

Editorial E COOSH EEWA: (The way it is)



PROFIT THE AIM OF KAH-NEE-TA PLAN OF OPERATION

By Cynthia Stowell

The Tribal Council's approval of a plan of operation for Kah-Nee-Ta Resort is the first step in an effort to "get Kah-Nee-Ta back on the track," said the Tribes' General Manager Ken Smith shortly after the Council's July 5th decision.

The new plan for the tribal enterprise creates a board of directors whose task it will be to manage the "business and affairs" of the resort according to stated "purposes and objectives". Profit is at the top of the list of objectives.

Kah-Nee-Ta continued to operate at a loss in 1977 despite a projected cash gain, a trend that Council and Management want to reverse as quickly as possible.

The seven-member board of directors is expected to bring in the expertise and arouse the local support needed to get Kah-Nee-Ta back on its feet. The plan specifies that four of the directors be tribal members and three be non-members.

Candidates for the board are already being located for recommendation to the Council, whose responsibility it is to select members. Appointments should

be made within a month, predicted Council Chairman Gene Greene.

In adopting this plan, Kah-Nee-Ta follows the tradition of its successful sister enterprise, Warm Springs Forest Products Industries, which has always been run by a appointed board. Previously, Kah-Nee-Ta was administered as a department in the Enterprise Branch of the Confederated Tribes with line authority through the general manager's office.

Now the resort will exist apart from the tribal organizations, its board reporting directly to the Tribal Council.

Kah-Nee-Ta's dramatic growth during its 17-year history warrants the organizational change, said Smith. From a small resort employing five people and offering ten cottages and a handful of trailer and tent spaces in 1961, Kah-Nee-Ta has grown into a vacation and convention center employing 348 people and featuring 159 lodging units, 21 tepees, trailer and camping facilities, employee housing and expanded recreation.

Both Smith and Enterprise Branch Manager Ed Manion admit they do not have the time or the specific expertise to give

direction to such a sizeable and complex business.

"Seven heads are better than one or two," Smith added. The board members will put their heads together quarterly to discuss problems and make plans for the operation of Kah-Nee-Ta. Fresh ideas and knowledge of the hotel-motel business could be just what Kah-nee-Ta needs to realize its potential, Smith indicated.

Searching for a manager

The plan of operation is perceived as just the first step in a series of needed improvements. Finding a top notch resort manager has also been an active concern since Kah-Nee-Ta's latest manager Dan Myles was terminated May 22. Myles was the resort's fourth manager in the last five years.

Manion said last week that the search for a new manager had progressed to the point that he was ready to recommend a few individuals to Smith for consideration. The timing is difficult, he said, because of the simultaneous selection of a board of directors.

Under the plan, the board is responsible for hiring the resort manager, who is in turn directly answerable to the board. Because of the need for rapid

action in both matters, an acting manager may be hired, providing the board with the opportunity to approve a permanent manager, said Manion.

Smith noted that Kah-Nee-Ta is looking for a manager who is "on his way up" in a hotel-motel career and ready for the challenges posed by Kah-Nee-Ta. Past managers have come to the resort on the tail-end of their careers, well-experienced but lacking the energy or flexibility to tackle Kah-Nee-Ta's unique problems, said Smith.

Personality is another important factor in choosing a manager, noted Smith, especially in a small community like Warm Springs.

"Just to hire a manager or appoint a board is not enough," commented Smith. The two other objectives stated in the plan of operation are "to provide the Tribe and its enrolled membership with training and employment opportunities" and "to provide a quality facility of which the Tribe can be proud."

Study points out problems

Focus for improvements at Kah-Nee-Ta has been partially supplied by the results of a study done in March of this year. Seeking an outsider's objectivity, Ed Manion invited a well-

known member of the hotel-motel industry, Basil Miaullis, to take a look at Kah-Nee-Ta's potential.

Miaullis, who ran Portland's prestigious Benson Hotel for years, spent a month talking to employees, attending meetings, and observing operations. His final assessment was that the Tribes had a "fine product at Kah-Nee-Ta" but that some very practical changes needed to be made in the physical plant as well as in business operations in order to achieve a break-even point.

"The poor water situation has done more to hurt Kah-Nee-Ta than any one single item," Miaullis wrote, referring to impurities in the domestic water supply during periods of high flow in the Warm Springs River. He recommended that an improved water system be a top priority to prevent any further loss of business.

Miaullis also made very specific suggestions regarding menus, room rates, sales and service.

But as Ed Manion interpreted the report, "Two-thirds of the problems are at the management level," confirming what he already suspected and justifying the reorganization that is underway.

FROM THE W.S. DRUG PROGRAM

WHAT TO DO IF YOU ALREADY HAVE A DRUG PROBLEM IN YOUR FAMILY

The best way to prevent drug abuse is to keep it from getting started by having and maintaining good involvement and open relationships. But sometimes a member of your family may become involved with drugs. When this happens, remember that panic or anger won't help either of you. The person abusing drugs needs your support and understanding help more than ever before.

Solving a drug problem as soon as it appears is called early intervention. In many ways the skills you need to practice early intervention are like the skills used in prevention. You need to understand what your child is going through.

Information on drugs can give you some idea, and is readily available through the Warm Springs Drug Program. Beyond that, it is important to remember the reasons why people use drugs: to change the way they feel and to escape problems. Drug abuse is often a symptom of other personal problems. He may be hurt, angry, or upset. He may have begun to use drugs because of peer pressure.

The first step, then is to try to find out what the problem is. Talk to your young drug abuser. Be open and calm. It's important to remember that whatever the family problem-solving method was throughout childhood, it is still valid.

If problems were discussed, they still can be. If doctors, clergy, social workers, or

friends have provided support to your family during previous difficult times, these persons can be of help now. When problems occur, especially drug problems, listen first and then discuss. Don't cut each other off.

The final thing to know about intervention is that it works best when it's practiced early. Continued drug abuse not only increases the likelihood of permanent harm, but also the effects of the drugs quickly can begin to overshadow the original problem that triggered the abuse. If you think one of your children has a drug problem, act

quickly, but act calmly. You can make the difference.

Here are a few common sense suggestions which may be helpful in early drug abuse intervention:

1. Don't panic. Many young people experiment with drugs at some time in their lives; most will not become drug dependent.
2. Try to talk with your children. Find out as much as possible about the situation.
3. Consult with other parents. Peer pressure in the drug scene is very powerful. A group of parents acting together against drug use, however, can breakup

that pressure by affecting several members of a peer group.

4. Be informed about school and community programs, in case it seems wise to refer children for counseling or other help.

5. Be alert to positive alternatives. Assist the young in discovering other physical, recreational, emotional, mental, or spiritual alternatives.

6. Become a model. Parental misuse of drugs sets a double standard when it comes to

discouraging adolescent drug use.

7. Start prevention now. An ounce of prevention is worth a pound of cure. If older children have gone through a period of drug use, use the lessons learned to help with the younger ones.

Drug abuse is a problem which can be prevented. Prevention is not an easy task, but it's a simple idea. For further information and or assistance please contact the Tribal Drug Program at ext. 205 or 206.

WARNING TO BIKE RIDERS

Motorcyclists have been creating a disturbance for new residents of the low density housing area on the bench above Eliot Heights.

Homeowners are complaining of the noise and dust raised by the bikers who are cutting trails through the meadow where the houses are located.

Some residents have put up electric fences to keep cyclists off their property. The fences, which are marked, can cause painful shocks.

Bikeriders are reminded that they are trespassing and causing a nuisance, and are urged to show courtesy by riding elsewhere.

HOUSE FOR SALE

HOUSE FOR SALE IN THE WEST HILLS ADDITION: Shephard Lane, Beige and brown. The dwelling is a one story frame structure containing 1,232 square feet with a 12' x 28' attached carport. The structure consists of three bedrooms (one large master bedroom and 2 smaller bedrooms), bathroom,

living room, and combination kitchen and dining area. The master bedroom and living room - hallway are carpeted. There is a sundeck located in back, 4 x 4 piers, 2 x 6 decking. Will sell at the appraised value of \$26,285. For more information call 553-1554.

Tribal Council Agenda

- July 17 — Tribal Council Meeting, 9:00 a.m.
 1. 10:00 a.m. - Minors' Trust Fund Report
 2. 2:00 p.m. - General Manager Report
 3. 3:00 p.m. - Committee Reports
 - Appointment Constitution Amendments Committee
 - July 18 — Tribal Council Meeting, 9:00 a.m.
 1. 10:00 a.m. - Staff legal Advisor-Prosecutor Dennis Karnopp
 2. 2:00 p.m. - Progress Report-Committee for Study of Judges' Qualifications (Robbins Report)
 - July 24 — W.S.F.P.I. Board Meeting
Kah-Nee-Ta Lodge - Council Room
 - July 25 — Tribal Council Meeting, 9:00 a.m.
 1. BOR-Amendment to Community Park Plan
 2. Unfinished Business
 - July 31 — Tribal Council Meeting, 9:00 a.m.
 1. 10:00 a.m. - 509-J
 2. 1:30 p.m. - Management Reports
- TO BE SCHEDULED: Update on Celilo-Wy'am Board Operations