



6th annual employee's picnic

Nightfall came too soon for the approximately 400 people who attended the 1981 employee picnic at the Community Center on July 23. Everyone was just getting into the spirit of it when it was time to go home.

(Above) Egg throws involved many of the community members and employees. Many ended up with slimy raw egg dripping through their fingers.

(Left) Winona Strong was one of the good sports at the picnic. She spent most of her time at the bottom of the dunk tank.

Spilyay Tymoo photos by Shewczyk

Huckleberry Feast Powwow begins August 7

The 1981 Huckleberry Feast is scheduled for August 9 at the He He Longhouse. Activities take place throughout the week beginning on Saturday, August 1 with a memorial dinner and ceremonies.

Sunday, August 2, Washat services will be held at 10:00 a.m. At 7:00 p.m. Thursday, August 6 warm up dancing will be held at the longhouse.

Friday

The weekend events begin Friday, August 7, at 8:00 p.m. with a special dance for dancers five years and under. All dancers will receive some award, cash or candy.

A contest Rabbit Dance for dncers 15 years and under will begin at 9:00 p.m. Prizes for both boys and girls include: 1st place-\$30; 2nd-\$25; 3rd-\$20; 4th-\$15.

At 11:00 p.m. a Traditional Dance contest for dancers 15 years and under will take place and a girl's Circle Dance with prize money being 1st-\$30; 2nd-\$25; 3rd-\$20; 4th-\$15.

Saturday

Dancing begins at 7:00 pm Saturday with a special dance for children five years and under. At 8:00 p.m. a Rabbit Dance contest begins for ages 16 years and older. Cash prizes in both the men's and ladies division include: 1st-\$50; 2nd-\$40; 3rd-\$30; 4th-\$20.

A Fancy Dance contest for ages 16 and older is scheduled for 8:45 p.m. In both the ladies' and men's divisions cash prizes include: 1st-\$100; 2nd-\$75; 3rd-\$50; 4th-\$25.

The Traditional Dance contest and Circle Dance for

ladies begins at 9:30 p.m. Cash prizes for this event include: 1st-\$100; 2nd-\$75; 3rd-\$50; 4th-\$25.

The Traditional dance contest and Circle Dance for ladies begins at 9:30 p.m. Cash rizes for this event include: 1st-\$100; 2nd-\$75; 3rd-\$50; 4th-\$25.

A special dance to recognize and honor senior citizens begins at 11:00 p.m.

The budget for the dance prizes totals \$3,120 including \$400 for visiting drums and \$600 budgeted for the special seniors dance.

Sunday

Huckleberry Feast, Washut singing, dancing and prayers takes place Sunday, August 9 beginning in the morning.

Two-thirds of native americans live in ten states

Two-thirds of the American Indians, Eskimos, and Aleuts in the United States live in 10 states, the 1980 Census shows.

A compilation by the Commerce Department's Census Bureau of provisional census counts for this group, ranking the 50 states and the District of Columbia by size, shows that California has the largest American Indian, Eskimo, and Aleut population with 201,311. The other nine states are:

Oklahoma.....	169,464
Arizona.....	152,857
New Mexico.....	104,777
North Carolina.....	64,635
Alaska.....	64,047
Washington.....	60,771

South Dakota.....	45,101
Texas.....	40,074
Michigan.....	40,038

Oregon is listed as 15th with 27,309 Native American residents.

The total count for American Indians, Eskimos, and Aleuts in the United States as of April 1980 is 1,418,195.

The 1980 figures are not directly comparable with 1970 totals. Much of the increase for American Indians, Eskimos, and Aleuts is believed to have resulted from natural increase and improvements in census coverage procedures, especially on reservations, including self-determination of race by respondents.

Decided at recent workshop...

Kah-Nee-Ta to face challenges of future

by Donna Behrend

**Kah-Nee-Ta is . . .
Our purposes are . . .
Our advantages are . . .
We intend to . . .**

After a long day of brain-picking, Kah-Nee-Ta supervisors and management staff were asked to complete the above sentences. The purpose of the eight-hour process and seminar was to aid Kah-Nee-Ta general manager Garland Brunoe in preparing a strategy statement for the future of Kah-Nee-Ta and to involve the supervisors more in planning for the future.

Supervisors first listed internal and external changes of the past they thought affected Kah-Nee-Ta in positive and negative ways. Most were surprised that, although they directed

differnt departments, their concerns were very similar—and more often than not were repeated on the various lengthy lists.

Following this exercise the supervisors were asked to explain their concerns as reasons why they felt certain items were beneficial to the resort external things they felt affected the resort negatively were the economy and the price of gas, high rate of unemployment (meaning less money being spent), lack of adequate housing, racial prejudice, recent hotel fires, weather, a weak Oregon tourism program and demographics.

On the positive side were: No Mt. St. Helens ashfall, the tribal comprehensive plan and the location of the resort.

Within the resort, the

supervisors felt that high turnover, lack of communication, hiring procedures, lack of consistence in services, water quality, lack of use of existing facilities—such as the old golf pro shop and tennis courts, lack of a mini-market and 24-hour gas, the resort being so seasonal and lack of satellite TV as being aspects which affect the resort negatively.

On the positive side were improved advertising and a better reservations system, upgrading of Kah-Nee-Ta facilities, a tighter management team, better internal controls, improved employee housing and improved employee attitude. they also saw the new menus, streamlining operations and improved security as positive aspects.

After a lengthy discussion, an industrial psychiatrist Dr.

Paul Baker, from Arizona then led the troupe through a similar exercise in which the supervisors identified future happenings that will affect Kah-Nee-Ta. The troupe was relatively optimistic regarding the future economy and Kah-Nee-Ta. Baker said they must take an introspective look at Kah-Nee-Ta. "Be prepared to understand that there are certain forces out there that will limit or enhance Kah-Nee-Ta." He added, Kah-Nee-Ta can't flounder around without direction."

Supervisors then prioritized six strengths and weaknesses of the resort, the weaknesses being: 1) inconsistency; 2) seasonality; 3) management and supervisors are over-directed; 4) lack of identified goals; 5) high turnover; 6) lack of adequate housing.

It was pointed out that

turnover related directly to inconsistency and inadequate housing. Also the low percentage of tribal members working at the resort was listed as a major concern.

On the positive side, the strengths were: 1)location; 2) people; 3) local management; 4)hot springs; 5)sunshine; and the entire facility were identified as the most attractive aspects of the resort.

Brunoe, as well as the supervisors, felt they were getting closer to the problems at the resort and that they have a better feel for what they to work with.

Baker gave strong words of advise, "Correct the weaknesses by capatilizing on the strengths." If that guideline is followed, then Kah-Nee-Ta should be able to pull itself up and turn around, was the essence of what he said.