

80th Birthday Celebration at Recreation

Carol Allison is known to a number of generations of tribal members: Carol worked as the arts and crafts director at the community center for over 40 years. Her legacy includes Carol's Room, the arts and crafts area at the center.

She first came to Warm Springs in the early 1960s. At the time she was living in Redmond, raising her three sons. One night she had a sudden attack of appendicitis, and was hospitalized.

She had a life-changing experience while in the hospital. "I prayed to God to let me raise my boys using my art," Carol was saying recently.

It happened that she became interested in the history and culture of the tribes. She



Drum group at Carol's 80th birthday celebration.

would make trips every weekend to different areas of the reservation. She would sketch traditional dancers, and with support from Chief Nathan Heath started writing a history of the tribes.

Carol got to know atwai Rudy Clements, who at the time was the director of the community center. One day he mentioned that he would like to hire her as the arts and crafts director.

She was excited and nervous, never having taught art

before. She moved with her family to Warm Springs, and began work at the newly-built community center.

Carol had exceptional drawing skills from an early age, but had never taught before. During her first weeks and months at the center, she said, "I taught myself as we went along."

She and the kids would improvise projects. One time, for instance, they took some donated lumber from the mill and made stilts.

When they were finished, "there must have been 30 kids walking around the ball fields on stilts. It was funniest thing."

Carol celebrated her 80th birthday recently, and Recreation hosted a birthday celebration for her at the community.

Canoe dance (left); and (below) dancers honor Carol



MHS basketball season starts

Winter sports season is under way at Madras High School.

The boys and girls varsity basketball teams will be traveling to the Seaside Holiday Classic, Dec. 17-19.

Meanwhile, the boys will travel to Redmond for a game on Dec. 15, while the girls will host Redmond on

that date. Game time is 7 p.m.

In December the boys will host Henley on Dec. 22, game time at 5 p.m.

The varsity girls team will host Henley on that day starting at 3 p.m.

Next is the Sisters Tournament, for the boys and girls varsity squads, Dec. 28-30.

Swimming, wrestling

The Madras High School swim team will compete in the Bend Invitational on December 12; and then travels to The Dalles on Jan. 9.

The White Buffalo Classic is at Madras on Jan. 16.

The wrestling team will compete at the Culver Invitational on Dec. 11-12.

North End Express tourney in Jan.

The North End Express All Indian 6-foot and Under Men's Basketball Tournament, and the All Indian Women's Basketball Tournament are coming up next month.

The tourneys are set for Thursday through Sunday, Jan. 21-24 at the Warm Springs Community Center. Men's awards include

eight championship embroidered jackets; eight runner-up hooded sweatshirts; eight third-place crewneck sweatshirts; eight fourth-place t-shirts; and Most Valuable Player, and All Tourney awards.

The women's awards are the same as for the men's (based on six women's teams/subject to change).

For more information contact Austin Greene at 541-553-1953; or 541-553-3243(w); or email: austin.greene@wstribes.org

Entry fee is \$250 for men (eight-man roster) and \$250 for women (eight-woman roster). Payable by certified cashiers check or money order by January 8.

Youth sports at MAC

The Madras Aquatic Center Recreation District, the Kiwanis and Lions 2016 youth basketball registration is open.

The early bird deadline to take advantage of a discount is December 22 at 7 p.m. The season will

begin January 16.

This is for children in grades 3 through 6. You can register online at macaquatic.com or by calling 541-475-4253, or going by the Madras Aquatic Center.

High Lookee Lodge is having a Holiday Star gift giving. They will have giving stars with each resident's age and gender that you may pick up. Return the star with the attached gift to High Lookee Lodge. They are also in need of stocking stuffers and donations of any kind.

Human Resources directors update

Elizabeth Asabi Sato
W.S. Human Resources director

The Year 2015 was a busy year filled with activity. Our goal in HR was to ensure the best possible insurance and healthcare vendors were servicing the Confederated Tribes of Warm Springs at the most competitive rate and that we were improving our service to employees. I am grateful to Tyler Moore, Insurance Advisor and Broker with Mattecheck and Associates. He has served the tribes for a decade and his commitment to the people of Warm Springs is unrivaled.

However, with all of the many losses and burials this past year having good health insurance is simply not enough. In 2016 and beyond HR purposes to work together with community-wide programs and those in Jefferson County to ensure we are working toward prevention and overall wellness. Our focus during the next year is to get well and to stay well as a workforce, a community and a nation of incredible people.

Finally in 2016, I personally will be focusing on assisting our various enterprises and government departments to increase Tribal Member hiring and succession planning. While we are at sixty percent of all available jobs in Warm Springs—I believe 100% tribal member hiring is possible but we must work on appropriate mentoring, training and professional skill development most especially with financial and programmatic management. I have already announced my succession plan to mentor Lois Lesarley, Personnel Director long-time HR employee and TM to replace me as HR Director in due time. We are discussing at the executive management level for all GM's and Directors to identify and develop viable succession plans to ensure we are placing the Tribes most capable TM leaders.

One of the ways I ensure TM hiring in HR is working collaboratively with WIOA (Workforce Development) WIOA has both a youth and adult training program. Last year, HR trained and placed three TM's in positions with HR. Once again, I am looking for three tribal members who have an interest and proclivity to human resource functions and serving the employees of the CTWS—are you that person? If so, please first apply with WIOA, contact Melinda Poitra, WIOA Coordinator at 553-3324 melinda.poitra@wstribes.org in the Administration Building and fill out a WIOA application. Once qualified, send me your resume and a letter of interest for one of three positions in HR. My email address is elizabeth.sato@wstribes.org. 2015 was a good year with

Warm Springs hosted the All Indian Bob Main's Memorial Basketball Tournament. In the championship game Yakama's The Boys won 80-76, playing against second-place Yellowhorse, from Fort Hall, Idaho.

The Boys are now back-to-back champs, having also won in 2014.



Jayson Smith photos.



The Annual Warm Springs Christmas Bazaar is on December 12 from 10 to 4 at the Community Center. Call the Recreation program to sign up for a table, 541-553-3243.

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