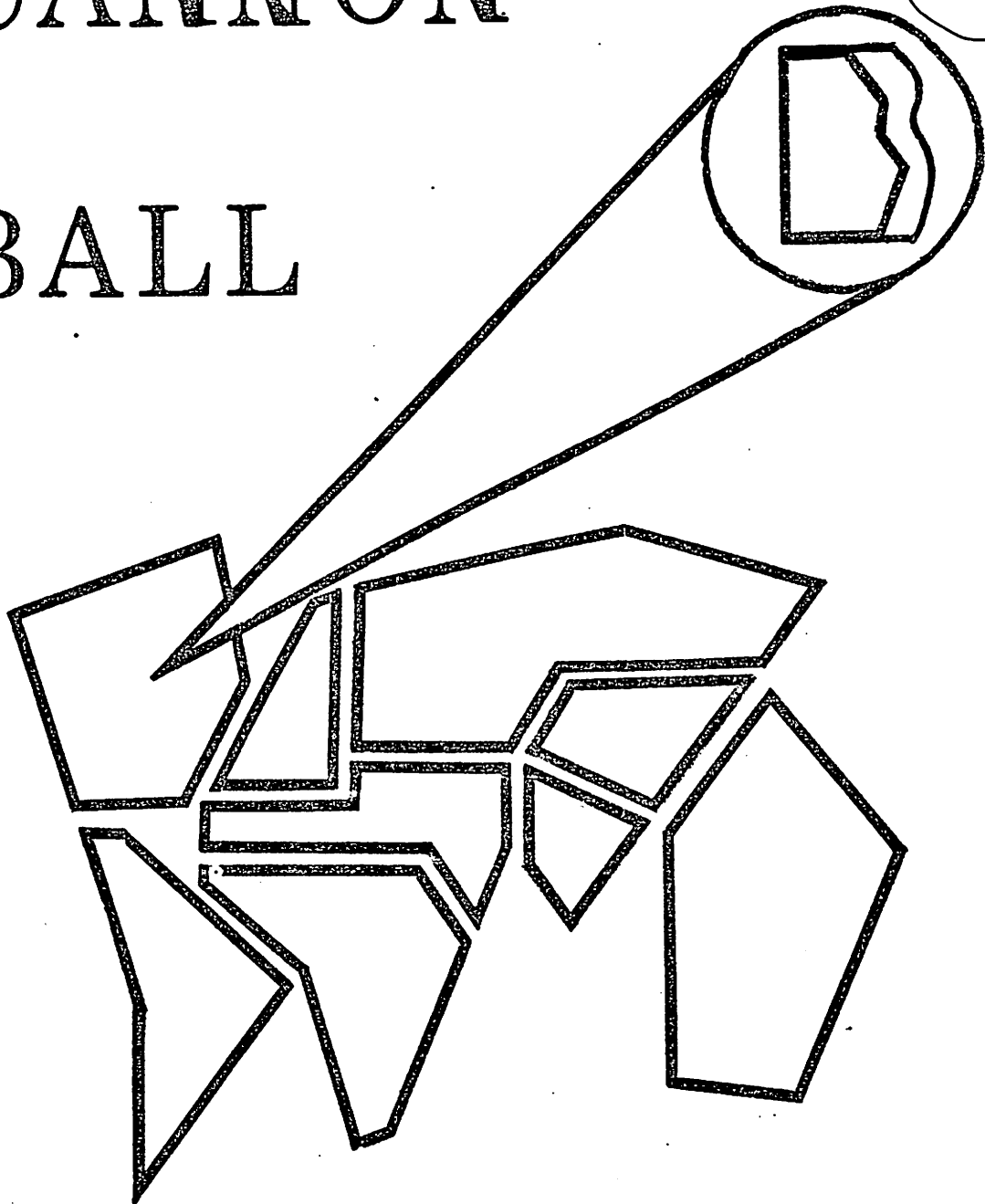


CANNON

BALL

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17.95



SPRING 79

A REPORT FROM CANNON BALL DISTRICT 90 DAY WORK EVALUATION

On Thursday March 15, 1979 employees of, and those assigned to the Inyan Wakagapi Human Development Corporation and Tribal/District programs gathered at St. James Vicarage for a 90 day corporate evaluation. The intent of the evaluation was to evaluate programs in the context of the entire community by defining accomplishments, strengths, weaknesses and naming future objectives. The 90 day theme was directly related to Tribal Manpower regulations which specify a probationary period of 90 days for those hired through their salary grants. However, several of the programs reviewed included long time employees and were for a period longer than 90 days.

The format included an opening with songs, an evaluation workshop and a celebration. The workshop process was comprised of listing accomplishments, strengths, weaknesses and future objectives for all of the programs, and was conducted by Joe Two Bear. The opening and celebration was facilitated by the auxiliary staff of the Inyan Wakagapi Human Development Project. Employees of every program except Security, Community Health Representatives, Center Coordinator and Truck Farm were able to attend this evaluation. Those present included George Fool Bear of Cannon Ball Industries; Leah Grant, Gloria Flying Horse, and Charlotte Ramsey of the Store; Annie Thunderhawk and Matilda Two Bears of the Cafe (Matilda also represented TWEP); Evangeline Fast Horse, Ione American Horse, and Lois Little Bird of the Day Care; Thelma Shelltrack and Karen Red Bow of the Corporate Action Team; Lucas White Lightning of Nutrition for the Elderly; Norma White Lightning of the Youth Activities Board; Joe Two Bear conducting the workshop; and Richard and Amelia Kroeger, Susan Lyman and Sharon Rafos of the Project auxiliary staff.

A review of the evaluation format and content following the session itself was conducted by the Corporate Action Team. It was consensed that the meaning of the session was that it provided a way to see what actually had happened and could happen in a community. It was also felt that the process could be used effectively in other Districts and for other Tribal programs. Following are the results from the evaluation workshop.



CANNON BALL DISTRICT EVALUATION

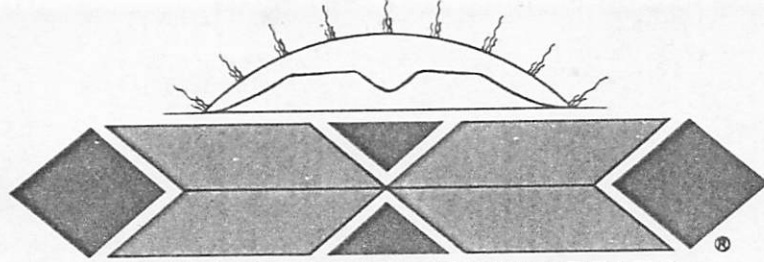
CATEGORY PROGRAM	ACCOMPLISHMENTS	STRENGTHS	WEAKNESSES	FUTURE OBJECTIVES
<p>CENTER COORDINATOR</p>	<p>Avon Gym schedule Christian Children Fed. Prog. Food stamp program Privvies</p>	<p>Will have a Center to coordinate</p>	<p>No Place/office No concrete plan or job description</p>	<p>Community Center</p>
<p>TRIBAL WORK EXPERIENCE PROGRAM</p>	<p>New Foreman Dug out septic tank for Day Care Shoveled sidewalks Making enough to cover expenses on community pick-up</p>	<p>Available Pick-up Workers themselves</p>	<p>Don't work Saturdays The program itself does not have any built in incentive for the workers</p>	<p>Long range plan for work Secure place to meet</p>
<p>COMMUNITY HEALTH REPRESENTATIVES</p>	<p>Protocol system inacted Immunizations Training Deliver prescriptions Provide transportation Schedule posted monthly</p>	<p>two trained people Offer transportation to PHS</p>	<p>operate independently</p>	<p>More trained employees</p>
<p>YOUTH ACTIVITIES BOARD</p>	<p>Youth organization Volley Ball-activities schedule Participation in District Mtgs. Newsletter Raised money Contributed lunch & served at District Council</p>	<p>Well known People aware of it Motivation & cooperation</p>	<p>No meeting place</p>	<p>Summer Recrea- tion schedule Budget money Elect officers Donating tribal symbol for new community ctr. Monthly events</p>

CANNON BALL DISTRICT EVALUATION

CATEGORY PROGRAM	ACCOMPLISHMENTS	STRENGTHS	WEAKNESSES	FUTURE OBJECTIVES
NUTRITION FOR THE ELDERLY	Serving 28 meals a day 12 regular home deliveries Made trip to Rapid City Kept program functioning even with no funds	Good nutrition & free meals for the elderly	Facility location No water/pipes frozen	A new site More activities
CANNON BALL SECURITY	Security signs for cars/door Training Held fund raising events Painted their office 5 new licensed drivers Have pay phone available for community use	Fully staffed Positive attitude	Not enough space	A pay phone in if they do move to new location
CORPORATE ACTION TEAM	Conducted home visits Office that works Management training Bookkeeping, issuing checks Friendship Time Sheets Community Friendship Quilt At all District Council Mtgs. Did Corp. legal accounta- bility	Teamwork	Office space	Need salaries after Sept. 30
CANNON BALL DAY CARE	Teamwork Staff time schedule Teaching Dakota Curriculum & trips Secured inkind new facility 1st. Anniversary Celebration Raised money with pillow Bingo USDA program, licensed	Discipline (children) Willingness to learn well trained staff The curriculum Have \$2,000 grant from CSSP	Attendance Budget Facility location No water	Running water Prep for new facility Major inkinding Ongoing funding secured

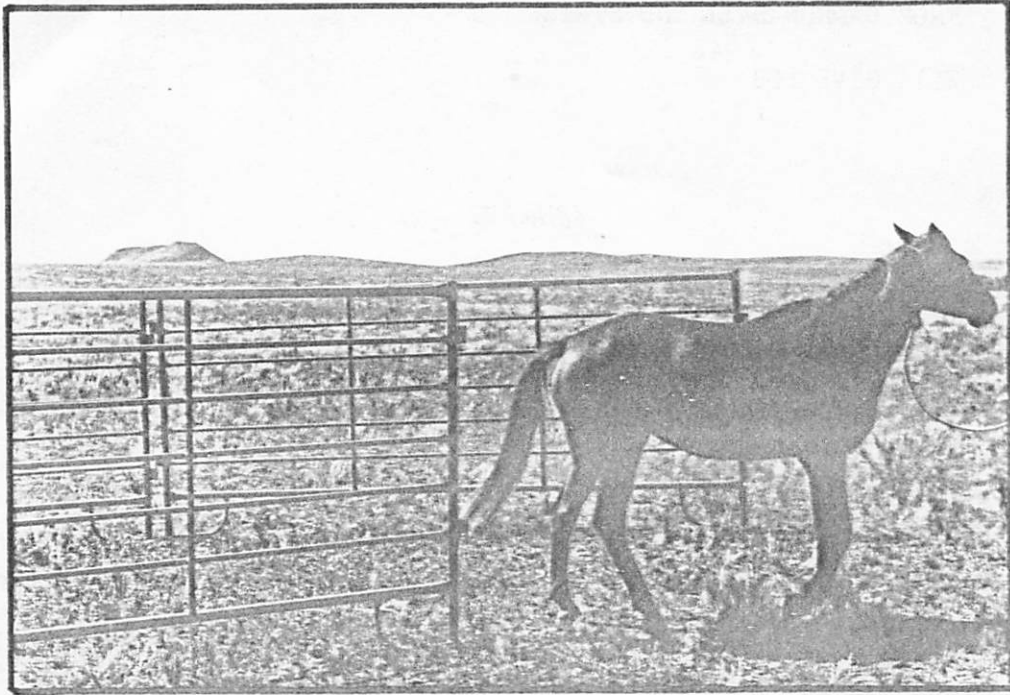
CANNON BALL DISTRICT EVALUATION

CATEGORY PROGRAM	ACCOMPLISHMENTS	STRENGTHS	WEAKNESSES	FUTURE OBJECTIVES
CANNON BALL CAFE	Indian Tacos & new menu Meal tickets 10% discount to elders Cash up to the penny Employees Pleasant dining room Advertising	Orderly and clean Speaks to peoples needs & tastes	No oven Tables unstable Cash register old	Get needed equip. Bake shop Paying 1 & 1/2 salaries on own
CANNON BALL STORE	Expanded inventory Check cashing service(\$2,500) 10% discount to elders Security gate rail New employees Wheel of Fortune A Super Valu contract store Open everyday on schedule Sales increased Insulated & new furnace	WIC checks Check Cashing Dependable	Inventory No fresh meat Dept. 	Hire more people Full service super market 75% of potential food sales are are the store Meat department
CANNON BALL INDUSTRIES	10 Trash Barros to Ace Hdware. Sold over 50 Trash Barros More ready to ship Friday Building fixed up Equipment secured Publicity and sales trips 5 jobs provided	Marketable & sellable product Good equipment Skilled workers	only 1 welding machine Under funded	Pay all bills Expand Hire more people
CANNON BALL TRUCK FARM	Community harvest days Technical victory Tractor Reservation visibility Pick up truck Irrigation system Agriculture training	Land & equipment Outside work 	Need more land Large greenhouse	Break even financially Year round marketing of potatoes Dried corn processing

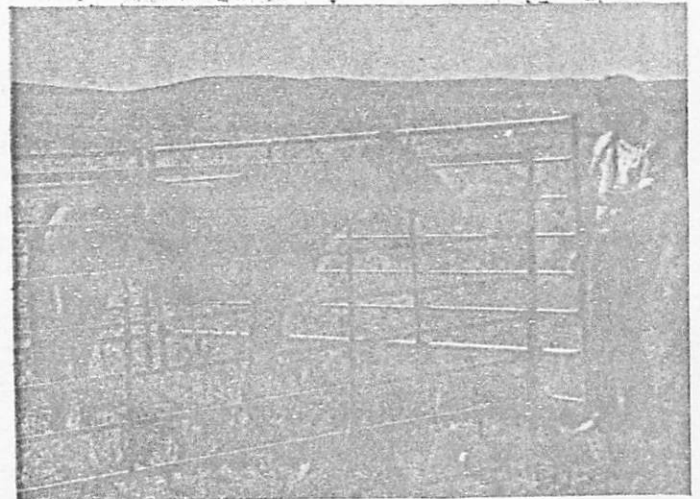
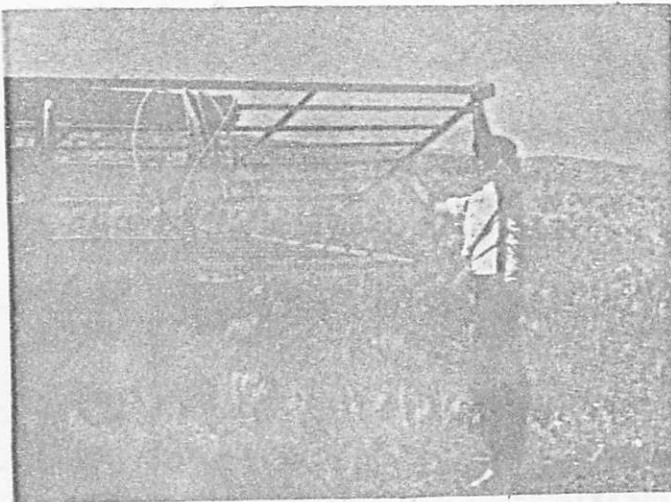


CANNON BALL INDUSTRIES

CANNON BALL, N.D. 58528



PORTABLE CORRALS



"ANOTHER" Farm and Ranch Product from CANNON BALL INDUSTRIES

PORTABLE CORRALS

FROM CANNON BALL INDUSTRIES

Will GIVE YOU

QUALITY

Every panel is made of 16 guage stell, fastened by solid welding. Our finished product is cleaned and protected with a durable, all weather paint cover, which will give your panels many long years of rugged use. Our process insures against rust. Our production team take pride in our quality products, assuring endless years of wear and tear for you.

VERSITILITY

Easy installation minimizes labor needs, giving your operation labor savings. Load, move and unload with ease. Yes, do it with one man if you must. Our products areready to give you the versitility and you need for your operation. Our products make it possible for you to simply erect and unlimited variety of pens and structures to best fill your needs.

CUSTOMIZING

Interested in square steel? We will build your needs in round or square steel. We specialize in building any of your needs promptly, economically and to your specifications. Give us your ideas. We will expidite our quote to you. Our product line has no limits. Tell us what you want and we will build it for you.

GO CANNON BALL

We are anxious to serve you. We will make your operation easier and more efficient for a better tomorrow. Call on your Cannon Ball Team. Let us utilize tomorrows products for you today. Why wait any longer for the efficiency, and economy your operation deserves.



P.O. BOX 75 CANNON BALL NORTH DAKOTA 58528
tel. 544-3346

Cannon Ball Industries

DEVELOPING EFFICIENT PRODUCTION

The research resulting in the following recommendations, indicated that current production can be increased by 150% over 6 months.

Building Renovations

- Install ventillation systems
- Increase lighting
- Additional electric circuits
- Enlarge shipping and recieving doors

Tooling and Supplies

- Install canvas "shield" around welding areas
- Construct jig tables
- Install "dip" paint proccess
- Research alternative pre-paint cleaning methods
- Design controlled tool storage

General Operations

- Tighter inventory controls
- Balance inventory and production orders
- Closer quality controls
- Design efficient plant layout
- Assign tool storage person

Training

- Visit similar manufacturing facilities
- Arrange for visit by contract supplier

FINANCE AND ACCOUNTING

This team worked on profit and loss projections and cash flow tabulations, which are now under final review by a management consultant. However, with the above production, our projections show an average monthly net profit of approximately \$3000.00 .