

Tribal Employments Rights Ordinance (TERO) Director

Reports To: Tribal Chairman and TERO Commission

Location: Happy Camp Administrative Office

Salary: \$30,000 to \$40,000, depending on experience

Summary: The TERO Director ensures that all Tribal departments, programs, sub-entities, and their contractors comply with all applicable Tribal, Federal, and State employment laws, including the Tribal Employment Rights Ordinance (TERO) and the Indian Preference Act. Shall also be responsible for administering the BIA-funded Adult Vocational Training (AVT) Program and the DHHS-CCDF funded Childcare Programs.

1) What are your typical job responsibilities?

Support the membership through job readiness and referrals. Enforce the TERO Ordinance through monitoring of job interviews, tribal contracts (when necessary) and hold hearings for job terminations if that is required. Maintain a "skills bank" of the tribal workforce and to certify Indian owned businesses. Keeping the TERO Commission the Chairman and the Tribal Council happy.

2) How do you *really* spend your day?

The day starts out for me by brushing up on current events and checking out various national websites (Indianz.com is a great website to be up-to-date in Indian Country) I check out national and foreign newspapers and then do the "email" thing; I rely on email a lot for my communications. After a morning of that I am on to the paperwork, from processing Adult Vocational applications, Child Care Client and Provider applications or Child Care payments (always the first week of the month). There is always some paperwork to do or phone calls to make.

3) How do you organize your day to ensure you get everything done?

I prefer to exercise my brain as much as possible so I only make mental "to-do" lists. (I do schedule meetings on my calendar). I rely on the Creator to get me through each day and to make sure I have followed up on all the things I am asked to do.

4) What education/career paths lead you to this position? Were there any life changes that guided your way to this position (ex; closing of the mill, desire not to leave area, family)?

It is quite a story about how I got back to the river and involved in our tribal government. I was in the Navy for six years and that was a great training ground for the bureaucracy and disciplines that working in government calls for. After I got out of the Navy, I went off into the world and then in 1996 moved to Happy Camp to take care of my grandmother who wanted me to get involved in the tribe. She and my great-grandfather played a part in getting the tribe recognized so long ago. I got to take care of her for five weeks and after she passed, I got a job at the tribe and it all is history after that! I have worked at the tribe in the capacities of Receptionist, Enrollment/Education Assistant, Education/Child Care Director and now TERO Director. I have also served a term on the KTHA Housing Board. Because of the experience I have gained working in our tribe's government administering the Federal Child Care and Development Funds, I have been able to participate as a board member on the National Indian Child Care Association and have had the opportunities to advocate for

tribes in Senate offices and Federal Government offices in Washington DC. I have also been instrumental in getting the state of California to sit down with tribes to talk about early childhood matters in the first ever Tribal/State CCDF workgroup.

5) Uppers; what is the thing that you love most about your job?

I love making a difference in our tribal peoples' lives by facilitating the assistance they need or by initiating something that you can see benefits the tribe.

6) Downers; what is the thing that you love least about your job?

Not being able to assist our tribal members due to the lack of funding. I think it is a terrible sin not to have economic development going on in our lands with all the resources and opportunities that tribes have. If we could generate our own discretionary revenue (i.e. casino, gas station, smoke shop, gravel pit, bottled water plant, etc.) then we could expand services to our tribal members perhaps even provide per-capita payments someday.

7) What inspires, excites, and/or motivates you in your job?

The vision of ways we can exercise our tribal sovereignty and the potentials we have as a tribe of people. My life and culture is my religion and this inspires, excites and/or motivates me!

8) What does your average work week schedule look like (ex; hours worked, meetings, appointments, traveling, etc.)?

There is always something going on in Child Care and TERO; I am always busy and my day could change with one phone call. Contrary to others, I feel meetings are an important way to stay in touch with other programs as we can't communicate enough and we are seldom provided team building and staff training opportunities. I usually have one or two meetings a week and travel to Yreka and Orleans almost on a regular basis. Both of the programs I administer have annual and quarterly meetings so I am required to travel more than others. I sit in on the majority of interviews for jobs advertised by the tribe as they come up which requires travel to Yreka and Orleans.

9) How do you relieve stress?

I find a lot of stress relief at my home. I live in a 160 year old and sometimes haunted house and it is very comforting for me there. I get real excited growing all kinds of plants especially flowers and vegetables. I love to drive up into the mountains (Siskiyou's and Marbles') on the old logging roads and commune with the Creator and the Creator's spirits there. I have lots of ways to relieve stress; Creator knows working for the tribe creates a lot of it!

10) Does your job include a lot of traveling? Do you enjoy it?

I am so honored to be able to represent the tribe at conferences and meetings. I always think of bringing honor to my Grandmother and how proud she'd be. I don't mind traveling at all, when I was in the Navy I sailed almost all of the seven seas and I learned early on that all the people of the world are all the same on the inside, we all want the same things in our lives; love, health, prosperity...this makes it easy to go anywhere, we are all alike when you really think about it.

11) What advice would you give to someone interested in this line of work?

My foremost advice to anyone interested in working in tribal government is to have a sense of humor, study federal regulations that govern tribes, have confidence in yourself, and don't take things personal.

12) What does a *typical day in your world* look like?

A typical day? Every day is new to me and I always lay awake in the mornings wondering what the day will bring. I always make sure I thank my Creator for my life in some kind of way every day and I do my best to make my family of ancestors proud. Refer to answer on question number 2. Yootva!