



IMUA POLENISIA



THE VOICE OF THE POLYNESIAN CULTURAL CENTER



Sterling Scholar Boasts Hawaii's "Best"

See Page 3

PRESIDENT'S MESSAGE

Lester W.B. Moore

March was a banner sales month for PCC. We exceeded our sales attendance budget and update. In fact, it was the best March in a decade topped off by a one-day all-time high of 4,314 on March 27. This sales success is primarily due to:

- Our new television commercial shown on KHNL (Fox 13).
- Kamaaina newspaper advertisement offering discounted prices to PCC.
- Our special events strategy helped generate incremental sales specifically:
 - We featured the Cook Islands and invited Apu Tutai Pukerua and two others from Rarotonga. "Wonder Woman", as she is affectionately called won the hearts of all visitors by artfully husking coconuts with her teeth.
 - She also caught the attention of local media and was featured prominently on KITV Channel 4 News ABC affiliate), in the Honolulu Advertiser and the Hawaiian Moving Company" television program.

The special events were a total team effort which involved many of our managers. For example, Colin Shelford, New Zealand Island manager, was responsible for inviting the Cook Islanders; and Lei Cummings, in our Management Information Systems department, on her own initiative called KITV 4 News which gave excellent coverage.

- We targeted the kamaaina market, implementing a special admission-show discount which coincided with Spring Break and yielded 7,004 local sales — 3,980 more than last year, or a 131.6% increase.
- Concession sales also increased significantly. Overall, Concession sales in March were 16.4% ahead of last year. In April we celebrated our March results and spotlighted 14 people who

played key roles in accomplishing the March objectives. It was encouraging to see the diversity within this group. Those recognized were:

Charlene Shelford
Artisan, Islands of New Zealand
Tali'ilagi Galea'i
Senior secretary, Public Relations/Advertising
Lei Cummings
Programmer/Analyst, MIS
Ellen Gay DelaRosa
Supervisor, Hawaii Cultural Presentations
Jack Uale
Supervisor, Promotion Team
Pauline Tautu
Account Executive, Hawaii Sales
Fia Mau
Account Executive, Hawaii Sales
Alema Harrington
Account Executive, Hawaii Sales
Francis Ho Ching
Senior Account Manager, Westbound Sales
Pulefano Galea'i
Manager, Islands of Samoa
Colin Shelford
Manager, Islands of New Zealand
P. Alfred Grace
Director of Sales, Westbound
Mike Foley
Director of Sales, Hawaii
Reg Schwenke
Senior Vice President, Public Relations/
Advertising

This list is also representative of the spirit of the Polynesian people — of outstanding abilities and desire to do what is right.

These strengths, coupled with their faith, made it possible to achieve our outstanding results in March. I am grateful to the Board of Directors for allowing me and my family the opportunity to serve my brothers and sisters here.

PEOPLE AND EVENTS

STERLING SCHOLAR AWARDS



PCC Hosts Sterling Scholar Finals

The state finals for the 7th annual Sterling Scholar Awards were held at PCC earlier this month.

From the list of 60 finalists, 12 category winners and 24 runners-up were named during a special 90-minute KHNL (Fox 13) Sterling Scholar broadcast Saturday, April 10, in the Pacific Pavilion. A rebroadcast was aired Sunday, April 18, at 3:30 p.m.

The television co-hosts were First Lady Lynne Waihee, wife of Hawaii Governor John Waihee, and KHNL-TV anchor Jim Leahey — both former school teachers.

Entertainment for the state's most prestigious and extensive high school scholarship program featured Michael Jackson double E'Casanova, who also stars in the spectacular new show "Legends in Concert" in Waikiki, and Kawehilani Lindsey, popular local songstress and graduate of Kahuku High School.

The 12 subject categories included General Scholarship, Business Education, English, Foreign Language, Home Economics, Industrial Arts, Mathematics, Music, Science, Speech & Drama, Visual Arts and Social Science.

The finalists were chosen on their academic achievement which accounted for 50 points of the scoring, citizenship worth 20 points, leadership within their schools and communities worth 20 points, and interview worth 10 points.

Each of the 12 Sterling Scholar

Award winners received a beautiful koa wood & crystal trophy. The Business, General Scholarship and Social Science category winners each received \$4,000 cash scholarships with the runners-up receiving \$1,000 to be used at any university of their choice. The remaining category winners each received \$1,500 cash scholarships with runners-up receiving \$500. Scholarships totaling \$41,700 were awarded.

All finalists were hosted by PCC and other program sponsors for two days. They participated in a special interview training workshop before they were individually interviewed by a distinguished panel of judges in each of the 12 categories.

Judges included Charles Toguchi, State Superintendent of Schools; Mufi Hannemann, State Director of Business Development and Tourism; Melveen Leed, entertainer, Melco Hawaii; James Koshiba, partner, Koshiba & Young Attorneys at Law; Debi Hartman, Chairperson, State Board of Education; Kim Taylor Reece, fine art photographer; and Mamo Howell, fashion designer and President, Mamo Howell, Inc.

Superintendent Toguchi judged the most prestigious category, General Scholarship: "I was very impressed with the scope of activities the students were involved in — school leadership, a variety of clubs, athletics, church programs, community projects. It was commendable that the students cited their parents foremost and teachers second as the role models for their motivation to excel.

"Two other observations impressed me — their TV viewing was minimal and kept only to weekends, and the public schools were succeeding in producing superior scholars with the dedicated efforts of

teachers and excellent course offerings."

The program's Title Sponsors include the Cultural Center, First Hawaiian Bank, Duty Free Shoppers and KHNL-TV Channel 13. Supporting sponsors include Aloha Airlines, Pizza Hut, Clarence Lee Design, Ogilvy and Mather, McNeil Wilson Communications, BYU-Hawaii and Koshiba and Young.

The special exclusive category sponsors who each contributed \$6,000 were Bank of America, Castle & Cook Properties and Bishop Estate trustee Lokelani Lindsey.

To acknowledge the contributions and outstanding accomplishments of all Hawaiians through many generations, the title sponsors of the Sterling Scholar Awards program announced the addition of an unprecedented new Hawaiiana category in 1994. This will be the first and last time a new category will be added to the Sterling Scholar Awards.

Bishop Estate Trustee Lokelani Lindsey, an original PCC alumni dancer and BYU-Hawaii graduate, has agreed to become the perpetual exclusive category sponsor and will provide \$6,000 every year to the winner and runners-up of the Hawaiiana category.


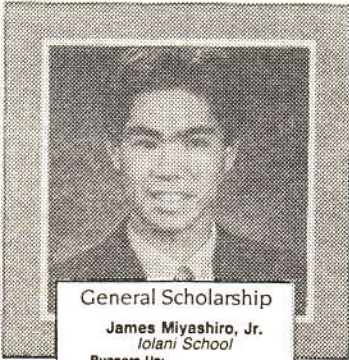







Sterling Scholars from Kahuku High School were Leute Poloai, Allan Hui, Courtney Day, Juneko Jackson and Emily Smith.

Delsa Moe, State Coordinator of the Sterling Scholar Awards, who has successfully organized the program for the fourth year in a row, praised the support of all PCC departments, especially Technical Services who rallied to produce the finest set design in the Sterling Scholar program's seven years.

A special salute to the 1993 Sterling Scholar Award Winners from the Polynesian Cultural Center, First Hawaiian Bank, Duty Free Shoppers and KHNL

Hawaii's most prestigious scholarship award recognizing the State's most outstanding high school seniors.

In our commitment to youth and excellence, we take great pleasure in honoring the Sterling Scholar Award winners selected from across the State on the basis of Scholarship, Leadership, Citizenship and Character.

 Donny Shimamoto <i>Aiea High</i> Runners Up: Shen-Ann Naganuma/Lahainaluna Rhessa Pontti/Wai'anae		 Ramon Arjona IV <i>Maryknoll High</i> Runners Up: Koren D. Ishibashi/Castle Michele Leong/Iolani		 General Scholarship James Miyashiro, Jr. <i>Iolani School</i> Runners Up: Alyssa Owen/Radford Wise Yoshie Uemura/Maui		 Jeani Tsukamoto <i>Iolani School</i> Runners Up: Fee Ganiron/Kauai Tara Young/Punahou		 Joni Motoshige <i>Iolani School</i> Runners Up: Sasha Kent/Kalani Erica Balbag/Wai'anae					
 Ethan Kozaki <i>Mililani High</i> Runners Up: Michael Immings/Aiea Leute Poloroi/Kahuku		 Kim Ngan Vo Ngo <i>McKinley High</i> Runners Up: Erin M. Hashimoto/Baldwin Lotus E.Y.W. Kam/Moanalua		 Jason T. Hondo <i>Baldwin High</i> Runners Up: Juneko Jackson/Kahuku Richard Lung/Iolani		 Jay-Calvin Uyemura-Reyes <i>University Lab</i> Runners Up: Stewart Keola Chong/Kamehameha Victor Lam/Iolani		 Rebekah Stewart <i>Kamehameha School</i> Runners Up: Valerie T. Makino/Mililani Donna Shin/Hawaiian Mission		 David Wong <i>Iolani School</i> Runners Up: Robby Bercarse/University Lab Renee L. Seto/Hawaii Baptist		 Janelle Kuba <i>Kalani High</i> Runners Up: Audre Yamamoto/Hilo Dean Vu George/Maui	

The Sterling Scholar Awards Program is provided as a public service by

					
--	---	---	---	---	---

A4 Sunday, April 11, 1993 The Honolulu Advertiser

Iolani wins 4 top Sterling honors 60 finalists from 25 schools compete in scholar awards

Iolani School seniors won four of 12 top honors — in general scholarship, home economics, foreign language and visual arts — at the eighth Sterling Scholar Awards ceremony yesterday at the Polynesian Cultural Center.

The winners and runners-up were announced yesterday during a 90-minute Sterling Scholar Awards television special on KHNL Channel 13 that was filmed at the cultural center's Pacific Pavilion amphitheater.

Sixty finalists vied for \$41,700 in scholarship awards provided by corporate sponsors.

Iolani student James Miyashiro Jr., the highest-ranking student in his class, received the general scholarship award and \$4,000. Runners up in the category received \$1,000.

Miyashiro, class president since the eighth grade, has a 4.57 grade point average (on a 5-point scale) and excels in Asian studies, mathematics, history, debate and Latin.

Iolani's Jeani Tsukamoto won the foreign language category, Joni Motoshige topped the home economics category and David Wong won in visual arts.

Students from eight schools won the remaining Sterling Scholar categories: Ramon Arjona IV of Maryknoll High, English; Janelle Kuba of Kalani High, industrial arts; Ethan Kozaki of Mililani High, speech and drama; Jay-Calvin Uyemura-Reyes of University Lab School, mathematics; Jason Hondo of Baldwin High, science; Rebekah Stewart of Kamehameha Schools, music; Kim Ngan Vo Ngo of McKinley High, social science; and Aiea High School's Donny Shimamoto, business education.

Top winners in the social science and business education category also won \$4,000, with \$1,000 going to runners up. All other winners of the remaining categories received \$1,500, and \$500 for the runners up.

Of the 25 high schools represented in the state finals, students from 22 schools

either won or were runners-up. Next year, the awards program will also include a Hawaiiana category sponsored by Bishop Estate trustee Lokelani Lindsey.

Final judging was held all-day Friday at Brigham Young University-Hawaii by 12 separate, three-member judging panels. Judges included Debi Hartmann, chairwoman of the state Board of Education; state Schools Superintendent Charles Toguchi; photographer Kim Taylor Reece; entertainer Melveen Leed; and others.

Judging is based on a 100-point scale based on the following categories: academic achievement, leadership, citizenship, and a personal interview.

Main sponsors include the Polynesian Cultural Center, First Hawaiian Bank, Duty Free Shoppers and KHNL Channel 13. First Lady Lynne Waihee and KHNL anchor Jim Leahey were co-hosts.

The show, which also featured a performance by Michael Jackson double E'Casanova, will be rebroadcast on KHNL-13 next Sunday at 3:30 p.m.

PEOPLE AND EVENTS

HUGE PCC REUNION BASH PLANNED



The Polynesian Cultural Center 30th Anniversary Reunion, is slated for the week of July 10-17.

Registration is important for all PCC employees, present and past, including labor missionaries who constructed the buildings and landscaped the grounds.

Register as soon as possible

with the Personnel Office. With the payment of a \$25 fee, each registrant will receive a registration packet with a description and schedule of events, housing information, official t-shirt order, etc.

For those desiring to participate in the PCC Alumni Show, rehearsals began April 20 from 7-9 p.m. in the Cannon Activities Center. Mondays are reserved for the Hawaiian and Samoan sections; Tuesdays for the Maori and Tongan sections; and Thursday for the Tahitian and Fijian sections.

Contact Reunion Coordinator Millie Peters at extension 3035 for more information.

COLLECTOR'S ALOHA SHIRTS TO BE FEATURED IN JAPANESE MAGAZINE

Recently 68-year-old John "Keoni" Ah Quin of PCC's Tahiti Islands was interviewed for a feature story on aloha shirts in one of Japan's leading monthly men's fashion magazines, "Men's Club". Publication is slated for June, 1993.

Ah Quin has collected over 100 aloha shirts, many of them his uniforms which he has lovingly packed away since he became a PCC

employee 28 years ago.

His oldest shirts are from the 50's, his brightest

"hippie-era" neons, his most recent additions pastel-colored "Mamo's".

Photographs were taken of Ah Quin's favorites and four with designs inspired by tapa cloth. (The photographer included pictures of Tonga tapa-making demonstrated by Mele Ongoongotau.)

Ah Quin has been a village musician, Hawaiian Village coordinator and Marketplace weaver. His current responsibilities include the coconut bread demonstration in the Tahiti Islands' cooking hut.



Remember when . . .



Roriri McCulloch (Custodial Services), Claudine Turi Peters, Iona Teriipaia and Keleise Ah You Taulogo entertain guests during the Center's early years.

EDITORIAL

DEALING WITH CHANGE

by Rubina Forester

Change is sometimes fearful because we don't know what it will bring. One of the ways we try to stop change is to "love" the past and the way things used to be. It makes us feel secure to be surrounded by what is familiar.

We must learn to accept change as a natural part of the order of things and allow ourselves opportunities to grow, to seek new directions and to create new visions.

Accepting change, however, does not mean we abandon the good things that made the Center successful. The Polynesian cultures are the heart of the Polynesian Cultural Center. We do not change what has been proven to work for 30 years — providing a living museum for visitors to observe and absorb Polynesian cultures; satisfying their needs for comfort and pleasant surroundings while on the grounds; ensuring each guest "gets their money's worth"; and helping them rediscover a spirit of brotherhood and sisterhood with all people.

Every successful company must change to survive. Where changes are usually required are in management styles and procedures, employee attitudes, physical layouts of buildings and grounds, and meeting marketing directions and trends.

All of us at the Center have made important and positive changes this past year. We should be proud of ourselves.

Imua Polenisia has also accepted the challenge to improve its product and service. We hope you enjoy it.

PCC'S PROMOTION POLICY

It is the policy of the Center to hire employees for entry level positions and train and develop them for promotion to higher level positions. When job vacancies above the entry level occur, employees will be given the opportunity to apply for such vacancies before outside recruitment is utilized.

Comment:

1. Job openings above the entry level will be posted on employee bulletin boards and/or announced in employee publications.

a. Employees who desire to apply for a particular job must notify the Personnel Department in writing within five working days after the initial posting or announcement of the job opening.

b. Supervisors and department heads will recommend employees for consideration as candidates for promotion.

c. In the absence of candidates bidding, or being recommended for a job opening, the Personnel Department will utilize outside sources for candidates.

2. The record of all candidates will be reviewed and updated by the Personnel Department to insure they are current and complete.

3. Qualified candidates will be interviewed by the department head in which the job opening occurs.

a. Employees are allowed time off with pay for job interviews related to a promotion.

b. It is the responsibility of the department head to select the most qualified applicant for the position.

4. In selecting the most qualified applicant for promotion the following factors will be considered:

a. Must meet the minimum requirements of the job.

b. Ability to perform the work with a normal period of training, as determined by the employee's education, experience and past performance.

c. The employee's seniority.*

*If two or more employees are equally qualified with regard to the first three factors, then seniority will be the determining factor.

PCC Policies & Procedures Manual, Page 26

PEOPLE AND EVENTS

MARQUESAS CELEBRATES CULTURAL MONTH

The PCC Marquesas Islands celebrated its cultural month in April with upgraded activities, new tohua decorations, refurbished stage area and uniquely-fashioned costumes.

Every day at 4 p.m. a visiting couple were honored in a traditional Marquesan wedding ceremony. The groom is dressed in a lavalava with the bride in a tiputa.

When seated on an elevated stage, the couple is presented with traditional gifts. They are entertained with songs and dances. They also exchange coconut hats with one another and seal their love with a Marquesan kiss, rubbing noses in the traditional way.

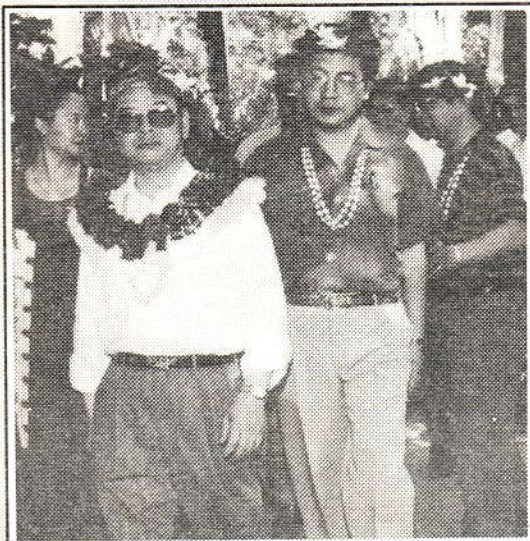
The refurbished stage area is now centered in the tohua with a new rain-proof groundcover surrounded by benches to seat approximately 70-80 people. Every guest has an unobstructed view of the activities.

Particularly eye-catching are the swaying bamboo poles decorated with colorful feather clusters and tapa streamers.

The Marquesans culminated their cultural month with a special Saturday devotional on April 24 with a theme on unity.



The people of Marquesas perform a group dance for Center guests.



Cao Bochun leads Chinese delegation from Samoa to New Zealand.

CHINESE DELEGATION FROM DALIAN HOSTED BY PCC

Cao Bochun, First President of the Dalian People's Association for Friendship with Foreign Countries, led a eight-member Chinese delegation which recently toured the Center.

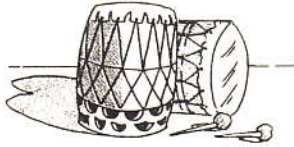
Hosted by Senior Vice President David Hannemann, the delegation watched the Canoe Pageant, toured the PCC Islands,

viewed the IMAX, enjoyed the Ali'i Luau and marvelled at the night show, "Mana, the Spirit of Our People".

The delegation members expressed their deep gratitude for the opportunity to interact with the people of the different islands of Polynesia, but especially for the wero welcome in New Zealand and the subsequent occasion of sharing a Chinese song in the meeting house.

PEOPLE AND EVENTS

DRUMS OF POLYNESIA



On a recent Saturday, a photo crew were shooting for a catalogue to be distributed by the Korea Tourist Bureau. The PCC will be prominently featured as a unique destination

Photo Polynesia held their first devotional and breakfast at the Gateway Restaurant last month featuring President Les Moore as the main speaker. He spoke about self-reliance and personal responsibility in maintaining standards of excellence. He introduced entrepreneur Jeff Yarborough, president of Angela-Marie, a company whose successful product is a krispie rice marshmellow treat. Yarborough

spoke briefly about customer service

During Spring Break, approximately 100 young people from Laie Stake conducted a volunteer clean-up at the Center. They spent a busy morning cleaning the PCC Islands, around IMAX Polynesia, the visitor parking lot and both sides of Kamehameha Highway. The teens enjoyed their service project and PCC appreciation breakfast of scrambled eggs, sausage and peaches

Also at the Center for a volunteer clean-up the day after were 32 members of a Samoan youth gang sponsored by Adult Friends for Youth. They cleaned the lagoon and theater. Half a dozen boys also raked and bagged leaves and fallen pine needles on the Marquesas mountain. The youth worked for a full-day PCC pass

SPECIAL RECOGNITION FOR MARCH TEAM EFFORT

March was a bonanza month for the Center. Targeting the kamaaina market, a milestone was reached on March 27 when close to 1,200 kamaaina visited the Center in a record single day total of 4,314. Over 7,000 kamaaina residents visited the Center in March.

The majority of local visitors took advantage of the special \$9.95 admission and show offer.

In recognition for their excellent performance, 14 PCC employees were honored and given Mahalo Nui certificates of appreciation.

In his remarks, PCC President Les Moore thanked the team for "working the plan and conducting promotions and special events which brought local visitors and other guests through our gates."

Moore also counseled all Center employees to "remember March does not a year or a decade make." He urged them to refrain from resting on the Center's laurels and to continue to work harder and better towards increasing its sales, discovering new markets and maintaining the highest level of performance.

PCC SONGBLAST '93 PLANNED FOR JUNE 11

Songblast '93 will be held as a special employee activity for Hawaii's June Cultural Month. It will be held June 11 at 10 p.m. in PCC's Pacific Pavilion.

Areas, sections or departments are invited to form a group of 5 or more people to sing a song from a movie.

Contact PCC's Hawaii Islands for more information.

For the Malihini

ala	road
moana	sea, ocean
wai	fresh water

PEOPLE AND EVENTS

DEVOTIONAL TARGETS HARD WORK

"Find Joy in Work" was the theme of the last PCC devotional presented by Elder John Welch, a 72-year-old service missionary assigned to the Center.

Formerly the Managing Partner of the 600-attorney Los Angeles firm of Latham & Watkins, Welch has spent the last year teaching business law at BYU-Hawaii and serving as a PCC consultant on legal issues.

Welch spoke about the "golden mean" of work, the balance between living only to work (being a workaholic) and working only to live (surviving just for weekends).

Quoting the Flemish painter, Sir Anthony Van Dyke: "Work, my blessing not my doom", Welch encouraged the audience of Center employees to love their jobs beyond just being paid "to eat" but to enjoy the full flower of blessings of having "someone to love, something to do, and something to look forward to"

Referencing Third Nephi 12:47 in the Book of Mormon, he read: "And whosoever shall compel thee to go a mile, go with them twain". Welch explained how that simple formula can serve to improve job performance, achieve the highest levels of customer satisfaction and meet the best

standards of business success.

"When we do only what is required and no more, we are psychologically confining ourselves in a prison of our own making which forces us to perform minimum work," Welch said.

"What happens when you do more than is expected?" asked Welch. "You come to work early, stay late, produce more, lend a helping hand to your co-workers and support activities to bring good things to pass.

"You become an agent unto yourself taking pride in your work and gaining happiness to be 'anxiously engaged' in achieving worthwhile results," he said.

Welch concluded by asking all to follow the work example of PCC President Les Moore whom he cited as performing "above and beyond the call of duty".

Welch expressed his hope all would find joy in their chosen work and receive the blessings of hard work, dedication and commitment.

PCC HALAU: 13TH YEAR AT THE MERRIE MONARCH FESTIVAL

The Merrie Monarch Hula Festival celebrated its 30th anniversary this year in Hilo. The PCC-sponsored halau, Hui Ho'oula Aloha, spent five days with approximately 8,000 others celebrating Hawaiian dance, art and traditions at the Edith Kanakaole Stadium.

Hui Ho'oula Aloha entered three categories: men's, women's and Miss Aloha Hula. In the 'auana (contemporary) division the men performed "Ka Wahine 'O Koloa" written by PCC Hawaii Islands Manager Cy Bridges, kumu hula of the halau. The song honors the 30th Anniversary of the Polynesian Cultural Center. The "woman of Koloa" in the title is a symbol of

the Center.

Stephany Nihipali, daughter of PCC paymaster Ben Nihipali, performed beautifully in the Miss Aloha Hula competition. She is a junior at BYU-Hawaii.

Bridges expressed his profound gratitude to both the Center and BYU-Hawaii for their support. The group's sponsorship is funded by PCC and practices are held on campus. "On behalf of Hui Ho'oula Aloha, I would like to extend our warmest mahalo to PCC President Les Moore and BYU-Hawaii President Alton Wade."

Hui Ho'oula Aloha was set up 13 years ago by PCC alumni Bill Wallace, Keith Awai, Enoch Kaina and Cy Bridges.

PCC IN THE NEWS

The Polynesian Cultural Center has been the most enjoyable experience of our lives. Thank you for a great meal and tremendous hospitality. We, from Maine, felt like we were right at home.

Darrel and Arlene Murchesen
Saco, Maine

"We have just returned from the Islands and had the most wonderful time at the Cultural Center. This highlighted our stay in Hawaii. The IMAX Polynesia was really great and the fire dancers were the best I have ever seen. This is one place which is a must for people to see. Also, the Ali'i Luau was fantastic as well as all the people working to make the Center a fun and exciting place to visit. I will surely be a return visitor when we come back in the winter months later this year. Thanks."

Renee Latosa
Sacramento, California

It's like something caught in ice. You have to break the ice to find the image.

99

David Eskaran
"Master Carver"

Master carver: Time goes against the grain

□ He has the ideas and skills but can't finish all the magic

By June Watanabe
Star-Bulletin

DAVID Eskaran's business card describes him simply as "Master Carver." So much magic in two words.

But the words don't convey the time and inspiration, not to mention talent, needed in a job that's far from typical.

Moving his hands over the back of a carved, wooden panel, Eskaran tried to explain the magic:

"The difficulty of carving is that there is so much movement and lines in wood. If you force an image, it might be so contrived it might not work."

"Each piece has an optimum form deep within that you have to find. Like the great masters Michelangelo and Rodin said, there is an object in there. It's like something caught in ice. You have to break the ice to find the image."

Eskaran, who recently turned 37, works with three other artists in the "carvers hut" at the Polynesian Cultural Center, run by the Mormon Church.

"Our showcase is here in the village," he said of the 42-acre visitor attraction in Laie.

On a recent day, he gathered some of his intricate carvings under the thatched, open-sided studio: a graceful koa whale; a beef shank bone necklace; a Maori spear; a Cook Island drum; the beginnings of a multiform work depicting the creation of the world, with representations of the sky father and earth mother.

Of the last, he sighed, "It will be a mighty piece if I can finish it."

That's the dilemma facing the artist: He has lots of ideas and the skills necessary to bring them to form, but not enough time to do it all.

"We carry a lot of responsibility in our area," Eskaran said of his work at the cultural center.

Besides art and artifacts for the different villages — such as a huge ali'i luau serving bowl to carry the pig from the imu; a carved gateway; or ongoing restoration of a historic Maori canoe — the carvers work on items for the night and day shows, and on gifts for visiting dignitaries.



By Craig T. Kojima, Star-Bulletin

David Eskaran at the Polynesian Cultural Center. "Like the great masters Michelangelo and Rodin said, there is an object in there," he said.

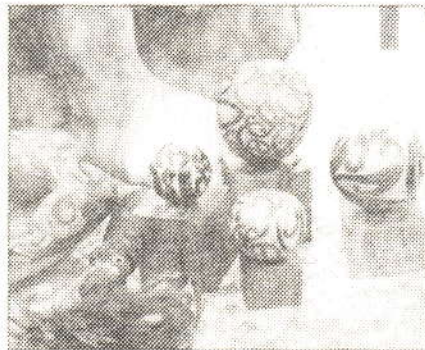
Eskaran hoisted a Maori spear that he carved, noting that such weapons are presented to visiting heads of state and cost between \$300 and \$1,200 each.

It was Eskaran who carved a koa bowl for President and Mrs. Bush when they attended ceremonies here marking the 50th anniversary of the Japanese attack on Pearl Harbor.

It took him 100 hours to complete the bowl, which included four three-dimensional vignettes. His works also have gone to the premier of China and the president of Finland.

Pieces he has done outside of the cultural center are in galleries in New York, California and Arizona. Adnan Kashoggi has one of his warrior pieces, plus several other Eskaran originals.

Much of the carvers' work is assigned "and we choose which takes precedence," Eskaran ex-



By Craig T. Kojima, Star-Bulletin

Samples of David Eskaran's craft. "I love to work in all forms," said the 1974 Kamehameha Schools graduate.

most versatile carvers. Carving rock, bone and wood are all different skills.

"That's what makes him one of the more unique and gifted carvers in the state."

At the cultural center, where he has had to learn seven cultural styles, Eskaran has "keyed in wood."

But "I hope to get the center's administrative body to (let me) incorporate all the art forms in one composition: stained glass, bronze, lava rock, bone, fiber, feather work. I love to work in all forms."

A 1974 Kamehameha Schools graduate, Eskaran was influenced early by two instructors there.

He remembers being exposed first to master carver Fritz Abplanalp through an uncle who worked at the school.

He was mesmerized by the life-like beauty of Abplanalp's wood sculptures of women.

Inspired, Eskaran would "take my mother's kitchen knife, or my grandma's cleaver, and carve driftwood. That's how I started."

He eventually went to Kamehameha as a boarding student and came under the influence of Wright Bowman Sr., a master canoe builder and sculptor.

"Mr. Bowman probably doesn't know what impact he has had on me (and) how appreciative I am to him for opening the door for me."

Eskaran also credited Epanaia "Barney" Christie, the senior master carver at the cultural center; Jan Fisher, who sculpted the Duke Kahanamoku statue in Waikiki; and muralist Matauma Alisa with influencing his style.

Asked whether he wants any of his four children to become artists, Eskaran said he wants to "train them in drawing. You have to know how to draw to carve."

"But I want them to be doctors or lawyers or architects. I want them to make good money," he laughed.

Still, for himself, "My No. 1 goal is to help preserve and perpetuate the art form. It's sad when the state opens up a (sculpting) contest to all the people in the state and only 20 people apply. . . ."

"It's not that you're making large sums of money as an artist because you're not."

"But if I choose not to do it, it's one link out of the chain that separates a (distinct) art form today from the past. So it's lucky for me that I enjoy doing what I do."

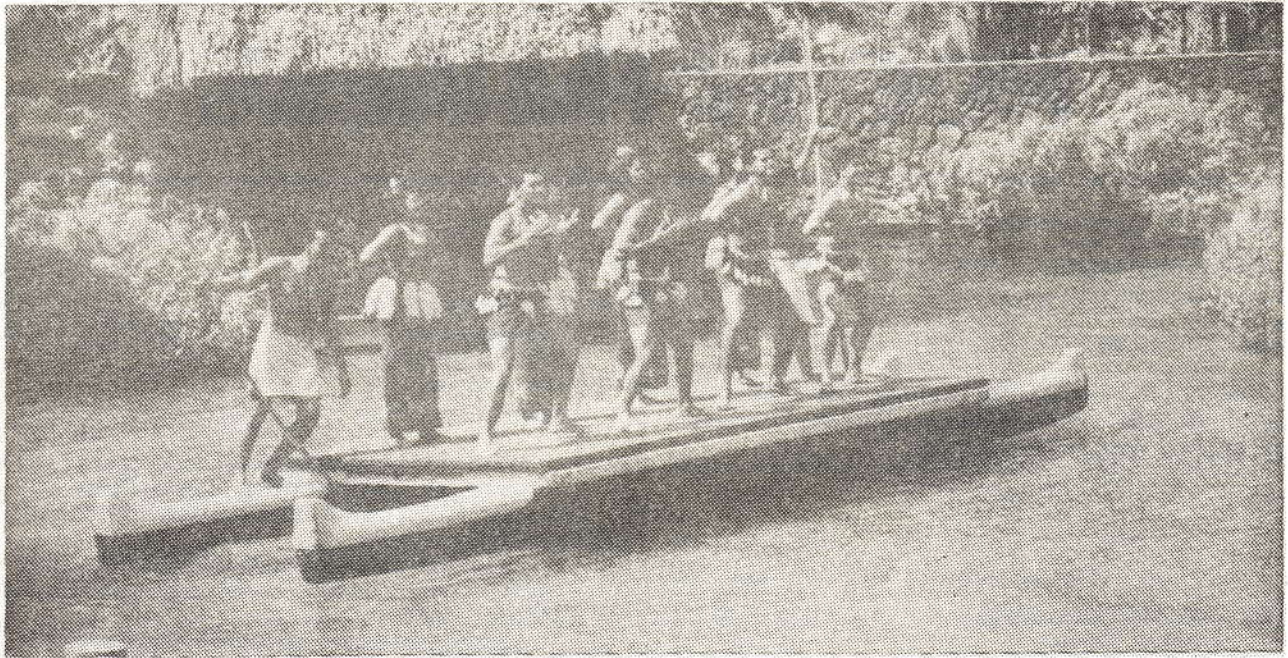
plained. But "carving doesn't really take much time. This took me two weeks," he said, pointing to an intricate work he calls his protest piece, which took months to formulate. "It's the development of the idea that takes time."

That means doing "a lot of research. I spend 12, 16, 18 hours a day researching all of these things. I have a pretty good library of oceanic things."

Eskaran is a thoughtful man, intense about his art, eager to explain what each piece means. But while proud and confident of his talents, he still is in search of his greatest glory.

"People call me a master carver," he said, shaking his head. "But until the real masters acknowledge me, I'm not a master carver."

Reginald Schwenke, the cultural center's senior vice president for corporate communications, disagreed: "David's one of the



USAF photos by SSgt. Creston Shrum

Brigham Young University-Hawaii students perform a Samoan group dance during the Pageant of the Long Canoes. Their work at the center pays for their education loans.

Cultural center highlights Polynesians' heritage, lives

By SSgt. Creston Shrum
Public affairs

The Polynesian Cultural Center, located on Oahu's North Shore, offers visitors a glimpse of seven Polynesian islands. The 42-acre setting highlights Samoa, New Zealand, Fiji, Hawaii, Tahiti, the Marquesas and Tonga.

"In its presentation of Polynesian cultures, the center highlights the dignity of the Polynesian people; the prestige of their cultures; and their uniqueness and ethnicity," said Rubina Forester, editor of the center's in-house magazine, *Imua Polenisia*.

"Every visitor will experience an extensive Polynesian tour which would otherwise cost upwards of \$10,000 were they to actually travel to these islands," she said.

Each village puts on shows and offers guests a chance to take part in several of their cultural activities. Events include weaving, games, dance lessons, food tasting, shell lei making and mat making. Among the many shows, is the Pageant of the Long Canoes, where performers entertain the crowd with dances from the seven islands.

The center also boasts Hawaii's first IMAX

theater that features their own production, "Polynesian Odyssey." The movie takes guests from the beginnings of the Polynesian culture to discoverers finding the islands.

The highlight of the day is a 90-minute evening extravaganza called "Mana! The Spirit of Our People."

"This world-famous production is the largest Polynesian revue in the world and regularly uses a cast of more than 100 islanders," Forester said. "It features fiery volcanoes, fountains, multilevel stages and numerous special effects. The Samoan fire dancer also dazzles the crowd with his performance."

The center is approximately 40 miles from Hickam. Several packages are available through the Makai Community Center. Prices range from \$5.21 to \$50 for children 5 to 11 years old and \$10.42 to \$80 for adults. However, through March 31, admission and the evening show costs \$9.95 plus tax for kamaainas. Children get in for \$7.95.

For more information, call the cultural center at 293-3333 or the Makai Community Center at 449-2230.



A student places a hibiscus flower in a coconut leaf headband at the mission complex. The area shows visitors what a missionary compound looked like in early Polynesian history.



(Above) Emosi Damuni, a Fijian chief, shaves the inner bark off a Hau tree to make dancing skirts. (Right) Visitors ride a long canoe through the freshwater lagoon that winds through the center.



PCC IN THE NEWS

Insurance Conference Planner
Stamford, Connecticut
Jan-Feb 1993
Hawaii, Islands of Aloha

"One of Hawaii's main attractions is also in this territory (the North Shore). At the Polynesian Cultural Center are colorful stages pageants and replicas of native villages of the South Pacific."

Senior World of San Diego
El Cajon, California
March 1993
Waikiki's allure? It's 'action'

"The same tour (to Oahu's North Shore) probably will take you also to the nearby Polynesian Cultural Center, a theme park for dances and pageantry demonstrating the cultures of seven groups of islands. The park was conceived, built and is operated by the Church of Jesus Christ of Latter Day Saints.

The performers are handsome young women and men from nearby Brigham Young University-Hawaii, natives of Samoa, Fiji, Tonga, Tahiti, the Marquesas, New Zealand and Hawaii.

Waimea Falls Park and the Cultural Center each would require a full day's visit to do it justice."

Hawaii Magazine
Mission Viejo, California
March 1993
PCC Goes International

The Polynesian Cultural Center was invited to provide a special performing group to accompany Governor John Waihee, former Miss America Carolyn Sapp and several visitor industry executives on a promotional trip to Germany last September.

Seven PCC performers, each representing one of the seven island nations of Polynesia — Fiji, Hawaii, New Zealand, Tahiti, Samoa, Tonga and Marquesas — made the trip.

Additionally the center recently teamed with China Folk Culture Villages, the largest, most extensive cultural theme attraction in mainland China, to provide management training, intercultural exchanges and export PCC's cultural expertise and resources.

This "Sister Cultural Centers" agreement marks the first time the Polynesian Cultural Center has entered an international accord. China Folk Villages encompass 40 acres and depict the living cultures of 24 of China's 56 ethnic minorities. The attraction is in Shenzhen, a southern city in mainland China.

Stockton Record
Stockton, California
February, 1993
Escapism, Oahu-style

"Many escapists head for the opposite side of the island — North Shore — to the Polynesian Cultural Center, which they discover also can be crowded at times. It's Hawaii's most popular paid attraction.

The 42-acre center re-creates the ancient villages and lifestyles of Tonga, Tahiti, Fiji, the Marquesas, Samoa, New Zealand's Maori and old Hawaii.

Double-hulled canoes take visitors through winding waterways on tours to the villages, where they watch the "natives" playing their ancient arts and crafts. Visitors are welcome to join them in their work and in village sports.

Daytime highlight is the "Pageant of the Long Canoes", a Polynesian review performed in a 2,000-seat amphitheater on a water-filled "stage".

"Mana, the Spirit of Our People", a 90-minute show, is performed by a cast of more than 100 singers and dancers in the evening.

"Polynesian Odyssey", a film depicting 3,000 years of Polynesian history, is shown on a seventy-foot high screen in the IMAX theater.

The center's staff includes students of the adjoining Hawaii campus of Brigham Young University. The Center was founded by the Church of Jesus Christ of Latter-day Saints.

Plan on spending the day and evening."

Star-Bulletin
Honolulu, Hawaii
March, 1993
Dave Donnelly's Hawaii

"Keeping up with the pace of an election campaign, the president was seen escorting the first lady through seven Polynesian islands in one day. Translated: Polynesian Cultural Center President Lester Moore and First Lady Lynne Waihee toured the center, receiving island

greetings at each "island" they visited.

And through its association with Adult Friends for Youth, the PCC invited a Samoan youth gang to work side by side with its employees in return for a full-day pass and a return visit as guests. PCC president Moore was offering the youths a chance to get in touch with their cultural background and keep off the streets."

PEOPLE & EVENTS

REUNION BENEFIT CONCERT "LEGENDARY"

The recent Monday night concert by "Legends in Concert" stars wowed a crowd of over 2,000 in PCC's Pacific Pavilion.

Performing to applause, cheers, laughter, enthusiastic shouts and spontaneous hugs, the celebrity look-alikes: The Blues Brothers, Neil Diamond, Marilyn Monroe, Michael Jackson and Elvis Presley. They sang and danced their way into the hearts of PCC employees, BYU-Hawaii students, community members and even tourists staying over from PCC's night show.

Had the Center paid for the evening's concert, the total costs



PCC President Les Moore and John Stuart, producer and owner of "Legends in Concert", thank the crowd for their enthusiasm & aloha.

would have been nearly \$38,000. The PCC 30th Anniversary Reunion Committee expressed its gratitude to John Stuart, producer and owner of "Legends", for a spectacular evening of entertainment which will provide support and funding for reunion activities.

Stuart, an active LDS Church member, also extended a year-round special rate to all PCC and BYU employees and students with BYU I.D. for his "Legends" show in Waikiki of \$10. This includes two beverage drinks. The normal kamaaina price is \$20.00.

"Legends in

Concert" currently performs twice every night at the Aloha Showroom located on the fourth floor of the Royal Hawaiian Shopping Center in Waikiki.



Computer Corner

by Lei Cummings

Save It Or Say So Long

You need to save your document before you turn off the computer.

Using a Macintosh may seem like using a typewriter, pencil and ledger, paintbrush and canvas, or pen and drafting paper — but the computer is unlike those other tools in one important aspect: anything you can create on a computer exists only temporarily in the computer's memory until you save your work.

That is, until you tell the computer to record your creation on a disk, your finest work is no better than a mental note — forgotten faster than you can turn off a switch.

Remember: the quick keystroke command to save is "S" — use it often!



"Legends in Concert" Neil Diamond look-alike, Jay White, sings "They're coming to America."

PEOPLE AND EVENTS

A MONTH OF EXPERIENCES COMING IN MAY

May will highlight a month of exciting special activities and festivities for employees and visitors.

Every day will feature lei making demonstrations and displays paying tribute to the beautiful flowers and plants of Hawaii.

Visitors will have the opportunity to participate at the Center in making the longest ti-leaf lei in the world which will try for the Guinness Book of Records.

Every Saturday will feature special activities planned to highlight experiences many guests may never see again.

May 1, Saturday

1:30 - 5:00 pm Weaving of the world's longest ti leaf lei begins. Lei contest display.
2:30 pm May Day Program - Mission complex.
4:00 pm Return of the Canoe Pageant on lagoon.

May 8, Saturday

12:00 noon Judging decorated carts - main entrance.
1:30 - 5:00 pm Weaving of the world's longest ti leaf lei. Lei contest display.
2:30 pm May Day Program - Mission complex.
3:30 pm Parade of decorated carts and trams

May 15, Saturday

12:00 noon Judging decorated canoes - IMAX landing.
1:30 - 5:00 pm Weaving of the world's longest ti leaf lei. Lei contest display.
2:30 pm May Day Program - Mission complex.
3:30 pm Parade of decorated canoes.

May 22, Saturday

1:30 - 5:00 pm Weaving of the world's longest ti leaf lei. Lei contest display.
2:30 pm May Day Program - Mission complex.
3:30 pm Parade of Island Fashions on canoes.

May 29, Saturday

9:00 am Samoan Arts Festival at Pacific Pavilion.
1:30 - 5:00 pm Lei displays and demonstrations.
2:30 pm May Day Program.
4:00 pm Unveiling of the world's longest ti leaf lei. Return of Canoe Pageant on lagoon.

World fire-knife dance competition.

May 24 - 26

Preliminaries Samoan Malae (12:00 noon).

May 27 - 28

Semi-Finals during extended Evening Show.

May 29

Finals and Awards Ceremony during extended Evening Show.

A SPECTACULAR PERFORMANCE BY "WONDER WOMAN"

The "Wonder Woman" of the Cook Islands, Araipu Tutai Pukerua, performed her amazing feat of husking and peeling coconuts with her teeth while dancing at the same time at the

PCC in March.

Invited by the PCC Islands of New Zealand, she spent two weeks entertaining Center visitors with her humorous and phenomenal performance.

She was one of the featured stars in the recent Festival of Pacific Arts last October in the Cook Islands, with top performing groups from 22 nations participating.

A major celebrity at home she has been performing the feat for 28 years, but is a school teacher in real life.

Pukerua was showcased on TV's Hawaiian Moving Company and featured in several newspaper articles and on KITV4 news.



Culturally Speaking

The Marquesan Culture

by Sergio Rapu

Cultural Development Manager

The Marquesas Islands consist of 10 volcanic islands which have a total area of 1,057 sq. kilometers. The archipelago is located about 750 miles northeast of Tahiti.

Marquesas was first settled by Polynesians who came from the area of Tonga and Samoa around 200-300 years B.C. These colonizers brought with them food plants including breadfruit, taro, ti, bananas and sugarcane. They also brought pigs and chickens.

For at least 1,800 years, the Marquesan population expanded and continually adapted to the environment.

There are no coral reefs surrounding the Marquesan shores. Unlike Samoa and Tonga, fishing in the Marquesas is conducted on the open sea without the comfortable protection of a coral reef. Consequently, the Marquesan people developed different and sophisticated types of fishhooks.

Unlike some other Polynesian islands, droughts frequented Marquesas forcing the people to develop ways to insure a food supply. The best-known example of their ingenuity is the maa pit, used to store ripe, pounded

olelo No'eau

Polynesian Proverbs
Hawaiian

O ku'u wahi opu weuweu la, nou ia.

Let my little clump of grass be yours.

A humble way of offering the use of one's grass house to a friend.

Give Me Five!

Earliest European Pacific Explorers

1. Vasco de Nunez Balboa sighted the Pacific in 1513 from a peak on the isthmus of Panama proclaiming it a Spanish dominion and naming it the South Sea.
2. Ferdinand Magellan first rounded Cape Horn and crossed the Pacific Ocean in the first circumnavigation of the world in 1519-22.

3. Don Alvaro de Mendana sought a new continent in the Pacific in 1567 without success. But he was the first to discover a Polynesian archipelago — Marquesas in 1595.

4. In 1580, Sir Francis Drake circumnavigated the globe in the Golden Hind taking a very northerly Pacific route.

5. In 1642, after discovering Tasmania and New Zealand, Holland's Abel Tasman visited Tonga and Fiji. He was the first to penetrate the Pacific from the East Indies.

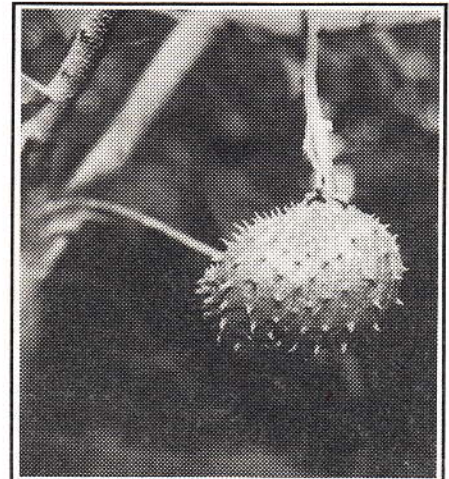
breadfruit. These pits were sometimes as large as 30 feet in diameter and 10 feet deep.

At the time of the first European contact in 1595, the population of Marquesas was estimated at 35,000. However, with the contact new diseases were introduced to which the native people had no biological defense. Subsequently, these diseases reduced the Marquesan population so dramatically, by 1890 they numbered less than 4,000.

The drastic reduction of population greatly changed the living culture of the Marquesan people. Because of the change, assumptions were spread the Marquesan culture was dead. But it is very much alive.

The Marquesan language is still spoken by more than 4,000 people. It is a language similar to Hawaiian, Tahitian, Maori and Rapa Nui. Large numbers of chants and oral traditions have been collected and published in ethnographies.

Following the settlement of Western Polynesia, scientists consider the Marquesas to have been the main migration center to East Polynesia. Islands settled from Marquesas include Easter, Society, Hawaii, Gambier and Tuamotu.



SOURSOP FACTOIDS

Eugenia uniflora Linnaeus

A small, evergreen tree with fragrant laurel-like leaves. The fruit is kidney-shaped featuring a skin with soft prickles. When fully ripe it can weigh up to six pounds. The sweet-sour juice from the fruit's white pulp is used to flavor drinks and ices. There is a fine soursop tree by the Tahitian cooking house.

Compliments from Near and Far

From James Michener

World's leading novelist since World War II.
Author: "Bridges of Toko-ri", "Hawaii", "Return to Paradise", "Centennial", "The Covenant", "Texas", "The Source", "Mexico".

Dear President Moore:

I am indeed familiar with your fine Polynesian Cultural Center on the north shore of Oahu. It serves a most useful purpose in reminding visitors of the glories of island history and contemporary life. I'm amazed, looking at the photographs of present-day installations, of how much you've grown. I'm also impressed by the amount of money you've invested since I last saw the Center. You are certainly prospering, and may 1993 continue your good fortune.

On my next visit to Hawaii I'll try to stop by.

James Michener

"Our thanks to the Polynesian Cultural Center for the commitment to the Sterling Scholar Program. The visibility, quality and stature of the program increases every year. I know it must be a lot of work. You should all know it is appreciated."

Aloha,

*Frank Haas
Vice President/Director of Marketing
Hawaii Pizza Hut*

"Nepi Prime of New Zealand is one of the Center's outstanding workers. His performance is consistent, his attitude warm towards the guests, his explanations about the Maori culture contain interesting information, and he makes the guests I bring to the Center feel welcome.

Other workers who deserve compliments because I observe the friendly attention they pay to customers every single time are Keith Awai, Kalani Shelford, Kalani Kanahale and Lilia Kekauoha of the Hawaiian Village."

Dr. Seuss

"I was a recent first-time visitor to the Polynesian Cultural Center. I wanted to take the time to voice how impressed I was by the Center and its employees.

I live in British Columbia, Canada, and wish our native cultures could show as much pride and interest in sharing their customs as the cultures represented at the Center.

The talent, flexibility and enthusiasm expressed by many of the employees was fantastic! I felt the atmosphere welcoming. It encouraged me to take part in all of the presentations. I actually found myself wishing I could gain more experience with each culture and lifestyle as I went along.

I am sure you receive hundreds of these comments in letters daily. I just want to thank PCC and its staff for greatly adding to my trip to the Hawaiian Islands."

*Glenna Tomlins
Nelson, British Columbia
Canada*

Back On My Island...



Keola Kaaikuahiwi

Born: Hilo, Big Island, Hawaii

Position: Tram Driver

"I was born and raised in Hilo, the home of the Merry Monarch Festival which takes place every April. It is a beautiful town with a scenic harbor. When I think of Hilo, I remember the rain and see the snow-capped mountains of Mauna Kea and Mauna Loa in the distance.

One special memory of Hilo is the first time I went fishing with my grandparents. I came home having caught more fish than my grandfather. Another memory surrounds the many happy hours I spent with my friends singing and playing instruments (kanikapila).

I just began my freshman year at BYU-Hawaii last September after returning from a mission in the Phillipines.

My job as a tram driver gives me



many occasions to meet different people from all over the world, to work with the sister missionaries who are part of the PCC's Laie Tours to the Hawaii Visitor Center and to experience the excitement and pleasure of guests when they view the Hawaii Temple.

What I like best about driving the PCC trams is when the children from the Laie community call out "Aloha" to the visitors. Their support really makes me happy."

Keniseli Talataina

Born: Ulutogia, Western Samoa

Position: PCC Custodian

"When I was 15 years old my family emigrated to Hawaii. I have lived in Laie since. It is a good place to live because my work is close to my home.

There are many different jobs available at the Center. I'm very glad I have the job I have. I feel it is important because without custodians the Center would look dirty and untidy. Some of the things I do is to scrub, strip, wax and buff floors.

I have learned a lot from President Moore in our company



meetings. I try to remember things like help each other at work and be honest in the job. He also said no matter what our job is, we must take good care of the tourists. I try to do my best to keep them happy."

Jacqueline Dinn

Born: Manila City, Phillipines

Position: Ambassador waitress

"This school year marks my return to BYU-Hawaii after living and studying back home for three years. I returned because of the program excellence here in my major of travel management.

The people of Hawaii help me not to get homesick for the Phillipines because they have the same warm qualities of hospitality, love of music and the ability to enjoy their cultural dances.



Throughout my life, the values I learned back home help to steady me each day. I try to always respect the words of older people, to take pride in my heritage and to be conservative in the things I want and need.

Being an Ambassador waitress allows me many opportunities — I am getting to know the Japanese guests better, improving my waitressing skills every day, learning how to interact with guests from all over the world and fulfilling their needs to make sure they have the best day of their vacation here at the Center."

PCC's LIVING TREASURES

TIHONI PU

Born: Tehaupoo, Tahiti

TETUATEHIAPO PU

Born: Tupua'i, Tahiti

"We came to the Polynesian Cultural Center in 1964 as missionaries to the Tahitian Village. We worked under Raituia Tapu who was then in charge.

Papa made fish traps, nets, drums and toere's and played music. Mama's assignment was weaving items such as mats, hats, baskets, fans and threading shell leis. In the night show we both sang in the Tahitian section.

After about nine months in the village, both of us were assigned to take care of the food for the Polynesian-style feast held in the Samoan Chief's House. We were given missionary housing at the BYU-Hawaii campus.

The menu consisted of banana or papaya po'e, raw fish, Maori bread, kalua pig, haupia pudding, chicken long rice, Samoan pudding, Tongan otoi, Tongan lupulu, Samoan palusami and fresh green coconuts (the responsibility of the Fijians). Emmeline Unga helped with the Tongan Food, Vivian Ahuna with the Hawaiian and Jack Uale's (Promotion Team Supervisor) mother Elisa with the Samoan. In those days the food was cooked outside the Center.

When the food was ready for the feast, we put everything in a van and drove it to there. The dinner and show only happened about three times per week.

We were in charge of the food for

the Polynesian feast for five years. Papa was then assigned to build a Tahitian canoe and Mama was put in a special hut by the #4 gate which was then the official entrance to PCC. She wove Polynesian crafts until they transferred her to the curio shop (now Shop Polynesia) where she continued weaving with other ladies — Lagalaga Alo, Tauamo Malufau and Sophia Reiter (Laie postmaster Gladys Pualoa's mother).

We both retired from the Center in 1983 after 19 years. We love the PCC very much and we will always be grateful to the Church for bringing us from Tahiti.



After Kuilima (Turtle Bay Hilton) was built, our friends told us to go and work there for more money. But we both knew it was not the right thing for us.

Working at the Center has always made us happy. We worked hard for it making things nice every morning. We picked flowers, cleaned the lauhala for weaving and swept the rubbish so that everything would be ready for the tourists.

Mama learned more ideas for weaving. She made both square and round mats. Sometimes the Temple

would request a basket and she would make a Tahitian-styled one.

Mama learned to make a coconut hat the Hawaiian way (with a squared top) by asking tourists who had bought theirs from roadside stands to take them off and let her study them.

A project Mama will never forget is a giant eight foot coconut hat for a display. She also made several large hats for the dolphins at Sea Life Park.

There are many faces from the past we will always remember — Joe and Millie TeNgaio (New Zealand); Emosi and Sereima Damuni (Fiji); Isireli Racule (Fiji); Jubilee and Eugenia Logan (Hawaii); Bill and Lilly Kama (Hawaii); Lydia Colburn who sang at the old Polynesian buffet; Village Operations managers Glen Kukahiko and Peter Vamanrov; and Pasi Fuamatu (Samoa).

There are certain memorable activities both of us will always remember fondly: the old Night Show, "An Invitation to Polynesia"; the canoe pageants which travelled along the lagoon and stopped to perform in front of the villages; Elvis Presley arriving by helicopter to film "Paradise, Hawaiian-Style"; and the Center opening its gates for business at 10 a.m.

We hope the people working at the Center now will continue to help the PCC grow. We hope they will be honest in their work, take good care of the Center, work hard in everything, look nice to the tourists, make conversation with every visitor, and speak kind words to one another.

That will help the PCC be strong for the benefit of BYU-Hawaii, the community and for tourism in Hawaii."

Training Table

TEAMWORK: Sharing Goals and Celebrating Results

by Miller Soliai
Training Manager

Modern organizations including the Center face the dilemma of wanting people to feel and work as a team who actually operate individually, sometimes, often in offices halfway across the globe.

Consultant Allan Cox once conducted a team-building workshop for six technical-service executives of a large consumer-foods company. He began by asking them to spend an hour writing about three high points of their lives and identifying what passions contributed to those periods that were missing from their lives now.

"See how you can recapture those passions or values," he urged.

Further, each executive was to draft five job-related goals — two immediate, to be reached in a week; two intermediate, to be attained in a year; and one long-range, to be achieved in three years.

The executives returned to the room charged up. The assignment had made them look closely at themselves and find positive aspects. Setting goals based on their reasserted convictions gave them power and hope.

Cox asked a volunteer to share her goals and explain the meaning they held. She did and became better known and thus more "human" to her colleagues, even though she had been with the company for years.

The other participants then willingly shared their goals.

Participants reported it was very helpful to know others' agendas and for others to know their own.

Afterward, they returned to offices scattered around the world, but they still were able to extend greater support to one another.

Sharing their goals created bonds among them. Cooperating to reach them advanced the bonding. And jointly celebrating their accomplishments in the years ahead sealed the process.

In celebrating the Center's 30th Anniversary year, teamwork continues to be a vital bond strengthening the success of the Center. In unity of work, cooperation and friendship, Center personnel can look forward to a viable future.

SOURCENOTE: Allan Cox, Straight Talk for Monday Morning: Creating Values, Vision and Vitality at Work.

DMBA Hotline

by Grace Lee

DMBA is happy to announce two new benefit programs for the Center's full-time employees. They are (1) Eye Care Plan of America and (2) Flexible Spending Account.

Eye Care Plan of America

Effective May 1, 1993, all PCC's full-time employees and their family members can enroll in an eyewear program that can produce savings of 20% to 60% off the retail cost for eyewear.

There will be an annual premium of \$6.75 per participant which covers each member of the family.

There is no limit on the number of pairs of glasses one can purchase.

Procedures for enrollment include completing the forms attached to the brochure mailed to all departments and returning it to the PCC Personnel Office with a check or money order payable to Deseret Mutual for \$6.75. (Extra brochures may be obtained at the DMBA office.)

Flexible Spending Account

This new program will allow employees to pay with pre-tax dollars, some dependent care and/or medical/dental expenses that are not covered by the employee benefit plans.

This Flexible Spending Account is like a personal checking account held for specific purposes, in which

participants deposit money throughout the year. But it is unique because:

- * employees decide before the beginning of each year how much their total deposit for the year will be
- * employees use the money only to pay for their eligible dependent care costs and/or medical/dental costs that are not covered by their insurance
- * the money employees deposit in their account is deducted from their salary before it is taxed, giving them the benefit of some immediate tax relief.

If interested in the above programs, please contact DMBA at extension 3970.

The Lighter side of PCC



Friday, May 21, 1993

IMUA POLENISIA
is published by the
Public Relations & Advertising
Division of the Polynesian
Cultural Center.

Front Cover

Co-hosts Lynne Waihee Hawaii's First
Lady and KHNL-13's Jim Leahey
congratulate Sterling Scholar winners.

Executive Editor
Reginald L. Schwenke

Editor
Rubina Forester

Design & Production
Wilma Fonoimoana
and Staff

PCC Officer Group

Lester W.B. Moore
T. David Hannemann
John Muaina
Reg Schwenke
Les Steward
Larry Yuen