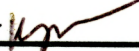


CHEROKEE NATION OF OKLAHOMA

CONFIDENTIAL

TO: George Bearpaw, Pam Iron, Don Vaughan, Diane Kelley,
David Mullon and Lynn Howard

FROM: Wilma P. Mankiller 

SUBJECT: Executive Level Structure

DATE: 3/30/94

This Thursday, March 31st at 1:00 p.m. I would like to meet with you to discuss possible organizational scenarios for the executive level of the Cherokee Nation. In light of Jim Danielson's predicted lengthy or permanent absence it is necessary to quickly reorganize ourselves and get on with the business we have at hand. Please be prepared to discuss your ideas about how we should proceed. Even when Jim Danielson was working at full capacity the executive level staff have been overextended.

Some of the things I will **NOT** consider are (1) keeping the same number of executive directors and simply redistributing the areas formerly supervised by Jim Daneilson; (2) moving Diane Kelley into Jim Danielson's position without backfilling her position as director of the Tribal Services Department; or (3) promoting all the directors supervised by Jim Danielson to Executive Director (some are stronger than others).

I look forward to hearing your ideas and proposals. I have set aside enough time for us to have a thorough discussion about all the possibilities. Some preliminary thoughts I have had include:

- (1) Retaining Diane Kelley on the executive team, hiring a new director for tribal services and adding Bud Squirrel and Gwen Grayson in some capacity. They both view tribal issues from a global perspective and have specific skills. Problems: We do not have anyone to take over the day to day management of either community development or tribal services in house and with filing for the 1995 election about 12 months off, I don't want to recruit major players outside the organization.

As part of the above, we could bring in Hickory Starr, who has some of Jim Danielson's skills in national governmental affairs and administration. I actually do not know very much about him except I do know that he desperately wants to come home and it seems that rather than letting Hastings have him, we may want to use him. (Pam, maybe you can bring his resume to the meeting on Thursday.)