

Security Guard training graduates third class

The third Security Guard Academy class graduated on December 17. Graduation included a meal for all the grads and their families as well handing out their certificates, with speeches from several of the instructors and Education Division manager Dean Azule.

This class was a smaller class, with six graduates. The Security Guard training class requires participants to conform to a rigorous schedule — four hours on Tuesday, Wednesday, and Thursday evenings, plus eight hours every Saturday for three months. All of the participants worked full time in addition to this class schedule, caring for their families, and travelling to Portland's Clackamas Community College where class was held. They should all be commended for this outstanding achievement. Congratulations, and good luck in finding employment!

The graduates are: Glenda Lytle, Lila Musso, Jesse Robertson, Jr., Mary Waggoner, Nathaniel McGee, and Duane Manyhides.



THE THIRD GRADUATING SECURITY GUARD CLASS. From left: Lila Musso, Duane Manyhides, Glenda Lytle, instructor J.D. Wiseman, Mary Waggoner, Nathaniel McGee, Jesse Robertson, Jr., and instructor Larry Dexheimer.

A Compass to Steer By: Building Community

The last edition of *Smoke Signals* introduced the Tribal and Casino mission statements, and explained that future editions would contain articles that explained the four key principles contained within the Tribal mission (*Building Community, Individual Responsibility and Self-Sufficiency, Stewardship of Resources, and Preservation of Culture*). This, and future articles will give specific examples of how Casino revenue is allowing the development of programs/projects that are consistent with the key principles. The focus of this article will be on *Building Community*.

The first element of Building Community is:

Spirit of community, strengthening the center at Grand Ronde

Strengthening the center at Grand Ronde begins with allowing tribal members the opportunity to move back to the area. Construction has begun on Grand Meadows, a manufactured housing park, located near the tribal headquarters. The park will contain 38 units and provide much needed housing to the area.

The second element of Building Community is:

Facilities that allow a community to interact and grow

Revenue from the Casino has enabled the Tribe to begin construction on facilities that not only allow the community to interact and grow, but also help in building the spirit of community and strengthening the center at Grand Ronde.

The Tribe has begun construction on a 28,500 square foot Health and Wellness Center that will provide two full time physicians and a nurse practitioner. The facility, which is open to the entire community, will provide much needed medical care to an area where the closest comparable facility is 30 miles away. A Life Flight helicopter landing pad will also be built near the Center, allowing Life Flight the ability to land in the area in various weather conditions.

In order to be able to build the facilities and housing mentioned above, the Tribe has assisted in substantial improvements to the area's water and sewer systems. Through revenue from the Casino and federal funding, the Tribe built a 500,000 gallon water tank in an area that was not allowing new water hook-ups due to lack of adequate water storage. The Tribe has assisted the Grand Ronde Sanitary District through studies to improve the system, and with the advance purchase of several hook-ups that helped the sanitary district out of financial difficulties.

The tribal organization is in charge of managing the facilities in the community, making sure they function properly and are taken care of. A critical element in managing the facilities are the systems they operate with. Revenue from the Casino has given the tribal organization the ability to improve its accounting and communications systems. The tribal organization has installed a new accounting and purchasing system that allows for better tracking of budgets and better controls on the purchasing of goods, services, etc. They have also expanded their computer systems by networking all of their facilities together, eventually includ-

ing the Casino. This will give the organization the ability to share information, and to communicate by computer with co-workers. Efficient systems within facilities lead to more efficient organizations and better service to tribal members.

The final element of Building Community is:

Increasing communication and participation among tribal members

Spirit Mountain Casino, in an effort to increase communication and participation among tribal members, has specific tribal events showcasing the Casino and *Legends* grand openings, and Native American holidays. The Casino has added Tribal Services to the Human Resources Department and Public Relations to the Marketing Department in an effort to increase communication with the Tribe and tribal members.

Tribal Services' main goal is to assist Grand Ronde tribal members with the hiring process including the gaming licensing process, available positions, and the interviewing process.

Public Relations deals specifically with tribal issues concerning Spirit Mountain Casino including tribal events and regular meetings with Tribal Council. Public Relations is one of the first contacts for tribal employees who may have questions about Spirit Mountain's policies and procedures. **Future articles will cover the three other key principles of the Tribe's mission.**