

New Human Resources Manager Shares Experience And Sense of Humor

■ Judy Zettergren's corporate experience was not just cosmetic.

By Ron Karten

She is a biologist by training, and early on worked in Wisconsin to develop better skin and hair care products for S.C. Johnson & Son Inc., the makers of Johnson Wax, for many years. Her talents went beyond researching, however, and she moved into the human resources end of the business because she began to favor her ability to speak both the languages of the researcher and of management.

"I was always drawn to group projects," said Judy Zettergren, new Human Resources Manager for the Tribe, "and thought it would be fun to hire scientists. I connected with the clients really well."

Taking the job also meant that her daughter would not have to work her way through college as she did.

When in the 1980s, her husband, Les, took a job as a research professor with Reed College in Portland, Zettergren took a position as a research associate in the dermatology program at Oregon Health Sciences University. The university roller coaster sent the Zettergrens back to Wisconsin, but after 20 years, the pull of family held sway. Judy needed to be near her older siblings in north-central and central Oregon, and the stage was set for her future at the Confederated Tribes of Grand Ronde.

With researching skills top among her abilities, Zettergren discovered a Harvard study which described Indians as "very successful at taking care of their people," she said. "From my non-Native perspective, I saw this as a key to success."

But as a non-Native who never before worked for a Tribe, Zettergren approached the job, which she started in August, with a humility built on years of



Photo by Peta Tinda

Judy Zettergren

working with employees. "I need to listen and try to understand the way that works best," she said.

As part of that effort, Zettergren has embarked on what she calls a "needs gap analysis." It will involve an interview grid to help her "listen and ask questions" about what

the Human Resources Department should be doing. She brings a lot of experience to this effort. "Like any organization, I worry about the talent and leadership pipeline, the succession of people who move up and keep the mission of the Tribe going."

As a result, she said, "I encourage the professional development of our folks. I want to keep and de-

velop a good Tribal pipeline." And in that regard, she wants to "get them while they're young in order to help them move up to leadership and higher paying jobs."

to work.

She also has a way with motivational sayings. On her blackboard at the time of the interview was one that said, "The best exercise for strengthening the heart is reaching down and lifting people up. — Ernest Blevins"

A fisher and a wide-ranging reader on subjects like fishing and music and mysteries, she adds to that an inviting approach to the world.

A stuffed version of Catbert, the evil Human Resources director from the cartoon, *Dilbert*, sits on top of a bookshelf in her office. "I bring him down when I'm having a bad day," she said.

"Humor is important," she said. "It's the only way to survive."

"A community is important because everybody has a place around the table."

Women Take The Walls In Dallas

■ Spirit Mountain Community Fund grant turns into beautiful art for "one's innate cultural needs."

By Ron Karten

When your heart is in the right place, your gifts spread far and wide.

This is the case with a recent \$30,000 Spirit Mountain Community Fund grant to Sable House in Dallas. It is the second such grant in as many years to this facility providing services to women. The Fund also gave Sable House another \$5,000 at the Spirit Mountain Community Fund's \$20 Million celebration in May (SS, 6/1/03).

"Our gifts to Sable House are always well spent," said Angie Blackwell, Director of the Spirit Mountain Community Fund. "We know the funding provides much needed comfort to women in Polk County. But there is always a little something extra that comes out of these gifts. The 'Opening Windows' exhibit is a perfect example of that something extra."

Sable House is the Polk County facility "providing shelter and case management services to women," according to its director, Deborah Thompson. With a \$350,000 annual budget, Sable House served 920 clients, 162 in shelters, and answered 1,700 crisis hotline calls in 2002, said Thompson.

Of all the services that Sable House provides, none have had as public a face as the art show in October at the Pearl Gallery in Dallas. (Actually, there are now two Pearl Galleries in Dallas (at 184 SE Oak and 113 Court Street), both made available for Sable House programs by another generous soul and Sable House supporter, Penny Cox of Dallas, owner of both buildings.

Called "Opening Windows: An Introspective Journey of Women," the 46-piece show was "designed to trigger emotions," according to Cox, whose name tag at the opening subtitled her, "The Queen."

Cox has a long record of supporting women's issues in the area, a flair for the beautiful and the real estate to house her dreams. For this and future shows, the new Pearl Gallery has been

refurbished in the finest Victorian tradition and lent for Sable House uses on a more or less permanent basis.

More than a year ago, Cox and Thompson brainstormed the idea of using art as therapy for Sable House clients. The original idea focused on "art and theater therapy, to see if it helps with women victims of domestic violence," said Cox. The Pearl Gallery emerged as the pilot program promoting that idea. Modeled after Maryhurst University art therapy programs, the Pearl program includes free art classes which also are open to the community at large.

Currently, Dallas artist Jenica Van Dyke teaches four classes: Visual Journaling, Three-dimensional Expressive Collage, Self-Exploration Through Collage and Landscape Painting. Her piece in the show, *Stone Silence*, is a pastel of a face carved out of stone with a tear dropping from one eye. Her description of it said in part, "I could feel nothing and I could feel everything...To heal I had to allow the silence to be broken, the tears to flow, the pain to show."

She said that she asks students to use single words to describe their feelings at the beginning and end of class. The words change from 'stressed,' for example, she said, to 'rejuvenated.' "We do believe we are helping."

Other art included Bobbi Jo Epperson's *Self Portrait as a Man* and Kim Smith's untitled piece, which was a corset made out of cold cuts pre-



Photo by Ron Karten

Native Talent — Siletz and Chasta artist Lisa Brown (right) describes her work during the opening of the art exhibit, "Opening Windows," benefitting Sable House in Dallas. Jenica Van Dyke, artist and Sable House art teacher at left, looks on.

served (with shellac!), sewed together and mounted on a mannequin. A vegetarian, Smith said, "I loved the way I hated this."

Siletz and Chasta artist and artists' representative Lisa Brown had two pieces included in the show: *Transcendent Tigress — An Expression of Triumph*, and *Magic-Love-Protection*, both needle appliques.

She was seeking, she reported in the program notes referring to *Tigress*, "to retain that which is wild and natural in one's being, and to be capable of extending beyond the limits of ordinary experience, and transcend a material existence in order to sustain one's innate cultural needs."