive reinforcement from the Tribe as a whole."

Matthew has made a habit of getting to know the people who work for the Tribe and members who live in the community. He is interested in learning what their needs are, and what they want from the Tribe.

"I think a lot of people are looking for some type of change," he said. "The Tribe is growing and there are more employees, more managers. I think Tribal Council needs to set the tone for those people, and really understand what's happening on a staff level."

A senior at Western Oregon State College, Matthew's major is Public Policy and Administration, with an emphasis on Human Resource Management. He also worked six years in U.S. Army personnel, volunteered in the Oregon State Legislature for Representative Reijken, and participated in a college work study program for Oregon State Employment Division and the Federal Highway Administration.

"I would like to see the Personnel Department transformed into a Human Resources Department," he said. "This would move it up to a parallel level with other departments in the Tribe. I would like to emphasize the importance of human resources, because the people really are the Tribe. If our people are healthy, the whole Tribe will be healthy."

Matthew also feels the Education Program is very important to the tribal membership.

"During my education, I watched the federal

government cut back on funding for education, the State government cut back on funding for education, while at the same time, my tuition went up. Now there's a cap on the tribal funds. I think the Tribe should be in a position to pick up the slack for these students," he said.

Because of the immense economic opportunity it could provide, Matthew is in favor of the Gaming Facility, although he feels managing such a huge operation is a big responsibility unlike anything the Tribe has done.

Matthew is like most other tribal members; he wants change. He's approaching this desire by running for Tribal Council, and feels the difference he could make would result in a more educated, healthy membership.

"Getting people back home and healthy, that's the main thing."

The Business of Job Hunting

By Kit Devine

Many times in the job-hunting community you will hear terms like "luck and timing" or it's not what you know, it's who you know". People who think this way and are looking for jobs, however, are discounting important skills and tools they can use to increase their "odds" at landing a job they want. Job hunting can and should be approached like a business—a marketing business. You are marketing you: your skills, your work, and your life experiences—your attributes, everything that will make you an asset for the right employer. Like every good salesperson knows, there are tools you could use to give you an edge in the competitive market.

A good resume and sharp interviewing skills are two important tools to have.

Your resume is the first step in getting a job and is the advertisement for your skills. It tells the employer about you—how you think, communicate, and plan. Don't bother to list personal data that is unimportant to the job, such as age, height, marital status or religion. The resume should be eye catching and brief, only highlighting your best qualities, and should interest the employer enough to want to find out more. Here are some hints* to get you started:

- *Write down what you want an employer to know about you.
- *Choose only what is important.
- *List them in order of importance.
- *Organize it so it makes sense.
- *Stick to the facts.
- *Use plain English with correct spelling.
- *Leave space for employers to make notes.

Once you have been called on a job interview, employers can satisfy their questions about your personality. They will decide if you will fit well with the company. Some absolute "Do's" about interviewing:

- *Be on time or five minutes early. No excuse is okay for being late. Have reliable transportation, and know how to get there.
- *Dress neatly and appropriately for the job. Good grooming is essential. It tells your employer how you feel about yourself and how much you care about getting the job.
- *Interview at the convenience of the employer.
- *Be honest and open—BE YOURSELF. Presenting an untrue picture will create a job mismatch. Chances are neither you nor your employer will be happy with you there, and you may have to leave. This can be a tough one to explain on the next job interview.

Don't get discouraged. There may be up to one hundred applicants looking for the same job you are, and the employer can only choose one. Don't take a turn-down personally—it's a chance to find the perfect job for you.

*Material extracted from *The Resume, Advertise Yourself* booklet published by the Oregon Employment Division.