

**USDA Distribution Dates:**

**Salem: March 7, 8, 9**

**Siletz: March 21, 22, 23**

**Housing info**

**pages 5 & 6**

**New survey findings**

**General Council Meeting**

**March 5, 1995, 11:30 a.m.**

**Tribal Community Center**

**All Welcome**

# Smoke



# Signals

THE CONFEDERATED TRIBES OF THE GRAND RONDE COMMUNITY OF OREGON

March 3, 1995

## Chairman speaks at American University

By Tracy Olson

Mark Mercier spoke at American University in Washington D.C. on February 18. He was invited as a guest speaker by the Washington College of Law Chapter of the Native American Law Students Association.

Chairman Mercier was one of several guest speakers from Indian tribes around the nation. The topic of the symposium was: "The Republican Congress--Federal Indian Policy for a New Millennium". Other speakers included: JoAnn Chase, Executive Director, National Congress of American Indi-

ans; Steve Heely, Chief of Staff, Senate Committee on Indian Affairs; Chris Sterns, Minority Council, House Committee on Resources and; Albert Hale, President of the Navajo Nation. A roundtable discussion followed.

Chairman Mercier and Tribal Council secretary Ed Larsen also met with Elizabeth Furse and representatives from Sen. Mark Hatfield's office, as well as a representative from Congressman Bunn's office to discuss some of the projects and plans the Tribe will be working on in the future.



An informal meeting at Sen. Mark Hatfield's office. From left: Chairman Mark Mercier, Chris Tuffli, from Bogle and Gates, Mark van de Water, from Sen. Hatfield's office, Scott Corwin, Sen. Hatfield's office, Andy Jenness, and Mark Phillips, from Edwards Associates, Inc. Ed Larsen also attended the meeting.

### Casino foundation nears completion

By Frank King

Work is rapidly progressing on the Grand Ronde casino, and good weather is helping the process.

Jeffrey A. Dalton, project manager for Drake/Kraus-Anderson Construction Company, the contractor erecting the casino, said that the concrete foundation work is 80 percent complete.

When the foundation is completed, the steel framework will start to go up.

He said that work on the traffic diversion project on Highway 18 will start in two or three weeks.

As building progresses, preparations are being made to

employ key executives for the casino.

Bruce Thomas, director of the Spirit Mountain Development Corporation, said that advertisements have gone out on the marketing manager's job.

"The response has been great," he said. "We will probably be filling the position by the end of March."

Thomas said that the marketing manager is being hired first so that plans and programs can be developed to bring customers to the new gaming complex.

He said that the maintenance manager's job also received good response.

### Organizational development part of Tribe's Strategic Plan

The Tribe is committed to, and focused on, organizational development as a means to improve services and communication with the general membership. Organizational development efforts started with the strategic planning process in October 1993, and should continue throughout the life of the organization.

The strategic plan was finalized in January 1995. Copies of the plan were distributed in the February 1, 1995 edition of Smoke Signals. The strategic plan is the launch point for other organizational development efforts. Consistent with the priorities and principles identified in the plan,

several organizational development efforts have either begun, or will begin in the near future, including the hiring of an Organizational Development Specialist, the creation of re-engineering teams and team building for all staff.

Chris Leno was brought on board as the Organizational Development Specialist on February 1, 1995. This position was developed to focus strictly on organizational development efforts and systems planning. It will provide support to Tribal Council, Committees, Administration, and the Divisions in re-engineering of coordination of organizational development ac-

tivities.

The Tribe has identified re-engineering as a tool to improve organizational efficiency. Re-engineering is defined in Michael Hammer's book *Re-engineering the Corporation* as "the fundamental rethinking and radical redesign of business processes to achieve dramatic improvements..." Re-engineering requires us to look at the very basics of the systems and processes we work with. It is an effort to improve services and systems so we can better provide to our customers. Tribal programs we currently operate are basically federal programs placed in Tribal

(continued on page 8)