



Red Rocks Reporter

MAY 2015

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FROM THE GOVERNORS

SELF-GOVERNANCE ANNUAL CONSULTATION CONFERENCE

Submitted by Kevin Shendo, Director, Department of Education

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The 2015 Tribal Self-Governance Annual Consultation Conference was held April 26 through 30 in Reno, NV. The theme was *“Tribal Self-Governance: A Legacy for Future Generations,”* which embodies the growing interest in self-governance. More than 65 percent of the 566 federally-recognized tribes are operating under Compacts of Self-Governance with the United States government.

Attending the conference were Governor Raymond Loretto, DVM, Education Director Kevin Shendo, Social Service Program Manager Henrietta Gachupin, Law Enforcement Administrative Assistant Carrie Gachupin, Tribal Court Administrator Cynthia Gachupin, and Contracts and Grants Officer Jeri Loretto.

Sunday began with a consultation on education with the US Department of Education and pre-conference trainings. The next two days focused on Department of Interior-Bureau of Indian Affairs (DOI-BIA) programs and the last two days focused on Department of Health & Human Services-Indian Health Services programs.

The Annual Consultation Conference featured presentations focused on leading self-governance policy, budget and program priorities, including self-governance in non-BIA programs, best practices for re-investing third party revenues, natural resource management, and expanding self-governance within the Department of Health and Human Services. The conference also offered a Self-Governance 101 training track to prepare interested tribes for self-governance and to provide resources for new self-governance tribal employees.

Throughout the week, break-out sessions highlighted tribes who are leading the way under self-governance, as well as opportunities for self-governance tribes to improve health services, social services, education, economic development, natural resources, data management, and tribal governance. Self-governance tribes were also able to schedule dedicated meetings with IHS and BIA, where key federal officials and tribal leadership met to discuss local tribal priorities and identify steps in moving forward. The meetings were invaluable, as they enabled us to gain further insight and knowledge into the self-governance process and we were able to have direct input and dialogue with respective federal officials.

The areas that I found most valuable were the opportunity to learn more in-depth about the budget process and how to re-invest third party revenues to support other tribal and community priorities; the critical nature of succession planning to ensure that we are building capacity in our tribal employees and students to be able to effectively and efficiently manage our self-governance programs; and the importance of exploring the parameters and opportunities which could be possible as a self-governance tribe. In addition, we learned more about the significance of our tribal leadership or their designees being actively engaged with the Self-governance Advisory Councils for BIA and IHS.

HOUSING



PUEBLO OF JEMEZ

2015 TRIBAL GOVERNORS

Dr. Raymond Loretto
Governor

Aaron Cajero
First Lt. Governor

Dominic Gachupin
Second Lt. Governor

TRIBAL COUNCIL

Joe Cajero

Paul S. Chinana

Raymond Gachupin

Frank Loretto

J. Leonard Loretto

Raymond Loretto, DVM

José E. Madalena

Joshua Madalena

J. Roger Madalena

José Pecos

David M. Toledo

José Toledo

Michael Toledo, Jr.

Paul Tosa

Vincent A. Toya, Sr.

Red Rocks Reporter May 2015 Edition

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NM 87024.

Housing Department News

Submitted by Denny James, Director

The Pueblo of Jemez Housing Department (Housing) is responsible for operational management, supervision, strategic planning, scheduling, budgeting, and compliance management with policies and regulations. The department priorities are to deliver quality products within budget and timelines, and to adhere to federal regulations for expending funds.

Housing provides administrative support such as resident services, tenant and administrative accounting, and project planning and management. Its current Force Account personnel builds, maintains, renovates, rehabilitates a majority of the Tribe's housing units. Housing is the process of rehabilitating 21 homes in the community, which is at 65%. The department is also well underway with its mold remediation grant project that consists of 14 homes. Also in the plans are to rehabilitate 43 homes that were severely affected by the rains of September 2013.

Our Commitment

Our Housing Department is committed to results. With a team dedicated to the community, we look for opportunities to help our community and work with current and potential homeowners to address their housing needs, following consistent policies and procedures.

Housing will balance efficiency and effectiveness, concentrating on both "doing things right" and getting the right things done, producing and preserving our production assets and maximizing our ability to produce.

Housing will continue to focus on identifying available funding to blend with current HUD allocations to complement new rehabilitation and new construction plans, consistent with local customs, cultural elegance and building codes. The first priority is to develop five-year strategic housing initiatives to offer housing opportunities for all tribal members.

Eligibility

The keys to remaining on an eligible wait list are annual updates of applications as well maintaining eligibility throughout the process.

To be eligible, participants must remain within low to moderate income levels, defined as 30 to 80 percent of the area medium income (AMI.) The Pueblo is located in the Sandoval County income limit area. Federal income limits are determined according to household income and family size. The Pueblo's point rating system allows top priority for elderly and/or disabled applicants. In addition, families with small children, as well as those exposed to hazardous conditions, homelessness and overcrowded conditions are highly prioritized. Current rehab projects and future new development participants are selected based on these criteria. A detailed chart of income limits per household size is available at Housing office.

COMMUNITY NOTICE: The Pueblo has a new 1,792 sq. ft. residence located at 4520 Highway 4 available for sale to tribal members. Contact the Housing Department for more information at (575) 834-0305.

INCOME LIMITS 2015

(Effective March 6, 2015)

	1 Person	2 Persons	3 Persons	4 Persons	5 Persons	6 Persons	7 Persons	8 Persons
Extremely Low	\$12,500	\$15,930	\$20,090	\$24,250	\$28,410	\$32,570	\$36,730	\$39,250
Very Low	\$20,800	\$23,800	\$26,750	\$29,700	\$32,100	\$34,500	\$36,850	\$29,250
Low	\$33,250	\$38,000	\$42,750	\$47,500	\$51,300	\$55,100	\$58,900	\$62,700

TRIBAL COUNCIL

TRIBAL COUNCIL REPORT

The Tribal Council Report is published at the direction of the Governors to keep the community well-informed. Governor Raymond Loretto, DVM, First Lt. Governor Aaron Cajero and Second Lt. Governor Dominic Gachupin proposed the following resolutions that Tribal Council approved.

May 4, 2015

Approved submission of the 2016 Indian Highway Safety Program grant proposal to the Bureau of Indian Affairs to secure

needed funds for the Jemez Police Department to enable them to effectively and efficiently enforce traffic, DWI and seatbelt laws on roadways within the Pueblo's jurisdiction.

PLANNING & DEVELOPMENT

A Message from the Planning & Development Road Crew

Submitted by Carla Gachupin

Speeding is always a concern on our roadways, not only on Highway 4 or NM 550 but also here in our community and on our back roads. A major issue lies within our own front yards. We all live along a major roadway. We rush around constantly, but we often forget that there are pedestrians along these roadways. The department has had several calls regarding speeding issues when community members are not abiding by the posted speed limits, especially in school zones.

We recently honored our precious children at our Annual Child Abuse Prevention Fair and Conference and we continue to honor mothers, fathers and elders for a lifetime. Please

Signs are posted throughout the inner and outer village areas. Follow all speed limit signs, school bus zones and stop signs. Failure to obey these signs may result in a police citation, or – worse – injury to a community member. THESE SIGNS PROTECT ALL OF US FOR A SAFER COMMUNITY.

watch out for our elders, children, mothers, fathers and guests, whether they are driving, on a walk or a daily run.



Eugene Hosteen and his bridge crew from New Mexico Department of Transportation (NMDOT) complete the finishing touches to the Erosion Control-Gabion Basket Installation Project. "It looks awesome. They did a great job," says Carla Gachupin.

NATURAL RESOURCES

Pueblo Hosts Department of Energy Official

Department of Energy Assistant Secretary **Mark Whitney** was in Jemez to visit with the Four Accord tribes that surround the Los Alamos National Laboratory, Jemez, Cochiti, Santa Clara and San Ildefonso.



The DOE funds two programs currently under the direction of the Natural Resources Department (NRD): the Los Alamos Pueblo Project (LAPP) and the General Assistance Program (GAP).

These funds are intended to monitor the quality of our water, air, animal populations and plants to ensure that contaminated waste created by LANL is not affecting our community. In addition, the Pueblo is enabled to operate the NRD office related to EPA issues and general environmental protection and natural resource enhancement.

PUBLIC WORKS

NEW TEAM MEMBERS AT PUBLIC WORKS

Submitted by Vincent Toya, Jr.



Utilities Supervisor

Todd Loretto is the newly appointed Utilities Supervisor for the Pueblo of Jemez Public Works Department. He is a Pueblo of Jemez tribal member who has many years of supervisory and utility experience under his belt. Todd recently obtained his New Mexico Water Operator Certification in Water Level 2 and Wastewater Level 1.

“I plan to provide safe utility services to my community, all the while using my water certifications to serve my people safe, good drinking water.” For all water and sewer related emergencies, he can be reached at (575) 834-7942.



Transfer Station Attendant

Due to retirement of long time Transfer Station Attendant Emiliano Sando, the Transfer Station was left with a small void. But recently the Pueblo was able to hire Paul Toledo to fill that void. Paul has received a lot of positive

feedback from the community since he started.

“I love working for my tribe. It’s close to home and I get to help out my community every day,” he says. He also mentions that he “helps community members unload trash” and “keeps the Transfer Station clean,” which has made a big difference. He “will do his best” in “helping elders unload trash while providing good customer service.”

Public Works Staff

In December, the leadership changed and many Jemez men were appointed to serve the community for the 2015 calendar year. Our own Steve Fragua was selected as Tribal Sheriff. Due to his appointment, it was necessary for Sheriff Fragua to vacate his position with the Public Works Department and focus on his civic duties as Tribal Sheriff. The department has temporarily hired Jonathan “Burt” Casiquito to serve for the 2015 calendar year until Sheriff Fragua returns. Burt is a well-respected community leader with knowledge in building maintenance and repairs. If you see Burt around, give him a nice wave as he surely would be eager to greet you back.



HEALTH & HUMAN SERVICES

Second Accreditation Survey for JHHS

Jemez Health and Human Services was first accredited by the Accreditation Association for Ambulatory Health Care (AAAHC) in 2012. Health centers are reevaluated every three years, and JHHS had its second survey during the first week in May.

“The two surveyors made it clear that we again not only passed, but received high marks for the health services we deliver,” says Medical Director David Tempest, MD. The official final survey report will be delivered in about six weeks.

AAAHC has also designated JHHS as a “medical home” which recognizes medical care that is comprehensive, of high quality and safety, focused on the patient-provider relationship and makes the patient the center of care.

“During our first survey three years ago, surveyors actually

remarked that JHHS was “the poster child of what a medical home should be,” Dr. Tempest recalls.

The Five Principles of Being an AAAHC Medical Home

1. Focus on provider/patient relationship.
2. Make patient the center of care.
3. Provide accessible, comprehensive, coordinated and continuous care.
4. Quality and safety.
5. Collect and report data that is meaningful to the patient.

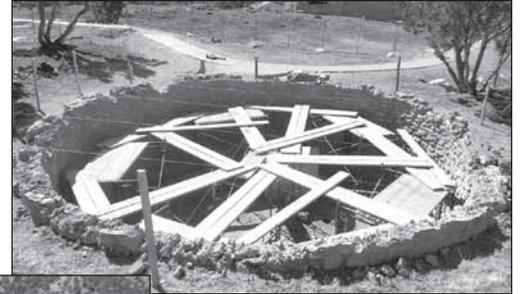
“Many thanks to all the hard working staff at JHHS and the Health Board for their continued efforts in maintaining the quality and safety of our health services. Jemez should be very proud of this achievement,” Dr. Tempest concluded.

JEMEZ HISTORIC SITE

A Work in Progress: The Kiva Reroofing Project

Matthew Barbour and Marlon Magdalena, Jemez Historic Site

Reroofing of the kiva at Jemez Historic Site is ongoing. Although the kiva will have the look of something built by the ancestors, a great deal of modern technology is going into the construction to prevent water damage and provide a structure that meets current building codes. Here are a few photos of the work thus far. If you're curious, please come by and see the work for yourself. As always, there is no charge for Jemez tribal members. The project is scheduled for completion in late May.



Photos by Marlon Magdalena, courtesy of Jemez Historic Site.

JEMEZ COMMUNITY DEVELOPMENT CORPORATION

Timber Industries Tour for Federal Official



Butch Blazer, Deputy Under Secretary US Department of Agriculture, visited Jemez Pueblo on April 29 and toured the Walatowa Timber Industries operations under the management of Jemez Community Development Corporation (JCDC.) A Mescalero tribal member, he is especially interested in what his tribe could learn from the successful enterprise.

SOCIAL SERVICES

POLICE DEPARTMENT



CHILD ABUSE PREVENTION CONFERENCE

“One is one too many.”

The Jemez Health & Human Services Social Services Program sponsored the Child Abuse Prevention Conference with the assistance of the Jemez Police Department on Wednesday, April 29 at the Walatowa Youth Center.

First Lt. Governor Aaron Cajero, Sr. and Assistant Fiscal Eugene Toledo opened the program with traditional prayers.

“Working in the schools for a number of years, I saw too many children who were treated badly by their parents as well as teachers and peers. We see it on the athletic field as well,” Governor Cajero said. “If you see it, stop it. We must teach each other. We can’t let it happen to our children. Victims of child abuse can be scarred for life. We need to fight for our children and for our future.”

Social Services Prevention Coordinator Joline Cruz-Madadena and Interim Police Chief Chris French shared the presentation to more than 100 people in attendance, including many students.

Protecting Children: Understanding Child Abuse

“Thinking about a child being abused makes us cringe. It’s hard to believe. But the problem is everywhere, here as well as in Albuquerque, and across the state, the nation, and the world,” said Joline.

She reminded the audience that it is critically important for children to have strong bonds with adults they trust. “Being a child seems more difficult today. Having this attachment, whether with a parent, relative, caregiver or friend, helps the child develop skills to handle life’s sometimes bumpy road,” she added.

Joline described different types of child maltreatment: physical, emotional and sexual abuse as well as neglect. “Often, a child experiences more than one type. A child who is physically abused may also be sexually abused. Emotionally abused children may be neglected as well.”

Physical abuse includes any type of deliberate injury, including hitting, burning, bruising, cutting, kicking, pushing and shaking.

Emotional abuse can be threats, insults, rejection and criticism that attack a child’s self-esteem and self-worth. Children who feel rejected or unwanted can be easy targets for child predators because they desperately seek love and acceptance.

Neglect is the failure to provide for the child’s basic needs: food, shelter, clothing, medical care, education, safety.

Sexual abuse occurs when a child is deliberately used for

sexual gratification.

Joline reviewed the state laws addressing child abuse as well as the Pueblo of Jemez Children’s Code adopted by Tribal Council in 2007 under the direction of Governor Raymond Gachupin.

“Our community is rich in resources and services to help our children,” Joline added.

Protecting Children From Sexual Abuse

“Abuse is 100% preventable,” said Chief French. “It doesn’t have to exist. How do we eliminate it? By reporting. Stand up for kids who need help.” He acknowledged that talking about child sexual abuse is difficult and uncomfortable. “We just don’t want to face it, don’t want to talk about it. It’s very deeply disturbing, especially to those of us who are parents,” he said.

The presenters noted that one in every six boys, and one in four girls, experience some type of sexual abuse before age 18.

“If it happens to one, it’s one too many,” they stressed.

Sexual abuse can be physical or non-physical. Physical acts range from fondling to rape. Non-physical sexual abuse may be talking to a child about sex in an inappropriate way, exposing genitals, sharing sexually explicit text messages or e-mails (sexting,) showing pornography or enticing the child to participate in pornography.

“Parents are responsible for knowing what their children are sending and receiving on their electronic devices. It’s your job to know what’s going on,” Chief French stressed. “Be nosy. That’s your right and your obligation to protect your children.”

“Know your children. Know where they are, what they’re doing, who they’re with, when they’re coming home. Parents need to be in charge,” he added.

Parents who are concerned about the content of e-mails or text messages can bring the phones to the Police Department. They have access to technology that can read the messages to determine whether the situation is abusive or dangerous, track and identify the sender if abuse is found, then take action.

Chief French also advised parents to be aware of the National Sexual Offenders Registry so they know where potential predators may be. “You must be alert and aware. Predators can be anywhere – on vacation, at ball games and track meets, at activities that attract children, anywhere. Predators know where to go to find victims.”

Parents can go to the web site at <http://jemez.nsopw.gov> to find the names of registered sex offenders in the area. The national registry at www.nsopw.gov can be searched by city or Zip code if you are traveling. If you know that a predator is

SOCIAL SERVICES

POLICE DEPARTMENT

Child Abuse Prevention Conference, Continued



LEARN THE UNDERWEAR RULE

TALK

PANTS

AND YOU'VE GOT IT COVERED!

EXPLAIN THE "UNDERWEAR RULE" TO YOUR CHILD

- **Privates are private.** No one should see or touch their private parts, or ask them to touch someone else's. The exceptions are health care providers who should explain what they are doing and why, and ask the child for permission.
- **Always remember your body belongs to you.** No one should try to make them do anything that makes them uncomfortable. And they can Always talk to you about anything that worries or upsets them.
- **No means no.** They have the right to say no, even to family members or friends.
- **Talk about secrets that are upsetting.** Explain the difference between good secrets and bad secrets. Good secrets are things like surprises or presents for other people. Bad secrets make you feel sad, worried or frightened. Make sure you know that your child can tell you bad secrets without getting into trouble.
- **Speak up.** Someone can help. Tell your children they can speak up, to you or another family member, teacher, a friend's parent, or other adult they trust. Remind them they will not get in trouble for speaking up.

involved with or near children, report it. Do not try to handle the situation by yourself!

"Teach your children appropriate skills around *stranger danger*. Make sure they know *good touch/bad touch*," he advised.

"Be alert to signs that a child is in trouble," Joline added. "If we don't help, we fail as a community. It takes a community to raise our children."

Who Are the Predators?

Sexual predators are not easy to identify. They are "just normal people." They can be male or female, old or young, rich, poor or middle class, strangers, friends or relatives.

"Most sexual abuse happens with people children know and trust," Joline said. "Abductions and kidnappings by strangers make headline news, but they are very rare."

Sexual predators share some common behaviors when they choose a child to prey upon:

Choosing a child to target: Predators may seek children who seem lonely, unhappy or alienated from others. Children who do not get enough love and attention from their families are easier targets.

Gaining the child's trust: Predators may show extra attention, bring gifts, take the child on special outings, give compliments – anything to make the victim feel special and wanted.

Grooming the child: The abuse may begin subtly, with "games" or "secrets" that the predator pretends to be innocent. The child is slowly lured into more and more overtly sexual activities.

Preventing the child from telling: The abuser may threaten the child, or threaten to harm the child's pet or family. They may also convince victims that no one will believe them. Predators who are important to the child or family members may say that "telling" will get them in trouble and the child will never see them again. Or the child may be afraid to upset an important relationship, such as with a parent's spouse or significant other.

Some predators convince the child that the abuse is a normal way to express love and affection. "Children have the same feelings we have," Joline noted. "It may feel good and make them feel special. And the abuser feeds the child's confusion: if it feels good, why is it bad?"

Signs of Sexual Abuse

"If you see the signs, be alert," Joline said. "Not every sign is a certainty, but be aware of the possibility."

Physical signs include stained or torn underwear; trouble sitting, walking or using the toilet; bruising, swelling or bleeding, including on the mouth or tongue; headaches or stomach aches; difficulty swallowing or eating; and sexually transmitted diseases (STDs.)

The emotional signs may be harder to detect and can include depression, anxiety, anger or mood swings; fears of certain places or people, especially new fears; withdrawal; nightmares, fear of the dark, fear of bed time, and regression and acting younger than their age. Any new behaviors could be a sign that the child is hurting about something; take time to find out what is troubling him or her.

Continued on page 6

SOCIAL SERVICES

POLICE DEPARTMENT

Child Abuse Prevention Conference: *“One is one too many.”*



The child may also act out sexually or show knowledge about sex that is not age-appropriate. They may develop self-destructive behaviors. School or athletic performance may drop. Some may turn to alcohol or drugs, especially older children.

“Look at the whole picture,” Joline said. “If there are lots of red flags, take action. Talk to someone. Get help.”

Protecting our children is a shared responsibility. Every person in our community is accountable. “You don’t have to prove abuse,” Chief French said. “That’s our job. But protecting the children is everybody’s job.”

Active Parenting

“Active parents are nosy,” the presenters agreed. “You’re not a friend; you are responsible for their safety. It’s okay if kids get mad at us if necessary.”

“Parent” is a Verb

- ✦ Ask questions.
- ✦ Be a role model.
- ✦ **Talk** to your children. **Listen** to your children.
- ✦ Find opportunities for dialogue and communication.
- ✦ Be available.
- ✦ Teach your children how to protect themselves.
- ✦ Know your children: what makes them angry? Sad? Happy? What are their dreams and aspirations?

Remember: You can only know something is wrong if you know your child well enough to observe any changes.

Reporting Abuse

“Reporting is everyone’s job,” the presenters reiterated. “Our community has excellent resources to turn to. You can call Social Services or the Police Department and they will investigate. The Community Emergency Response Team (CERT) is on call 24 hours a day, seven days a week. Or go to a tribal official who can make a report.”

“Teach your children the correct names for their body parts. They need to know how to talk about their bodies, and how to

talk about something happening to them.”

Guidelines for Reporting

- ✦ **Believe the child.**
- ✦ **Be careful with questions.** Ask what happened, don’t ask specific questions. Minimize the trauma of retelling the experience repeatedly.
- ✦ **Get help for the child,** whether medical or psychological.
- ✦ **Report it.** It’s not your job to prove anything; leave that to the professionals.

“When abuse happens, the child and the family need to heal,” Joline said. “It affects everyone. We have skilled people who can help.” She also reminded the audience that teachers, health care providers and social workers are legally mandated to report suspected child abuse. “Professionals who fail to report can lose their jobs and their licenses.”

In the closing question and answer session, a participant asked about the relationship between child abuse and neglect and involvement in gangs. “Great question!” the presenters agreed. “And it’s definitely a factor. Gangs offer substitute families with people who offer the love, admire and respect the child needs. It’s a very important motivation.”

GET HELP!

IF A CHILD IS IN IMMEDIATE DANGER, CALL 911

Jemez Social Services: (575) 834-7117

Jemez Police Department (575) 834-0468

Sandoval County Dispatch: (505) 891-7226

NM Child Abuse Hotline: 1-855-333-SAFE

Childhelp National Child Abuse Hotline

SEX OFFENDERS REGISTRIES

Parents can go to the web site at <http://jemez.nsopw.gov> to search locally.

If you are traveling to other areas, the National Sex Offenders Registry is available at www.nsopw.gov.

Domestic Violence, child abuse, elder abuse, stalking and intimate partner violence are crimes in our community.

If you need help, or if you know someone who does, contact the Social Services program at (575) 834-7117.

If you are in immediate danger, call 911.

SOCIAL SERVICES

Thank you!

Jemez Social Services Program thanks the Pueblo of Jemez community and employees for their participation in this year's Child Abuse Prevention and Awareness activities during April. Your participation helped make each event a success. Evaluations were reviewed and your feedback will help strengthen our future events.

Children's Fair (April 11)

395 participants, 59 program staff, committee members and volunteers

Take A Step For Kids Run & Walk (April 15)

In collaboration with JHHS Public Health Program
176 participants

Family Movie Night (April 24)

245 participants

Child Abuse Prevention Conference (April 29)

108 participants

A special thank you to the committee and volunteers for your time and effort.

2015 Child Abuse Prevention Committee

Social Services

Police Department

Public Health

Tribal Court

Walatowa Head Start

CHILDREN'S FAIR 2015



Photos by Joline Cruz-Madalen



NATURAL RESOURCES

Earth Day at the Valles Caldera

The Natural Resources Department teamed up with the Valles Caldera National Park Education Center to celebrate Earth Day on Wednesday, April 22, with students from San Diego Riverside Charter School and Jemez Day School. Interim NRD Director John Galvan and Head Fiscale Herbert Tsoie, Jr. opened the program by addressing the children in Towa about the traditional importance of respecting and caring for the Earth. Then Executive Director Jorge Silva-Banuelos and the Director of the Scientific Services Division Dr. Bob Parmenter welcomed the group and introduced the staff

The children had a full day of information and experiments led by VCNP staff members. The day's events included learning to throw an atlatl used to hunt wild game and learning about the biology and structure of trees. Children experimented with using grasses and soil to filter water to purify it. Students also caught fish from the Jemez River, weighed and measured them, and learned how to identify different species. Firefighters demonstrated their equipment and talked about fire safety. Student hunters used nets to catch various insects to examine, identify and release. After lunch, teams were quizzed on what they learned. Special guest Smokey the Bear posed with the students before they left.



Photo by John Galvan



PUBLIC HEALTH

May is Teen Pregnancy Prevention Month

Submitted by Mildred Baca, CHR/MCH

Teen childbearing has been on a long-term decline in the United States since the late 1950s. In spite of these declines however, the United States teen birth rate remains one of the highest among industrialized countries. Childbearing by teenagers continues to be a matter of public concern because of the elevated health risks for teen mothers and their infants. In addition, public costs associated with teen childbearing are estimated at \$10.9 billion annually. In 2009 to 2010, the teen birth rate declined 9 percent, reaching a historic low at 34.3 births per 1,000 women aged 15-19; the rate dropped 44 percent from 1991 through 2010. Teen birth rates by age and race origin were lower in 2010 than ever reported in the United States. Fewer babies were born to teenagers in 2010 than in any year since 1946.

In 2013, the latest year for which statistics are available, the United States pregnancy rate among girls between 12 and 19 was 26.6 births for every 1,000 according to the national Campaign to Prevent Teen and Unwanted Pregnancy. If the teen birth rates observed in 1991 had not declined through 2010 as they did, there would have been an estimated 3.4 million additional births to teens during 1992-2010. Teen birth rates fell in all but three states during 2007-2010.

Teen pregnancy for Native Americans in the United States has declined as well. In 2012, a total of 305,388 babies were born to women aged 15-19 years. Even though the number seems high, this is a record low for Native American teens in this age group, and a drop of 6% from 2011. Birth rates fell 8% for women aged 15-17 years, and 5% for women aged 18-19 years.

Teens seem to be less sexually active, and more who are sexually active seem to be using birth control than in previous years. In 1991 live birth rates were 84.1% in 2005; in 2012 the rates had dropped to 38%.

Though teen births rates have declined, pregnancy and childbirth strongly contribute to high school dropout rates among girls. Only 50% of teen mothers receive high school diplomas by 22 years of age. Roughly one in four girls will be pregnant at least once before age 20. And about one in five teen moms will have a second child during her teen years. The children of teenage mothers are more likely to have lower school achievement and drop out of high school, have more health problems, be incarcerated at some time during adolescence, and face unemployment as young adults.

A number of factors contribute to early sexual activity and teen pregnancy: pressure into having sex by someone they care about; being under the influence of alcohol and/or drugs; physical attraction (a powerful force of nature;) and peer pressure.

Teen pregnancy can be prevented. As parents we need to start talking to our teenagers about sex and abstinence. Abstinence means not having sex at all. Having sex too soon can get in the way of other important things in the life of a teenager, like school, friends and family. Abstinence is a good choice because it prevents sexually transmitted infections (STIs) and unwanted pregnancies. Using birth control is the second best choice in preventing teen pregnancy.

Help prevent teen pregnancy. Be aware as parents: know who your children's friends are, get involved, find time to sit and discuss issues with your teens, and remember always to have an open mind and not be judgmental. Being open and honest to your teens will have a great impact as they continue their journeys of life.

For more information on how to prevent teen pregnancy contact Mildred Baca, CHR/MCH at (575) 834-7207.

Sources: Statistics and information collected from the CDC/NCHS, Centers for Disease Control/National Vitals Statistics System's website, and PlannedParenthood.org.

JHHS PUBLIC HEALTH PROGRAM PRESENTS

Beginning Farmer & Growing Beyond Your Garden

JEMEZ FARMING WORKSHOP

SATURDAY, MAY 27

9 A.M. TO 12 NOON

TOWA BOARD ROOM



Do you want to learn more about farming? *Enhancing Beginning Farmer Specialty Crop Management Skills and Opportunities in the Southwest* will present:

Soil And Water Management Different Types of Irrigation
Basic Crop Farming Practices Food Safety
Farmer's Markets

Farming as a business with funding opportunities
Formal classroom style presentations open to anyone who would like to learn more about farming. For more information, contact Agriculture Coordinator Martin P. Loretto at (505) 263-9059 or the Public Health Programs at (575) 834-7207.

PUBLIC HEALTH

Stroke Awareness

Submitted by Bob Morgan, RN, Public Health Nurse

Every 40 seconds, someone in the US has a stroke, making it the fourth leading cause of death in the country. A stroke occurs when a blockage stops the flow of blood to the brain, or when a blood vessel in or around the brain bursts.

Recognizing the Signs of Stroke

When responding to a stroke, every minute counts. The sooner a patient receives medical treatment, the lower the risk of death or permanent, long-term disability. If you or someone you know shows the following signs or symptoms, **call 911 immediately.**

- Numbness or weakness of face, arm or leg, especially on one side of the body.
- Confusion, trouble speaking, or difficulty understanding.
- Trouble seeing in one or both eyes.
- Trouble walking, dizziness, or loss of balance and coordination.
- Severe headache with no known cause.

Know the ABCs of Prevention

- **A**ppropriate aspirin therapy. Ask your provider about using aspirin as a preventive measure.
- **B**lood pressure control will reduce your risk.
- **C**holesterol management. Get your cholesterol checked on a regular basis. Cholesterol can be managed with diet, exercise and medication.

Control Your Risks

- Stop smoking. Get help at 1-800-QUIT-NOW.
- Exercise regularly.
- Eat a healthy diet low in salt (sodium.)
- Maintain a healthy weight.
- Prevent or control diabetes.
- Limit your alcohol intake.

Demographic factors such as family history, age, sex and race can all play roles in an individual's stroke risk. These factors should be considered when developing a prevention plan.

For more information, talk with your health care provider or go to www.cdc.gov/stroke/stroke_awareness_month.htm.

Free Nutrition Counseling

Every Wednesday and Thursday

Please call for an appointment: (575) 834-7207

VOCATIONAL REHABILITATION

Employability Skills Training

JUNE 1-5 9 A.M. – 4 P.M.

Hosted at the CRC building.

Lunch will be served.

This in-depth five-day training is free and open to the public.

Polish your job-seeking skills.

Update your resumes.

Practice your interviewing skills.

Create a portfolio.

For more information and to register, contact the Jemez Vocational Rehabilitation Program at (575) 834-0012.



NEWS YOU CAN USE

Call for Writers!

Sundance Institute and IAIA Offer Writers' Workshop

Seeking Native Youth Filmmaking Talent for Submissions

Sundance Institute and the Institute of American Indian Arts (IAIA) announced an open call for applications for the Sundance Institute/IAIA Native Writers Workshop for aspiring Native American screenwriters, July 15-19 in Santa Fe.

This five-day intensive summer writing workshop at IAIA's Department of Cinematic Arts and Technology will support six emerging Native storytellers who seek to share their voices in film and television. By pairing them with established writers and linking them to education and career resources across fields of independent filmmaking, the program will provide these aspiring Native storytellers with clear, solid pathways to advance their craft and filmmaking careers.

"IAIA nurtures our students' rich cultures and traditions in many different artistic disciplines; and one of the most vital is the art of filmmaking," says Dr. Robert Martin (Cherokee), President of IAIA. "These writing workshops will inspire participants to hone an important skill, which will enhance their ability to tell compelling stories through film."

"American Indians have been, and continue to be, the most underrepresented and misrepresented community in film and television," adds James Lujan (Taos), Chair of IAIA's Cinematic Arts & Technology program. "We're hoping the workshop will be a foundation for emerging Native writers to create meaningful stories that resonate with a wide audience."

For more information, go to sundance.org/native.

SENIOR CENTER

Jemez Seniors Celebrate Earth Day

Jemez Seniors celebrated Earth Day with a picnic at the Red Rocks. Photos by Kathleen Sando.



"You don't stop playing because you grow old, you grow old because stop playing!"
George Bernard Shaw

COMMUNITY WELLNESS

Billy Mills 50th Anniversary 10K Gold Run

SATURDAY JUNE 13

**SOUTHWESTERN INDIAN
POLYTECHNIC INSTITUTE**

This special race replaces the Annual
Jim Thorpe Run

*Special recognition and honoring
of Billy Mills.*

1.5 Mile Fitness Walk	7:00 a.m.
10K Runs	7:00 a.m.
3K Run	7:15 a.m.
12 & Under 1K Run	8:30 a.m.
Toddler 300 meter dash	8:45 a.m.
Honoring of Billy Mills	9:00 a.m.
Awards	9:20
Traditional Pueblo Throw	10 a.m.

*USA Track & Field Sanctioned Event
(Part of the USATF NM Association
Grand Prix race series)*

HOW TO REGISTER

(Cash, check or money order only)

On-Line Registration

Go to www.Active.com; search for Billy
Mills 50th Anniversary 10K Gold Run

Mail-In Registration

ATTN: Billy Mills 10K Run
8201 Golf Course Rd. NW, D-3 #214,
Albuquerque, NM 87120
*(Applications must be postmarked by
June 8, 2015)*

Walk In Registration

Albuquerque Running Shop
Athletes Edge
Bosque Running
Shop

*100% of race
proceeds support the
Sports Warriors Track
Club Mission and
Goals*

For more information,
phone (505) 710-
3323 or e-mail to
[SportsWarriorsTC@
aol.com](mailto:SportsWarriorsTC@aol.com).



PUEBLO OF SANTA CLARA
May 25, 2015 Memorial Day Run
On-site Registration: 4:30 p.m.
Start Time: Fun Run/Walk at 5 p.m.

PUEBLO OF COCHITI
June 20, 2015
On-site Registration: 8 a.m.
Start Time: Fun Run/Walk at 9 a.m.

PUEBLO OF TAOS
June 27, 2015
On-site Registration: 7:30 a.m.
Start Time: Fun Run/Walk at 8 a.m.

PUEBLO OF JEMEZ
JULY 1, 2015 CHALLENGE RUN
On-site Registration: 5 p.m.
Start time: Fun Run/Walk at 6:30 p.m.
Contact: Karen Toya 575-834-7059 or
505-238-0945, e-mail to [karen.toya@
jemezpueblo.us](mailto:karen.toya@jemezpueblo.us) or Juanita Toledo
575-834-0067 or 505-917-0360, e-mail
to juanita.toledo@jemezpueblo.us

PUEBLO OF SAN FELIPE
July 11, 2015
X-RUN Challenge Course
On-site Registration: 9 a.m.
Start Time: Run/Walk at 10 a.m.

For more detailed information, contact Karen Toya at (575) 834-7059 or (505) 238-0945, e-mail to karen.toya@jemezpueblo.us; or Juanita Toledo at (575) 834-0067 or (505) 917-0360, e-mail to juanita.toledo@jemezpueblo.us.

Visit Facebook.com/PuebloCrossroads for event updates and locations

PUEBLO OF ZIA
July 29, 2015 Health Fair
On-site Registration: 5:30 p.m.
Start Time: Fun Run/Walk at 6:30 p.m.

PUEBLO OFF ACOMA
August 3, 2015
On-site Registration: 4:30 p.m.
Start Time: Fun Run/Walk at 5:30 p.m.

PUEBLO OFF SANTA ANA
August 19, 2015
On-site Registration: 5:30 p.m.
Start Time: Fun Run/Walk at 6 p.m.

**PUEBLO OF SANTO DOMINGO
(KEWA)**
September 5, 2015
On-site Registration: 7 a.m.
Start Time: Fun Run/Walk at 7:30 a.m.

PUEBLO OF LAGUNA
September 16, 2015
On-site Registration: 5:30 p.m.
Start Time: Fun Run/Walk at 6 p.m.

PUEBLO OF POJOAQUE
October 24, 2015
On-site Registration: 5 p.m.
Start Time: Fun Run/Walk at 6 p.m.



HEAD START NEWS

Submitted by Lana Toya, Early Childhood Program Manager

“Time flies when you’re having fun” and we’re having a great time at Walatowa Head Start Language Immersion Program, but our school year is coming to an end soon. Our last day of school is May 22, 2015. Thank you to parents and grandparents for sending your children to school every day. We all know that it’s hard sometimes when they don’t want to get up and get ready for school, but once they get into their classrooms, they are happy to be around their peers.

In April, our Parent Teacher Conferences went well with a majority of the parents coming to hear about their child’s progress and how they can help their child at home to reach their goals. On April 21, 22, 27 and 28, graduating students had transition visits to Jemez Day School and even got the opportunity to ride the regular Jemez Day School bus. The next transition visits are May 4 and 5 to San Diego Riverside Charter School. Transition visits to Jemez Valley Elementary School are still pending. In addition, on April 23, children in the Adobe and Towa classrooms and three graduating students from the Kiva classroom went on a transition visit to the Maggie Cordova Elementary in Rio Rancho. Children enjoyed a nutritious lunch and toured the school. As a thank-you for hosting us, our Walatowa Head Start children performed the Butterfly and Feast Dances at noon for the entire school. It was a great visit and the children were able to experience a school with an enrollment of 1,000 students. Our children were well behaved and put on a tremendous performance.

Enrollment applications for the 2015–2016 school year for returning students and new students were taken on April 20 and 27. For those who were unable to come on those days, you can come to the center Monday through Friday from 8 a.m. to 5 p.m. to register your child. Please bring the following documents with you: birth certificate; Certificate of Indian Blood (CIB); income statement such as a check stub, W-2, 2014 tax return; any public assistance award letter (TANF, SSI or unemployment); and current immunization record with no vaccinations due. Please call the Head Start center if you have any questions or to learn more about enrollment.

Finally, we want to take this opportunity to thank the fathers and male family role models for participating in the Fatherhood Initiative Program at Walatowa Head Start, which meets the last Thursday of each month. Different positive male role models gave presentations on issues relating to being a father. A total of 59 fathers, stepfathers, uncles, godfathers and brothers participated during the 2014-2015 school year. On Thursday, April 30, 2015, the final fatherhood night for the school year enjoyed a red chile posole dinner and an upside down pineapple cake before Arlan Lucero, Transportation/Facility Coordinator, and Lana Toya, Early Childhood Program Manager, thanked fathers and male family role models for their commitment to the Fatherhood Initiative Program. Participants received program T-shirts and caps. Three fathers -- Myron Shendo, Jaime Loretto and Alan Fragua -- received Outstanding Attendance Awards along with Home Depot gift cards!

Graduation is around the corner on Friday, May 22, 2015. We hope to see you there! Should you have any questions or concerns, please don’t hesitate to visit or call us. Thank you for your continued support of the Walatowa Head Start Language Immersion Program.



Head Start students perform at the Maggie Cordova Elementary School in Rio Rancho after the children visited the school’s kindergarten.

EDUCATION

National Support for Language Immersion Program

Submitted by Kevin Shendo, Department of Education Director

The WK Kellogg Foundation has committed \$125,000 over 18 months to further strengthen the Language Immersion program at the Head Start and to support the transition of the children to the three feeder schools in the area. Walatowa Head Start has been working toward full language immersion since 2007 and has now implemented the program for all students and staff.

At the end of March, the Federal Office of Head Start issued a Memorandum publicly supporting the use of Native/Indigenous languages within tribal Head Start programs. Instrumental in this decision has been the Walatowa Head Start's work with Arizona State University, Dr. Mary Eunice Romero and the University of Colorado at Denver AI/AN Head Start Research Center on the "Becoming Jemez" PhotoVoice Project, along with the University of New Mexico's AI Language Policy Research and Teacher Training Center, Dr. Chris Sims and Dr. Penny Bird. Another factor is the long history of success of the Aha Punana Leo Native Hawaiian Immersion schools, which have become a strong mentor and supporter of our language work in Jemez. ≠

Maintaining Native languages and cultures is essential for the well-being of children and communities.

"I want to acknowledge the hard work and dedication of our teachers, staff and parents at the Walatowa Head Start who have contributed to our work toward becoming full immersion since 2007, and the continued support of Tribal Council and each successive leadership," Kevin Shendo says. "The years of hard work, dedication and struggle are having national impacts and changing the tide with respect to Early Childhood Education in native communities across the country. As small as we are, we have become an influential voice for Early Childhood Education reform nationally together with our strong partners."

WKKF President and CEO La June Montgomery Tabron issued a statement regarding the foundation's commitment to maintaining Native languages and cultures:

"At the WK Kellogg Foundation (WKKF), we fully support full implementation by all sectors toward the maintenance of Native languages and cultures, and consider it to be essential in sustaining the identity and values essential for the well-being of Native children and communities," said WKKF President and CEO La June Montgomery Tabron.

"Head Start programs have the potential to be powerful tools in enabling Native children to strengthen and revital-

ize their indigenous languages, and to put them on a path to reach their full potential in school and life. For the more than 45,000 Native children currently enrolled in Head Start programs, this means increased opportunities to learn and grow immersed in a pride and understanding of their heritage. It means higher quality early childhood education, and it gives American Indian and Alaska Native kids the ability to know and celebrate their roots and traditions, which we know is crucial to their future success.

"Ample evidence demonstrates that providing Native children opportunities to be immersed in their indigenous languages or learning through dual-language teaching promotes academic success and sustains vital cultural traditions.

"The Kellogg Foundation is supporting culturally authentic efforts across the country that will lead to a new generation of fluent Native language speakers. This includes the Pueblo of Jemez in New Mexico, which developed a clear vision for culturally based, early childhood education and is now implementing a Towa language immersion approach in their Head Start. Also, WKKF's grantee partner, the University of New Mexico's American Indian Language Policy Research and Teacher Training Center, is helping to increase the overall quality of Pueblo Indian tribes' early learning programming by providing Native language curriculum design, development and implementation support. Additionally, we have seen the impact of the work of a longtime WKKF partner, the Aha Pūnana Leo Native Hawaiian immersion schools, whose students have achieved significantly higher graduation and college attendance rates than their counterparts in other schools."

"*Kun'da woha* for the inspirational and transformational work you do every day on behalf of not only your own communities but all indigenous peoples," adds Program Officer Alvin Warren. "We are honored to be one of your partners in this journey to sustain and revitalize our languages."

"Please show your appreciation and congratulate the Head Start teachers and staff for committing to supporting the tribe's language priorities and blazing the trail to become the first Head Start nationally to deliver its instruction in a Native Language Immersion setting," Kevin adds. "I guarantee it was not an easy transition, but they never gave up and continue to improve and move the program forward. They deserve much recognition for their passion and dedication to the cause."

"Language is vital to our identity as Jemez people. Without language we have no culture, traditions, ceremony, prayer or

EDUCATION

SDRCS News

Home of the Mustangs

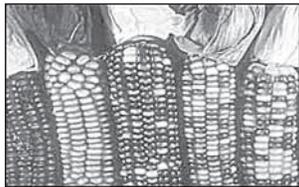


Extended School Program

Good news! Make plans for K-3 Plus and 4th Grade Extended School Program. This program is for incoming kindergartens as well as students entering first, second, third and fourth grades only. Registration is for SDRCS students only.

June 29 through July (25 extended days)

Classes meet Monday through Friday from 9 a.m. to 2 p.m.



- ☛ Attendance is required every day; these are regular school days.
- ☛ Breakfast and lunch provided.
- ☛ Bus transportation is provided.
- ☛ Reading, math, science, writing, physical education/health, fine arts, computers, and field trips
- ☛ Thematic unit is corn.

For more information, contact Principal Karen Mayhew at (575) 834-7419

Serving Native American Students Since 1906.

We have an Academic Bilingual Program

LEGAL NOTICE:

Public Hearing San Diego Riverside Charter School

Notice is hereby given that the Governance Council of the San Diego Riverside Charter School #063004, County of Sandoval, State of New Mexico, will meet on Wednesday, May 13, 2015, in Public Session at 5:00 p.m., MST at the San Diego Riverside Charter School Building to present and publicly review the budget for the 2015-2016 school year. This is a public hearing and all school patrons are invited to attend.
Done at Jemez Pueblo, NM, April 24, 2015.

Journal: May 5, 2015, May 10, 2015

Graduations!

Friday May 15	Walatowa High Charter School	6 p.m.
Saturday May 16	Jemez Valley High School	11 a.m..
Friday May 22	Jemez Day School	10 a.m.
Friday May 22	Jemez Head Start	1 p.m.

Language Immersion Program, *Continued*

way of life that defines us as Jemez people. When we lose the language, we lose everything. It will take all of us as a community, if our language is to survive and thrive. As an Hawaiian saying so eloquently states: "In the language is Life, In the Language is death."

Let us choose and commit to ensuring the Jemez Towa Language continues to live and thrive. It is a personal choice that will impact a community and future generations."

A Partner With Communities Where Children Come First: The WK Kellogg Foundation (WKKF), founded in 1930 as an independent, private foundation by breakfast cereal pioneer Will Keith Kellogg, is among the largest philanthropic foundations in the US. Guided by the belief that all children should have an equal opportunity to thrive, WKKF works with communities to create conditions for vulnerable children so they can realize their full potential in school, work and life. The Kellogg Foundation is based in Battle Creek, Michigan.

Scholarship Opportunities

The LANL Foundation, through the Los Alamos Employees' Scholarship Fund (LAESF), seeks applicants for the Regional College/Returning Student Scholarship. These scholarships are awarded to motivated students returning to a formal education after a hiatus for other pursuits, such as business, the military, or other reasons, possibly for an extended period.

Eligibility Requirements

- Must be accepted to or currently pursuing certification or a two-year degree at an accredited college.
- Must be a resident of Los Alamos, Mora, Rio Arriba, San Miguel, Sandoval, Santa Fe, or Taos Counties.
- Must have received a high school diploma or GED.
- Preference will be shown for applicants who followed other career opportunities or pursuits for a period of two years or more before deciding to re-enter formal education.
- Preference may be for students pursuing programs related to science, technology, engineering, mathematics, and related vocations, although strong applications in any program area will be considered.

Selection Process

Selection will be based primarily on merit. There will be special emphasis on initiative, motivation and accomplishments and less on grade point average or tests.

Scholarships are one-year awards of \$1,000. Applicants can re-apply yearly if they remain in good academic standing.

Applications must be submitted online at www.lanlfoundation.org/scholarships by June 15, 2015 for July 2015 awards and by Dec. 1, 2015 for January 2016 awards

For more information, contact Tony Fox at (505) 753-8890 ext. 116 or tony@lanlfoundation.org.

EDUCATION

Gear Up for Summer Lunch Jemez Art Summer Program

The Pueblo of Jemez Department of Education will host the Summer Food Service Program (SFSP) from June 1 to July 31, 2015. Nutritious meals will be provided to all children and youth under 18 years old without charge (yes, FREE!) The meals served will be the same for all children regardless of race, color, national origin, sex, age or disability and there will be no discrimination in the course of the meal service.

Meals will be provided at the following locations and times:

Creative Learning Center (by Civic Center)

Breakfast: 8 to 9 a.m. Lunch: 12 noon to 1 p.m.

Walatowa Youth Center

Breakfast: 8 to 9 a.m. Lunch: 12 noon to 1 p.m.

San Diego Riverside Charter School

Breakfast: 8 to 9 a.m. Lunch: 12 noon to 1 p.m.

Jemez Valley High School

Breakfast Only: 8 to 9 a.m.

Jemez Valley Baptist Church

One Week in July: Lunch Only

Jemez Springs Baptist Church

To be determined

Please make sure your children and youth take advantage of this great opportunity. They can enjoy meals at any of the above locations. For more information, please call Kevin Shendo, Education Director, at (575) 834-9102 by email to shendo@jemezpuablo.org.

Jemez Art Summer Program will cultivate young people's creativity, imagination and passion utilizing art, music, movement, nature, science and service.

Elementary: Grades 3-5

Middle School: Grades 6-8

High School: Grades 9-12 (community service)

Mondays-Thursdays, 9 a.m. - 12 noon

June Session 1: June 1- 4, June 8 -11, June 15 - 18.

July Session 2: July 6- 9, July 13 -16, July 20 -23

Weekly Themes

Science & Nature Art & Creativity
Food & Culture Movement & Music
Storytelling & Drama

Registration Fee: \$60 per child per three-week session

For more information contact Cynthia East at swocee@gmail.com, or phone (575) 829-4615 or (404) 593-6509

Day School Child Find

Free Developmental Screening For 3 to 6 year-olds

Monday, May 18 9 a.m. to 1 p.m.

Child Find screens children whose parents have concerns about their development in:

Speech and language Fine and gross motor skills
Cognitive development Learning

Appointments are encouraged; walk-ins are welcome.

For more information call Benina Abeyta at (575) 834-7304.



Jemez Valley Credit Union News "Strength In Members"

Congratulations Class of 2015!

This is a time for celebrating all your achievements, preparing for a future of opportunities and taking on a world filled with endless possibilities.

Wishing you the best, from your friends at JVCU.

JVCU's Third Annual Calendar Contest

The JVCU Third Annual Calendar contest is about to begin. Dust off your lenses and mark your calendars!

- ☛ This year's topic is *animals*: domestic pets, wildlife, scaly and feathery friends alike.
- ☛ The contest will run from Sunday May 31 to Monday August 31.

- ☛ Send submissions to henrietta@jvcu.org; please include the photographer's name and contact information.

- ☛ Photos should be 8 x 10 in size.

Contact Henrietta at (575) 829-3366 or henrietta@jvcu.org if you have questions.

Alumni Scholarship – Deadline approaching!

JVCU now has scholarship applications available to under graduate and advance degree students. Application deadline is Friday May 29, 2015, 4 p.m.

For more information, please contact Tina Trujillo at (575) 829-3366 or tina@jvcu.org.

NEWS YOU CAN USE

Native Busine\$\$: Measuring and Reporting Outcomes

Submitted by Jim Stanley

Tribes can reinforce trust with their communities by communicating benefits through outcomes. Outcomes are results reached following actions. Outcomes may be reported annually to measure performance from year to year. Consistent measurement and reporting allow leadership and management to agree on the organization's goals, while the community is clear on the benefits they receive from the government and/or tribally owned enterprises. Outcomes may include:

- ▶ Number of jobs created and retained.
- ▶ Dollars paid to entrepreneurs.
- ▶ Acres of land acquired by tribe.
- ▶ Scholarship dollars awarded and total number of tribal members in college.

Understanding results produced from operations is likely to promote positive alignment between stakeholders (community, leadership, management and staff.) Alignment allows all to collaborate, which means everyone understands their roles and responsibilities for action. For example:

- ▶ Leadership can support management by approving management's operational plans, allowing them to be better equipped to answer community members' questions.
- ▶ Management is enabled to create plans that outline objectives necessary to achieve goals. Goals are prioritized

by the outcomes the community and leadership consider most important.

- ▶ Employees better understand how their daily activities drive a business or government program to achieve results.
- ▶ The community understands the benefits they receive. Access to information enhances community support. Better information also provides opportunities to share concerns and identify areas of improvement.

Keys to Success:

- ▶ All stakeholders have access to the same information so confusion is minimized and meaningful discussion can take place about issues that matter most.
- ▶ An individual should be designated as the keeper of the information so reporting is consistent. This person may also reiterate the vision.
- ▶ Stakeholders agree on teamwork to encourage transparency and face tough problems by reinforcing trust, so problems can be defined and addressed promptly.

Jim Stanley shares his knowledge to foster economic success in Indian Country. He is a tribal member of the Quinault Indian Nation, Treasurer of the Tribal C-Store Summit Group, and Chairman of the Quinault Nation Enterprise Board. Previous articles are at www.JimStanley.biz.

How Are We Doing?

COMMENTS? COMPLAINTS? SUGGESTIONS? WE WANT TO HEAR FROM YOU!

Please clip this form and return it to a comment box located at the Tribal Administration Building, Civic Center or Jemez Health Center.

If you wish to be contacted to follow up on your comments, please provide your name and phone number below.

Name (Optional)

Phone/E-mail

Thank you! Your comments are important to us. We appreciate your feedback!
Pueblo of Jemez Tribal Administration
Pueblo of Jemez Governors



PUEBLO *of* **JEMEZ**

Pueblo of Jemez
4417 Highway 4
Box 100
Jemez Pueblo, NM 87024

Presort Standard
US Postage Paid
Albuquerque NM
Permit No. 1741

Boxholder
Jemez Pueblo, NM 87024

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May 2015

Pueblo of Jemez Red Rocks Reporter

25th ANNUAL TOWA ARTS & CRAFTS SHOW

AT THE RED ROCKS

MAY 23-24 9 A.M. TO 5 P.M.

Authentic Native Arts and Crafts

Food Booths Traditional Dances

Fun Run/Walk

Talent Show May 23 5 to 8 p.m.

For more information call (505) 796-2922

HONORING OUR VETERANS

MEMORIAL DAY POW WOW

MONDAY, MAY 25

For more information call (505) 901-3328