

# Kah-Nee-Ta

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"They are so vitally important," he said. "We must provide them the means by which to do their job in the fashion and quality the guests have come to expect."

Kah-Nee-Ta has seen its competition increase over the years in the region and the state, which emphasizes the importance of customer service and satisfaction, and the necessity of good employee training and development at all levels and stages.

## Tribal member employment

During the course of 2007, the Kah-Nee-Ta board of directors established a set of board policies that includes working on, and eventually instituting a tribal member program. Former chairman atwai Rudy Clements and the previous board of directors has already approved a tribal member recruitment and development program.

The program was intended to identify tribal members for employment opportunities and provide training and development to them.

Unfortunately, there have been several attempts to get the program up and running, but all have been met with implementation problems.

To ensure that the new program will have a chance to succeed the board of directors has appointed a sub-committee to work with Kah-Nee-Ta management in developing an implementation strategy, which is currently under way.

Brunoe said, "I believe that possibly some of my comments about tribal member employment have been misunderstood."

He has told his staff that the largest and best employee pool that is available to Kah-Nee-Ta is staring them in the face from the communities on the reservation.

*The Kah-Nee-Ta Master Plan is proposed to take a number of years to complete. Based on rough estimates provided in an economic report, it will cost in the vicinity of \$20 million to \$25 million.*

"What I don't want is a revolving door for tribal members," he said.

Brunoe said he wants tribal members to find a spot at Kah-Nee-Ta and stay, hopefully make a career in the hospitality industry.

"We're working to create an environment that tribal members want to be a part of, want to work within, and have opportunities to advance to the level they're comfortable with. I know it will take some time and considerable effort, but that's where we're headed. And once it's completed, the tribal member program will set the tone."

Tribal member employment for Kah-Nee-Ta has steadily increased over the last several years from an average of 36 percent to 44 percent of the total employees, as of this September.

## Master Plan

The board of directors has also embarked on a Kah-Nee-Ta Master Plan.

They have seen the competition and in order to not only retain a fair share of the market, they want to increase it.

Through the course of the year they have set out to identify those characteristics and amenities necessary for Kah-Nee-Ta's future success.

The master plan calls for a considerable number of up-

grades and enhancements to the property. Items such as signage, landscaping, upgrades to the resort's facilities, additions to the hiking and biking trails and eventual improvements to the golf course and spa are some of the areas that have been targeted.

One area in particular is the level of involvement Kah-Nee-Ta will play in providing a cultural immersion experience for the guest, along with possible eco-tourism excursions.

"We need direction for the tribal community on this piece of the master plan," said board chairman Ken Smith. "We have plans to conduct home based meetings, get input, then lay out what activities can and cannot occur."

Meetings should be starting soon. The Kah-Nee-Ta Master Plan is proposed to take a number of years to complete. Based on rough estimates provided in an economic report, it will cost in the vicinity of \$20 million to \$25 million.

"I think we have a good news story to tell," said Smith. "Kah-Nee-Ta is slowly making headway and progress. We have capable management in place, and we've taken steps forward in formulating a master plan and future for Kah-Nee-Ta."

With the development and implementation of employee training and careful planning of capital improvements, the board of directors is hopeful of increasing Kah-Nee-Ta's revenue.

The board and Kah-Nee-Ta management have high expectations of where Kah-Nee-Ta is going, and they want to get there as fast as they possibly can.

*Next deadline to submit items to the Spilyay Tymoo is Friday, Dec. 14.*

# Meth prevention

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In general, Miller said, the biggest motivator for a younger student to try methamphetamines is curiosity.

"It's either curiosity or somebody in the family that's doing it," he said.

The problem can have a wide variety of causes, he said, but in the end it eventually all ties into one. "They're exposed to it not only here in Warm Springs, but in Madras as well," Miller added.

Through the program Miller is also able to get feedback from students. Eventually, Miller said, they would like to set up a youth council for local students to help fight against the meth problem and have increased input.

That way, he said, "Not only the elders can be heard but the youth can be heard as well."

"All of this is really tying into educating our youth about prevention and awareness," Miller said.

"That's the whole idea behind educating our students," Miller said. "We can get them to come up with another plan or another plan of action to help combat methamphetamines."

While the problem is still huge, Miller said, he does believe the prevention and awareness is helping to combat the problem of methamphetamine use through the work of the Warm Springs and Jefferson

County Task Forces.

As far as prevention work in the community, Miller added, "I get a lot of feedback that it is actually working, a lot of people are starting to stray away from meth."

However, Miller said, people are starting to turn to alcohol or marijuana instead.

Part of what Miller teaches the students is that a problem can really start with something like smoking cigarettes.

That leads to alcohol, which leads to marijuana, which leads into use of methamphetamines, Miller said.

In addition, he added, the use of prescription drugs is on

the rise.

"You try one, you're going to try another," Miller explained.

In the end, Miller said, "How they take it is up to them. It's more of a learning experience for them. Some things they may have known already, others they may have not. It's more of a filling in the gaps sort of thing."

Miller encourages community members with questions or concerns about methamphetamine use to contact him through CHET at 553-3462.

In addition, community members are welcome to attend meth task force meetings every Wednesday at the Family Resource Center at noon.

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