

Striving towards Kah-Nee-Ta's success. . .

Tribal members enhance "Another Culture"

Over 23 percent of the 262 employees at Kah-Nee-Ta vacation resort can boast at being Warm Springs tribal members. These people are working at an enterprise that exists because of them and for them.

Helping with the resort's success is taken to heart by the majority of tribal members working there. Many have been at Kah-Nee-Ta for years; some are just becoming acquainted with this tribally owned business, but all know Kah-Nee-Ta is theirs.

Tribal employees once few in number are now taking their place in supervisory and management positions and they are doing well.

Experience and lack of qualifications were at one time the limiting factors, keeping tribal members in lower paid positions. But with in-house training tribal members are in pursuit of those higher positions with experience behind them.

Besides the 23 percent that

are tribal member employees another 9.2 percent of the employees are married to tribal members and 16 percent are members of other tribes. That totals 48.9 percent or 128 employees.

According to executive assistant manager Jerry Schaeffer most tribal enterprises across the nation have 20 percent or less tribal employees on the staff. He feels the figures at Kah-Nee-Ta "are encouraging."

With tribal members on the staff Kah-Nee-Ta is able to introduce guests to the Warm Springs culture. Voluntarily many tribal employees wear traditional costume to work. Waitresses, for example, can sometime be seen wearing wing dresses or regalia. During salmon bakes employees also wear traditional dress.

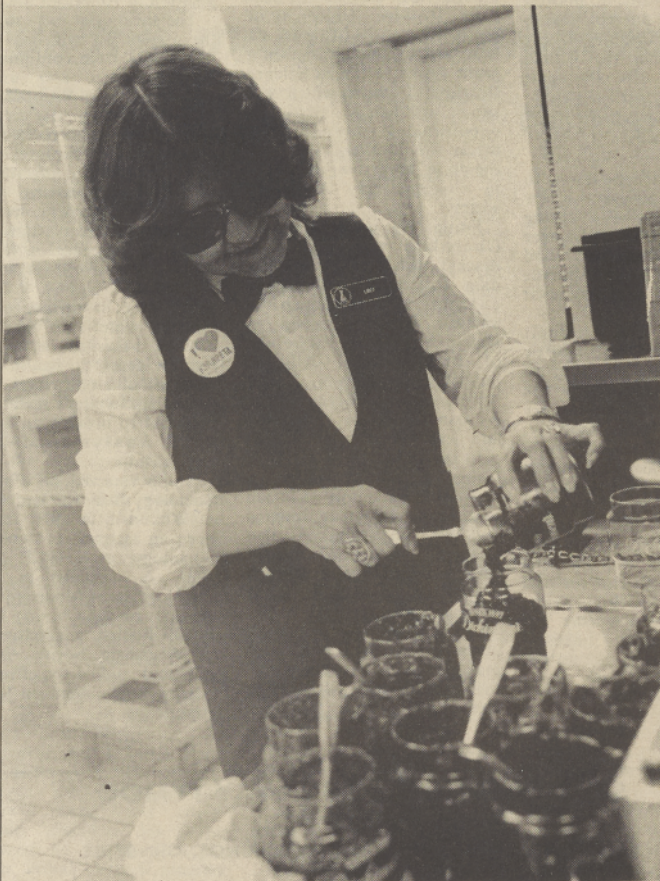
Kah-Nee-Ta is little by little becoming what was once hoped for it, a representation of Indian culture combined with a successful economic enterprise.



Busy continuously during the summer months Carol Craig serves a popular item from the village snack bar.



Of great interest to guests is the salmon bake. Tribal members prepare the meal over an open fire in a traditional manner. Learning from Caroline Tohet is Victoria Siasaga.



Spilyay Tymoo photos by Marsha Shewczyk



Indian dancing on Sundays at the village pavillion gets tribal members involved with Kah-Nee-Ta and its guests. Kate Jackson explains some of the accoutrements of Indian costume to the audience.



Keeping the resort up to par is no easy chore. Custer Wallulatum concentrates on that aspect of Kah-Nee-Ta



Guest rooms require fresh laundry daily. Romagene Joe unloads a dryer in the lodge laundry room. The behind the scene employees are very important to Kah-Nee-Ta's operation.