

Tribal Member Addresses National Audience in New Mexico

■ Sanda "Sam" Henny gives presentation on Tribal career development.

By Brent Merrill

ALBUQUERQUE, N.M. — Tribal member Sanda "Sam" Henny recently traveled to Albuquerque, New Mexico to give a presentation to participants in this year's National Indian Gaming Association Conference. Henny's presentation was about Tribal career development and titled "Career Power."

Henny, who works at the Tribe's Spirit Mountain Casino as an Employee Development Specialist, was honored by the invitation to present and to represent the Confederated Tribes of Grand Ronde.

"I was thrilled and excited to present at a national venue," said Henny. "Although we sometimes feel that we do not move ahead at a quick enough pace with our goals, the Grand Ronde Tribes' and Spirit Mountain are on the cutting edge in Indian Country. I was honored to share our experience with the *Career Power* program with other Tribes."

Henny started her presentation with some history about the Tribe and some history about the Human Resources program at Spirit Mountain.

"The purpose of the *Career Power* program is to provide our participants with a broad base of skills and expertise in development planning," said Henny to the 50 or so people who attended her presentation.

It was the Grand Ronde Tribal Council that wanted the *Career Power* program, said Henny. She said the council wanted to use the program to develop Tribal member employees.

The first challenge according to Henny was to respond to council's request quickly and get the management team at the casino on board with the concept. Henny said another challenge was to design a program that was accepting of the fact that Tribal



Power Player — Tribal member Sanda "Sam" Henny recently gave a presentation to participants in this year's annual National Indian Gaming Association in Albuquerque, New Mexico. Henny's presentation was about the Tribe's career development program. Henny said she was honored to be asked to present the Tribe's program to a national audience.

Photos by Brent Merrill

members have varying degrees of education when they come to work at the casino — the range is less than a GED to Master's degree holders.

Working around the casino's non-stop, 24 hours a day, seven days a week, 365 days a year operation schedule to try and find time for employee development and training was tough.

Henny gave each participant a *Career Power* questionnaire to fill out. Each person was asked questions about self-assessment, personal reputation, organizational trends, career options and enhancing and gaining personal knowledge.

The National Indian Gaming Association

(NIGA) was established in 1985. NIGA is a non-profit organization of 168 Indian Nations and other non-voting associate members representing organizations, Tribes and businesses engaged in Tribal gaming enterprises from around the country. The common commitment and purpose of NIGA is to advance the lives of Indian people — economically, socially and politically. NIGA operates as a clearinghouse and educational, legislative and public policy resource for Tribes, policy makers and the public on Indian gaming issues and Tribal community development.



Fourth Annual Safety Day Held

Safety is good. Safety in numbers is better. On April 9, Tribal staff took part in the Fourth Annual Safety Day. The event is sponsored by the Safety Committee. On hand was the Willamina Fire Rescue and Medic Units to promote safety awareness. The Safety Day couldn't have come at a better time due to an earthquake that shook the Northwest just a few months ago.

Red and Ready — The Grand Ronde Tribal logo (above) is now proudly displayed on the Willamina Fire and Rescue units. A grant from the Spirit Mountain Community Fund for \$244,500 allowed the fire department to purchase the new ambulance and medic units. Tribal member Roger Harrison designed the Tribal logo.



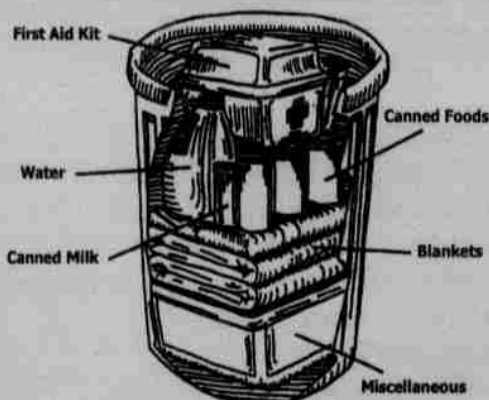
AWARD WINNERS

Curtis Rentsch, on behalf of the Facilities and Maintenance department, accepted the Most Improved Department Award.



Kevin Mueller took home the 2000 Safety Leadership Award.

DID THE RECENT EARTHQUAKE CATCH YOU OFF GUARD?



Here are some helpful ideas for an emergency kit for your home so that won't happen again.

- **Choose a location** — such as a closet or a corner in the garage where it is cool and dark. If you live in an apartment or have limited space, be innovative. Other possible storage locations are under the bed, under the stairs or use it as a table and cover in with a tablecloth.
- **Layer the supplies** — keep supplies together in a container such as a plastic garbage can with wheels. Rotate food items every six months. Include clothing items.
- **Start with what you already have** — if you are a camper, your tent, cook stove and other gear can double as emergency supplies.



The Head Start Preschool staff scored the with the Safest Department.