

Mohawk Council of Akwesasne

2010-2012 Annual Report

Akwesasne

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2010/2011 - 2011/2012 ANNUAL REPORT



Overall Philosophy

Tetewatén:ro tánon ska'nikón:ra kén hak

Let us be partners and use one mind.

Vision Statement

Tetewaie:na*

Honoring the past, facing today's challenges, building a strong future.

Mission Statement

"The Mohawk Council engages in dialogue with Akwesasronon about Kionkwahteron:hon*. Mohawk Council enacts Boards, Commissions, Committees, Agencies and Departments to develop mandates, deliver services, protect Aboriginal rights and assert jurisdiction consistent with the strategic directions and Vision of Council."

*Tetewaie:na - The kanien'keha or Mohawk translation of tetewaie:na means "work together."

*Kionkwahteron:hon - The kanien'keha or Mohawk translation of kionkwahteron:hon means "we will be partners."

Ohen:ten Kariwatehkwen

As is customary among our people, we begin each meeting or gathering with the Ohenten Kariwatehkwen, or Thanksgiving Address. In this greeting, we acknowledge the contributions of all elements of creation and say thank you. At the end of each meeting we close with similar words.

The following version of the Thanksgiving Address was sent by the Mohawk Nation and the Haudenosaunee Grand Council via Chief Jake Swamp to the Fourth Russell Tribunal, Rotterdam, The Netherlands, November, 1980.

The People

We who have gathered together are responsible that our cycle continues. We have been given the duty to live in harmony with one another and other living things. We give greetings that our people still share the knowledge of our culture and ceremonies and are able to pass it on. We have our elders here and also the new faces yet to be born, which is the cycle of our families-for this we give thanks and greetings. Now our minds are one.

The Earth

We give greetings and thanks to our Mother the Earth-she gives us that which makes us strong and healthy. We are grateful that she continues to perform her duties as she was instructed. The women and Mother Earth are our givers of life. We are her color, her flesh and her roots. Now our minds are one.

The Plants

We greet and thank the medicine plants of the earth. They have been instructed by the Creator to cure our diseases and sicknesses. Our people will always know their native names. They come in many forms and have many duties. Through the ones who have been vested with knowledge of the medicine plants, we give thanks. Now our minds are one.

We give greetings and thanks to the plant life. Within the plants is the force of substance that sustains many life forms. From the time of the creation we have seen the various forms of plant life work many wonders. We hope that we will continue to see plant life for the generations to come. Now our minds are one.

We give a greetings and thanks to the strawberry plants. We see them when the wind becomes warm again on the earth; the strawberries are indeed hanging there. And it is also true that we use them, that we drink the (straw)berry water. Now our minds are one.

The Three Sisters

We have been given three main foods from the plant world-they are the corn, beans, and squash-the Three Sisters. For this we give thanks and greetings in the hope that they too will continue to replenish Mother Earth with the necessities of the life cycle. Now our minds are one.

The Waters

We give thanks to the spirit of waters for our strength of well being. The waters of the world have provided many things-they quench our thirst, provide food for the plant life, and are the source of strength for the medicines we need. Now our minds are one.

The Animals

We give thanks and greetings to the animal life. They are still living in the forests and other places. They provide us with food and this gives us peace of mind knowing that they are still carrying out their instructions as given by the Creator. We therefore give greetings and thanks to our animal brothers. Now our minds are one.

The Trees

We acknowledge and give greetings to the trees of the world. They too continue to perform the instructions which they were given. The maple trees are the symbols as the head of the trees. It is the maple trees that provide us with sap for our syrup and is the first sign of the rebirth of spring. The trees provide us with shelter, shade, and fruits. Long ago our people were given a way of peace and strength and this way is symbolized by the everlasting tree of peace. Now our minds are one.

The Birds

We now turn our thoughts toward the winged creatures. They have songs which they sing to help us appreciate our own purpose in life. We are reminded to enjoy our life cycle. Some of the winged creatures are available to us as food and they too are carrying out their responsibilities. To us the eagle is the symbol of strength. It is said that they fly the highest and can see the creation. We show our gratitude for the fulfillment of his duties. Now our minds are one.

The Four Winds

We listen and hear the voices of the four winds. We are assured that they are following the instructions of the Creator. They bring us strength. They come from the four directions. For this we give greetings and thanks. Now our minds are one.

Ohen:ten Kariwatehkwen

The Thunderers

To the Thunderers we call our Grandfathers we give greetings and thanks. You have also been given certain responsibilities by the Creator. We see you roaming the sky carrying with you water to renew life. Your loud voices are heard from time to time and for the protection and medicine you give, we offer our thanksgiving. Now our minds are one.

The Sun

Our thoughts now turn to the sky. We see the sun, the source of life. We are instructed to call him our Eldest Brother. With the sun we can see the perfect gifts for which we are grateful. Our Brother sun nourishes Mother Earth and is the source of light and warmth. Our Brothers is the source of all fires of life. With every new sunrise is a new miracle. Now our minds are one.

The Moon

During the night time we see the moon. We have been instructed to address her as our Grandmother. In her cycle she makes her face new in harmony with other female life. Our Grandmother Moon still follows the instructions of the Creator. Within these are the natural cycles of women. She determines the arrival of children, causes the tides of the oceans and she also helps us measure time. Our Grandmother continues to lead us. We are grateful and express our thanksgiving. Now our minds are one.

The Stars

The Stars are the helpers of Grandmother Moon. They have spread themselves all across the sky. Our people knew their names and their messages of future happenings even to helping to mold individual character of mankind. The Stars provide us with guidance and they bring the dew to the plant life. As we view the beauty of the Stars we know that they too are following the instructions of the Creator. Now our minds are one.

The Four Beings

The four powerful spirit beings who have been assigned by the Creator to guide us both by day and night are called the Sky Dwellers. Our Creator directed these helpers to assist him in dealing with us during our journey on Mother Earth. They know our every act and they guide us with the teachings that the Creator established. For the power of direction, we give greetings and thanks to the Sky Dwellers. Now our minds are one.

The Creator

We now turn our thoughts to the Creator himself. We choose our finest words to give thanks and greetings to him. He has prepared all things on earth for our peace of mind. Then he said, "I will now prepare a place for myself where no one will know my face, but I will be listening and keeping watch on the people moving about the earth." And indeed, we see that all things are faithful to their duties as he instructed them. We will therefore gather our minds into one and give thanks to the Creator. Now our minds are as one.



Message from the Grand Chief

Watkwanonwaraton / Greetings:

On behalf of the Mohawk Council of Akwesasne (MCA), it is my pleasure to introduce the 2010-2012 Annual Report. This is being provided to community members for your information and review on the organization's activities and community services. It is part of MCA's ongoing effort to ensure accountability and transparency to membership.

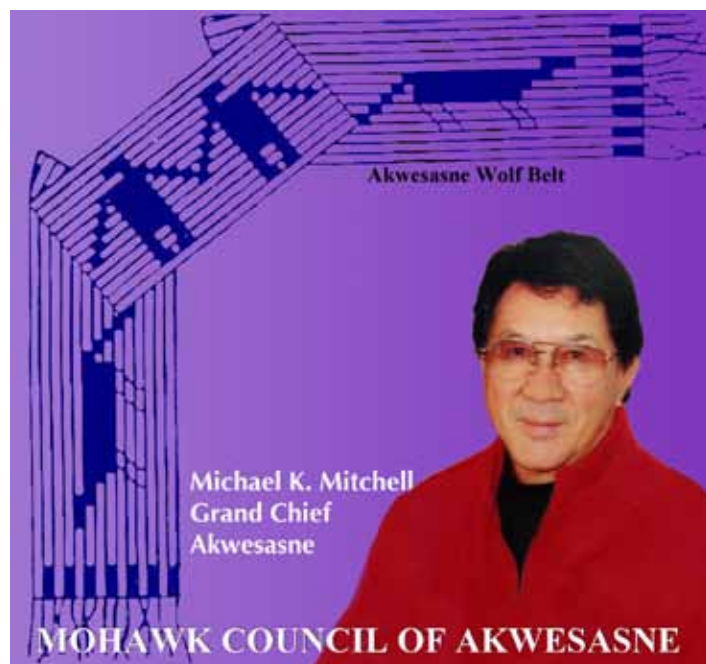
This year's annual report marks thirty years since I was first elected to Mohawk Council as a Kawehnoke District Chief in 1982. A lot has occurred since that time. I became Grand Chief in 1984. Since 1986, the Mohawk Council of Akwesasne has endeavored to provide as much information on the finances by way of programs and services that we provide to members of our community. This has been an ongoing practice of Akwesasne leadership and by no means a directive from Canada. This is a community practice that has evolved and continues to progress. In recent years, the Canadian Government has passed bills in Parliament requiring First Nations to be held to certain standards of financial accountability. The Akwesasne community and the MCA have been doing this for the past 26 years.

One reason that MCA decided to design its own financial and administrative report to the community is the government criteria has always been to take the auditors report and make it available to community membership. Through community feedback, it was identified that an auditors report is difficult or impossible to read to the common reader so we designed a community practice to report on funds targeted for each department, along with information on that particular program or service. This template has become a model for other First Nations in terms of providing an annual audited report to the community.

In 1986, the Mohawk Council had a legal change of name from the St. Regis Band Council to the Mohawk Council of Akwesasne. From that period, the council initiated measures to take over many of the services and programs previously administered by the Department of Indian Affairs. One of the new initiatives was an annual financial and program report to the community that was designed to more informative and understandable for community members.

This practice of reporting to the community will continue to improve. This report will give you a good picture of how monies are administered by the Mohawk Council of Akwesasne administration and finance, and it will show what type of job has been done politically and administratively to provide financial accountability.

In the last few years, the Canadian government has stressed and incorporated into law the requirements of financial transparency



and accountability; although, this is a practice evoked by the MCA since 1986. This was done by the MCA's desire to report directly to membership on funds that are coming into the community, what the money is spent on, what programs operate with the funding and whether targets have been met and the future projections of needs by the programs and services. MCA has done an outstanding job at keeping the deficit in check, finding ways to cover where we can, and to hit all of the targets that is necessary and being directed by council as priority items.

As we continue to exercise fiscal responsibility and secure needed funding, there are several programs and units that remain unfunded. These are community services that fall outside of the funding criteria established by external governments, yet are deemed necessary or important for our community. As a result, we continue to provide these services, which include: garbage collection, water services, communications, certain portions of justice and other essential items.

Should you have any questions, we encourage you to attend the District Meetings, General Meeting, Focus Meetings, or to contact your District Chief for more information. You may also contact the Mohawk Government Office at (613) 575-2348.

Skennen,

Mike Kanentakeron Mitchell
Grand Chief

Message from the Executive Director

On behalf of the Mohawk Council of Akwesasne (MCA) organization, I am pleased to present the MCA's 2010-2011 and 2011-2012 Annual Report. In the interest of transparency and accountability, we are presenting a report that will provide you with a detailed picture of the Departments' and programs' activities and finances.

Many positive events have occurred within MCA in the past two fiscal years. In 2010 Council encouraged me to return to university to finish my schooling while working full time. By the spring of 2012, I earned my Masters Degree in Business Administration from the University of Ottawa's Telfer School of Management, Executive MBA program. During that period, the organization was able to forge ahead, grow and change. We continue revising policies and processes in the different departments to improving internal functions and flow of information.

Throughout 2011-12 we laid the foundation to restructure Mohawk Government. Necessary positions were added within the Mohawk Government to assist Council. The job description for the Intergovernmental Liaison Officer and the Government Support Manager were developed and the Administrative Assistants job description developed into Executive Assistants. The Communication Unit was also expanded.

Many positive changes and challenges tested our organization. We have shown that we can rise to the challenges test the strength of our organization. Overall, the administration of services and programs to the community have improved immensely and continues to improve as we look and forge ahead.

The Executive Services staff worked with Chiefs and/or staff to address issues regarding:

- Mohawk Language training for staff,
- Employment Insurance for Chiefs,



l to r: Joan Cook, Edith Adams and Sheree Bonaparte honoring Edith Adams for her years of service



- Jobs evaluations and compensation grids,
- Home renovation needs,
- Judicial independence workshops,
- 1 Year review/planning after bridge closure,
- Lawsuits against MCA
- Implementation of the OPG settlement agreement,
- Mohawk Security Guards operations at the Kawennoke port,
- Healthy Community Strategy to upgrade homes and to focus on Prescription Drug Abuse,
- Akwesasne Police Association Collective Agreement and the Public Service Alliance of Canada Teachers Collective Agreement.
- Election Law revisions.
- Spirit Awards Awards presented,
- Expansion of Communication Unit
- Employee 360 Evaluation process is researched
- Operational Plan development

In closing, I would like to emphasize that the Mohawk Council of Akwesasne is a strong community government and we are committed to serve the community of Akwesasne with the highest level of quality and care.

Skennen,

Sheree Bonaparte
Executive Director



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Mohawk Government

Grand Chief and Council (2009-2012)

Vision

Tetewaie:na: (Honoring the past, facing today's challenges, building a strong future)

Mission

The Mohawk Council of Akwesasne engages in dialogue with Akwesasronon about Kionkwahteron:hon. The Council enacts Boards, Commissions, Committees, Agencies and Departments to develop mandates, deliver services, protect aboriginal rights and assert jurisdiction consistent with the strategic directions and Vision of Council.

Philosophy

Tetewatén:ro tánon ska'nikón:ra kén hak (Let's be partners and use one mind)

Grand Chief and Council Composition & Portfolios (2009 – 2012):

Grand Chief:

Mike Kanatakeron Mitchell

Kawehno:ke:

Chief Brian David
Chief Louise Thompson
Chief Wesley Benedict
Chief Abram Benedict

Kana:takon:

Chief Florence Phillips
Chief Julie Phillips-Jacobs
Chief Rachel Roundpoint
Chief Larry King

TsiSnaihne:

Chief William Sunday
Chief Joe Lazore
Chief Karen Loran
Chief John Adams

Council Portfolios as of: April 13, 2010

Community & Social Services (DCSS)

Major: Chief Julie Phillips-Jacobs
Minor: Chief William Sunday
Chief Joe Lazore
Chief Wesley Benedict

Technical Services (DTS)

Major: Chief Joe Lazore
Chief John Adams
Minor: Chief Larry King
Chief Brian David
Chief Florence Phillips

Environment

Major: Chief Joe Lazore
Minor: Chief Wesley Benedict

Government Secretariat

Major: Chief William Sunday
Chief Larry King
Minor: Chief Louise Thompson
Chief Rachel Roundpoint
Chief Joe Lazore

Health

Major: Chief Florence Phillips
Minor: Chief William Sunday
Chief Karen Loran
Chief Louise Thompson

Education

Major: Chief Abram Benedict
Minor: Chief Julie Phillips-Jacobs
Chief Karen Loran

Executive Services

Major: None
Minor: Chief Abram Benedict
Chief Louise Thompson
Chief Rachel Roundpoint
Chief Karen Loran
Chief Julie Phillips-Jacobs
Chief William Sunday
Chief Florence Phillips

Economic Development

Major: Chief Brian David
Minor: Chief Larry King
Chief William Sunday
Chief Abram Benedict
Chief John Adams
Chief Rachel Roundpoint
Chief Wesley Benedict

Mohawk Government

Grand Chief and Council (2009-2012)

Housing

Major: Chief Florence Phillips
Minor: Chief Abram Benedict
 Chief Joe Lazore
 Chief Rachel Roundpoint
 Chief Larry King
 Chief Karen Loran

Justice

Major: Chief Rachel Roundpoint
Minor: Chief Louise Thompson
 Chief Wesley Benedict
 Chief Brian David
 Chief Karen Loran

Public Safety

Major: Chief Wesley Benedict
Minor: Chief Karen Loran
 Chief John Adams
 Chief William Sunday
 Chief Julie Phillips-Jacobs

In closing, the Mohawk Council of Akwesasne will strive to provide top quality services for the people of Akwesasne while keeping the Kanien'keha principles of Skennen, Ken'nikonhri:io, and Kahsenstenhsra in mind, to leave a lasting legacy for the next seven (7) generations.

Thank you for taking the time to review the Mohawk Council of Akwesasne's Annual Report. In the next report, Council plans to include details of their own activities. It will be published in late 2013.



GRAND CHIEF
 MIKE KANENTAKERON MITCHELL

DISTRICT CHIEFS

KAWEHNO:KE
 BRIAN DAVID
 ABRAM BENEDICT
 LOUISE THOMPSON
 WESLEY BENEDICT

KANA:TAKON
 LARRY KING
 FLORENCE PHILLIPS
 JULIE PHILLIPS-JACOBS
 RACHEL ROUNDPOINT

TSI SNAIHNE
 WILLIAM SUNDAY
 JOE LAZORE
 KAREN LORAN
 JOHN ADAMS

Executive Services

Administration

Mission

Our role within MCA is to ensure that Core Services (Financial, Human Resources, Information Management and Operational Support) are provided to all departments and programs for the continuity of operations through responsible and ethical management for community resources.

We strive to honour our traditional values of language, culture, safety for all, and protection and respect for our environment and each other.

Objectives and Strategic Goals

To oversee the management of the Mohawk Council of Akwesasne organization. To implement the strategic directions and policies of the Mohawk Council.

To encourage and enhance the use of the Mohawk Language throughout the organization.

Executive Office Staff

Sheree Bonaparte, Executive Director
Donna Roundpoint, Assistant Executive Director
Lewis Morris, Special Projects Officer
Brigitte Phillips, Executive Assistant to the Executive Director
Vaughn Phillips, Employee Advocate
Robin Lazore, Administrative Assistant

2010-2011

Executive Services include the Executive Director's Staff and the core administrative programs of MCA which include Human Resources, Finance, Operational Support and Information Services. Executives Services also provides administrative oversight of the Non-Core Programs which includes: Iohahiio, Mohawk Security, Office of Vital Statistics, Quebec Hydro, Nation building, Communications, Aboriginal Rights and Research Office and the Mohawk Government Support Staff. Each program will provide their own report to the community in various sections of this Annual Report.

The Executive Office maintains the administrative responsibility to take direction from Council's and enable our department and programs to serve our Akwesasnon and to ensure the organization honors the responsibilities that come to us through contracts, policies and legislation. To fulfill this responsibility in 2010-2011 Executive Office operations were geared toward attendance and participation at Special Meetings of Council, chairing meetings with directors and participation in project meetings.

The Executive Director worked with Chiefs and/or staff to address issues regarding:

- Mohawk Language training for staff
- Employment Insurance for Chiefs
- Jobs evaluations and compensation grids
- Home renovation needs
- Judicial independence workshops
- 1 Year review/planning after bridge closure
- Lawsuits against MCA
- Implementation of the OPG settlement agreement
- Mohawk Security Guards operations at the Kawennoke port
- Healthy Community Strategy to upgrade homes and to focus on Prescription Drug Abuse
- Akwesasne Police Association negotiations to renew agreement
- Election Law revisions began
- Spirit Awards Meeting held Awards given out
- Expansion of Communication Unit
- Employee 360 Evaluation process is researched
- Operational Plan development

2011-2012

As a result of the recommendations emanating from the MCA Programs Review Study Council approved a restructuring of the Departments of Environment and the Economic Development into the newly created Department of Tehotiiennawakon, "We Work Together". James Ransom was hired in January of 2012 to be the first Director of the Department of Tehotiiennawakon.

Mohawk Government functions were also discussed 2011 and changes were implemented in 2012.

Space Needs within the organization has become a major issue within MCA as aging buildings, overcrowding and health and safety issues are addressed. The committee meets on a continual basis to address space needs issues.

Employees were recognized for their service to MCA through the Spirit Awards, Long term Service Recognition and Retirement luncheons.

During the 2011-2012 fiscal year Executive Office Staff worked with Council, MCA staff and community members on the following issues:

- Health Home Project was initiated
- Akwesasne Mohawk Court Justice contracts were renewed
- Akwesasne Election Law was finalized and presented to community for vote
- Development of our Health and Safety program
- Mohawk Government structure expanded
- Compensation findings are fined tuned

Executive Services

Administration

- Special Needs issues were raised and a policy was developed to meet these needs.
- Long term Service Recognition & Retirement Luncheon
- Informal meeting with Pierre Sabourin, VP Operations CBSA
- APA negotiation meetings ongoing
- Human Resources issues
- Staff relations issues discussed
- AMPC Charter revisions discussed
- PSAC negotiations
- Museum/Archive planning meeting
- Hotline/ Prescription Drug Abuse Strategy draft developed
- New ARRO MANAGER hired
- Meeting to discussed proposed changes to Membership application process
- Space Needs Accommodation Strategy
- Risk Management Ethics CCHSA accreditation
- Ethical framework w Doris Cook
- MCA is introduced to Reporting Reduction Pilot project by Jeff Loucks from INAC
- Lawsuits against MCA
- Parking lot behind Admin 1
- Akwesasne Community Fund Review of application
- PSAC Negotiations
- Communications Manager Position filled
- New Director for Tehotiiennwa:kon hired and introduced January 6th
- Police Funding agreement discussed with federal and provincial counterparts, extension approved
- 360 Employee Evaluation process introduced to MCA
- MCA 2012-2013 Operating Plan and budget presented to Council
- Intergovernmental liaison and Government Support Manager positions posted
- Tender for New Auditor
- OPG meetings
- Retirement luncheon

In support of Council's initiative to address the problem of Prescription Drug Abuse within our community, Executive Office Staff worked with several departments at developing an internal strategy and implementation plans to deal with this serious evolving problem.

In order to address the Council's priority and commitment to the Mohawk Language, the MCA entered into contracts with the Akwesasne Economic Development Agency to deliver Mohawk Language classes for MCA staff. Interested MCA staff were given the opportunity to attend Mohawk Language instruction during work hours.

To meet our responsibilities under the Canada Labor Code, the MCA worked to establish its Health and Safety Policies and guide-

lines for our operations. A Health and Safety Policy Writer and a Construction Safety Officer were hired to enhance our ability to address these important aspects.

The SPIRIT Awards given out to honor the employees who exemplify the diligence, commitment and overall work ethic that makes this organization successful. Our employees nominate and vote for those they feel deserve recognition in the areas of Safety & Health, Professionalism, Integrity, Respect, Inspiration, and Tradition. This year's nomination tripled the number received in the Awards' first year. The quality of submissions has been truly inspiring.

To ensure that the MCA is paying a fair wage rate to its employees, the MCA continued the process of reviewing job description and salaries to determine the rates of pay that should be paid for different job classification as compared to the market rate being paid elsewhere.

In closing, Mohawk Council of Akwesasne is a community government, and Executive Services and Executive Office staff are committed to ensuring that we continue to serve the community of Akwesasne with the highest level of quality, care and integrity. Niawen



Executive Director Sheree Bonaparte honoring S.P.I.R.I.T. award recipient, Ernie Gambell.

Executive Services

Aboriginal Rights and Research Office (ARRO)

Mission Statement

The Aboriginal Rights and Research Office will work to advance the full recognition of the Inherent, Aboriginal and Treaty Rights of the Mohawks of Akwesasne within the political, legal, social, and economic environments in which they are affected. The Aboriginal Rights and Research Office will initiate activities and projects that make known and understood our Inherent, Aboriginal and Treaty rights within the community of Akwesasne and the public at large. The Aboriginal Rights and Research Office will work toward settling the land claims of the Mohawks of Akwesasne in an expeditious manner, and will educate and inform the community to the best of its ability to ensure that issues leading to settlement are favorable, commensurate, and acceptable.



(l to r): ARRO Program Manager, Cactus Cook-Sunday, Rasennas Pembleton, Sheila Oakes, Cheavie Willie, Dwight Bero Jr. and Curtis Lazore

Staff of the Aboriginal Rights and Research Office for 2010-11 Fiscal Year

Salli Benedict – Aboriginal Claims Officer
 Sheila Oakes – Records Maintenance Technician
 Cactus Cook Sunday – Researcher / Acting Manager
 Dawn David – Community Educator/Researcher
 Tobi Mitchell – Community Educator/Research Writer
 Curtis Lazore – Community Educator/ Research Writer

Staff of the Aboriginal Rights and Research Office for 2011-2012 Fiscal Year

Dwight Bero Jr. - Researcher
 Cactus Cook Sunday – Manager
 Dawn David –Researcher
 Curtis Lazore – Researcher
 Tobi Mitchell – Community Educator/Research Writer
 Sheila Oakes – Records Maintenance Technician

Rasennas Pembleton – Researcher
 Emily Tarbell – Community Educator/Research Writer
 Cheavie Willie – Records Maintenance Technician

Note:

On May 15, 2011, The Aboriginal Rights and Research Office lost its mentor, and one of its founders – Salli M.K. Benedict. Salli dedicated her life to pressing forth the message that we, as a people, were the designers of our fate and that we, as a people, needed to defend against those who would challenge that. Salli embodied the change she wanted to see in our community. We commemorate her and her work, and we carry on her legacy of educating the community and defending the rights of our people.

Strategic Goals for the 2010 – 2012 ARRO Operating Plan

To Maintain the current approach to the settlement of Akwesasne land claims (MCA Strategic Plan 2009-2012).

To Secure land and islands for Akwesasronon including transportation routes by water, land, and air for Akwesasronon (MCA Strategic Plan 2009-2012).

To Develop an implementation process for land claims settlements (MCA Strategic Plan 2009-2012).

To Communicate to create stronger internal and external relationships, and to improve external perceptions of the Akwesasne Community (MCA Strategic Plan 2009-2012).

To Participate in the development of rights-based political consciousness, and to solidify and enhance inherent rights (MCA Strategic Plan 2009-2012) as well as aboriginal and treaty rights.

To Strengthen and keep our language the number one priority (MCA Strategic Plan 2009-2012).

To Perpetuate Akwesasne, Mohawk and Haudenosaunee Culture by protecting Cultural properties and resources.

To Share our Culture with others and offer cultural awareness to those who have relationships and partnerships with Akwesasne near and far.

To Ensure that the Environment is considered in all aspects of the ARRO program for now and into the future.

To Participate in the development and implementation of certain components of the Crisis Response Strategy (MCA Strategic Plan 2009-2012) that enables day-to-day priorities of the MCA and the ARRO program to operate as needed.

Executive Services

Aboriginal Rights and Research Office (ARRO)

To Develop awareness and participate in the implementation of the Health and Safety laws, policies and directives of the MCA.

ARRO Objectives for 2010 – 2012

The Objectives of the Aboriginal Rights & Research Office include the Research, Preparation, Presentation and Coordination of the Claims of the Mohawks of Akwesasne, as well as projects related to Aboriginal rights-based political and social consciousness and the solidification and defense of the inherent rights of the Mohawks of Akwesasne.

Claims in Research 2010-2011

Canada Island
St. Lawrence River
Early Land Transactions and Leases
Godmanchester Township
Impacts of the St. Regis Islands Act
Sheek Island
Godmanchester Line
Nutfield Tract
Governance
Loon Island
Windmill Point
Mouton Island
Smith Falls Hunting Grounds
Cornwall Port
Pointe au Beaudette
Annual Presents from the King
Nutfield Survey Claim
Baxter (Croil) and Barnhart Islands
North Shore
Claims in Research 2011 – 2012

*note: the Objectives remained the same for the 2011-2012 fiscal year except Baxter (Croil) and Barnhart Islands and North Shore are no longer listed

Cairn Island

Cairn Island, or Tsikatsinakwahere, is an Akwesasne island located in the St. Lawrence near the mouth of the Raisin River. In the early 1800s, a stone monument was built on the island by the Glengarry Militia as a tribute to their regiment. For years afterward, the Department of Indian Affairs tried unsuccessfully to purchase the island from the Mohawks, until it was forcefully expropriated by the Canadian government in 1922. The ARRO is pursuing the return of Cairn Island through an agreement with the Parks Canada Agency, the custodians of the island since its designation as a National Historic Site. The Cairn Island Claim was submitted to Canada in 1998, but is on hold pending the outcome of the agreement between Parks Canada and the MCA.

Baxter and Barnhart Island Claim

The Baxter & Barnhart Claim was researched & submitted to Canada in 2007, but was returned for further research. This claim is set to be re-filed with Canada once the final research and drafting is complete.

North Shore Claim

The North Shore Claim includes Mohawk lands, stretching from the Raisin River to the Long Sault Islands, which were never surrendered but were eventually occupied by settlers. The claim is in its final stages of research and drafting, and will be filed with Canada within the next Fiscal Year.

Federal Court proceedings (2010-2012)

1796 Treaty Claim

In 1796, The US and Akwesasne, at the time belonging to a political alliance known as the Seven Nations of Canada, entered into a treaty that reserves lands for Akwesasne. From 1816-1845, New Yorks State purported to purchase lands from the St. Regis Mohawks in a series of seven transactions without Federal consent in violation of the Indian Non-Intercourse Act.

In 1982, the government in the northern portion of Akwesasne, at the time known as the St. Regis Band Council, filed suit in US District court for the lands protected by the 1796 Treaty and no longer in the possession of Akwesasne. The St. Regis Mohawk Tribe and the Mohawk Nation Council of Chiefs filed respective claims of their own in 1989, and MCA amended its claim and refilled the same year.

The community of Akwesasne voted in favor of a negotiated settlement in 2005. In 2006 the counties withdrew from the settlement agreement, and hearings continue against their motions to dismiss.

The Seaway Claim

During the 1950s, lands including islands of the Mohawks of Akwesasne were allegedly “taken” for the Seaway and Power Project. Certain lands on Kawehnoke (Cornwall Island) were allegedly taken for the building of bridges and an international waterway and power project. Attempts by the Mohawks were made over the years to negotiate this potential claim with the Seaway and Canada, but to no avail thus resulting in the filing of a claim against Canada and the Seaway.

On June 7, 1976, a statement of claim for the Seaway Claim was filed by Chief William Sunday et al. on behalf of the Iroquois of St. Regis against the St. Lawrence Seaway Authority et al. An amended statement of claim for the Seaway Claim was filed on June 22, 1988,

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by Grand Chief Michael Mitchell et al. and further amended on January 28, 2000.

Since 1995, out of court discussions on a “without prejudice” basis began resulting in a plan to address the issues in litigation in two ways. First preparation for litigation would become more formalized in the document production with an exchange of affidavits of documents starting in 1996. This undertaking continues as we proceed to the discovery phase in preparation for litigation.

There are two categories of claims in the Seaway legal proceedings, they are:

The claims relating to inherent aboriginal title, aboriginal rights and treaty rights in, over and under the Mohawk Territory of Akwesasne and the traditional lands.

The other, which more directly relate to “reserve” lands taken and structures built thereon and continued operations and activities carried out thereon. Damages and an accounting are also sought respecting these claims as well as an order to return reserve lands.

Negotiations

Both the Tsikaristisere/Dundee and the Kawehnoke-Easterbrook Claims are active negotiation tables with Canada. The negotiation tables for both claims meet regularly, and undertakings from both tables include research, technical writing, study design and coordination, consultant management, correspondence, and community education.

Included in the negotiation undertakings are the development of Historical studies, examining Models for calculating damages, strategic planning, and the Implementation of Proceeds of Settlement planning.

In March 2009, Canada tabled an offer to settle the Kawehnoke – Easterbrook Claim for a total of \$4,100,000. Throughout the fiscal year 2010-2011, the ARRO has worked on negotiating the terms of the settlement agreement, which will be voted on by the community in a referendum.

Negotiations

The activity of the Tsikaristisere/Dundee Joint Negotiation table has slowed significantly due to government restructuring at the Federal level, though the MCA maintains communication with its counterparts to ensure that the negotiations are at the forefront and will continue.

In March 2009, Canada tabled a letter of offer to settle the Kawehnoke-Easterbrook Specific Claim. On October 13, 2011, Canada issued a revised letter of offer that included additional compen-

sation for negotiation and ratification costs. The total compensation offered is \$5,016,030. The proposed Final Settlement Agreement was completed in January 2012, and a referendum date was set for May 26, 2012. The Community Education component for the referendum began in January 2012, and will continue until the referendum date.

Cultural Awareness

ARRO has developed a comprehensive cultural awareness training in response to the high degree of need for the agencies, external governments and services who work in and around Akwesasne to understand and appreciate our people, traditions and culture. The training will be presented to the Canada Border Services Agency in the near future, and plans are being made to deliver it to other enforcement and government agencies on both sides of the international border.

Community and Cultural Education Projects:

Cultural Awareness

ARRO has continued with the same Cultural Awareness training sessions as in 2010-2011

Tsiionhiakwatha

In 1450, approximately 500 St. Lawrence Iroquoians established a village near the La Guerre River in what is now the municipality of Saint-Anicet. Following the discovery of a hand tool in the area, archaeological digs uncovered more than 150,000 artifacts over an area of 13,000 square meters. The site is managed by a board of directors, which includes representation by the ARRO.

Additions to Reserve Block 1 Lands

The Mohawk Council of Akwesasne has been in discussion with the St. Lawrence Seaway and Canada since the spring of 2000 regarding lands on Kawehnoke that were impacted by the Seaway Project in the 1950s.

One of the objectives in the discussion was to restore lands on Kawehnoke that were allegedly illegally expropriated by the Seaway in the 1950s back to reserve status. These lands are referred to as the Block 1 Lands on Kawehnoke.

The process for returning these lands to Reserve status has been undertaken jointly by MCA and Canada, and continues today. The process is lengthy, but will result in these lands being officially returned to Reserve.

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Four Islands

The 2008 Settlement Agreement between the Ontario Power Generation and the Mohawks of Akwesasne included the return of four islands that were expropriated from Akwesasne during the construction of the Seaway and power projects – Toussaint, Presquile, Adams and Sheek Islands. The Additions to Reserve Process is ongoing for the administrative return of these four islands.

Additions to Reserve (2011-2012)

Tsikatsinakwahere/Cairn Island

The Additions to Reserve process for the return of the Tsikatsinakwahere/Cairn Island was initiated in June 2012 by MCR 2012/2013 - #105, in which the formal request for the return of the island was made to Canada.

Accomplishments and Challenges

The Kawehnoke – Easterbrook Claim is in the phase of negotiating a Proposed Settlement Agreement, which will be voted upon by the community in a referendum.

The Tsikaristisere/Dundee Claim Joint Negotiations continue to be productive.

The ARRO has developed a Cultural Awareness curriculum for teaching law enforcement professionals about our people, our special relationship to the lands, and our history.

Accomplishments and Challenges

The Aboriginal Rights and Research Office maintains the highest standard of effort in every project and undertaking. Providing current research, coordinating studies, and monitoring claims, the legal environment, and the daily issues that affect the rights of Akwesasnonon, requires an exceptional level of commitment. The ARRO considers this both our challenge, and our accomplishment.

Kawehnoke – Easterbrook Final Settlement Agreement and Ratification

Each member of the ARRO team has worked tirelessly throughout this education and ratification phase of the Kawehnoke-Easterbrook Claim and Settlement Agreement. The entire process of negotiating lasted a total of six (6) years, nearly two of which were dedicated solely to the negotiation of the terms of the proposed Final Settlement Agreement. The Joint Negotiation team reached a proposed final agreement in January 2012.

Negotiating the terms of a settlement on behalf of the community of Akwesasne proved to be challenging, but the effort was well-timed, as the ARRO prepares for the proposed much larger and, much more complex, Tsikaristisere/Dundee Claim.

Contact Information

ARRO is located in the Administration building #2 at 92 Third St., Kanatakon. Call: 613-575-2348 Fax: 613-575-2884.



ARRO and Fort Wellington Staff at the Opening of Fort Wellington

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Entewatatha:wi (Nation Building Process)

Mission Statement:

The overall mission of Entewatathá:wi also known as the Nation Building Process is to work together with cross organizational groups, facilitating the development of Codes and Agreements in association with Council's vision of asserting jurisdiction and communicate with the community common goals of establishing a new Government to Government relationship with Canada.

As one respected Elder said "...If you cannot govern yourself to your own satisfaction, there are always those who are willing to govern to their satisfaction..." This is the basis for this process; to look at how the MCA governs and identify what Canada is willing to allow Akwesasne to govern.

Introduction

The MCA has always looked at ways to limit the impact of the Indian Act on the people of Akwesasne and allow for community recognized responsibility of the MCA. In 1999, MCA began to investigate the options available for Akwesasne to move beyond the Indian Act and initiated jurisdictional discussions with Canada through a Political Protocol. Since that time, the Political Protocol has been renewed several times and in 2005, a Process and Schedule Agreement was established. The Process and Schedule Agreement is specific to drafting Agreements to address matters related to Governance, Lands and a new Government-to-Government relationship between Canada and the Mohawks of Akwesasne. It was well understood that the community would have the final say regarding the acceptability of any Agreement drafted

Faculty and Staff 2010-2011

Wendy Adams – Coordinator
 Angie Barnes – Policy Analyst/Senior Negotiator
 Gilbert Terrance – Policy Analyst
 Sarah Herne – Junior Policy Analyst
 Donna Roundpoint – Assistant Executive Director
 Salli Benedict – Aboriginal Rights and Research
 Bonnie Cole – Justice Department
 Joyce King – Director of Justice
 Leona Delormier – Office of Vital Statistics
 Portfolio:
 Chief Louise Thompson
 Chief Brian David
 Chief William Sunday
 Community Elders:
 Larry Leaf
 Patricia Benedict
 Bernice Lazore



Wendy Adams, Program Manager

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Objective and/or Strategic Goals

Further develop Agreement in Principle identifying a new Government to Government relationship between Akwesasne and Canada that respects MCA's recognition to govern Akwesasne.

- To continue the negotiations of a Governance and Relationship Agreement in Principle and Final Agreement with Canada Federal team;
- Facilitating and implementing the identification of governance capacity development initiatives;
- Preparing for the negotiations of Ratification and Voting requirements on a Final Agreement, Governance Code and Lands and Estates Sectoral Agreement; and
- Negotiating an Implementation Plan with Canada to be attached as an Appendix to Final Agreement.

Further the negotiations and identification of choices to amend the Indian Act in respect to Lands & Estates.

- By continuing the negotiation and development of an AIP & Final Agreement;
- By continuing the negotiation and development of an Akwesasne Lands and Estates Sectoral Agreement (LESA); and
- By identifying and implementing Lands and Governance capacities.

Continue the education and consultation with the community and

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Entewatatha:wi (Nation Building Process)

establish external communication.

- By continuing the implementation of the Entewatatha:wi Communication Strategy; and
- By developing a Joint (Akwesasne/Federal) Communications Protocol specific to the Final Agreement and the Lands and Estates Sectoral Agreement.

Accomplishments & Challenges:

The 2010-11 workplan was jointly approved by Akwesasne and Canada in April 2010. This formed the basis of the funding submission to Indian and Northern Affairs Canada.

Self-Government Negotiations focused on two subject areas: Governance and Relationship or an Agreement in Principle; Lands and Estates Sectoral Agreement.

In the areas of Negotiations, two draft agreements are in the process of continued development: one in the area of Governance and the other in Lands. A negotiation meeting schedule and internal meeting schedules have been established and maintained. The overall goal for the fiscal year is to draft an Agreement in Principle and a Lands and Estates Sectoral Agreement by the end of this fiscal year. Approvals of the two drafts will be sought during the following fiscal year.

As set out in the 2010-2011 Annual Joint Workplan; 3 Working Tables are active for this fiscal year. They are the Main Table, Governance and Relationship Working Group and Lands and Estates Working Group.

The purpose of the Main Table is to provide Grand Chief Mitchell an overview of the progress and discuss the further development of the draft Agreement on Governance and Relationship and draft Lands and Estates Sectoral Agreement. The following is a list of items discussed:

Lands and Estates Sectoral Agreement (LESA)

Inclusion of other subject areas such as:

Public works

Matrimonial Real Property

Landlord/Tenant

Licensing of Businesses

Other areas were discussed and it was determined that those areas could be dealt with on the multi-jurisdictional table organized and coordinated by Mohawk Government

Outstanding Issues Paper

A variety of matters were discussed where the joint negotiation team encountered hurdles related to the LESA currently under negotiation. After lengthy discussion, it was agreed that a meeting

with various Associate Deputy Ministers would be arranged.

It was also agreed that further education and presentations be provided to MCA's working group on INAC's proposed Financial Arrangement clauses.

The main goal of the Governance working group is to continue negotiating and drafting the Agreement in Principle. The negotiation approach is one where clauses are jointly reviewed and discussed prior to inserting into the Draft.

The Governance and Relationship Agreement in Principle (AIP) has draft clauses in all sections of the document. Review, discussion and amending are on-going and will continue until the AIP is initialed by the negotiators. The initialing of the AIP was forecasted to occur by the end of this fiscal year with a possibility of continuing into the early quarter of the following fiscal year.

Continued review of various clauses of the Draft AIP occurred. Several of the issues are recurring as the negotiations provide opportunity to refine and mutually come to an agreement on many of the clauses as possible.

Following is a list of the areas discussed during the last quarter:

Preamble

Part 2- General Provisions- mutual respect

Part 3 – Akwesasne Mohawk Governance – review of s.3.21 and incorporation of draft s.9.4

Part 5- Application of Laws - S5.5(a)

Part 6- Conflict of Laws - S6.5, 6.6

Part 9 – Transitional Provisions

Part 11 – Financial Arrangements

Part 13- Dispute Resolution - Identification of subject matters for binding arbitration

Part 16- Severability - S16.4

Part 17- Approval of AIP and Ratification of Final Agreement - Inclusion in AIP or Final Agreement – other beneficial clauses for consideration

Part 18 – Review of Final Agreement – Ss. 18(1)(c), 18.2, 18.3

Application of Canadian Human Rights Act and relevance of exhaustion of Akwesasne appeals mechanisms

2011-2012 Workplan

The main goal of the Lands working group is to continue the negotiation and drafting of jurisdictional clauses regarding lands and estates. This approach is one where clauses are separately developed, jointly reviewed and discussed prior to negotiating a compromised clause in the draft.

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Akwesasronon Onkwenwhentsia Shon:a. (AOS) or Land Code

Further Refinement of Akwesasne Land Code

The development of the AOS is overseen by a Land Code Task Force (LCTF) which is a blended community and organizational based committee. The committee meets on a weekly basis and is also involved in providing input to the Lands Negotiations. Nation Building Program staff offer administrative as well as coordinating support to Task Force.

Over the past few years, a draft Land Code known as the Akwesasronon Onkwenwhentsia Shon:a (The People of Akwesasne Lands) has been developed. Last year it was decided that further amendments to the draft would be curtailed until a further analysis of the draft Land Sectoral Agreement could be conducted and to determine the extent of Akwesasne's jurisdiction over Lands. With the progress of the negotiations, a general analysis can now be conducted and the draft AOS will be reviewed in great detail during the remaining fiscal year.

Akwesasne Governance Code Development

Three undertakings are to be included in INAC's Terms and Conditions as they were identified in the proposal for this fiscal year. The Nation Building Program has identified the development of an Akwesasne Governance Code (AGC) in a phased approach. This fiscal year will see Phase 1 Development and the corresponding following fiscal years will see the continued development and refinement of the Akwesasne Governance Code.

The goal and objective for this initiative is the Development of an Akwesasne Governance Code with the implementation of the following objectives:

Community Survey

A meeting with Council portfolio Chiefs occurred last summer to discuss the best approaches in advancing this project. It was recommended that monthly updates be provided and a Working Task Group be established to provide guidance and support for the project. Shortly after this meeting, draft Terms of Reference for the Governance Code Working Task Group were established and endorsed by the Council. Once the members were confirmed, work immediately began on the Request for Proposals (RFP), the proposed Consultant Agreement as well as conducting an Inventory Review of MCA Community Surveys implemented over the past 15 years.

The intent of the Inventory Review was to determine the areas where community input would not be required and begin the process of identifying areas for inclusion in the survey. The RFP's

were sent to five Consultant groups with a proven track record of conducting surveys in First Nation communities and have the best approaches.

Governance Legislative Review

Once the proposals for the Community Survey were received and reviewed, a consultant was selected along with corresponding budgetary requirements; the Nation Building Program then determined the level of funding that can be provided for the Governance Legislative Review. At that time, one Governance Instrument rather than two would seem attainable; but again, once the budgetary requirements to implement the survey were identified, then the implementation of this governance review objective was identified.

Problems Encountered

In regards to the Community Survey, the MCA time frame approval of the consultant contract was unforeseen and may impact on the implementation of the survey instrument. This should not having a bearing on a draft Community Survey instrument by the end of the fiscal year but the community canvassing may only be in the early stage and therefore occur in the early quarter of the next fiscal year.

Overall Assessment of the Project

The Community Survey is progressing as forecasted. The Consultant was hired and work began on creating and approving of the Survey Instrument. Added costs such as Community Based Surveyors may increase the budgetary requirements for this project and will be determined into the next fiscal year.

The Governance Legislative Review will be reported on more fully in the next quarterly report and as an alternative, the initial framing of an Akwesasne Governance Code may be the preferable approach to be undertaken which then can be refined when the responses of the Community Survey are available.

Summary

From a legal and community perspective, the term Akwesasne Governance Code will embody the Law describing MCA's basic rule spelling out how its governance authority will be exercised. The development and implementation of a survey instrument to gain community input regarding the development of a Governance Code, as well as the fair and non-political resolution of disputes within MCA's Justice System, will be sought. The outcomes of the survey will guide the Code's development. Essential elements of a Governance Code identified in the AIP Rolling Draft will also be addressed in the survey. The Nation Building Program will be responsible for the implementation of the survey and a Governance Code Working Task Force has been established to provide advice on the survey instrument and implementation. A draft report of

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the survey is anticipated by the end of this fiscal year.

Community Consultations, Meetings, and Presentations:

Bernice Lazore Family Meeting on January 30, 2011 – 12 people in Attendance

The Lazore family asked the Nation Building staff numerous questions about the Nation Building process to get a better understanding of the process. Bernice then assisted the program by explaining the process in the Mohawk language to her family members present for clarity and better understanding. This family meeting provided a perspective needed to aid in our communications initiatives. These questions will help during the Final Agreement consultation.

Patricia Benedict Family Meeting on February 5, 2011- 24 people in Attendance

Nation Building staff found that the community members were bringing up issues that had nothing to do with the Nation Building process. These questions were taken back and researched further through the proper channels.

This session was good in educating and promoting the Nation Building process to those in attendance.

Iohahiio Presentation on March 22, 2011- 33 people in attendance
The two hour presentation included showing the film "The Indian Act & You" and "Entewatatha:wi & You" as well as a review of the Nation Building process. The audience provided comments and questions on land disputes, the Indian Act & its affect on the community, and the ratification process. This presentation was well received as most audience members gained an interest, thought of it as favorable, and would like to learn more.

Workshops:

Envisioning our Future by Examining our Past Workshop on March 23-25, 2011- 288 People in Attendance

Workshop Planning Meetings held January 19, 2011, January 31, 2011, March 4, 2011, & March 22, 2011

Publications:

Publications developed to market Workshop included:

-Informational Programs to distribute to all attending
-Flyers which were distributed to Iohahiio Adult Education Centre, General Vanier Central School, Cornwall Collegiate Vocational School, all public buildings, and inserted into 3200

local newspapers

-Commercial aired on CKON 97.3 fm for three weeks for four times per day in English & the Mohawk language
-Promotional items developed and prepared in individual gift bags for distribution at workshop including Nation Building Folders, Communication Booklets, Indian Act, Indian Act Educational Booklet, Pamphlet, "The Indian Act & You" DVD, Notebook, Pen, and Sweet grass Candle (175 Bags distributed)

Summary of Workshop (Also used in Spring 2011 Newsletter):

Over the past year, the Nation Building Program has been meeting with numerous people within Akwesasne in order to gauge their interest and understand what education is needed to assist them in understanding the process more clearly. Through family meetings, focus groups, and inter-department meetings, it was expressed that there was a need for an in-depth look at the Indian Act. As Onkwehonhwe people, all sides of an issue must be examined. Three presenters were invited to assist the community in examining all aspects of this Act.

Dr. Neil McDonald spoke about the importance of understanding the Indian Act's origin, the people who developed it, and their intentions. He discussed the difficult and complex relationships between First Nations Peoples and Governments. From the Royal Proclamation to modern day Canadian court cases about aboriginal rights, Dr. McDonald's main focus was to educate Akwesasronon on these historic instances.

Dr. McDonald focused on aboriginal rights and outlined Canada's practical and political vision since the creation of Canada. Their intent was to eliminate the Aboriginal people within the territory. He stated that "In order to move forward, Indian people must heal themselves and if they are hurting, they must find the help they need whether it is through education or counseling." It is up to us to bring back our governance structure that integrates our modern practices and traditional teachings.

Tom Porter (Sakoswenionkwas) presentation painted a picture of our history through stories of our elders. He discussed the importance of getting away from the indoctrination of western society. He began with the Ohenton Kariwatekwen (Words that come before all else) explaining how all life works together as one and we must give thanks. He discussed the process for choosing leadership, how a Clan mother chooses the leaders, and an overview of the Condolence Cane. He spoke of the foundation of the Great Law by Skennen, Ka ri'wi'io and Kastha'sten'tse rah (Peace, Good Mind, & Strength in Unity).

The United States government took aspects of our governance system and mirrored them within their systems. He also said "We have the foundation right here. Let's not throw the baby out with the bath water." Tom stated "This meeting is the be-

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ginning of our nation building.” Akwesasronon must come to a new realization while using the tools that were given by the Confederacy.

Emmy Mitchell began her presentation by emphasizing the importance of family. Colonialism has affected the family structure & traditional values so much that the community is beginning to forget. She states “Your family is your medicine.” For centuries, the gifts given by the Creator have been shunned and people were unable to be themselves without getting backlash”. Degrees and Credentials are given the utmost respect but those with natural gifts are not. Emmy stated “if we raise our children with traditional teachings, and support the gifts they were born with, they wouldn’t need degrees and we would be just as proud.” Mitchell chose interactive activities to get people thinking about the movement of energy, how quickly things can change, and how to keep that energy flowing. Emmy also discussed the people of influence within her life. Those people who were healers, seers, and made medicine were unable to practice in the open for fear of being persecuted. It is time to break down those walls and be who you are in your own community.

Radio Shows:

CKON Pre-recorded Tetewataron

January 13, 2011 – February 28, 2011

This radio show was 30 minutes long and ran twice per day at 1 pm and 8 pm. The interview with Sarah Herne & Gilbert Terrance was an informal discussion on the importance of the Nation Building Process.

It also emphasized our community consultation process of family meetings, focus meetings, new publications and upcoming workshop.

6 Commercials with Ronathahon:ni –

March 3-7, 2011

These commercials help the community understand the importance of moving away from the Indian Act and how it affects everyday lives. Commercials were drafted on Land Surveys, the youth perspective, transparency, difficulties in document submissions, and the workshop “Envisioning Our Future by Examining Our Past.” These commercials were drafted by incorporating ideas from Nation Building staff and recorded by Emmy Mitchell, Sarah Herne, & Josh Sargent.

Publications & Mixed Media:

DVD- “Entewatatha:wi & You”

-Creation of the Trap Sheet & DVD Case

-Copyright of film submitted to the Canadian Intellectual Property Office on March 28, 2011

Update of Internet Material

VIMEO (a video sharing website on which users can upload, share and view videos)- January 3, 2011 to March 31, 2011

“The Indian Act & You” has been posted on a video sharing website and has been posted on numerous websites including Facebook, Twitter, MCA intranet, and Akwesasne.ca There have been 816 views total with 232 being in the fourth quarter.

Facebook Webpage- “Entewatatha:wi & You” has 132 facebook friends. This page has also been updated with publication information and a media player so Nation Building may link radio commercials on the site.

Twitter- Entewatatha:wi has 25 followers on Twitter

MCA Today

Nation Building submitted two entries into the MCA today internal newsletter. These ads invited people to join us in family meetings & focus meetings as well as introduced our new publications.

Spring 2011 Newsletter

The spring 2011 newsletter gives the community an update of the Nation Building process. The newsletter focused on the intent of negotiations, Canada’s position within the negotiations, as well as updates on current initiatives. Each negotiation table updated the community on their current undertakings. Publications were introduced including the new booklets & DVD. The March workshop was also showcased. This newsletter is distributed to 1400 people within the northern portion of Akwesasne.

Indian Act Booklet

The Indian Act booklet is an educational tool for the community. The Nation Building staff, along with the Land Code Task Force, reviewed the sections of the Indian Act and translated each one into simple terms. This chart will decode the Indian Act for the community so they may better understand the legislation that is upon them.

Communications Booklet

Based on several communications documents including power points, pamphlets, and booklets, the communications booklet was developed. This book uses easily understandable charts, simplified definitions, and timelines in order to map out the process of moving towards self governance. It also explains both the Governance & Relationship negotiations and the Lands & Estates Sectoral Agreement. It is an excellent introduction for Akwesasronon.

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Entewatatha:wi (Nation Building Process)

Annual Report 2011-2012

Strategic Goals and Activities

Entewatathá:wi has maintained strategic goals over the past 5 years and following are summaries of activities that occurred during fiscal year 2011-12 related to those strategic goals.

Further negotiations and identification of choices to opt out of the Indian act in respect to Governance and Lands & Estates.

Governance and Relationship Agreement in Principle and Lands and Estates Sectoral Agreement in Principle

A multi-departmental committee with participation from Council, Executive Services, Justice, Office of Vital Statistics, Aboriginal Rights and Research, Legal advisor and 3 community Elders assisted the Nation Building Program personnel in all negotiations. Two draft Agreements in Principle started in 2006 have now been completed. They are a Governance and Relationship Agreement in Principle and a Lands and Estates Sectoral Agreement in Principle. The Agreements in Principle do not change the application of the Indian Act but do form the basis for the next round of negotiations on a Final Agreement.

During the next year, Entewatathá:wi (Nation Building Program) will be taking both Agreements in Principle to the community for review and input prior to beginning negotiations on the Final Agreements. The negotiations of a Final Agreements are anticipated to begin during the latter half of next fiscal year.

Akwesasne Estates Facilitator Project

Estates Management is currently a function administered and outlined in the Indian Act. To begin the process of identifying how MCA recommends the modernization of estate administration, a Memorandum of Understanding (MOU) was established and signed in January 2012, between MCA and Canada. One component of the MOU included hiring an "Estates Facilitator" to support the objectives in the Understanding.

An Estates Facilitator supervised by the Office of Vital Statistics manager, was hired on January 16, 2012. This was a term assignment for the 2011-2012 fiscal year. It was later agreed that this would be a three year project.

The focus for this time period was to educate the community on the contents and intent of the MOU and how Indian Affairs Estates management and administration occurs. Various pamphlets were developed on topics such as the MOU, Understanding Estates Administration and A Guide for Estates Management. A radio show on CKON was held and several community presentations were held. There was

very low community participation in the presentations. A new strategy to gain community interest will need to be developed.

Development of an Akwesasne Governance Code and Land Code.

The development of two Codes is now being undertaken. The community will also have to vote on these Codes before they would apply within the territory of Akwesasne under the jurisdiction of the MCA. These two Codes will also undergo community input and discussion prior to the vote. Once the drafts are accepted in principle by the Council, these Codes will be taken to the community for its review and comment.

Akwesasronon Onkwenwhentsia Shon:a. (AOS) or Land Code

The development of the Akwesasronon Onkwenwhentsia Shon:a is overseen by a Land Code Task Force which is a blended community and organizational based committee. The committee meets on a weekly basis and is also involved in providing input to the Lands and Estates Sectoral negotiations. Nation Building Program staff offer administrative as well as coordinating support to the Task Force.

Over the past few years, a draft Land Code known as the Akwesasronon Onkwenwhentsia Shon:a (The People of Akwesasne Lands) has been developed. Last year it was decided that further amendments to the draft would be curtailed until a further analysis of the draft Land Sectoral Agreement could be conducted and to determine the extent of Akwesasne's jurisdiction over Lands. With the progress of the negotiations, a general analysis can now be conducted and the draft AOS will be reviewed much more fully during the remaining fiscal year.

Akwesasne Governance Code Development

Crane Aboriginal Management Services (CAMS) was contracted to conduct a community survey to gather input on required matters of an Akwesasne Governance Code. Through a Council resolution, the implementation of the Akwesasne Governance Survey was overseen by a blended organizational and community Task Group. The Task Group approved the 42 question survey instrument. Community surveyors were secured and after orientation training was provided, the canvassing of the community began around mid-June and ended on September 1, 2011.

In total, 690 surveys were collected and provided community input on a variety of proposed elements of an Akwesasne Governance Code such as: composition of the Council, financial accountability, conflict of interest, referenda and appeals mechanisms. The report was reviewed and accepted by the Working Task Group and then forwarded to the Mohawk Council of Akwesasne for approval by Mohawk Coun-

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cil Resolution which occurred in March 2012. A community meeting on the survey results will occur during the next fiscal year and the report will be distributed to the community prior to the meeting.

Once the community presentation occurs, the outcomes of the survey will be interpreted in preparation for the drafting of an Akwesasne Governance Code.

Akwesasne Governance Laws

The Nation Building Program was able to provide assistance and subsidies to offset legal and consultant costs as well as honorarium on the continued refinement and development of essential Akwesasne Governance Laws in the following areas:

1. Refinement of the Akwesasne Election Law

A new Akwesasne Election Law was drafted but rejected by the community. The issue will be re-addressed during the next Council's term as there are Akwesasne Mohawk Court orders to amend various sections of the Akwesasne Election Law which must be honored. Legal fees were covered.

2. Akwesasne Mohawk Court Law draft

The department of Justice initiated the drafting of an Akwesasne Mohawk Court Law last year. A firm foundation for elements of the draft Law has been developed and it is anticipated that the draft Law will be completed and the Law Enactment Process will be implemented by the end of the next fiscal year.

3. MCA Law Enactment Process

Regulations and procedural guidelines for the MCA Law Enactment Process have been developed by the Department of Justice and accepted by Council. The next step will be the development of the Law or articles to be included in an Akwesasne Governance Code. Legal fees were subsidized.

4. Continued development of an Akwesasne Water/Wastewater Strategy

A Summary Report: MCA-DTS/OFNTSC Brainstorming Workshop held on September 14, 2011, hosted by MCA's Department of Technical Services (DTS) occurred. The purpose of the one day brainstorming workshop was to develop a strategy for how to proceed with the development of an MCA regulatory system on potable water, wastewater treatment and source water protection on Akwesasne Mohawk Territory. The development of a Community Law will be a major undertaking due to the unique geographical location of Akwesasne lands and the various safety standards to be considered.

5. Akwesasne Matrimonial Real Property Law

A working group was re-established to focus on refining a draft Akwesasne Matrimonial Real Property Law. The draft Law has been provided for a legal review and the continued refinement will occur during the following fiscal year.

The biggest challenge is for MCA's department of Justice to meet the legislative drafting needs of the organization and community. Currently, there are approximately 30 Community Laws that have been identified for amendment and development. The paralegal requirements to meet this challenge will require the united focused attention of the Council and administration.

Continue the education and consultation with the community and establish external communication.

The Nation Building Program is committed to looking at creative ways of meeting community needs to be educated on the process. Communication tools continue to be developed to engage Akwesasronon in a dialogue to provide answers to questions that they have. The Nation Building program continues to keep all lines of communication open with Akwesasronon. The first objective was to look at developing tools which would help the community in understanding the legal language of the Agreements in Principle and the following activities and products were produced:

Booklets

Two information booklets, "Communication Booklet" & "The Indian Act Interpretation" have been popular resources for the community. The booklets have been distributed in the community through mailings, workshops and presentations in the community. These booklets aid the community in understanding the process of moving towards self governance.

Newsletters

The Nation Building program mailed quarterly newsletters to community members of Akwesasne which focused on providing updates on the process on the negotiations on the two Agreements in Principle in Governance & Relationship and Lands & Estates. These newsletters also promoted educational presentations through family meetings. Regular information was also printed in MCA Today.

Newspaper Ads

The Indian Time newspaper has a circulation of 1400 per week. This is an excellent tool for outreach. Nation Building advertised their invitation for family meetings as well as our workshop ads. A flyer was also inserted on the Frequently Asked Questions. These ads focused providing answers to the questions asked during the Council Retreat held during the summer of 2011. Each ad ran for approximately 6-8 weeks depending on the event timing.

Executive Services

Entewatatha:wi (Nation Building Process)

Radio

Radio commercials have been developed in both the English and Mohawk Language. Several commercials on “Did You Know?” series focused on: the importance of the negotiations, how they apply to everyday living, and where a community member can get more information. The “What is Nation Building?” series focused on the process of Nation Building, its origin, and how the Indian Act can only be changed through self- government negotiations.

Internet

The video “Entewatathá:wi- We Will Govern” continues to be active on Facebook and Twitter. These tools have reached over 200 community members by giving updates on the different meetings and workshops of the program.

Community Meetings

Council requested an update from the Nation Building Program for the July 2011 and January 2012 General Meetings. The updates were prepared on the progress of the draft Agreements in Principle and presented at the General Meetings. Community members in attendance openly asked questions on the process. After all questions were answered, it was recommended by the community members in attendance that the process should continue and future Community sessions occur to explain, review and discuss the contents of the Agreements in Principle.

Forum/Workshops

Philosophy in Akwesasne

The Nation Building program partnered with Dr. Carlos Fraenkel and Dr. Adam Etinson to develop the *Philosophy in Akwesasne* education and lecture series. Six sessions were held in order to get the community thinking about difficult issues within Akwesasne. Each session had about 15-20 people in attendance. The audience contributed a vast array of knowledge on all topics.

NCFNG Language Hunting Regional Youth Forum

The Nation Building program teamed up with the Mohawk Council of Kahnawake & Kanesatake in order to develop a forum on Mohawk Language. This forum taught the importance of leadership and the tasks the youth will be faced with in the near future. The forum’s theme was Language Hunting. The Mohawk Council of Akwesasne had eleven youth participate in the workshop. A call out was made to the entire community for participants and all of the youth who expressed their interest were given the opportunity to attend the forum.

In the next fiscal year, the communication focus will again be on educating and dialoguing directly with the community on the Agreements in Principle.



Entewatatha:wi Staff

Executive Services

Iohahi:io Adult Education

Iohahi:io Akwesasne Adult Education, located in Tsi:Snaihne near Iakhihsohtha, the Tsi:Snaihne School and the Tsi:Snaihne Child Care Centre, has grown and developed from delivering a single part-time course, to delivering multiple full-time programs with the goal "to provide the best possible education and training services to the adult members of Akwesasne". The program works with an Adult Education Committee whose members consist of advisers from local service agencies.

The main objectives and tasks of Iohahi:io staff and committee members are: to identify the training and educational needs and interests of adults in the Akwesasne community; to better service the basic literacy, numeracy and upgrading needs of the community; to identify, negotiate and secure funding to deliver training and education programs/courses to address these needs; to develop and/or deliver (through partnerships or on our own) the programs/courses identified; to provide support to staff and instructors; and to pursue accreditation for programs as an institution capable of delivering degrees, diplomas and certificates. In layman's terms, this means that we figure out what the courses should be, we find the monies and teachers to put on the courses, we get partner schools/institutions to work with us and we put the courses/programs on.

In fulfillment of some of the above objectives, during the period of April 2010 through March 2011, Iohahi:io delivered courses to over 190 community members, in the following programs:

Number of students

Vocational Preparation Program (High-school Upgrading)	32
Challenges and Opportunities Program (Literacy)	25
Vocational Preparation - Home-study	5
Eco-Adventure Tourism Management Program	7
Addictions Treatment and Prevention Worker Program	8
Autism and Behavioural Science Program	4



Iohahi:io Graduation

Number of students

Practical Nursing Program	14
Social Services Worker Program	15
Visual, Creative and Fine Arts Program	16
Pre-Construction Program	15
Business Program	18
Personal Support Worker Program	15
Palliative Care Courses	20

During the period of April 2011 through March 2012, Iohahi:io delivered courses to over 160 community members, in the following programs:

Number of Students

Vocational Preparation Program (High-school Upgrading)	35
Challenges and Opportunities Program (Literacy)	28
Vocational Preparation - Home-study	7
Practical Nursing Program	10
Social Services Worker Program	9
Visual, Creative and Fine Arts Program	15
Business Program	18
Personal Support Worker Program	17
Arts and Science Program	22

The courses/programs that we deliver to community members are those that have been determined by the Adult Education Committee through requests from community members, and information gathered about employment needs and opportunities to benefit the community immediately and in the future. Whether the programs are delivered to prepare individuals to work in a specific field, or to enhance their general quality of life, all of the courses are delivered with the whole community in mind. As illustrated above, many of the programs that we have delivered are geared to a particular job or type of work required in the community. Our programs are generally delivered in partnership with a mainstream college or school authority to provide students with the portability and transferability of their credits to other institutions and/or recognizing entities. The college programs listed above were delivered in partnership with St. Lawrence College.

Two programs that are not geared to a specific job are the Vocational Preparation Program and the Challenges and Opportunities Program. These two programs started shortly after the Adult Education program got off the ground. After identifying many of the courses/programs that would meet the developmental needs of our community, we realized that many potential students/participants interested in those programs would need to upgrade their academic skills to be able to function and succeed in their chosen program. With the identification of that need came the Vocational Preparation Program, sometimes referred to as the Upgrading Program. This program allows students to earn credits toward their

Executive Services

Iohahi:io Adult Education

high school diploma. This program is delivered in partnership with the T. R. Leger School.

Soon after we started advertising this program to the community, we realized that there was still another need to fill. That need was to help the adult who had pre-high school academic skills and wanted/needed to bring those skills up to the high school level so that they could function and succeed in the Vocational Preparation Program. At that time, we introduced the Literacy Program now re-named the Challenges and Opportunities Program. The Challenges and Opportunities Program has a lower instructor to student ratio than any other course so that the student can have the time and attention required to progress at this level.

The staff and faculty of the Iohahi:io Akwesasne Adult Education Program during the above period consisted of:

Vincenette Cook, Program Manager

Donna Jocko, Secretary
Sheila Lafrance, College Program Coordinator
Jackie Mitchell, Literacy Coordinator
Bob Firth, Computer Support Technician
Sharon Phillips, Cook
the late Barbara Barnes, Elder on Campus Instructor
Mark Herrington, Student Success Facilitator
Alison Henderson, Instructor
Debra Square, Driver/Maintenance
Courtney Angus, Administrative Assistant
Alana Green, Administrative Assistant
John Cole, Maintenance

In addition to the above list of Iohahi:io personnel, we also employed approximately 45 instructors to deliver the programs/courses and 3 summer students.

In order to further the educational and training opportunities of the people of Akwesasne, staff of the Akwesasne Adult Education



Iohahi:io Bi-Annual Career Fair

Executive Services

Iohahi:io Adult Education

Program serve on a variety of boards and organizations.

These include: the Aboriginal Education Councils of St. Lawrence College and the University of Ottawa, and the Aboriginal Institutes Consortium.

During the 2010/11 year, the Adult Education Program spent a great deal of time planning for Career Fair 2010 that was successfully held at the Anowarakowa Arena on April 23, 2010. In 2011-12, Iohahi:io was already preparing for Career Fair 2012 that was once again held at the Anowarakowa Arena on April 27, 2012.

Recognition luncheons were held at Iohahi:io at the close of each of the school years in June of 2010 and 2011. Several students were given special awards.

We also held Recognition and Closing Ceremonies for the completion of the Eco-Adventure Tourism Management Program, the Addictions Treatment and Prevention Worker Program, and the Autism and Behavioral Science Program in May and June of 2010 at Iohahi:io.

Recognition and Closing Ceremonies were also held for the completion of the Social Services Worker Program, the Visual, Creative and Fine Arts Program, and the Personal Support Worker Program in May and June of 2011 at Iohahi:io. Several of the students had secured jobs prior to the completion of their programs.

In addition to delivering the above programs, Iohahi:io also accommodates other organizations' requests for the rental of our classrooms for specific training requirements.

Iohahi:io is grateful for the continued support and partnerships developed with the many organizations, departments/programs and agencies (internal and external). Some of the partnerships include: the Mohawk Council of Akwesasne Chiefs, the Mohawk Council of Akwesasne organization, the Akwesasne Area Management Board, the Ahkwasasne Mohawk Board of Education, the New Frontiers School Board, the T.R. Leger School, St. Lawrence College, Indian and Northern Affairs Canada, and the Ontario Ministry of Training Colleges and Universities.

Iohahi:io takes this opportunity to publicly recognize and thank its employees and committee members for the loyalty and hard work that is demonstrated on a daily basis by all. We are grateful and proud of the many students who have the courage and drive to return to school as adults and challenge themselves to achieve a new and brighter future for themselves, their families and their community.

Iohahi:io is always open to suggestions for programs and courses. Consideration is given to programs and courses that fit in with Akwesasne's development plans. Often we identify needs and students from the applications that come in throughout the year. Please visit our location and inform us of training you are interested in.

Emergency Measures

Vision

The Emergency Measures Planning Office has had a very productive and busy fiscal year. Our vision continues to remain as follows:

The Emergency Measures Planning Office will oversee the emergency measures public safety program that will assist the Mohawk Council of Akwesasne's strategic mission and vision by organizing and coordinating the councils response to a human induced, technological or natural emergency by establishing procedures in preparedness, response, recovery and mitigation strategies.

Strategic Goals

The Emergency Measures Planning Office's strategic goals for this fiscal year are identified as follows:

- To develop and implement a united emergency management organization;
- To improve operational capabilities to manage emergencies through preparedness, response recovery and mitigation;
- To train and exercise MCA emergency management

plans to improve response procedures, coordination and emergency operations;

- To educate all MCA / community responsible personnel on emergency preparedness, response and recovery procedures; and
- To develop and to begin the implementation of the MCA Continuity of Operations Plans (COOP).

2010-2011

Departure / Retirement

With the departure and retirement of Mr. Larry White, Emergency Measures Program Manager's position since 1993, we are hopeful that the program will continue along the path of excellence and accelerate on the road to new endeavors. He leaves us with a plethora of knowledge and experience we can only hope to attain. He has been an amazing mentor. We'd like to wish him a very happy and adventurous retirement. We will miss him.

Akwesasne Pandemic Plan

During the start of the fiscal year, the Emergency Measures Plan-

Executive Services

Emergency Measures



l to r: Regina Jacobs, Larry White and Executive Director Sheree Bonaparte at Mr. White's Retirement

ning Office continued to plan jointly with Mohawk Council of Akwesasne's Department of Health (DOH) through meetings and exercises to test and evaluate the final stages of the Akwesasne Influenza Pandemic Plan. As a result of the coordination and cooperation between emergency measures the pandemic plan was completed and implemented at DOH and other departments,.

Water and Highway Transportation Unit

During the post CBSA crisis, the Emergency Measures Planning Office began addressing contingency planning in the areas of water and land transportation modes that would be used during bridge closure incidents. The planning associated with the development of a transportation unit specifically designed for emergency utilization during the summer months was discussed and plans have begun to take shape. The development of the transportation unit will be an on-going process not expected to be completed until the next fiscal year. In the interim, the emergency planning office has met with the Canadian Red Cross discussing the possibility of this disaster relief organization to assist with the emergency needs of the community should the bridges or the border points of entry become closed in the future.

Continuity of Operations Plan

A substantial amount of time has been given to the development of the Continuity of Operations Plans (COOP) during this fiscal year. The COOP will become the standardized concept of emergency response by the Mohawk Council of Akwesasne's many departments and programs. During this fiscal year, the training and orientation of COOP concepts and format were presented and completed. Many MCA personnel from various programs and departments took advantage of the COOP training opportunity and

started their own individual departmental or program emergency response plans incorporating the concepts of COOP. The COOP template has been revised and a final review of the template is required to take place within the next fiscal year, prior to distribution.

Senior Citizen Emergency Preparedness Training

Senior citizens are an integral part of the community and they must be aware of many challenges that seniors face in emergency disasters. During this fiscal year a senior citizens emergency preparedness class was presented to inform them of the many types of emergencies they could face from earthquakes to winter storms. Seniors learned the importance of having disaster emergency plans readily available that they can use during emergency situations. Emergency preparedness kits were distributed to the seniors to get them started on their own individual and family emergency plans.

Relocation of the Emergency Measures Planning Office

The MCA emergency planning office moved from Cornwall Island to Kanatakon during this fiscal year. The new office is located in the Administration II building on the second floor and we are currently collocated with the Public Communication Unit.

Training

We continue to share our training abilities and experiences with other First Nations, local governments and emergency response teams through various training initiatives and programs with St. Regis Mohawk Tribe (SRMT) Emergency Planning Office.

Committees / Meetings

The emergency measures planning office continued to meet with other emergency services and the MCA Public Safety Portfolio holders during this fiscal year. Public safety, community health and welfare are a great concern for the emergency planning office and emergency contingency planning to cope with impending disastrous crisis are always a priority.

The Emergency Measures Planning office has continued to meet with local emergency managers, state, provincial, federal and neighboring municipalities to discuss emergency preparedness contingency planning in our area. We attend various meetings, training opportunities and simulation drills and exercises throughout the region to establish emergency contacts, discuss emergency contingency plans and assist each another in providing emergency training courses.

Emergency Management Ontario (EMO) continues to work, prepare and assist Akwesasne in its efforts to keep our community healthy, safe and prosperous. We will continue to maintain and create various external contacts to ensure we are up-to-date in information, equipment and training efforts so we are able to provide

Executive Services

Emergency Measures

the community with expertise in emergency management practices. We will continue to work closely with Chief and Council on the discussions of public safety in Akwesasne and territorial homeland protection. We will continue to make immeasurable efforts to ensure that Akwesasne is our number one priority. With this, the Emergency Measures Planning Office looks forward to the new Fiscal Year of 2011-2012.

2011-2012

Three Nations Bridge Construction Project

It was the mission of the Emergency Measures Program to ensure that potential hazards were identified that may exist beyond the original or normal 'scope of work' and are being identified in the event of an emergency at the construction of the new Three Nations Bridge in Ennisko:wa/March 2011. Working directly with American Bridge Canada Inc., Michel's Canada, Enbridge Gas Distribution Inc., Bowfin Environmental Inc., and now AECON Construction and Materials Ltd. we have been quite successful in creating working relationships where Akwesasne's traditional and cultural values were recognized in order to maintain emergency response capabilities and emergency operational controls. It is important that all stakeholders within this project are aware of the Mohawk Council of Akwesasne's ability to continue to provide essential services to the community of Akwesasne.

Continuity of Operations Planning (COOP)

A universal template is currently in the works to ensure that the concept of Continuity of Operations Plans (COOP) is unilateral throughout the Mohawk Council of Akwesasne. Emergency Measures will begin to sit with directors and program managers individually to ensure that COOP's are completed to the specifics of the essential services provided. It is anticipated that COOP will be completed by the end of fiscal year 2012-13 and then reviewed annually as required.

Akwesasne Joint Emergency Operation Plans (AJEOP)

Emergency Measures has been working with the St. Regis Mohawk Tribe's Emergency Planning Office to revise the Akwesasne Joint Emergency Operation Plans (AJEOP). In these efforts, many maps, including evacuation zones and organizational charts need to be reviewed. Working directly with MCA's Geographic Information Services (GIS) Technician some of this work has been complete. However, more work remains.

Enbridge Gas Distribution Inc.

Enbridge has been very active in its working relationship with the Mohawk Council of Akwesasne. The Department of Tehotiennawa:kon, more specifically Emergency Measures & Environment, has applied for Enbridge's Safe Communities Grant and

will begin its Hazard Materials initiatives. As of this date, the department has responded to three (3) fuel spills and one (1) gas spill and calls continue to increase each year. With that and working closely with Chief Wesley Benedict (Public Safety Portfolio Chair), we will begin to roll out Phase 1 of the Hazmat initiatives. Phase 1 specifically identifies the provision of training for Hazmat Operations and On-Scene Incident Command Systems.

Building Fire Safety Plans (BFSP)

Emergency Measures teamed up with the Department of Technical Services to create a Building Fire Safety Plan (BFSP) template that was distributed throughout the Mohawk Council of Akwesasne. The BFSP template was approved by Human Resources Service Development Canada (HRSDC). MCA's Operational Support Program (OSP) has since hired two (2) Health & Safety Officers and this responsibility has now been shifted to that program.

Training

We continue to share our training abilities and experiences with other First Nations, local governments and emergency response teams through various training initiatives and programs with St. Regis Mohawk Tribe (SRMT) Emergency Planning Office.

Emergency Measures has been directly involved or attended the following training courses:

- Hazardous Materials Awareness Course
- Emergency Public Information Officer Course
- Emergency Preparedness Conference (Ontario)
- Emergency Preparedness Conference (Quebec)

Community

Being that our ultimate goal is the health and safety of the Akwesasne Community, we have made the effort to provide MCA's Communication's Unit with Hazard Help Sheets for the monthly edition of Onkweta:ke Newsletter. We have also provided the same information to MCA employees by way of the MCA Today monthly newsletters.

Community Emergency Response Team (CERT) Course (Territory of Akwesasne - Ongoing)

As part of the ongoing evacuation planning efforts for the Iakhihsotha Elder Lodge, it was determined that many volunteers within the Akwesasne community have given their time and energy to assist those in need during an emergency. However, it was also determined that each volunteer should be provided basic awareness training. Community Emergency Response Team (CERT) volunteers will receive education in disaster preparedness for hazards that may impact their area and will train in basic disaster response skills, such as fire safety, light search and rescue, team organization,

Executive Services

Emergency Measures

and disaster medical operations. Using the training learned in the classroom and during exercises, CERT volunteers can assist others in the Akwesasne community or workplace following an event when professional responders are not immediately available.

Committees / Meetings

The Emergency Measures Program continues to meet with other emergency services and the MCA Public Safety Portfolio holders during this fiscal year. Public safety, community health and welfare are a great concern for the emergency planning office and emergency contingency planning to cope with impending disastrous crisis are always a priority.

The Emergency Measures Program also continues to meet with local emergency managers, state, provincial, federal and neighboring municipalities to discuss emergency preparedness contingency planning in our area. We attend various meetings, training opportunities and simulation drills and exercises throughout the region to establish emergency contacts, discuss emergency contingency plans and assist each another in providing emergency training courses.

Exercises

Emergency Measures conducted a Table Top Exercise for the MCA's Department of Health. The exercise, known as "Exercise Paper Clip" was conducted on 17th, Enniska/ February 2012. This exercise was hosted at the Kanatakon (St. Regis) Recreation Facility with a total of forty-five (45) participants on hand. Additionally, MCA's resources were also on hand to take part in the exercise including the U.S. Coast Guard, N.Y.S. Troopers, and the American Red Cross.

Exercise "Paper Clip" was designed to allow the various departments within MCA an opportunity to understand the different functions (roles) of the Incident Management System (IMS). Each participant took on a specific function under IMS (i.e. Command, Operations, Logistics, etc.) and responded to the incident in that capacity.

Emergency Measures was involved in two exercises this fiscal year. On 13th, Kentenha / October 2011 the City of Cornwall conducted a table-top exercise known as "Exercise Safeguard" that recreated the events of the Cotton Mill Fire of 2010. All emergency responders were required to respond in accordance to existing Emergency Plans from each municipality / county involved in the exercise. However, though the Territory of Akwesasne is a neighboring community with various resources, we were not identified as a direct resource during the exercise. Since then, the City of Cornwall has welcomed Akwesasne as a member of the SD&G Emergency Planning Committee.

On 18th, Kentenha / October 2011 Emergency Measures was also involved in a Boom Deployment Exercise with the United State Coast Guard (USCG), St. Lawrence Seaway-Department of Transportation (SLS-DOT), St. Regis Mohawk Tribe's Environment Division, Hogansburg Akwesasne Volunteer Fire Department (HAVFD), New York State Police, and other local stakeholders. The exercise allowed for participants to gain experience and knowledge in the process of responding to a spill on water. Responders deployed and extracted boom in both calm and harsh current waters. Emergency Measures continues to work, prepare and assist Akwesasne in its efforts to keep our community healthy, safe and prosperous. We will continue to maintain and create various external contacts to ensure we are up-to-date in information, equipment and training efforts so we are able to provide the community with expertise in emergency management practices. We will continue to work closely with Chief and Council on the discussions of public safety in Akwesasne and territorial homeland protection. We will continue to make immeasurable efforts to ensure that Akwesasne is our number one priority. With this, the Emergency Measures Program looks forward to the new Fiscal Year of 2012 / 2013.

Contact information

You may contact your Emergency Measures Program at the following:

Emergency Measures Program
MOHAWK COUNCIL OF AKWESASNE
P.O. Box #579
Cornwall, Ontario K6H 5T3
PHONE: 613-575-2250 ext: 1030
FAX: 613- 938-6760





Executive Services

Office of Vital Statistics

Mission Statement

“Advancement through Change”

Our role within Mohawk Council of Akwesasne is to facilitate changes that lead to better productivity, improved accountability and consistent business practices. Within Executive Services, we make progress when we are able to find innovative solutions to everyday problems. We advance the organization and the reputation of Executive Services when we are able to implement innovative solutions.

2010-2011

Staff

Leona Delormier, Manager Office of Vital Statistics
Karakwenta Lazore, Lands and Estates Officer
Carol Lafrance, Membership Officer
Tina Mitchell, Leasing Officer
Pam Tarbell, OVS Clerk

Accomplishments & Challenges

Memorandum of Understanding for Estates Administration:

The Memorandum of Understanding for Estates Administration was signed in January 2012. This MOU establishes a framework for Estates Administration between the Department of Aboriginal Affairs and Northern Development (AANDC) and the MCA. This fiscal year has been focused on developing a Communications Strategy for the Community. A pamphlet was developed and mailed to the Community. A four page brochure and a folder that contains Estates information have also been developed. In conjunction with Mohawk Council of Akwesasne Communications Unit, press releases, radio announcements, information meetings in each district have also taken place.

The Office of Vital Statistics (OVS) is responsible for obtaining, recording, reporting and retaining correct information about the land and people under the Mohawk Council of Akwesasne's Jurisdiction. Personnel maintain integrity of the certificates of possession and leases for parcels of land. They also ensure that: all land transactions are performed in accordance with any MCA Laws and with the Indian Act; that an appraisal is done, every three years, on all leased lots owned by MCA; that integrity is maintained of the official record of registered person for the membership of the Mohawk Council of Akwesasne and for Indian and Northern Affairs Canada. Staff also assist bereaved individuals with fulfilling their obligations to MCA and Indian and Northern Affairs Canada in relation to a deceased's assets (particularly, land lots) as outlined in any applicable MCA Law and the Indian Act. Community members may also apply for bridge passes or status cards through this

office. OVS staff is trained in their specific areas and have general knowledge of each other's work. Therefore, we are better able to serve the needs of the Community. The needs of the Akwesasne Membership Board are incorporated into our structure.

The Office of Vital Statistics (OVS) can provide the following services for the seniors/elders/shut-ins:

Status Cards – Special arrangements can be made for members who cannot come to the office to renew or replace their status cards.

Wills – OVS staff can arrange for home visits to help in the preparation of Wills. OVS also provides information on How to Make A Will and Planning Your Estate.

Lands – OVS can provide Elders with a complete history of their land (i.e. written descriptions of the parcel including location, size, sketches, etc.) to ensure their land is properly registered. Home visits can be arranged if someone wishes to transfer land.

Estates – OVS can provide assistance in filling out forms needed to close an estate.

Vital Statistics Applications – Applications for Birth, Death or Marriage certificates from Quebec, Ontario and New York State are available in the OVS office. OVS staff can assist elders in filling out these forms or to obtain forms for other Provinces or States.

The Mohawk Council of Akwesasne, Office of Vital Statistics has four components, which are: Lands & Estates, Membership, and Leasing

As of March 31, 2011

The Office of Vital Statistics provided approximately 12 services per day per staff member to the Community, Mohawk Council of Akwesasne and outside Governments/Agencies.

There are approximately 11,080 people registered with the Mohawks of Akwesasne as of March 31, 2011.

The Mohawk Council of Akwesasne total land base is 11,711 acres for the Territory of Akwesasne. The Mohawk Council of Akwesasne has approximately 2.54 acres situated at Concession 1 Cornwall, 45.82 acres at Drum Street, Fort Covington, New York, Township of Dundee approximately 1,173.98 acres.

The Office of Vital Statistics manages approximately 228 Cottages Leases which generate an annual income of approximately \$498,468.74 and 11 Non Agricultural permits which generate an annual income of approximately \$21,740.00 for the Mohawk Council of Akwesasne. The total individual land holdings at this time are 3,125 Certificates of Possession.

Executive Services

Office of Vital Statistics

Community & Mohawk Council Educational Component

Births, Deaths, Marriages, Divorce – Notice was put in the Indian Time Newspaper that OVS requires the above documentation for member's files.

Birth Registrations – a copy of the Birth Certificate and parental consent form signed and witnessed by both parents. If the Child was born in Canada, OVS requires a Long Form Birth Certificate. The Long Birth Certificate indicates the names of the parents. If the Child was born in the United States, we require a Birth Certificate that indicates the names of the parents.

Marriage Registration – OVS requires a copy of the marriage certificate. Also a signed statement if the wife wishes to change her last name.

Divorce Registration – OVS requires a copy of the divorce certificate. Also a signed statement if the wife wishes to change her last name.

Death Registration – OVS requires a copy of the death certificate or a funeral director certificate.

During this fiscal year the Office of Vital Statistics has taken an active role in:

- MCA Executive Services
- Dundee Land Claims
- OVS Staff meetings were held once a month.
- Matrimonial Real Property Law
- Property Acquisition Team
- Additions to Reserve Mtg.
- Nation Building, Land Code Taskforce & Negotiations with Canada
- Seaway Return of lands
- Akwesasne Housing Authority Meetings
- OVS Web-site

Mohawk Council of Akwesasne

During this fiscal year, OVS has provided guidance and recommendations to the Grand Chief & Council on various Community Members Concerns, MCR's for allotment of public road to Community Members, Residency Letters, Ownership of land, Estate issues, MCA Common Land, Grantor letters, Hamilton Island Procedures, Indian Registration transfers, completed the Community Fire Assessment.

Mohawk Council of Akwesasne, Departments

During this fiscal year, OVS has provided assistance and information to:

Department of Technical Services; Information was forwarded concerning Policy Statement 2005 (PPS) recognizes the complex interrelationships among economic environmental and zoning. Waterline easements registered. Brush cutting occurred on Hamilton Island. Tech. Services engineer to inspect new cottage construction on Hamilton Island,

Economic Development Department; Confirmation of land title & membership was done. Discussion occurred on charging Lessees a fee for garbage left on Stanley Island.

Finance Office; OVS provide information for the Annual returns Management Report. Quarterly variance reports were completed, Information was provided to MCA Auditors, and the Akwesasne Police Service for CPIC letters,

Akwesasne Rights & Research Office; Dundee Land Claims additions to Reserve were discussed, Kawehno:ke Settlement Agreement, Cairn Island, Presentation on Membership, Population statistics were provided for the US Land Claim, an update was given to the Communications Unit regarding the Website, and Information was given to OVS regarding archaeological report for Tsionhiakwatha.

Social Development and Health; Statistics for their annual report was sent. Regional Health Survey was completed.

Akwesasne Justice Department; Meetings were held to discuss the legality of Wills vs INAC requirements for Wills according to the Indian Act, Estate Disputes and interests of property owners.

Information on the Easterbrook Agreement Referendum Regulations was provided.

Information was provided regarding the definition of a Member.

Information was provided regarding a protocol between Justice and OVS as it concerns the voters list.

Information was provided to Justice on the issue of eviction notices.

Provided information on the term Enrolled Member instead of Registered member in all laws.

Conservation

Information was provided to the Conservation & Enforcement Officers regarding Hopkins point. A map was provided that the acreage and other relevant information.

Executive Services

Office of Vital Statistics

Environment Department

OVS requested that the Environment Department work with Evan Thompson to have Thompson Island GPS as far as erosion is concerned.

Tree Arborist

OVS recommended that the Tree Arborist from Model Forest continue to conduct the tree assessments on Hamilton Island.

The annual tree inspection for Hamilton Island and other various Islands was conducted by OVS and Environment.

Environment assisted OVS to assess the fire damage on Stanley Island.

OVS participated in the Environments Strategic Planning Session.

Akwesasne Housing Authority

OVS attended the regular monthly meeting of the Akwesasne Housing Authority with the following tasks completed:

- information was shared regarding a Community Member CP and a power of attorney,
- Power of sale procedures were discussed,
- Allotment of land, identified encroachments on Members property, R/W ownership, discussion on delinquent loans, presentation on building permit systems and long term planning given by INAC, verification as to land ownership, MRP clause to be incorporated for housing purposes, transfers will be done to persons who had assumed the mortgage, recommendations as to rectify Community Members unable to get CP when housing loan is paid off.

Nation Building

Akwesasne Land Code Taskforce. This fiscal year a taskforce continued the development of the Akwesasne Land Code "Akwesasnon Onkwenwhentsia Shona". The taskforce meets once a week for four (4) hours. The taskforce consists of four technicians and three chiefs. The Land Code Taskforce has representatives from the Justice Department, Department of Economic Development, Nation Building and OVS. Chiefs from Council also sit on the taskforce. The taskforce has also consulted with Micha Menczer, legal counsel.

The Lands Negotiation Table

This is the third year of the development of the lands negotiation table. Through the negotiations, several sections of the sectoral agreement have been agreed upon. The lands table will continue

to negotiate the agreement that is to be reached by Council and Canada concerning MCA opting out of the Indian Act as far as land administration is concerned. The Lands Negotiation Table will develop a sectoral agreement in principle for Council. This table consists of representative from Canada and Mohawk Council. Mohawk Council representatives will be the Assistant Executive Director, Nation Building, Portfolio Chiefs and Technicians. A meeting was held with full Council to discuss the Land Dispute Tribunal and to do a pilot project on Estates.

Bridge Passes

The Office of Vital Statistics processes community people's first bridge pass. OVS also processes bridge passes for employees of the Mohawk Council of Akwesasne. Chiefs on Council have been meeting concerning the bridge corridor but the bridge pass policy has not been addressed. Complaints of bridge pass abuse are received from Seaway International Bridge Corporation. Abuse of bridge passes are investigated by OVS and the necessary action is taken.

Matrimonial Real Property Committee

The Matrimonial Real Property (MRP) Committee has started meetings after a one year absence. Senate Hearing notes were provided as well as the Six Nations MRP Law. Discussions were held with the Akwesasne Police Service in regards to enforcement. Other issues were members being appointed to the Akwesasne Appeal Tribunal. The section on Housing Loans were worked on. An information session was held in Kanatakon.

Additions to Reserve/Land claims

Seaway Block 1 Return of Lands - The OVS Lands & Estates Officer, has attended meetings that involved the Seaway Return of Lands to Mohawk Council of Akwesasne.

OPG return of Land

The additions to Reserve (ATR) working group met with Nathan Richards to discuss the return of Adams, Sheek and the Section 28 (2) permit. Clarification of the role of the ATR was discussed.

Easterbrook Land Claim

A membership presentation was given to the negotiation staff on this land claim.

Dundee Land Claim

Meetings were attended in regards to the ATR process.

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Cairn Island

Surveys and communication with municipalities were done by the Federal Government.

Property Acquisition Team

The Property Acquisition Team met this Fiscal year and the following issues were discussed: parking lot at admin 1 and purchase of property from community members.

Membership Component

A person is a member of the Mohawk Community of Akwesasne if that person:

- Was on the Membership Rolls on the date of enactment of this Code; or is entitled to be on the rolls;
- If a child born of two members of the Mohawk Nation in Akwesasne, or is the "Adopted Child" of two members of the Mohawk Nation in Akwesasne;
- Has been granted Membership according to the provisions of Part Two of the Akwesasne Membership Code.

Court Case

McIvor v. Canada (Registrar of Indian and Northern Affairs)

This court case concerns the constitutionality of s.6 of the Indian Act which establishes the entitlement of a person to be registered as an Indian. The provision of section 6 violates the Canadian Charter of Rights and Freedoms because they discriminate on the basis of sex and marital status. The effect of this court case would be an increase in people registered with the Mohawks of Akwesasne but would have minimal impact under the Akwesasne Membership Code.

The children and grandchildren of men who married Non-Native women gained status. However children of Native women who married Non-Native men gained status but the grandchildren did not. This court case determined that this was discrimination against women. So now the grandchildren of Native women who lost status, can get status if they apply.

Secure Indian Status Cards

INAC will no longer accept the St. Regis Mohawk Tribe enrollment card as identification for the Secure Indian Status Cards. Procedures have been developed for persons with lost or stolen Secure Status Cards. People cannot get a paper status card if they have received their Secure Status Card.

MCA Secure Identification Cards

OVS met with Council Chiefs and Communications to discuss issues relating to the MCA secure status card. OVS reviewed the Privacy Protection Assessment to make sure the necessary changes were reflected.

Membership Files

The Office of Vital Statistics is responsible for the creation and updating of membership files for the 11,252 people registered with the Mohawks of Akwesasne. The Office of Vital Statistics requires birth, marriage, divorce certificates, paternity statements and death documents.

Akwesasne Membership Board

The Office of Vital Statistics provided administrative support to the Akwesasne Membership Board. The administrative support consists of; attendance at Membership Board meetings, drafting of correspondence, completion of information packages for meetings, newspaper articles and scheduling of appointments for the meetings.

The Membership Officer also gives out and receives all applications for Membership and Residency. During this fiscal year, the membership board had regular scheduled meetings the second Saturday of each month to interview applicants for membership & residency.

39 Membership Applications were sent to the Membership Board. The Membership Board approved 24 full membership, 8 probationary memberships and 7 probationary membership expirations.

Three Residency Permit applications were sent to the Membership Board. The Membership Board approved 1 application, renewed 1 application and denied 1 application.

OVS met with the Membership Board to discuss issues in relation to the Akwesasne Membership Board's Administrative Procedures and Guidelines.

Annual Reports for Membership, Residency permits and the Council of Elders were submitted to the Executive Director and Council.

Lands

Only Members of the Mohawks of Akwesasne are entitled to hold title to land. The Office of Vital Statistics, lands component and the Indian & Northern Affairs Canada require for each of the 3,125 registered land holding, documents which verify the correct holder of a specific lot, which is a Certificate of Possession. Supporting documentation are land transfers, land sketches and Registered Survey of Ontario (RSO). Anyone purchasing or receiving a portion of a lot, must be advised that it takes approximately one year

Executive Services

Office of Vital Statistics

to obtain your Certificate of Possession (CP). If you are purchasing or receiving a whole lot, it will take approximately six months to receive your Certificate of Possession (CP). The Office of Vital Statistics, lands computer system is directly linked to INAC in Ottawa. This enables us to obtain information concerning a parcel of land as soon as it is registered.

Permission to enter the Mohawk Territory of Akwesasne

Permission to enter the Mohawk Territory of Akwesasne was given to American Bridge, Enbridge Gas, Meldrum Surveying, Brian Montgomery for bridge corridor, Ron Jason surveyor, and Groupe Conseil UDA for Agricultural study.

Surveys/RSO

All registered surveys/RSO/CLSR's are reflected in each lot file. If multiple lots are affected a copy will be placed in each new lot file along with survey instructions.

Surveys

To date individual members are responsible for the cost of their surveys. INAC will no longer accept a sketch of severance of property. All severances must be done by a CLSR. This fiscal year OVS has received fifty registered plans. OVS must approve all surveys that have been completed within the Territory of Akwesasne even when they are paid by Community Members.

INAC Natural Resources Canada Survey Project

This Fiscal year the MCA/OVS participated in a pilot project initiated by INAC. This project identified areas where survey fabric has deteriorated. OVS met with the Surveyor to discuss the surveys that were identified. A disc was obtained with information relating to the satellite imagery points. It was decided that our goal is to have all the ground work completed as soon as possible. The report was sent to INAC on 3/2/2011.

INAC Estates

OVS worked with INAC to have Estates removed from the Section 50 of the Indian Act and also to close Estates in which the land has not been transferred from the Estate. Confirmation of Membership was provided to INAC.

An MCR was passed indicating who will be on the Estates Committee for Akwesasne.

A meeting was held with INAC discussing the issue of section 43 (e) of the Indian Act and why it could not be used. Also OVS would be the Chair, funding would come from Nation Building and Justice would be concerned with the mediation and Mohawk Court. It was decided to develop a MOU for Estates Management.

Leases

The OVS has taken over the responsibility of applications for leasing, preparing all lease documents, ensuring all documentation are complete and accurate, entering all information into the computer system, taking calls from lessees/legal advisors and meeting with lessees when needed. All documentation is then forwarded to INAC for registration. This function is the responsibility of the OVS Leasing Officer.

2011-2012

Seniors Fair

Office of Vital Statistics participated in the Seniors Fair held at the Kawehnoke Recreation Center. Service providers from Health Canada, Banks, Funeral Agencies, Canadian Institute for the blind and others were present. A presentation on Estates & Wills was done.

Surveys

Registered plans for 47 surveyed lots were done this fiscal year. The surveyed lots took place within the three districts of Akwesasne. Some of the lots surveyed were for Members who had paid off their housing loans but could not get a Certificate of Possession because their lot was not surveyed.

Other surveys were done in areas where there were too many RSO's ("Regional Survey Ontario) without survey. A Regional Survey Ontario without survey is a survey where the surveyor does not mark the survey with bars. The surveyor combines information obtained from the First Nation, existing surveys, mapping and aerial photograph records and other pertinent information. Regional Survey Ontario without survey has caused disputes regarding the boundaries of properties. Parcels in areas where there have been more than four Regional Survey Ontario without survey, have been resurveyed with bars installed.

Every year Office of Vital Statistics submits to Natural Resources Canada, a list of surveys that have too many Regional Survey Ontario, old estates that cannot be settled because of lack of surveys and other issues that may arise. Natural Resources Canada decides what surveys will be done according to funding that is identified. Office of Vital Statistics may make recommendations on the priority of surveys but the decision lies with Natural Resources Canada. The Office of Vital Statistics and the Housing Department recommends that the Regional Survey Ontario be done with survey. But in some cases, Lots qualify for a Regional Survey Ontario without survey. Regional Survey Ontario without survey is less costly. Average cost of a survey starts at \$3,000.00 and up. The Mohawk Council of Akwesasne does not receive survey money from Aboriginal Affairs and Northern Development Canada. Survey mon-

Executive Services

Office of Vital Statistics

ies are identified by Aboriginal Affairs and Northern Development Canada and Natural Resources Canada on a fiscal year basis.

Matrimonial Real Property Committee

The Matrimonial Real Property Committee met this fiscal year to review the law. The law has now been given to the Justice Department for legal review. The Akwesasne Appeal Tribunal section will be incorporated by the Justice Department. During the drafting of this law, the Committee met with Lawyers from Quebec and Ontario. Other First Nations Matrimonial Real Property (MRP) Laws were also used as a resource tool. Members of this Committee were OVS, Justice, Housing Department and the Nation Building Program. The law has been submitted to Justice for Legal Review.

Nation Building

The Lands Negotiation Table: This is the fourth year of the development of the lands negotiation table. The Lands Negotiation Table will develop a Sectoral Agreement in principle for Council. This negotiation table consists of representative from Canada and Mohawk Council. Mohawk Council representatives are: the Assistance Executive Director, Nation Building, Portfolio Chiefs and Technicians. As of March, 2012 the Lands & Estates Sectoral agreement is 95% done. A session was held with Council to review the draft agreement.

Akwesasne Land Code Taskforce

This fiscal year the development of the Akwesasne Land Code "Akwasronon Onkwenwhentsia Shona" was secondary to the work on the Lands & Estates Sectoral Agreement in Principle. The taskforce met once a week. The taskforce consists of four technicians and three chiefs. The Land Code Taskforce has representatives from the Justice Department, Department of Economic Development, Nation Building and Office of Vital Statistics and Chiefs. The taskforce has also consulted with legal counsel, Micha Menczer.

Bridge Passes

The Office of Vital Statistics processes the first bridge pass for people in the Community. The Office of Vital Statistics also processes bridge passes for employees of the Mohawk Council of Akwesasne. Chiefs on Council have been meeting on the bridge corridor issues. Bridge pass issues are received from the Seaway International Bridge Corporation, and are investigated by the Office of Vital Statistics and necessary actions are taken. The Seaway International Bridge Corporation has made a change in Mohawk Council of Akwesasne Contractor Passes. All Contractor Pass applications are sent to Seaway International Bridge Corporation for approval, and if approved the Seaway International Bridge Corporation will issue a pass. Many Contractors have been denied passes because the Seaway International Bridge Corporation has determined they are not eligible under the SIBC policy. The SIBC policy has not been

accepted by Mohawk Council of Akwesasne.

Additions to Reserve/Land Claims

Seaway Block 1 Return of Lands - The Office of Vital Statistics attended monthly meetings that involved the Seaway Return of Lands.

OPG return of Land - The work on the return of the 4 islands is in the technical stage before it enters the Additions to Reserve process.

Dundee Land Claim - Negotiations in the Dundee claim were not regularly held due to Canada appointing new federal negotiators.

Cairn Island - Talks have just begun this year between Aboriginal Affairs and Northern Development Canada and Parks Canada and the Additions to Reserve Committee on the return process for the Cairn.

Kawehnoke-Easterbrook Specific Claim - Office of Vital Statistics has attended various meetings of this specific claim.

Secure Certificate of Indian Status Cards

Applications for the Secure Certificate of Indian Status Cards are only being taken at Indian and Northern Affairs/ (AANDC) Aboriginal Affairs and Northern Development Canada headquarters in Hull, Quebec. You must call ahead and make an appointment and take the required documentation with you such as; original birth certificate, status card, government ID, Passport Drivers License, and Health Card.

Permission to enter the Mohawk Territory of Akwesasne:

Permission to enter the Mohawk Territory of Akwesasne was given to:

- Gary Carot from Groupe Conseil Uda Inc. for the Seaway Proceedings in Area M
- Department of Fisheries and Oceans to service the navigation lights on Cornwall Island
- Martin Larocque, Quebec Land Surveyor on Tsi Snaihne
- Parks Canada for Cairn Island
- Meldrum Surveying in the Three Districts
- Ron Jason Surveying in the Three District
- Bell Canada

Mohawk Council of Akwesasne

During this fiscal year, Office of Vital Statistics has provided guidance and recommendations to the Grand Chief & Council on: land



Executive Services

Office of Vital Statistics

disputes, compensation for non-use of land, road in Tsi Snaihne, information on various members lots, MCR's, Hamilton Island Issues, Membership Board Issues, Estate Issues and number of homes in the Territory of Akwesasne.

Office of Vital Statistics Administration

The Office of Vital Statistics (OVS) is responsible for obtaining, recording, reporting and retaining correct information about the land and people under the Mohawk Council of Akwesasne's Jurisdiction.

Staff maintain integrity of the certificates of possession and leases for parcels of land. They also ensure that:

- All land transactions are performed in accordance with any MCA Laws and with the Indian Act;

- That an appraisal is done, every three years, on all leased lots owned by MCA;

- That integrity is maintained of the official record of registered person for the membership of the Mohawk Council of Akwesasne and for Aboriginal Affairs and Northern Development Canada.

- Assistance is provided to bereaved individuals with fulfilling their obligations to MCA and Indian and Northern Affairs Canada in relation to a deceased's assets (particularly, land lots) as outlined in any applicable MCA Law and the Indian Act.

The Office of Vital Statistics staff is trained in their specific areas and have general knowledge of each other's work. Therefore, we are better able to serve the needs of the Community. The needs of the Akwesasne Membership Board are incorporated into our structure. The Office of Vital Statistics provides monthly reports, updated population stats to the Assistant Executive Director on a monthly basis. Information is also provided to the MCA Today news letter. Bulk mail is sent to Community Members on lands, membership, estates and leasing on a quarterly basis.

The Mohawk Council of Akwesasne, Office of Vital Statistics has four components, which are:

- Lands & Estates
- Membership
- Leasing

As of March 31, 2012

The Office of Vital Statistics provided approximately 12 services per day per staff member to the Community, Mohawk Council of Akwesasne and outside Governments/Agencies.

There are approximately 11,510 people registered with the Mohawks of Akwesasne as of March 31, 2012.

The Mohawk Council of Akwesasne total land base is 11,720 acres for the Territory of Akwesasne. The Mohawk Council of Akwesasne has:

- approximately 2.54 acres situated at Concession 1 Cornwall,
- 45.82 acres at Drum Street, Fort Covington, New York,
- approximately 1,173.98 acres in the Township of Dundee

The Office of Vital Statistics manages approximately 223 Cottage Leases which generate an annual income of approximately \$593,347.26 and 12 Non Agricultural permits which generate an annual income of approximately \$22,722.33 for the Mohawk Council of Akwesasne. The total individual land holdings at this time are 3,127.

St. Regis Mohawk Tribe Membership:

The Office of Vital Statistics has shared information with the St. Regis Mohawk Tribe Membership office, concerning membership of its Community Members. Both Offices provided each other with family trees, verification of parents and other information that can aid a Community Member in the areas of registration and membership.

Membership Files

The Office of Vital Statistics is responsible for the creation and updating of membership files for the 11,510 people registered with the Mohawks of Akwesasne. The Office of Vital Statistics requires birth, marriage, divorce certificates, paternity statements and death documents.

Akwesasne Membership Board

The Office of Vital Statistics provided administrative support to the Akwesasne Membership Board. The administrative support consists of; attendance at Membership Board meetings, drafting of correspondence, completion of information packages for meetings, newspaper articles and scheduling of appointments for the meetings. The Membership Officer also gives out and receives all applications for Membership and Residency. During this fiscal year, the membership board had regular scheduled meetings the second Saturday of each month to interview applicants for membership & residency.

Forty-seven (47) Membership Applications were sent to the Membership Board. The Membership Board approved:

- 30 full membership,
- 14 probationary memberships and
- 3 probationary membership expirations.

Executive Services

Office of Vital Statistics

Thirteen (13) Residency Permit applications were sent to the Membership Board. The Membership Board approved:

- 9 applications,
- renewed 4 applications and
- denied 0 applications.

Annual Reports for Membership, Residency permits and the Council of Elders were submitted to the Executive Director and Council. The Office of Vital Statistics met with the Membership Board to discuss issues in relation to the Akwesasne Membership Board's Administrative Procedures and Guidelines.

Land Disputes:

The Office of Vital Statistics has provided information to Community Members in regard to the land holdings. Community Members who had experienced problems regarding land issues were referred to the Akwesasne Justice Department to start mediation proceedings.

Leasing Component:

The Office of Vital Statistics has taken over the responsibility of applications for leasing, preparing all lease documents, ensuring all documentation are complete and accurate, entering all information into the computer system, taking calls from lessees/legal advisors and meeting with lessees when needed. All documentation is then forwarded to Aboriginal Affairs and Northern Development Canada for registration. This function is the responsibility of the OVS Leasing Officer. Hamilton Island residents were given permission to have Cogeco Cable provide service to the Island. All

Lessees must obtain permission to cut down trees and use of land for parking.

Mohawk Council of Akwesasne, Departments:

During this fiscal year, OVS has provided assistance and information to:

- Department of Technical Services
- Economic Development Department
- Finance Office
- Department of Health Non-Insured Health Benefits
- The Akwesasne Police Service
- Akwesasne Rights & Research Office
- Social Development and Health
- Akwesasne Justice Department
- Conservation;
- Environment Department
- Akwesasne Housing Authority

Contact Information:

Office of Vital Statistics (OVS)

Cornwall Island Administration #3 (CIA #3)
101 Tewasateni Road
Kawehnoke

613-936-1548 fax 613-936-8629

Office Hours are from 8:00 am to 5:00 pm

Quebec Intergovernmental Liaison

Victoria Keays Irving is the Quebec/Akwesasne Liaison Officer with the Mohawk Council of Akwesasne.

Duties

Assisting community members with problems such as:

- translating French language documents;
- contacting various government officials and/or departments in
- Quebec to get information or resolve issues;
- helping with applications and paperwork regarding pensions
- helping with applications and paperwork on vehicle licensing
- assisting with insurance
- assisting with certificates (e.g. Birth/Marriage/Death).

As Commissioner of Oaths, she can sign and witness legal documents.

Contact Information

Victoria Irving's office is located on the 1st floor of the MCA's Administration II Building (Mohawk Government Building) in Kanatakon.

She can be contacted by:

- phone at 613-575-2348 ext 2232
- by fax at 613-575-2884
- or email at victoria.irving@akwesasne.ca



Core Services

Operational Support

Vision Statement

One Organization, working together for our Community

Mission Statement

Our role within Mohawk Council of Akwesasne is to ensure core services are provided to all departments and programs for the continuity of operations through responsible and ethical management of community resources.

We strive to honor our traditional values of: Language, Culture, Safety For All, Protection & Respect for our Environment & each other.

We do this by:

- Meeting the diverse needs of all departments and programs
- Providing core services that are transparent
- Building partnerships with each other by empowering our management and staff
- Working together with a good mind

2010-2011

Staff

Manager – Paula Jacobs
Assistant Manager – Connie Lazore
General Office Clerk – Stacy Rourke
Mail Courier/Clerk – Melissa Thompson
Receptionist – Ken Oakes

This year, Jason Lazore was hired to replace Stacey Rourke as General Office Clerk. Stacey is now an EMT with MCA's Ambulance Unit.

The total operating budget for this fiscal year was \$748,455.

The major functions of the Operational Support Program consist of:

Fleet Management; Cellular and TwoWay Devices; Mail Courier; Health and Safety; major equipment purchases; and the day to day operations of the program. Our mail services are internal to MCA's organization. We pick up and deliver MCA's mail to three postal outlets (Kanatakon, Hogansburg and Cornwall) and courier services (Purolator, UPS, Canpar, etc). We also do interoffice with AMBE and the three district schools (AMS, Kanatakon and Tsisniahne). OSP staff oversees the publication of MCA Today, an internal newsletter for MCA Employees. Each month, approximately 300 copies are sent to all facilities / programs. On a quarterly basis, the OSP staff distribute reports to the Directors on their Departments use of Cellular and 2way devices.

Currently, we utilize approximately 187 devices with an estimated annual expense of \$161,000. This includes information on their vehicle fleet and internal billing of postage, office supplies and copying services. At the end of the fiscal year, MCA had 106 vehicles in its fleet with additional boats, ATVs, trailers, and PWC.

The Manager of the OSP also participates in project teams for construction or renovations. This year there were two projects: a Health Facility renovation and a first-floor addition to the Akwesasne Child and Family Services facility.

OSP also assists in the coordination of furniture purchases. This year we saw purchases of office furniture for: Mohawk Government Support Personnel, CIA 3 File System, Human Resource Office, Health Facility Boardroom and Meeting Rooms.

OSP management also participated in the financial aspect of the annual business planning process for operating plans, OPS provided information and input with regard to major equipment (such as furniture and copiers, vehicles, etc).

OSP also participated in team meetings for the development of Respect in the Workplace Policy with the Human Resources staff, a Staff Relations Representative, an Employee Advocate and a Management Representative. This is an ongoing project. The end product will be MCA's policy on workplace violence, harassment and bullying. It will be in line with Canada Labour Code – Part II (Health & Safety).

Coordinating Health & Safety training is another function of OSP. This year, topics included: Effective Supervision Part I (Due Diligence, Risk Analysis, Communicating Effectively, Motivating Employees, Progressive Discipline and Training & Orientation); Effective Supervision Part II (Claims Management & Return to Work, Getting the Work Done Safely, Accident/Incident Investigation and Workplace Inspection); Hiring Outside Contractors and Managing Safety of on-site contractors; Hazard Prevention Program Regulations and Criminal Liability & Due Diligence Training. We also provided training for Defensive Driving, First Aid / CPR, Workplace Hazardous Materials Information System (WHMIS), Construction Regulations, Confined Space, Hand Tools, Personal Protective Equipment (PPE) and Fall Protection.

The OSP staff is responsible for inspecting the Automatic External Defibrillators (AEDs) that are installed at various MCA sites. These sites include the three district Recreation Centers, the Health Facility, the Anowarakowa Arena and the Family Wellness Center. Training for the use of AEDs is also coordinated by OSP.

Core Services

Operational Support

2011-2012

Staff

Manager – Paula Jacobs
Assistant Manager – Connie Lazore
General Office Clerk – Jason Lazore
Mail Courier/Clerk – Melissa Thompson
Receptionist – Ken Oakes / Cathy Mitchell

This fiscal year, OSP added two staff members to our complement. Mark Martin was employed as the Construction Safety Inspector. One of his primary duties is to develop a Construction Safety Policy for the MCA. Peter Terrance started as the Health & Safety Officer. Peter's primary responsibility is to strike the Workplace Policy Committee and assist in completing the MCA's Health & Safety Policy.

Program Responsibilities:

Fleet Management

MCA utilizes approximately 112 vehicles that are comprised of our Fleet. The OSP ensures that anyone who operates a vehicle provides an up to date driver listing in accordance with our Insurance Carrier. This process is completed annually. OSP also ensures that all vehicles are plated each year; this is accomplished by providing the Ministry of Transportation with our list of vehicles and their respective kilometers. We also coordinate the transfers (internal) and tendering of vehicles that are to be taken off of our listing. We coordinate with Departmental Vehicle Coordinators for the monthly use reports and quarterly vehicle inspections (ensuring insurance cards / registration, first aid kits and hazard kits are in the vehicles).

Health & Safety

OSP coordinates the training requirements for all of MCA. We have trained 240 employees in First Aid / CPR (this includes employees and summer students from 2011). 95% of our Management Team is trained in the Management Series Training (topics covered here include Effective Supervision, Bill C45). The general employee population is trained in a variety of topics. This fiscal year was the first time that MCA provided driver safety training. 120 employees completed this driver training through Skid Control of Ontario. Other topics relating to health and safety that were covered include: Health & Safety Awareness, WHMIS, Electrical Hazards, Hand Tools, Noise, Manual Material Handling, Personal Protective Equipment, Fire & Explosions, Confined Space, Working At Heights, Walking & Working Surfaces. OPS also ensures that the AEDs are inspected on a monthly basis; these devices are located at the three district Recreation Centers, Anowarawaka Arena, Family Wellness Center and the Health Facility. We

also coordinated Ergonomic Assessments with ErgoPrime for several employees.

Construction Safety

A Construction Safety Policy was drafted. Two reviews were completed with the Director and Engineer of Department of Technical Services, Project Manager / Assistant of the Healthy Homes Initiative, and Department of Housing personnel.

There were 22 inspections, two Consultations, and one Orientation. Inspections are done within MCA's construction projects. Consultations were completed with Contractors to inform them of the CSI's role and responsibility. The Orientation was with the Healthy Homes Initiative review of DTS's Section 4 & 5, CLC Part II.

Mobile Telecommunication Devices

The OSP developed an Administrative Directive for the use of Mobile Telecommunication Devices. MCA has approximately 158 two-way Units and 35 Blackberry Units with Telus. We also have 7 paging units. The annual expense for these devices is approximately \$169,780.

Project Participation

Projects undertaken by the Department of Technical Services in which OSP participated in the project team: Ground Floor Renovation at Kanonhkwashteri:io and the Space Needs Study Update.

Equipment Acquisition

OSP oversaw the tendering of major equipment leasing. This year's fleet included 19 multi-functional machines (copy/fax/scan/print). Annual lease expenses were \$25,181.40 over a 48-month lease. Equipment was supplied by Future Office Products and OT Group, both of Cornwall, Ontario.

OSP assisted in the purchase of office furniture. Vendors included: Innovative Business Interiors and Future Office Products. Programs that purchased this year included: Executive Services, Aboriginal Rights & Research Office, Tehotienawakon, CIA 3 File System, and HR.

Continued with the team project on the development of the Respect in the Workplace Policy and its administrative directive for investigative procedures.

We continue our daily mail services that are internal to MCA's organization. We pickup and deliver MCA's mail to 3 postal outlets (Kanatakon, Hogansburg and Cornwall) as well as courier services (Purolator, UPS, Canpar, etc). We also do inter-office with AMBE and its three schools (AMS, Kanata-



Core Services

Operational Support

kon and Tsisniahne) three times per week. We also do inter-office deliveries to the Cornwall Island Administration Building (we do drop off / pick up mail for facilities that are located on Kawenoke).

OSP staff continues with the publication of MCA Today. This employee newsletter had been started over 10 years at the request of the Chief Administrative Officer and has been ongoing. We use to

print approximately 300 copies of it each month. When the Executive Director communicated her desire to reduce our carbon footprint, we cut back the amount we print to approximately 75.

We send an electronic version to Information Services to post onto MCA's intranet site for access by employees within MCA's network.

Information Services

Vision Statement

Striving for excellence, with integrity and teamwork

Mission Statement

We provide core administrative services to all MCA departments and programs; to ensure accountability, transparency and the ethical management of community resources

Description of Services: Information Services takes pride in providing all information related services to the Mohawk Council of Akwesasne. Currently we are providing the following services:

Information Services ~ Administration

Information Services Manager is responsible for the operations within Information Services. This includes the following:

Supervision of Information Services Staff

IT budgeting

IT Planning

Reporting Requirements

Purchasing

Maintenance of Internal Supplies

IT policy Development

Technical Support

Technicians are responsible for providing the Technical Support Services or "Help Desk" services to all MCA Departments and Programs. These Services include:

Maintain and support computer hardware and software

Coordinate the purchasing and installation of all computer hardware and software.

Develop, maintain and expand the network infrastructure within MCA.

Provide internet/e-mail access to all MCA staff.

Maintain an inventory and work order database

Systems Support

The Software Developers are responsible for all in-house software development projects that occur within the Mohawk Council of

Akwesasne. Other services provided by the developer include: enhancements, support and maintenance of pre-existing databases, and the continual development of Mohawk Council of Akwesasne's web page and intranet site.

Information Management

The staff at Information Management is responsible for the proper classification of all documents created within the organization. This includes: maintaining the Records Classification Manual, all retention codes, and training on the manual. They are also responsible for the archival process and the preservation of historical documents of the organization.

Scope of Operations

Information Services oversees the maintenance, repair, upgrade etc... of more than 800 devices, 700 computers, 25 local area networks (and servers) , and one wide area network.

Projects from 2010-2011

Active Directory Design and Implementation

During this fiscal year Information Services Technicians designed, configured, and implemented an Active Directory Server Domain. This domain would be used to control access to data and other technology related resources. This project also allowed for the ease of administration and inter-departmental sharing of data.

Finance Software Upgrade

Information Service completed a major upgrade on the financial system used within the Mohawk Council of Akwesasne. This upgrade brought the version of Sage Accpac ERP to a newer release. This upgrade was necessary to ensure continued support from service providers.

Akwesasne Family Wellness Project ~ Network Reconfiguration

Unexpected funding allowed for Information Services to completely over-haul the IT infrastructure within the Akwesasne Family Wellness Program. This included re-cabling the entire building, installation of fiber optics between buildings, the

Core Services

Information Services

installation of a new phone system, and the installation of a high-speed radio. This high-speed radio allowed for the program to be hook up to the Mohawk Council of Akwesasne wide area network

OSP Training Database

The software team worked with employees from the MCA's Operational Support program to complete a number of small databases there. These databases included a training system that tracks employee participation at various Health & Safety training that is offered. They also completed a system that would track incident reporting for Health & Safety reporting.

Kanonhkwa'tsheri:io Renovation

Information Services designed, and coordinated the installation of the data and phone system cabling that was required during the renovations at the Kanonhkwa'tsheri:io Health facility. Information Services is responsible for ensuring that the network and phones system meet the requirements of the occupants of the Health Facility.

AMPS Radio

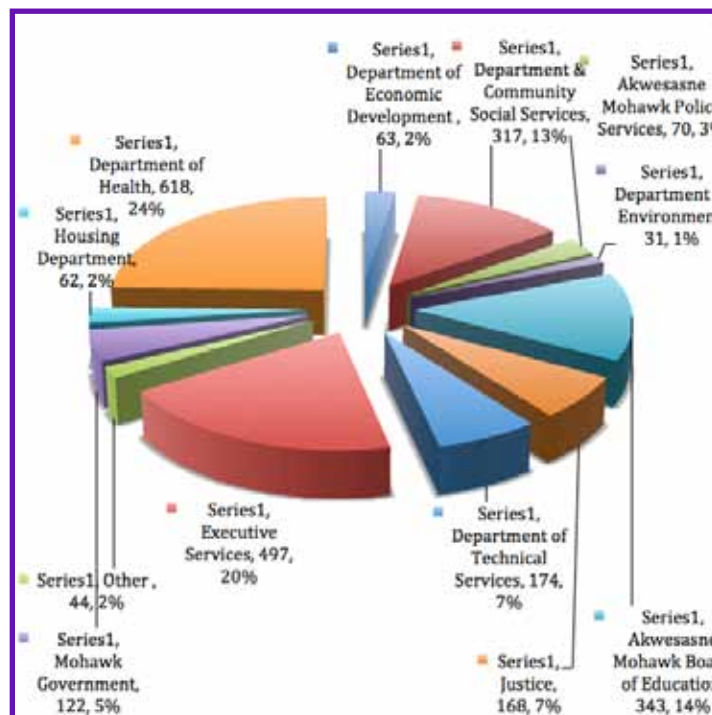
The Akwesasne Mohawk Police required an upgrade of their mobile radio system. Information Services assisted with this project by participating in the design / specifications of the new digital dispatch system, reviewing the quotes and providing assistance to the services provider as required.

CIA 3 Server

This project included the installation of a new server for the users located on the west-end of Cornwall Island. This project included the installation of a new server, backup system, user data migration, and the creation of all new user accounts.

Support Statistics

Name	Total Work Orders
Ryan Seymour	26
Patrick Herrington	103
Dan Thompson	232
Adam Benedict	96
Iris Caldwell	140
Harold Cole	290
Rhonda Adams	79
Karen Jocko	127
Susie Square	359
Jay Square	235
Help Desk	62
Holly Pyke	230
Andrew Francis	358
Evan Thompson	55
Abe Day	117
Total	2509



Support Statistics from 2010/2011 Work Orders

Projects from 2011-2012

Avaya Corporate Phone Network Expansion

Information Services expanded the corporate Avaya system to the Akwesasne Mohawk School, Tsionkwanonsote and the Akwesasne Mohawk Police Services. This expansion allows all MCA programs and departments to communicate without using external telephone resources. Information Services also upgraded the voice mail services within MCA.

Web Filtering

Information Services implemented a web filtering device that allows the tracking of end users usage of the Internet. This device also allows Information Services to block access to unnecessary \ inappropriate web sites.

Finance Mortgage Software

Information Services assisted the Finance program with the installation and configuration of the new Syndi Mortgage package. This mortgage package replaces an archaic system that was in place. Information Services responsibilities included installation of the software and assisting with the data migration process.

Core Services

Information Services

Kanonhkwa'tsheri:io Addition

Information Services designed, and coordinated the installation of the data and phone system cabling that was required during the addition at the Kanonhkwa'tsheri:io Health facility. Information Services is responsible for ensuring that the network and phones system meet the requirements of the occupants of the Health Facility.

Matrix Software Installation

Information Services assisted the Akwesasne Child and Family Services with the implementation of the "Matrix" software system. Information Services responsibility with this project included purchasing, installing and configuring the application server required for the software, ensuring client connection to the server, and attending system training to future assist the end users.

Information Management

Boxes Received (for indexing) 122
Searches Complete 98

Support Statistics

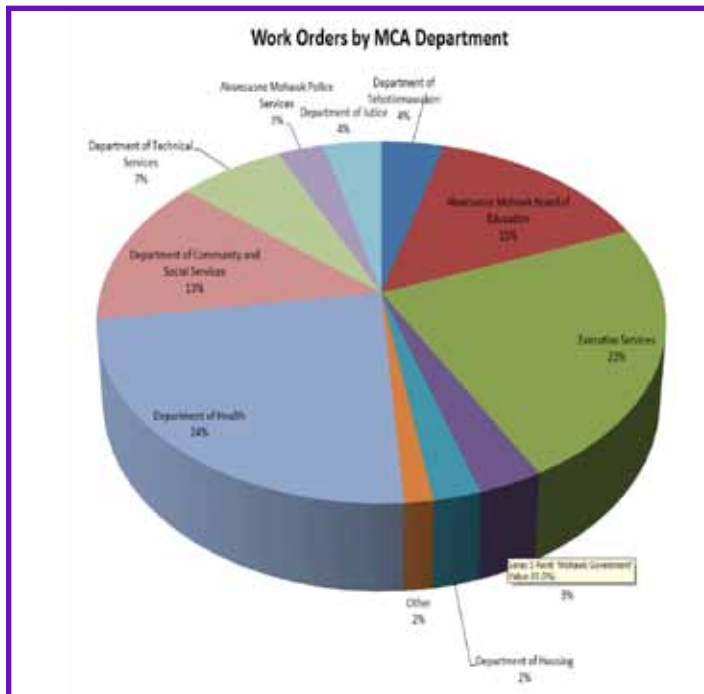
Name	Total Work Orders
Ryan Seymour	44
Dan Thompson	291
Adam Benedict	89
Iris Caldwell	62
Harold Cole	298
Rhonda Adams	108
Karen Jocko	79
Jay Square	213
Help Desk	21
Holly Pyke	120
Andrew Francis	307
Evan Thompson	17
Abe Day	188
Tasha Francis	183
Summer Students	34
Total	2054

PROGRAM STATISTICS

Department of Tehotilenawaken	Work Order	Department of Health	Work Order
Anonwarahkwa Arena	15	Akwesasne Medical Clinic	25
Economic Development	22	Community Health Nurses	77
Environment	39	Department of Health Administration	75
Tehotilenawaken Administration	10	Healthy Babies, Healthy Children	10
Total	86	Home Care/Home Support	52
Akwesasne Mohawk Board of Education		<u>Iakhihsoptha</u>	40
AMBE Administration	51	Kawehnoke Medical Clinic	17
Akwesasne Head Start Program	7	Akwesasne Ambulance Unit	31
Akwesasne Mohawk School	97	Non-Insured Health Benefits	54
Alternative Education Program	9	<u>Tsilonkwanonhsote</u> Adult Care	54
<u>Kanatakon</u> School	66	Traditional Medicines & Alt. Healing	16
<u>TsiSnaihne</u> School	73	Addictions & Counselling	36
Total	303	Total	487
Executive Services		Department of Community and Social Services	
Aboriginal Rights & Research	60	Akwesasne Child Care	47
Communications	27	Akwesasne Child & Family Services	91
Information Services	57	Community Support Program	34
Executive Services	24	Department of Community and Social Services	27
Finance	92	<u>Ionhwanonhsasetsi</u> Adolescent Treatment Center	24
Healthy Home Project	10	<u>Iethinisten:ha</u> Family Wellness	52
Hydro Quebec	2	Total	275
Human Resources	85	Department of Technical Services	
<u>Iohahi:io</u>	10	Department of Technical Services Administration	52
Mohawk Security	8	Maintenance	36
Nation Building	16	Roads	6
Operational Support	61	Water & Waste Water Plant	16
Office of Vital Statistics	22	Maintenance - Education	23
Total	474	Maintenance - Health and Social	12
Mohawk Government		Total	145
Mohawk Government	65	Akwesasne Mohawk Police Services	
Department of Housing		Akwesasne Mohawk Police Services	63
Housing Department	48	Department of Justice	
Other	29	Justice	79
		Total	2054

Core Services

Information Services



Support Statistics from 2011/2012 Work Orders

Projects continuing from 2010-2012:

Bulk Purchase

Information Services has coordinated the yearly bulk purchase of all of the computer systems and computer related equipment for the Mohawk Council of Akwesasne. This project usually includes the purchase of 50 – 80 systems per year. This bulk purchase is done to keep the cost of the systems down and to ensure that all IT purchases meet the minimum requirements set by Information Services.

Employee Computer Purchase

Information Services coordinates (twice per year) the Employee Computer Purchase Program. This program allows employees to buy systems to use at home, and pay back the cost via payroll deductions.

School Preparation

During the summer months, Information Services is responsible for ensuring that the district schools are prepared and ready for the upcoming school year. This includes verifying the operation of 125 to 150 systems.

Audit Participation

Information Services has the privilege of participating in the yearly MCA financial statement audit. This audit usually entails answering an array of questions relating to security, change management, and internal software controls.

Equipment Recommendations

Once a year, Information Services completes an inventory review. This review is used for the next year's business planning cycle. During this review all systems are evaluated to ensure that they meet minimum specified requirements.

Meeting Minute Project

This project includes the gathering, organizing and binding of council of all past council meeting minutes. The project team is now working on meeting minutes from the 1970s.

Staff 2010-2011

Manager: Heather Phillips
 Supervisor, IT: Rhonda Adams
 Supervisor, IS: Iris Caldwell
 Supervisor, IM: Sharon Peters
 Network Technician: Adam Benedict
 Network Technician: Abe Day
 Computer Technician: Jay Square
 Computer Technician: Harold Cole
 Computer Technician: Dan Thompson
 Computer Technician: the late Susan Square
 Computer Technician: Andrew Francis
 Records Technician: Ellie King
 Software Analyst: Karen Jocko
 Software Developer: Ryan Seymour
 GIS Technician: Evan Thompson
 Program Support Officer: Holly Pyke

Staff 2011-2012

The Staff for the 2011-2012 year remained the same except that the Computer Technician, Susan Square was only on Staff for 2010-2011. Tasha Francis is the Computer Technician for 2011-2012.

Core Services

Human Resources

Vision Statement

Achieving excellence through the empowerment of our management team and employees

Mission Statement

To provide the guidance and advice to all of Mohawk Council management and staff, to ensure the consistent application policy and procedure.

Principles/Values

Work Life Balance
Employee Well being
Fairness and Equitability
Harassment/Bullying Free Environment

HR Personnel & Program Description

Lynn Roundpoint- Chaussi	HR Manager
Leah Tarbell	HR Generalist, Compensation Specialist
Deborah Porter	HR Generalist, Benefits Administrator
Christie Cook	HR Generalist, Labor Relations
Starr Thomas	Policy Writer
Tim Thompson	Staffing Officer
Laura Paulette	Staffing Officer
Darlene Francis	Program Support Officer
Liz Jacobs	Personnel Clerk
Jackie Thomas	Personnel Clerk

Human Resources (HR) is recognized as one of the core services within Executive Services, and provides guidance and advice to Management on the various HR issues that they encounter on a daily basis. Guidance and advice is also provided to MCA employees, Grand Chief and Council and Community Members.

Responsibilities of HR is inclusive of but not limited to the following: recruitment and selection, compensation strategy and benefits, labor relations, policy development, to provide training and development to management on the many policies, procedures and HR processes, to work jointly with payroll to ensure pay and benefits are applied across the organization consistently, to be knowledgeable and advise management and employees on the legislative requirements as well as the internal policies and procedures that are applicable.

Strategic Goals for F/Y 2010/2011 & 2011/2012

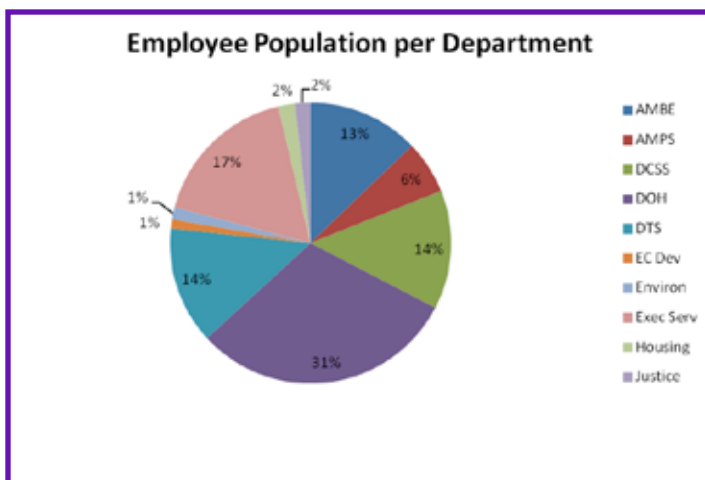
- Training and Professional Development
- Policy Repository of all MCA policies

- Improved Recruitment & Selection Strategy
- Salary Administration Guidelines
- Improved Performance Management System
- HR Continuity of Operations Plan

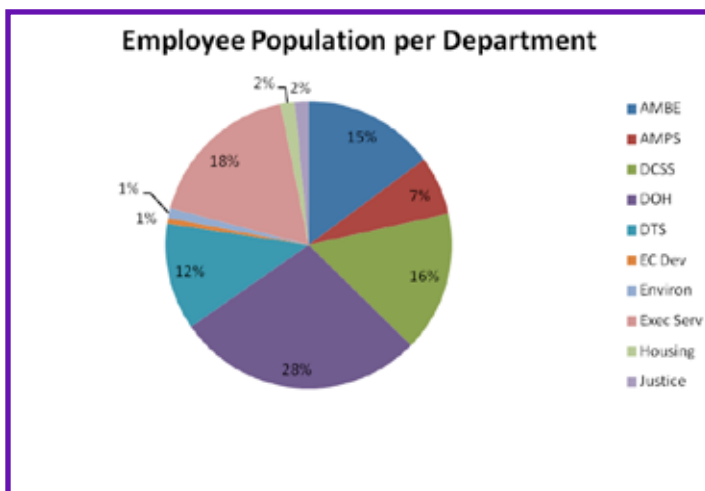
Employee Population

The following pie chart illustrates the total MCA employee population by department. The percentages per department are inclusive of all permanent and term offers that were issued during the fiscal year 2010/2011 and 2011/2012.

2010-11



2011-12



Core Services

Human Resources

Pay & Benefits

The MCA continues to offer a total reward compensation package to their employees. The total rewards package is inclusive but not limited to the following; accrued sick and vacation time, annual personnel time, statutory and Council Designated Holidays as well as an annual base salary.

In addition to this the MCA offers the Akwesasne Pension Plan that is a cost shared contribution by both the employer and employees. This means that for every dollar the employee contributed to their own retirement savings account, the MCA equally matches.

Group Health Care

The MCA also provides group health insurance to their employees. The Group Health Insurance provides additional coverage to eligible employees that go above and beyond what their individual provincial health coverage allows. For example: the main components of health care through MCA's Insurance Carrier provides the employee with Life Insurance, Spousal Life Insurance, Dependent Life Insurance, Accidental Death & Dismemberment Insurance, Short-term Disability, Long-term Disability, Vision Care, Prescription Drug Coverage, Paramedical Services, Major Medical Supplies, Travel Insurance and Trip Cancellation Insurance.

MCA equally matches the cost for health care coverage for employees. For every dollar that is charged for premium costs, MCA pays for half that amount and the employee pays the other half.

Compensation & Salary Grids

The MCA has several salary grids that address specific fields of discipline, these grids include; MCA grid, Nurses grid, AMBE Instructional Staff salary grid, bus drivers run rate grid, water wastewater operators grid, a student grid and salary grids that form part of a collective agreement such as the Akwesasne Police Association salary grid for constables and salary grid for dispatchers. During this fiscal year a Student Salary Grid was developed and approved by Council for implementation

In addition, the salary review for the overall MCA salary grid began.

Job Postings Information

During these fiscal years, there have been a variety of job postings open to the community and surrounding areas. Additionally, some 'Critical Skills Shortage' positions are posted via internet.

The following list identifies the different types of employment categories MCA offers:

Full time permanent
1 year term
Seasonal Workers
Short-term Hires
Independent Contracts

Part-Time permanent
3 year term
Summer Students
Co-op Placements
Community Service

Career Opportunities

The MCA services the community in almost every avenue possible, from professional technical support to front line support. There are various disciplines in each department, examples would include;

Teachers	Truck Drivers
Cooks	Bus Drivers
Accountants	Personnel Support Workers
Paralegal	Information Technologist
Admin Assistants	Policy Analyst
Social Workers	Early Child Educators
Field Workers	Data Analyst

The above mentioned list is not inclusive of all available positions within the MCA; it is just a sample.

The following list is areas that are deemed "Critical Skills Shortage Areas:"

Registered Nurse
Registered Practical Nurse
Registered Social Workers
Registered Social Service Workers
Emergency Medical Technicians
Police Officers
Engineers

Policy Development

HR continues to review existing and current policies as they are applicable to HR. Where and when policies are required or require policy amendment, and where there is external legislation that impacts MCA, HR works with a team to address these issues.

A policy development team was established to address the impacts of the Canada Labor Code Part 20 of the Regulations that refers to Prevention of Workplace Violence and Bill 168 that addressed Harassment, Sexual Harassment, Discrimination and Bullying in the workplace.

Other HR Related Activities:

The Mohawk Council of Akwesasne has negotiated Collective Agreements with the Akwesasne Mohawk Board of Education (AMBE) and the Public Services Alliance Canada (PSAC) and the MCA and Akwesasne Police Association (APA).

Department of Health

Health Board

Review

April 2010 – March 2011.

Health Board meetings are held on the first working Monday of each month from 5-7PM at Kanonkwatsheriiio. Health employees also present at the meetings are Saka Pembleton, Director and April White, Associate Director. Health Managers attend according to the agenda. Elaine Lazore is the Secretary.

Akwesasronon who have accepted appointments to the Board are:

Joanne Jocko, Kawehnoke, Maxine Cole, Kahwenoke, Irene Gambill, Tsi Snaihne, Theresa Thompson, Tsi Snaihne, Corrine Johnson, Kanatakon, Mary LaFrance, Kanatakon and Rosemary Bonaparte, Elder Kanatakon. Vacancies still exist for a Youth representative and an Elder from Kawehnoke. Elected Chiefs who attended were Connie Hall (as Chief from Kanatakon), and presently attending are Karen Sunday, Bill Sunday and Florence Phillips.

The Health Board's full Terms of Reference are available from Health Administration.

Board duties and responsibilities:

-to help Council and the Director create health services for Akwesasronon that are efficient, responsible, and accountable to the needs of the community to work with Council and the Director to establish policies, programs and services that incorporate an holistic approach for the health and wellness of Akwesasronon;

-to help Council and the Director establish priorities for health services in each year and to assist Council in the development of a work plan, quality assurance plan, and annual budget for health services in each year;

-to participate in the monitoring and evaluation of health service delivery, based on the priorities and work plan established by Council for each year;

-to assist research and oversee into Mohawk traditional healing practices in order to determine ways to incorporate such practices into the delivery of health services;

-to facilitate the implementation of a research agenda that would be beneficial to the community of Akwesasne;

-to help Council and the Director prepare and carry out an annual communication plan for community meetings to address the delivery of health services and health issues;

-to facilitate with Council the holding of community meetings to discuss the delivery of health programs and services, and to hear

the continuing needs of the Akwesasronon;

-to advocate on behalf of Akwesasronon on all health-related matters and issues;

-to be accountable to Akwesasronon through an annual report on its activities;

-to establish co-operative working relationships with other social service and health agencies that impact on Akwesasronon;

-to perform other activities considered desirable that protect and promote the health and wellness of Akwesasronon

Highlights

Onerahtokha/ April 2010

Heard appeals from community members; Director was tasked to relay the Board's decision to the appellants;

Mohawk Council and Tribal Council met to consider space on Route 37 for a more central ambulance base. Discussions will continue;

Announcement: Kanonkwatsheriiio top floor was closed off at the end of May to begin renovation.

Onerahtoko:wa/ May 2010

Akwesasne Mohawk Police Officers gave a presentation on community drug problems. They spoke of the drugs on the street, how easily they are acquired, how dangerous the potency can be and that the addiction leads the user to steal in order to get more. They emphasized the need for repetitive community education. Suggestions were discussed of having information on the radio and the local newspapers.

Dr. Bedford, Dental Consultant, met with the Board. Discussion included the sale of the Dental Clinic to Dr. Navaneelan, and requirement for the development of all new patient medical records.

Some patients from TsiSnaihne and Kanatakon may want to transfer to the Clinic due to the traffic problem having to go through Customs. Dr. Navaneelan proposes to make new records, new assessments. New forms have intense history for new patients, medical records only pertinent to dental. Need to put history in case anything happens while being treated. Within the next few months this should dwindle. The Akwesasne Health Board signed in favor of the proposal submission.

The Dental Clinic underwent renovations and planned for an open house.

Department of Health

Health Board

Ohiari:ha/ June 2010 – Board did not meet

Ohiariko:wa/ July 2010

Health Board members discussed their Annual Report submission; one of the Board members volunteered to compile annual report;

The Board's evaluation was done individually. S.W.O.T. analysis documented the strengths, weaknesses, opportunities and threats outside legislation impacting programs and services. Discussion concerned strategies for recruitment of new Board members from each District, with radio and newspaper announcements to generate interest.

Director's Note: The Board's self-evaluation was a rating from 1 – 7 (1= No experience, 3 = Limited Satisfaction needing more work by all; 5 = Satisfied; 7 = Very Satisfied). The results showed their greatest satisfaction (5.2) is with their work with Council and the Director to establish policies, programs and services that incorporate an holistic approach for the health and wellness of Akwesasronon. They were less satisfied (2.8) equally with assisting research and overseeing into Mohawk traditional healing practices in order to determine ways to incorporate such practices into the delivery of health services (please note that Health has not initiated their own research, but has participated in that of others) and with helping to prepare and carry out an annual communication plan for community meetings to address the delivery of health services and health issues. Overall, Health Board members rated their Health Board experience as 5.06, or satisfied.

Seskeha/ August – Board did not meet

Seskehko:wa/ September 2010

Recommendations were provided identifying strengths and short falls from the Asset Mapping report of July to the Board:

The Community Health Plan document should be incorporated into the Community

Mohawk language should be promoted: staff is encouraged to speak as much of the language as possible and there is discussion regarding providing Language lessons. There are only a few staff who understand Mohawk and fewer speaking it fluently.

Community is frustrated with the wait times on the Bridge. Lance Markell, Director, Ontario East District, C.B.S.A. is invited to a meeting scheduled for October 6th, 2010. He will experience the border crossing issue going from Ontario through U.S. and Quebec.

Discussed the workshop by Louise McDonald "Indigenous Declaration" Human Rights, International Declaration

Children's Environmental Health Studies, Dept. of Anthropology, University of Albany, requested permission to recruit participants through the Kanatakon medical clinic. The overall objective of the research is to collect data on Women 21 to 31 years of age that still have their menstrual cycles.

The Board decides on a recommendation for the Board's signature; questions to be answered before permission is granted for this project include, "how do we get the actual data back to us?" It is important to receive the results of the research data.

This recommendation will be put on hold till we get verification and possibly inviting the investigator to the Health Board meeting.

Reviewed the Survey of Services of Home Care Support that questioned clients as to their degrees of satisfaction of the program.

Reviewed the Health Provider Satisfaction Survey regarding staff satisfaction of Program Managers: purposes of survey are for Accreditation

Department of Health Annual Report for 2009-2010 was submitted to Executive Services for inclusion in the MCA Annual Report to the Community

Kentenha/ October 2010

No quorum; only discussion held. Those present toured the top floor to see renovation progress

Teleconference with Dr. Larry Schell, Principal Investigator, and Dr. Mia Gallo, from the Center for the Elimination of Minority Health Disparities, regarding their research request. Questions asked and answered: Questionnaires and forms will go back to participants' medical records for medical personnel if there are any abnormalities and the investigating team will keep a copy Those present signed the recommendation

Kentenko:wa/ November 2010

Updated on the Healthy Community Housing Strategy in relation to an interchange agreement between Health Canada and the Mohawk Council of Akwesasne for an Environmental Health Officer

Discussion was made regarding if Akwesasne has representation on the Hospital Board for the Cornwall Community Hospital; the position is a political seat at the table

Electronic Medical Records: the DOH is seeking software to update to an electronic medical data collection system. They were also updated on the Aqua Shell software presentation and discussed the Health Screen software system;

Department of Health

Health Board

Tsiiothohrha/ December 2010

Discussed with Non-Insured Health Manager, the options for Dr. Navaneelan regarding the wait time for children to receive surgery for multiple dental caries. Current hospital policy is that dental surgeries are not a priority at the Cornwall Community Hospital.

Scheduled a focus group meeting with community members/parents December 6, 2010 regarding the dental cases that need to be addressed. No community members attended this meeting

Strategized options to the dental issue for children

Within Akwesasne, one option is having a Hygienist provide education starting at a very early age on dental care habits possibly at the Day Care level

Recommended the Oral Health Survey be conducted in Akwesasne; DOH will coordinate this survey

Health Board Recommendation is sent to Council for participation in the research of Environmental Contaminants and Reproductive Health of Akwesasne Mohawk Women.

Tsiiothohrko:wa/ January 2011

Meals on Wheels started on January 3 from Tsiionkwanonhso:te and Iakhihsohtha; there are 19 deliveries on the Island, 21 in Kanatakon, and 11 in Snye

Discussed the issue of going with one province for support for our public health services; decided that we look to Ontario as the province that supports our community. Recommendation was to enter into an agreement between MCA and the Eastern Ontario Health Unit for public health medical direction and support;

Enniska/ February 2011

Heard appeals from community members

Heard a presentation by employees of the Cornwall Community Hospital on the strategic plan of the hospital, challenges that they are currently facing and options to address these. Issues from Akwesasne about health service delivery at the hospital were also addressed. As example: long wait times in the emergency room, and lack of physicians and nurse practitioners, physician's assistant to hire to cut down the wait times.

Enniskako:wa/ March 2011

The Board looked at Core Strategies of Council, and how the strategies of the Board fit into Council's strategies. They discussed the Department of Health's Fiscal Year 11/12 Objectives: "What is achievable?" It was decided that all objectives were necessary and had to be completed for this upcoming fiscal year (Copy of objectives can be obtained from DOH)

During this meeting there was a review of the Department of Health Management Planning, Financial and Strategic Plans, the Preliminary Report of the Regional Health Survey with the Board was tabled, and two members were appointed and sworn to the board.

Any agenda items are brought to the attention of the Board members, elected Chiefs, Associate Director and/or Director of Health for addition to the agenda.

If you would like to contact the Board members, please call the Department of Health for contact information or bring to the attention of the Director or Associate Director of Health.

Community Health



Community Health Staff

Community Health's goal is to create a learning environment for individuals, families, and community so as to determine and set their own health agenda and then act effectively to reach their optimum level of health.

2010-2011

Staff

5 Community Health Nurses (CHN)

Debbie Mayer, Karole Mitchell, Brigitte Blazina, Debbie Locey, Diane King, Misty Lazore

Community Health Nurses conducted 1619 home visits to the community of Akwesasne, some for specific reasons, while others are routine follow ups. Visits broken down: 48 prenatal, 102 postnatal, 253 adults, 373 elderly. The chns also provided diabetic

Department of Health

Community Health

teaching, assessments, Tobacco Cessation 14 one on one sessions, pre-diabetes screening

Health education

Adult: Diabetes screening for 35 individuals, heart and stroke 16, smoking cessation 14, tobacco awareness 100, 1 co-op class 8 participants, 5 epi-pen workshop 130 attendees, Akwesasne Cancer Support groups 7 sessions 70 attendees, (Diabetes are you at risk?) 1 session 23 participants, (Cancer) with Dr. Sanchez workshop 12 participants, 2 infection, fitness subsidy physicals for Mohawk Council employees. 11 Centering Pregnancy, 6 coalitions, 3 OPHA, 1 Quintessence, 6 prenatal education, 3 Lamaze, chemical dependency workshop, Glucometer, partner abuse

School age: The nurses provided health education on Hiv/Aids, growth and development, tobacco awareness, smokers and smoking, jump rope for heart, attended parent teacher night for immunization information in all three district schools, heights and weights and vision test in all three district schools for a total of 487 students, Pediculosis rapid school check 48.

Immunization program: consisted of flu clinics, regular immunizations updates; Hepatitis B shots to grade 7 students and Gardisil to grade 8 girls. Immunizations offered to the community on Fridays with a total of 50 immunizations clinics with 430 immunization 119 TB tests, 590 immunization records reviewed, 198 inputted in HIS and total of 18 flu clinics total 362 immunized.

Create Awareness: influenza display, summer safety, Alzheimer's display and presentation, heart and stroke, tobacco awareness, arthritis, ovarian cancer, photo shoot for Smoke Free Ontario, bill boards, informational packages sent to homes for smoking, created diabetes article for newsletter, teaching grade 7&8 on tobacco awareness, cancer workshops, infection control, diabetes screening, growth and development, hiv/aids, epi training, awareness on sexually transmitted infections and diseases.

Training/Workshops/teleconferences: CPR and First Aide, Access to Information & Protection of Personal Privacy training, Word course, Panorama k-mag, Accreditation, helping pregnant women to quit smoking, education conference, community and hospital infection control, school absenteeism and surveillance in schools. EOHU 18 month assessment visit, outcomes and commitments Ottawa, Diabetes conference, Community Health Nursing Conference Toronto, Tuberculosis workshop with EOHU, panorama roles and permission for the development of panorama, communicable diseases, smoking and diabetes, The impact of family violence abuse and neglect on children with Dr. Benoit, TB workshop, hepatitis C, Canadian National Institute for the Blind presentation, lateral violence with Dr. Peter Ladd, prevnar 13, Southern Ontario Nurses, Accreditation, World TB day, the impact of family violence

and neglect on children Dr.Benoit, self- management chronic diseases

2 Community Health Representatives

Candy Thomas, Allyson Lamesse

CHRs visited 592 homes, took water samples from homes and recreational water 273, bacteriological and adverse water 86, mosquito traps placed in the community for EOHU 18, samples taken for beaches 64 for July and 64 for August total 128, assisted Environmental Health Officer for home inspections on mould 48, day care inspections 4, private home fuel spill 1, assisted Community Health Nurses with heights and weights at three district schools 487, vision at three district schools 487. Taught hand washing at daycare centers 56, taught sun safety 2 days with summer student Mary Herne 30 students. Distributed Federal and Provincial health warnings 105, assisted community nurses with smoking prevention sessions grades 4, 5 and 6 AMS grades 7, 8 Kanatakon total of 179, assisted Community Nurses hiv/aids teachings total 179 students, set display boards in health facility for awareness total 15. Pediculosis rapid school inspection 6 times a year in all three school districts total of 485 students per inspection.

Training: CPR and First Aide certification

Workshops: smoking cessation, FASD, HIV AIDS Thunder bay, RNAO Smoking Cessation, Asset mapping, ACCESS TO INFORMATION AND PROTECTION OF PERSONAL PRIVACY training, Building Smoking Cessation linkages, Dynamic Smoking Cessation/Diabetes workshop, impact of family violence abuse and neglect on children, Ottawa Model Smoking

1 outreach worker:

Lorraine Thompson

created pamphlets, newsletters, flyers, brochures and mass mail out to the community, distributed coffee and fruit to MCA facilities for the healthy break for Smoke Free Ontario, twice a week cooking presentation in the afterschool program for diabetes prevention. She also assisted the Diabetes prevention workers and nutritionist in the afterschool program for healthy eating.

Training: CPR and First Aide certification

1 Fetal Alcohol Spectrum Disorder worker:

Terrie Terrance

7 children were assessed with a FASD diagnosis and were followed up with case management. 2 had no sentinel physical findings detected w/alcohol exposed. (2) PFAS, (1) FAS, (2) ARND (1) no diagnosis but recommendations for support group. Achieved outcomes: bi-monthly newsletter were printed and delivered to 1230 homes, organized and held 2 FASD support groups were attended by 5 parents. 1 FASD educational dinner was attended by

Department of Health

Community Health

18 people all have children affected by FASD. Community message about FASD placed in Arena. 7 prenatal parents received individual counseling about Oxycontin and pregnancy. Participated in 6 FASD workshops, resources were purchased for FASD affected families, 5 home visits were made for education, 7 IEP were advocated, 3 medication appeals were succeeded for new meds, 1 student received lap top for sensory integration for school, 1 student via 2 appeals was accepted in specialized program. A 5 day camp was attended by 23 participants, participated in 2 day aboriginal FASD training.

Training: CPR/First Aide

2 Nutritionists

Mandy Graham, Catherine Ciampini

The Nutritionists provided 742 consultations and follow-up appointments. There were 69 pre/post natal clients for food vouchers, 108 gym passes for the Get Fit program. 89 appointments were for diabetes specific. There were 584 appointments for a variety of chronic conditions such as diabetes, hypertension, cholesterol, weight loss, kidney disease, liver cirrhosis, anemia etc.

Nutritionists presented and participated in total of 43 workshops, radio talk shows, AMBE school presentation, cooking demonstrations, conferences, staff meetings, cooking in-service, accreditation, rethink your drink, afterschool cooking class, drop the pop, CPNP course, ADI conference, Wellness Talk to all AMBE schools. Training: CPR/first aid

Diabetes Prevention Workers

Sweets Jacobs, Rachel George

Conducted Healthy Eating in all three district schools 4 times a week to grades k-8 from September to March with a total of 1548 students. Diabetes prevention was conducted in all three district schools grades K-8 aged 5- 14 year olds with a total of students 491 students. Mocc Walk had 170 participants, Come Dine with Us 3 districts had 100 participants, fruit parfait snacks for pre-k and kindergarten 80 students. Assist the CHN's and CHR's with Pediculosis rapid inspection.

Assist dietician with nutrition classes, cooking with the Wolfman, 300 home visits to clients.

Workshops/training/education: Access to Information and Protection of Personal Privacy, National Aboriginal Diabetes Association conference, CPR/First Aide, community food educator training, planning the Green Food Box program for fruit and vegetable consumption, child obesity conference.

3 Healthy Babies/Healthy Children Workers

Sarah Peters, Sheryl Thompson, Joyce Leaf

Provided 1830 home visits, conducted 2 car seat clinics, 3 baby food making classes 14 participants, 1 sun safety 47 attendees, 2 infant message 14 participants, Celebrating Families 41 attendees, Ready or Not Tot 4 attendees, 4 prenatal classes with 13 participants.

Workshops/training/education: CPR/First Aid, case conference, Access to Information and Protection of Personal Privacy, pat reporting, Invest in kids teleconference (helping parents understand temperament, core prevention &, intervention for early years, simple strategies for preventing childhood obesity in Ontario, why talk about breastfeeding before baby arrives!, exposure to alcohol and common drugs in pregnancy/lactation,) tools techniques for engaging families part 1&2, best start conference, impact of violence, abuse & neglect on children with Dr.Benoit, Oxycontin & intro to addiction with Serge Perreault, starting school transitions from parents perspective and how parents can help with Aurelio Di Santo, aboriginal community, promoting secure attachment workshop, teacher talks, fostering peer interaction early childhood setting, attachment, 18 month home visit EOBU, data management MCA, Health Initiative meeting MCA/SRMHS.

Environmental Health Officer (EHO): inspection on MCA facilities e.g. daycares, group home, adult care facilities also inspection on private homes, septic inspections and well inspections. Dealt with environmental issues such as: oil spills, beach closures, garbage and conducted follow-up reports. EHO conducted 48 home inspections for mold, 4 daycare inspections, 4 private home fuel spills.

Community Health Program Management:

Brigitte Blazina

In addition to the day to day operations and management, the program manager attended the following meetings: Programs Managers 4, building partnership with SRMHS, Contract/Purchase Service 5, Smoking Cessation program 1, Centering Pregnancy 2, Regional Nurse Educator 1, Day Care Program 1, Principal 3, member of the Panorama KMAC meetings 3, NACOR 2. Has participated in the Health Canada Nursing advisory group of Health Canada, Communicable diseases workshops, meetings with Tyler Touchette cross fit for afterschool program 4.

Teleconferences: Health Canada, Ministry of Canada, KMAC
Training: CPR/First Aid, certified diabetes educator

New staff: 1 community health nurse training for specializing in immunizations

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2 administrative support staff

Jamie Cole, April Adams-Phillips

Assisted 489 community members with QHIP renewals/application, 85 temporary cards, 102 QHIP inquiries, 104 immunization records, attended and assisted community nurses with 18 flu clinics total of 362 immunized and data input, regular immunization clinics held in office 50 total, gym subsidy MCA employees who participated 82, fleet management 216 monthly reports and 72 vehicle inspections.

Training/workshop: CPR/First Aide, Access to Information and Protection of Personal Privacy, lateral violence with Dr. Peter Ladd
Meetings: 3 staff, 4 accreditation

Staff

Brigitte Blazina - Program Manager
Jamie Cole Administration
April Adams-Phillips Administration
Karole Mitchell - Community Health Nurse
Diane King -Community Health Nurse
Debbie Mayer -Community Health Nurse
Debra Locey Community Health Nurse
Misty Lazore Community Health Nurse
Joyce Leaf Community Health Nurse
Catherine Camipini Registered Dietician
Candice Thomas Community Health Representative
Allyson Lamesse Community Health Representative
Ciera Jacobs Health Promoter
Pam Lazore Health Promoter
Sarah Peters Healthy Babies/ Healthy Children
Sheryl Thompson Healthy Babies/ Healthy Children
Agnes Jacobs Diabetes Prevention worker
Rachel George Diabetes Prevention worker
Keith Smith Environmental Health Officer

The staff was able to assist the community through the following of objectives and tasks using the guide lines of the operating plan. Community Health Nurses Diane King, Karole Mitchell, Misty Lazore, Debra Locey, Debbie Mayer, Joyce Leaf (CHN) focused more on the community health awareness and adult education, the immunization program, school age, prenatal and postnatal, community events and attended training, workshops and teleconferences. They conducted home visits to the community of Akwesasne some for specific reasons, while others are routine follow ups. CHNs also made referrals and received referrals for clients to internal (MCA) and external (SRMT, EOHU etc) and also reviewed Non-Insured benefits forms.

Health education:

Adult: In order to promote healthier individual life style choices that result in an optimal level of health, adult health education was given by community nurses. This care was provided through home visits, one-on-one meetings and group presentations. The adult was educated in various health issues including: patient safety, epi pen training and other health topics. The nurses performed many activities which include: organization of a Diabetes screening; creation of a heart and stroke campaign; a smoking cessation campaign; providing individual counseling to community for diabetes sessions. They also held many different community sessions including: smoking cessations, cancer, parenting, prenatal, postnatal, immunization, STI, STD, HIV, Health teachings, diabetes insulin starts, glucometer teaching and epi pen training .

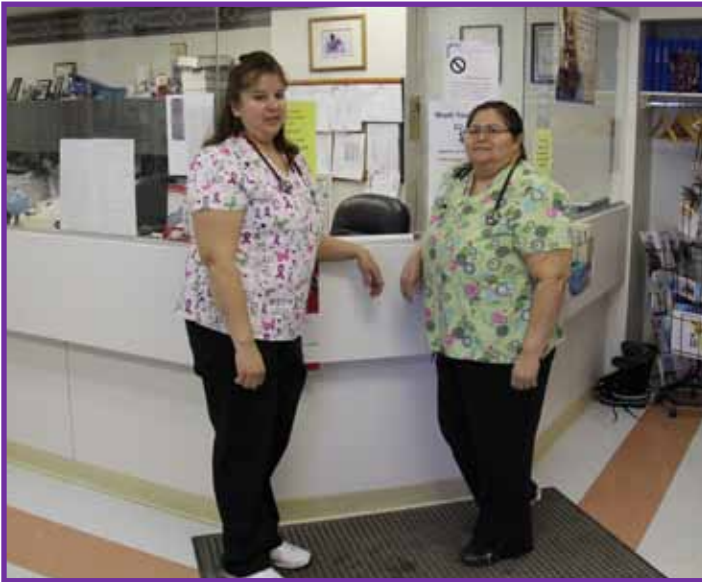
Elderly: to support and encourage choices that maintain and achieve the highest quality of life, elders were education on various health issues including: patient safety, Diabetes screening, heart and stroke, smoking cessation, one on one diabetes sessions, cancer groups, administered flu vaccine to infirmed, glucometer readings and teachings, diabetes and feet, hand washing, falls prevention, immunization, general one to one sessions, telephone contact, get fit, referrals to external and internal agencies. These were performed through home visits, one-on-one meetings and group presentations. Appropriate referrals are made as required.

School age: The nurses provided health education on: HIV/Aids, growth and development, tobacco awareness, smokers and smoking, jump rope for heart. They also attended a parent teacher night to provide immunization information. Through AMBE, they also provided growth and development sessions, gave education on sexual health and HIV and Aids Education.

Immunization program: to ensure vaccine coverage for vaccine preventable disease, immunization clinics were provided to the community. Immunization awareness was completed by: a mass media campaign; providing education to parents/caregivers on immunization; the review and update of immunization records; through data entry into HIS/HS; and by ensuring viable vaccine through cold chain monitoring: Community Health Nurses organized 18 flu clinics and administered a total of 450 immunizations and regular immunizations updates. They also provide Hepatitis B shots to grade 7 students and Gardasil to grade 8 girls. Regular Immunizations clinics were increased to 2 days a week Wednesday and Fridays for a total of 72 immunizations clinics. This includes 492 different immunizations which consists of: Dtap-IPV-Hib, Pneumococcal Conjugate, MMR, Varicella, Hep B Adult, Hepatitis B gr 7, HPV, Tdap, TD, Influenza, Pneumococcal. 584 immunization records were reviewed to inform clients if they are up to date on their immunizations. 496 immunization records were updated in history. These records could consist of clients attending im-

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(l to r): Anna Thompson and Sandra Thompson

munization clinics at community health or other outside sources such as Doctor office or Saint Regis Mohawk Tribe. The Cold chain monitoring vaccine fridge included 417 checks; this ensures that vaccines are stable and viable to administer to clients.

Communicable Disease: The community was provided education on health promotion strategies on how to prevent the spread of communicable diseases. One on one counseling was also given on various communicable infectious diseases, as well as health information via mass media campaigns (i.e. rink boards, mass mail out and health fair booths, provide appropriate referrals and networking as required). Also created was an update on pandemic planning manual and continued infection control policy implementation and in-services with MCA programs. Several Community Events were held including: an Aids Slogan contest (IF you want my affection get your protection) with contest winner Krysta Phillips, condom wrappers quotes, FACEBOOK page for community members to access, pandemic planning updated information, Hand washing networking with AMBE and MCA facilities. 501 participants also participated in flu awareness with 450 getting immunized against the flu. Networking was also completed with SRMT and EOHU tracing STI and STDs. HIV/AIDS teaching was given to grades seven and eight. A billboards for HIV/AIDS was also put up. We also administrated education sessions at the: Senior Fair, Pow Wow, Diabetes Fair,, HIV-Aids World Day,, Teen Fair, racing against Drugs, Women Health Forum, science fair judges and a prenatal class.

Training/Workshops/teleconferences: CPR and first aid, ATTIP training, Breastfeeding tips, tobacco cessation, Heart to Heart,

Health Transfer Evaluation, Vaccine in-service, Lateral violence, crisis intervention, Community Health Nurse Certification exam, Mohawk Language, COHI Training, RNAO Renewal, CNO Renewal, Diabetes and Feet, Immunization, Influenza, purple crying through EOHU, 18 Month screening tool, Health Transfer, Glucometer lunch and learn, Program Evaluation, CD Conference, Panorama, Sexpressions, WHIMIS, Cold Chain Review, Social Marketing, Planning and Organizing for privacy video filming, Smoking Cessation, Women's Health Expo, Walkability, Best Practice, HIV-Aids with Renee Boucher, Suicide Prevention, Infection Control, Defensive Driving, Child Health In-Service, Cultural Workshop, WHIMIS, Falls prevention, safety training, FASD, midwifery, Medatronic part 1 and 2, NSAT, Sanofi Aventis lunch and learn, Mandatory Immunization Teleconferences, Shadowing through outreach, Dealing with Difficult People, Best Practices Guidelines, Insulin Management in-service, tracking tools Diabetic Educators Network Eastern Counties, Webinar Prenatal Modules, Webinar Sexual Health, Perinatal Mood Disorders, Parent/Child Interaction and Feeding teaching Scales

Maternal Child Health

Maternal child wellness enables the maternal and newborn population and their families to achieve and maintain an optimal level of health and development from preconception to pregnancy, to birth through early parenting adjustment. This is completed in a way that is evidence based and culturally supportive. The services within Community Health that collaborate to provide maternal child services include: Community Health Nursing, Prenatal Education, Lactation Support, Healthy Arrivals, and Healthy Babies Healthy Children.

Staff

Diane King, Community Health Nurse;
Misty Lazore, CHN /Immunization Coordinator;
Debbie Locey, Community Health Nurse;
Debbie Mayer, Community Health Nurse, CCHN;
Karole Mitchell, Community Health Nurse;
C Joyce Leaf, RN Prenatal Educator/Lactation Support;
Catherine Ciampini, Registered Dietitian;
Pamela Lazore, Community Health Promoter;
Sarah Peters, Family Home Visitor
Sheryl Thompson, Family Home Visitor

Health promotion and health education on preconception health was delivered to the community throughout the year, at the following events: A.M.B.E. growth & development classes; Akwesasne Powwow; SRMTHS Community Wellness day; Rakeni Time night; Teen Wellness Fair; pregnancy circles. Social media was also used to deliver key messages to the community at large. Individual counseling also occurred during home and office visits. 560 community members received preconception education.

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Promoting healthy pregnancies and best birth outcomes are delivered both by individual and group education in home or at the facility. Pregnant women voluntarily access services for intake, service coordination and referral to complimentary programs, such as Healthy Babies and Healthy Arrivals. A total of 1,328 prenatal contacts were made and 157 referrals were generated.

Pregnancy health education is also an essential component of health promotion during pregnancy. It creates opportunities for parents to increase their social network – an important mechanism for postpartum support.

Circles are held for pregnant women and their support person (s). Circles for early and late series pregnancy were held quarterly. Twenty early series prenatal classes were held with 98 community members attending. 4 late series classes were held with 21 attendees.

Postpartum and parenting health ensures a healthy start for infants and their families. Parenting support is done primarily in the home and includes cultural teachings. 1,799 Postpartum visits and parenting support responded to 1,799 contacts.

Group and community education is provided through: kiosks, workshops and presentations – infant massage, infant moccasin making, medicine pouch class, yoke making, cradle board classes, youth and physical activity kiosk, berry picking, collective kitchens, celebrating families, medicine walks, parenting kiosks, celebrating families picnic. In total, 720 community members participated in parenting/pregnancy education.

Maternal child health also utilizes consultants to provide specialty services that cannot be easily accessed elsewhere.

Pauline Ford, Reg. CASPLO, Speech-Language Pathologist, provides assessments and plans for children 0-6.

Jordan Thompson, B. Masters Ed., Special Services Aide. Implements programming for children 6 and under, in the A.M.B.E schools.

Julie Cooke, B.A.; IBCLC; RLC, provides 7 days/week breastfeeding support/ education to clients and staff.

Nicole Lindsay, RDH; dental hygienist, provides screening and referral for children in the AMBE school system and provides education and support to staff.

Networking services to foster and/or maintain relationships occurred internally and externally. Included were: MCA Departments of Health, Social & Housing; A.M.B.E; St. Regis Mohawk Tribe Health Services; Eastern Ontario Health Unit; Ministry of Youth/Child Services; Breastfeeding Coalition of SDG Prescott-

Russell-Akwesasne; Accreditation Canada; Health Canada – social marketing division; Health Canada – children's oral health initiative; First Nations Inuit Health – nursing updates.

Training and meetings are necessary to ensure staff is delivering safe, relevant care of the highest standard. Training in the following areas occurred: strategic planning; lateral violence; ASIST; 18 month screening; period of purple crying; courageous dialogue; kids in crisis intervention strategies; keys to caregiving; social marketing via Health Canada; oral health program development via Health Canada; Midwinter teachings with Daryl Thompson; cultural education with Harvey Herne; drug use in pregnancy – executive links.

Outreach worker Lorraine Thompson is responsible for the coordination and deliverance of health prevention activities within the community. Lorraine provided transportation to community members, assisted families with the deliverance of the Green Food Box program, helped and prepared for the green food distribution, assisted with ACFS Summer Program with meal planning and preparation, assisted with Community Garden, assisted with Front Desk Reception and Cornwall Island Clinic Reception

Training: CPR and first aid certification

Registered Dietician Catherine Ciampini is required to plan, organize, develop and deliver nutrition counseling and education to the community residents of Akwesasne. She works in collaboration with other Community Health programs and delivers educational sessions. Catherine conducted 448 appointments and follow-up appointments that were all for a variety of chronic conditions and that had showed for appointment. These include: Diabetes Mellitus 102, Weight Loss 88, Other conditions 28, rescheduled 79, 158 prenatal 72 post natal clients for food vouchers specific, clients that didn't show up scheduled appointments 271, Conducted 12 Diabetes Boot camps, 9 Radio Talk Shows on Healthy Eating, Compiles HEAL budget, Diabetes Health Fair, SRMT Diabetes Health Fair, Woman's Health Fair, Career Fair presenter, Senior Games, Diabetes type 2 nutrition presentation, Weight loss health presentation, Child Screening, Strategic Planning, Career Day Presentation,

Workshops/Training/Education: lateral Violence, Walkability, Conference Dairy Farmers, Foster parents presentations, Aboriginal Nutrition Network, Drug Use in Pregnancy, Women's Health Expo, ATTIP, Dietician of Canada Conference, CPR/first aid, Lift Training

Diabetes Prevention Workers Agnes Jacobs and Rachel George develop, implement and promote a comprehensive diabetes program. Together, they conducted teachings twice a week for Healthy Eating in all three district schools with a total of 872 students participating.

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They also conduct: physical activity to students in AMBE Schools with a total of 2270 participants; Tobacco Education in AMBE Schools: 6 Sessions; Seniors Fair: 15 participants; Senior Games: 50 participants; Diabetes Fair: 16 participants; Living with Aids: 25 participants; Medicine Pouch making: 6 participants; Daughters of Traditions: 3 Sessions, 30 participants; Girl Power :3 Sessions, 30 participants; Nifty Fifty and Fun and fit: 25 participants; Green Food Box Program which assisted, organized and distributed 2837 Green Food Boxes to the community of Akwesasne. They also organized or participated in several different activities including: CKON Talk Show, presentations given at Collective Kitchens, Organized Community Gardens and assisted with ACFS Summer Program with meal planning and preparation

Workshops/training/education: SOADI on Diabetes, Lateral Violence, Music Class Tsi kwanonsate, Heavy Lift Training, Prevention in Motion, Spark Breakfast, Health Transfer, Walkable Communities, Lunch and Learn, Social Marketing, Courageous Dialogue, Women's Health Expo, Program Evaluation, Heart and Stroke, Senior Games, Healthy Eating Lab Centre.

Community Health Representatives Candice Thomas and Allyson Lamesse (CHR'S) are to network with Environmental Health Officer to provide optimal services to the community.

They conducted:

620 home visits,
Collected water samples,
tested and communicated to EHO,
Samples taken and analyzed household or public distribution or recreational water (169)
Bacteriological and Adverse Water (29),
trap Mosquito's and collected bird specimens (avian flu virus) (20)
Beach Samples Taken (865)
assisted EHO with Home Visits (53)
Healthy Homes Assessments (27)
Assisted in ACFS Summer School Program daily meal preparations (120)
Provided Sun Safety and Hand Washing Sessions (120)
distributed Federal and Provincial health warnings (112)
participated in Racing Against Drugs Campaign,
Green Food Box distribution,
Policy and Procedures committee

Training: CPR and first aid certification, Heavy lift training, Healthy Homes

Workshops: H2O Water Works, Suicide, Part 9 Building Codes, lateral violence, Accreditation, Mold and HRV, ATTIP, Healthy Homes

Environmental Health Officer Keith Smith

Meetings: Regional EHO 33 General Information

The community is composed of 3 Districts and has an approximate total of 1425 residences, some of which are multi-family units, such as multiplexes and apartment buildings. For each District the breakdown is the following:

St Regis: 256 units, **Tsi Snaihne:** 594 Units, **Cornwall Island:** 519 units

Drinking Water

Community water systems: The community has 5 water treatment systems which provide treated water to all of the 256 homes in St Regis, 225 homes in Tsi Snaihne and 220 of the Cornwall Island residences, making up 55% of the homes.

The Community employs Certified/Licensed Water Treatment Operators. These WTOs monitor on a weekly basis the bacteriological quality of drinking water to ensure its safety. Furthermore, chemical analysis is carried out on quarterly and annual basis, as required by the Ontario Regulations. Some of that analysis is for pesticides and other organic metals such as lead, mercury, trihalomethanes, nitrates etc.

Individual wells: There are approximately 655 homes (45%) on individual wells, with 275 in Tsi Snaihne and 380 on Cornwall Island. All these wells are tested by the Community Health Representatives on a yearly basis. 20 to 30 % of those wells show some level of contamination, mainly due to poor well protection and construction. When contamination is shown, the CHRs recommend disinfection, and periodically the EHO makes recommendations to the residents on ways to protect the water supply.

Sewage Disposal: All of St Regis is on a community sewage system with proper treatment.

Most of Tsi Snaihne and Cornwall Island residences, approximately 1113 homes (78% of all homes in Akwesasne) are on septic tank and leach field systems. The EHO inspects these systems and makes recommendations for repairs when sewage disposal is found inadequate and cause health hazards.

All new systems are inspected and approved by the EHO, all in accordance with MCA's procedures.

For the fiscal year of 2011/2012, there were 20 new system inspections conducted.

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Recreational Facilities

Beaches: A total of 14 public beaches in the community in the 3 Districts and on Thompson Island are tested a weekly basis by the Community Health Representatives. Samples are sent to the Lab and any adverse results are reported and the affected beaches are posted as unsafe for swimming, when required.

Recreational Centers: The EHO inspects all 3 Recreational Centers for sanitation and food safety on an annual basis, and additional inspections if follow up is required.

Institutions: The institutional Day Cares, the schools, chronic care facilities, the Group home, the Adult training center and the home day cares are all inspected on an annual basis for sanitation and food safety. Food handler training is also provided to the food workers of those institutions.

Housing

Housing inspections are done on a request basis and can comprise up to 80% of the workload at any given time. Requests come from residents, from MCA's Housing Dept, from the CHRs, but also through referrals from the Community Health Nurses that do home visits. The EHO carries out health and safety investigations of homes in accordance with current Building Code (Part 9) health standards for water, waste, ventilation, lighting, etc.

The issues range from: concerns over mold growth, which range from minor to severe contamination; construction issues affecting the quality of the indoor air quality; concerns over radon gas or asbestos in the insulation. The EHO makes recommendations and proper corrective actions are done for the homeowners to make their homes as healthful as possible.

As a part of the Healthy Homes Initiative, which the Mohawk Council began in 2011, a baseline assessment of all the homes in Akwesasne has begun. To date there have been just over 300 assessments completed (21% of all the homes) and it is expected that the baseline will be completed by the end of 2012.

Solid Waste Disposal

The community has a weekly garbage pickup service. The EHO will respond to calls when there are concerns about the accumulation of refuse especially where it may lead to rodent infestations and/or a public nuisance.

Dog and Animal Control

MCA's Conservation Officers have a stray dog pick up program, but the lack of an impoundment facility renders this task difficult. They also respond to other stray/wild animal sightings, such as raccoons and skunks, which may behave abnormally.

There is a dog licensing program administered by the Conservation group, but very few animal owners partake in this program.

A yearly rabies clinic is held in the community where less than 20 dogs are vaccinated.

The EHO is involved with the rabies program as a part of the normal work on communicable disease control.

Communicable Disease Control

The EHO will assist in the investigation of communicable disease outbreaks related to environmental health and provide information on environmental public health related diseases. This includes: dog bite procedures, mosquito trapping for West Nile Virus, tick tracking for tick borne diseases and participation in the epidemiologic investigations for any waterborne or food borne diseases.

Community Health Program Management is to provide: support and opportunities to continuing educations and workshops, by ensuring each employee's annual performance is evaluated by August for the fiscal year and submitted to DOH Admin office to Human Resources with updated job descriptions and training certifications, submitting individual and programs training plans to the DOH admin office, submitting 100% of staff professional licenses and certifications to the DOH admin office, submitting variances reports to the director by dates indicated on the DOH management expectations calendar, submitting modifications to the approved budget when necessary and 100% of required reports against Contribution Agreements to funding agents, submitting an Annual Report to the Director within 45 days of year end, participate in DOH Management Team meetings and conducting the CCHSA recommend Health Provider Satisfaction Survey among program employees.

During her first year as Program Manager Brigitte Blazina has worked on many initiatives. She completed Community Health's contribution to the 10 year Health Plan for Health Canada. She participated in the five year health evaluation of Community Health, and also participated in this year's Accreditation. Variance reports and budgets were submitted to the Health Director, and other financial and contractual responsibilities were met as outlined in the Operating Plan. As program manager, Brigitte also networked with the Eastern Ontario Health Unit, and other agencies in order to expand Community Health's services. Brigitte ensured that staff met their license requirement, and ensured that staff attended various training sessions through the year.

Besides the day to day responsibilities of Community Health, the program manager attended the following: program manager meetings - 10, Contract/Purchase Service - 6, Participation in KMAG - 2, NACOR, Health and Safety Training - 3, Health Board presented

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on Diabetes Framework - 1, Early years working group meetings - 1, Communicable disease/health Canada Workshop nurses leadership Initiative - 3, Nurses Leadership - 2, Healthy Homes Initiative - 3, Program Evaluation of FASD program, Integration of Services School board - 5, Networking and Planning with Eastern Ontario Health Unit - 3, Participated in numerous Accreditation Process in 5 year health evaluation and in 10 year work plans and budget for Health Canada, Case Management - 3, Social Marketing, Lateral Violence, Drug use in pregnancy, Purple Crying through EOHU, CPR and First Aid

Administrative Support Staff Jamie Cole and April Adams- Phillips are to: enhance and support credibility of program and to fulfill MCA administrative requirements, assist community members with QHIP renewals/application, temporary cards, QHIP inquiries. They also attended and assisted community nurses with: 18 flu clinics, 72 regular immunization clinics, total, gym subsidy MCA employees who participated 82, fleet management: 216 monthly reports and 72 vehicle inspections, 9 Healthy Homes Assessments, the compilation of statistics and reports for CBRT and Community Health Annual Report, Fleet Management, 11 Budgets, assisted community members with birth certificates and Quebec Family Allowance and National Child Tax Benefits, collaborated with other programs on validation on QHIP cards, Case Management and provided secretarial duties.

Policy and Procedures Committee: 11 meetings

Healthy Homes: 6 meetings

Training/workshop: CPR/First Aid, ATTIP, Health Homes Initiative, Lateral Violence, Suicide Prevention, social marketing

Community Health Promoters Ciera Jacobs and Pamela Pembleton have promoted: Anti-drug community flyers, physical activity, nutritional info, diabetes management, created two calendars which promoted many areas of health including the above and other areas including: foot care, oral health, healthy children development, infection control, immunization etc, assisted RN to compile and order prenatal lesson plans, presented at Teen Health Fair, coordinated Heart and Stroke Fundraiser, helped coordinate Get Fit Plus Program, coordinated Group Fitness, 9 Green Food Box distributions, Green Food Box Awareness and Promotions, assisted with Summer Program through ACFS and gave interview with APTN.

They have distributed 595 get fit passes and 8 to Quit Smoking Program, 49 people per month received gym passes to promote active living, 8 received gym passes as an incentive to quit smoking. Green food Box distributions are given to the community. The Green Food Box is to promote healthy eating the foods consist of fresh vegetables and fruits. An average of 315.2 bags a month were distributed to community members within the last nine months. Meetings: 9 Healthy Homes Initiative, 15 Green Food Box, 1 Rotary Club Luncheon, 1 Youth Symposium Planning, 3 Healthy Eating Active Living, Get fit Program, 1 APTN, Staff Meetings

Training and workshops: Walkable Communities Workshop, Women in Leadership and Management Corporate Training, Women's Health Expo, Canfit Pro, Midwifery, First Aid and CPR, Mohawk Language, Lateral Violence, Suicide Prevention, Healthy Homes Initiative, Accreditation, Purple Crying, ATTIP, Purple Crying, Walkability Study, Lift training, Social Marketing.

Health Administration

Staff

Sakakohe (Saka) Pembleton, Director;

April White, Associate Director;

Tess Benedict, Executive Assistant/ Management Coordinator;

Hilda King, Data Analyst/ Accreditation Coordinator;

Shealene Gibson divides her time as a Receptionist and General Office Clerk

2010-2011

Together with seven Program Managers, we hold responsibility for about 28% of MCA's budget and about 26% of MCA's employee population. This report highlights our combined efforts to continue and to add relevant services for your use.

Kanonkwatsheriio was built in 1995 and became overcrowded with

service growth: After years of internal planning, we moved administrative offices for Health, Non-Insured, and Community & Social Services to the top floor. We have a Mohawk Language lab (two computers dedicated to AEDA's Can 8 Program) that can be used, by student password, whenever the building is open. The three new boardrooms are different sizes and are built to be used in many changing ways: for meetings, for emergency operations, for classes, for training. Just as we moved in, we held the Oral Health Survey on this floor - nearly 300 people moved through these rooms in 5 days, all seeing the dentist. While the ACFS addition is being constructed, Health seeks money to renovate the middle floor of the original building. We plan to move and enlarge the Kanatakon Medical Clinic and Community Health Program areas.

Services grow because we maintain and strengthen a network to plan or obtain information. Within MCA, we meet monthly with Health Portfolio, Health Board, or other Directors (department



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and Executive) to track progress of our initiatives. We worked with Council on their three major initiatives: Community Housing Repair Requirements, Prescription Drug Abuse, and a full-community Hospital/Clinic. All of these continue into the New Year. With the St. Regis Mohawk Tribal Council and staff, we continued developing the concept of a Route 37 ambulance base site. We meet with other First Nations, at information sessions of organizations such as Independent First Nations, Chiefs in Ontario, or Assembly of First Nations. We attend regular meetings of the Health Alliance of Eastern Counties & Akwesasne; of the Champlain Local Health Integration Network – Aboriginal Health Circle; and have, recently, sought membership within the Association of Ontario Health Access Centres.

Within any given week, each of us attends at meetings that result in projects, programs, services, or improved systems.

With our Management Team, we ensure that Council's obligations regarding contribution agreements with federal or provincial agencies are met to the benefit of community. We talk frequently with various funding officials of First Nations Inuit Health, the Champlain Local Health Integration Network, the Ministry of Health and Long Term Care, the Ministry of Children & Youth Services, and the Aboriginal Healing and Wellness Strategy regarding approximately 20 contracts against which we report at various times throughout the year. As well as the funding regulations and applicable legislation, we must also know and react properly to the policy requirements set by Council and coordinated by Executive Services. During 2009-10, the Dept. of Health met requirements for Operating Plans, Financial Variance Reports, Personnel Change Notices, Fleet Management Reports, Business Cases, Monthly and Annual Reports, and Performance Reviews.

We received, in March the initial results of the Regional Longitudinal Health Survey. Akwesasne's specifics were made available in late 2011.

We are pleased to introduce new members of our Health Team: Brigitte Blazina, RN, CHN, CDE (originally hired as a Community Health Nurse), accepted the position of Community Health Program Manager. She's MicMac of Listuguj. Keith Smith has become our Environmental Health Officer; he is on Interchange Agreement with MCA from Headquarters, Health Canada. We welcome Owen Benedict in his changed role – he was our Finance Officer, and is now our Program Manager, Home Support/Home Care.

These three individuals bring their fresh ideas and new energy; please get to know them.

DOH requires various professionals for supervisory oversight:

Dr. Christian Lamarre, EMS Physician, provides quality assurance/

quality improvement for Akwesasne Mohawk Ambulance. Dr. Peter Ladd provides clinical supervision for therapists and debriefing for all MCA staff, particularly those working with critical incidences

Dr. William Bedford, DDS, is our consulting dentist who reviews all ANIHB pre-approval requests.

Dr. Thomas Forson, MD, FP, is Medical Director for both Iakhihsohtha and Tsiionkwanonhso:te. He also makes home visits with Home Care Nurses and sees clients at Kanatakon Medical Clinic

Dr. Paul Roumeliotis is gradually becoming our Medical Officer of Health. With him and over years, we are modeling a First Nation-Public Health partnership. Major issue: how do we partner with Ontario's Health Protection & Promotion Act? He primarily works with our Community Health Program.

Accreditation Canada and the Health Management Competency Framework stress the importance of supporting employee morale in a positive manner. Our efforts this year included attendance at building events, working with staff to arrange for the exterior landscaping of Kanohnkwatsheriio, and training. We addressed staff concerns, as they arose, though not always as quickly as we'd planned. We were pleased to recognize that the number and severity of staff issues decreased this year.

All of us feel the effects of the borders placed over our community. We've supported staff to work from Kawehnoke sites in effort to keep services available to you. We've met and toured officials from both Customs Agencies to ensure they know the scope of our health services and traffic patterns required by all of us.

Technology continues as a major hurdle: we cannot find the one software system that can be used by all health programs. We've talked with many suppliers!

We continued, with other MCA Departments, developing the Special Needs fund, after experience with implementing it.

We worked with the Akwesasne Health Board to improve your dental services: after a year of intense effort, we're proud that Dr. Rachel Navaneelan purchased the practice and now offers her standard of service within Kanonkwatsheriio. The effort was worth seeing that the dental office is busy, every day.

Shealene Gibson organized our Annual Health Careers Workshop: we hosted 40 local high school students who met and talked with Health Professionals from fields as Dentistry, Nursing, Emergency Medical Technicians, Optometrists, Personal Support Workers and Occupational Therapists.

Tess Benedict coordinates reporting for the MOHLTC LHINS

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Community Support Services funding project. In January, Tess and Managers re-allocated funding for the Meals on Wheels Program to be functioned through Iakhihsohtha and Tsiionkwanonhso:te. Making this change has increased the meals delivered from 46 to 101 elderly homes receiving meals.

Tess also continued to work with the Department of Technical Services on Facilities Management and Capital Improvements to Kanonkwatsheriio, Tsiionkwanonhso:te and Iakhihsohtha. In addition to the move of administrative offices to the 2nd floor of the Health Facility, the Facilities Maintenance Management Team completed the upgrade to the front entrance of Kanonhkwa'tsheriio with a funding arrangement of \$88,000 from AHWS which allowed our front entrance to be repaired. Also from AHWS, Tess arranged for an additional \$24,000 for IT upgrade which was completed with the help of Heather Phillips and Computer Services.

Kanonkwatsheriio staff has made it a priority to ensure our working environment is safe. Tess and Hilda King continued participation with Kanonkwatsheriio's Joint Health & Safety Committee. With others, they regularly inspected this building and others, making recommendations that were implemented towards a healthy workplace.

Accreditation work never let up: Hilda, our Accreditation Coordinator, successfully lobbied FNIH for \$60,000 that paid for much training. She became an Aboriginal Surveyor and participated in the Tobique, New Brunswick survey. She organized and supported staff teams to continue development of Required Operating Policies; Risk Management, Human Resource Plans, and Ethics. These will continue into next fiscal year.

Accreditation Canada: In participating with the Qmentum review process which is a first time for us and a new process for the 13 teams, namely;

Akwesasne Case Management, Ambulance, Child Welfare Services, Community Health & Wellness, Effective Organization, Governance, Home Care, Infection Control, Long Term Care – Iakhihsohtha, Long Term Care 2 – Tsiionkwanonhso:te, Medication Management, Mental Health and Primary Care was a challenge to partake in.

The process was revamped to include a self assessment survey to be completed by the staff members of the respective programs.

Upon completion of the self assessment survey, a Roadmap report was generated from the survey which entailed standard sections to be reviewed immediately and corrected; standard sections to be reviewed as concerns; standard sections viewed as strengths within the program.

Worklife Pulse Survey for all staff is available from the Effective Organization standards. A couple of programs tried the survey for a printout from the Survey Monkey tool. Some program training came about and the survey will be implemented again at the end of the fiscal year or the following fiscal year.

Qmentum is a new review process. This process requires a lot of meeting time and training to take place to meet the needs of the participants.

Staff training included an Aboriginal Accreditation Specialist to deliver the Qmentum training to 40 team members; ATIPP training delivered by Yvon Gauthier Inc. to 67 staff members; Ethics training delivered by The Ottawa Hospital, Department of Clinical and Organizational Ethics for 10 staff members; Health & Safety training; Workplace Violence training for 6 staff members; Case Management training for 55 staff members from Department of Health and Department of Community and Social Services; Asset Mapping training; Surveyor training; Health & Safety certification renewal.

In the past year and half, the Regional Health Surveys had 470 participants from Akwesasne. The preliminary results of the RHS were released at a meeting held in Ottawa. We were given copies of the preliminary RHS report that was distributed to Health Program Managers. At the RHS meeting, Grand Chief was also invited to speak on Akwesasne's ATIPP manual of which very few communities throughout Canada have. A week later, Yvon Gauthier who developed Akwesasne's manual was also invited to a First Nations Quebec Labrador Association meeting in Montreal regarding the work that he has delivered for Akwesasne.

Joint Health & Safety (JH&S) Inspections were held monthly along with quarterly meetings. A yearly invitation to do an inspection at the Arena was also completed. The JH&S Committee awaits the assistance of the Health & Safety Officer position to be filled.

Several team members of the Joint Health & Safety Committee were asked to venture into participating in an investigation dealing with Health & Safety. A board report was completed; submitted, then revisited. The board report addressed the comments from the legal aspects and then resubmitted.

Participated in the yearly review and collection of stats for the FNIH Community Based Reporting Template (CBRT) along with assisting in the collection of information for the Community Health Plan.

2011-2012

Review, Growth, and Change were Administration's themes this pivotal year. This report will focus on review work that resulted in

Department of Health

Health Administration

receiving our third 3-year accreditation and 5-year evaluation. We will discuss the financial growth that is leading to program growth. We report a change to the Health Directorship – April White assumed responsibility at the end of the fiscal year for Saka Pembleton, who is on medical leave until her retirement. Additionally, we will discuss the work that ensures your health service system operated to your maximum benefit, in line with Council's Strategic Plan and Agreements.

Review

The Data Analyst/Accreditation Coordinator organized people, tasks and expenses involved with achieving and maintaining accreditation for the Mohawk Council of Akwesasne (MCA), Departments of Health (DOH) and Community & Social Services (DCSS). DOH, DCSS Staff and Council teams compared MCA work policies and practices against established international standards of excellence. The final results were audited by Qmentum Surveyors during a site visit in October 2011. Within Health, we are proud that some services met 100% of standards (Customized Medication Management, Home Care Services, and Long-Term Care Services). Teams continued training and policy development for: Infection Prevention and Control; Community Health and Wellness Services; Integrated Primary Care Services; Emergency Medical Services; and Mental Health Services.

Overall, we met 95% (1034 of the 1087) standards pertaining to our organization and service delivery. Teams continue to address the 5% (53) unmet standards through training and/or policy development.

This was our third accreditation review. In 2005, during the completion of the first survey, different standards were in place. In the last cycle (2011-2014) there were several changes made. For example, Canadian Council on Health Services Accreditation (CCHSA) is now called Accreditation Canada (AC).

There were four (4) surveyors from across Canada that participated in the review and site process. The Qmentum process was used, which involved interviews with staff members along with focus group sessions and the review of the documentation that the surveyors requested prior to site visits. Currently, there are reports required throughout the year to meet the Fully Accreditation Status, which is the highest level achievable.

Instead of our current, one lower level of Accreditation with Reports Status, the following areas are being addressed:

Suicide Prevention (Canadian Mental Health Association (CMHA) held training sessions for staff)

Falls Prevention (Committee oversees the development of this program along with the proposed activities and events on the Falls

Prevention area)

Specific training on suicide prevention (Canadian Mental Health Association (CMHA) held training sessions for staff)

Promoting safety (Educational sessions on promoting safety is monitored and documented)

Sentinel events (A Universal Incident Report form is in place to be used and monitored)

Disinfection procedures (Proper documentation of the practice was completed)

Accreditation work is a continuous review process for the teams:

Akwesasne Case Management Ambulance
Child Welfare Services
Community Health & Wellness Effective Organization
Governance
Home Care
Infection Control
Tsiionkwanonhso:te-Long Term Care Iakhihsohtha-Home for the Aged
Medication Management
Mental Health
Primary Care.

In between Accreditation surveys, standards will be reviewed, appropriate manuals, policies and procedures will be updated, and training sessions will be provided.

Along with the Accreditation Canada review cycle, the Health Transfer Evaluation cycle, which was conducted by consultants from the community, fell into the same fiscal year, Lafrance Consulting (Brenda Lafrance) and Dr. Doris Cook conducted the Health Transfer Evaluation. Dr. Cook conducted workshops on Program Evaluation Methodology; Components of an Evaluation; and Program Evaluation. Recommendations as a result of the evaluation will be incorporated in the 2012-2013 Business Plans.

Recommendations from the Evaluation for areas of Improvement:

Data collection and management systems
A process to improve internal and external communications of program activities

Social marketing training and implementation to improve community awareness of program services and activities
Address consent issues and concerns

Department of Health

Health Administration

The Department of Health expanded the Health Transfer envelop for a ten (10) year Flexible Transfer Agreement with Health Canada, First Nations Inuit Health, versus the three or five year plan.

The Department of Health also supported Emergency Measures exercises. These exercises consisted of realistic situations that may occur within the Territory of Akwesasne.

In March 2011, the initial results of the Regional Longitudinal Health Survey were received. Akwesasne specific results were received in January 2012 in draft format; but, can be reviewed as a working document for program review and evaluation.

Growth

One objective within DOH is employees' participation in the language program. Over the past year, an additional class was added.

Under the internal Prescription Drug Strategy, Continuum of Care, a Suicide Prevention proposal was submitted. This would cover on-call services, extended hours and weekly group meetings within the Wholistic Health and Wellness program.

Computer technology: Over the past year, the Aboriginal Health Access Centers (AHAC) involvement with the Ministry in the electronic highway has grown to the point that a selection process took place. Nightengale was selected as the main lead for the Electronic Medical Records (EMR) software program. The roll out of this process will be taking place throughout the 2012 calendar year.

DOH applied and received a grant to promote Health Careers. Once again, the Annual Health Careers Event (AHCE) was held. The growth of AHCE resulted in moving the event to the Kanata

kon Recreation Center to accommodate participants.

The Annual Health Career Day involved local students in high school. Students visited various career booths and enjoyed a lunch provided by the Community Nurses Healthy Foods Initiative. Through cooperation with Native school counselors & representatives, students were encouraged to participate in the Art or Essay contest. Judges had a difficult decision in choosing the winners, as there were many great submissions. Winners for the Art and Essay contests and the door prize drawings received the following: laptops, iPods & iPads and gift certificates. Students participated in a survey/evaluation at the end of the event and provided feedback. The overall experience was rated - well.

The Executive Assistant coordinates reporting for the Ministry of Health Long Term Care Local Health MOHLTC LHINS Community Support Services funding project. The Meals on Wheels program has continued to grow since offering delivery services.

Iakhihsohtha delivers over 100 meals per day to Snye and St. Regis clients. This growth has enforced lobbying of funds to build a bigger kitchen for at Iakhihsohtha.

The Executive Assistant also works with the Department of Technical Services (DTS) on Facilities Management and Capital Improvements to Kanonhkwa'tsheri:io, Tsiionkwanonhso:te and Iakhihsohtha. It has been approved by Council to start the new parking lot on the SRMT property commencing mid-summer months to complete. This will allow for more clients parking and have more handicap accessibility to the building. The second phase to renovations which will affect programs such as the Akwesasne Medical Clin



Kanonhkwa'tsheri:io



Department of Health

Health Administration

ic, Community Health Nurses and Traditional Medicine is underway. The Health Directors Staff meets monthly with Health Portfolio, Health Board, and other Directors (department and Executive) to track our progress. Three major initiatives in collaboration with council include: Community Housing Repair Requirements, Prescription Drug Abuse, and a Diagnostic/Wellness Clinic. All of these initiatives will continue into the next fiscal year.

Externally, we meet with other First Nations organizations at information sessions. Some groups that we have met with include: Independent First Nations, Chiefs in Ontario, and the Assembly of First Nations. We also attend regular meetings for the Health Alliance of Eastern Counties & Akwesasne; the Champlain Lo-

cal Health Integration Network (Aboriginal Health Circle); and recently sought membership within the Association of Ontario Health Access Centers.

Change

The Department of Health continues to experience steady financial growth through current and new initiatives and feels the need for dedicated financial resource personnel, ideally shared with the Department of Community and Social Services.

Contact

Number: (613) 575-2341, Kanatakon, Kanonkwatsheriio.

Iakhihsohtha

The Management and Staff of Iakhihsohtha are pleased to share their accomplishments and reflect on continuing challenges to deliver quality services in a safe environment for our community of families.

Program goals & objectives

to achieve and retain a healthy and productive work force
to identify & develop underserved service areas
to fulfill administrative requirements, comply with regulations and laws
to promote safe practices, ethical behavior and deliver quality services

Staff

Program Manager:

Patti Adiaconitei, (613) 575-2507

Health Services Consultants:

Medical Doctor: Dr. T. Forson, MD

Dietician: S. Roy, RD

Massage: Natalie Gibson, RMT

Therapist: Andrea Bourdon, RPTA

Program Assistant/ Supervisor Environmental Department:

Allison Lazore-Green

Housekeeper/Laundry Workers: Sharon Ransom-Mitchell, Sheryl Lazore, Wendy Sunday

Food Service Supervisor:

Dave Oakes

Cooks: Tony Koggel, Freda White

Dietary Aides: Jordan Phillips, Freda White. SUBS: Angie Bero, Elaine Lazore, Lynda Thomas, Deidra Sharrow

Contractors: Meals on Wheels - Katsitsios David, Val Iseroff, Mindy Gray.

Activity Coordinator/ Supervisor:

Maureen Benedict

Restorative Aide: Kateri Lazore SUB: Jaime Sunday

Students: Wrani Sunday, Charlotte Swamp

Director of Care: Janice Swamp-Sharrow RN

Registered Nurse: Robin Barnes, RN

Registered Practical Nurse: Eileen George (Foot care Nurse).

SUBS: Joanne Campeau, Kawennehawi Nelson

Health Care Aides: Beatrice King, Rebecca Green, Helen Jones

Personal Support Workers: Katy Tarbell, Sally Cook, Gary Kirby, Charlene Lazore, Cheyenne Sunday, Lorel Toni Cook, Mary Faye Roundpoint. SUBS: Lois Mailhot, Delia Lazore, Dawn Lazore, Kelly Oakes, Renee Oakes.

Collaborative Services with Wholistic Health and Wellness (WHW), Dental, Optometry, Akwesasne Non Insured Health Benefits (ANIHB), ARJO.

Foot Care: Eileen Montour, LPN, Certified Foot Care Nurse

Service Accomplishments 2010-2011

Residential Nursing & Medical Care Services:

Iakhihsohtha provides residential long term care and short stay services with 24 hour supervised care, medical, nutritional, restorative care, social and recreational activities in a secure environment for adults and frail elderly. The Lodge provides short stay services to persons expected to return home and Palliative care for those requiring comfort measures.

Residential care Services numbers fluctuated throughout the year; 18 in Long Term Care; 5 in Respite Care (Short stay); 5 in Palliative Care; 1 Death. Overall the total resident days of care for the Lodge

Department of Health

Iakhihsohtha

were 6,130.

Ratinatare Outreach Services:

Ratinatare DAY Programs delivers an array of activities that are therapeutic, reduce isolation and loneliness and include transportation. Activity DAY programs offer organized activities, meals, education and/or assessment sessions. The Director of Care coordinates wellness DAY Services. The Program employs a Licensed Massage Therapist and Foot Care Nurse. Congregate Dining services are coordinated by the Activity Coordinator and the Food Services Supervisor. Congregate meal service brings together residents, visitors, volunteers and staff to enjoy breakfast, lunch or supper meals. The Diners' Club is a monthly event providing a full course luncheon surrounded by Themed Décor. Meals on Wheels: The Food Service Supervisor coordinates meal preparation and delivery of meals and the Home Care/Home Support Program completes client assessments and applications for clients residing in either Quebec districts.

Statistics:

Activity DAY program: 502 events: Guests: 1,269 elders and 867 adults. Transportation: 352 used Tota Bus.

Wellness DAY services: 17 Foot care Clinics: 76 Clients. 15 Massage Therapy Clinics. 15 residents each month; 35 community clients. Diabetic clients: In residence, 6 Diabetic residents and 15 community clients.

Congregate Dining & monthly Diners Club attracted 828 Elder Visitors and 825 Adult Visitors.

Meals on Wheels service began in January 2011 with 31 clients that quickly grew to 57 clients. The service delivered meals for 64 delivery days, M-F, prepared 5,082 meals in a three month period, an average of 89 meals daily including supper.

Learning, Growth & Transition

Mandatory Training: This year, we delivered nine (9) mandatory In-Services for 37 departmental staff. We offer in-services on site through presentations, the Internet and workshops. Staff Recognition: The Housekeeper/Laundry Worker was nominated by her peers for the BOUQUET award as a person who exhibits "a respectful & caring attitude and goes above and beyond her duties to make our "Home" run efficiently". Professional Development: Three Personal Support Workers received certification in Medication Administration and Supervision. Four Management staff completed respective professional development certifications required for them to maintain Association Status or Licensing. Practicum and Preceptor ship: Currently the Nursing Department is overseeing Personal Support Workers and a Physio Therapist Assistant com-

plete the required clinical hours necessary for graduation. Departmental Changes: The Housekeeper and Laundry Worker positions were combined and staff cross-trained to perform both job duties. Personal Support Workers assumed delegated responsibilities from RHP and now supervise the Night Shift effective June 2010.

Community Focus

Cultural Project: In October 2010, the Linking Generations program began with funding from the NCBF fund. Ages of participants range from 3 years to 99 years of age with participants from the Tsi Snaihne School and Day Care Center. The Linking Generations program has been successful in contributing to strengthening our Mohawk culture and for linking generational gaps between our Youth with our Totas.

Fundraising: This year, fundraising took on a new direction from years past. Fundraising pays for the Tota's Christmas, New Year's Eve festivities, enhancements to the building and costs associated in hosting Activity Department events. In October 2010, the Activity Department hosted a successful Trivia Night fundraising event and has chosen to host this type of event as our major fundraising event for future years. Fundraising paid for the installation of a central Satellite TV System which wired the entire building preventing further damage to the roof and eliminates an array of dishes on the roof.

20 Years of Caring for Tota's - Anniversary Celebration - December 11, 2010. The celebration was attended by dignitaries from SRMT, MCA leadership, Directors and Managers, staff and by many families and friends. Recognition and a gift were presented to a Long Term Service Health Care Aide employee for 18 years of service to Tota's. Three of the original 27 residents who first settled at Iakhihsohtha in 1990 were recognized and presented with gifts. The Lodge opened its doors that day welcoming its many families and friends to join in festivities and help to celebrate the 20th Anniversary of Iakhihsohtha - A new milestone in the history of the Lodge.

Challenges and Obstacles

Minor Capital Projects:

Kitchen Expansion - The addition of Meal on Wheels to dietary services has increased the need for a kitchen expansion. Since the introduction of Meals on Wheels services in January 2011, the dietary department now prepares double the volume of food in the same crowded space. They prepare 60 meals a day for residents, 7 days/week; and 55-75 meals a day, Monday to Friday for home delivery to client homes in Snye and Kana:takon; approximately 35 meals per week are prepared for guests.

Department of Health

Iakhihsohtha

Outdoor Recreational infrastructure – patio, parking Lot, walkways, garden boxes. The outdoor patio at Iakhihsohtha was closed off to residents and staff due to unlevel terrain making the area a hazard for walkers and wheelchair bound residents. The contract for the patio renovation was awarded in October 2010.

Back-up Generator – A Generator is needed to provide emergency power in the building to replace the partial system in place now which only covers the center core excluding the offices, kitchen or resident rooms.

Quebec Health Insurance Policy – Rules for QHIP applications appear to change with each client that applies. All applications are treated differently and the actions to resolve vary from one client to the next. Our agreement with SRMT provides medical coverage for former US residents for six months only. The extended delays in approval are jeopardizing continued medical coverage for residents who come to us from the US.

Border Crossings: This issue continues to be a concern for our vulnerable resident population that face added restrictions when travelling to medical appointments. Human resources costs are affected in terms of production and payroll costs.

Recruitment: We continue recruiting new workers in order to provide an effective delivery of services.

Volunteers: The shortage of volunteers puts more pressure on the program to use staff to fill in service gaps.

Service Accomplishments 2011-2012

Residential Nursing & Medical Care Services:

Iakhihsohtha Lodge provides twenty-four hour nursing, medical, nutritional, restorative care and social and leisure activities in a secure environment for adults and elderly. The Lodge has twenty long-term care spaces and seven short stay (respite care) spaces. One double room was converted for exclusive use of palliative care families and another double room is reserved for restorative care therapy sessions. Short stay services provide nursing care to persons expected to return home and palliative care for those requiring comfort measures during end of life situations.

Residential care service statistics: 20 in Long Term Care, 4 Admissions; 5 Short Stay (respite care) clients; 1 Palliative care; 2 Deaths, 1 Discharge to other LTC facility; 1 Discharge Home; Total resident days of care: 6,841.

Ratinatare Outreach Services:

Ratinatare DAY Programs deliver an array of activities for adults and elders that are therapeutic, reduce isolation, loneliness and include transportation to the Lodge. Services support elders, adults and families living at home through provincial funding from the Community Support Services initiative.

Activity DAY Services offer organized recreational activities, meals, and education and/or assessment sessions. Participation Statistics: Event Days: 875 events. Attendance: 2,776 elders, 1,588 adults, and 1,718 Youth. Transportation: 281 visitors used the Tota Bus.

Wellness DAY Services are coordinated by the Director of Care. The Program employs a Licensed Massage Therapist and Foot Care Nurse. Statistics: 24 Foot Care Clinics; 47 Clients in total - of these 25 are Diabetic clients. 23 Massage Therapy Clinics; 273 sessions with residents; 32 sessions with community clients.

Congregate Dining Services are coordinated by the Activity Coordinator and Food Services Supervisor. Congregate meal service brings together residents, visitors and volunteers at breakfast, lunch or supper meals for special family events. The Diners' Club is a monthly event providing a full course luncheon surrounded by Themed Décor with local entertainment and games. Participation Statistics: 955 Elder Visitors, 750 Adult Visitors, 764 Youth Visitors.

Meals on Wheels: The Food Service Supervisor coordinates meal preparation and delivery of meals; Home Care/Home Support Program completes client assessments and applications for clients residing in either Quebec district. Statistics: 57 MOW clients; delivered 18,151 meals annually. Based on family assessments, twenty five percent of MOW clients receive supper meals.

Learning, Growth & Transition

In-Service Training: The Lodge hosted sixteen (16) In-Service events for Departmental staff. Staff attended fourteen (14) MCA and other sponsored training events to enhance their expertise and skills.

Staff Recognition: The Restorative Aide was nominated and received the annual BOUQUET Award as a person who exhibits "a respectful & caring attitude and goes above and beyond her duties to make our Home run efficiently".

Professional Development: Four Personal Support Workers received certification in Medication Administration and Supervision. Four Management staff completed respective professional development certifications as required to maintain Association sta-

Department of Health

Iakhihsohtha

tus or Licensing. Two Supervisors received IAPA Health & Safety certification.

Departmental Changes/Updates: The department updated several key procedural manuals during the year, namely the Orientation Manual, Infection Prevention & Control, Risk Management, Fire Safety & Evacuation, Pharmacy Policy & Procedures Manual for LTC and the Vehicle Use Manual.

Community Focus

Cultural Project: The Linking Generation's Project (Tota's visit with TsiSnaihne School students) was once again funded through the NCBR fund for this year. This project remains a highly anticipated event for both residents and students. The number of Tota's visiting with the children has grown this year to eleven at any given time.

We have a number of classes who have faithfully continued to attend visits each month. We truly enjoy this project. The principal of the school remains supportive of this project and has inquired if it will continue in the next school year.

Fundraising: We had a successful fundraiser which rose over \$18,000.00, thanks to our wonderful community. We are truly lucky to have such awesome businesses that support us in our endeavors and the community who have supported our event by participating in the Trivia Night or sponsoring a player. A great time was had by all who came out; we even had quite a few spectators just checking out what happens at a Trivia Night.

Our funds from the fundraiser have been used to complete the wiring of our resident rooms for satellite capabilities; this reduces the number of "dishes" attached to our building. We received a donation, which was used to purchase a 10 x 10 wooden gazebo. We are putting finishing touches on the structure, such as a wooden ramp so that the residents in wheelchairs can enjoy.

The gazebo will also be surrounded with planted flowers and have patio lights. Over the years of fundraising activities, a majority of funds have contributed to the enhancement of Iakhihsohtha Lodge.

Community Entertainment: The Activity Department has hosted a number of community based groups that provide entertainment for our residents and visitors. This includes: local musicians, SRM School Band, local law enforcement and the Akwesasne Choir.

Outdoor Recreational Equipment: Our patio renovation was completed. The patio stone, walkways, electricity and planting boxes all have a new look to them. We are looking forward to hosting activities this summer and fall out on the patio. Another item being installed is an awning in the front of the building. This is so

residents can enjoy the front sitting area throughout the day.

Presently, the morning sun is extremely hot and we are unable to use this area until the evening hours. Seating will also be purchased for this area, as well as the front entrance as residents enjoy watching children at the Day Care play outside as well as watch the local traffic. The St. Regis Mohawk Tribe donated funds for the purchase of the awning.

Challenges and Obstacles

Minor Capital Projects

Kitchen Expansion – The addition of Meal on Wheels to Dietary Department services has increased the urgency for a kitchen expansion. The dietary department annually prepares 21,900 Resident Meals; 18,151 Meals on Wheels; and 1,750 meals for Visitors.

Co-Payment Accounts in Arrears: 25% of Copayment Accounts are in arrears. Payment of the Co-payment is a condition of residency in the Lodge.

QHIP – Rules for QHIP applications appear to change with each client that applies. All applications are treated differently and the actions to resolve vary from one client to the next. The extended delays in approval are jeopardizing continued medical coverage for residents who come to us from the US.

Tota Bus: The interior of our bus is deteriorating. The problem is with the passenger foldable seating. We are searching for a garage or body shop to complete the repairs in a timely manner. We are also checking with the dealership in the hopes they can assist with resolving this issue.

Activity Department Wish List

- Paved access to storage container and metal or wood shelving inside the unit
- Sun/Heat reflecting blinds/shades
- Air conditioning to cool down room prior to afternoon
- New curtains for both the Activity and Dining Room)
- Portable air conditioning unit (not a feasible option due to the current type of windows in place.)
- Stacking chairs with a storage cart.
- Propane Fireplace to replace wood burning stove.

Department of Health

Tsiionkwanonhso:te

Tsiionkwanonhso:te is a 50 bed long term care centre. Tsiionkwanonhso:te has a long-standing tradition of providing care and services to some of Akwesasne's most vulnerable citizens.

Under the current senior leadership team, strategies to improve operational and financial accountability have been identified and initiated. However, shifting the culture of the home and managing resistance to change at all levels is a lengthy and time intensive process. The senior leadership team has access to clinical and operational resources which assists them with the development of policies in response to the ever changing Ministry of Health's Long Term Care Act, their new regulations, implementation of best practice initiatives, and streamlining and/or improving work processes.

The home employs many staff with long term service that are reluctant to embrace the changes that are required for the home to meet current legislation and expectations for care and service delivery. Many staff has never worked anywhere else, resulting in a lack of knowledge of how other long term care homes are staffed and manage within limited funding envelopes.

Staff (2010-2011)

Program Manager – Helen McKenzie
 Director of Care – Janet Tatro
 Foodservice, Housekeeping and Laundry Supervisor – Barry Lazore
 Recreation and Leisure Supervisor – Teresa Doxtater-David
 Ward Clerk / Receptionist – Denise Mitchell
 Finance Clerk – Lorna Francis
 Restorative Care Aid – Melissa MacDonald
 Recreation and Leisure – Barry Lewis
 Recreation and Leisure – Eugene David
 Housekeeper – Velma Cook
 Housekeeper – Esther Square
 Housekeeper – Lionel Cook
 Housekeeper – Fawn Cole
 Laundry Worker – Ann Shaver
 Laundry Worker – Arlene Lauzon
 Laundry Worker – Phyllis Major
 Dietary Aide – Elizabeth Dechamps
 Dietary Aide – Dolsie Hall
 Dietary Aide – Norm Lavigne
 Dietary Aide – Rachel Lefebvre
 Dietary Aide – Tara Thompspon
 Dietary Aide – Pat Rivers
 Cook – Jim Papineau
 Cook – Marc Belanger
 Personal Support Worker – Aimee Atchison
 Personal Support Worker – Kim Brisson
 Personal Support Worker – Kelly Cook
 Personal Support Worker – Kristin Cook

Personal Support Worker – Rayna Cook
 Personal Support Worker – Michelle Davidson
 Personal Support Worker – Pamela Dunsmore
 Personal Support Worker – Dimitrios Fourkiotis
 Personal Support Worker – Melanie Jacobs
 Personal Support Worker – Debbie Kelly
 Personal Support Worker – Francine Larviere
 Personal Support Worker – Ellen Lazore
 Personal Support Worker – Shannan Lazore
 Personal Support Worker – Bonnie MacDonald
 Personal Support Worker – Colette MacDonald
 Personal Support Worker – Sheila MacGillvary
 Personal Support Worker – Leeanne Metcalf
 Personal Support Worker – Annette Portieous
 Personal Support Worker – Christie Portieous
 Personal Support Worker – Clara Thompson
 Personal Support Worker – Sara Waldrif
 Personal Support Worker – Lynn Seguin
 Personal Support Worker – Todd Villeneuve
 Registered Nurse – Evelyn Brunet
 Registered Nurse – Annalisa Johnson
 Registered Nurse – Sonja Sylvester
 Registered Nurse – Tina Benedict
 Registered Nurse – Chris Francis
 Registered Nurse – Ricky White
 Registered Practical Nurse – Aileen Anderson
 Registered Practical Nurse – Allyson Gagne
 Registered Practical Nurse – Susan MacDonell
 Registered Practical Nurse – Kelly Markus
 Registered Practical Nurse – Michelle Sawatis
 Registered Practical Nurse – Jane Vokey
 Registered Practical Nurse – Ricky McDonald

Staff (2011-2012)

Program Manager – Helen McKenzie
 Director of Care – Janet Tatro
 Foodservice, Housekeeping and Laundry Supervisor – Barry Lazore
 Recreation and Leisure Supervisor – Teresa Doxtater-David
 Ward Clerk / Receptionist – Denise Mitchell
 Finance Clerk – Lorna Francis
 Restorative Care Aid – Melissa MacDonald
 Recreation and Leisure – Barry Lewis
 Recreation and Leisure – Eugene David
 Housekeeper – Velma Cook
 Housekeeper – Esther Square
 Housekeeper – Debbie Jocko
 Housekeeper – Fawn Cole
 Housekeeper – Diane Lalonde
 Laundry Worker – Ann Shaver
 Laundry Worker – Arlene Lauzon

Department of Health

Tsiionkwanonhso:te

Laundry Worker – Phyllis Major
Laundry Worker – Whitney Roundpoint
Dietary Aide – Elizabeth Dechamps
Dietary Aide – Dolsie Hall
Dietary Aide – Norm Lavigne
Dietary Aide – Rachel Lefebvre
Dietary Aide – Tara Thompspon
Dietary Aide – Pat Rivers
Dietary Aide – Andrea Thompson
Dietary Aide – Cindy Boyce
Cook – Jim Papineau
Cook – Marc Belanger
Cook – Eric Montour
Personal Support Worker – Aimee Atchison
Personal Support Worker – Kim Brisson
Personal Support Worker – Kelly Cook
Personal Support Worker – Kristin Cook
Personal Support Worker – Rayna Cook
Personal Support Worker – Michelle Davidson
Personal Support Worker – Pamela Dunsmore
Personal Support Worker – Dimitrios Fourkiotis
Personal Support Worker – Melanie Jacobs
Personal Support Worker – Debbie Kelly
Personal Support Worker – Francine Larviere
Personal Support Worker – Ellen Lazore
Personal Support Worker – Shannan Lazore
Personal Support Worker – Bonnie MacDonald
Personal Support Worker – Colette MacDonald
Personal Support Worker – Sheila MacGillvary
Personal Support Worker – Leeanne Metcalf
Personal Support Worker – Annette Portieous
Personal Support Worker – Christie Portieous
Personal Support Worker – Clara Thompson
Personal Support Worker – Sara Waldrif
Personal Support Worker – Lynn Seguin
Personal Support Worker – Todd Villeneuve
Personal Support Worker – Darlene Delormier
Personal Support Worker – Melanie Jacobs
Personal Support Worker – Kelly Cook
Registered Nurse – Evelyn Brunet
Registered Nurse – Annalisa Johnson
Registered Nurse – Sonja Sylvester
Registered Nurse – Tina Benedict
Registered Nurse – Chris Francis
Registered Nurse – Ricky White
Registered Practical Nurse – Aileen Anderson
Registered Practical Nurse – Allyson Gagne
Registered Practical Nurse – Susan MacDonell
Registered Practical Nurse – Kelly Markus
Registered Practical Nurse – Michelle Sawatis
Registered Practical Nurse – Jane Vokey
Registered Practical Nurse – Ricky McDonald

Resident care levels are steadily increasing and they are requiring more dedicated RN and RPN time to deal with their complex medical issues.

The senior leadership team has implemented programs and services necessary to care for our residents which include:

Pain Management Program
Wound and Skin Care Program
Quality Management Program
Continence Training
Palliative Care
Falls Prevention and Management
MDS RAI (Minimum Data Set/Resident Assessment Instrument)
Staff education

There have been some positive steps forward implementing some programs and planning more changes for the future.

Healthy aging is an integral part of healthy living and has a significant impact on population health. As one ages, factors that affect health include: economic status, availability of health-care and community services, and infrastructure such as transportation and appropriate housing.

In 2005, there were 4.2 million seniors aged 65 and older in Canada, and Statistics Canada projects there will be 9.8 million seniors by 2036. This increase is expected to have significant impacts on the Canadian workforce and to influence the demand for health-care services. Chronic disease accounts for 89 per cent of deaths in Canada. For seniors, diseases such as cancer and dementia are particularly significant. Supporting healthy aging helps to reduce the need for nursing and other health-care services and promotes a healthy and active population.

Our Home is provincially licensed by the Ministry of Health and Long Term Care and is owned and operated by the Mohawk Council of Akwesasne. We provide the best possible health care to our Elder and vulnerable population.

We recognize each resident as a unique individual with his or her own individual needs. We promote and encourage that the highest standards of quality health care be provided to our residents.

2011-2012

Administration

Vincent Barry Lazore has completed the first year of his studies with the Ontario Hospital Association to gain his Nutritional Manager Certificate. He was successful in passing the first year. He has one more year to go. Congratulations Barry.

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The home took part in a survey that was conducted by Health Quality of Ontario. The survey was managed by the University of Toronto. This survey was given to staff members from all departments. The survey consisted of questions to quality and quantity of work, if staff had input into how they completed work, questions about supervisors, and overall health of residents and employees. Staff was given deadlines to submit surveys for prizes and early bird chances to win. Staff has reported winning gifts cards to Metro worth \$100 and Canadian Tire gift cards worth \$20 to \$50.

The Health Quality of Ontario asked homes to volunteer submissions of data for public reporting. This type of reporting will one day become mandatory for all Long Term Care Homes. Reports can be found at <http://www.hqontario.ca/en/reporting/longtermcare>.

Tsiionkwanonhso:te has also participated in the Accreditation process. We are pleased to announce that the home was accredited for three more years. Great work team.

The Home also completed its first year with our new process of invoicing resident's accounts. The system has worked out great with eliminating out of date practices. The system generates invoices with the touch of a button, not only for co-payments but also for resident trust accounts. Accounts are now reconciled on a monthly basis and information is updated immediately. This process has helped with everyday transactions.

In November 2011 an invitation was sent to the residents from the 3 Feathers Casino. The casino was hosting a craft fair and wanted to donate all proceeds from the rental of tables to the home and the resident's fund. Theresa, Barry and several residents from Tsiionkwanonhso:te were on hand to accept the donation. Residents in attendance were treated like royalty. It was a very generous donation and the home was very thankful to the artists and to Three Feathers Casino.

Every year, Occupancy, Staffing and the Annual Reconciliation reports are completed for the Ontario Ministry of Health as per our signed service agreements. Long term care has been given another report which is to be completed every second and fourth quarter. Both the finance department and the home have completed this work with a successful submission of financial and statistical data. These reporting standards are developed to be consistent with the Management Information Systems (MIS) standards, which are national standards developed by the Canadian Institute of Health Information (CIHI). Ontario further built upon them to develop the Ontario Healthcare Reporting Standards (OHRS), and the OHRS supersedes the national CIHI MIS when reporting in Ontario.

In Ontario, the OHRS provides an integrated approach to managing financial and statistical data related to operations. They were developed in recognition of the need to improve the effectiveness and efficiency of health service organizations in Canada through

better information and measures of productivity through benchmarking and performance indicators.

Another training that has happened here for administration this past year has been the Integrated Assessment Record (IAR). Community care providers in the long-term care home, mental health and community support services sectors perform a variety of assessments. Until recently, there has not been a secure means to view common assessment data electronically leading to delays in care planning. A need was identified to create a single view of a client's assessment history within the circle of care. This process is being introduced to health care throughout Ontario. This process, the Integrated Assessment Record (IAR), is a viewer that enables health service providers to access common assessment data from the community care sector in a secure and accurate manner. It allows information to be viewed electronically using a single source of community-based assessment data, improve information management and enable collaborative care planning.

Benefits of the IAR for clients, health service provider, and the health care system include supported collaborative care planning and service delivery regardless of where a person receives a service, helps coordinate community-based care planning to eliminate service gaps and overlaps, and enables strong information management and planning through a single source of community-based assessment data. This process will simplify the integration of assessment data into the electronic health record (EHR) to share with health care providers.

Recreation & Leisure Program

Social activities are an important part of adjustment for new residents. Long term care Homes must have a plan of recreational, leisure and social activities for their Residents.

When a loved one enters a home, all staff should become familiar with the new individual's interests and needs. A family member may be able to provide this information with a phone call or quick interview during the admission process; it is also a good idea to make a list of suggestions.

Socialization is an important skill that can make the difference in how well your family member adjusts to their new residence. With a few inquiries and occasional assistance, you can play a helpful role in your loved one's adjustment and well-being.

Understanding the People we serve:

Imagine you are planning a family gathering for 50 people. In order to ensure everyone is comfortable and will enjoy him or herself, you need to find a location that will accommodate their special needs. In your extended family, there are folks in wheelchairs or perhaps using a rollator to keep them safe in their mobility. Can

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everyone fit in one vehicle? Can you accommodate their special dietary needs? Do they eat foods of a regular texture, or should it be minced? Are their medications in order? Do they feel well enough to attend? Can you provide entertainment that suits everyone or should there be smaller venues scattered throughout? Do you have to buy any materials for the activities or will they be provided and included in the fee? Can you do it all by yourself?

These are the considerations used by the Recreation and Leisure Supervisor when planning a monthly calendar of activities. Who knew that having fun was so much work!

Staffing Issues:

To meet programming requirements, the R&L aide works every other weekend and two nights per week. This type of scheduling ensures the program objectives are met under the Long Term Care Home Act.

1st Recreation & Leisure aide: 2nd year of 3-year term position start date: August 2010.

2nd Recreation & Leisure Aide: Term Hire: Eugene David (2nd Recreation & Leisure aide) 6 month term position ending April 3, 2012.

Programs are evolving to provide services necessary to meet the Residents' needs and in turn improve their Quality of Life. With the addition of a Physical Therapy assistant to Tsiionkwanonhso:te healthcare team, the Recreation & Leisure aides are able to provide more 'fun' physical activities rather than an 'exercise' program.

The current challenge is to provide recreation and leisure activities designed specifically to meet the Residents with varying degrees of cognitive loss.

Program Support

People find change hard to accept and our Folks are no exception. People leave their jobs and the search is on for a replacement, hopefully with success. Or the 'need' arises for Resident care and the search results in no gerontology specialist.

The Search for a Hairstylist... success!

The Search for a Massage Therapist... success!

The Search for a Speech Therapist... disappointing, since most professionals work with children and youth.

The Search for a Social Worker... we have been unsuccessful this past year.

Watercolor Class: Karen Spinney-Helmer is an accomplished watercolor artist and interior designer. Since her first watercolor class at Tsiionkwanonhso:te, she has broadened her scope of teaching to include youth groups, adolescent group homes, and older Folks,

especially those living in Long Term Care.

Art Class: Robin Logan, Akwesasneron, led some art classes to encourage Resident's creativity. The Residents used different materials for creating art pieces and most were intent on producing 'good' works.

Drum circles: Fortunately, we are able to entice Jody Marsolis (The Rhythm Room) and Dave Dragone to lead Drum circles with the Folks. Both individuals have a passion for what they do and lead very enthusiastic sessions. Again, other Homes and youth groups have recognized the benefits of these sessions and we no longer have the 'pick' when scheduling!

Folklore Music workshop: Tsiionkwanonhso:te hosted a morning workshop and invited those who work with children and Elders. Individuals came from Alexandria, Cornwall, Long Sault and Akwesasne. Everyone left with the materials to use immediately in their own music activities. Participants completed evaluations and were complimentary and appreciative of the opportunity to learn new approaches to engage their Folks.

Volunteers

Welcome Father Jerome Pastores, the new Pastor of the St Regis church. He is willing to cross the bridge, report to customs and bring the Holy Sacrament/Holy Mass to the Folks at Tsiionkwanonhso:te. For the first time in years, with the assistance of Sister Mary Christine, individuals were given the opportunity to confess with Father Jerome.

Sister Christine faithfully provides Holy Communion weekly. If an individual is not able to be present, she will do a room visit.

Thank you to Father Claude Halle for his many years of dedication to the Residents at Tsiionkwanonhso:te. He was also making home visits on Kawehnoke at the request of community members. We still see him occasionally when the need arises.

Mohawk Assembly of God 'Gospel Singers' and the monthly prayer meeting were put on hold while Pastor Brant took care of family matters. We were very glad to welcome both Pastor and Mrs. Brant to the Christmas concert in December. Sadly, Mrs. Brant died in the New Year. While we miss the monthly prayer meeting, the folks understand Pastor Brant's request for a few months of leave.

Pastor Hubert Hill provides counseling and listening services for Protestant Residents.

To meet the spiritual needs of other denominations, families will bring their religious leader to visit with a loved one. We also encourage their church bulletin be mailed or delivered to the indi-

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vidual so they still feel included in their church community.

With sadness, we note the passing of a loyal volunteer last summer. JonJon was the friendly four-legged visitor to Residents and staff at Tsiionkwanonhso:te since the doors first opened. Jocelyn and 'Jonnie' gained many friends through the years.

We also would like to recognize Roy's Florist from Cornwall. Roy's Florists donates birthday corsages to all Residents all year round. This makes a special day even better.

Who wants to play BINGO? A Resident's family has sponsored a bi-weekly quarter BINGO for Residents on Saturday afternoons for the last 9 years. Bingo is the most popular activity with Residents at Tsiionkwanonhso:te. Other family members state their loved one is now playing Bingo regularly, enjoying the game and looks forward to them. Previously, they never left the house or played a game before. Due to work demands and the bridge situation, the family could not continue to volunteer their time. The R&L aides have continued to schedule the Bingo games to the Residents great relief!

Special Events

Asked by the family to host a 100th birthday party for Resident, family and friends at Tsiionkwanonhso:te! Lots of decorations (100 year theme is hard to find!), the Traditional Meal was catered and guests came from far and wide!

Monthly Themes provide an opportunity for all staff to interact with Residents and learn more about the people they serve. Scavenger Hunts keep everyone guessing for days! Finding bingo balls inside Easter eggs and playing on special Bingo cards brings out the competitive spirit in everyone!

Entertainment

To save Three Nations Bridge toll fees and encourage the volunteers from outside of the Akwesasne community, transportation is arranged for them using the para-bus. Bands and musicians request an average fee of \$50 each to play for an hour.

Tsiionkwanonhso:te has hosted the following to entertain the Folks:

Bryan Preshing,
Judy & the Drifters,
The Roadhouse Dancers,
Faye McMillan,
Knox St Paul's Bell choir,
Les Girls,
Akwesasne Women Singers,
Akwesasne Mohawk Choir,

Theresa 'Bear' Fox,
RCMP annual Carolers
Crosswinds

Entertainers come from Long Sault, Cornwall, Alexandria and Lancaster.

Community Involvement

St. Josephs Continuing Care Center (SJCCC) in Cornwall hosted an 'Easter BINGO' and invited all the Homes in SD&G with a limit of seven Residents and staff escorts. Bring a Bag Lunch and play some Bingo games. Our Residents startled a few of the guests when they responded as usual and repeated N40 loudly!

The Residents, along with the rest of the world, watched the Royal Wedding. Also, learned some history on Royal Weddings and held Afternoon Tea.

Resident Excursions also include: SandRoad Sugar Camp, Hogansburg Memorial Day Parade, Hee Haw party hosted by Alexandria Nursing Home, July 1st Fireworks, President's Cup lacrosse tournament, Akwesasne PowWow, 'Irish Bingo' at SJCCC and winning a Trivia Contest hosted by GlenStorDun Lodge.

Alzheimer Society's Annual 'Coffee Break' raises funds annually in September. Staff and Residents at Tsiionkwanonhso:te organized a Raffle and offered coffee for a donation. A total of \$129 was raised and donated on behalf of Residents.

An education session to help families prepare for the Holidays was given by the Alzheimer Society Education coordinator and attended by community members, family members and staff.

Tsiionkwanonhso:te showed support for the work of the Alzheimer Society with the purchase of a newspaper ad during Alzheimer Awareness Month in January 2012.

Once a month when the weather cooperates, Residents go on a bus excursion to have lunch and play Bingo at The St. Regis Mohawk Office for the Aging. Community members make them feel very welcome!

The Annual Cornfest & Jamboree celebrates Tsiionkwanonhso:te's anniversary opening date in August. Family members, volunteers and Residents enjoy barbecue and entertainment for the afternoon.

Residents and staff shredded newspapers in support of the OSPCA during August's 'Dog Days of Summer'. A donation of \$31.50 from a raffle was made on behalf of Residents. The 'Sit'n Rip' activity of shredding newspapers is still a popular activity with Residents.

A Remembrance Day/Veteran's Day program in November honors the contributions of Resident veterans. The program includes

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prayer, music, tributes and a moment of silence. The volunteer Readers of passages are staff members. A handshaking ceremony

to recognize Resident veterans is the finale to the program. Emotions run 'high' at this time.

Tri-district Elders request the use of the para-bus for their outings: apple picking in Oka and exchange visits to Kawehnoke, PQ. An understanding of agreement is the President finds someone to re-install the row of seats behind the driver for their outings. The bus seats 16 individuals. However, most Residents at Tsiionkwanonhso:te use a wheelchair and having one row of seats removed is our preference.

Fundraising

The Annual Pie Sale before the Canadian thanksgiving grows larger every year! Worried that all pies would not be sold before the day ended, everything was packed up and moved to the Crossroads at 3pm. Within an hour, every last pie was sold! Next year we are 'camping' out at the Crossroads and putting Pumpkin rolls on the list!

Tsiionkwanonhso:te's largest fundraising undertaking is selling the Poinsettia plants for the Poinsettia Memory Tree and Christmas Concert. Father Jerome Pastores was pleased to 'bless' all the plants on the Poinsettia tree and start the afternoon with a prayer. This year's goal was to have a family friendly interactive afternoon with Christmas songs. Participants included the Akwesasne Mohawk Choir, Andy White and his band mates as well as a karaoke performance by family members. At one point, the audience did 'the wave' to show support and appreciation for everyone's efforts!

Summary

Providing recreation and leisure activities for a Resident population of varied lifestyle; experiences; age groups; ability and interests is challenging and rewarding.

Previously, the staff of the Recreation & Leisure (R & L) program was relied on to provide Residents with physical activities in the absence of a physiotherapy program. Now Resident's needs are met with specialized services and programs that are offered regularly.

The R&L staff can concentrate on offering sensory activities to stimulate the resident's psycho-social well-being. With the increase of individuals admitted to Long-Term care with cognitive loss, R&L staff has identified the need for more one to one and small group offerings. The days of inviting musicians to entertain for an hour in the Activity room is not productive to Resident's needs. By interacting with their instruments and having an opportunity to sing-a-long in a safe and supportive environment, the 'whole' individual benefits.



Residents Corn Husking

University studies have proven the benefits of Montessori Dementia Programming. These modified activities are created based on the Resident's interests, life history and experiences. The R&L staff has the knowledge to implement activities specific to each individual. Sorting, folding linens, paper shredding, chores such as disinfecting Salt & Pepper shakers after meals; are ideas that are incorporated into daily programs.

Assessments determine which Residents benefit from one to one activity and if a visit is to be scheduled up to three times per week. This is to ensure the most vulnerable individuals of the Resident population are included in activity planning and monthly calendar activities. Tsiionkwanonhso:te continues to provide quality care to our residents ensuring their autonomy and well-being. The occupancy rate continues to fluctuate between forty-five to fifty residents throughout the year. With the assistance of Iakhihsohtha, Home Care, the St. Regis Mohawk Health Services and the Community Care Access Center (CCAC), we are able to fulfill the occupancy needs of the home.

Nursing Department

Training sessions have been ongoing throughout the year. To date, we have offered forty-five in-services sessions. Training in the area of Lifts and Transfers, Restorative, CPR re-certification to in-services provided by First Nations Inuit Health on various topics such as Diabetic Foot ulcer care to wound assessments have been completed by the registered nurses and the Gentle Persuasion Approach training was also offered. This program is geared to help staff deal with difficult behaviors and dealing with resident with Dementia and Alzheimer's disease.

Initially at the start of the fiscal year, we experienced severe shortage of registered staff. Through recruitment, Tsiionkwanonhso:te now has three added registered staff members joining the team. To date, all of the registered staff are members of the College of Nurses of Ontario and have joined the Registered Nurses Association of Ontario.

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In the area of Personal Support Workers, the shortage continues to plague our facility. We are in a constant cycle of hiring PSW's and we cannot seem to find the right personnel to fulfill the needs.

Dr. Thomas Forson plays a vital role in the health and well-being of our residents. Dr. Forson is well-known for his care and compassion to residents. Weekly interdisciplinary meetings are ongoing; all departments are involved and continue to strive to provide the best possible care to all residents. Care Conferences are held for each resident throughout the year six weeks after admission, yearly and when there are any changes to health condition. A care conference is a meeting between the home and families to discuss any health status and to make sure that all issues are addressed with family. The care conference is a thorough review of a resident's needs and family are updated. Families also get to voice any concerns that they may have in regards to their loved one.

Our Falls Prevention Program has been in effect for five years and the program is still running strong and has been effective throughout this fiscal year as well. The home has volunteered information to the Ontario Health Quality for public reporting. This information can be found online at www.hqontario.ca

Point of Care (POC) and Point Click Care (PCC), both computerized systems enable staff to electronically document restorative, physiotherapy, recreation, and all activities of daily living for all residents. These systems play a significant role in providing crucial data for the Minimum Data Set (MDS) submission reports required by the Ministry of Health and Long Term Care.

The MDS Coordinator plays a vital role in ensuring critical data is captured by all disciplines. A restorative care approach has been implemented to ensure resident independence and this data is captured by nursing, restorative, physiotherapy staff.

During the month of February, Tsiionkwanonhso:te experienced an enteric outbreak which was reported to the Eastern Ontario Health Unit and the Ministry of Health and Long Term Care. The Norovirus had an impact on approximately 20 residents and staff and this outbreak lasted for nineteen days. Our facility doctor and staff played a vital role in eliminating this virus.

We continue to provide the best care possible for our elders. Our front-line workers continue to be the foundation that holds this home together. Tsiionkwanonhso:te has grown and has been labeled "The best kept secret in the area." We have the dedicated staff to be thankful for this wonderful comment.

Dietary, Housekeeping and Laundry

There were some new hires with the dietary and laundry departments. These new hires have become a part of our health care team.

There have been a couple of staff members out on maternity leave and some staff out with extenuating health issues.

Several special dining occasions happen throughout the year including: Easter, Mother's Day, Father's Day, First day of summer, July 1 and 4th, Corn-fest, Grandparents Day, Thanksgiving, Remembrance Day, Christmas, New Years, and Family day. We plan special meals around these days.

The dietary department also started providing services for the Meals on Wheels program. We provide the meals that are served to the community members who live on the Island. The program has been very successful. This program is run in collaboration with the Home Care/Home Support program. In this past year 17,230 meals were served. We have also started a congregate meal service where meal on wheels participants can come to the home to have their meal and socialize with the residents. The facility bus picks members up at their home and takes the member back home when ready.

The addition of a large walk in freezer was also built to accommodate the added food being purchased for meals on wheels. The small freezer inside the building was running out of room with storing frozen foods. With the addition of purchasing extra food for the meals on wheels, the freezer space needed to be increased. There have been some operating difficulties and the Department of Technical services has following every aspect to repair.

Some of the training that was offered includes: WHIMS, Body Mechanics for proper lifting, ATIPP, Abuse and Neglect and defensive driving. Case management meetings also started between the Department of Health and Community and Social Services and Tsiionkwanonhso:te is represented at every meeting.

In keeping with quality service, a monthly room inspection program has been introduced. The program is designed to inspect room cleanliness from floor to ceiling making sure rooms are cleaned and sanitized.



Happy Residents with Recreation Staff

Department of Health

Wholistic Health

Intervention and Prevention Program

The Intervention and Prevention Program provides a range of supportive services and activities. These Prevention activities include: individual and group education sessions with emphasis on addictions such as gambling, drugs and alcohol; Wellness Day; the "Too Good for Drugs" curriculum delivered in local schools to 98 students; 20+ activities for kids with a total participant count of 2,802; Rites of Passage involving 494 participants attending monthly activities which is an increase of 47 participants from last fiscal year, including educational sessions for 9 children under School Suspension. A total of 105 activities and support services were provided this past fiscal year including Rachael's Challenge with over 300 students attending in local area schools.

Mental Health Counseling

The Mental Health Counseling Team provides services through 2 contracted Clinical Therapists, 1 part time Staff Therapist, and 1 contracted Clinical Supervisor. Through the fiscal year 2010- 2011, the Clinical Team provided 2,286 mental health counseling sessions to individuals, an increase of 311 from the previous fiscal year; 135 sessions to families; and conducted 21 group sessions. The Clinical team assists community with issues such as anxiety, relationship/parenting problems, depression/withdrawal, and grief, and holds groups such as the Grandparents Group and Grief Recovery Group. The clinical team networks and collaborates with other programs within Mohawk Council of Akwesasne including Community Health, Akwesasne Child and Family Services, and Ionkwanonhsasetsi Group Home. Mental Health also held workshops for all employees in the Departments of Health and Community and Social Services on Compassion Fatigue, and how it leads to lateral violence.

Addictions

The Addictions Service is designed to meet the needs of willing clients for drug and alcohol assessments to determine the necessary steps to help the person with a treatment plan. Two programs are available: a 4 Week Motivational program, and a 10 week Out-patient program. The 4 week program motivates individuals to go beyond denial and gain knowledge of alcohol and chemical abuse and its effects. The 10 week Out-patient program considers the progression of addictions' effects on the body, and how family and legal issues plays a role in an individual's future. Individuals requiring In-patient treatment services are referred to various publicly funded facilities such as rehabilitation centers, and family healing lodges. An Aftercare program is available for individuals to further supplement their education of alcohol/chemical dependency when they have successfully completed in-patient treatment. During FY 2010-11, the Addictions program provided 502 sessions for individual counseling.

Traditional Medicine – Ononhkwa'on:we

The Traditional Medicine Program provides assistance to individuals and families in reaching their highest level of wholistic health. The Traditional Medicine Team consists of Special Projects worker, Traditional Nurse, and contracted staff consisting of a Medicine Man, Ceremonial Teacher, Cultural Counselor, and 5 healers/seers over 20 weeks. Services provided include: Individual healing sessions with a healer/seer for 683 clients, Assessments/medical consultations for 332 clients, 7 Medicine Walks with 87 participants, 76 Private Ceremonies with 584 participants, 21 Ceremonial Teachings sessions with 143 clients. Various Workshops, Monthly tobacco burnings and Elder meetings are available to the community. For the 2010/2011 fiscal year, the Traditional Medicine Program provided service to 3,157 individuals.



*Traditional Medicine Program Manager Della Adams
and Eddie Gray*

Akwesasne and Kawehnoke Medical Clinics

The medical clinics provided service to 9,638 patients throughout the fiscal year. There were 2,000 referrals made to specialists (an increase of 249 from the previous year) and the total number of laboratory reports was 5,750 (an increase of 1,348 reports). Hospital reports were 5,686 (an increase of 300 reports). Dr. T. Forson held clinics 4 times per week. Dr. B. Young has been providing walk-in clinics at the Kawehnoke Medical Clinic, twice weekly. Dr. V. Udoeyop held a walk-in clinic once weekly and also women's clinics twice a month also at the Kawehnoke Medical Clinic. Dr. M. Levac held diabetic clinics at both clinic sites. Dr. R. Trembley continues to work once weekly from each site.

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Wholistic Health

Intervention and Prevention Program

The Intervention and Prevention Program provides a range of supportive services and activities. These Prevention activities include: individual and group education sessions with emphasis on addictions such as gambling, drugs and alcohol, Wellness Day, the "Too Good for Drugs" curriculum delivered in local schools to 98 students, 85 activities for kids with a total participant count of 6,973, Rites of Passage involving 1872 attending the monthly. A total of 134 activities and support services were provided this past fiscal year.

Mental Health Counseling

The Mental Health counseling team provides services through two contracted Clinical Therapists, 2 part-time Staff Therapists, and 1 contracted Clinical Supervisor. Through the fiscal year 2011-2012, the Clinical Team has provided mental health counseling sessions to 100 different individuals. The Clinical team assists community with issues such as: anxiety, relationship/parenting problems, depression/withdrawal, and grief, and holds groups such as the Grandparents Group, grief recovery group. The clinical team networks and collaborates with other programs within Mohawk Council of Akwesasne, such as: Community Health, Akwesasne Child and Family Services, Ionkwanonhsassetsi Group Home. Mental Health also held workshops for all employees in the Departments of Health and Community and Social Services on Compassion Fatigue, and how it leads to lateral violence.

Addictions

The Addictions service is designed to meet the needs of the willing clients with drug and alcohol assessments to determine the necessary steps to help the person with a treatment plan. Two programs are available; a 4 Week Motivational program, and a 10 week Out-patient program. The 4 week program motivates and goes beyond denial to gain knowledge of alcohol and chemical abuse and its effects. The 10 week Out-patient program is if the progression of addictions effects on the body, family and legal issues plays a role on their future. Individuals requiring In-patient treatment services are referred to various publicly funded facilities such as rehabilitation centers, and family healing lodges. Aftercare program is available to further supplement education of alcohol/chemical dependency for individuals who have successfully completed in-patient treatment. For the 2011-2012 fiscal year Addictions program provided to 87 different individuals.

Traditional Medicine – Ononhkwa'on:we

The Traditional Medicine Program provides assistance to individuals and families in reaching their highest level of holistic health. The Traditional Medicine Team consists of a Special Projects worker, Traditional Worker, and contracted staff consisting of a Medi-

cine Man, Ceremonial Teacher, Cultural Counselor, and 5 healers/seers over 20 weeks. Services provided include: Individual healing sessions with a healer/seer for 449 sessions for 395 clients, Assessments/medical consultations for 486 visits for 386 clients, 7 Medicine Walks with 71 participants, Cultural Counseling, 569 sessions for 106 clients, Ceremonial Teachings 188 sessions with 89 clients. Traditional Medicine Consultations for 113 visits for 86 clients. Various Workshops, Monthly tobacco burnings and Elder meetings are available to the community. For the fiscal year 2011-2012 the Traditional Medicine Program has provided 1,876 client visits.

Akwesasne and Kawehnoke Medical Clinics

The medical clinics provided service to 8,863 patients throughout the fiscal year which is a decrease of 775 visits. There were 1,751 referrals made to specialists, which is a decrease of 249, and the total number of laboratory reports was 4,533, a decrease of 1,217 reports. Hospital reports were 5,387, a decrease of 299 reports. (approximately the same numbers as 2 years prior). Dr. T. Forson held clinics 4 times per week, and has conducted 66 home visits, 8 men's clinics this year. Dr. B. Young has been providing walk in clinics at the Kawehnoke Medical Clinic, twice weekly and has conducted 13 home visits this year. Dr. V. Udoeyop held a walk in clinic once weekly and also women's clinics twice a month also at the Kawehnoke Medical Clinic. Dr. M. Levac is holding diabetic clinics at both clinic sites. Dr. R. Trembley discontinued working from both sites on December 7, 2011 and began to work only at Kawehnoke Medical Clinic weekly. Dr. Kent Saylor held his first clinic on January 20th, 2012.



Mental Health Counselor, Kanientahawi Sharrow

Department of Health

Home Care/Support

Mission

The Home Care/Support program strives to provide excellent service and support to meet our Community's ever changing health needs.

Strategic Goals

To support the ability of our community members to remain in their home environment;

To enhance service delivery standards, and

To provide culturally sensitive services to our clients.

We provide professional Nursing services to clients released from hospitals, clients aging at home, in palliative care and other health compromised situations. Our Nursing staff provides physician-directed medical referrals for: wound management, cancer care, infection control, palliative care, pain management and general health status. Nurses ensure each client's plan of care is based on case management review. We provide the Nurses with ongoing training to keep abreast of new strategies and procedures.

We provide Personal Support Worker service to our community clients. These client services include minimum light housekeeping, meal preparation, personal care, transportation, education, and monitoring the client's general health status. Our services are intended to promote independence with client and family for activities of daily living. We provide ongoing educational sessions so our staff remains current.

We provide our clients, when needed, with a Medical Social Worker for the following services: advocacy for financial, legal concerns, environmental and housing deficiencies, assistance with long term care placement, case conferencing and referrals with other programs. Our medical social worker attends training sessions to keep current.

Our program Nursing Supervisor provides case management for all program clients. The Nursing Supervisor collaborates with all Home Care/Support staff, MCA programs, and external resources to meet all clients' health needs.

Our program services also include: local medical transportation, home maintenance referrals, meals on wheels assessments, foot care clinic, occupational therapy, physical therapy, massage therapy and Physician home visits.

2010-2011

Our Home Care/Support staff attended the following training as outlined below:

Home Care/Support:	Medication Reconciliation/Risk Management
	Grieving
	Palliative Care-Introductory Course
	Lifts and transfers
	Hypertension management
	Incident reporting
	Abuse
	Medical Terminology
	Bio Med Ethics
	Chronic Disease Management
	Best Practice Guidelines-Wound Management
	CPR & 1 st Aid renewal
	Mohawk Language Class
	Palliative workshop-CCAC
	Nursing Safety Awareness Training
	Point Click Care Software
Home Care/Support administrative staff	Required Operational Practices
	LHIN CSS reporting & mapping
	Computer Training-networks & windows
	Effective Supervision
	Payroll ADP Training

These are the statistics for the services we provided for FY 10-11 as outlined below:

Service Type	Units of Service (1 unit = 1 hour)
Acute	4,455.3
End of Life	1,127.8
Rehabilitation	989.0
Long Term Supportive	7,680.8
Maintenance	17,698.3
Other Reasons	492.5
Total Units of Service Provided	32,443.5



Department of Health

Home Care/Support

During this fiscal year, we provided services to approximately 286 clients. The request for rehabilitation services has increased, putting a strain on our long term care facilities to provide beds for short stay rehabilitation.

We are experiencing more complex health care needs from our clients. This will continue to increase our need for Nursing and Personal Support Workers, without an expected financial increase. This year, our staff changed considerably which had an effect on the delivery of the program. During the course of the year, our former Program Manager, Lois Terrance, retired six months into the fiscal year and Health refilled the position in December 2010. We did not replace one Personal Support Worker who retired in December 2010 or another who required short term medical leave beginning January 2011. We maintained this personal support worker staffing level until the end of the fiscal year.

We continue the struggle to find licensed therapists, for the Ontario/Quebec border mandates. It is important we find properly licensed therapists to deliver services in all of Akwesasne regardless of Ontario or Quebec.

We started the translation of our program brochures into our Mohawk language. Four of our staff attended the Mohawk language sessions. This is an ongoing process to make sure that our staff have a better understanding of the language and may better communicate with our clients.

Our current goal is to collaborate with all external hospitals to improve the continuity of client service. We strive to ensure the continuity and transition of services for our community health needs; we strive to operate more efficiently and improve communication both externally and internally with our other health programs. There is an enormous need for an electronic health record that will meet the entire health department's needs, including that of our own. Currently we are maintaining several software programs and databases that meet our external funding requirements. None of these software programs or databases meets our internal program or department needs. Our program envisions our efficiency and importance for client self management of their chronic disease. This can be accomplished through staff education and then passing on teachings to the clients.

2011-2012

Our Home Care/Support staff attended the following training as outlined below:

Home Care/Support:

Medication Reconciliation/Risk Management
Grieving

Palliative Care-Introductory Course/Advanced
Lifts and transfers
Diabetes
Incident reporting/Infection Control
Abuse
Chronic Disease Management
Best Practice Guidelines-Wound Management
P&P (Accreditation-HCC)
Training on Nightengale
CPR & 1st Aid renewal
Mohawk Language Class
Palliative workshop
Nursing Safety Awareness Training 2 Nurses attended
Training on CSS-RAI-CAP (2012-13)

Home Care/Support administrative staff - Required Operational Practices
LHIN CSS reporting & mapping
Computer Training-networks & windows
Effective Supervision
Payroll ADP Training

The statistics for the services we provided for FY 2011-12 are outlined below:

<u>Service Type</u>	<u>Units of Service</u>
Acute	4781.3
End of Life	931.5
Rehabilitation	644.5
Long Term Supportive	6,309.8
Maintenance	15,650.5
Other Reasons	895.5
Total Units of Service Provided	29,213.0

During this fiscal year we provided services to approximately 151.5 clients. The request for rehabilitation services has increased. This has strained our long term care facilities in providing beds for rehabilitation services. There appears to be an increased need for short stay rehabilitation beds. We are experiencing more complex health care needs from our clients. This will continue to increase staffing needs to meet the ever changing health care system, both Nursing and Personal Support Workers, without any expected financial increase.

This year our staff changed considerably which had an effect on the delivery of the program. We had two personal support workers retire in 2011 (both were replaced). We maintained this personal support worker staffing level until the end of the fiscal year.

We currently have contracted two massage therapists. One oper-

Department of Health Home Care/Support

ates in the districts of Kanatakon and Tsi Snaihne, the other in the district of Kawehnoke.

During this fiscal year we started translating our program brochures into our Mohawk language. Four of our staff have attended the Mohawk language sessions. This is an ongoing process to make sure that our staffs have a better understanding of the language and are better able to communicate with our clients.

Our current goal is to collaborate with all external hospitals to improve the continuity of service for all our community clients. In order to ensure continuity and transition of services related to out community's health needs, we are striving to operate more efficiently. We have improved communication both internally and externally. There is an enormous need for an electronic health record that will meet the entire health departments and our program needs. Currently we are maintaining several software programs and databases that meet our external funding requirements. We were recently given the go ahead through the MOHLTC to initiate Electronic Medical Records (EMR) through Nightengale.

Our program envisions efficiency of services to meet the ongoing health care needs of our clients. We also strive to educate our clients on self-management of their chronic disease. Through training our staff on communicating education to our clients we believe this can be accomplished.



Home Care Nurses

Akwesasne Non-Insured Health

The Akwesasne Non-Insured Health Benefits (ANIHB) program consists of Pharmacy, Medical Supplies & Equipment, Transportation, Dental, Vision, and Health Co-Payments. We are conveniently located at the Kanonhkwa'tsheri:io Health Facility.

Staff

Cynthia Francis-Mitchell, Program Manager; Melanie Gibson, Supervisor; Benefit Analysts Catherine Roundpoint, Eileen Rourke, Delia Thompson, Patricia Ransom, Lucy Lazore, Leah Delormier; a Mail Clerk, Lisa Cook; and Term Benefit Analysts Andrea Lazore, Latoya Rourke.

Administration

The program follows criteria set forth by policies passed by Mohawk Council of Akwesasne resolution. They include: client must be a Registered Member with Mohawks of Akwesasne, Resident of Canada and hold Health Card Coverage for the Province in which client resides. The Program has policies and framework guidelines that are provided to us by First Nations and Inuit Health. These include The Drug Formulary, Dental Fee Schedules, Medical Transportation, Vision and Medical Supplies & Equipment. The Co-Payment agreement provides coverage for clients that have Quebec health who see Providers in the province of Ontario. As there is no funding provided for Administration of this Program, funding is allotted from the Dental Program each fiscal year.

An appeal process is available for benefits that may have been denied by the Program Manager that were based on eligibility or non benefits. This process ensures that all levels of appeals may be accessed should the client wish to go this route; this process involves the Director and Health Board. For more detailed information, please stop by the ANIHB office.

2010-2011

Vision

The Akwesasne Vision program serves all Akwesasronon living within the territory and off reserve in the province of Ontario. Staff members receive incoming phone call requests for a prior approval and eligibility verification. Once eligibility has been verified, a prior approval is given. The provider is given a copy of the prior approval which lists the benefits requested. The patient is required to sign the prior approval form, which also serves as receipt of item. Eye exams that are no longer covered as benefits from OHIP are now covered under the ANIHB program; the criteria are as follows: under age of 18 one major eye exam every year, and over the age of 18 to 64 one major eye exam every two years. The ANIHB program takes into consideration special circumstances like Diabetics suffering from ocular disease.

Note: Loss of eyeglasses does not constitute an automatic approval; an appeal in writing is required for benefit exception. All other means of funding should be accessed prior to the ANIHB program.

Department of Health

Akwesasne Non-Insured Health

Vision Funding:	\$443,597.00
Total number of claims to date:	6,669
Vision Exceptions Approved:	3,088
Denials:	16
Appeals: 27	Approved: 27

Dental Benefits Funding:	\$3,626,382.00
Total claims to date:	42,833
Dental Exceptions approved:	784
Denials:	322
Appeals: 35	Approved: 30

Pharmacy

The Pharmacy program provides benefits to access prescriptions provided by your physician or dentist across Canada. All payments, verification and prior approvals for benefit exceptions are done in our office. Supervisor/ANIHB pulls information from the internet with regards to changes in drug status such as deletions, additions, or exclusions. Our program is provided with a drug listing that is given to our IT Department and our data base is updated to ensure that we have captured all the necessary requirements.

Drug Benefits Funding:	\$2,422,722.00
Total number of claims to date:	63,223
Drug Exceptions Approved:	900
Denials:	245
Appeals: 36	Approved: 31

Medical Supplies and Equipment

Medical Supplies & Equipment (MS&E) program provides Akwesasnon living on and off reserve and in Canada, with needed supplies such as wheelchairs, canes, hearing aids etc. All payments, verification and approvals for benefits exceptions are processed in the ANIHB office. Providers contact the ANIHB office for approval and client eligibility of Medical Supplies and Equipment. Clients sign for receipt of items.

MS&E Benefits Funding:	\$242,321.00
Total number of claims to date:	1,875
MS&E Exceptions Approved:	387
Denials:	15
Appeals: 4	Approved: 3

Dental

This service is provided for all registered members of Akwesasne who access Dental services across Canada. Dentists utilize the ANIHB to determine eligibility and frequency for dental care. Prior approvals are sent to the program Dental Consultant, Dr. William Bedford, on a daily basis. We have the services of Orthodontist Dr. Sharleen Tan. We are able to send digital x-rays when available to speed up the process of approvals. Upon receipt of the returned information, the dentist is then informed of the decision granted for the prior approval requested. All requests for Orthodontic treatment must be provided by a certified Orthodontist. The client must meet all eligibility criteria (residency in Canada, valid health card and be registered as a member of the Mohawks of Akwesasne).

Health Co-Payments

The Health Co-Payments program covers the difference in fees to Ontario physicians for eligible insured health services received by Akwesasne residents. The responsibility within the program is for paying the differential in the fees charged by physicians from Ontario Health Insurance Plan (OHIP) Fee Schedule, Ontario Medical Association Fees, and the rate Quebec Health Insurance pays for invoices submitted by physicians. Payment is provided to physicians by their invoice, and the responsibility then lies with the ANIHB program to seek reimbursement from Quebec. Should you have problems with any physician, please notify the ANIHB office, so we can work on setting up the protocol arrangement with the physician.

Notice to the Community: The ANIHB program cannot renew health cards for you. It is each community member's responsibility to ensure that their families' health cards remain valid at all times. Please contact the Community Health Nurses should you require assistance with renewing your Quebec Health Card. If you are a recipient of Ontario Health card coverage please proceed to the nearest KIOSK center and they will assist you with your renewal. The recipient of a valid health card is responsible to carry this card with you at all times and present it to your physician, hospital, or lab testing, each time you receive a service. You are also required to notify the provider that you are a registered member of Akwesasne. Should you receive a notice in the mail either from a hospital or the ANIHB office, please pick up the phone and call us with your valid health card immediately, we will relay the information to the providers. Valuable program dollars are being lost due to payment for services that are otherwise insured, you can assist us with this, by presenting and keeping your health card valid at all times.

Co-Payment Funding:	\$335,402.00
Total number of claims to date:	8926
Claims submitted to Quebec for reimbursement:	626

Medical Transportation

The Medical Transportation program provides eligible clients with medical transportation benefits to access medically required health services to the nearest appropriate facility. This program also provides for accommodations and meals when requested and within the framework. An application must be completed and approved prior to patient receiving benefits. The patient is responsible to obtain the medical justification that is required to qualify for assistance. Once approved, client is given a list of eligible drivers.



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Drivers must be registered with the ANIHB program, provide a valid license, driver's record (CPIC), insurance, and registration coverage for your vehicle.

The ANIHB program coordinates transportation with the Akwesasne Mohawk Ambulance. We had 564 runs reported for the year. The handicap accessible van has been in service since June 2008 and has provided medical transportation to a total of 1,216 passengers for the year. The ANIHB program provides a majority of the local travel for Dialysis patients and Nursing Home residents that are receiving treatment in Cornwall.

Notice to the Community: It is not the intent of the Akwesasne Non-Insured program to take responsibility for transporting your own family members to medically necessary appointments. All attempts should be made within families prior to contacting ANIHB for assistance.

Medical Transport Funding:	\$392,706.00
Total claims paid to date:	2,534
Medical Transport Applications	Approved: 85
Appeals: 1	Approved: 0

Issues for Improvement

Akwesasne members who possess Quebec & Ontario health cards must ensure that the application process is completed for renewals. The ANIHB office cannot assist you with this process. Not having a valid health card may interfere with services you may require such as minor surgery, eye exams or specialty care you are requesting.

If your application for health coverage is not returned by the due date you will be asked to submit a residency letter for clarification.

Parents are required to register their newborn children with Mohawk Council of Akwesasne Membership. After the age of 1(one), they will no longer be eligible for services under the ANIHB program if they are not registered.

The ANIHB office is not responsible for any medical bills received outside of Canada. However, we will assist you with sending bills to the appropriate agency whether it be Quebec or Ontario. Out of Country travel insurance needs to be purchased for all members traveling outside of Canada for leisure or business; associated costs are not being covered by Health Cards.

The Quebec Health Card reimbursement program has had its share of problem areas, with turn-over at the billing offices in Quebec.

If you or a family member receives a check for payment from RAMQ for recent services received from a physician, this check must be returned to the ANIHB office.

Patients that receive invoices from community hospitals for expired health cards need to immediately call the Cornwall Community Care Hospital and give them their updated health card numbers.

Accessing alternative insurance continues to be an ongoing issue, especially for those employed by MCA; there needs to be better coordination, internally, with our representatives.

It is policy that any services you receive from area providers - whether it be Dental, Medical Supplies & Equipment, Transportation - you are required to sign for receipt of these items or services.

Based on financial audit, our program is required to update our database system.

Program Achievements

The ANIHB program moved from its location on the 2nd Level of the Health Facility to a much more spacious office now located on the 3rd Level of the Health Facility.

The Akwesasne Dental Clinic is now owned and operated by Dr. Rachel Navaneelan; the first year of service has been complete.

The Medical Transportation Coordinator Position has been successfully filled by Dennis Chaussi. Dennis started the New Fiscal Year off getting to know the program as well as patients, drivers and providers offices.

The Medical Transportation vans the ANIHB program current operates has provided 1,216 runs to date.

The Program Manager, ANIHB, participates on the Prescription Drug Abuse Strategy for Akwesasne. She also participates in all administrative aspects of programming within the ANIHB including submission of Financial Reports to Funding Agency and as required by the MCA Finance Policy. She prepares and implements policy changes when received from funding agencies and participates in training activities as requested by DOH. And, she meets with Health Portfolio and Health Board officials to review the special cases within the program and provide program updates. The Supervisor, ANIHB, actively participates and sits as a member of the Occupational Health & Safety Committee. Melanie Gibson updates core patient data on a monthly basis, for example a birth, change of name, or age of majority. These updates come from the Office of Vital Statistics.

The addition of a Mail Clerk has been a great asset to our program. Her main duties are logging/retrieving the mail on a daily basis, as well as assigning prior approvals, since the move her telephone now receives the 1-800 calls.

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Akwesasne Non-Insured Health

We continue meeting with Area Providers to review and take corrective measures with any problem areas associated with billing and prior approvals or staff and to advocate for community members experiencing problems with physicians, and dentists.

Participate on Special Needs committee training

Informing the community of program services, via emails, MCA Today, CKON and other means of communication available.

Ongoing discussion with local pharmacist to ensure that we can meet the needs of his service by ensuring that he is paid on a weekly basis.

Participation in assisting with the Accreditation for Leadership & Partnership Team as well as the Information Management Team as a requirement of Accreditation Canada.

Reviewing data to ensure accuracy is maintained by levels of security access which has been implemented based on Audit

The Vision Program has for the first time in 15 years had an increase to the cost of frames, which is now \$50.00.

For this fiscal year the ANIHB program has processed a total of 126,110 claims for the year.

We have received over 48,886 pieces of mail for the year.

The ANIHB Benefit Analysts have processed 5,294 prior approvals.

2011-2012

Vision

The Akwesasne Vision program objective is to provide eligible clients with access to vision care benefits and service in a fair, equitable and cost effective manner that will contribute to improving the overall health status of all Akwesasnon living within the territory and off reserve in the province of Ontario. We provide coverage for a range of vision care benefits and services based on professional judgment, consistent with the current best practices of health services delivery and standards of care. Vision coverage benefits are set out in the Vision Care Benefit List which includes: specific eligible items in the following categories, Visual Examinations (general eye and vision examinations); Frames (regular eye glasses frames); Lenses (unifocal); and Vision Care benefit exceptions (tints and coatings, high index). As set out in the Vision Care Benefit List, some of these items are subject to frequency limits. A complete list of vision care benefits can be found on the Health Canada website at: www.healthcanada.gc.ca/nihb-publications or at Akwesasne.ca

Vision Funding FY 11/12	\$457,748.00
Total number of claims to date:	6161
Vision Prior Approvals:	3504
Exceptions:	35
Denials:	1

Pharmacy

The pharmacy, or drug component of the ANIHB Program, covers drugs and over-the-counter medications that are included on the NIHB drug benefit list and prescribed by a health professional that is licensed to prescribe in a given provincial jurisdiction, such as a physician. Eligible pharmacy benefits are based on policies established by Health Canada to provide eligible clients with access to benefits not otherwise available under federal, provincial, territorial or private health insurance plans. This includes: 'open benefits' which are listed on the NIHB drug benefit list and do not require prior approval; and 'limited use benefits,' which are on the drug benefit list and may be eligible for coverage if the criteria for coverage is met. Qualified and legally licensed pharmacists may also provide eligible clients emergency and other necessary services identified for the NIHB Program, provided that these services are rendered within policy criteria for frequency limitations, prescription quantities, and the emergency supply. It is the pharmacist's responsibility to verify benefit eligibility for the client. This ensures that no limitations under the Program will be exceeded, and to ensure compliance with ANIHB benefits criteria and policies. Our objective is to provide benefits to community members that are suitable to their unique health needs, achieves overall health status, is cost effective, will maintain and improve health, prevent disease and assist in detecting, managing illness, injuries or disabilities. Benefits are based on judgment of recognized medical professionals, which is consistent with the best practices of health services delivery and evidence based standards of care. For more detailed information on benefits provided please access the Health Canada Website at www.healthcanada.gc.ca/nihb-publications or at Akwesasne.ca

Drug Benefits Funding FY 11/12	\$2, 511,151.00
Total number of benefit items:	70,445
Drug Exceptions Approved:	1000
Denials:	278
Appeals : 56	Approved: 45

Medical Supplies & Equipment

Medical Supplies & Equipment (MS&E) program provides for Akwesasnon living on and off reserve and in Canada. The objectives of the NIHB Program are: to provide benefits in a manner that is suitable to their unique health needs; help eligible clients to reach an overall health status; is cost-effective; will maintain and improve health; will prevent disease; and will assist in detecting and managing illnesses, injuries, or disabilities. The MS&E benefits are

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set out in the MS&E Benefit list and include specific eligible items in the following categories such as: Audiology equipment (hearing aids); medical equipment (wheelchairs & walkers); medical supplies (bandages & dressings); orthotics and custom footwear; oxygen and respiratory supplies and equipment, pressure garments and prosthetics. For more detailed listing of supplies and equipment please access the Health Canada Website or MCA Website at:

www.healthcanada.gc.ca/nihb-publications or at Akwesasne.ca

MS&E Benefits Funding:	\$251,166.00
Total number of claims to date:	2305
MS& E Exceptions Approved:	542
Denials:	15
Appeals:10	Approved: 9

Dental

The NIHB Dental Policy Framework defines the terms and conditions, policies and benefits under which the ANIHB Program will fund dental services for eligible registered Members of the Mohawks of Akwesasne. The Framework sets out a clear definition as to the eligibility of clients, the types of benefits to be provided and criteria under which they will be funded. The ANIHB dental program funds a broad range of services including: diagnostic, emergency, preventive, restorative, endodontic, periodontic, prosthodontic, oral surgery, orthodontic and adjunctive services. The individual services are contained in the NIHB Regional Dental Benefit Grid and are based on codes of the Canadian Dental Association Uniform System of Coding and List of Services (Schedule A and B).

The ANIHB Program covers most dental procedures that treat disease, or the consequences of dental disease. Funding of dental services is determined on an individual basis, which takes into consideration criteria such as the client's oral health status. As indicated in the Program policies, compliance with conditions of function and restorability is required. Extensive rehabilitation, such as cosmetic treatment and lack of compliance with policies, is not covered by this Program. Prior approvals or cases that require pre-determination are sent to the program Dental & Orthodontic Consultants on a daily basis. We are able to send digital x-rays when available to speed up the process of approvals. Upon receipt of the returned information, the dentist is then informed of the decision granted for the prior approval requested. All requests for Orthodontic treatment must be provided by a certified Orthodontist. For more detailed listing of supplies and equipment please access the Health Canada Website or MCA Website at: www.healthcanada.gc.ca/nihb-publications or at Akwesasne.ca

Dental Benefits Funding:	\$3,935,712.00
Total claims to date:	46534

Dental Exceptions approved:	831
Denials:	322
Appeals: 36	Approved: 27

Medical Transportation

Medical transportation benefits are funded in accordance with the policies set out in the framework. This is to assist clients to access medically required health services that cannot be obtained on the reserve or in the community of residence, when access would otherwise be denied. Exceptions may be granted, with justification and approval, to meet exceptional needs.

Access to medically required health services may include financial assistance to the client or the arrangement for the provision of services from the reserve or community of residence. This will occur when the following conditions are met such as: the medical service you require is not available locally; travel is to the nearest appropriate health facility only; the most economical and efficient means of transportation is used, taking into consideration the urgency of the situation and the client's medical condition; transportation to health services is coordinated to ensure maximum cost-effectiveness; and Benefits must be pre-approved by the ANIHB office or can be approved after the fact if there is medical justification and it meets NIHB Program criteria.

An application must be completed and approved prior to patient receiving benefits. The patient is responsible to obtain the medical justification that is required to qualify for assistance. Once approved, the Medical Transportation Coordinator will schedule the client for transport by utilizing the list of eligible Drivers who are registered with the ANIHB program. Eligibility criteria for drivers include: drivers application, a valid license, driver's abstract, (CPIC), insurance, and registration coverage for your vehicle.

The Medical Transportation Coordinator also coordinates the schedule for Handicap Accessible Vans (3), and Ambulance service where required.

Notice to the Community: It is not the intent of the Akwesasne Non-Insured program to take over the responsibility of "transporting your own family members to medically necessary appointments" whether your parent/grandparent is in either at home or in a nursing home. All attempts should be made prior to contacting the office for assistance.

Medical Transport Funding:	\$415,206.00
Akwesasne Mohawk Ambulance Runs:	569
Handicap Accessible Van:	3069
Private Vehicle Runs:	1817
Medical Transport Applications Approved:	78
Appeals:1	Approved: 0

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Akwesasne Non-Insured Health

Health Co-payments

The Health Co-Payments program covers the difference in fees to Ontario physicians for eligible insured health services received by Akwesasne residents. The responsibility within the program is to pay the differential in fees charged by physicians from Ontario Health Insurance Plan (OHIP) Fee Schedule, Ontario Medical Association Fees, and the rate Quebec Health Insurance pays for invoices submitted by physicians. Payment is provided to physicians invoicing, and the responsibility then lies with the ANIHB program to seek reimbursement from Quebec. Should you have problems with any physician, please notify the ANIHB office, so we can work on setting up the protocol arrangement with the physician.

Notice to the Community: The ANIHB program cannot renew health cards for you. It is each community member's responsibility to ensure that their families' health cards remain valid at all times. Please contact the Community Health Nurses should you require assistance with renewing your Quebec Health Card. If you are a recipient of Ontario Health card coverage, please proceed to the nearest KIOSK center and they will assist you with your renewal. The recipient of a valid health card is responsible to carry this card with you at all times and present it to your physician, hospital, or lab testing, every time you receive a service.

You are also required to notify your provider that you are a registered member of Akwesasne. Should you receive a notice in the mail from a hospital or the ANIHB office, please call us with your valid health card immediately, and we will relay the information to the providers. Valuable program dollars are being lost due to payment for services that are otherwise insured. You can assist us with this by presenting and keeping your health card valid at all times.

Co-Payment Funding:	\$335,402.00
Total number of claims to date:	7092
Claims submitted to Quebec for reimbursement:	781
Voucher	

Issues for Concern

Parents are required to register their newborn children with Mohawk Council of Akwesasne membership. After the age of 1(one) they will no longer be eligible for services under the ANIHB program if they are not registered as per Policy.

The ANIHB office is not responsible for any medical bills received outside of Canada.

Out of Country travel insurance must be purchased for all members traveling outside of Canada. This includes leisure or business travel. Costs associated are not being covered by Health Cards.

Dental Cases due to the severity of decay in young children have been increasing. These cases require the child to have surgery in the Operating Room for fillings on full mouths. These cases can be prevented. Your child is eligible for: complete oral exams every five years, two recall exams (regular check-ups), six units of scaling (cleaning of teeth), polish & fluoride two times a year, six x-rays per year and any specific or emergency exams once per year.

Medical providers want to be paid Ontario Medical Association rates, which are three times the rate of Ontario Health Insurance, especially when they are specialists.

The Quebec Health Card reimbursement program continues to change its rules on accepting the billing from our office.

Pharmacy issues are ongoing with providers across Canada, as they want to be paid for the province they are in, and not Ontario rates.

Co-Payment funding has not increased since 1995. A meeting was held with DOH Health, Portfolio and with FNIH Director to discuss a new agreement.

Medical Supply & Equipment costs are still a factor. We cannot access ADP for alternative coverage, and therefore we pay for 100% of cost.

Medical Transportation with the ANIHB is a program provided to our community. Its intention is not to replace the "responsibility of family members to transport their own" to medically necessary appointments.

Program Achievements

Medical Transportation Coordinator, Dennis Chaussi has successfully worked on a Transportation Protocol, and has met with the Cornwall Emergency Department/Central Dispatch to ensure that it is adhered to and fully understood.

Health Canada provided us with a new handicap accessible van. We purchased a 2012 White Dodge Caravan, which has been stenciled and is now on the road.

GPS Systems have been installed in all our vehicles to ensure compliance (speeding, gas mileage, and maintenance. GPS also provides us with the capability of knowing where our vehicles are at all times, should we need to schedule extra runs or pick-ups.

The Program Manager/ANIHB participates on the Drug Strategy for Akwesasne.

At the end of the year, ANIHB made a recommendation to remove OXYCONTIN from the Drug Formulary for Akwesasne, this was approved via Mohawk Council Resolution.



Department of Health

Akwesasne Non-Insured Health

Formulary changes to the programs are now accessible from ESI, the claims processor for FNIH, were given to PM/Supervisor for our own access to the system in order to keep up to date on major changes.

Changes to the system are implemented by the Supervisor/ANIHB within a two week timeframe.

Supervisor updates to the database which include any changes such as births, new registration, deaths, divorce, name changes are submitted to us by OVS, amounting to over 350 updates to the database per year.

PM participated on the Case Management team on a weekly basis.

Participated in all administrative aspects of programming within the ANIHB.

Submitted Financial Reports to funding agencies as required by the MCA Finance Policy.

Prepared and implemented policy changes when received by funding agencies.

Participated in training activities as requested by DOH.

Supervisor/ANIHB actively participated as a member of the Occupations Health & Safety Committee.

Informed the community of program services via emails, MCA Today, CKON and other means of communication available.

Met with Health Portfolio and Health Board officials to review the special cases within the program and provided program updates.

Advocated for community members who experienced problems with physicians, and dentists.

Assisted with the Accreditation for Leadership & Partnership Team as well as the Information Management Team as a requirement of the CCHSA.

Reviewed data to ensure levels of security access implemented based on audit maintained accuracy.

This fiscal year the ANIHB program has processed a total of 101241 pieces of mail for the year.

The ANIHB Benefit Analysts have processed 5294 prior approvals.

The ANIHB program has received 16548 incoming calls and made 20598 outgoing calls / totaling 37146 phone calls for this year.

I would like to acknowledge the ANIHB Staff for their hard work and dedication throughout this past year, everyday they give their 100%. They ensure numerous claims are out of our office and in the providers hands. Without their dedication we would not be able to continue providing our valuable services to this community.

Contact

For more information please contact 613-575-2341

Akwesasne Mohawk Ambulance

2010-2011

From January 2010 to December 2010, AMA responded to 2,091 calls and transported 1,582 clients.

The Akwesasne Mohawk Ambulance was able to shelter two of our vehicles for the winter in the former casino warehouse. This reduced the incidents of vehicle repairs due to adverse weather affects on vehicles left outside. Although the use of the warehouse was beneficial, some costs ensued due to the furnace running out of fuel during the transfer of accounts for heating and the pipes freezing. This was rectified and no further incidences occurred.

Substation

We were offered the casino warehouse for a base station by the St. Regis Mohawk Tribe and collaboration of the details of the move are still being worked on between MCA and the Tribe. The AMA manager and the director of the Emergency Planning Office are

working out the details of the renovation of the building. They will share office space temporarily until their office space is completed at a later date and they will occupy a separate designated space. Modification recommendations were submitted to the architect recently. Continued monitoring of the renovations is an ongoing process.

Proposed Casino Expansion

We were informed by the Akwesasne Mohawk Casino security manager, Terri Lee Ransom, during a meeting that they intend on expanding the casino which will include a new hotel and moving the Bingo Palace operations to their site and anticipate an increase in visitors up to 3 million people per year. I informed casino management that we (AMA) are not staffed to respond to the potential incident increase that this will generate.

AMA and Akwesasne Mohawk Council set up a meeting with the St. Regis Mohawk Tribe to address concerns such as costs incurred



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Akwesasne Mohawk Ambulance

to increase staff required to meet the Casino's projected customer volume, and to discuss occupancy of AMA substation at the old Casino warehouse. In that meeting we were instructed by the Tribe's Chief Mark Garrow, to make arrangements with the casino for increased costs associated with increasing AMA staff.

Fuel Agreement

An agreement was made with Twinleaf Convenience Store and Gas Station to supply AMA with fuel at a discounted rate. AMA transferred fuelling agreement from Bear's Den Gas and Restaurant to Twin Leaf exclusively.

Staffing

AMA Hired Ed Cook, Derek Comins as full time and Clint Cole was hired as a casual employee.

AMA through EMT Ed Cook participated in the "Race against Drugs" program.

Manager Daryl Diabo participated in the Health Department High school student recruitment program.

Training

Training is on-going with scheduled monthly training sessions from contracted training officer Tony Lipari, as well as continued on-line training. Daryl Diabo attended preceptor training in Plattsburg for Mountain Lakes EMS, along with Certified Lab Instructor training through New York State. This training will help evaluate new EMT's, and to provide support training in the areas where skills are weak.

Equipment Purchase

AMA purchased two Zoll E-Series monitor defibrillators; this was necessitated due to frequent cost associated with maintaining our Life-Pak 12's and that ALS mutual aid use the E-Series, making them compatible in an emergency situation. Training in the care and use of the Zoll E-Series defibrillators was supplied by Zoll.

2011-2012

From April 2011 to March 2012, the Akwesasne Mohawk Ambulance (AMA) responded to 1,573 calls and transported 1,444 clients. There were 129 calls answered by other services where AMA crew was busy on a previous call. The total 2011-12 dispatch calls that came in were 1,647.

The Akwesasne Mohawk Ambulance was able to shelter two vehicles during the winter in the former casino warehouse once again. This reduced incidents of vehicle repairs due to adverse weather affects on vehicles left outside. AMA and Tribal emergency plan-

ning office were given the warehouse and funds to renovate the building to a public safety office.

During the negotiation period between MCA and the Tribal Council for payment of ambulance transports, AMA was told that the warehouse was no longer available as an ambulance base. AMA was also told that we were to pay \$70,000 for the ambulance that was donated to us from the tribe.

In June, MCA was told to remove all of our equipment from the warehouse and that we could store our vehicle in the SRMT maintenance garage; however we would not have access on weekends. Subsequently, MCA removed all our equipment back to our base.

Substation

MCA was told our program would be moving to the Snye district, although the location has not been identified. Currently, there is a shortage of space in our current office. Increased office space and security will be needed with the addition of new staff to respond to the increase in calls, and our need to move to the advanced life support level of care.

Proposed Casino Expansion

AMA and AMC set up a meeting with the Saint Regis Mohawk Tribe (SRMT) to address concerns such as: costs incurred to increase staff to meet Casino's projected customer volume; and to discuss occupancy of AMA substation at the old Casino warehouse. We were instructed by a SRMT Chief to make arrangements with the casino for increased costs associated with increasing AMA staff.

This has not happened. The casino project will be completed before we are ready to respond, and the Fire Department is in the same predicament. We must respond but don't have the resources. Casino is now asking for bids for events. MCA explained to them that we have the CON for this area and AMA is the only Ambulance allowed to pick up patients in our CON.

Staffing

AMA Hired Sherril Thomas-Lazare, Joe Bonaparte, and Amanda Phillips as full time and Rebecca Bonaparte and Randy Montour were hired as casual employees.

Through Emergency Medical Technician Sherril Thomas-Lazare, AMA participated in the "Race against Drugs" program and the career fair that was held at the Turtle dome. Some other activities that AMA participated in include the Health Department High School student recruitment program and Kid's Night Out at the Mohawk School.

Department of Health

Akwesasne Mohawk Ambulance

Daryl Diabo attended Homeland/FEMA meeting in New York City, where a request was made for help for an emergency vehicle lane to speed border crossing for the ambulance.

One paramedic and two certified critical care providers are currently employed. Through training, we anticipate at least three additional critical care providers, which would designate AMA as an Advance Life Support (ALS) unit. This level of care and increase in staff will reduce or eliminate the need to call for outside ambulances and ALS interfaces.

Training

Training is on-going; currently, we participate in on-line training and schedule monthly training sessions provided by a contracted training officer.

We are working towards recertification by continuing medical education for all EMT's. This will reduce costs associated with recertifying and time loss by a staff member who attends classes.

The program manager attended a nine-month Critical Care EMT training at SUNY Canton in anticipation of supervising Advanced Care providers. He was certified as a New York State Lab instructor. He anticipates taking the Certified Instructor course in the future.

Equipment Purchase

Indian Health services provided us with surplus medical equipment including stethoscopes (15) S.C.E.D stretchers (4) traction splints (10), Extrication devices (6) along with numerous stretcher straps.



Left to Right: Randall Montour, Clint Cole, Sherril Thomas-Lazare, Issac McDonald, Joan Phillips, Ed Cook, Rebecca Bonaparte, Tom Herne, Stacey Rourke.



Department of Community and Social Services

Administration

Mission Statement

The Department of Community and Social Services shall provide a family-focused, integrated and coordinated service that is consistent with, works with and reinforces the traditional, informal patterns of sharing, care and healing in the extended family and community; that is least intrusive, non-judgmental and respectful of the individual and family in need; that supports the healing and strengthening of individuals and families and avoids the creation of dependencies on the Programs.

Children and their families sometimes experience difficulties that cannot be dealt with alone or with support from their extended family and friends. It is during these times that the Department provides programming to support and assist our families and helps them develop their ability to bounce back from stress and adversity and take on new challenges. The Department's framework policy was established after comprehensive community consultation and ratification by MCR in 1994/95. The policy remains relevant today and our focus is to find ways to incorporate traditional, informal patterns of sharing, caring and healing in our programming. The department also continues to look for the least-intrusive methods of intervention that are non-judgmental and respectful of children and their families who need our assistance that is supportive of the healing and strengthening of individual and families and avoids the creation of dependencies on the Program.

2010-2011 Faculty and Staff

Administration

Maggie Terrance, Director
Robyn Mitchell, Assistant Director
Jennifer StandingArrow, Executive Assistant

Akwesasne Child and Family Services

Rae Seymour, Program Manager
Jake Swamp, Cultural Advisor
Cindy Lazore, Program Support Officer
Charlene Boots, Administrative Assistant
Christine Hill, Case Management Unit Coordinator
Barbara Thompson, Child Protection Worker
Dale Cole, Child Protection Worker
Toby Sunday, Child Protection Worker
Julie St. Denis, Case Manager
Angela Caldwell, Case Manager
Catherine Papineau, Case Manager
Kimberley Ransom Herne, Family and Traditional Support Unit Coordinator
Brooke Terrance, Family Support Worker
April Benedict, Family Support Worker
Lori Laffin, Family Support Worker
Karen Smith, Family Support Worker

Virginia Jacobs, Traditional Support Worker
Glenn Swamp, Traditional Support Worker
Leonard Lazore, Community Support and Resource Development Unit Coordinator
Danielle Oakes, Community Support Worker
Wanda Thompson, Community Support Worker
Carolyn Francis, Community Support Worker
Ramona O'Brien, Resource Development Worker
Kristy Lynn MacIntosh, Resource Development Worker
Vickie Horne, Case Aide
Theresa Benedict, Case Aide
Leona Phillips, Case Aide
Carey (Niio) Perkins, Case Aide
Venus Gambill, Case Aide
Jeannie Tarbell, Case Aide
Evan Thompson, Summer Student

Akwesasne Child Care Program

Lani Sunday, Program Manager
Connie Hall, Kawehnoke Day Care Supervisor
Lori Lazore, Kanatakon Day Care Supervisor
Tracy Jacobs, TsiSnaihne Day Care Supervisor
H. Hall, Private Home Day Care Supervisor (½ time), Early Childhood Educator (½ time)
S. Porter, Early Childhood Educator (ECE)
A. Thompson, ECE
Barb Mitchell, ECE
L. Angus, ECE
K. Point, Cook
Carol Thompson, Caretaker
Arlene David, ECE
Rachel David, ECE
S. Lazore, ECE
Sue Rourke, ECE
Rosemary Square, ECE
D. Lazore, ECE
K. Thompson, Infant Room ECE
D. Jocko, Infant Room ECE

Iethinistenha

Catherine Lelievre, Program Manager
Brian Isadore, Clinical Coordinator
Lynn Tarbell, Counselor
Pat Boots, Counselor
Bonnie Bradley, Counselor
Nancy Lazore, Counselor
Jennifer Francis, Outreach Counselor
Nola Mitchell, Program Support Officer
M. MacDonald, Counselor Aid (part time)
Cindy Oka, Counselor Aid (part time)
Shelly Jacobs, Outreach Counselor



Department of Community and Social Services

Administration

Joe David, Men for Change Counselor
Mary Lasalle, Counselor
Vacant, House Tota

Community Support

Dan Bruyere, Program Manager
Gary Cole, Case Manager
MaryAnn Jacobs, Data Coordinator
Esther Jock, Field Worker
Caroline Peters, Field Worker
Vanessa Martin, Field Worker
Konwahontsiawi, Clerk/Receptionist
Carolyn Oakes, Career Development Worker

Ionkwanonsasetsi Adolescent Treatment Center

Rick Oakes, Program Manager
Katrina Armstrong, Admin. Assistant
Rose Oakes, Cook/Housekeeper
Pete Taylor, Clinical Coordinator
Gerald Ransom, Case Supervisor
Nathan, Sunday, Case Supervisor
Julia Gambill, Case Supervisor
Vacant, Case Supervisor
Wayne Lazore, Case Aide
Venus Gambill, Case Aide
Brenda Francis, Case Aide
Stephanie Pierce, Case Aide

Youth Criminal Justice Program

Theresa Benedict, Community Service Monitor (part time)
Patti Lazore, Youth Liaison Worker (part time)
Regina Jacobs, Youth Liaison Worker (part time)
Vacant, Assistant Program Coordinator (part time)
Vacant, Native Court Worker (part time)

2010-2011 Strategic Goals and Objectives

Building and Supporting our Families

To monitor and identify the changing needs of the community and develop appropriate supportive programming to assist children and their families with their difficulties and or needs.

Employee Recruitment, Retention and Well-Being

To work with Human Resources in the development of alternative recruitment and retention of Department of Community and Social Services staff that promotes departmental well-being and stability.

Protecting and Reclaiming our Language, Culture and Environment

To increase DCSS staffs proficiency and acquisition of the Mohawk Language and build on their awareness and knowledge of the Mohawk culture, traditions and teaching

To promote environmentally 'friendly' practices within the Department of Community and Social Services Programs.

Accountability

To use communications to create stronger internal and external relations

To ensure the continuity of operations for all essential DCSS programs while managing risks and threats.

Strategies to address Community Attitudes and Expectations

To promote DCSS as a "helping hand" that provides services in a non-judgmental manner.

Departmental Accomplishments

Department of Community Services Administration offices continue to administer the following additional programs:

National Child Benefit fund applications are accepted, reviewed by the NCB Committee and approved for funding for services that help to reduce childhood hunger and poverty (funding for hot lunch and snacks at both AMBE and ACCP), funding community groups that encourage language, culture and tradition (Rites of Passage, Cultural Teachings and Traditional gatherings including song and dance) and support parents (funding for recreation centers, etc).

Special Needs funding provides assessments, services and respite care for individuals and their families who have need for support and assistance to meet the daily needs for people with special needs.

Efforts towards employee recruitment, well-being and retention were made through annual staff dinners, training opportunities, recognition certificates, and celebratory lunches. Discussions were held with Human Resources to use Targeted Selection Interviewing as a pilot project.

Kanohkwat'sheri:io Renovations:

2nd Floor project: The Department worked with DOH and DTS to complete the renovation of the 2nd floor of the building. Costs remained within budget and the DCSS Administration offices were expanded to include an additional office for Assistant Director and larger meeting area.

ACFS addition: The project team has met and signed off on the ground floor design. Funds were obtained from AEDF and INAC to complete the project.

Department of Community and Social Services

Administration

Parking Lot expansion: The project team estimates that approximately 40 additional parking spaces are required to accommodate the additional people occupying the building. Tentative approval had been obtained to use the common lands across from the south entrance to the building. Council has commenced discussion with the St. Regis Mohawk Tribe to complete this project.

The Department has been met with the Guidance Circle members who are comprised of elders who are knowledgeable about our traditions and culture, former clients, traditional workers and one member of Council. With the help of the Guidance Circle, the department will be reintroducing traditional, social, cultural and a behavioral framework called Wellness Concept into our parenting programming. A seed grant was received from Ottawa ACADRE to conduct a pilot project. The objectives of the seed grant are:

Systematic review of traditional parenting

Outline of the development of the Haudenosaunee Wellness Concept into a theoretical framework of the parenting programming modification.

Assessment of acceptability of the re-introduction of Wellness Concept by the Akwesasne community

Start of training and capacity-building during the seed grant phase of work and preparation and design of the training and capacity-building requirements for the planned national project

Completion of the pilot project of re-introduction of components of Wellness Concept into one or more specific community-based program(s).

Preparations of the proposal to CIHR (or other main health research funding institutions) outlining the long-term national project dealing with the inclusion of traditional knowledge concepts into community programming with the focus on improving Aboriginal community resilience. Completion of this objective will demonstrate in detail how the pilot project and the seed grant work will lead to a national project of the national scope of involvement of Aboriginal communities.

Akwesasne Child and Family Services has seen a tremendous growth in funding and program development including:

Negotiations have continued with the Ministry of Children and Youth Services to assume the child protection mandate in the province of Ontario.

Additional funding to build capacity and incorporate provincial standards into ACFS policies was received from MCYS to accomplish this goal.

Quebec increased funding for prevention in the Child Welfare area as well.

A project team was established and funding approved to move the ACFS into the ground level and began planning for the expanded staffing in the coming year.

A Cultural Advisor was brought on staff and a Guidance Circle of Elders was established early in the fiscal year. The intention was to bring the advisor into the Child and Family Services Program first as the program was reviewing program policies and procedures with the intent to assume the child protection mandate in the Province of Ontario.

ACFS staff that received intensive "Nurturing Parenting" training strongly believed this program would work well within our community and could be adapted to be culturally appropriate. They coordinated training sessions in Akwesasne with the individuals who developed this program. This training was offered to ACFS staff along with other service providers in Akwesasne.

Akwesasne Child Care Program has increased capacity in the following areas:

Expanded licensing and is now able to accept infants into the program. Looking at the feasibility of creating a Mohawk immersion program in one of the centers.

Obtained additional funding from NCB to cover the costs of snacks and hot lunch program.

ACCP promoted healthy families and supported children's mental wellness through assessments and services coordinated from information gathered within the Nippissing Developmental Screening Tool. Children received one on one aids through special needs funding and through the Footprints Program. Behavioral modification and intervention techniques were implemented for other children with identified needs.

Iethinistenha/Akwesasne Family Wellness Program (AFWP) continues to be quite busy and has noted the following improvements in the programming:

The surveys have been completed for the research project entitled, "Community-Led Reduction of Domestic Violence in Aboriginal Communities: Rebuilding from Resilience". This project is intended to provide data in ways to improve programming in the AFWP. Funding was received to install a new radio tower allowing the program to communication/internet access with other programs within MCA.

Department of Community and Social Services

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Additional funding was approved to improve the security around the perimeter of the buildings and within the shelter.

Community Support Program (CSP) has continued to provide financial assistance in the following manner:

Additional funding was realized in the Employment Assistance Program and a career development officer was brought on staff. The intent is to help clients become employable and this staff has been actively collaborating with other agencies including Akwesasne Area Management Board, Iohahiio and Akwesasne Mohawk Board of Education to secure education funding for clients. A contract for bus transportation was arranged with AMBE to assure adult students are able to get to their classes.

The Home Energy Assistance Program was administered by CSP again and 956 households including elders were approved for funding.

CSP continues to support training initiatives for clients to enter the workforce especially the construction projects for the bridge, renovations to Kanonhkwashterrio and waterline projects. Training is provided in health and safety, OSHA regulations, etc.

Ionkwanonhsasétsi Adolescent Treatment Center increased their capacity in the following areas:

Additional training was received by staff in completing assessments on clients.

Certification in Addiction Counseling was received by staff in both the treatment center and the outpatient addiction program in the Department of Health.

Client referrals were obtained from within MCA, St. Regis Mohawk Tribe's Department of Social Services and other First Nations in Ontario and Quebec.

Staff continued to work with Eagle Watch (a community grassroots group) to increase the awareness about addiction to Oxycontin.

Youth Criminal Justice Program continues to be administered by the Department of Community and Social Services although staff is located in the Justice Department. The program is intended to work with adolescents who live on Kawhenoke. Staff work with the Court System to find alternatives to incarceration sought including community service orders.

Departmental Challenges

ACFS is unable to exercise autonomy over the handling of all child protection cases. Quite often there is an overlapping of provincial and federal jurisdictions that can become confrontational for families and children in need.

MCA strives to be fair and consistent in application of any laws or policies despite residence and jurisdiction of external governments over family law matters and this can be difficult to implement in a multi-jurisdictional community.

The Youth Protection Act in Quebec and the Child and Family Services Act in Ontario have differences including interpretations of what child protection requires:

Children's age of consent is 12 years in Quebec while it is 14 years in Ontario

Court orders, filings and reporting timeframes differ
Rate structures for foster care are different and use different tools assessing eligibility, risk, safe home, foster parent licensing, etc.

Youth Criminal Justice Act is a federal law that is implemented by each province having different methods of dealing with children.

Ontario Child Tax Benefit and Quebec Family Allowance create inequities when families requiring social assistance from Community Support Program when establishing their monthly benefits.

Reporting requirements for each province differs as well. Each government requires information about the funds they provide. Program staff provides service to all families regardless of their residence. Families sometimes move from one province to the other during the course of service delivery making it difficult to track data and resources without the appearance of duplication of service delivery. Unfortunately, governments want only to know what service was provided with their funds (some require minute detail), how much did it cost and was the client in their jurisdiction. The administrative burden in reporting can be overwhelming at times.

Provincial law addresses only the nuclear family for the most part. Mohawk culture and traditions include an important role for grandparents, aunts, uncles and extended family members. Programs need to ensure that their service system values remain consistent with Mohawk traditions and customs.

A new concern has arisen in Akwesasne. This issue is the addiction to Oxycontin and the impact on children and families.

The current data shows the following:

In the past two years, 10 babies were born addicted to Oxycontin and placed in care.

Seven (7) youth have entered the Child Welfare system and placed in foster care in order to receive services to address their addiction to this prescription drug. For the families, they had exhausted all



Department of Community and Social Services

Administration

attempts to keep their children safe, and to place their child in care was the only way to get the help and treatment they needed.

At least 9 young adults (less than 25 years of age) have entered drug treatment in the private sector at centers far away from home. Unfortunately, those seeking care so far away have not been as successful as our local programs who maintain a waiting list for those seeking treatment.

A grass roots effort to provide education, awareness, and involve the community in program planning has been initiated by Council and concerned parents. This group is called Eagle Watch, and programs within DCSS have worked with this group to increase the awareness about programming and how to access the system for help.

2011-2012 Faculty and Staff

Administration

Maggie Terrance, Director
Robyn Mitchell, Assistant Director
Jennifer StandingArrow, Executive Assistant

Akwesasne Child and Family Services

Rae Seymour, Program Manager
Cindy Lazore, Program Support Officer
Charlene Boots, Administrative Assistant
Belinda White, Administrative Assistant
Christine Hill, Case Management Unit Coordinator (now Family and Traditional Support Unit Coordinator)
Barbara Thompson, Child Protection Worker
Dale Cole, Child Protection Worker
Julie St. Denis, Case Manager
Angela Caldwell, Case Manager (now Resource Development Worker)
Catherine Papineau, Case Manager (now Community Support Worker)
Everett Lazore, Case Manager
Kimberley Ransom Herne, Family and Traditional Support Unit Coordinator (now Case Management Unit Coordinator)
Brooke Terrance, Family Support Worker
April Benedict, Family Support Worker
Lori Laffin, Family Support Worker
Karen Smith, Family Support Worker
Carolyn Francis, Family Support Worker (now Case Manager)
Valerie Cree Cook, Family Support Worker
Virginia Jacobs, Traditional Support Worker
Glenn Swamp, Traditional Support Worker
Leonard Lazore, Community Support and Resource Development Unit Coordinator
Danielle Oakes, Community Support Worker

Wanda Thompson, Community Support Worker
Ramona O'Brien, Resource Development Worker
Kristy Lynn MacIntosh, Resource Development Worker
Vickie Horne, Case Aide (now Case Manager)
Theresa Benedict, Case Aide (now Case Manager)
Leona Phillips, Family Support Worker
Venus Gambill, Case Aide (now Child Protection Worker)
Jeannie Tarbell, Case Aide (now Child Protection Worker)
Brandon David, Case Aide (now Community Support Worker)
Krysten Delormier, Case Aide
Fallon David, Case Aide
Carey (Niio) Perkins, Case Aide
Jillian Roundpoint, Summer Student
Alley Bero, Summer Student
Nina Miller, Summer Student
Skyla King, Summer Student

Akwesasne Child Care Program

Lani Sunday, Program Manager
Vacant, (½ time) Program Support Officer and (½ time) Private Home Day Care Supervisor
Connie Hall, Kanatakon Day Care Supervisor
Lori Lazore, Kawehno:we Day Care Supervisor
Tracy Jacobs, TsiSnaihne Day Care Supervisor
S. Bigtree, Early Childhood Educator (ECE)
A. Thompson, ECE
S. Jacobs, ECE
A. Landry, ECE
S. Lazore, ECE
K. Point, Cook
Arlene David, ECE
Rachel David, ECE
Sue Rourke, ECE
Rosemary Square, ECE
D. Lazore, ECE
L. Mitchell, ECE
R. Thompson, Infant Room ECE
D. Jocko, Infant Room ECE
L. Angus, Infant Room ECE
B. Mitchell, Infant Room ECE
Carol Thompson, Caretaker
D. Oakes, (½ time) Caretaker
M. Leaf, (½ time) Caretaker

Iethinistenha

Catherine Lelievre, Program Manager
Brian Isadore, Clinical Coordinator
Lynn Tarbell, Counselor
Pat Boots, Counselor
Bonnie Bradley, Counselor
Nancy Lazore, Counselor



Department of Community and Social Services

Administration

Jennifer Francis, Outreach Counselor
Nola Mitchell, Program Support Officer
M. MacDonald, Counselor Aid (part time)
Cindy Oka, Counselor Aid (part time)
Shelly Jacobs, Outreach Counselor
Joe David, Men for Change Counselor
D. Thompson, House Tota

Community Support

Dan Bruyere, Program Manager
Gary Cole, Case Manager
MaryAnn Jacobs, Data Coordinator
Esther Jock, Field Worker
Caroline Peters, Field Worker
Vanessa Martin, Field Worker
K. Jacobs, Clerk/Receptionist
Carolyn Oakes, Career Development Worker

Ionkwanonsasetsi Adolescent Treatment Center

Rick Oakes, Program Manager
Katrina Armstrong, Admin. Assistant
Rose Oakes, Cook/Housekeeper
Julia Gambill, Clinical Coordinator
Gerald Ransom, Case Supervisor
Nathan Sunday, Case Supervisor
A Thompson, Case Supervisor
Vacant, Cultural Teacher
Wayne Lazore, Case Aide
Brenda Francis, Case Aide
Stephanie Pierce, Case Aide

2011-2012 Strategic Goals and Objectives

Building and Supporting our Families

-To promote the practice of sharing, caring, and healing for children and families in crisis or requiring extraordinary support and assistance

-To monitor and identify the changing needs of the community and develop appropriate supportive programming to assist children and their families with their difficulties and or needs.

Employee Recruitment, Retention and Well-Being

-To focus on staff wellness and stability through the development of recognition, recruitment and retention plans for the Department of Community and Social Services Programs.

-To work with Human Resources in the development of alternative recruitment.

Protecting and Reclaiming our Language, Culture and Environment

-To continue the promotion of environmentally 'friendly' practices within the Department of Community and Social Services Programs.

-To increase DCSS staffs proficiency and acquisition of the Mohawk Language and build on their awareness and knowledge of the Mohawk culture, traditions and teaching

Accountability

-To strengthen our communication, collaboration and partnerships with other Departments/Programs both internal and external

-To ensure client safety through the development of the continuity of operations for all essential DCSS programs.

-To continually strive for quality improvement, advancement, professionalism and adaptation of DCSS Programs services and service delivery.

Strategies to address Community Attitudes and Expectations

-To promote DCSS as a "helping hand" that provides services in a non-judgmental manner.

Healthy Community and Family Wellness Focus

-To work in collaboration with MCA departments and programs in the continued development and promotion of a healthy community.

Departmental Accomplishments

Department of Community and Social Services Administration offices continue to administer the following additional programs: National Child Benefit (NCB) fund applications are accepted, reviewed by the NCB Committee and approved for funding for services that help to reduce childhood hunger and poverty, funding community groups that encourage language, culture and tradition and support parents.

In 2011-2012, \$349,800 was distributed among the following groups:

- Community Support Program—emergency funds for clients
- Community Support Program—individual funds for clients
- Akwasne Mohawk Board of Education—food services
- Akwasne Child Care Program—seat and fee reduction
- Akwasne Child Care Program—hot lunch and snack program
- Ionkwanonhasasétsi Adolescent Treatment Program—cultural enrichment
- Rituals of Transition

Department of Community and Social Services

Administration

- Arena Free Programming for Youth
- Homemakers Life Skills
- Iakhihsohtha Linking Generations
- Native North American Travelling College
- Kawehnoke Recreation Committee
- TsiSnaihne Recreation Committee
- Akwesasne Mohawk Board of Education Parent Committee

Special Needs funding provides assessments, services and respite care for individuals and their families who have need for support and assistance to meet the daily needs for people with special needs. In March 2012, the committee was aware of at least 166 children who required services ranging from assessment, special equipment, communications equipment, one-on-one tutoring, personal care worker assistance with daily living, respite services and housing needs. The requests for funding far outweigh the funds available to pay for the needs of individual with special needs.

Efforts towards employee recruitment, well-being and retention were made through annual staff dinners, training opportunities, recognition certificates, and celebratory lunches. Discussions were held with Human Resources to use Targeted Selection Interviewing as a pilot project.

Kanonhkwatsherrio Renovations

ACFS addition: ACFS is now occupying their offices and staff is pleased with the new offices. As with all new construction projects, they are preparing deficiency lists for the project manager to review with the contractors. The project team is wrapping up the meetings on this project and tasks yet to be completed include:

- Review final budget costs associated with this project and report to Finance and Council.
- Review final report to be prepared for the Ministry of Children and Youth Services Major Capital Projects.
- Expanded parking lot project will be separate from this project and Department of Health is awaiting word on funding.
- Council has accepted the concept of moving Home Support and Home Care into the 1st floor of the new addition. Plans will need to be finalized regarding the design of the offices, costs and assurance that funding is available prior to construction and preparation of MCR for Council approval.

Accreditation Canada

Our administration staff and our department's program management staff are to be commended for their commitment and hard work in serving the community of Akwesasne. They not only

maintained our commitment to excellence they continued to develop capacity and expanded programming to meet the needs of the community. This was clearly evidenced when they worked with the Department of Health and other departments with Mohawk Council of Akwesasne to obtain accreditation in October 2011 and "meeting national standards of excellence in quality care and service". This is an achievement that Mohawk Council can be very proud to obtain as we are exceeding standards of excellence.

Administration staffing

Robyn Mitchell, Assistant Director of DCSS has served in the Acting Director position since September of 2011. Maggie Terrance, Director has returned from medical leave on a part-time basis with an anticipated full-time schedule to begin April 16, 2012.

Brenda LaFrance served in Acting Assistant Director position for a short while to assist in the administration functions of the Department.

Jennifer StandingArrow, Executive Assistant provided expanded functions to also assist in the administrative functions of the Department.

Owen Benedict is on loan from Department of Health for six months and will serve in the Acting Assistant Director position. He will be assisting the administration office on completing new reporting requirements associated with child protection mandate from Ontario and the transfer of Aboriginal Health and Wellness Strategy projects to Ontario's Ministry of Community and Social Services as well as the Ministry of Education.

Departmental Challenges

MCA strives to be fair and consistent in application of any laws or policies despite residence and jurisdiction of external governments over family law matters and this can be difficult to implement in a multi-jurisdictional community.

The Youth Protection Act in Quebec and the Child and Family Services Act in Ontario have differences including interpretations of what child protection requires:

Children's age of consent is 12 years in Quebec while it is 14 years in Ontario

Court orders, filings and reporting timeframes differ
Rate structures for foster care are different and use different tools assessing eligibility, risk, safe home, foster parent licensing, etc.

Reporting requirements for each province differs as well. Each government requires information about the funds they provide. Program staff provides service to all families regardless of their residence. Families will themselves move from one province to

Department of Community and Social Services Administration

the other during the course of service delivery making it difficult to track data and resources without the appearance of duplication of service delivery. Unfortunately, governments want only to know what service was provided with their funds (some require minute detail), how much did it cost and was the client in their jurisdiction. The administrative burden in reporting can be overwhelming at times.

Provincial law addresses only the nuclear family for the most part. Mohawk culture and traditions include an important role for grandparents, aunts, uncles and extended family members. Programs need to ensure that their service system values remain consistent with Mohawk traditions and customs.

Contact Information

The Administration Offices of the Department of Community and Social Services can be contacted by calling Kanonhkwashterriio at 613-575-2341 ext. 3305.



Akwesasne Child Care Program

Accomplishments and Challenges

2010-2011

The Akwesasne Child Care Program (ACCP) promoted healthy families and supported children's mental wellness through assessments and services coordinated from information gathered within the Nippissing Developmental Screening Tool. Two children received one-on-one aids through special needs funding and one referral was made to the Footprints Program. Behavioral modification and intervention techniques were implemented for five other children.

Classroom teachers monitor health and wellness daily and Supervisor's addressed concerns with parents as needed. As a result, the Akwesasne Child and Family Services were contacted twice to investigate and Community Health Nurses was contacted eight times.

A new infant room was added to the Kanatakon site, with six additional spaces licensed. The Akwesasne Mohawk Board of Education allowed ACCP to utilize a vacant classroom in Kanatakon School for preschool, which enabled our program to expand. The preschool room is now located adjacent to the Head Start classroom that ACCP directly feeds into.

The ACCP was able to meet the need of parents requesting infant care in the southern portion of the Akwesasne community and continued our After School Program in all three centers.

Mohawk language and culture was continued within all three childcare centers through the Tota Program and language training courses. Three Tota's brought language to the centers on a daily basis and Mohawk can be heard in the hallways on any given day. The classroom teachers have accessed the CAN 8, and four were trained in the level one program through MCA.

The Akwesasne Child Care Program was promoted within Akwesasne through articles within the newspaper Indian Time, MCA today, on the MCA email list serve and postings on staff Facebook pages. Open houses are held once a year and family dinners hosted twice a year.

Efforts towards employee recruitment, well being and retention were made through bi-annual staff dinners, training opportunities, recognition certificates, and celebratory lunches. ECE placements are accepted each semester and are offered summer student positions, and graduates offered supply positions. We are averaging at least one ECE graduate per year entering the program.

The formal recycling program was implemented to meet environmentally friendly objectives & "Go Green". Materials are also re-

Department of Community and Social Services

Akwesasne Child Care Program

cycled and used as art within the classroom. Gardens are incorporated into the curriculum at each center with vegetables harvested and eaten in the fall.

The enrollment rates were increased by 25-30% for the first time since the program's inception to offset the program's deficit. A subsidy program was also initiated at the same time to aid families who were negatively affected and could not afford it.

Coordinated Contributions

Akwesasne Area Management Board Grant

The targeted funds received from the AAMB were primarily used for salaries, two full time ECE and one part time position. A ramp was purchased at Kawehnoke and playground was sectioned off at Kanatakon School for the new preschool classroom. A portion of the Tota Program was also funded through this initiative.

National Child Benefit Fund

NCB funds were secured to cover food costs for all three centers.

CHN Maternal Child Health

Daily Fruit Bowls, Tota Program, and Behavioral Modification Specialist services are funded through the Maternal Child Health budget.

Conclusion and Recommendations

Additional funding and training is requested for special needs services, including but not limited to speech therapy and behavioral modification training for staff and parents. We are anticipating significant behavioral issues to arise in the near future as a result of children born to parents caught in the drug epidemic currently affecting our community.

Research is being conducted on the feasibility of an immersion program within one of the centers. Initial data has been collected on what has worked and what has not worked in neighboring communities, and what are the human resources available to facilitate a program that still meets ministry standards.

Smart Office software system is operational and training sessions will be coordinated to get all staff familiar with the program to maximize its capabilities.

We are making strides in narrowing the gap in operational costs and the program deficit as we diligently monitor spending, wages, and cut costs when necessary. Reducing the deficit is a priority in hopes to be able to significantly improve and greatly enhance services within the Akwesasne Child Care Program.

2011-2012

The Akwesasne Child Care Program (ACCP) continues to operate at near perfect compliance and maintain licenses at all three centers and Private Homes by the Ministry of Children and Youth Services (MCYS). This includes policies and procedures, nutrition, safety, building, playground, program and staff.

This year we have been diligently working on updating policies and procedures and streamlining three centers into one cohesive operation. All files, Ministry reports, forms, handbooks, policies were reviewed and updated in each center, as we are anticipating a program audit with the recent funding transfer of child care from MCYS to the Ministry of Education.

ACCP has been able to recruit and maintain a staff of eighteen Registered Early Childhood Educators who meet and exceed provincial levels of care. Our culturally appropriate early learning environment also boasts high levels of language development including the inclusion of Mohawk language supplemented daily by the Tota Program.

The Tota Program is running in its third year and continues to be a success. They bring fluent Kanienkeha into the classroom on a daily basis, enrich the programming and bridge the generations. Two centers are fortunate to have Totas on site, and although we have run into difficulty recruiting additional speakers we plan to secure a few new Totas early next year.

This year we were able to initiate the Subsidy Program to aid families who were at risk of service termination as a direct result of the increase in child care rates February 2011. With the help of NCBF Funds we were able to aid 91 families and offer subsidized rates between \$5 off/week for part time after school care and up to \$40 off/week for single parents with low income and large family size.

Our After School Care Program continues to be a success within all three centers. This year we have been able to offer part time care for 22 school children daily by accommodating early years AMBE children who are transported by bus to the center for care from 2:30pm -5:00pm, and during early dismissal and school breaks.

The infant room at Kanatakon and the new placement of the preschool room within the Kanatakon school has been in operation for over a year now and has also proven to be a success. The infant room has been operating at capacity with a small waiting list for the majority of the year, and the preschool room has adjusted well in the school environment and serves as a great feeder program into the Kanatakon Early Years Program.

The program has been faced with special needs within all centers and private homes. Staff has been trained to conduct assessments



Department of Community and Social Services

Akwesasne Child Care Program

and monitor behaviors to detect deficits in age appropriate milestones. Although staff is trained to detect issues unfortunately they are not certified in treating high needs children or those with a diagnosis.

We assisted eight children with needs from minor behavioral issues and speech therapy to severe and violent aggression. As needs increase, we work together with parents and encourage referrals to promote early intervention. This year we have been lucky to obtain the assistance of the Special Needs Committee to provide one on one care for two children to be able to function safely within the preschool rooms.

ACCP is also working towards improving communication with parents as well as internally between centers and amongst staff. We have been working on the software program Smart office to be able to transfer files electronically and also to be able to invoice parents online. We also launched our Facebook page to improve communication, post pictures and be able to post memos and updates quickly and efficiently.

Enrollment

Enrollments within all three centers and private homes have been steady throughout the year. We were concerned that the increase in rates would negatively affect enrollment but fortunately we were

able to secure the subsidy program which supplemented rates and assisted those who most needed it.

Other factors that affected enrollment include the loss of one of the private homes for nearly half the year, Head Start, placements through Akwesasne Child & Family Services, Akwesasne Family Wellness Program, Community Support, and TR Leger in addition to the continuation of the after school program within all three centers.

Our future goals and strategies include transformation of one classroom to a full Kanienkeha Immersion class July 2012, secure and implement special needs resource funding from the Ministry of Education April/May 2012, begin negotiations with Quebec to obtain funding for subsidized seating at \$7 day Summer 2012, and finally to network with First Nations child care programs within the region and nationally.

Contact Information

You reach the Akwesasne Child care program in Tsi Snaihne by calling 613-575-1171, the Child care program in Kanatakon by calling 613-575-1915 and the Child care program on Kawehno:ke by calling 613-938-5067.

Akwesasne Child and Family Services

Mission Statement

“Onkiehtineh onkwaksatah” – translation: we will protect our children.

Akwesasne Child and Family Services is within the Department of Community and Social Services (DCSS). As a Child Protection Agency, they are committed to promoting the best interests, protection and well-being of our children.

Department of Community and Social Services (DCSS)

The Department of Community and Social Services shall be provided in a family-focused, integrated and coordinated manner that is consistent with, works with and reinforces the traditional, informal patterns of sharing, caring and healing in the extended family and community; that is least intrusive, non-judgmental and respectful of the individual and families in need that supports the healing and strengthening of individuals and families and avoids the creation of dependencies on programs.

Objective and/or Strategic Goals

- To ensure the protection of children
- To evaluate program services for alignment with cultural practices, where possible
- To provide workshops on health and wellness, and traditional services to community members
- To increase family involvement and improve the quality of services provided to children and families by implementing the Family Group Decision Making process for all eligible families desiring this service
- To increase staff competency and professionalism
- To improve employee recruitment, well being, retention and staff safety
- To obtain the child protection mandate (authority) for Ontario



Department of Community and Social Services

Akwesasne Child and Family Services

2010-2011

Faculty & Staff

Rae Seymour, Program Manager
 Jake Swamp, Cultural Advisor
 Cindy Lazore, Program Support Officer
 Charlene Boots, Administrative Assistant
 Christine Hill, Case Management Unit Coordinator
 Barbara Thompson, Child Protection Worker
 Dale Cole, Child Protection Worker
 Toby Sunday, Child Protection Worker
 Julie St. Denis, Case Manager
 Angela Caldwell, Case Manager
 Catherine Papineau, Case Manager
 Kimberley Ransom Herne, Family and Traditional Support Unit Coordinator
 Brooke Terrance, Family Support Worker
 April Benedict, Family Support Worker
 Lori Laffin, Family Support Worker
 Karen Smith, Family Support Worker
 Virginia Jacobs, Traditional Support Worker
 Glenn Swamp, Traditional Support Worker
 Leonard Lazore, Community Support and Resource Development Unit Coordinator
 Danielle Oakes, Community Support Worker
 Wanda Thompson, Community Support Worker
 Carolyn Francis, Community Support Worker
 Ramona O'Brien, Resource Development Worker
 Kristy Lynn MacIntosh, Resource Development Worker
 Vickie Horne, Case Aide
 Theresa Benedict, Case Aide
 Leona Phillips, Case Aide
 Carey (Niio) Perkins, Case Aide
 Venus Gambill, Case Aide
 Jeannie Tarbell, Case Aide
 Evan Thompson, Summer Student

Accomplishments & Challenges

ACFS/DCSS has been in on-going negotiations with the Ministry of Child and Youth Services since 2006, with the hopes of obtaining the child protection mandate for the Kawenoke district, this authority has been held by the Children's Aid Society of Stormont, Dundas and Glengarry Counties (in Cornwall). The Ministry assigned staff with expertise in key areas to act as a Review Team and to assess our capacity to deliver child protection services in Ontario. As a result of their review and recommendations, we took on the task of developing, revising and redesigning our program policies and procedural manuals to ensure they met both Ontario and Quebec standards and regulations.

Our agency noted a definite increase in reports received of com-

munity members who were using and may be addicted to prescription pain medication. As a result, we hosted a series of presentations for staff and community members to promote education and awareness. Topics included: "Adolescent Depression and Suicide Prevention", "Relapse Prevention", "Promoting Secure Attachments" and "Kids in the Candy Store".

During this fiscal year, plans were developed and approved for the expansion of our existing office space. We realized our current space could not accommodate additional workers that would be needed if we obtained the Ontario child protection mandate. A Project Team was developed, meetings were held regularly and construction began late-Fall 2010.

We received an increase in funding from Quebec (Indian and Northern Affairs Canada) that was meant to increase our prevention efforts within the community. One area we identified as needing to improve was in the parenting services we provide to the community. We had staff that received intensive "Nurturing Parenting" training and they strongly believed this program would work well within our community and could be adapted to be culturally appropriate; so we coordinated training sessions in Akwesasne with the individuals who developed this program. This training was offered to our staff along with other service providers in Akwesasne.

General Program Statistics:

Total Clients Served	165
Total children in Foster-care	26
Total Approved Foster-homes	20
Total Prevention Activities Held	52
Total Participants in Activities	5,044

2011-2012

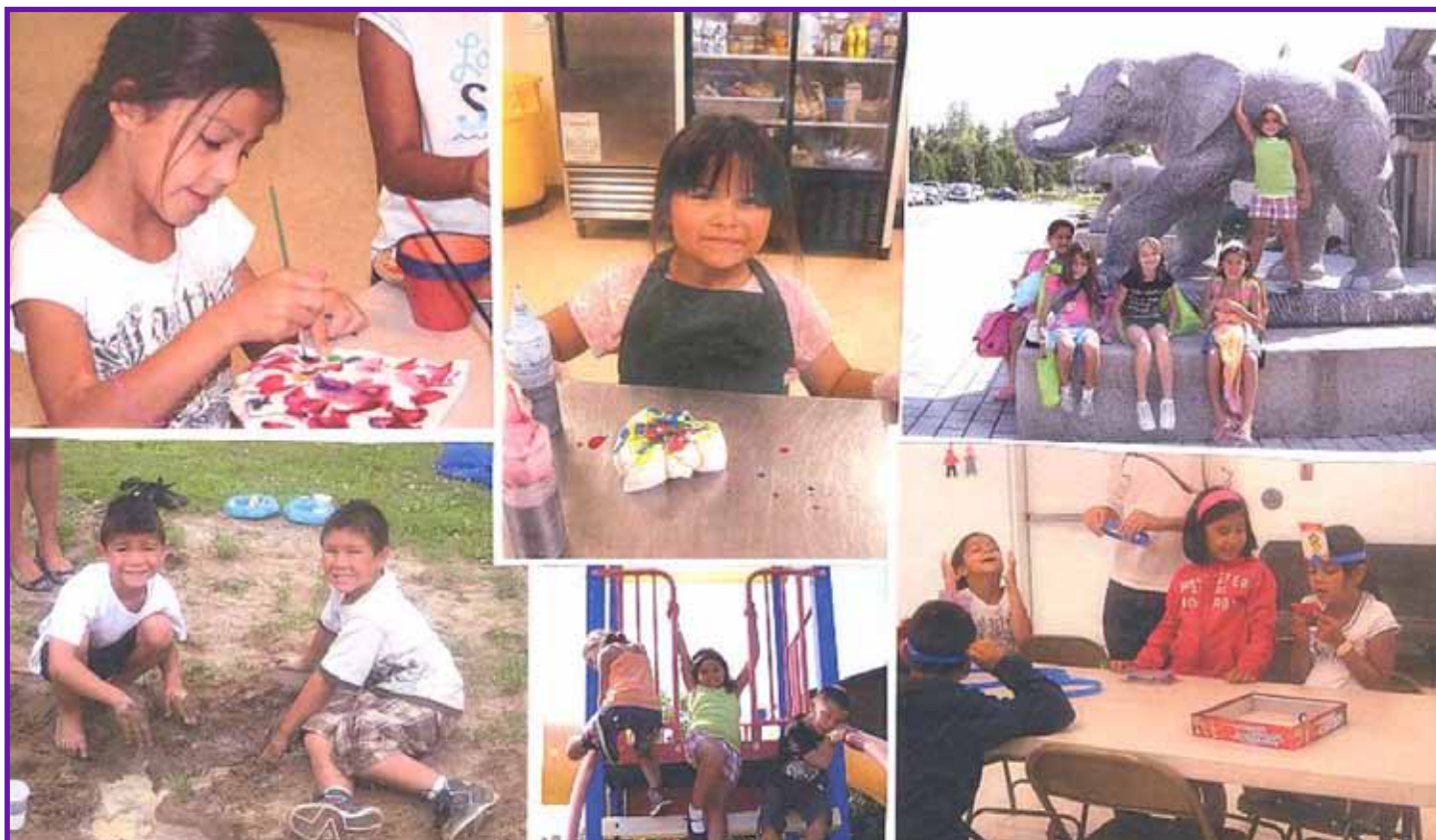
Faculty & Staff

Please note: We have had a number of staffing changes throughout this fiscal year.

Rae Seymour, Program Manager
 Cindy Lazore, Program Support Officer
 Charlene Boots, Administrative Assistant
 Belinda White, Administrative Assistant
 Christine Hill, Case Management Unit Coordinator (now Family and Traditional Support Unit Coordinator)
 Barbara Thompson, Child Protection Worker
 Dale Cole, Child Protection Worker
 Julie St. Denis, Case Manager
 Angela Caldwell, Case Manager (now Resource Development Worker)
 Catherine Papineau, Case Manager (now Community Support Worker)
 Everett Lazore, Case Manager

Department of Community and Social Services

Akwesasne Child and Family Services



Pictured above: children participating in the four-week ACFS Summer Program at the Snye Recreation in July 2010.

Kimberley Ransom Herne, Family and Traditional Support Unit Coordinator (now Case Management Unit Coordinator)
 Brooke Terrance, Family Support Worker
 April Benedict, Family Support Worker
 Lori Laffin, Family Support Worker
 Karen Smith, Family Support Worker
 Carolyn Francis, Family Support Worker (now Case Manager)
 Valerie Cree Cook, Family Support Worker
 Virginia Jacobs, Traditional Support Worker
 Glenn Swamp, Traditional Support Worker
 Leonard Lazore, Community Support and Resource Development Unit Coordinator
 Danielle Oakes, Community Support Worker
 Wanda Thompson, Community Support Worker
 Ramona O'Brien, Resource Development Worker
 Kristy Lynn MacIntosh, Resource Development Worker
 Vickie Horne, Case Aide (now Case Manager)
 Theresa Benedict, Case Aide (now Case Manager)
 Leona Phillips, Family Support Worker
 Venus Gambill, Case Aide (now Child Protection Worker)
 Jeannie Tarbell, Case Aide (now Child Protection Worker)
 Brandon David, Case Aide (now Community Support Worker)
 Krysten Delormier, Case Aide
 Fallon David, Case Aide
 Carey (Niio) Perkins, Case Aide

Jillian Roundpoint, Summer Student
 Allie Bero, Summer Student
 Nina Miller, Summer Student
 Skyla King, Summer Student

Accomplishments & Challenges

2011/2012 was an extremely busy year for us at Akwesasne Child and Family Services the following is a list of the major highlights of our accomplishments this year:

ACFS/DCSS has been in on-going negotiations with the Ministry of Child and Youth Services since 2006, with the hopes of obtaining the child protection mandate for the Kawehnoke district, this authority has been held by the Children's Aid Society of Stormont, Dundas and Glengarry Counties (in Cornwall). The Ministry assigned staff with expertise in key areas to act as a Review Team and to assess our capacity to deliver child protection services in Ontario. Following their recommendations, we completely redesigned our policy and procedural manuals to ensure they met Ontario and Quebec standards. The Review Team conducted on-site reviews in July which consisted of interviews with individual staff and management of ACFS, DCSS, Finance, Information Services and Human Resources as well as interviews of 3 of our foster-parents and Council

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Akwesasne Child and Family Services



Participants of the ACFS/St Johns Ambulance Certified Babysitter Course

members on issues of service delivery, finance, governance, human resources and information management. The Review Team also reviewed ACFS and MCA policies and procedures, in these areas. As a result of these reviews ACFS/DCSS was given the designation as a Children's Aid Society and given the child protection authority for Kawehnoke as of September 6, 2011 subject to seven conditions that needed to be met by March 31, 2012. These seven conditions related to further policy work required, obtaining a new information management system (including access to a Provincial database), financial reporting requirements, staff training, the need to hire legal counsel, quality assurance strategy/policy development and ensuring key working protocols were updated and in place.

Beginning on September 6, 2011, we have had Mr. Gordon Lancot on secondment with our agency. He is a child protection Supervisor with the Children's Aid Society of Stormont, Dundas and Glengarry Counties. His role during his secondment is to provide guidance and support to staff as they become familiar with Ontario procedures, timelines, reporting requirements and to ensure staff meets Ontario Child Protection Standards in our delivery to clients from Kawehnoke.

As the result of a partnership (and membership) with the Ontario Association of Children's Aid Societies (OACAS) we were successful in hosting a Child Welfare Professional Series here in Akwesasne to 17 of our staff (and 7 staff from other Children's Aid Societies). This series which consists of 8 modules covering important topics of: the history of child welfare in Ontario, protecting children and strengthening families, understanding and responding to children's needs, engaging families, permanency, legal and court processes and staff wellness and self care began in November 2011 and finished in March 2012. We also had staff trained by OACAS in SAFE (Structured Analysis Family Evaluations – for approval of foster-care applications) PRIDE Train the Trainer (Parent

Resource for Information Development and Education - which is training for foster-parents to improve team-work and collaboration with their agency) and OnLac (Ontario Looking After Children - to improve outcomes for children in care).

Beginning in September 2011, we met with the Ministry of Child and Youth Services to discuss foster-care licensing. To recruit, approve and operate foster-homes in Ontario we require a license from the Ministry of Child and Youth Services. The application and review process consisted of a review of our foster-care policies and procedures to ensure they met Ontario standards, interviews with our staff, foster-parents and a review of a foster-parent and child in care file (with consent). As a result of this review ACFS was granted a foster-care license in November 2011 with no conditions. That is a noteworthy achievement in itself.

With the increase in responsibility for child protection work in Ontario, our program size will increase from a staff of 28 to 40. We completed the first round of hiring in October 2011 by interviewing and hiring eight (8) successful candidates for front-line positions.



ACFS Staff Rae Seymour and Leonard Lazore at the 2010 Akwesasne Career Fair

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Akwesasne Child and Family Services

The Child Welfare Team through our work with the Department of Health and Accreditation Canada received a very positive review with no recommendations made by the reviewers, as they were impressed with our services.

We received training on FastTrack Train the Trainer training in November 2011 which is a database that will allow us to conduct checks with other child protection agencies once we obtain access to this system.

After extensive work through telephone conferences and preparation meetings with VSI, our program had a “go live” date of December 16, 2011 with MATRIX. MATRIX is a computerized case management system that will allow us to record case information according to Ontario and Quebec standards and regulations. The “go live” date is the day when the system was up and running after staff received training and the system was tailored to meet our unique program needs.

We developed a PRIDE training team which consists of our Resource Development Workers and one foster-parent. This team delivered our first PRIDE training series to half of our current foster-parents beginning in January to the end of March 2012.

The expansion/renovation of existing office space was completed and staff was able to move into their new offices beginning early March 2012.

General Program Statistics:

Total	1
Total Quebec YCJA Clients Served	7
Total Children in Foster-care	31
Total Approved Foster-homes	21
Total Prevention Activities Held	48
Total Participants in Activities	1,971

Contact Information

Our office is located on the ground floor of Kanonhkwashterrio (the health and social facility) on Hilltop Drive in Kanatakon. Our telephone number is 613-575-2341 extension 3139. Our office hours are 8 am to 5 pm, Monday to Friday. Our after-hours emergency child protection service can be accessed by calling Central Dispatch at 613-575-2000 and by asking to speak to the on-call worker.



Participants of the ACFS Lacrosse Tournament held as a March Break Activity at the Snye Recreation Center in March 2012.

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Iethinisten:ha

Program Description:

The mandate of Iethinisten: ha is to provide emergency safe housing for victims of: domestic violence, abusive situations and self abuse (drug and alcohol abuse, self harm and high risk behaviors). The Outreach Program provides long term safe housing, which includes up to one year for women who complete the 6 week Shelter Program. The long term housing option offered through the Outreach Program consists of 5 fully furnished 3 bedroom town house style independent units. Our Program provides many services such as: safety planning, counseling, support groups, healing circles, education and awareness, advocacy, ceremonies, healing, art/play therapy, crisis counseling, Drug and Alcohol education, Relapse Prevention groups, AA meetings, grief counseling, resume skills, stress management, relaxation, parenting, traditional teachings, referrals, life skills, self care, conflict resolution, healthy relationships, anger management and the Creative Coping Program for children and mothers who have witnessed domestic violence. A large majority of our Program services and groups are open to non-residents of the Shelter who reside in Akwesasne or Cornwall. In some circumstances, we are able to provide transportation to our open groups for those that have no means of transportation. Our Men for Change Program is a 16-week Ontario Court mandated Partner Assault Response (PAR) initiative for first time offenders of domestic violence. The program is also open to any person wanting to learn how to have a better relationship with their partner, children and self based on equality, respect and a healthy lifestyle that is non abusive. Violence is a learned behavior and we are committed to the unlearning process. Our Program is operational 365 days a year.

Organization and Structure

The Shelter program has five full time Counselors, two part time Counselor Aides, one part time House Tota, two full time Outreach Workers, one full time Program Support Officer and one Program Manager.

Counselors are on a rotating schedule to accommodate the 24-hour facility. Shifts are limited to 8am-4pm and 4pm -12am. The part time Counselor Aides work strictly 12am – 8am shifts.



(l to r): Kristy-Lynn McKintosh, Lynn Tarbell, Program Manager
Catherine Lelievre, Jennifer Francis

Budget

We are funded by Aboriginal Affairs Northern Development Canada (AANDC), formerly known as Indian and Northern Affairs Canada (INAC), Aboriginal Healing and Wellness Strategy (AHWS) and the Ministry of the Attorney General (MAG). AANDC funds the Shelter Program, AHWS funds the Outreach Program and MAG funds the Men for Change Program, or commonly referred to as the PAR Program which is a provincially court mandated program for first time offenders of domestic violence.

Statistics:

Crisis calls:	266
Female residents:	28
Children residents:	20

Men for Change

7 Ontario Court mandated in which 6 graduated from the 16 week Non-violence education program.

Community Support

Mission Statement

To administer non-institutional service environments to provide competent professional services to meet the needs of Akwesasne with special focus on individual responsibility, social maturity and community growth and development.

Faculty and Staff

Daniel Bruyere, Program Manager
Gary Cole, Case Management Supervisor
Esther Jock, Case Manager
Shelly Rourke, Case Manager
Corrine Johnson, Case Manager
Caroline Peters, Case Manager

Department of Community and Social Services

Community Support

Mary Ann Jacobs, Data Clerk
Laura Benedict, Receptionist

The Community Support Program provides financial assistance to pay for basic necessities when an individual or family has illness, unemployment or some other misfortune which prevents them from working and/or providing for the family.

You can apply for financial assistance by calling the Community Support Program office located at the Kanonhkwa'tsheri:io Social Development and Health facility located in the village of St. Regis.

You can apply by calling the Community Support Program office in the Kanonhkwa'tsheri:io Social and Health facility in St. Regis village next to CKON Radio Station. If you are experiencing an emergency situation, we may be able to assist you immediately that day, but you must contact us as soon as possible and we will work with you to see what the best options are to help you.

You can apply for social assistance by calling the Case Manager and asking to set up an appointment. An intake application process will begin at the initial call to our office and then a Field Worker will set up an appointment to come to your house to complete the application. Once the application is completed you will be told what other paperwork you will need to supply so the application can move forward. An assessment to determine if you qualify will be completed and you will then be notified, in writing, as to what your entitlement will be, or if you qualify based on your current situation.

Summary of Program Goals 2010-2011

"Active Measures/Employment Assistance" will continue, as verbal assurance received from INAC indicated that we are approved for the 2011/2012 fiscal year.

The "Elder Heating Assistance Program" and the "Akwesasne Heating Assistance Program" approved by the MCA for all community members under its jurisdiction was complete for this fiscal year. 740 applicants have been approved and 216 Elders were approved. A budget expenditure of approximately \$339,900.00 has been spent for the program this year.

Last year, a formal "Council Brief" was submitted for MCA and administration to review and open for discussion concerning ODSP. The decision to transfer disability clients to Cornwall ODSP from the Ontario portion of MCA jurisdiction will have to be decided by Council. CSP clients from Cornwall Island, Ontario have a choice to apply for ODSP in Cornwall and are notified of this choice.

Softcare continues to be an issue and is under review by DOH, DCSS and the Ministries involved, as well as OW and ON-

WAA. Most Ontario First Nations will remain under AD Morrison software because of their satisfaction with the ease-of use of this software.

The CSP-DCSS is heading up an "Inter-Agency Gathering" initiative and have since held a couple of meetings to date. The programs involved are those working under mandates of education and employment. Our primary focus is the elimination of duplication of services, and targeting employment and educational activities collectively to support more community members, and to do so more effectively.

Accomplishments and Challenges:

National Child Benefit Program

NCBR emergency and individual funds under the CSP have been exhausted for this past fiscal year 2010/2011.

Emergency Fund

Number of Families - 24
Number of Children (0-11) - 44
Number of Children (12-18) - 7

Individual Fund

Number of Families - 31
Number of Children (0-11) - 59
Number of Children (12-18) - 11

Akwesasne Heating Assistance Program (AHAP)

Total Approved Applicants	740 approved applicants
Total Approved Elders	216 Elders
Total Amount Distributed	\$339,900.00

Travel and Training

April 13-15, 2010	ONWAA Spring Assembly-Sault St. Marie
June 7-10, 2010	TAPE Training-Snye and St. Regis Rec
Sept. 13-15, 2010	WIKI and McChing Site Visit-EAP Review
Oct. 4-8, 2010	Module 4 FNSSWA Certification/Graduation
March 29, 30, 2011	IAPA Effective Supervision Part II

Additional Successes

EAP funding expenditures are realizing positive results for not only clients but other programs and services who are accessing it. As an example, we kept several students in school who were in their last semester and poised to graduate, but their tuition and living expenses funding ran out. We worked with AMBE, AAMB and IOHAHI:IO and managed to keep these students in school.

Department of Community and Social Services

Community Support

The CSP is moving forward with home repairs as they arise and we have been doing so more aggressively in identifying those in need. This is in response to the "Healthy Homes Initiative" being proposed to Council. As well, some individuals on social assistance who have gone through Intro to Carpentry are now working with Housing under SATF and we are expecting more activity in this area.

The Career Development Support Worker is now on a 3 year term-contract and we are approaching AAMB and other services to work more closely with this CDSW staff person and our program.

The CSP-DCSS is maintaining its contract with AMBE to continue the daily "Bus Run" from Cornwall Island to Snyc and return. IOHAHI:IO, AAMB and AEDA and its adult learners continue to benefit from this transportation agreement.

We are providing support funding for the upcoming SIBC bridge project for training community members under programs such as OSHA, general industry construction and welding.

We are prepping SA clients for job readiness activities in the areas of construction and trades.

Client Statistics

Monthly Averages:

(Employable)

Head of Families:	Male 7-20	Female 99-97
Single Persons:	Male 40-80	Female 20-52
Dependents:	Male 102	Female 84

Totals: (monthly averages do not remain constant, and fluctuate on any given monthly period for many and varied reasons)

(Unemployable)

Head of Families:	Male 4-9	Female 74- 86
Single Persons:	Male 28	Female 17-24
Dependents:	Male 4-7	Female 6-10

Totals: (monthly averages do not remain constant, and fluctuate on any given monthly period for many and varied reasons)

On any given month during this fiscal year (2010/11) we have a total of 380 to 449 clients (including spouses and dependents) collectively from each of the above categories.

The average number of single employable clients this reporting period estimated at roughly 132 individuals each month. This variance is, in part, attributable to case management staff working with employable clients. These are individuals who have been identified

as priorities for employment initiatives.

As in previous years, male or female heads of households with dependent children are encouraged to participate in employment initiatives when possible, based on children's ages and if the children are in school.

Conclusion

We appear to be maintaining a steady client base, but in doing so are increasingly opening means of access for training and employment readiness activities.

Softcare case management is no longer a viable product for our use and other First Nations have decided switching to A.D. Morrison software and are doing so in numbers. OW is introducing another product under the name of Curam, but according to ONWAA, roughly 80 to 90 First Nations will opt to stay with A.D. Morrison software, as this product is reliable and is meeting their needs. Softcare will no longer exist in five years according to ONWAA, therefore we need to be prepared for this eventuality.

Contact Information

Kanonhkwa'tsheri:io Health Facility
31 Hilltop Drive, St. Regis, QC H0M-1A0
Phone: (613) 575-2341 Fax: (613) 575-1983



(l to r): Laura Benedict and Daniel Bruyere

Department of Community and Social Services

Ionkwanonhsasetsi Adolescent Treatment Center (IATC)

Summary of Program Goals

2010-2011

Ionkwanonhsasetsi Adolescent Treatment Center (IATC) developed strategies to assist the community's mandate to eliminate prescription drugs.

IATC has been trained to initiate a Substance Abuse Subtle Screening Inventory (SASSI) assessment that:

- Identifies client's substance abuse disorder accurately, objectively, and simply
- Adolescent SASSI – 94% overall accuracy
- Effective when clients do not acknowledge relevant behaviors
- Administered in less than 45 minutes; scored in less than five
- Having the appropriate tools to assess decreases wait times

The treatment facility is scheduling to train staff in the Global Appraisal of Individual Needs (GAIN) Short Screener assessment tool, which includes screening and assessment measures. We should have all staff trained by early summer.

The IATC has put together a committee of community members and individuals from various MCA programs to strategize on solutions dealing with substance abuse.

IATC is working with the Alternative Education Program (AEP) to provide prevention classes for young men and women twice per week.

IATC currently working with Board of Education to provide Substance Abuse Prevention to grades 5-8 on a bi-monthly basis.

IATC networked with internal and external agencies/departments to increase client caseload and create partnerships.

In 2010, the IATC contacted Eagle Watch, a community grass roots group, to provide workshops to community members on substance abuse and adolescent behavior. The IATC participated in several community meetings to provide awareness on the drug issues we face and to information on adolescent behavior.

Since this training, we have received over 60 calls from community members seeking advice and information on substance abuse. Our staff directs community members to the appropriate services.

In 2010, Curtis Nelson, Executive Director at Onen'to'kon Treat-

ment Services, attended a meeting in Quebec City with National Native Alcohol and Drug Abuse Program (NNADAP) Directors of Addictions Facilities and Claudie Paul, Native Addiction Coordinator, for the First Nations of Quebec and Labrador Health Social Services Commission (FNQLHSSC). Mr. Nelson's attended this meeting to promote our treatment facility and reiterate the need for youth based treatment centers on the 2009 NNADAP Needs Assessment.

Mr. Nelson stated that this issue was identified numerous times at the needs assessment and at the summit in Three Rivers in which the DCSS Assistant Director, Robyn Mitchell and IATC Program Manager, Rick Oakes attended. This is also an issue identified on a nationwide level.

IATC is also working with MCA's Drug/Alcohol Program, St. Regis Mohawk Tribe's Addiction Services and the Onen'to'kon Treatment Center to create and develop strategies for client referral.

We have networked with Addiction Services of Eastern Ontario to discuss proper withdrawal methods for clients struggling with prescription drug use. Some areas identified that have a need for expansion include: the length of stay for individuals struggling with prescription drugs; and withdrawal management services to meet the needs of our younger population.

To provide certified training (CACCF) to all IATC staff for substance abuse education and recertification.

Annual training for staff was conducted by Suzanne Goolden, MHA, CTRS, NCAC, CASAC. In 2010, staff members were provided with two-day training in the areas of Group Therapy and the Twelve Core Functions. Next year, the focus will be the Code of Ethics along with training in Diagnosing Addictions.

Over the past two years, Wilderness Training and community programs (such as Area Management Board) have proven to be a benefit to IATC. Students were provided a 5-week training opportunity to increase their knowledge in survival skills. The student's (13-18 years old) were excited to be involved in building shelters, water collection, fire making and cultural training.

Pertinent information on how to receive help with addiction issues and information on chemical dependency topics were delivered in the wilderness training sessions.

Client Statistics

Year 2010-2011 received:

29 face-to-face sessions with community members seeking addiction services.

Department of Community and Social Services

Ionkwanonhsassetsi Adolescent Treatment Center (IATC)

61 phone calls seeking assistance with addiction services.
Resulted in nine client intakes into IATC

2011-2012

Ionkwanonhsassetsi Adolescent Treatment Center (IATC) has developed policies and procedures in accordance with the Ministry of Children and Youth Services mandate.

IATC and DCSS contracted Brenda Lafrance to complete the policy and procedures for our programs, as per the Ministry of Children and Youth Services mandate. Ms. Lafrance's completion of the ACFS policies will be used as a template in creating the IATC revised policies.

IATC Clinical Coordinator Julia Gambill and Pharmacist Suzie Pilon, Medical Arts Pharmacy representative completed the medication policy and procedures as per accreditation and Ministry requirements.

All IATC staff participated in the IATC's Medical Policy and Procedures training from Suzie Pilon. All staff evaluations and a copy of the manual were sent to Marcel Vallee, Ministry Licensing Inspector. Our medical policy and procedures manual ensures that the IATC meets Ministry requirements outlined in our re-licensing agreement.

IATC networked with internal and external agencies to increase client caseload and to create new partnerships.

The IATC, P.J. Herne and Micaelee Horn attended a meeting with the St. Regis Tribal Court and several advisors. The meeting focused on forming partnerships and meeting the needs of community members. We strategized on working agreements for assisting community members who are in the New York State court system. After our meeting, we accepted a young male referral into our treatment facility.

IATC were contacted by the Cree Nation interested in utilizing our facility. Rick Oakes, Program Manager, spoke to Robert Auclair, Director of Youth Protection, Cree Board of Health and Social Services of James Bay.

Mr. Auclair mentioned that other Quebec facilities were not meeting the needs of the Cree youth and they were seeking a facility that offered Cultural and Traditional programming. Mr. Auclair mentioned he is looking forward to meeting MCA representatives for open discussions. We are scheduling meetings for both Cree and Akwesasne leadership to meet early in the 2012 fiscal year.

IATC networked with internal and external agencies/departments to participate with the "Prescription Drug Strategy".

On August 4, 2011 Rick Oakes attended a "prescription drug strategy" meeting at the request of the Mohawk Council of Akwesasne. The discussion focused on the increased use of prescription drugs especially amongst our youth. During the discussions, Mr. Oakes mentioned that the treatment center would take the lead and provide information to the community.

The IATC networked with the Pow Wow committee and Rick Oakes was able to meet with Chief Larry King and Romaine Mitchell. The Pow Wow committee was in agreement to provide us with space to set up information booths on substance abuse and addictions. I contacted Wholistic Health and Wellness, ACFS and Community Health Program to participate.

We were designated prime location at the entrance to the Pow Wow and many community members visited our booths.

The IATC developed a Substance Abuse Emergency Information Banner and spoke on the local radio station, 97.3 CKON, during the Pow Wow to identify the MCA programs that participated in this drug awareness event.

IATC formed a "Drug Initiative Group" with MCA employees and community members to continually improve positive communication from MCA programs to the community. We expanded on the "Substance Abuse Emergency Banner," providing available information from several agencies including telephone numbers and emergency services for family and community members struggling with substance abuse.

We also looked to leadership to provide financial resources for weekly advertisement in the Indian Times. The IATC also created a commercial for 97.3 CKON that advertises the services of the treatment center and the targeted age group.

The IATC clinical coordinator, Julia Gambill, networked with CCVS representative Sandra Rourke to bring Paul Christie to the school for a presentation. Mr. Christie, a well-known motivational speaker for addictions, discussed his struggles with addictions in a graphic and compelling story. MCA's Kanatakon school was invited to attend this event which was well received by all in attendance.

To provide certified training (CACCF) to all IATC staff for substance abuse education and recertification.

Annual training for staff will be conducted by Suzanne Goolden, MHA, CTRS, NCAC, CASAC. In 2011, staff members were provided with two-day trainings in the areas of Group Counseling and the Teaching of the Twelve Core Functions. The next fiscal year's focus will be on Co-occurring Disorders, along with training in Diagnosing Addictions. All training provides the CEU's (Continuing Education Units) needed for re-certification for our substance

Department of Community and Social Services

Ionkwanonhsasetsi Adolescent Treatment Center (IATC)

abuse counselors. In addition, IATC participated on Addiction Ontario workshops and the Institute on Addiction Studies in Barrie, Ontario for required CEU's.

IATC Additional Programming/Services

IATC assisted Dean Papineau, Human Resource development, by providing workshops to the MCA summer students. Our workshops consisted of: substance abuse, wilderness survival, and cultural and traditional teachings.

IATC assisted Nathan Sunday's Area Management summer students with workshops on: wilderness survival, substance abuse and cultural and traditional teachings.

IATC attended a CO-OP meeting organized by Community Support Program Manager, Daniel Bruyere. In attendance were representatives from: AEDA, Adrian McDonald; Community Health, Pamela Lazore; and Environment, Betty Nanticoke. Our discussions focused on assisting community members through the Com-

munity Support Program. We agreed to utilize the IATC property to construct a green house that will benefit community members in learning to become self-sufficient and providing organic fruit and vegetables to the Community Health Program. We have scheduled meetings to meet every month.

Client Statistics

Year 2011-2012 received:

17 face to face counseling sessions with community members seeking addiction services.

54 phone calls seeking assistance with addiction services.

Which resulted in 9 client intakes into IATC

Contact Information

If you have any questions please contact the Ionkwanonhsasetsi Adolescent Treatment Center at 613-932-5050.

Department of Technical Services

Administration

Department Mission Statement

The Department of Technical Services will provide professional project delivery service to the Mohawk Council of Akwesasne in the planning, design, construction and maintenance of all community buildings and infrastructure. This service will be delivered according to Policies and Directives of the Organization.

Staff

Jay Benedict, Director
Christine Bowman, Executive Assistant
Vladi Kovich, Engineer
Thomas Phillips, Construction Technician

Objective/Strategic Goals

- To provide safe drinking water to all residents within the community.
- To continue with lobbying strategies to seek funds from aandc for the provision of infrastructure to deliver safe drinking water.
- To effectively manage MCA's capital planning process.
- To continue with lobbying strategies to seek funding from various sources for the provision of community infrastructure as identified in the 20 year capital plan and 10 year nation building investment strategy.
- To provide direction to the Mohawk Council of Akwesasne's infrastructure maintenance programs in the areas of building main-

tenance, water & wastewater operations and roads.

- To continue to seek funds from various funding sources to provide for the proper maintenance of existing infrastructure.
- To exercise jurisdiction over the implementation of Water & Wastewater Management Standards and regulations.
- To continue to build the capacity of Akwesasne's workforce and foster the self reliance of our people in the Construction Industry.
- To continue to provide the opportunities to expand the inventory of professionals in the Architectural and Engineering Fields.

Water and Waste Water Regulation

Currently, the Government of Canada through Aboriginal Affairs and Northern Development Canada is proposing to develop and implement Legislation and Regulations to be applied in First Nations Territory. The Department of Technical Services has recommended that the Mohawk Council of Akwesasne develop its own laws related to its own Water and Wastewater facilities. Akwesasne should exercise its own jurisdiction before the government imposes its laws within the Territory. Throughout the year, the Department of Technical Services has been promoting its willingness and capacity to be able to undertake this initiative. A number of meetings have been held with Aboriginal Affairs and Northern Development representatives to ensure that they will support Akwesasne in this endeavor.

A report was produced which developed a framework and strategy

Department of Technical Services

Administration

for Akwesasne to develop its own laws and regulatory system related to safe drinking water and wastewater effluent monitoring. In September of 2011, a brainstorming session was hosted by the Department of Technical Services to further develop the framework into a formal strategy. Discussions to achieve this strategy and gain an exemption to the proposed Bill S-11 are on-going.

Ontario First Nations Technical Services Corporation (OFNTSC)

Throughout the year, Jay Benedict has been a member of the Executive Committee of the Ontario First Nations Technical Services Corporation (OFNTSC). My involvement gives the Department of Technical Services an opportunity to be exposed to the Regional Forum of policies and initiatives that impact Akwesasne. The involvement allows Akwesasne to influence Aboriginal Affairs and Northern Development Canada Policies and Procedures, as well as funding allocations. As a result, Akwesasne benefits directly and indirectly.

2010-2011 Annual Report

Annual Road Resurfacing (\$414,614.11): This year the Wishe Doremier Road on Kawehno:ke was reconstructed. The first lift of asphalt was applied and the final lift will be applied next year.

Roads Equipment Purchase (\$75,000.00): This year a new JCB backhoe was purchased for the Roads Department. This backhoe replaces the 1997 JCB backhoe.

MCA Administration Space Needs Update (\$25,000.00): An update of the 2006 Space Needs Optimization Study was completed in an effort to capture the project growth within the Department of Health. The information was to capture future staffing requirements and associated space requirements. The results of the findings determined that existing space within Kanonhkwa'tsheri:io had to be renovated and certain programs that occupy space within Kanonhkwa'tsheri:io had to be relocated to accommodate the growing needs of the Department of Health. The study is complete and the next steps are the design of the renovations and identification of funding.

Tsi Snaihne School Subdivision Phase III-Design (\$143,328.00): These works include the detailed design of the Housing Subdivision to accommodate 18 housing lots for future development. The design works include the subdivision layout as well as the road, water, sewer, electrical power and phone service requirements. The subdivision design is complete and ready for tender, pending the identification of the construction funds.

Kawehnoke Wastewater Treatment Facility Feasibility Study (\$50,000.00): The Feasibility Study was conducted subsequent to the completion of the Kawehno:ke Waste water Master Plan.



New entryway at Kanonhkwa'tsheri:io

The Feasibility Study focused on determining the most cost effective approach to providing wastewater collection services to all of Kawehno:ke. The Feasibility Study also determined that the preferred location of a Wastewater Treatment Plant would be within the Three Nations Bridge Corridor towards the South Shore. Efforts have been initiated to work towards securing a site within the bridge corridor.

Kawehnoke Water Supply Feasibility Study (\$290,000.00): A Feasibility study to identify the most effective and cost efficient way to provide potable water to the remaining homes on Kawehnoke was undertaken. Most of the year focused on the survey of the areas to be supplied with water. In addition, much effort was made to communicate and consult with Property Owners to obtain easements for the installation of water supply services. The upcoming year will be dedicating to finalizing the Preliminary Design.

Snye Waterline Supply Project (\$2,225,568.00):

Phase 1

Phase I consists of providing water supply starting at Border Road continuing along McDonald Road to Wade Lafrance Road to Chapman and servicing Toby Roundpoint Road and the East End of Wade Lafrance Road. All Water mains and servicing to the homes are completed at the time of this report. A total of 150 additional homes are now serviced by Waterline. All restoration works will be completed in 2011/2012.

Phase 2 Design

During this reporting period, the Detailed Design for the Water Supply along River Road East of Wade Lafrance Memorial Road to East of Sugar Bush Bridge and along Chapman Road to Skakarati Housing Subdivision was completed. This Phase of the project is expected to hook up 70 more homes to the Waterline. Phase II is currently tender ready subject to available funds for the construction.

Department of Technical Services

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Kanonhkwa'tsheri:io 2nd Floor Renovations (\$862,000.00): The Design of a 7000 square foot addition was completed during this reporting period. The space was designed to be occupied by Akwesasne Child & Family Services. As of March 31, 2012 the foundation was substantially complete and the structural steel is planned for delivery and installation. The project will continue and is expected to be complete in December 2011. Mohawk Contractors and tradespeople participation was maximized at nearly 100% to date.

Three Nations Bridge Project (\$75,000,000.00): During this reporting, the Department of Technical Services applied much effort towards the tendering phase of the In Water Works (Piers). Negotiations with the Federal Bridge Corporation regarding Mohawk participation were the focus during the year. As a result of these efforts, a 10% minimum Mohawk participation on the In Water Works contract was achieved. The Mohawk participation generated a value in the amount of approximately \$500,000.00. In addition, negotiations with the Federal Bridge Corporation regarding the provision of electrical supply services to Kawehno'ke are on-going. If negotiations are successful, the new low level bridge project will include conduits for electrical services and future utilities. Equally important were the negotiations regarding the Memorandum of Understanding with respect to the Three Nations Bridge project through extensive efforts regarding the terms of the Memorandum of Understanding, Mohawk Council of Akwesasne and the Federal Bridge Corporation were able to eventually agree on the terms. The Memorandum of Understanding was signed at a Signing Ceremony on September 19th, 2011.

2011-2012 Annual Report

Annual Road Resurfacing (\$406,000.00): The 2011/2012 Annual Roads Resurfacing projects took place in all three districts. In Kawenó:ke, a second lift of asphalt was applied to Cornwall Island Road from Phillip Hopps Memorial to McCumber Road. In Kaná:takon, First Street from Angus Thomas Street to Park Street was reconstructed. The final lift of asphalt will be applied in the New Year. In Tsi Snáihne, Toby Roundpoint Road and the very end of Wade Lafrance Road was reconstructed. Native Contractors completed the majority of the work.

Roads Equipment Purchase (\$65,032.00): A new TYM Tractor was purchased for the fiscal year. The tractor will perform tasks such as: snow blowing, snow plowing, grass cutting, forklift operations and other tasks required within the Roads and Water & Wastewater Programs.

MCA Space Needs Update (\$20,000.00): The (building) space need requirements for the Department of Health, Department of Community & Social Services and MCA Administration has been updated. The report findings suggest that a total of 53,000 square

feet of new space is required in a short to medium term period. Administration #2 Building in Kaná:takon has been recommended for demolition as a priority. Administration Buildings #3 and #4 in Kaná:takon are also recommended for future demolition. A strategy to accommodate these space needs will be developed in the New Year.

Tsi Snaihne School Subdivision Phase III-Preliminary Design (\$109,000.00): These works include the preliminary design of an engineered wetland sewage treatment system to replace the existing sewage treatment plant. The design also includes the replacement of the existing pumping station. It is anticipated that the detailed design will be completed within the upcoming year. A lobbying strategy to identify the funds required for the construction phase has been initiated and will be ongoing.

Kawehnoke Water Supply Project Preliminary Design (\$290,000.00): The completion of this report has been delayed due to the lack of obtaining easement approvals from many property owners for the access to install water supply services. Efforts to obtain the approvals have been ongoing throughout the year. The process has been very time consuming due to the fact that property owners had to be approached on an individual basis. The Preliminary Design report is now complete. A Preliminary Project Approval (PPA) funding submission has been forwarded to Aboriginal Affairs and Northern Development Canada as ratified by Mohawk Council. The next phase of the project is detailed design. Lobbying efforts have been initiated and are ongoing for funding to proceed to detailed design. Once funding is approved, the detailed design will be completed in the new year.

Snye Waterline Supply Project (\$3,300,000.00):

Contract 1 - Final deficiency clean-up works will be completed as soon as weather permits along MacDonald Road, Wade Lafrance Road from MacDonald to the easterly end and Toby Roundpoint Road. Most of these works are related to yard restoration and final clean-up. A total of 150 homes have been serviced within this phase.

Contract 2 - During this reporting period, Water Supply services complete with firefighting capacity were provided for the areas along River Road from Wade Lafrance Road to Sugar Bush Bridge; and Chapman Road to Skakerate. A total of 75 homes have been serviced in this area. Restoration works will be completed as soon as weather permits.

Contract 3 - Water main extensions along Wade Lafrance Road from MacDonald to River Road; and River Road from Sugar Bush Bridge to the easterly end has been tendered and awarded. Works have begun and are expected to be complete by summer's end. This phase will service approximately 55 homes.

Department of Technical Services

Administration

Contract 4 - The installation of plumbing upgrades to the homes in Kaná:takon and Tsi Snaihne are 50% complete. Additional efforts are being made to access the homes which to date, have not responded to requests to install these free upgrades. The upgrades are a benefit to both the homeowners and the health and safety of all homes serviced by the waterline.

Contract 5 - a contract to optimize the Kaná:takon Water Plant operations has been awarded and is expected to be complete by August. The upgrades will focus on meeting the latest regulations and improve the reliability of delivering both potable water and firefighting capacities to Tsi Snaihne and Kaná:takon.

Kanonhkwa'tsheri:io Addition (\$862,000.00): A 7000 sq. ft. addition to the existing facility has been constructed to provide the space requirements of both the Department of Community & Social Services and the Department of Health. Occupancy of the lower level of the addition has been achieved and is now occupied by Akwesasne Child and Family Services. Post construction activities such as the finalization of "as Built" drawings have begun. The completion of the upper level is pending the completion of the current phase of the Space Needs assessment.

Three Nations Bridge Project (\$75,000,000.00): During this reporting period, the Department of Technical Services applied much effort towards the tendering phase of the In Water Works (Piers). Negotiations with the Federal Bridge Corporation regarding Mohawk participation were the focus during the year. As a result of these efforts, a 10% minimum Mohawk participation on the In Water Works contract was achieved. The Mohawk participation generated an economic benefit value in the amount of approximately \$500,000.00.

Phase two, consisting of the new low level bridge, canal bridge and associated approach roads, has been awarded to AECON.

With the support of the Grand Chief Mike Mitchell, DTS made a business case to the Federal Bridge Corporation to maximize Akwesasne's participation in the project. Although the request was not approved as presented, a minimum of 15% participation was achieved. This equates to almost 5 million dollars worth of work for our local contractors, trades people and suppliers. DTS will be meeting with the contractor in the near future to confirm how the contractor intends to fulfill the 15% minimum obligation. The Memorandum of Understanding, which DTS has participated in negotiations for in the last 5 years, has been signed between Mohawk Council of Akwesasne and the Federal Bridge Corporation on September 19, 2011.

Construction has been underway since November of 2011. To date, works have begun on both north and south abutments. Work on the canal bridge piers and abutments are also in progress.

In addition, please see reports regarding other Department of Technical Services programs for the following:

Roads Department, Water and Wastewater Operations and Building Maintenance

Contact Information

Cornwall Island Administration Building #3
101 Tewasateni Road
Akwesasne, Ontario
K6H 5R7
Office: 613-936-1548
Fax: 613-938-6760

Building and Maintenance Operations

Staff

Joseph Francis, Senior Maintenance Manager
Robert Pyke, Administration Bldgs. Maintenance Manager
Gorman Jacobs, DCSS & DOH Bldgs. Maintenance Manager
Gerald Thompson, AMBE Maintenance Manager

***Note: There are approximately 50 Maintenance Staff which are Head Caretakers, Caretakers and Casual staff currently employed under the Maintenance Program.*

Objective/Strategic Goals

Assist in and coordinate the implementation of the Maintenance Management System, to ensure the timely application of the Computerized Maintenance Management System, assist in and coordinate the development of the supervisors, operations and

maintenance staff for all assets, ensure we realize the intent and effectiveness of the maintenance program, the effective use of the maintenance team and identify areas that would limit the financial and physical liabilities the organization may be exposed to.

- To develop a training plan for all maintenance staff, ensure that departmental staff are properly trained so that we can perform our duties more effectively and better serve our community.
- To continue the development and implementation of the Computerized Maintenance Management System and Maintenance of Critical Assets program for all M.C.A. assets building and infrastructure.
- To coordinate special or contract services for assets within the Dept. of Tech. Services.
- To review all maintenance manuals and as built drawings, for new or renovated MCA facilities for completion.

Department of Technical Services

Building and Maintenance Operations

- To assist in and coordinate inspections of all MCA assets for operation and Health, Fire, and Safety requirements.
- To review alterations proposed for MCA assets and to direct as needed consulting firms that MCA contracts with.
- To review all inspection and testing and service reports of all emergency power generator systems.
- To coordinate, provide and ensure that technical assistance is available to facility and building maintenance supervisors.
- To assist in the development of standard operating procedures as relates to DTS and other MCA maintenance programs.
- To update the Capital Assets Inventory System as it relates to the Mohawk Council of Akwesasne assets.
- To update the Asset Condition Reporting System as it relates to all Mohawk Council of Akwesasne assets.
- To review and approve operation and business plans related to operation and maintenance from assigned sectors and maintenance supervisors.
- To Coordinate and attend Variance reports meetings with sector Directors and Maintenance Managers when reports are issued.
- To oversee all assigned sectors, operation and maintenance budgets related to asset maintenance, and ensure the effective, efficient operations of the assigned sectors.
- To perform performance evaluations of all assigned sectors, operation and maintenance supervisors.
- To review, develop and implement new and existing policies, procedures and practices that will assist in and govern the business practices that assigned sector maintenance programs will follow.
- To continually review all assigned sectors for computerized maintenance management system compliance to ensure efficiency and effectiveness is maintained.
- To assist in and recommend changes in structure related to the overall implementation of the organizational review and maintenance program operation.
- To participate in assigned special projects related to Administration and Human Resource program directives and policy development.
- To review, assess and recommend a service provider for the New Computerized Maintenance Management System for MCA Assets.
- To Coordinate and assist in the annual Insurance and Asset review of MCA assets and Facilities with the Insurance provider for MCA.
- To post for tender contracts and recommend award, solid waste, Fuel delivery, Grass cutting and Snow Removal is tendered.
- To participate as required in special meetings and propose options for future development and or proposed program facility and structure needs.

2010-2011

The Department of Education Maintenance, has been busy this Fiscal Year with many small and medium sized projects completed throughout the School Systems. With new Head Caretakers starting the school year in each facility, we had some challenges ensur-

ing that schools were ready for the start of the new school year cycle. As time went on, each Head Caretaker took control of the facilities and ensured complete and consistent operation throughout the year. At the end of the school year, every class room was: emptied, painted where needed, floors are stripped and waxed, equipment sanitized and then put back together. During this time frame, equipment or class room set up was relocated if a specific room was used for another program. The three schools are sanitized, cleaned, priority areas are painted, and the hallway floor systems were stripped, cleaned, waxed and sealed for the New Year. Several minor projects were completed throughout the year at all three sites including a floor tile replacement in one large classroom at the Snye School.

The Administration Building Maintenance services, had several small projects addressed and included the preparation of new office sites for programs that were moved to meet programming needs. Included in these moves was: part the Addictions and Awareness Program, the Environmental Health Officer, two Community Health Nurses at CIA #3. At Administrative Building #2, we completed the final phase of removing carpet and installing a vinyl floor system in the main floor areas. We installed a new steel roof system over the existing maintenance Management office area, with plans to complete the rest of the roof in the next Fiscal Year.

The Department of Health and Social Services Maintenance services focus was on the major renovations of the ground floor for the ACFS program on the north west wing of the facility, concurrent with development and planning for the second floor renovations and the addition two story floor space on the west end of the asset. The Heath Facility second floor renovations for DOH and DCSS office space were completed in FY 10-11, and have allowed for a friendlier yet more secure environment of the programs that utilize the space. We continued to develop and implement the construction of phase three expansions in the facility where the two level west wing additions began.

Major repairs included

The installation of a new steel roof covering for the Kanatakon Recreation Center; and the arena incorporated a new locker room for the American Hockey League Expansion team- the Akwesasne Warriors Semi Pro hockey team.

Building Maintenance Management Operations program spent a large amount of time working with Aboriginal Affairs and Northern Development Canada (AANDC) and a Consultant in the process of completing the Tri-Annual Asset Condition Reporting System (ACRS) review. This was for the vast majority of assets within the Mohawk Council of Akwesasne. This report is a mandatory review and is used by AANDC to assist in developing strategies for repair and maintenance program funding options. The ACRS

Department of Technical Services

Building and Maintenance Operations

report also assisted programs in identifying repair project for our assets, prioritizing the repairs and estimating the cost to do the repairs.

The program also had inspection services performed for Fire Safety and Life Safety System inspection performed by Human Resources and Skills Development Canada. This resulted in successful funding for installation of a new fire separation door at one facility and the purchase of Fire rated materials for another. The three District Schools were inspected in this process with only a minor item identified for correction. Coordination and review of several other projects for our assets included: preparation for the Handi -Cap ramp future construction at the Akwesasne treatment Center; future repairs to the roof structure at the Snye Recreation; Iakhihsotha roof and sprinkler system repair and design; repairs for Admin #3 and #4; and repairs at the Angus Mitchell Memorial Building. Funding submissions were put forward to assist in financing of the projects as reported. We were successful for the three projects identified for Iakhihsotha, including: the Patio; the future parking lot expansion; and the Walking Path around the perimeter of the building.

The department experienced a fair amount of operational concern in relation to the Computerized Maintenance Management System for all assets and facilities. Fortunately, the Information Services Department and the System Coordinator for the program were able to work through several of the programming issue and were able to keep our present system operational. We found that the service supplier was going out of business for this program and have started the process to initiate a review of possible solutions for the replacement of our existing program.

Annual Report 2011-2012

The Department of Education Maintenance, was busy with several small and medium sized projects throughout the School Systems. The Head Caretakers are familiar with their respective schools and continue to make improvements. As a routine operation, virtually every class room was emptied, painted where needed, floors stripped and waxed, equipment sanitized and then put back together. The three schools are sanitized, cleaned, other priority areas are painted, all the hallway floor systems are stripped, cleaned, waxed and sealed for the New Year. Some of the minor projects completed throughout the year at all three sites include: installation of a new sound dampening wall in between two class rooms in Tsi Sniahne, roof repairs and entrance repairs for head start. At the AMS site, repairs were done on the boiler systems including system pump repairs. Kanatakon school had services performed on the heating system that was consistent with general operations and maintenance. All three site had the ventilation system duct work professionally clean by a service contractor.

The Administration Building Maintenance services addressed many small projects and included preparing existing office sites for programs that have been moved around to meet programming needs. Some of the moves included Addictions and Awareness Program, the Environmental Health Officer, two Community Health Nurses to the Health facility. Floor repairs were done at CIA #3 where carpets were removed and new vinyl laminate tiles were installed. Admin #3 saw minor renovations where a wall was remove to open up the space for the computer department, as well a new lower level entrance door. AMPS had the dispatch room renovated to include new floors improved wiring for existing and future systems. Admin #1 the installation of code compliant Handi -Cap barrier system was installed on the first floor and improved Handi -Cap accessible door openers were installed on the lower level, as well as new doors in the Human Resource Department. Angus Mitchell Memorial Bldg. had the boiler room door replaced with a new fire rated unit as well some side- walks and some pavement installed at the main entrance.

The Department of Health and Social Services Maintenance services focus continued on the major renovations of the ground floor for the ACFS program on the north west wing of the facility, concurrent with development and planning for the second floor renovations and the addition two story floor space on the west end of the asset. We continued to develop and implemented the construction of phase three expansion for the facility where the ground level was completed as per plan and addition funding is being sought to complete all remaining work. Major repairs at Iakhihsotha included the completion of the walking path and parking lot expansion and final touches to the patio, as well as a major upgrade to the sprinkler system.

Building Maintenance Management Operations program

The program submitted for funding to address prior inspection services performed for Fire Safety and Life Safety System inspection as performed by Human Resources and Skills Development Canada, which resulted in successful funding for installation of a new fire suppression system for Fire Station #2, on Kawehnoke. Coordination and review of several other projects for our assets included construction for the Handi -Cap ramp at the Akwesasne Treatment Center. The department continues to experienced a fair amount of operational concern in relation to the Computerized Maintenance Management System(CMMS) for all assets and facilities. With assistance from MCA Information Services Department our department contracted with a service provider to assist in the selection process for an new CMMS program.

The program Coordinator continues to work through several of the programming issues and has been able to keep our present system operational. We will be in the review stage in the next Fiscal year.

Department of Technical Services

Roads

Mission Statement

The roads program will provide continual service to all community roadways, streets and related infrastructure within the Territory of Akwesasne. This will be accomplished by utilizing the best available equipment, materials and practices, in order to ensure the safety of those who utilize our roadways.

Objective and Strategic Goals

The main goals of the roads program are: to provide maintenance to over 50 kilometers of roadway (both gravel and asphalt surface); to maintain adequate surface drainage and runoff from roads and streets; to maintain three bridge crossing structures; and to participate in the completion and oversight of roads related projects, coordinated by the Department of Technical Services.

Faculty and Staff

2010-2012

Program Manager:	Mitchell Cook
Crew Foreman:	Kenneth Mitchell
Truck Driver/Equipment Operator:	Danny Thompson
Truck Driver/Equipment Operator:	Quinn Benedict
Truck Driver/Equipment Operator:	Craig Delormier
Truck Driver/Equipment Operator:	Mike Boots
Truck Driver/Equipment Operator:	John Jacobs

Accomplishments and Challenges 2010-2012

Maintenance of asphalt surface roadways: Roads program staff completed regular inspections of asphalt surface roadways to determine areas most in need of maintenance. Tasks included: spot resurfacing, patching of potholes, sweeping of intersections, crack sealing, line painting/pavement markings, etc.

Maintenance of Gravel Surface Roadways: Roads program staff completed regular inspections of gravel surface roadways to determine areas in need of maintenance. Tasks included: grading/shaping of roadways, installation of granular material on roadway, application of liquid and flake dust suppressant, etc.

Winter roadway maintenance: Weather conditions were continually monitored to determine if winter road maintenance was required. Tasks included: plowing of roads and streets, application of sand/salt to roadways, clearing administration parking areas, etc. Communication was maintained between roads program staff, AMBE transportation coordinator and the Executive Director to determine school/office delays or closures during inclement weather.

Roadside Maintenance: Grass and weeds were cut along roadsides and at intersections to maintain sight distances for motorists. Ditch cleaning was completed to ensure free flow of surface run-

off. Driveway culverts were installed to provide access for property owners. Curbsides and catch basins were cleaned and flushed to maintain adequate drainage on streets. Street lights were inspected and repairs made as required to maintain visibility at night. Guide rails were inspected regularly for damage and repairs were completed, as required. Road signs, speed limit signs and road/street name signs were installed and/or replaced as required, due to accidents, vandalism, etc.

Bridge Maintenance: Bridge crossings were swept and flushed with water, in order to remove dirt, sand and salt that accumulated over the winter. Grass and weeds along guide rails and approaches were kept cut, to maintain visibility. MTQ engineers inspected crossings on the Quebec portion, and recommendations were made for any required maintenance and repair.

Equipment Maintenance: Roads program staff completed regular, routine maintenance on vehicles and equipment utilized by the program. Tasks included: cleaning and washing, performing pre-trip visual inspections, checking fluids, belts and hoses, lubricating chassis and moving parts, identifying problems or defects and reporting them so repairs could be coordinated at a certified repair facility. Safety inspections and emission tests were completed in accordance with MTO guidelines.

Assistance to other departments: Program staff assisted other programs/departments within the organization, by providing technical advice on road-related matters, assisting with the operation of equipment and addressing requests for program assistance in a timely fashion, whenever possible.

Community Requests: Program staff received many requests for assistance directly from community residents. Every attempt is made to address the request promptly by providing assistance when possible, offering technical advice, alternative solutions, or referring the requests to the proper person/program/department within the organization.

Program staff attended in-house health and safety training, such as WHMIS upgrading, CPR/first aid certification, workplace safety, etc. Staff also attended Ontario Good Roads Association's snow school, providing training in winter maintenance techniques.

Program staff attended in-house health and safety training, such as WHMIS upgrading, CPR/first aid certification, workplace safety, etc. Staff also attended Ontario Good Roads Association's spring road school, providing training in fleet equipment maintenance techniques. Job training was also provided to a summer student employee in traffic control and road maintenance skills.

Department of Technical Services

Water and Wastewater Infrastructure

Mission Statement

The Water and Wastewater Infrastructure program is part of the Department of Technical Services. This program provides safe and healthy water and wastewater services to Akwesasne by continually improving the operations and maintenance of the water and wastewater systems.

Objective/Strategic Goals

- To deliver potable water to the community and to discharge safe wastewater to the environment.
- To comply with the Aboriginal Affairs and Northern Development Canada Protocols for Centralized Drinking Water systems in First Nations Communities and Centralized Wastewater Systems in First Nations Communities.
- To maintain efficient operations of all water and wastewater treatment plants and all water distribution and wastewater collection systems.
- To fulfill water and wastewater operator certification requirements including training, testing, and experience.
- To follow health and safety plan during all work activities.
- To implement a computerized maintenance management system.

Staff 2010-2011

OPERATOR CERTIFICATION LEVEL

Name	Water Treatment	Water Distribution	Wastewater Treatment	Wastewater Collection	
Lorri	3	1	1	1	
John T.	3	2	1	1	
Keith Mitchell	1	1	1	1	
Clayton Barnes	2	1	1	1	
Tom Oakes	1	1	1	1	
Dion Mitchell	OIT	OIT	OIT	OIT	1
Lawrence Mitchell		OIT	OIT	OIT	OIT
Patrick David	OIT	OIT	OIT	OIT	
Tyson Mitchell	OIT	OIT	OIT	OIT	

Training

The water and wastewater plant operators, including the manager, must maintain their certification. They are required by the Ontario Ministry of Environment (MOE) to apply for renewal every three years. Requirements include attending MOE. Director approved training 40 hours per year. Examples of training courses attended this fiscal year are:

Disinfection with Hypochlorite
Operation & Maintenance of Fire Hydrants
Watermain Breaks & Repairs
Tapping Watermains
Ponds & Lagoons

The water and wastewater plant operators also attended the Annual Aboriginal Water and Wastewater Association of Ontario Conference this fiscal year in Thunder Bay that was sponsored by Health Canada. At this conference the operators interacted with operators from other First Nations and received more training from fully MOE licensed trainers of the Keewaytinook Center of Excellence.

Projects

The St. Regis Water Treatment plant was upgraded in 1997 to a class 3 water treatment plant. This fiscal year, the Water and Wastewater Infrastructure program received funding for three projects to maintain the plant. These projects included: cleaning and recording the intake crib and waterline, replacing chlorine/pH/turbidity analyzers, and restoring the turbine pumps.

Intake Crib and Waterline

The St. Regis Water Treatment plant draws water from the St. Lawrence River through an intake water line on the St. Lawrence River floor. An intake crib houses the opening of the water line. The Water and Wastewater Infrastructure program contracted a diver to remove zebra mussels that had attached themselves to the water line and intake crib over the years of operation. The diver also video recorded the waterline and crib before and after the cleaning for the program to review.

Chlorine/pH/Turbidity Analyzers

The Ontario Ministry of Environment requires that water plant operators continuously monitor the chlorine, pH, and turbidity of the filters and distribution header. These continuous analyzers in the St. Regis Water Treatment plant were breaking down and obsolete. The Water and Wastewater Infrastructure program purchased new analyzers and contracted a certified technician to install and calibrate these instruments.

Restoring Turbine Pumps

There are 11 turbine pumps in the St. Regis Water Treatment plant: one maximum duty pump that provides fire flow for the village and part of TsiSnaihne; five high lift pumps that distribute water in the distribution system; three low lift pumps that draw water from the St. Lawrence River; and two backwash pumps that clean the filters of the plant. The Water and Wastewater Infrastructure program contracted a pump service and maintenance company to inspect and repair the fourteen-year-old pumps. All pumps were repaired and improved.

Department of Technical Services

Water and Wastewater Infrastructure

Staff 2011-2012

OPERATOR CERTIFICATION LEVEL

Name	Water Treatment Distribution	Water Treatment	Wastewater Treatment Wastewater Collection	Wastewater Treatment	Water
Lorri	3	1	1	1	
John T.	3	2	1	1	
Keith Mitchell	1	1	1	1	
Clayton Barnes	2	1	1	1	
Lawrence Mitchell			OIT	OIT	OIT
Patrick David		OIT	OIT	OIT	OIT
Lawrence Jock		OIT	OIT	OIT	OIT
Mike Benedict		OIT	OIT	OIT	OIT
Conway Thompson			OIT	OIT	OIT

Training

The water and wastewater plant operators, including the manager, must maintain their certification. They are required by the Ontario Ministry of Environment (MOE) to apply for renewal every three years. Requirements include attending MOE director approved training 40 hours per year. Examples of training courses attended this fiscal year are:

- Safe Drinking Water Act
- Treating and Distributing Safe Drinking Water
- Confined Space Entry
- Entry Level Drinking Water Operator
- Cross Connection/Backflow Prevention

The water and wastewater plant operators attended the Annual Aboriginal Water and Wastewater Association of Ontario Conference this fiscal year in Rama and the Ontario First Nations Technical Services Water Symposium in Niagara Falls. Health Canada and Aboriginal Affairs and Northern Development Canada sponsored these conferences. The operators interacted with operators from other First Nations and received more training from fully MOE licensed trainers of the Keewatinook Center of Excellence, the Walkerton Clean Water Centre, and the Circuit Rider Training Program.

Projects

The Water and Wastewater Infrastructure program invested a great deal of time and money this fiscal year into repairing the St. Regis Wastewater Treatment plant, lift stations in Kawenoke and TsiSnaihne, and a broken water main.

St. Regis Wastewater Treatment Plant

The program replaced three of the sixteen drives for the rotating biological contactors in the St. Regis Wastewater Treatment plant. All usable parts of the three damaged drives were salvaged. The remaining thirteen drives were each removed and assessed by the operators. Damaged or deteriorating parts were replaced. Drives with limited life remaining were tagged and the cost of new drives was added to the budget for 2012 2013.

Lift Stations

There were frequent alarms at the Kawenoke lift station due to failure of the two pumps. The operators lifted the pumps out each time and removed large pieces of cloth. The pumps had to be repaired many times due to this wear and tear until eventually new pumps were purchased and installed. The cost of shredding pumps was added to the 2012 2013 budget.

There were also frequent alarms at the TsiSnaihne lift station due to failure of the two pumps. The operators lifted the pumps out each time and removed debris from the well. The program contracted C-Way Sanitation to haul the wastewater during the shutdown of the lift station. The pumps had to be repaired many times due to this wear and tear until eventually new pumps were purchased and installed.

Water main

A leak in the water main on School Road in TsiSnaihne caused part of the water main to be shutdown and repaired. The leak was caused by corrosion of the water main valve. The operators re-routed the water flow resulting in minor residential water use disturbance. The program had the water main excavated. The operators replaced the valve and installed anodes to prevent future corrosion. The program purchased another spare valve with fittings in case of another emergency.

Contact Information

If you would like to contact the Water and Wastewater Infrastructure program office:

The Water and Wastewater Infrastructure program office is located in the DTS Maintenance Shop building across from the Sweetgrass Lodge in St. Regis village.

The program manager phone number is (613)575-2250 x.3403 and the program pager number is (518)404-2252.



Department of Housing

Mission Statement

“The Mohawk Council Housing Authority is established to develop and implement a fair and equitable housing policy, and to ensure that the members of the Akwesasne Community have equal access to affordable and quality housing.”

Program Vision, Mission and Values

The Department of Housing will strive to provide a Housing Program that meets the needs of the Community and to ensure these programs survive for future generations.

Strategic Goals

To bring the Housing Department to the highest level of standards by providing the best services for Community members.

To start the process of a long term housing plan for future housing.
To build and maintain a rental portfolio that will address the shortage of housing as temporary accommodations to meet the needs of the community.

To assist Community members with alternative sources of funding to fulfill their housing needs.

To provide an alternative source of homeownership for Community members who don't qualify under the present Criteria, however have the financial resources to afford a home.

To provide accommodations for Senior Citizens to make their lives more enjoyable.

2010-2011

Staff

Sandra Benedict, Director of Housing
Noni Tarbell, Program Manager
Norman Peters, Housing Designate Inspector, RRAP Delivery Agent
Ernie Gambill, Construction Supervisor
Candice Two Bulls, Loan Officer
Leanne Thomas, Data Entry Clerk
Teena Thompson, Executive Assistant
Charlene David, Admin Assistant
Brian Thomas, Crewleader
Mike Buckshot, Crewleader
Andrew Square, Carpenter
Roy David, Carpenter
Charles Thompson, Carpenter
James Assinewai, Carpenter
Todd White, Head Caretaker, KRA
Stan Cook, Caretaker
Marion Lazore, Caretaker, Sweetgrass Manor

Mohawk Council Housing Authority Members:

Sandra Benedict, Chair
Noni Tarbell, Program Manager
Candice Two Bulls, Loan Officer
Chief Florence Phillips, Portfolio holder
Chief Joe Lazore, Tsi Snaihne District
Chief Larry King, Kanatakon District
Chief Abram Benedict, Kawehnoke District
Esther Jock, Social Community Services
Leona Delormier, Manager Office of Vital Statistics

2011-2012

Staff

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Noni Tarbell, Program Manager
Norman Peters, Housing Designate Inspector, RRAP Delivery Agent
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Chief Larry King, Kanatakon District
Chief Abram Benedict, Kawehnoke District
Esther Jock, Social Community Services
Leona Delormier, Manager, Office of Vital Statistics

Accomplishments

New Home Construction

We successfully completed our new home construction projects for this fiscal year, each year we receive an allocation from Indi-

Department of Housing



A Section 95 Unit located on Whoville Road

an Affairs which we in turn approve housing loans for new home construction projects. This year we approved five (5) loans in the amount of \$136,000.00 which is the maximum amount for new construction loans.

Funds are advanced once applicants provide all required documentation completed.

Upgrade Program

This program has proven to be a successful program because of the fact that all repayments go back into this fund, to allocate additional loans. This program is now self-sustaining and provides loans for maintenance, repairs and renovations.

We budget for 20 loans each year for repairs and renovations, and a small budget for maintenance/emergency loans. We approved three (3) maintenance loans, in the amount of \$ 7,490.00, four (4) repairs loans for this fiscal year for a total of \$ 32,000.00, and we approved fourteen (14) renovation loans in the amount of \$ 12,000.00 for a total of \$ 168,000.00.

Bank of Montreal-On Reserve Housing Loan Program:

The Mohawk Council of Akwesasne provides guarantees for community members who receive mortgages for the Bank of Montreal mortgage loan program. These mortgages are for new home construction, purchase of existing homes, and major renovations.

(2010-2011) The total amount of guaranteed mortgages at the end of this fiscal year is \$ 5,950,152.00, for a total of 79 mortgages. Six guarantees were completed this year in various amounts for a total

of \$ 556,000.00.

Approvals for this fiscal year include:

New Home Construction	– 5
Purchases	– 1
Major renovations	– 0

(2011-2012) The maximum loan amount is currently set at \$ 150,000.00, applicants must go through the Bank's application process, once they receive their conditional approval, it is forwarded to the Housing Department to prepare the paperwork to go to Council for request to guarantee the mortgage.

The total amount of guaranteed mortgages at the end of this fiscal year is \$ 6,0368,300.00 for a total of 79 mortgages. Five guarantees were completed this year in various amounts for a total of \$610,000.00, guaranteed mortgages for this fiscal year.

Approvals for this fiscal year include:

New Home Construction	– 3
Purchases	- 1
Major renovations	- 1

Section 95 Units

(2010-2011) We completed a four (4) unit section 95 project, at Skakarati Sub-division in Chenail.

(2011-2012) We completed a four (4) unit section 95 project, at Karakwiene Sub-division (Whoville), Sub-division in Chenail.

Canada Mortgage and Housing Corporation provide funding for these units, under their Section 95 program. We currently have a portfolio of 95 section units, 23 are rental unit, and 72 are rent to

Department of Housing

own housing units.

Each project has a separate operating agreement, which spells out the responsibilities of the First Nation, and C.M.H.C. The rent collected pays the mortgage, and subsidies received cover the operating expenses, along with this is a reserve replacement fund, to help cover any major repairs needed for each unit.

The rent to own units, are provided for those community members who could qualify for a mortgage but don't have title to land. The applicants enter into a rent to own agreement, and pay rent for the duration of the mortgage. Once the mortgage is paid off, the house and the land it sits on is turned over to the occupants. As long as they abide by the rent to own agreement, these units will become theirs. It is a means of providing for homeownership, for those who don't own land.

This program has allowed us to address the constant demand for housing, as we can build rental units, as temporary accommodations, and we can also build homeownership units as well.

Residential Rehabilitation Assistance Program

Each year we receive an allocation for RRAP repairs, from Canada Mortgage and Housing Corporation to assist those with repairs to their homes. Our allocation for this fiscal year was \$ 159,300.00, and we were able to do ten (10) approvals. We receive agency fees for each project that is managed and these fees cover our administration costs.

Housing Loan Recovery Plan

We had 17 people pay their housing loans in full this fiscal year. We congratulate those community members who honored their obligations to pay back their loans. Although the Housing Loan Recovery Plan, which was implemented in 2000, has proven to be

a successful tool, we are still faced with some challenges. Funding has always been the major challenge, as funding levels for housing have been the same since the early 80's. We have to rely on housing repayments to cover our administration expenses, and most times we have no surpluses. Because of this the Housing Loan Recovery Plan was developed and put into place. Through the Nation Building Process, we were able to come up with a Strategic Plan to address the deficits within the Department of Housing.

Other challenges we face include: trying to address inadequate building practices from years past, lack of money, inadequate building materials and an unskilled labor program,. We hope some of these homes can be addressed with the Healthy Homes Initiative, which we are currently involved with providing input on the committee.

Conclusion

In closing, as we look back at our accomplishments for this fiscal year, we feel we have achieved what we set out each year to do, and that is provide good quality housing for community members. There will always be a need for housing, and we strive to the best of our ability to support and assist those community members to address their housing needs. We can only do this with the cooperation of the community, and we thank the community and the Mohawk Council of Akwesasne, for supporting us and we can only hope to improve on this for years to come.

Our building is located at 13 Hilltop Drive in Kanatakon, we can be reached at 613-575-2250 ext. 2300.

Department of Environment

The Department of the Environment strives to keep Akwesasne:non safe and healthy through the protection of the environment in which we live. We do this by delivering programs that address issues and concerns or by providing information in workshops, community interviews or by making classroom presentations.

2010-2011

Staff:

Elizabeth Nanticoke, Acting Director;
Richard David, Assistant Director,

Henry Lickers, Science Officer;
Peggy Pyke-Thompson, Environmental Assessment Officer;
Scott Peters, Environmental Assessment Officer;
Bob Stevenson, Environmental Education;
Margaret George, Forestry;
Waylon Cook, term position as an Environmental Technician for Wetlands projects;
Cindy Lazore, term position as an Environmental technician for American Eel Trap and Transport project.

Department of Environment



Bob Stevenson on Thompson Island

Environmental Education

Classroom presentations throughout the school year are a good way to get information to the youth and future leaders. We share knowledge and promote respect for the earth, land, water, air, animals and all life in general, through teachings. The Environmental Education Program teaches Life Skills on the Land. This is a teaching lesson that the Environmental Educator has presented, not only throughout the schools in and around Akwesasne, but also throughout Canada and Eastern US. The Thompson Island Youth Camp (Ionkwa'nikonri:io) is another avenue that we use, not only teach the importance of the environment and respect, but cultural and spiritual connections to the land as well.

The camp is a good place for the community to be; whether you want to take your family or an organization, you can be assured that you will enjoy the calm and peaceful feeling while being surrounded by nature. The Haudenosaunee youth, Ottawa's Alternative School, SRMT Environment Division and some Quebec groups, just to name a few, camped at the Island and were treated by local presenters and elders for medicine walks, cultural teachings, and trapping techniques (along with respect for the animals).

Other staff members, including Environmental Assessment Officers, the Science Officer and forestry personnel, also make presentations at the local schools. Our EAO and Environmental Technician was involved in a project with the SD&G Stewardship Council

in which team teaching in biodiversity was conducted through a lesson, "Living and Learning with Nature" to fourth grade students. This was a way in which mainstream students in the SD&G schools could experience how native people view the environment. This presentation was also made to the fourth grade at AMS.

Forestry Worker

Our forestry worker has the opportunity to work with area schools during times of harvesting sap from maple trees, and is instrumental in ensuring respect for trees is stressed to all people through the "Greening of Akwesasne" initiative. This program ensures that Akwesasne are provided with native species of trees so that families can plant the trees. She also works with community members who require pruning of fruit trees. She attends properties to teach homeowners how to prune their trees; but will gladly prune trees for elders who need this service.

The Roadside Clean-Up is an annual event that involves ATFE, MCA Environment, SRMT Environment, MNC and the community of Akwesasne. These projects occur annually. Other projects involve assessing trees in and around Akwesasne and making recommendations to contractors to ensure trees are not damaged unnecessarily. The forestry worker monitored the waterline project to ensure that the contractor would minimize damage to trees.

Environmental Assessments:

Environmental Assessments (EAs) were performed so that proposed projects do not have detrimental effects on the land, water, wildlife habitat and plants. Home owners, construction companies, roads and waterline installers will be advised on the best practices to ensure that no damage will occur to the environment as a result of the proposed project. There were a number of EAs performed for Capital projects such as roads, water line, and housing. Businesses also required EAs for proposed projects through Economic Development. We encourage community members to seek an Environmental assessment for their own projects to ensure minimal damage to the environment.

At the time an EA is performed, we are able to determine if there are protected species under the Species At Risk Act. Akwesasne, as is the case with many Reserve lands, have identified many animals and plants that are endangered and at risk of becoming extinct. Many of the Species at Risk habitats are in the rich wetlands of Akwesasne. Protection of the Wetlands is a growing concern for our Department.

There is a real need for us to get information out to the community for Species at Risk, Protection of Wetlands, Invasive Species and Exotic Species. Invasive and Exotic species of animals and plants do not occur naturally in our environment and pose a threat to our native species and their habitat.

Department of Environment

Partnerships:

We're fortunate to have many "partners" in the neighboring communities that support us in our efforts to protect the environment. The Eastern Ontario Model Forest, Parks Canada, the Ministry of Natural Resources, the SD&G Stewardship Council, to name a few, support us by providing information to share with the community as it relates to forestry, hunting and fishing. OPG also has been involved in supporting a summer student to assist with the Eel Trap and Transfer program. This is an action plan for offsetting turbine mortality of American Eel at the R. H. Saunders Generating Station. In turn, we provide our partners with our cultural knowledge as it relates to the natural world.

Recycling:

The Recycling Program was reintroduced to the three Districts. The staff organized community information sessions and assisted with the distribution of the recycling bins that people use to hold recyclable materials including paper, tins, plastics and glass. Recyclable materials are picked up once a week.

Other Initiatives

Administratively, there are on-going projects and environmental issues that require attention. We are concerned over the loss of the Black Ash tree due to an invasive beetle (Emerald Ash Borer) that has been responsible for the destruction of Ash trees. Reforestation and Seed Collection are on-going initiatives to ensure an abundance of the Ash tree for the basket craft. We also work toward ensuring Traditional Medicinal Plants are protected and planted. We also monitor Shoreline Erosion and need to address land loss and how to stop this from occurring.

An on-going issue the Acting Director was involved in was nuclear waste. A large amount of radio-active nuclear waste exists and is being stockpiled in a nuclear waste facility. The problem is this nuclear waste will be harmful if you come into contact with it. At the moment, a proposal to place the nuclear bundles deep in the Canadian Shield is being put forward to Canadians and Native communities. So far, all Native communities are telling the nuclear energy to stop producing this waste until they find a better solution to storing the waste or stop producing the waste in the first place.

Another issue was the number of nuclear generators decommissioned. Bruce Power planned to put the generators on ships that would travel through the Great Lakes, on the St. Lawrence River, then across the ocean to Sweden where a process to dismantle and separate the nuclear waste from the generator would take place. The materials in the generator would be recycled while the nuclear waste would be sent back to the nuclear waste facility in Canada. This proposal was met with a large amount of opposition from municipalities and Native communities who depend on the Great

Lakes and St. Lawrence River. As a result, this project did not go forward but people have to be aware that this may be proposed again in the future.

From time to time, we have had to address Fuel Spills. Fuel spills are very damaging to the health of the people as the fumes cause respiratory discomfort and it contaminates the land and water. The clean-up of these spills are very costly to homeowners.

These are some ways in which the Department of the Environment works to ensure the health and safety of the Environment, thereby protecting the Community of Akwesasne.

2011-2012

Staff

The Environment Program is made up of the following people:

Elizabeth Nanticoke, Acting Director/Program Support Officer
Richard David, Assistant Director
Henry Lickers, Science Officer
Bob Stevenson, Environmental Educator
Margaret George, Forestry Technician
Margaret Pyke-Thompson, Environmental Assessment Officer
Scott Peters, Environmental Assessment Officer
Waylon Cook, Environmental Technician-Environmental Assessment Officer
Cindy Lazore, Environmental Technician-Environmental Technician

Overview

We saw some very distinct changes to our department in 2011/2012. After 17 years of employment with the Environment Department, Richard David, Assistant Director, retired on April 29, 2011. The position was not refilled since the department itself was going through re-organizational changes.

After a Program Review, it was determined that the Department of the Environment, Economic Development and Emergency Measures would now become programs under the Tehotienawakon (the people who work together) Department. In January 2012, a director was selected to oversee the new department.

The current staff for the Environment Program includes: the Program Support Officer, who returned to the position after performing the Acting Director role during the time of the program review process; the Science Officer; three Environmental Assessment Officers; the Environmental Educator; and the Forestry worker.

Leading up to the reorganization and introduction of an integrated resource management system of operation, it was necessary to take a close look at the way Environment, delivers programs to the community, develops and builds on the many partnerships that exist.

Department of Environment

Through strategic planning and taking a closer look at how we operate, it was determined that we are charged with the responsibility of caring for everything that exists naturally, that naturally we would deliver our programs using traditional knowledge. Every aspect of the work we perform incorporates traditional knowledge.

Environmental Assessments

We've been involved in performing Harmonized Environmental Assessments with the North Channel bridge replacement project as well as the relocation of the natural gas pipeline that utilized directional drilling beneath the riverbed. Directional drilling was also used in Tsisnaihne, where the water line was to be installed. This would ensure that the wetlands and wetland habitat would not be disturbed.

Through environmental assessments, we are able to ensure medicinal plants, culturally significant trees and protection of habitat are made available and maintained. When we work with outside agencies in performing our EAs, we find that they gain a greater appreciation for and incorporate more care and value for plant and animal species along with the earth, water and air.

We continue to provide EAs for Capital Works projects which includes: water lines, roads, and maintenance of MCA facilities, to name a few. Housing, Economic Development projects and private homeowners are others that benefit from obtaining environment assessments. Best practices are employed to ensure that, not only is the environment protected, but, we can assist you by ensuring your project will not experience costly repairs due to poor lot planning, especially in relation to wetlands. A total of 42 Environmental Assessments were completed for 2011/2012.

Partnerships

We've developed and maintained good partnerships with outside agencies, especially those who are involved with protection of wildlife, environment, waters, trees and fish. Some of these partnerships include: the Eastern Ontario Model Forest, Ontario Ministry of Natural Resources, St. Lawrence Islands National Park (Parks Canada), Ontario Power Generation, South Nation Conservation Authority, Raisin River Conservation Authority, and the St. Lawrence River Institute of Environmental Sciences. Some initiatives developed from the partnerships include: Source Water Protection, Species at Risk Habitat Protection, Historic Places, maintaining Walleye populations, and wetlands survey works. We're also participating in the rehabilitation of the wharf in Prescott in partnership with the South Nation Conservation Authority by lending advice on habitat protection.

In Quebec, we've formed a three way partnership involving Ionkwanikonri:io (Thompson Island Youth Camp), Tsiiontoratstha (Friends of Lake Saint Francis Wildlife Reserve) and Tsiionhiak-

watha (Drouler's Archeological site). This partnership promotes Eco-Tourism and is known as Tentsitewaiena. It had the distinction of winning a tourism award in Quebec in November, 2011. We're very proud of the continuing work that's been taking place on Thompson Island, especially to have the opportunity to facilitate environmental and cultural teachings on the island that was dedicated to the youth.

The partnerships we've developed are important to us. We lend support and advice to various agencies, offer In-Kind contributions and many times, receive the same support from them. We've been fortunate to receive a grant from Environment Canada in July 2011, for work in Species at Risk. Our partners will support us in the delivery of the projects. The grant has allowed us to bring a person on who researched information about various turtle species in Akwesasne that are at risk or endangered. Much of this project included the distribution of information to the community in regard to turtles and also gathering traditional knowledge about the turtles.

Species at Risk

Some other species are of concern to us. These include fish species, namely, Sturgeon, Eel and Walleye. We are aware that some minnows are listed under the Species at Risk Act and we will be doing surveys to see if they can be found here in Akwesasne. Whether the concern is with fish species, turtles, birds, animal or plants, many of the species that are at risk of becoming extinct are usually found on Reserves. However, as more and more of our community members develop shorelines, fill in wetlands or destroy habitat, we too can expect species numbers to decline.

Over-fishing Walleye is a grave concern, especially when you consider that people are not just taking for their family but as a money-making scheme. These "fishermen" are behaving irresponsibly; it has been found that these very people have been observed trampling on spawn areas, which destroys fertilized fish eggs. There have been meetings delivered jointly with the Conservation/Compliance Office to make community fishermen aware of the problems.

Delisting

Although the Board of the St. Lawrence River Environmental Institute of Environmental Sciences voted to delist the Cornwall St. Lawrence River as an Area of Concern, the Mohawk Council Environment Program can't agree to the delisting. There are still limits to fish consumption due to the presence of elevated mercury contamination. Algae are present along the shores of the St. Lawrence River, which indicates high levels of bacteria are present. This has caused beach closures. Loss of fish and wildlife habitat has been created due to contamination and we need to feel confident that healthy populations can recover. We can't delist the Cornwall Area

Department of Environment

of Concern when the Massena Area of Concern still has many of the same issues of contamination.

From time to time, we issue Scientific Permits to outside agencies to perform studies in our territorial waters. We issued a permit to Verdant Power to perform some tests with the possibility of installing water turbines in the river between Kawehnoke and Cornwall. Verdant Power could not install the test equipment due to the swift movement of the water and their equipment was damaged and almost lost in the undercurrent.

This company sought a partnership from MCA to not only allow the water turbines to be placed in the water, but required funding to complete the operation. There would have been no benefit for Akwesasne to be involved in this venture; in fact, the turbines would have been too imposing to the river. The fishermen would not have been able to fish in this area as in the past. Moreover, the potential for damage to the marine life, riverbed and people should the turbines tip, was a real concern. We revoked the permit and informed Verdant Power that we weren't interested in their project.

Environment and Conservation are working jointly to revamp the Wildlife Conservation Law. This would go a long way in promoting a unified and responsible behavior toward our environment. Historically, we knew how to benefit from the natural resources; we only used what we needed. As soon as people view natural resources as a commodity, they over use a species or destroy habitat through development, we risk losing that species for the future.

We're now coming into a time where the Canadian Government is moving toward cuts to all the agencies that are responsible for the protection of the environment. This includes many of our own partners. This should be cause for great concern, not only for

Canadians but also for First Nations people whose territories may be exploited for mining operations, oil exploration and the transport of tar sands.

Some on-going projects that we've been involved with annually are the Seed and Tree Give-Away, Road-Side Clean-Up, wetlands surveys, Maple harvest, tree pruning. We continue with Environmental Assessments for Capital projects, EcDev projects and Harmonized EAs for those projects that may impact Akwesasne environment (bridge replacement for instance). Development of the Ionkwanikonriio Youth Camp is on-going and growing. We're involved with promoting trapping techniques by offering workshops geared for landowners concerned with the over-population of beaver. This could lead to using the hides for clothing, meat for food and oil for health.

We always employ summer students. They worked as Environmental Technicians, forestry helpers and camp worker. We also have the opportunity to hire individuals for specific projects, funded by OPG. Last summer, we hired a worker for an American Eel Trap and Transport Program. Another project that has been very useful to us is work specifically in the area of the Snye Marsh. We are able to provide species lists for turtle, plants, birds and animals, and observe and determine the health of the waters.

For general information about the environment, or if you have any concerns, please contact us. We want to help you protect the environment in which you live or develop your business. We're located at the old Lacrosse Factory, which is now CIA Bldg. 3 on Kawehnoke. Elizabeth Nanticoke-Program Support Officer for Environment may be reached by calling 613 575 2250 ext. 1039. The Director of Tehotiiienawakon is Jim Ransom and he may be reached at extension 1034.



Chief Joe Lazore, Environment Department Staff and students performing skit at Mohawk Language Day

Department of Economic Development

Mission Statement

To support the growth and development of a clean and sustainable Akwesasne Economy through the development of Economic Wealth Generators, through Business Development, and through the delivery of Training and Financing programs to Akwesasronon, to assist in the development of local employment opportunities.

Staff (2010-2011)

The Economic Development Program staff is made up of the following people:

Peggy Francis-Mitchell – Administrative Assistant
William Papineau - Business Services Officer
Charmaine Caldwell – Industrial/Commercial Officer
Cheryl Jacobs – Acting Economic Development Officer
Ivan Thompson – Economic Development Officer/
Program Manager

The Department of Economic Development faced some challenges throughout 2010/2011 as there was significant staff transitioning throughout the year. The Director position underwent a title change to Economic Development Officer (EDO) that also serves as the Program Manager. The position was held by Cheryl Jacobs as the acting EDO for most of the 2010-2011 fiscal period up until January 2011, when the position was filled by the current EDO, Ivan Thompson. Ms. Charmaine Caldwell, Industrial/Commercial Officer left in May 2010 to accept the position of General Manager of Ohwishta Capital Corporation, leaving a vacancy in the position for the remainder of 2010-2011. Ms. Peggy Francis-Mitchell, Administrative Assistant, also left to return to her substantive position with the Department of Justice at the end of the year, also leaving a vacancy.

Staff (2011-2012)

Ivan Thompson - Economic Development Officer/Manager
Nola Benedict - Project Development Officer
William Papineau - Business Services Officer
Carmella Jacobs - Receptionist/Compliance Officer

Program Accomplishments and Challenges (2010-2011)

In August 2007, the Mohawk Council of Akwesasne entered into a Special Agreement with the Government of Quebec to establish the Aboriginal Initiatives Fund (also known as Akwesasne Economic Development Fund) which provides \$3.29 million over five-years for economic (business) development and gives access to a \$1 million budget assisting in the development of community infrastructure projects.

This partnership was designed to stimulate the economy of Akwe-

sasne through the start or expansion of businesses within the jurisdiction of the Mohawk Council of Akwesasne and to renew and improve community infrastructure so as to enhance the well-being of Akwesasronon and to promote the creation and consolidation of jobs in Akwesasne. The Economic Development Portfolio Chiefs, along with the staff of Economic Development worked hard on the negotiations for renewing this program.

The fiscal period of 2010/2011 marked the fourth year of the AIF/AEDF agreement. After reviewing all applications, the AEDF Committee approved 31 projects for \$1,036,187 plus Administration Expenses of \$45,000 for a total of \$1,081,187. 18 of the projects were new applicants and 13 were previously funded.

These projects range from start-up or expansions of Construction Companies, Swimming Pool Sales and Installation Companies, Boat Manufacturing, Retail Sports Equipment Stores, Catering Businesses, Marinas, Fuel/Propane Stations and Delivery Companies, and Convenience Stores to Beauty Salons, Day Spas, and Relaxation Centre's. These projects have provided both new jobs and sustained others for a total of approximately 101 Community Jobs.

Business Support

The Department of Economic Development provides financial assistance to support business development as a means of building a sustainable economy in the Akwesasne community. Financial assistance under the Small Business Grants includes Business Plan Development, Marketing Initiatives and Capital Costs.

Business Plan Development includes the preparation of a complete business plan completed by a qualified consultant, an environmental assessment, appraisal(s) and architectural drawings.

Marketing Initiatives include radio, newspaper advertising and promotional items.

Capital Costs include leasehold improvements, fixtures, displays, office equipment, equipment and machinery.

Economic Development assisted 14 Individual Businesses in start-up and expansions, 2 in Business Plan Development, 2 in Marketing, and 10 in Capital Costs.

Three Nations Bridge

The community is aware that the Three Nations Bridge spanning from Cornwall to Kawehnoke is being replaced by a smaller low level bridge in the next two years. Mohawk Council has a technical team which communicates the details of this project as it relates to the community. The technical team which includes the Departments of Technical Services, Economic Development, and Environment have been continuously working toward the goal of

Department of Economic Development

maximizing participation of Akwesasne's Ironworkers, Laborers, and Contractors.

Economic Development and Technical Services have been working to provide some assistance to contractors, including encouraging and fostering partnerships between larger contractors and other local suppliers/contractors

Akwesasne Ferry Service Project

Under the direction of Council, the Department of Economic Development has drafted a terms of reference for the prefeasibility study of a ferry service in Akwesasne. A prefeasibility study was completed; a ferry service can be set up for the cost of approximately \$4 million dollars. The recommended ferry design is a maximum of 10 vehicles and 47 passengers. The Ferry service concept is to operate in Canadian waters only, (Cornwall Island to St. Regis) with a seasonal operation of 39 weeks. There are some issues with this project that have to be addressed prior to going forward, first being Border security issues, landing sites and the financial viability of the project. Most ferry services are heavily subsidized by the Government to stay operational.

Cultural Tourism Strategy

The Department of Economic Development worked with the St. Regis Mohawk Tribe and the Mohawk Nation Council of Chiefs to develop a cultural tourism strategy that would showcase Akwesasne Cultural aspects and the talents of our artists and craftspeople and organize tourism in our area. Recommendations from strategy are to develop an Arts Festival, Artist Directory and a Welcome Centre in Akwesasne.

Peace Tree Trade Centre

The Peace Tree Trade Centre was completed in 1992, it is 14,000 square feet, and has 8 units available for rent. There are four 2000 sq. ft. units, and four 1500 sq. ft. units. The Bank of Montreal has been the anchor tenant since 2003.

In the 2010-11 fiscal year, the Peace Tree Trade Centre was fully occupied with at least 4 long standing tenants. There are a number of issues, with the increased maintenance of the building due to age. Recommendations for increasing the parking lot and new signage are to be addressed in the next fiscal year. We're in the early stages of researching and acquiring new signage to accommodate the Peace Tree Trade Centre's needs and Community advertising as well.

Stanley Island Log Cabins

The Mohawk Council of Akwesasne passed a resolution in 2004 for the sale of Stanley Island Log Cabins; in the 2006 season only two cabins were sold. A recommendation was made to have Coun-

cil accept own financing for the purchase of cabins. The cabins are available for a purchase price of \$42,500 for the cabin with an annual lot fee payable. The payment option available is described as the following: the total amount payable is \$46,000 with \$11,500 down payment and \$575 payment per month for 5 years.

A'nowara'ko:wa Arena

The A'nowara'ko:wa Arena continues to be home to a variety of community events. Along with several lacrosse and hockey tournaments, the Arena also hosted special events tailored specifically for our youth such as the Race against Drugs event.

The Arena caters to seven home teams for hockey and lacrosse which takes the Arena to full capacity throughout the year. There has been some decrease in the use of the facilities throughout the year.

Courses/Workshops

Business Planning Course

The Department of Economic Development continued to work with the Saint Regis Mohawk Tribe's Economic Development Office, the Akwesasne Area Management Board, and other Community organizations to provide Entrepreneurship, Business and Financial Planning courses and workshops in the Community in the 2010-2011 fiscal year.

Training

The Department of Economic Development has a cooperative working relationship with the Akwesasne Area Management Board, St. Regis Mohawk Tribe and the Community Support Pro-



Department of Economic Development

gram to cost share and provide training opportunities to our community members, particularly in the area of specialized trades. These include: CDL truck driving, underwater skills, firm directing, oil burner technician, masonry, and AZ Program, Excavator and Tractor /Loader/ Backhoe Operator courses. This program has been successful during the year and has strengthened our partnership with the Akwesasne Area Management Board.

Program Accomplishments and Challenges (2011-2012)

Business Support

Economic Development provides assistance to Community Entrepreneurs for both start-ups and expansions through one-on-one consulting or through group workshops in collaboration with other agencies in and around Akwesasne. The areas covered are in Business and Financial Planning, Business Management, Financial Management, and securing funding from external financial institutions and agencies.

Business Registrations

Economic Development provides business registrations. This is completed as a name registration and then filed in a Database, not as an operating license. Most Financial Institutions will require proof of business registration before opening a business account.

Small Business Grants

The Department of Economic Development provides financial assistance to support business development as a means of building a sustainable economy in the Akwesasne community. This Financial assistance is in the form of a matching dollar grant for Business Plan Development, Marketing Initiatives and Capital Costs up to a maximum of \$5000.

Business Plan Development includes the preparation of a complete business plan completed by a qualified consultant, an environmental assessment, appraisal(s) and architectural drawings.

Marketing Initiatives include radio, newspaper advertising and promotional items and marketing research costs.

Capital Costs include leasehold improvements, fixtures, displays, office equipment, equipment and machinery.

Economic Development assisted 4 individual businesses in Capital Costs for both start-up and expansion.

Aboriginal Initiatives Fund (AIF): Akwesasne Economic Development Agreement (AEDF)

In August 2007 the Mohawk Council of Akwesasne entered into

a Special Agreement with the Government of Quebec to establish the Aboriginal Initiatives Fund (also known as Akwesasne Economic Development Fund) which provides \$3.29 million over five-years for economic (business) development and gives access to a \$1 million budget assisting in the development of community infrastructure projects.

This partnership was designed to stimulate the economy of Akwesasne through the start or expansion of businesses within the jurisdiction of the Mohawk Council of Akwesasne and to renew and improve community infrastructure. This would enhance the well-being of Akwesasnon and to promote the creation and consolidation of jobs in Akwesasne. The Economic Development Portfolio Chiefs, along with the staff of Economic Development, worked hard on the negotiations for renewing this program for another five years, starting in the 2012/2013 fiscal period.

The fiscal period of 2011/2012 marked the fifth and final year of the Akwesasne (I) AIF/AEDF agreement. After reviewing all applications, the AEDF Committee approved 18 projects for \$1,000,888 + Administration Expenses of \$45,000 for a total of \$1,045,888. Ten (10) of the projects were new applicants and eight (8) were previously funded.

These projects include the start-up, expansion, or equipment upgrades for businesses such as bakeries, beef farms, tree and lawn care companies, spray insulation solutions, graphics, convenience stores, car wash and detail shops, marinas, event trailers, boat manufacturing, bed & breakfasts, steel fabrication, fuel stations, fuel delivery companies, soil screening, back hoes, plumbing companies, and construction companies.

These projects have provided both new jobs and sustained others for a total of approximately 64 community jobs.

Access to Territory – Mohawk Council Resolutions

Economic Development Prepares Mohawk Council Resolutions allowing Access to the Territory by Financial Institutions in the event a business wishes to enter into a commercial loan agreement. This Access to Territory Resolution is meant to alleviate the concerns of Financial Institutions and lenders about potentially having difficulty in acquiring the chattel in the event of a loan default due to Indian Act restrictions of assets on reserve.

Courses/Workshops

The Department of Economic Development continued to work with the Saint Regis Mohawk Tribe's Economic Development Office, the Akwesasne Area Management Board, and other Community organizations to provide Entrepreneurship, Business and Financial Planning courses and workshops in the Community. Most recently, MCA Economic Development established a work-

Department of Economic Development

ing relationship with the Cornwall Business Enterprise Centre of the Cornwall Economic Development Department where they jointly secured funding to provide various seminars aimed for Aboriginal Business. The seminars held included E-Business, where attendants learned how to build their own web-pages and how to sell on-line, along with other Business Planning and Financial Management, Basic Bookkeeping and QuickBooks series Seminars and Courses, all part of the annual plan between the respective Economic Development Offices of the MCA and Saint Regis Mohawk Tribe. The extra funds were a means of extending Community Training dollars.

The MCA Economic Development Office also assisted in the promotion of the program called Summer Company, which is funded by Ontario Ministry of Economic Development and Innovation. Student's ages 15 to 29 that were returning to school in the fall had the opportunity to start their own business for the summer where they were given a grant of \$3000 including the revenue they generate throughout the summer. They were given \$1500 for Capital or Inventory to start and after attending all the required seminars and completing all reporting requirements, would be given another \$1500 at the end of the summer. The students were required to complete a Business Plan for submission and had to show at least 35 hours per week dedicated to the business. There were 7 participants in the Cornwall Area with 1 being from Akwesasne in the following areas: Carpentry, Grass Cutting, Farmers Foods – Chickens, Woodworking, Jewelry, Lawn Maintenance & Landscaping, and Wooden Furniture.

Technical and Specialized Trades Financial Assistance

Economic Development provides financial assistance for programs/courses in Technology and Specialized trades. The amount of assistance available per individual will depend on other contributions being made by other Community funders such as the Akwesasne Board of Education, MCA Community Support Program, Akwesasne Area Management Board, Saint Regis Mohawk Tribe, etc. The program also partners up with many of these agencies to provide workshops and/or training in other areas such as Occupational Health and Safety Training, etc. 21 applications were received for individual financial assistance and 12 were approved.

Three Nations Bridge

The community is aware that the Three Nations Bridge spanning from Cornwall to Kawehnoke is being replaced by a smaller low level bridge in the next two years.

Economic Development and Technical Services have been working to provide some assistance to contractors to encourage and foster partnerships between larger contractors and smaller local suppliers/contractors. A Mandatory Pre-Tender site meeting was held at the Anowarako:

wa Arena for Phase 2 of the Bridge Replacement Project. Twelve (12) General Contractors were in attendance, three of which were Mohawk Contractors who were planning on bidding on the project, 16 Onkwehonwe Sub-Contractors, Equipment and Material Suppliers, and approximately 20 other organizations and/or individuals interested in gaining business from the second phase of the bridge replacement project. Also in attendance was the Grand Chief, Council Chiefs, representatives from Federal Bridge Corp., Akwesasne Employment Resource Center, Akwesasne Area Management Board, MCA Economic Development, Technical Services, Environment, and Emergency Measures. Again the purpose of the meeting was for the Federal Bridge Corporation to explain the contract scope to the General Contractors as well as having a Q&A session between FBCL, General Contractors, Mohawk Sub-Contractors, and others. And also for the General Contractors to meet with Mohawk sub-contractors, Material, Equipment, and other Suppliers and Labourers, for networking in the hopes to get as many of our people on this project as possible. The attendees were required to sign in with their organization and contact information that was shared with all who attended.

AECON has since been awarded the General Contract for the second phase of the Bridge Replacement Project who must abide by a 15% Mohawk Content requirement. Construction of the new bridge began in early spring of 2012. AECON will be required to report on the "Mohawk Content" and the Schedule of work to both Mohawk Council and to Federal Bridge Corporation.

Economic Recovery Strategy

Economic Development, Council and the working group of the Akwesasne Economic Recovery Strategy, addressed external Government pressures regarding unregulated Tobacco Trade. There have been various meetings with representatives from the provinces of Ontario and Quebec and with representatives from Aboriginal Affairs and Northern Development Canada (AANDC). These meetings discussed available funding and assistance in putting things in place to provide for a sustainable economy. The Economic Development Program compiled and attempted to organize the applications and information from the various agencies. There were a number of initiatives identified in the Economic Recovery Strategy that were presented to the respective agencies.

Some of the initiatives have been studied previously with pre-feasibility and feasibility studies and recommendations and other documents in the areas of:

Renewable Energy Projects - studies have been done in biomass and solid waste management systems, solar energy generation using Akwesasne Islands, woody biomass production, and alternatives for gasification, electrical utility and distribution.

Department of Economic Development

Casino/Resort - Hamilton Island – there was a preliminary budget meeting and a feasibility and market study done in the past.

Medium Security Detention Facility – Power Point presentation

Healing Lodge/Reintegration Facility – Power Point presentation

Fishery Restocking - Environmental Economic Development Opportunities document with conceptual figures

Eco-Tourism - 2009 Sharing the Spirit - Akwesasne Tourism Strategy which also leads into an Eco-Tourism concept

Broadband - Communications Enterprise Development Proposal

Ferry – a Socioeconomic Study - Impact of Can & US Political Boundaries on Akwesasne, and a Ferry Service Pre-Feasibility Analysis

Recently, the focus revolved around the Ferry, Broadband, and Tourism in the Community. The problem is that like all other Government Funding arrangements, there are application processes and requirements including an actual Business Plan. At the creation of the Economic Recovery Strategy, Grand Chief and some council members met with the Provincial and Federal Ministers for their support. The respective Ministers did agree to support Akwesasne and point leadership in the right direction of the appropriate agencies. Economic Development worked to develop a plan based on the direction of council and made recommendations for the Portfolio chiefs to communicate the Strategy to the Community including: the proposed initiatives to identify the best for Akwesasne; to gain Community support; and to eliminate the unsupported initiatives. An inventory of the studies and information was compiled in efforts to put together a plan to identify what should be done, when (timeline) and who will be responsible for what (much like a strategic Plan). When the Portfolio consulted the Community for feedback, they could shortlist the initiatives and adjust the plan easily.

Peace Tree Trade Centre

The Peace Tree Mall was completed in 1992, it is 14,000 square feet, and has 8 units available for rent. There are four 2000 sq. ft. units, and four 1500 sq. ft. units. The Bank of Montreal has been the anchor tenant since 2003.

The Peace Tree Trade Centre is not currently fully occupied but there are at least 4 long standing tenants. There are a number of issues, with the increase maintenance of the building due to age and the reporting requirements of CBSA. There has since been a new sign installed with a state of the art display to serve the needs

of the Peace Tree Trade Centre and Advertising for Community Events, etc.

Stanley Island Log Cabins

The Mohawk Council of Akwesasne passed a resolution in 2004 for the sale of Stanley Island Log Cabins; in the 2006 season only two cabins were sold. A recommendation was made to have Council accept own financing for the purchase of cabins. The cabins are available for a purchase price of \$42,500 for the cabin; there is an annual lot fee payable. Payment Option available, the total amount payable is \$46,000 with \$11,500 down payment and \$575 payment per month for 5 years. There are currently two cabins available for sale.

Publications

Akwesasne Educational & Training Handbook: The second edition of a booklet titled “Akwesasne Education & Training Handbook” was produced for graduating high school students and mature students. The handbook provides information on how to obtain an OSSD or GED, available funding programs for new/continuing students interested in attending a college, university, trades or technical school, military program, how to apply for financial aid and community training institutions.

Akwesasne Business Directory: The third edition of the Akwesasne Business Directory has been updated. The directory includes a detailed listing of all the businesses located in the Akwesasne community, their phone/fax numbers and a map that identifies the location of each business. The business directory is now available on our akwesasne.ca website.

For more information, contact the Economic Development Officer at the MCA's Administration Building No. 3 (CIA3) or phone 613-575-2250 ext. 1050.



Stanley Island Log Cabin

Ahkwesahsne Mohawk Board of Education

Administration



Barry Montour, Director of Education

Motto

“Iethihahon:nien – We Make the Road for Them.” Our motto encompasses our vision and mandate of providing our children with the highest quality education possible and “building a road for them” that will lead to success.

Mission

To provide our Mohawk students with an education that inclusive in nature, based on the highest quality instructional practices, and is steeped in our Hotinoshonni customs and our Kanien’kéha language.

The AMBE believes in ensuring a safe and inclusive learning environment, where every student is given the opportunity to participate and is valued. We will prepare our students for the future by providing them with the knowledge, skills and values they will require to successfully respond to an ever-changing world.

Staff

Barry M. Montour, Ph.D.
Jean Benedict
Director of Education
HR Generalist & PSE Assistant
Deborah Terrance, OCT
Cecilia Thompson
Associate Director
HR / Finance Assistant

Lisa Francis-Benedict
Veronica Jacobs
Executive Assistant
Receptionist / Clerk

Department Overview

The Ahkwesahsne Mohawk Board of Education (AMBE) was formed by a resolution of Council in December of 1985, with the Board taking full control of the education system from the Department of Indian and Northern Affairs Canada in 1987. Board Members (or school trustees) are elected for a three year staggered term of office, with two members from each district. AMBE is responsible for the operation of the three schools, transportation, post secondary assistance, Head Start, food services, and the Tuition Agreement with the Upper Canada District School Board for students in Grades 9 – 12.

Mohawk Council of Akwesasne Education Portfolio Holders:

Chief Abram Benedict – Major
Chief Julie Phillips-Jacobs – Minor
Chief Karen Loran – Minor

2010-2011

Board of Education - Trustees:

Kana:takon:	Shelly King, Lori Phillips
Kawehno:ke:	Rosemary Square, Tasha Thompson, Bill Roundpoint
Tsi Snaihne:	Tracie Jacobs, Lani Sunday, Theresa Thompson

Tsi Snaihne School:

Lynda Brown, OCT, School Principal
Elaine Thompson, Administrative Assistant
Anita Mitchell, Head Cook
2 Head Start Teachers
7 Teachers – English Program
5 Skahwatsi:ra Teachers
2 Inclusive Services Program Teachers
1 Physical Education Teacher
1 Kanien’kéha Teacher
6 Educational Assistants / Aides
1 School Counsellor
203 students

Ahkwesahsne Mohawk School:

Patsy Bercier, OCT, School Principal
Char Cook, Administrative Assistant
Mercedes Bush, Head Cook
2 Head Start Teachers



Ahkwesahsne Mohawk Board of Education

Administration

12 Teachers
3 Inclusive Services Program Teachers
6 Educational Assistants
2 Kanien'kéha Teachers
1 Physical Education Teacher
1 Tutor Escort
1 School Counsellor
223 students

Kana:takon School:

Lynn McCarthy, OCT, School Principal
Jill Morgan, Administrative Assistant
Donnie Square, Head Cook
2 Head Start Teachers
5 Teachers
1 Kanien'kéha / Art Teachers
1 Physical Education / ISP Teacher
2 Educational Assistants
1 School Counsellor
91 students

The following positions provide services to students and staff in all three schools:

Psychological Associate
Inclusive Services Program Facilitator
Early Years Facilitator
Art, Music, & Technology Teachers
English Curriculum Specialist
Kanien'kéha Curriculum Specialist
Language Support (speech and hearing)
Speech Pathologist (contracted services)

Major Activities for 2010/11

The Board entered Year 2 of the First Nations Student Success Program (FNSSP) to implement school success plans. These were used to address literacy, numeracy, student retention, and assessment, as well as for the purchase of a student data management system.

The Board engaged the services of the "Success for All" Foundation. The Foundation assists schools in identifying and implementing strategies designed to reach every student. They also provide a full array of support that helps every child reach his or her full potential. Students are provided with intensive instruction in language arts, and teachers receive extensive professional development to help every student succeed. AMBE implemented the Early Childhood Programs of CuriosityCorner® and Kinder-Corner® at all three schools for students in K4 and K5, and the Middle School Reading Edge® Program for Grades 7 and 8 at the Kana:takon School.

Students in Grades 1 to 6 received the Power Teaching® and Co-operating Learning Programs for reading and math at both the Tsi Snaihne School and AMS.

The three AMBE summer students, Shara Herne, Bianca Jacobs, and Kayla Point, facilitated the summer reading program for 20 students in Grades K4 to Grade 6, and ended the program by taking the students to the Calypso Water Park in Ottawa. The summer students also organized and hosted the Annual AMBE Fun Fair on August 12th at the Kana:takon School. AMBE and IBM jointly hosted the annual Summer Ignite Science Camp for Students on August 12-13th.

Instructional staff received four days of intensive professional development and training before students arrived for the first week of school. The Success for All Foundation made quarterly visits (with a total of 34 visits) to the schools to observe the classrooms and provided additional professional development on cooperative learning strategies. Additional professional development that occurred during the year included a session by Annemarie Churchill on early childhood development, and a session on autism by Pascal Delormier. The Kanien'kéha and Skahwatsi:ra teachers began the year with a language immersion session hosted by Ruth Norton, as well as the continued development of the Kanien'kéha Proficiency Assessments for language and immersion students.

The annual Administrative Planning Retreat with the Director, Associate Director, and the three school principals was held on August 3 – 5th. Some of the agenda items included: reviewing / revising the Safe Schools Policy, reviewing the Special Education / Building Level Team procedures, reviewing the components of the Collective Agreement, training on the Saxon Math program, preparing the school year events calendar, setting up the school schedules for the new 6 day cycle, and preparing for the Success for All initiative.

In addition to the new instructional programs, AMBE began the 2010/11 school year with an adjusted start and finish time to the school day. School now begins at 8:15 am and the regular school day ends at 2:45 pm, with afterschool activities from 2:45 pm to 3:30 pm. This schedule has been expanded to a six day cycle to accommodate special areas of interest (art, music, technology) and the new Success for All initiative.

Enrolment in the three schools remained steady with previous years; however, AMS saw an increase in K4 registrants, which required the opening of a second classroom. Lynda Brown was the successful candidate for the school principal position at Tsi Snaihne School, and began full time in August. AMBE also partnered with Childcare and opened a new program at Kana:takon School which includes a combined Preschool and Head Start classroom.



Ahkwesahsne Mohawk Board of Education

Administration

An After-school Program was operated in each of the 3 schools. The program provided a snack, help with home-work, and a physical activity from 2:45 to 5:00 pm. The program served approximately 70 students per week.

The Kuhkenah Network Funds provided for two Information and Communication Technology positions from K-Net. Wahtohonni Mitchell managed the Dadavan Student Data Management System, and Chelsea Sunday provided school media, web page, and teacher training support on the Dadavan system. The positions began Nov. 15 and ran through March 31st. Additionally, Andrew Francis and Jacey Rourke were hired as Literacy Support personnel on a limited term funding agreement with INAC. They tutored individual students to target reading skills at the Tsi Snaihne School and AMS until March 31st

The AMBE Food Services Program, which is funded through Mohawk Council's NCBF fund, continued with the Free Breakfast Program which provides every child with a free breakfast daily. This program also provided free or reduced lunches to 194 students daily; or, 41% of the AMBE student population. The program is staffed by Head Cooks: Anita Mitchell, Donnie Square, and Mercedes "Marty" Bush. Donnie Square retired in January, after more than 20 years with the program.

The AMBE School Building Review Committee of the Board was convened in February to review the current structure of the school system for effectiveness and efficiency. Committee members met with parents at each school's Open House event. They also contacted parents by telephone, and conducted a survey to garner input from parents and interested community members. Options were explored and developed for future consideration, with a final report to the Board due at the end of May 2011.

A proposal to change the structure of the Board from nine (9) members to six (6) has been investigated. The current structure has been in place since 1987 and is modeled after the provincial system. As a comparison, the Upper Canada DSB enrolls over 35,000 students and has a nine (9) member board; AMBE enrolls 725 students with an equal size board. The proposed structure would reduce the Board to two members per district. The proposal has been sent to Joyce Mitchell for review and recommendations. The Board would like to make a final decision by May, before nominations and elections.

Agreements with the Upper Canada DSB and the Catholic DSB of Eastern Ontario entered the final stages. The Director and the Board Chair presented the Education Services Agreement in Brockville to trustees of the UCDSB. A final signing ceremony is scheduled for the fall. Negotiations are on-going with the Catholic Board, and a meeting was held with the Superintendent and the

Ministry of Education to discuss the minor revisions.

2011-2012

Board of Education - Trustees:

Chair: Theresa Thompson	Co/Chair: Connie Hall
Kana:takon:	Lori Phillips, Connie Hall
Kawehno:ke:	Tasha Thompson, Joanne Jocko
Tsi Snaihne:	Tracie Jacobs, Theresa Thompson

Tsi Snaihne School

Lynda Brown, OCT, School Principal
 Elaine Thompson, Administrative Assistant
 Anita Mitchell, Head Cook
 2 Head Start Teachers
 7 Teachers – English Program
 5 Skahwatsi:ra Teachers
 2 Inclusive Services Program Teachers
 1 Physical Education Teacher
 1 Kanien'kéha Teacher
 7 Educational Assistants / Aides
 1 School Counsellor
 202 students

Ahkwesahsne Mohawk School:

Patsy Bercier, OCT, School Principal
 Char Cook, Administrative Assistant
 Mercedes Bush, Head Cook
 2 Head Start Teachers
 12 Teachers
 3 Inclusive Services Program Teachers
 5 Educational Assistants
 2 Kanien'kéha Teachers
 1 Physical Education Teacher
 1 Tutor Escort
 1 School Counsellor
 218 students

Kana:takon School:

Lynn McCarthy, OCT, School Principal
 Jill Morgan, Administrative Assistant
 Donnie Square, Head Cook
 2 Head Start Teachers
 5 Teachers
 1 Kanien'kéha / Art Teachers
 1 Physical Education / ISP Teacher
 2 Educational Assistants
 1 School Counsellor
 81 students

Akwesasne Mohawk Board of Education

Administration

The following positions provide services to students and staff in all three schools:

Psychological Associate
Inclusive Services Program Facilitator
Early Years Facilitator
Art, Music, & Technology Teachers
English Curriculum Specialist
Kanien'kéha Curriculum Specialist
Language Support (speech and hearing)
Speech Pathologist (contracted services)

Major Activities for 2011/12

The Board entered Year 3 of the First Nations Student Success Program (FNSSP) and the "Success for All / Wetewatarihwatkwéni" initiative. The district-wide initiative entered the "refinement" stage of the various programs including, Curiosity Corner for Head Start and K4, KinderCorner for K5, Reading Edge for Grades 7 & 8, and Getting Along Together and Cooperative Learning for all students. The Board looks forward to expanding the literacy components of the program to Grade 1 – 6 in September 2012. The two new programs include: Reading Roots for Grades 1, and Reading Wings for Grades 1 to 5. With the creation of the new middle school, the Reading Edge program will be expanded to Grade 6.

Advisory on Social Media: The Ontario College of Teachers released an advisory on the use of social media and electronic communication between staff members and students. The advisory gives guidelines on acceptable use by members of the College. The school principals and AMBE administrators attended a one day presentation in Ottawa by the College, which they then presented to their staff members in the monthly meetings.

Raising Our Voices" Language Conference: Four AMBE Language teachers presented at the conference (Kasewaien Peters, Lynell Cook, Teddy Peters, Grace Mitchell) in Cornwall on May 25-26 at the Ramada Inn, and the entire AMBE language staff attended the two day event. A presentation was given on second language acquisition.

AMBE Parent Appreciation Night: This first time event to honour parents was held at the Tsi Snaihne School on June 8, 2011 from 5:00 – 7:00. A roast beef dinner was served, student work was displayed, and there were several student presentations (Crossfit, Skahwatsi:ra). Parents and Care-givers were presented with certificates and a plant in recognition of their efforts and volunteer work.

Tewatero:rok – the 6th Annual Native Student Film Festival was held on June 13, 2011 at the Galaxy Cinema. Student produced films from SRCS, AFS, and AMBE were shown.

2nd Annual End of School Year Luncheon was held for all AMBE

staff at AMS on June 28th, with a year-end tobacco burning, and luncheon in honour of retirees Donnie Square and Barb Smoke.

National Panel Visit: The National Panel on First Nations Elementary and Secondary Education visited Akwesasne on June 24, 2011. The three-member National Panel, which is appointed by the Minister, is tasked with making recommendations on education, funding, and legislation, with a final report due to the Minister by the end of the calendar year. The panelists visited each of the three AMBE schools, the AMBE Foundations Program (alternative high school), and the Akwesasne Freedom School. The Panel met with PSE students over lunch, and then had a debriefing meeting with Council and the ED at the end of the tour. They also had the opportunity to sit in the long lines at both Canadian and US Customs. As legislation is one of the primary considerations of the National Panel, there may be recommendations regarding FN education and changes to the Indian Act, Sections 114 -122.

Ontario Region – Parallel Process: Chiefs of Ontario passed a resolution to opt out of participating in the Nation Panel process. They will conduct their own parallel process on First Nation Education, with an Ontario focus. A Terms of Reference has been developed and the committee has been established; however, work has not yet begun on conducting a parallel process (no funding for carrying out the work has been identified). A final report is expected in late November, 2011. Quebec and Saskatchewan also opted out of the National Panel; they will also be submitting a report at the end of the calendar year.

University of Ottawa Native Teacher Education Program: Two AMBE secondary school staff (Resource Teacher T.J. Point, and Native Student Advisor Kahontineh Swamp) successfully completed their Second Year Summer courses in the Bachelor of Education Program. They will complete two more courses and will Student Teach over the school year. They are expected to graduate next May with full teaching qualifications in accordance to the Ontario College of Teachers. Two additional Akwesasne students began the program this summer (one a fluent speaker) for Year One and are expected to graduate in May of 2013.

Administrative Retreat: The annual AMBE Administrative Retreat was held on August 2-4th at SUNY Potsdam. Products and outcomes of the Retreat included: the development of a Communication Plan on AMBE programs and initiatives, completion of a Self-Assessment Tool for Administrators, recommendations for the upcoming PSAC contract negotiations, the development of School Success Plans and SMART Goals, review of the 2011 Staff Survey and the development of plans to address areas of need, a review of regulations regarding Duty to Report and Professional Misconduct, planning of the September 1-2 Professional Development Days and the opening of schools, the scheduling of professional development for 2011-2012 testing dates, Open Houses, and

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Report Cards, an update on the National Panel and Ontario Parallel Process on reforming FN education and other administrative items (fire safety plans, fundraising, busing, etc.)

New Faces at AMBE: AMS welcomed four new staff members: Nicole Traylor taught K5, Darius White joined AMS as the Head Cook, Jennifer Bonneville filled in as the School Counsellor (Sandi Barnes is on maternity leave) and Rosemarie White taught Kanien'keha for Helen Edwards, who is on a medical leave.

Ontario Progress Reports and Report Cards Implemented for 2011-12: All teachers began utilizing the Ontario Progress Report and Report Card beginning this November. Previously, only the Grade 7 and 8 students received the Ontario Report Card. This year, all students in Grades 1 – 8 used the Progress Report and the Report Card, which are linked to the Ontario curriculum. This system, which was implemented in Ontario last year, uses one (1) Progress Report and two (2) Report Cards. The reports are built into the Dadavan Student Information database that AMBE purchased last year as part of the First Nations Student Success Program.

Speech and Language Support Worker: In partnership with MCA Health (who graciously provided the funding), AMBE acquired the services of Jordan Thompson as a Speech and Language Support Worker. This position entailed working with students in the Early Years Program (Head Start to K5) on language enrichment. Jordan worked under the guidance of Pauline Ford, Speech and Language Pathologist, who provided the training and student assessments.

Mohawk Language Best Practices Conference: A Best Practices conference was held at the Quinte Mohawk School in Tyendinaga on November 15- 17th. Margaret Peters attended with three of her staff members; they shared their best practices in the AMBE Skahwatsi:ra and Core Mohawk program. The conference was organized by the Quinte Mohawk School principal, Kathleen Manderville, and Mohawk Language Teacher Dorothy Lazore.

Professional Development on Autism: The AMBE Professional Development Day was held on Friday, November 25th at the Ramada Inn. The presentation given by Elizabeth Mitchell of the Geneva Centre Model for Intervention, was created for parents and teachers of children with autism. The focus was on learning styles of children with autism, applied behavior analysis, and communication. All AMBE staff, including bus drivers, attended.

Alvin Powell Walk: The Kana:takon School hosted Alvin Powell, former NFL defensive lineman, to speak to grade 7 & 8 students about drug awareness and substance abuse. The entire school went on a "Wellness Walk" through Kana:takon. Niawen to Lynn McCarthy, School Principal, for organizing the event.

Education Services Agreement: AMBE, MCA, and the Upper Canada DSB signed a new agreement on Friday, December 9th at the Tri-District Elders Lodge. This agreement is for five years, and has a two year extension, which makes it the longest agreement between a First Nation and a public school board in Canada. Negotiations began last fall, and were completed this past March. This agreement provides services for our students in Grades 9 – 12 who attend secondary school in Cornwall.

AMBE Holiday Luncheon: AMBE was in session on December 23, 2011; although students were dismissed early. A Holiday Luncheon was held for all AMBE staff at the St. Regis Recreation Centre. Door prizes, an "Ugliest Christmas sweater" contest, and a "steal the gift" contest were held.

AMBE School Reconfiguration: The Board adopted a reconfiguration of the schools for the 2012/13 school year. The new configuration will retain the Early Years Program in each district; but will create a Kanien'kéha language school in Kana:takon, and a middle school at AMS. Bus times will be reduced, and the number of transitions that students go through will be reduced as well. A talk show was hosted on CKON on Wednesday February 15th to present the new configuration and answer questions from the community. Please refer regularly to the AMBE website www.ambe.ca for updated information.

School Renaming Committee: To coincide with the reconfiguration of the schools, a Committee of the Board has been given the mandate to consider new names for the three schools. The Staff Transfer Committee met on March 5 to review the staffing requests, and to make recommendations for placement for Sept. under the new configuration. Two (2) days had been set aside for the Committee to meet; however, the process was completed in one day. The next step is the Director's Review, and then the roster will be tabled with the Board for adoption on April 4th.

National Panel Report: The National Panel released the "Nurturing the Learning Spirit of First Nation Students," report, which calls for a First Nations Education Act, the creation of a National Commission, the development of regional FN Education Organizations, adequate funding levels, and an accountability and reporting framework. The Minister released a statement that said "the timelines that we're talking about are aspirational timelines. Money can't do everything." So here we go again – same rhetoric and another binder to be put on the shelf. The report is available at <http://firstnationaleducation.ca>.

Chiefs of Ontario Report: The First Nations Education Coordination Unit (FNECU) of the Chiefs of Ontario released their report "Our Children, Our Future, Our Vision." The report has fourteen recommendations; but asserts First Nations jurisdiction over education, upholds post-secondary funding as a treaty right, and calls



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for immediate resolution of the funding inequity of the Band Operated Funding Formula (BOFF). The report is available on the AMBE website at www.ambe.ca.

MPs Vote to Support Equitable Funding: Parliament voted unanimously on February 27th to support the NDP motion for funding for First Nations education equitable with every other student in Canada. This is purely symbolic as it was a private member's bill (MP Charlie Angus, NDP) and is not binding on the Conservative government.

First Nation Student Success Program Approval: AMBE's proposal was approved for a total of \$827,408.00 over three years for the continuation of the Board's school success plans. The Success for All initiative will be expanded to Grades 1-5, and includes salary costs to lead the plan. The proposal was approved without any revisions, with the first year's funding of \$369,387.00.

Akwesasne Head Start Program

Early Years Facilitator: Alice King
Teachers: Ann Wheesk, Shawna Cook, Vanessa David, Missy Francis-Herne, Carla Point, Angie O'Connell

2010-2011

The Akwesasne Head Start Program is an integral component of the AMBE Early Years Program. Head Start teachers work as a team with the K-4 and K-5 instructional staff to provide an enriching program for our young children in each of the three AMBE schools. Each Head Start classroom is licensed under the Day Nurseries Act. Therefore, the enrollment at each site is limited to sixteen children. This year, a new curriculum was introduced in Head Start classrooms. Curiosity Corner®, a literacy-rich early years curriculum, is already making a positive impact on the pre-literacy levels of our children.

The essential role of parents in every child's development is highlighted in many of the events hosted by Head Start.

Two of the more noteworthy events this past year:

The Annual Early Years Science Fair: Head Start teachers decide on a theme for the fair. Parents are then asked to create a family project based on the theme using recycled materials; all projects are showcased in a fair at each school. Activity centres related to the fair's theme are created; children and community members who attend are amazed at the creativity on display year after year.

Annual Reading Challenge: Parents are encouraged to spend time regularly reading to their child. Each month, children who meet the reading goal are given incentives. This is a great way to encourage positive interaction between parent and child. The Head Start staff is often asked to give presentations about our

program for neighboring school boards and at provincial conferences. Although AMBE schools have offered full day programming for 3, 4 and 5 year old children for decades, early learning is a relatively new concept in Canada.

2011-2012

The Akwesasne Head Start Program, the first component of the AMBE Early Years Program, is a positive and enriching environment for our youngest students. Our Head Start classrooms are licensed under the Day Nurseries Act. To meet requirements of the Act, there are two co-teachers per classroom, and the enrollment at each site is limited to sixteen children. Curiosity Corner®, a literacy-rich early years curriculum, continues to make a positive impact on the pre-literacy levels of our children.

The important role of parents in every child's development is highlighted in many of the events hosted by Head Start.

Several of the more noteworthy events this past year:

The Annual Early Years Science Fair: Head Start teachers decide on a theme for the fair. Parents are then asked to create a family project based on the theme using recycled materials; all projects are showcased in a fair at each school. Activity centres related to the fair's theme are created by AMBE teachers in all the Early Years classrooms. The Fair promotes the interest in science for our young students and encourages parental involvement and participation that we hope continues as the children enter upper grades.

Annual Reading Challenge: Parents are encouraged to spend time regularly reading to their child. Each month, children who meet the reading goal are given incentives. This is another great way to encourage positive interaction between parent and child.

The Early Years Powwow: All Early Years students participated in the Pow wow held at the Tsi Snaihne Recreation in early March. A group from Ottawa explained the meaning behind the pow wow dances, and then had the children participate. Many parents and extended family members were in attendance to enjoy the colorful regalia and watch their little ones as they danced.

AMBE is undertaking a reconfiguration of its schools in September 2012. Therefore, Head Start is taking steps to implement an immersion Head Start classroom at Kana:takon School. The curriculum in that classroom will be gradually amended to incorporate more Mohawk language and cultural content.

The Head Start Program, funded by Health Canada at the same rate since 2000, was notified that the annual budget for Head Start in Akwesasne would be increased by 10%, effective in the 2011/2012 fiscal year. This will only enhance our already strong program.

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Transportation

Supervisor: Dwayne Thomas

The AMBE Transportation Program employs eighteen bus drivers, eight monitors, and two spare drivers.

Mission Statement

Our mission is to safely and efficiently transport students from home to school and back. We use trained and caring personnel who care about the well being of the students.

2010-2011

During the 2010-2011 school-year, AMBE continued to transport students safely from home to school and back. We also had extra-curricular activities and sport runs from all the schools to various destinations. The entire year went by with very little problems and all the students were transported safely.

Ministry of Transportation Inspections are required and due to a "B" rating, we must be inspected twice a year. We continue to maintain our busses to a "B" rating ; however, we strive to achieve an "A" rating.

For the last year, we have worked with Social Services within Mohawk Council and the Upper Canada School District School Board to add additional runs to our service. We provide a "precursor" to a city bus system; a bus for individuals from all three districts attending school at Iohahi:io in partnership with Social Services. With AMBE providing the bus and bus driver and Social Service providing the funding, daily transportation is available for adult students furthering their education at Iohahi:io. The bus is not limited to just students; any individual who needs a ride to work employed within the territory of Akwesasne can utilize this program. The Upper Canada District School Board has agreed to work with AMBE to provide late bus services to our students at the two UCDSB schools. AMBE initially provided two nights of service and Upper Canada matched the funds; therefore, we can run four nights at both schools. All of our budgetary line items will reflect the changes and we should be on the mark for this year.

2011-2012

During the fiscal year of 2011-2012, AMBE Transportation achieved a few milestones that we've been striving to achieve. The first was receiving an "A" rating from the Ministry of Transportation on the School Bus inspections which is the highest rating that you can achieve. To achieve an "A" rating, the random inspection of eight school busses must include zero defaults. It is the first time in AMBE history that we have achieved the A rating.

The second milestone is the flourishing partnership with the Department of Social Services. In what we believe will be a precursor



Students at annual AMBE Fun Fair

to a city bus for Akwesasne, the bus transporting students to Iohahi:io has reached sixteen student riders. From its inception in 2009 with one student riding the bus this program is starting to become recognized as viable transportation for adult students. We envision that some day it may become viable transportation for all Akwesasne residents.

Due to the changes at the Upper Canada District School Board and the closing of General Vanier Intermediate School, we had to make modifications to the high school runs. Things worked out fine and the transition had minimal effects on AMBE Transportation.

Due to the rising cost of oil, we spent more this year on gas and oil, as well as for general maintenance repairs. Fortunately, our budget is still on track.

We spent time this year in discussions with Route Match software to implement a system that utilizes GPS software with the ability to interface with the Dadavan system that AMBE uses to track school busses and the students it picks up. The system would time stamp the stops and movements to help us better track the bus. We could communicate directly with the system on the bus to update the system in real time and make changes on the fly. It would also give staff the ability to track attendance and hot lunch counts before the students even exited the bus at schools. We were hoping that we could somehow link the system to the AMBE website for parents to see the location of the bus each morning in real time so it would minimize the amount of students missing the school bus. It was put into the budget for the 2012-2013 fiscal-year; however, we are still waiting on approval.

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Tsi Snaihne Students

Post Secondary Assistance Program

The AMBE Board of Education believes that it is important for community members to pursue Post-Secondary education opportunities. Post-Secondary education will allow community members to secure better paying jobs and to provide services and expertise to Ahkwesahsne and neighboring areas. It is the desire of both the Ahkwesahsne Mohawk Board of Education and the community to provide for and enter into self-government, self-reliance, and independence in planning and action. This requires well-educated and thoroughly trained citizens.

Post-Secondary Program Administrator – Norma Sunday
Post-Secondary Program Assistant – Jean Benedict
Receptionist/Assistant – Veronica Jacobs

The objective of the Post-Secondary Education program is to improve the employability of First Nations people and Inuit by providing eligible students with access to education and skill development opportunities at the post-secondary level. This is expected to lead to greater participation of First Nation and Inuit students in post-secondary studies, higher First Nation and Inuit graduation rates from post-secondary programs, and higher employment rates for First Nation people and Inuit. It is expected that students funded by this program. Students will have post-secondary educational outcomes comparable to other Canadians with similar educational backgrounds.

2010-2011

The AMBE Post-Secondary Program was active in 2010-2011 with a number of extra activities in addition to its annual activities. The Post-Secondary Program Administrator began using the new Dadavan web-based reporting tool to track all Post-Secondary Students. This will continually track students from high school continuing on to Post-Secondary and expedite any and all reports to DIAND, primarily the annual nominal roll report.

Lobbying efforts to keep the Post-Secondary Program are needed to show the government of Canada that this is a necessary program. A busload of students and interested individuals went to Ottawa to attend the Post-Secondary Rally in September.

The Program provided 397 students, both part-time and full-time, with various levels of financial assistance.

63 students graduated in 2011 with degrees ranging from one-year certificates to Master's degrees.

2011-2012

The AMBE Post-Secondary Program was active in 2011-2012 with a number of extra activities in addition to its annual usual activities including: Attending the Aboriginal post-Secondary Education Gathering in Toronto, and the Queen's Conference on Indigenous Issues in Post-Secondary Education, attending workshops for both the NY State and U.S. Federal Financial Aid updates, and planning



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and participating in the IOHAHI:IO Career Fair

The Post-Secondary Program began using more template reports which expedited the processing of the American financial assistance and presented at Salmon River's Financial Aid Night.

The Program provided 394 students, both part-time and full-time with various levels of financial assistance.

Call the AMBE office at 613-933-0409 for more information, or email norma.sunday@ambe.ca. Information and all paperwork necessary to apply to the Post-Secondary Program can be found on the website: www.ambe.ca.

Secondary School Services

Sandra Rourke: Secondary School Services Coordinator
Advisors: Kahontineh Swamp and April Thompson
Resource Teachers: Jackie St. John and Richard TJ Point
AMBE Foundations Teachers: Chris George

AMBE has an Education Services Agreement with the Upper Canada District School Board for students in Grades 9 – 12. Students enter General Vanier Intermediate School for Grades 9 and 10, and then transfer to Cornwall Collegiate VS for Grades 11 and 12.

2010-2011

For the 2010/2011 school year, there were 48 students at GVIS, 62 at CCVS, 3 students in private schools, 32 at AMBE Foundations, 39 students at Iohahi:io, and 6 students at the TR Leger Centre Windmill Point (for a total of 190 high school students). Through an agreement with the Upper Canada DSB, funding for one full-time resource teacher at GVIS is covered.

AMBE and the Upper Canada DSB jointly offered the AMBE Foundations Program for 32 high-school students in Grade 9 -12. This program is located at the Thompson Memorial Wellness Building on Cornwall Island. The Upper Canada DSB leases the building, provides the course curricula, and employs one teacher and one educational assistant.

Peter Garrow is the appointed Akwesasne Representative and Trustee on the Upper Canada DSB.

At the CCVS high school graduation ceremony in June, twenty-nine Mohawk students graduated. Of those graduates, thirteen were accepted at a post-secondary institution for the fall.

The Upper Canada DSB announced the closure of General Vanier for the 2011-2012 school year. All of the Mohawk students will be enrolled at CCVS from Grades 9 to 12; however, students from Cornwall will enter in Grade 7. This new configuration came after

a two year review and was the recommendation of the Accommodation Review Committee (ARC) that was convened by the Upper Canada DSB.

2011-2012

At the CCVS high school graduation in June, twenty-two Mohawk students graduated. Of those graduates, fourteen were accepted at a post-secondary institution for the fall. Three other students graduated in June (two from TR Leger and one from Ashbury College) and two of these students were accepted at a post-secondary institution.

At the start of the school year there were 115 students at CCVS, 27 at AMBE Foundations, 11 at TR Leger main campus, 41 at the Iohahi:io Adult Education Center, and 2 in private schools. This report will focus mainly on students attending CCVS, AMBE Foundations, and two private schools.

With the closure of GVIS, the "home school" for Native students residing on-reserve is now Cornwall Collegiate and Vocational School. This transition has went smoothly and students are participating in extracurricular activities such as Improv, Drama, Dance, Guitar, Bead Work after school, Sweats, and CCVS Student Leadership. We are also seeing an increased student participation in Volleyball, Basketball, Football, Hockey, Lacrosse, and Rugby. Due to the larger number of on-reserve and off-reserve native students, CCVS is able to offer more native content courses to the student body. Courses being offered for all students are: Aboriginal Peoples in Canada; Aboriginal Beliefs, Values and Aspirations; Current Aboriginal Issues in Canada; Aboriginal Issues in a Global Context; Mohawk Language; English: Contemporary Aboriginal Voices; and Expressive Aboriginal Cultures (Art).

Our Mohawk students also participated in the Men's Conference held at the Tri District Elders Lodge, the CCVS Remembrance Day Ceremonies, CCVS Student Leadership Conference, a grief session held at CCVS with Bereaved Families, participation in the AFN-AUCC Virtual Dialogue on First Nations' Post-Secondary Education, the Ontario Native Counsellors' College Fair, the McGill University Info Session, 12 student participants are involved with the University of Ottawa and Carleton University's Let's Talk Science Mentorship Programme, and we have 10 students participating in the New York City "ARTS" trip.

CCVS is offering literacy preparation classes throughout the year for the OLSST in March. The Native Resource Center is open five days a week from 8:00 am to 4:00 pm for students who need extra help or access to computers. Semester One—at mid-term, nine students made Honor Roll and thirteen made the Principal's List, and at the final term eleven students made Honor Roll and twelve made Principal's List.

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There are 36 students eligible to graduate this year (two will complete requirements in August). Twenty seven students have applied to college programmes, and five have applied to University programmes. Students participated in the following campus visits: Syracuse University, Onondaga Community College, Loyalist

College, and FNTI. Campus visits scheduled from March to May include: St Lawrence College, Algonquin College, Fleming College, Trent University, George Brown College, Centennial College, and York University.

Akwesasne Mohawk Police Service

Mission Statement

The mission of the Akwesasne Mohawk Police Service is to enhance Peace, Harmony, Justice and Cultural Values throughout Akwesasne. To honor and respect all living things. To acquire the highest level of professionalism and accountability in serving the community members of Akwesasne and surrounding areas.

Jerry Swamp, Chief of Police Report

Greetings,

On behalf of the men and women of the Akwesasne Mohawk Police Service, I am pleased to present our 2011-2012 Annual Report, which highlights the successes and commitment that the service and members have toward our community.

This year we saw some changes in management personnel within the Police Service. Kariwate Mitchell was promoted to Detective Sergeant and Ranatiostha Swamp was promoted to Patrol Sergeant. These two experienced officers have my respect and

support that they will excel in their new duties and responsibilities. The service has also seen the retirement of Roger Mitchell who had a long and distinguished career with the Akwesasne Mohawk Police Service. His presence, humor and dedication will surely be missed.

I have also continued with the belief that training makes for a more professional and adapted police officer to current issues in our communities. For the second year in a row we have conducted more training, for the police officers as well as our civilian employees, then we have ever conducted in the past. I shall remain committed to training.

We are working toward obtaining certifications for several of our officers that would allow us to give certified in-service training to our own members. To date we have officers with instructor's status in several fields such as; Conducted Energy Weapon (Taser), firearms, Domestic Violence and train the trainer.

The Akwesasne Mohawk Police is currently in its 3rd year of extension to our funding agreement.

With the uncertainty of funding and the lack of commitment from the Federal and Provincial governments toward first nations policing, it is hard to plan ahead strategically for operational and community needs. The Akwesasne Mohawk Police, as well as 167 other first nation's communities, are currently engaging the respective governments for additional and sustainable funds for the future safety of our Communities.

During this last year the Akwesasne Mohawk Police have seen a 48% decrease in violent crimes. The clearance rate of violent crimes for the Akwesasne Mohawk Police this last year was 90%. The clearance rate for the Police Service the previous year was 87.9 %. These clearance rates are almost 30% better than the Canadian and the Province of Ontario averages. These clearance rates are indicative of the hard work and dedication that each member of the Akwesasne Mohawk Police strives to achieve in service to the Community of Akwesasne.

In closing I would like to thank the members of the Akwesasne Mohawk Police Service as well as the Akwesasne Mohawk Police



Akwesasne Mohawk Police Service

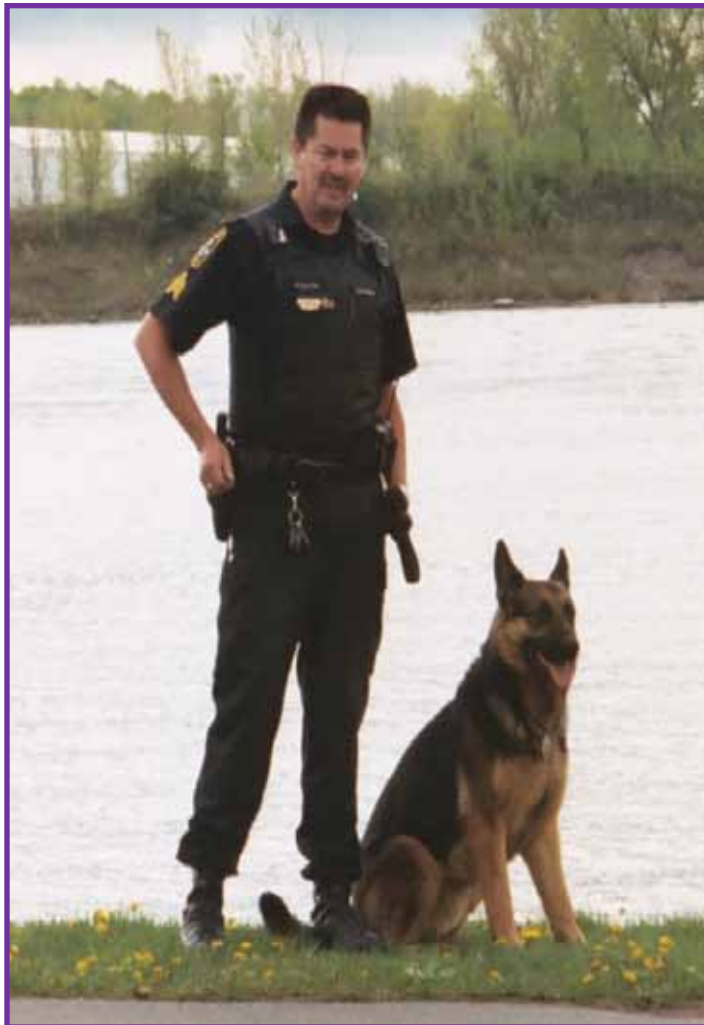
Commission for their dedication and commitment to the community of Akwesasne.

Niawen,

Jerry Swamp
Chief of Police

Akwesasne Mohawk Police K-9 Unit Sergeant Roger Mitchell and Rudy

As of March 2012, Sergeant Roger Mitchell has officially retired from active duty with the Akwesasne Mohawk Police Service. Sgt. Mitchell has been a member of the Akwesasne Mohawk Police Service since April of 1981, serving a total of 31 years. During which time he served his last nine years of his career as the first and only K-9 handler within the Akwesasne Mohawk Police.



Sergeant Roger Mitchell and Rudy

Sgt. Mitchell and his canine partner (a German Sheppard named Rudy) worked together throughout his 9 years in the K-9 Unit and attended many calls of service for: lost children, missing persons or to conduct drug searches in residences and schools. Sgt. Mitchell also provided K-9 service to the Cornwall Community Police, St. Regis Mohawk Tribal Police, New York State Police and United States Border Patrol. The K-9 team has been successful in detecting large quantities of drugs and had successfully tracked people suspected of committing crimes throughout their 9 years working together.

Sgt. Mitchell and Rudy also made regular appearances at local schools and at Community events such as Racing against Drugs and Career Fairs. Sgt. Mitchell also assisted the Ottawa Police during the Canadian Football League National Championship Game (Grey Cup) to conduct searches of the grounds and surrounding facilities.

We would like to congratulate Sgt. Mitchell on his retirement. He will be remembered for the great things he did here and for the years of hard work and dedication to the Akwesasne Mohawk Police Service.

Domestic Violence Coordinator

Constable Lee-Ann O'Brien is assigned to general patrol and has been the designated Domestic Violence Coordinator (DVC) for the Akwesasne Mohawk Police Service since January of 2008. Cst. O'Brien ensures that officers provide comprehensive and efficient services to victims of domestic violence. Cst. O'Brien also assists the investigating officer with providing follow-up to victims and by coordinating the police response with the appropriate community agencies, while monitoring the police response and the investigation.

Cst. O'Brien works hard in maintaining partnerships with local agencies such as the: Assault and Sexual Abuse Program (ASAP), Cornwall Community Police Service, Ontario Provincial Police, Saint Regis Mohawk Tribal Police (SRMTPD), Victim Witness Assistance Program (VWAP), Akwesasne Family Violence Program (AFVP), Victim Services of SDG & A (formally known as VCARS) and the Three Sisters Program.

Cst. O'Brien and Sheila Tallon from VWAP worked together on a Best Practice Protocol between AMPS and VWAP, which was signed on September 19, 2011. Cst. O'Brien also had the opportunity to participate in several conferences & seminars which created strong partnerships with local community partners and developed an enhanced understanding of victims' issues. Cst. O'Brien continues to provide victims with a consistent and coordinated service as well as monitor and provide education on domestic violence to the patrol officers of the AMPS.

Akwesasne Mohawk Police Service

Cst. O'Brien developed a (2) two day Domestic Violence Investigation (DVI) Course specifically for the Akwesasne Mohawk Police Service that was recognized by the Ontario Police College. Cst. O'Brien presented the DVI course to (20) twenty patrol officers during the month of November 2011. The officers were successful in completing the course and received their certification from the Ontario Police College.

Domestic Violence Related Criminal Changes 2011-2012

The Akwesasne Mohawk Police Service laid 111 Criminal Code charges relating to Domestic Violence in 2011-2012.

In 2011-2012 the AMPS responded to 103 Domestic Violence related calls for assistance. Resulting in 111 Criminal Code Charges being laid.

On average the AMPS responds to 9 domestic related calls for assistance every month. This number has increased from 2010. (In 2010 the average was 4 per month).

Domestic Violence Emergency Response System

Domestic Violence Emergency Response System (DVERS) is a "silent" alarm system that allows the victim to contact police at the "touch of a button" if/when their perpetrator attends their residence/property and the victim feels threatened. ADT contacts the

police and they are immediately dispatched to the victim's residence without the perpetrator knowing they have been notified. ADT provides all equipment, installations, training and around-the-clock monitoring at no cost to the participant or the local community. The safety of the victim is paramount in these situations. Constable O'Brien has implemented the DVERS program in 2007 and it is currently in operation in the Territory of Akwesasne.

Men can be victims of domestic violence however statistically 85% of domestic violence victims are women.

During the past five years the AMPS have investigated; 1 Homicide, 4 Attempt Murders and 1 Suicide all related to domestic violence.

Charges Laid by Akwesasne Mohawk Police

TOTAL: Includes charges from the Controlled Drugs and Substances Act, Highway Traffic Act, Quebec Highway Safety Code, Indian Act, Compulsory Automobile Insurance Act or any Akwesasne By-laws (Trespass, Hawkers and Peddlers, Public Intoxication etc.)

Chart data: 2011-2012

R.I.D.E. –Reducing impaired driving everywhere

This enforcement campaign started in 1977 as "Reduce Impaired Driving in Etobicoke"; the Akwesasne Mohawk Police has since utilized this campaign on a regular basis. The program is now a routine campaign led by the police community that runs all year long and involves police spot checks where vehicles are stopped and drivers are checked for impairment. Drinking and driving continues to be one of Ontario's most significant road safety issues. During the past decade, more than 2,000 lives have been lost and more than 50,000 people have sustained injuries in collisions involving a drinking driver.

Between April 2011 and April 2012 the Akwesasne Mohawk Police conducted 19 RIDE check programs throughout Akwesasne. During this program 1,577 motor vehicles were checked for driver impairment as well as seatbelt compliance. 17 Uniform traffic tickets were issued for Highway traffic Act Offences, 18 verbal warnings were issued for seat belt compliance and 2 arrest warrants were executed.

As of May 1, 2009, if you're caught driving with a blood alcohol concentration (BAC) from 0.05 to 0.08 (known as the "warn range"), the police can immediately suspend your licence up to three days for a first occurrence, seven days for a second occurrence and 30 days for a third or subsequent occurrence.

Intoximeters Inc. has designed a new roadside screening device called the ALCO SENSOR FST. The Alco-Sensor FST is a pocket-sized, handheld breath alcohol tester. It provides a simple, accurate and economical method of determining a subject's breath alcohol level. The FST accepts breath samples directly or passively. The unit is also capable of detecting alcohol in a solution. Four of these new devices have been ordered and should be utilized by Akwesasne Mohawk Patrol officers by the end of May 2012.

Joint Investigative Team (JIT)

As a result of the unique geographical location of Akwesasne, this community has been identified internationally as a "passage" to smuggle aliens and illicit drugs. Illicit drugs such as large volumes of packaged marihuana and other controlled substances under the Controlled Drugs and Substance Act of Canada as well as firearms and other weapons.

The Akwesasne Mohawk Police Service have knowledge that facilitators of organized crime hire individuals to transport these illicit drugs which are purchased often in larger cities such as Montreal, Ottawa and Toronto by motor vehicle to Akwesasne, most often to the district of Kawehnoke. Illicit drugs and aliens are then exported/transported to the New York State and Quebec portions of Akwesasne by way of vessel and then conveyed again by vehicle to various cities throughout the United States. Unfortunately, some of these illicit drugs are finding their way into our community and



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are creating a huge negative impact on the lives of the people and youth in our community.

The Joint Investigative Team (JIT) has been targeting the members of the community who are involved in the trafficking of illicit drugs, in 2011-2012 the JIT with assistance from patrol members, executed 17 Search warrants.

Seizures in 2011-2012

Type	Quantity	Estimated value
Tobacco -	32 cases of cigarettes	\$35,200.00
Marijuana	121 lbs	\$423,500.00
Currency	-	\$127,129.50
Firearms	12	\$500,000
Volt Stun gun -	1	
Oxycodone -	15,671 tablets	\$1,253,680.00

Project Cinderford

A joint-forces investigation named "Project Cinderford" launched in December 2009 focused on the elimination, disruption and identification of individuals and organized-crime groups involved in the trafficking, importing and exporting of controlled substances, weapons and contraband in the Cornwall and surrounding area. On July 12 and 13, 2011, numerous search warrants were executed and arrests were made at various locations in Cornwall and the surrounding area including the Territory of Akwesasne.

Police arrested 30 people and seized more than \$700,000 in drugs, cash and guns during this two-day operation aimed at smugglers using the Akwesasne Mohawk Territory.

Police seized quantities of cocaine, marijuana, oxycodone, contraband cigarettes, handguns, an AK-47 and 1,000 rounds of ammunition. Various police forces executed 20 search warrants in Cornwall, Akwesasne, Ottawa, Gatineau and Montreal, as well as in Stormont, Dundas and Glengarry.

Police also seized four vehicles, a motorcycle, a snowmobile, two bulletproof vests, four handgun holsters, and a police duty belt.

Training

2010 - 2011	
Total training hours -	2827.6
Total training by officers -	220

Akwesasne Central Dispatch

The Akwesasne Central Dispatch office was revamped and received much needed upgrades to the radio communications system. Digital software was installed that allows communications to be much clearer. Other features include GPS tracking on all

police vehicles, a second secure channel and text and recover or disable capabilities.

Central Dispatch is an integral part of the Akwesasne Mohawk Police Service as all emergency calls are received, categorized and sent out to first responders such as Police, fire and ambulance. Dispatchers are the first line of contact between those in need of help / assistance and the emergency personnel that are sent to respond.

Over the last year (April 2011 to March 2012) the Public Safety Dispatchers of the Akwesasne Central Dispatch have received the following training;

Computer Crimes
 Interpol CAD Introduction to RMS
 Complacency
 Suicide intervention
 advance communications course
 Pursuits, Robberies and Bomb Threats
 Shots fired
 Multi tasking
 Active Shooter
 Hostage
 Challenging Callers
 Large Scale incidents
 Burnout
 Stress Management
 Complacency

Public Relations and Community Service

Christmas Caroling 2010 and 2011

Each year members of the Akwesasne Mohawk Police invite police officers of other agencies to accompany them to the three districts of Akwesasne to sing to the elders. Santa has always put his time on hold from checking his nice and naughty list to join in the singing and greeting of the Akwesasne elders.

Cops for Cancer 2011

The first Cops for Cancer program started in 1994 when an Edmonton police officer with a shaved head posed for a picture with a young cancer patient. The officer wanted to support the boy, who was being ridiculed at school because of his hair loss. Other officers joined and Cops for Cancer was launched.

Since then law enforcement and emergency services officers from across Canada have held Cops for Cancer fundraising events for the Canadian Cancer Society. Donations are used to fund cancer research, support programs and cancer prevention initiatives. Constable Justin Delormier participated in the 2011 Cops for Cancer fundraising event held in Cornwall. To raise funds in the



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fight against cancer, event participants collect pledges from their co-workers, friends, family and community members. To date, the Canadian Cancer Society's Cops for Cancer program has raised more than \$45.5 million across Canada.

Community and Area Events Attended by AMPS

-The "Big Bike" for Heart & Stroke – over 80 riders participated and raised over \$4,000.00 for research.

-10th Annual Run to End MS

-Career Fairs in Akwesasne and the City of Cornwall

-Officers attended Community Focus meetings on the topic of Prescription Drug Addictions & Abuse – (i.e. : Oxycodone)

-Community Involvement and interaction through sports activities such as hockey, softball & lacrosse.

-Officers attended schools and daycares in the district of Akwesasne to provide awareness & information presentations on a variety of topics including; bullying, Halloween safety, Crime prevention, Respect and Drug & Alcohol Awareness.

-Red Ribbon Week: A national celebration to raise awareness about the harmful effects of drug and alcohol, and the benefits of a drug-free lifestyle. It is the largest anti-drug awareness event in the United States. Red Ribbon Week honors the life of slain Drug Enforcement Officer Agent Enrique "Kiki" Camarena, who was killed as he was investigating a drug-trafficking operation. Participants are issued a ticket for each event that they participate in throughout the week, and then at the end of the week a draw is held, the prizes are to promote a positive-lifestyle.

Officers attended the schools in the district of Akwesasne periodically upon request to judge art work & displays during contests.

-Cancer Awareness "Jail Bail Event"

-Presentations to the elders in the community regarding information on Power of Attorney & Elder abuse.

-Tsi Snainne School; Promoting a positive image and interaction with students by participating in their Daily Physical Activity (DPA).

-Annual floor hockey cup challenge at Kanatakon School.

-Every year, patrol officers assist in the distribution of the Christmas Food Baskets to residents of Akwesasne.

-Akwesasne Winter Carnival – Serving the Elders Christmas Dinner, Power wheels race, Amazing Race.

-ACCE Family Challenge

-Jump Rope For Heart

-March 2011, members entered a team into the **Annual International Police Hockey Tournament**. This year the tournament was held in Kitchener, Ontario, by Waterloo Region Police Service. The benefit tournament is primarily held to raise funds for the Law Enforcement Torch Run for Special Olympics. The 2010 tournament in Kingston, Ontario raised just over \$27,000, which AMPS also entered a team.

-Akwesasne Racing Against Drugs

-Annual **"Cops and Rockers Dance"** held in the city of Cornwall

-Police Week; Canadian Police Week is dedicated to increasing community awareness and recognition of policing services while strengthening police-community ties. Police Week also encourages community involvement and initiation of activities through media awareness and community sponsored events.

-Akwesasne Seniors Awareness Fair at Kawehnoke Recreation Centre.

-“Reading our way to Mexico” Carnival at the Tsi Snainne School

-Akwesasne Freedom School Survival Race

-Kids for Fishing Workshop hosted with St. Regis Tribal Police

-Law Enforcement Torch Run 2011

Every year members of the Akwesasne Mohawk Police participate in the Law Enforcement Torch Run. AMPS officers also invite students to be part of the run which in the last few years has been from AMS to various locations in the city of Cornwall. The officers as well as the students look forward to this event every year.

With the endorsement of the Ontario Association of Chiefs of Police, the first Law Enforcement Torch Run in Canada was held in 1987 and generated \$100,000 in funds with the participation of Law Enforcement personnel from Southern Ontario. Nationally, the run has become an annual event in ten provinces and the Northwest Territories. In Ontario alone, in excess of \$26 million has been raised, establishing it as one of the most profitable torch run relationships in the world.

In 2011 Police Services across Ontario raised \$ \$1,465,000 for Spe-

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cial Olympics. The success and support of the Law Enforcement Torch Run over the years has been phenomenal. Since the torch began its partnership with Special Olympics Ontario, the number of registered athletes has grown from under 4,000 to greater than 16,000 athletes today.

As a result, SOO can essentially look into the future with security and recognize that it is possible to continue to expand its services to the increasing number of athletes.

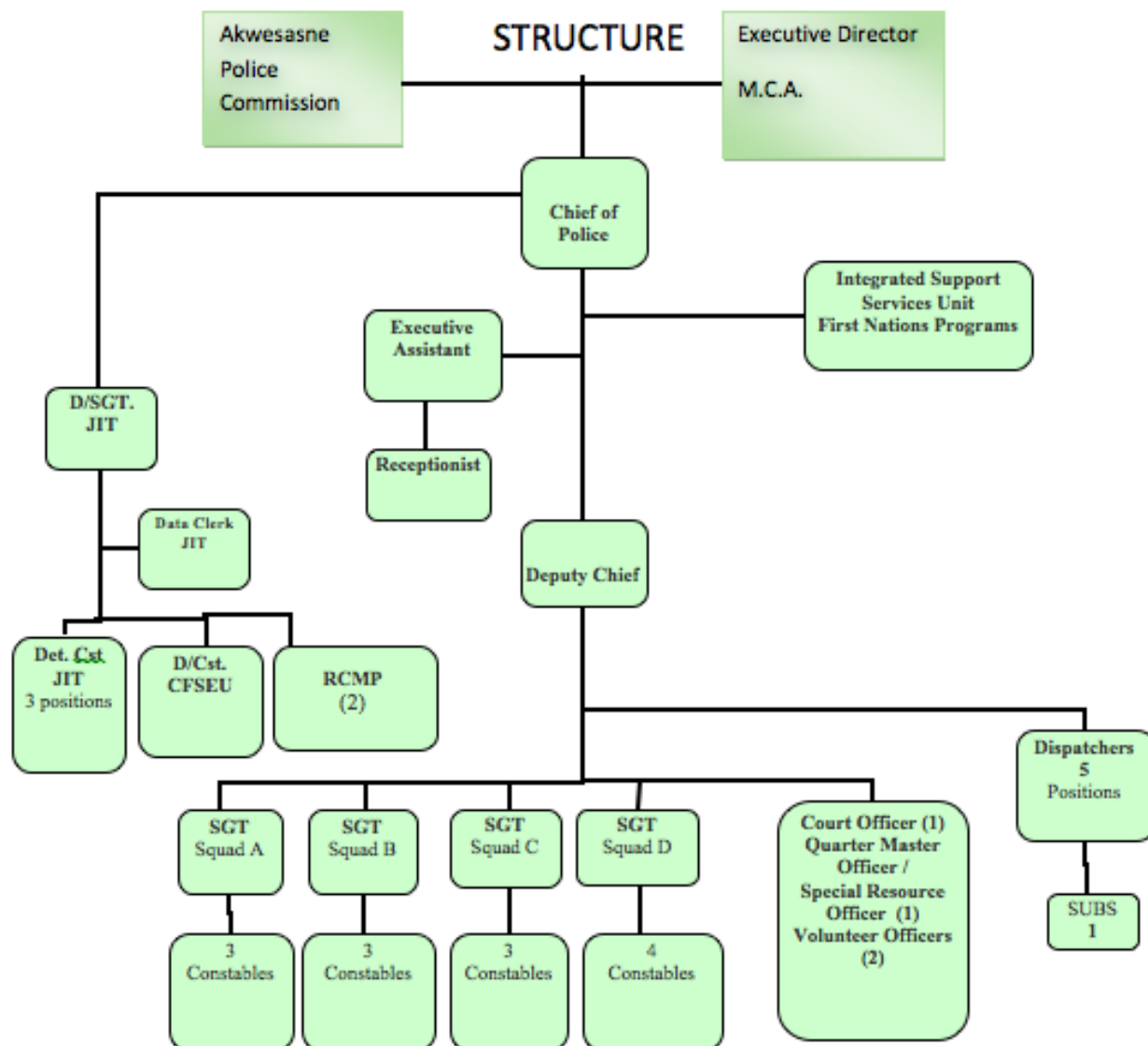
Working together We really make a difference!

Staffing and Recruiting

We have been very successful with our recruiting campaign in the last year. This year we had three successful applicants. The three new recruits attended the Ontario Police College for 14 weeks and completed the Basic Training. They then attended the Ontario Provincial Police Academy for extensive scenario and specialized training before returning to patrol duties in Akwesasne. The Akwesasne Mohawk Police Service is very proud to have the following officers join the brotherhood of policing within the Akwesasne Mohawk Police Service; Cody Thompson, Wallace Thompson and Mackenzie Mitchell



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Department of Justice

Mission Statement:

The Department of Justice strives to provide a comprehensive Justice System for the people of Akwesasne which is equitable, fair and respectful of individual rights and is also respectful of our Culture and Heritage as Mohawks.

Words from the Director:

It has been an amazing four years as the Director for the Akwesasne Justice Department. I have been proud to serve as an advocate for the Akwesasne community and make inroads promoting the expansion of jurisdiction for the Mohawks of Akwesasne. First, let me take a moment to acknowledge Martha Lafrance, Court Administrator and former Acting Director to the Akwesasne Justice Department. The staff and the Akwesasne Mohawk Court miss her vitality.

Secondly, to William Phillips, Native Court Worker, who retired in June 2012. William went beyond his job duties to assist people. He was also the employee who could keep us laughing with his outrageous remarks.

Of course, words of excellence go out to the staff of the Akwesasne Justice Department. Their caring and concern about the community are to be commended. The skills staff has acquired over the years are irreplaceable. My hat goes off to the Justice employees: they are excellent and compassionate in the work they perform. We should also acknowledge the support the Mohawk Council has given the Akwesasne Justice Department.

With that, I offer you the following a two-year report encompassing the fiscal years of 2010/2011 and 2011/12. The door is always open and the telephone answering machine is always on if anyone would like to offer any comments. We are located at the Angus Mitchell Memorial Building. For further contact information, please see the end of the report.

Objective and/or Strategic Goals

2010/2011 Strategic Goals:

The Akwesasne Justice Department will assist the Mohawk Council of Akwesasne in the development of authorities for an Akwesasne Justice system to exercise and protect inherent rights of the Mohawk community at Akwesasne.

Assist the Mohawk Council of Akwesasne to create, develop and/or expand delegated authorities for the administration of justice to resolve internal conflicts.

Expanded services and recognition of the Akwesasne Mohawk Court and Judicial authorities to govern the administration



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Develop capacity for the Mohawk Council of Akwesasne in the area of Legislative Development

Assist Community members with Court Interpretive Services
Expanded Enforcement of Akwesasne Laws

Administrate the Native Inmate Liaison Contract through the [Ministry of] Community Safety & Correctional Services, Ottawa-Carleton Detention Centre

Administer the Tax Exempt Cigarette Program to effectively sustain funding for the Mohawk Council of Akwesasne

2011/2012 Strategic Goals

Administration of Justice
Legislative Development
Supervision of Clients
Culturally Sensitive Programming
Healing Lodge
Advocate for the Community

2011/12 Objectives

1. Initiate a six month Healing Lodge Pilot Project
2. Work on legislative development that will provide consistency (P&ID)
3. Initiate an action against CBSA for discrimination against the Mohawks of Akwesasne
4. Find storage area for Conservation and Compliance
5. Implement a Pilot Project on Section 67 of the CHRA

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6. Revise the Mission Statement
7. Secure an Office space for the Quebec Licensing Bureau
8. Continued Probation Services for community members
9. Akwesasne Review Commission
10. Amend the Akwesasne Election Law
11. Legislative Development
12. Continue Program for the Native Inmate Liaison Office at the Ottawa Carleton Detention Centre
13. Continue Parole Services for the Akwesasne clients.
14. Continue to monitor the Tax Exempt Tobacco Program and call out for members
15. Continue to monitor complaints from Community members in regard to CBSA.

Working Task Groups

1. Residency Law Working Task Group
2. Drug and Banishment Law Working Task Group
3. Akwesasne Traffic Law Working Task Group
4. Akwesasne Mohawk Court Working Task Group
5. Akwesasne Tobacco Manufacturing Law
6. Akwesasne Tobacco Products Law Working Task Group
7. Matrimonial Real Property Law Working Task Group
8. Landlord and Tenant Act Working Task Group
9. Dundee Referendum Working Task Group

Accomplishments & Challenges

Akwesasne is the only First Nation in Canada that supports a department for Justice. Employees working on legislative development work closely with the Mohawk Council of Akwesasne to reflect community values and address community concerns. Many times, the need for new community laws, amendments and/or revisions or, looking at “out with the old and in with the new” laws can be overwhelming.

There are many areas in terms of expanding jurisdiction, creating authorities, providing natural justice, procedural fairness and due diligence which need to be developed. However, we are achieving goals and adding many new, and sometimes, unexpected initiatives over the years. The Justice staff continues to work successfully to achieve the goals as set out in the Mohawk Council of Akwesasne strategic plan.

In the following narrative, the Justice staff provides a snapshot of activities including the accomplishments, achievements and challenges. This goes without saying, but needs to be addressed: goals and activities are based on the community of Akwesasne – your opinions and values give direction to implementation of programs and services. Your concerns are being heard and are valued. We work diligently to correct some of the oversights of the past with new and fresh ideas, without leaving behind the cultural values of this community.

Contrary to what is out there, there have been major legislative developments that the Akwesasne Justice Department has taken the lead on. The Justice Coordinator, Paralegal and Legal Counsel work together to ensure any community law is being developed built to withstand challenges to and from the outside. Legislative development and updates have been reported on regularly to the Justice Portfolios. A Focus Meeting on Laws was held on February 10, 2011. Even though we were competing with the great turnout at the Tsi Snaihne Winter Carnival opening day, the information was important enough to post on the MCA website. We hope you were able to read this material. And there is always time to give us feedback.

Over the past two years, the Akwesasne Justice Department took a step back and looked at the laws, regulations and policies that were developed in the past. As the expertise in legislative drafting has developed, so has our awareness that laws need to be consistent, but flexible enough to capture the ideas and values of the community.

There were a few things the legislative drafters realized. First, laws need to have a set of definitions that can be used throughout the organization. After research, there were many definitions for the same word. Legislative definitions were compiled. The next stage of finalizing the legislative definitions will be amalgamating the multiple definitions into one acceptable definitive term.

Secondly, legislative development is created by technicians with a particular expertise in their field and appointed to Working Task Groups (2009/2010-#128). Resources need to be consistent so the Working Task Groups are able to work from the same template, but incorporating the particulars in relation to the law being developed. We are developing procedures for the Working Task Groups to give guidance to the ten or so Working Task Groups that are/or have been given authority through a Mohawk Council Resolution.

Thirdly, a First Nation Law Template was designed through a small Professional & Institutional Development (P&ID) grant from INAC. Last year, the Justice Coordinator worked on one, which focused on the framework particular to Akwesasne.

Another research project completed provided a comparative analysis of Charter procedures being used by Mohawk Council of Akwesasne. Based on the findings, a template was created for procedures. The template will be used as a guide for any Working Task Group to use when working on Charters and the subsequent procedures.

1. Akwesasne Election Law: The Akwesasne Mohawk Court ordered amendments to the Akwesasne Election Law, stemming from the 2006 appeals to the Mohawk Council of Akwesasne General Elections. In 2009, the draft final revisions to the Akwesasne

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Election Law were brought forward to the community. The community voted against the proposed amendments. While there was a small voter turnout (29 voters), the community did express their opinion by voting down the amendments.

This brings up a concern in regard to Voter threshold. Voter threshold should be addressed in the future: How many Voters would be an acceptable level (threshold) before a new Akwesasne Law or any amendments being considered as having been duly passed? As seen in 2009, there were twenty-nine Eligible Voters participating in the vote to the final draft amendments to the Akwesasne Election Law.

2. In December 2011, a second attempt was made to revise the **Akwesasne Election Law**. Although the Voter turnout improved, the amendments were voted down. Although the amendments would have cleared many of the appeal challenges by further defining the law, the community once again expressed their opinion and chose not to proceed with the amendments.

With the Voters being dismayed with the amendments to the Akwesasne Election Law, we are rethinking how an Akwesasne laws gets passed in the community. In the future, we are considering looking at a Law Enactment process that will allow Eligible Voters to choose one of two choices on clauses that are perceived as controversial. It is similar to "propositional voting."

3. **The Law Enactment Process (LEP)** was adopted by Council (MCR 1996/97-#274) on September 26, 1996. LEP was a process by which the Council, being accountable to the community, set the standard for law enactment and subsequent consultation to the community.

Five years later, additional features were added to make the Law Enactment Process a more definitive regulation. The new amendments were brought to the Justice Portfolio Chiefs in 2011/12 and accepted in 2012/13. LEP is now re-titled as the Law Enactment Procedural Regulation (LEPR). The new features include ensuring a legal review before the law is accepted-in-principle by the Mohawk Council of Akwesasne. It also ensures a legal review after major changes are made. The legal review not only provides feedback, but will suggest further clarification on issues and to identify problems that Council may run into with outside governments. As with its predecessor, the Law Enactment Procedural Regulation's primary concern is transparency to the community and ensures the continuation of the three District community consultation meetings.

4. The other major piece of legislation the Department has been working on is the **Akwesasne Law Registry**. A Working Task Group comprised of Justice Portfolio Chief Thompson and the Akwesasne Justice Department generated this regulation. The

Justice Coordinator will maintain the Registry at the Akwesasne Justice Department.

Any person who would like to review the Akwesasne Law may request a copy through the Akwesasne Justice Department. A photocopy or electronic copy will be provided. Currently, we are working on certifying true copies of all laws and will gradually have all Akwesasne Laws in the Registry. This will be in a secure file at the Akwesasne Justice Department for access by community members.

5. **Mohawk Council of Akwesasne General Referendum Regulations** was passed this year. The General Referendum Regulations (GRR) is a guideline for referenda, with the exception of land claims referenda (A land claim referendum would have a higher voting threshold.). The GRR was worked on in conjunction with Chief Thompson, who started the regulations when she was the Justice Coordinator and provided continued review and feedback in her capacity as Chief. The GRR was passed in FY 2012/13.

6. Another major undertaking for the Akwesasne Justice Department was the **Kawehnoke-Easterbrook Referendum Regulations** or KESARR, developed in conjunction with the Aboriginal Rights and Research Office (ARRO). The referendum design started two years ago. KESARR was finalized in December, 2011 and approved by MCR 2011/12-#158. As a result, any enrolled member of the Mohawk Council of Akwesasne would be allowed to vote in the referendum, regardless of residency.

There are other legislative initiatives being developed by the Akwesasne Justice Department through Working Task Groups. The following lists the draft Akwesasne Laws in the completion stage before being presented to Council. The first draft law listed is the most completed file. A percentage is being applied highlighting the draft completion. Once the Working Task Group has finalized the draft law, it will be sent to the Mohawk Council of Akwesasne for acceptance-in-principle to take through the Law Enactment Procedural Regulation. Working Task Groups have a lead Chief who may also act as the Chairperson.

Akwesasronon Ionkwa:iontahtshera (Matrimonial Real Property)
99%

Akwesasne Landlord and Tenant Law (will be completed when the MRP Working Task Group has completed the draft Law)
85%

Akwesasne Traffic Law
85%

Akwesasne Tobacco Laws
85%

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Akwesasne Mohawk Court Law
60%

Akwesasne Wildlife Conservation Law (amendments)
5%

Akwesasne Water and Wastewater /By-Law # 5
5%

Akwesasne Residency Law (amendments)
5%

Future Developments

Governance Code

The following is a requirement before the Final Agreement is concluded between MCA and INAC). Please note that some of the requirements may already have been passed as a procedure. Others pieces to the Governance Code, which is already an Akwesasne Law, are not listed (i.e. Membership & Elections)

The target date for all Governance Code laws: 2014

- i. Lands & Estates Management Code
- ii. Access to Information Law
- iii. Financial Management Law
- iv. Labour & Working Conditions Law
- v. Conflict of Interest rules (Ethical Conduct) Law
- vi. Council Procedures Law
- vii. Referendum Law
- viii. Enactment procedures Law
- ix. Amendment procedures Law

Other priority Akwesasne Laws
Akwesasne Drug Law (amendments)

Akwesasne Banishment Law (amendments)
Akwesasne Business Licensing Law (need revisions to compliment other MCA law initiatives)

Itinerant Vendors Law
80%

Firearms Laws – registration policy
80%

Trespass Law
50%

Fire Safety Law (incorporate a Burn law and a Fire Alarm law)
75%

Marriage/Divorce Law (To Be Developed)
Burial Rights Laws (TBD)
School Attendance Law (TBD)
Child Welfare and Protection Law (TBD)
Garbage Disposal Law
Akwesasne Curfew By-Law (amendments)
Fireworks By-Law (amendments)
Hawkers and Peddlers Law (amendments)

Charters and Regulations being revised or developed

- Akwesasne Land Disputes Tribunal and Procedures (amendments)
- Mohawk Licensing Commission Charter and Procedures (amendments) 50%
- Akwesasne Appeal Tribunal Charter and Procedures (amendments) 75%
- Akwesasne Review Commission Charter and Procedures (amendments) 80%
- Dundee Referendum Regulations (to be developed)

The Akwesasne Justice Department assisted with revisions to the Akwesasne Mohawk Board of Education and the Akwesasne Membership Board election regulations. To provide uniformity in regard to election appeals, the Akwesasne Election Appeal Board will be the primary source for election appeals. The Akwesasne Election Appeal Board has the expertise in elections appeals. The members provide review of election appeal matters. The Akwesasne Justice Department continues to assist the Executive Director with necessary training for the Akwesasne Election Appeal Board.

Boards/Commissions/Tribunals

Akwesasne Appeal Tribunal (AAT): The Akwesasne Justice Department secured six members to sit on the Akwesasne Appeal Tribunal to hear an appeal, using the current charter and procedural regulations which were adopted by MCR 1999/2000-#117 in June 1999. Training was done for general appeals. Additional training focused an appeal to a Housing decision. Revisions are still necessary and are continuing for the AAT Charter and procedures.

Akwesasne Tobacco Commission: An interim Tobacco Commission was authorized through MCR 2003/2004-#024 in April 2003, to issue Tobacco Permits for the Tax-Exempt Cigarette Program. In April 2011, the Tax-Exempt Cigarette Program was transferred from the Akwesasne Justice Department to the Economic Development Department. The program was more appropriate to the Department of Economic Development initiatives. Although there have been several call-outs (twice in 2009 and once in 2011) for Akwesasne Licensing Commission members, there has not been a response from the community to sit as a Commission member.

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Staff from Justice

Akwesasne Land Disputes Tribunal: Funding was secured from INAC (AANDC) to reinstitute the tribunal. Meetings were prompted by MCA with Indian and Northern Affairs, Canada. In the new fiscal year, Phase II of the tribunal will begin. Phase II involves reviewing and changing the Charter; a notice for interested community members; and, setting procedures in place.

Governance & Relationship Task Group: The group, with representation from the Akwesasne Justice Department, worked on issues to increase jurisdiction and opt out of certain sections of the Indian Act. In March 22, 2012, Mohawk Council of Akwesasne signed an Agreement-in-Principle that will be sent for community approval and voted on as a Final Agreement in 2014.

Land Code Task Force: This was a Sub-Task Group to the Governance and Relationship Agreement in Principle. The Akwesasne Justice Department, Paralegal, provides representation on the Land Code Task Force. In March, the Sectoral Agreement-in-Principle was accepted by MCR (2011/2012-#337).

Economic Recovery Strategy: Representation is provided from the Akwesasne Justice Department staff. The focus was on a Healing Lodge initiative.

Property Acquisition Team (PAT): With legal counsel, the Akwesasne Justice Department attended meetings, on a very limited basis, to review land acquisition.

Prescription Drug Abuse Strategy: Funding was needed for this

initiative. Priorities under this initiative for the Akwesasne Justice Department included working on amendments to the Drug Law, the Banishment Law and the Residency Law. Funding was also requested to begin a preventative program to start a Jr. Conservation program and to compliment the Healing to Wellness Drug Court program at the St. Regis Mohawk Tribe.

Multi-jurisdictional Table: The Akwesasne Justice Department and the Akwesasne Mohawk Court have presented papers at the table for recognition of the Akwesasne Mohawk Court and a strategy for outstanding fines.

Good Standing Policy Committee: The Department will be on a committee to revise and further define the Good Standing Policy. The Akwesasne Mohawk Court Administrator has been assigned to the committee to develop revisions to the policy. This will take into account various circumstances of the community. Consideration will be to create a mechanism for the collection of fines and wage garnishment for outstanding amounts owed to the Akwesasne Mohawk Court.

Akwesasne Community Justice Program

Diversions -In 2011/12, the Akwesasne Community Justice Program held twelve (12) diversions for both youth and adults. In the 2nd and 3rd quarter we had low number of referrals. The low number is a result of charges that were ineligible for a diversion hearing. All referrals came from the Ontario Courts. Although Justice Quebec contributes to our funding, the Quebec Crown did not transfer any files over for a diversion hearing.

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We also monitored legislative changes through an omnibus Bill C-10. Bill C-10 directly impacts Community/Restorative Justice Programs in Canada. Bill C-10 has changed the opportunity for offenders to have house arrest: they now will have to serve their time in custody. Through the network with other Community Justice Programs within Ontario & Quebec, we are able to keep up with legislative and policy changes.

Circle Sentencing or “Old Ways” - There were thirteen (13) Old Ways hearings held this year. However, this portion of ACJP is not funded and the Funders no longer want statistics. The Funders main objective now is to concentrate on Pre & Post Charge Diversion. This process is for individuals with more serious charges not eligible for diversion. We assist accused after they plead guilty and we provide a report after the Old Ways hearing. The recommendations made by Community Neh Kanikonriio Council are then included in accused persons Probation Order.

Community Neh Kanikonriio Council - Neh Kanikonriio means Restoring a Good Mind. The Neh Kanikonriio Council is committed to the well being of the community by offering culturally based responses to conflict to strengthen the community and re-establish social harmony in our community. We currently have eight active members who hear Diversion & Old Ways hearings.

Due to some Neh Kanikonriio members no longer being able to participate, an announcement was put in MCA Today and MCA Community Newsletter for a few applicants. The new members were trained and are now confident to hear and deal with conflict and make appropriate recommendations. We are always encouraging community members to participate.

Aboriginal Court Worker - The Aboriginal Court Worker attends court three to four times a week, depending on the court docket. At the end of the week, Court dockets from Ontario and Quebec are reviewed. The Court Worker will have to select where court attendance can be best served: - Ontario or Quebec. The accused person is explained the process of the Akwesasne Community Justice Program and are also advised of their rights under the Supreme Court Gladue decision. The Court Worker attends courts in Akwesasne, Cornwall, Valleyfield and sometimes Alexandria, ON.

The Aboriginal Court Worker also has strict reporting requirements with the Ministry of Attorney General (MAG). Over the years, more and more accountability and detailed information is being required by MAG, so much that MAG directs the program work plan and objectives. On more than one occasion, we have been told not to go to Akwesasne Mohawk Court or mention anything in our reporting of Akwesasne Mohawk Court. This has been frustrating. However, the Court Worker is still available at the all courts. Another area the Aboriginal Court Worker has been

constrained is assisting community members in Family Court. But we will not turn our backs on any community member. Again we continue to assist, to the best of our abilities, all community people with legal issues and in all areas of the Court process.

Youth Liaison Worker (YLW) - The worker attends Youth Court two times per month. The YLW assists with the facilitation of youth diversions. The Worker works one-on-one with youth by monitoring their Community Neh Kanikonriio Council Agreement and working with them to fulfill this agreement. As well, follow-up reports are provided to the court of origin. The YLW has been working for the last part of 2011/2012 with the Akwesasne Mohawk Police to organize and coordinate a Youth Cultural Camp on Thompson Island. They are looking to have it as an Annual Event.

Youth Reintegration Worker (YRW) - The program has a new worker. The YRW has been trained in Risk Need Assessments and works closely with the Ontario Youth Probation Officer. Clients supervised are on Probation. Some offenders have been assessed as High Risk to be repeat offenders. The role of YRW is to work above and beyond what Youth Probation Officers are required to do. The Youth Reintegration Worker and the Youth Liaison Worker cooperate with each other to assist youth clients. Their teamwork contributes to the success of Youth not reoffending. There has been a noticeable difference.

There were also a number of clients who were on Probation Orders to attend anger management counseling. The clients were breached as they didn't attend classes. When Youth Workers observed this condition, they noticed it was a result of clients being placed on a waiting list. Through no fault of theirs, the waiting list was long and usually went beyond the court-imposed timeframe. The two workers met with Wholistic Healing & Wellness Program to discuss this issue. As a result, the Youth Workers worked with a Prevention Worker to develop an eight-week medicine wheel teaching for anger management issues, therefore completing the Youth's obligations within the time period of the court order. Teamwork not only happens within the program, it also happens within the organization to assist the community.

Community Service Monitor - This position is 50% Community Service Monitor and 50% Administrative Assistant for the Akwesasne Community Justice Program. Funding for the position comes from the Ministry of Children & Youth Services (MCYS). In August 2011, we were informed of cutbacks within MCYS. Throughout Ontario, programs with Community Service Workers were cut. People employed in this position lost their jobs. Akwesasne was the only Program in Ontario who received funding for a Community Service Worker (Monitor). Statistical reports are important to this program to keep this funding. Community Service Monitor receives referrals from the Ontario Youth Probation Services, the Community Neh Kanikonriio Council,



Department of Justice

Akwesasne Mohawk Court, as well as Ontario & Quebec Adult Probation Services.

Healing to Wellness Court - In the fall of 2011, we were asked to be the liaison for Mohawk Council of Akwesasne in regard to the Healing to Wellness Court, operating out of the St. Regis Mohawk Tribal Court. At the court, we assisted individual clients that participated in the Healing to Wellness Court and who have been charged with drug and/or alcohol-related crimes in Franklin County, NY.

We saw this court as an excellent opportunity to partner with the Court on cross-boundaries issues under the Prescription Drug Abuse initiative through Mohawk Council of Akwesasne. As a result, a meeting was held with Judge PJ Herne and Micalee Horn of St. Regis Mohawk Tribal Court, along with the Akwesasne Justice Department, Dept. of Social Services and Dept. of Health. Judge Herne noticed that participants were also residents of the Northern Portion of Akwesasne. An MCA liaison was needed to actively participate and bridge services in conjunction with the Healing to Wellness Court. As a result, the Program Manager for ACJP has been participating in weekly Healing to Wellness Court sessions. When the Program Manager can't attend, the Justice Director will attend. This provides a consistent and continuous contact referral to services offered by MCA.

We were also able to assist a few of the clients who had concurrent court matters in Ontario and Quebec. We communicated with the relevant provincial courts to inform them which clients are under direction from the Healing to Wellness Court. The Healing to Wellness Court is a new initiative by the St. Regis Mohawk Tribal Courts. It is proving to be effective in changing individual lives. We are pleased to participate in this initiative.

Akwesasne Mohawk Court

The Akwesasne Mohawk Court has seen personnel changes over the past two years. With the passing of our colleague, Martha Laffrance in 2011, we strive to carry on the work she has pioneered. Martha worked on expanding the Akwesasne Mohawk Court authority and jurisdiction to deal with civil and family matters. Unfortunately, she wasn't able to see the fruition of the court expansion during her lifetime. But, we carry on this goal of one day fulfilling this initiative.

In the best interest of the community, the momentum of working towards the future expansion of the Court's jurisdiction into civil matters continues to move onward.

Scheduled Court Sessions: Akwesasne Mohawk Court is held each month on the second Wednesday of the month and begins at 6:00 pm. Community members have the opportunity to see Duty

Counsel to discuss their pending legal matter free of charge. Any person that wishes to discuss their case with Duty Counsel should arrive at 5:30 p.m. before court is in session.

Peace Bonds: The Akwesasne Mohawk Court has jurisdiction to deal with peace bond orders.

Court Mediation Services: The Akwesasne Mohawk court provides this service to community members who wish to work out their differences through focused discussion and negotiation. The Court provides trained mediators who are not decision makers and will not take sides or give legal advice but work towards keeping the parties focused on solutions. They work with you until you get to an agreement that each of you can live with. The court mediated sessions can hear several types of issues with the exception of land disputes.

Justice Training: An appellant division for the Akwesasne Mohawk Court is inevitable and necessary. The Court Administrator was able to obtain \$40,000 from the Mohawk Council of Akwesasne to train community members to become Justices for the Akwesasne Mohawk Court. Originally, there were thirteen applications to utilize the training to become a Justice for the Akwesasne Mohawk Court. The training continued over a three month period. There were six people who took the test and two passed. Both persons declined taking a Justice position. However, the Justices remained in the original position and a lateral move was not necessary.

Fine collection: Fines collected in FY 2010-2011 = \$20,248
Fines collected in FY 2011/2012 = \$31,042

Compliance Office (Dog Control)

ATV Registration: ATV Registrations are available through the Akwesasne Justice Department, Compliance Office. In FY 2010/11 there were three registrations. In FY2011/12, there was one ATV registration.

Illegal Dumping: There were ten incidents of illegal dumping in 2011/12 that were investigated.

Patrols: There were weekly patrols to islands on the river as well as weekend patrols to ensure non-native fishermen and fisherwomen had a fishing permit.

Dog By-Law: The Compliance office handles five to ten dog complaint calls per week. Complaints range from dog bites, nuisance/stray dogs and dog packs. There is at least one call a month for dog bite complaints.



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2010/11 Statistics

Total Dog pick-up
(information not available)

Total Dog Registrations
9

Kennel and Boarding Fee
\$11,980.00

Veterinarian Costs
\$1,385.00

2011/12 Statistics

Total Dog pick-up
195

Total Dog Registrations
0

Total Kennel Fee
\$ 8,400.00

Veterinarian Fee
3,798.00

Boarding Fee
6,740.00

Other Fee
1,095.00

If there is a dog complaint, the Compliance Officers can be reached at 613 575 2250 extensions 2417 and 2401. For urgent matters, after normal business hours, the Akwesasne Mohawk Police Services can be contacted (613) 575 2000.

Conservation Office

(News Release Summer 2011) The Mohawk Council of Akwesasne has enacted its Wildlife Conservation Law [19/85] to ensure the survival of our fish and wildlife species, to stock the rivers surrounding our territory, and to ensure that the ecosystems within our community are viable, clean and protected. In accordance with the Conservation Law, MCA Conservation and Compliance Officers enforce the law to protect what we have worked hard to maintain – the beauty and viability of waters and lands.

We welcome surroundings communities to partner with Akwesasne to conserve all rivers and wildlife for their protection and sustainability.

“The Mohawks of Akwesasne have made great strides over the past fifteen years in restocking our rivers with fish, and ensuring their survival,” states Kawehnoke District Chief Brian David. “We take our responsibility to the environment and to the rivers very seriously. It is nice to be an angler, but to be responsible you have to be a total fisherman. You have to think about what you’re taking out and what you are not replacing. You have to think about how your fishing day will affect the overall ecosystem of the river. It’s taken us fifteen years to stock our river, and it is our responsibility not to allow it to become depleted the way it was in the past.”

Boat Registrations of AKW numbers under MCA jurisdiction

2010/11 Total 24

2011/12 Total 56

Walleye Spawning Bed Monitoring

The following is the Spring 2011 Walleye Spawning Bed Monitoring Report on Native harvesting:

Total Akwesasronen members who speared: 65

Total visits with the intent to spear Walleye: 101

Total number of Walleye harvested: 318

Total number of female Walleye: 63

Total number of males Walleye: 255

Spring 2012

Total Akwesasronen members who speared: 88

Total number of Walleye harvested: 474

Total number of female Walleye: 144

Total number of males Walleye: 330

Certification of the Conservation Officer: This year, the Ministry of Natural Resources offered a Conservation Officer training course in Sudbury, ON. Mohawk Council of Akwesasne Conservation Officer received certification as a Conservation Officer Level 1

Patrols to Cairn Island: Patrols took place as per a Memorandum of Agreement between Parks Canada and the Aboriginal Rights and Research Office for Mohawk Council of Akwesasne. For 2010, the patrols were done weekly by uniformed personnel, mainly the Conservation Officer and the Compliance Officers. Regular written reports were submitted to the Aboriginal Rights and Research Office (ARRO).

Department of Justice

Native Inmate Liaison Office

This is a small grant that provides culturally-relevant counseling services and programming to Native inmates incarcerated at the Ottawa Carleton Detention Centre. The grant provides services to OCDC three days a week.

Goals and Objectives

- Provide spiritual services
- Provide cultural teachings
- Provides counseling services in a culturally-appropriate paradigm
- Provide liaison between the institution (OCDC) and the Mohawk Council of Akwesasne on an on-going basis.

On January 13, 2010, the Mr. John Maracle, the Native Inmate Liaison Officer, conducted the first Sweat Lodge ceremony in a secure area within the grounds of the Ottawa Carleton Detention Centre.

Mohawk Council of Akwesasne administers a program for aboriginal inmates at the Ottawa-Carleton Detention Centre (OCDC). The Detention Centre houses approximately thirty aboriginal inmates, both male and female, at any one time. Some inmates are from Territories of Akwesasne, Kahnawake and Tyendinaga. The purpose of the program is to fund a Native Inmate Liaison Officer (NILO) at the Ottawa facility. The NILO is John Maracle.

On average, the NILO will provide services to a minimum of 70 and sometimes to a maximum of 150 Native inmates per year. This includes court appearances, liaison with family, support services to outside treatment facilities, links for locally incarcerated men and women to the outside community, including release and reintegration; assistance with legal rights; general liaison with Elizabeth Fry Society, John Howard Society and Salvation Army.

Parole (Section 84 CSC Early Release Parole)

Akwesasne Review Panel and Section 84 Early Parole Release Program

There is a review of newspapers for an update on who is abiding by their conditions of release. Sometimes parolees are arrested out of jurisdiction and follow-up is done accordingly.

Communication is done with the Prison Ministries Staff in the United States of America to ensure that our Akwesasne members, wherever they are incarcerated, will have elder guidance within the walls to help them face the harsh realities of prison life.

There were five requests to search for inmates incarcerated under Federal as well as Provincial Correctional Facilities to help children get in touch with their Fathers either by mail or by telephone. Assistance was made for families to obtain information on family

visitation for a young man who would like to go see his Father in PA Correction Institution.

Regular visits are made with the Ottawa Parole officers in translation and interviews with the federal inmates. Contact has also been made with the Quebec Aboriginal Community Development Officer and their Ville Marie Parole officers to ensure all referrals and travel information are running smoothly.

Healing Lodge Initiative

It is a well known reality that Aboriginal and Inuit Nations and families across this Great Turtle Island have had their cultures and family ideals decimated in one way or another: by alcohol and/or drugs, as well as the effects of residential abuses.

The evidence is clear: entire families becoming estranged through the viciousness of domestic violence; increased documentation of child, elder and other cases of abuses; suicide and unnatural death; and general disregard of misplacement of the Mother and Father teachings of our ancestors.

According to a report from Health Canada in 2003, alcohol abuse (73%) was considered a large problem in First Nation communities. In the same report, drug abuse (59%) was also considered a large problem. First Nation people suffer a morbidity rate three times higher than the non-aboriginal population (Dell & Lyon, 2007). The abuse of alcohol is the cause of many alcohol-related illnesses, injuries, and offences (Chansonneuve, 2007). Other evidence includes the constant and well-publicized representation of Aboriginal peoples in the judicial systems.

The Corrections Services Canada, has indicated that Aboriginal men and woman are overly-represented in the federal penitentiaries, federal half-way houses and in probation and parole services. Aboriginal representation is so evident that Corrections Services Canada has its own version of Aboriginals initiatives and training imbedded within their internal system Canada-wide. This representation and optic is not just apparent within the federal correctional system. The same rings true with Aboriginal people's representation in the Ontario correctional prisons and its provincially run probation and parole

In Ontario, there is a lack of services. First Nations persons lack follow-up care. There is no facility capable of addressing grief counseling pertaining to inter-generational systemic abuses and overall, there is an absence of a healing center that provides culturally relevant teachings.

The evidence is clear: there is a need to establish a robust and proactive Aboriginal Healing / Medicine Lodge within the province of Ontario.

Department of Justice

The Aboriginal Healing Foundation (2007) maintains that culture is the critical element to substance abuse treatment programs for Aboriginal people. This confirms many of the promising practices undertaken particularly by treatment centers. A “culture as healing” approach uses traditional methods to promote health and well-being in a deeper, significant way for both patients and service providers (Chansonneuve, 2007).

A great part of client participation includes working with their hands: either tilling and keeping the gardens or working the bush. Working with ones hands has proven, to be fulfilling and therapeutically self-rewarding. A hands-on approach should be referred to as being part of the “self-esteem building” regime. Many Aboriginal peoples have lost their sense of Native identity. Experts agree that traditional healing programming regarding self-identity would be an integral part of the teachings. It is this identity that brings connection to the community. Treatment centers where Aboriginal culture and traditions are incorporated into programming have higher success rates, which is beneficial to an individual seeking recovery.

Finally, a word concerning the facilities fiscal needs. This component would be undertaking a thorough and exhaustive research of other Aboriginal Treatment models and practices of today. Analysis of such budgets would reveal costs that could be withstood by the staff and administration of the Mohawk Council of Akwesasne. It is essential the Akwesasne Healing/Medicine Lodge obtain a level of funding comparable to the operation of other facilities.

What is being proposed is a fully extended and functioning Aboriginal Healing / Medicine Lodge. The Lodge would be on the forefront of reducing recidivism rates within our own Aboriginal community and well as within other Aboriginal communities across Ontario. With assisting inmates with their issues, they can become productive members of the Aboriginal society. This, in turn, will create a safe and healthy Aboriginal community.

This Healing Lodge will not make judgments as to the sincerity of the person trying to heal. Because we are dealing with incarcerated people and their reintegration into the community, Early Release Program under Section 84 of the Correctional Services Act, an appropriate Vision Statement is: “Taking Them Back” (The appropriate Mohawk translation will be made.) Funding was applied for monies to conduct a feasibility study for the Healing Lodge. This was denied. In the future, a smaller project will be looked at.

The effects of Bill C-10

The omnibus bills C-10 will likely pass in parliament as it is in its last reading stage. When it becomes Law, it will have an effect on existing sanctions for Native/Onkwehonwe people. For example: people will be sentenced to incarceration for the slightest infraction. The

result is, of course, Onkwehonwe people who will suffer the most. Correctional Services statistics show the incarceration level for the Aboriginal population is now at 17%. This is actually a very high number after you consider First Nation people are only 2% of Canada’s overall population. Once the Omnibus bill goes through, there is potential that the incarcerated population will double.

The Native Court Worker, as well as lawyers working for First Nations, have seen an Onkwehonwe person with a charge identical to that of a non-native person; but the Onkwehonwe is the only one incarcerated.

The Justice system under Bill C-10 will get tougher with the Youth Criminal Justice Act too. The inmate will be double bunked as more infractions are committed.

718.2 of the criminal code addresses the Gladue-finding sanctions First Nation people. Possibly this sanction will be amended or removed all together.

Other: Submission of proposals to Quebec and Ontario Service Canada for Canada Summer Jobs 2012.

Probation/Native Community Correctional Worker

Fourth Quarter

	Active Caseload Total Case Register Total	Inactive Caseload Total Actual w/Quebec	
January 2011	55	15	76
February 2011	55	6	66
March 2011	57	7	70
Case Load Register	167	28	212

Mohawk Council General Elections

The Akwesasne Justice Department provides support to the Executive Director in regard to administration of the Akwesasne Election Law. It has been a busy six months prior to the June 23rd General Elections. Most of the targeted timelines and scheduled deadlines were met in accordance with the Akwesasne Election Law.

Canada Border Services Agency (CBSA)

There is good news in all this: the frequency of the car seizure complaints is diminishing. Since 2009, there have been over 191 car seizures that are on record. There are a few car seizures that have been paid by individuals. Unless CBSA has received an authorization form from the individual owner, MCA will never know how many individual Akwesasronon have paid out-of-pocket.

The Akwesasne Justice Department was able to secure a law stu-

Department of Justice

dent from Osgoode Hall in Toronto to work on the files. As a result, twenty-five (25) files were forwarded to the Canadian Human Rights Commission.

Please note: If anyone has received correspondence from CBSA and would like to add this to their file, please let us make a copy. If no authorization form was signed when the car seizure occurred, the Akwesasne Justice Department cannot act on your behalf. CBSA may be sending letters directly to you.

Community Advocate on CBSA Complaints

The Community Advocate location has been transferred to Mohawk Government. If you would like to review your file or would like a copy of your file, please contact Mohawk Government at 613-575-2348.

Canadian Human Rights Commission

The Akwesasne Justice Department was able to contact twenty-five members from the community, whose car(s) have been seized for follow-up to the Canadian Human Rights Commission. Of the twenty-five, two files were withdrawn because there were procedural problems in the file. The remaining twenty-three files have been joined with the complaint filed by the Grand Chief.

The Grand Chief filed two complaints to the Canadian Human Rights Commission. The first complaint was based on CBSA's rigid and heavy-handed requirement for Akwesasne "duty to report" as well as the imposition of car seizures/fines for "Failure to Report" or "FTR". The allegation is that CBSA did not make accommodations for the community of Akwesasne and disrupted Akwesasne community patterns. The second complaint was based on CBSA not accepting any other documentation except for the Indian Status card as "entry into Canada."

The remaining twenty-three CHRC files Justice worked on have been attached to the Grand Chief's complaint as evidence of failure to accommodate and therefore a violation of Human Rights based on race, ethnic background.

For the process to continue, the Akwesasne Justice Department must remain on top of the deadlines imposed by the Canadian Human Rights Commission as well as replying to any submissions by CBSA to the Canadian Human Rights Commission. This is a very long process that started in March, 2011. We expect to be sent to the Canadian Human Rights Tribunal in the Fall of 2012.

There are also individual submissions being processed. These submissions are very complicated and can take a while to process. Most of the files the Department is currently working on pertain to third party seizures.

Plebiscite:

On December 3, 2011 the Akwesasne Justice Department conducted a Plebiscite on the question of Candidate Eligibility. The question was to find the community opinion on a change to "Candidate Eligibility" in regard to the Akwesasne Election Law (2005/06-#192). The result of the plebiscite favored a change Candidate Eligibility which was: ...Whose mother AND father is/has been an Enrolled member on the Akwesasne or any other First Nation membership list.

Although the Plebiscite showed community support to change the clause in the draft Akwesasne Election Law amendments, the amendments were voted down by 95 No votes and 75 Yes votes.

Nation Building Program Governance Survey

The Akwesasne Justice Department worked with the Nation Building Program on a Governance Survey. This gives the Akwesasne Justice Department direction in legislative development and development of the Akwesasne Mohawk Court.

Thank you all who have participated.

Indian and Northern Affairs Canada (INAC) Negotiations

The Akwesasne Justice Department sits on the negotiation team for Mohawk Council of Akwesasne, Nation Building Program. At the end of the fiscal year (2011/12), the Governance and Relationship Agreement-in-Principle was accepted by Mohawk Council of Akwesasne.

We also provided technical expertise to the negotiating team for the weekly meetings for a Lands Sectoral Agreement.

At this time, we would like to pay our respects to the family and friends of a dear colleague, Larry Leaf. He will be truly missed by all.

Vendors Permits

We assisted the Akwesasne community who were dissatisfied with door-to-door sales persons. Provided the contract was cancelled within thirty days, we sent the relevant cancellation to the financial institutions. We assisted six Akwesasne members with the legal forms and relevant letters.

Jury Duty Letters

The Akwesasne Justice Department continues to provide standard letters to the Ministry of the Attorney General concerning jury duty letters. Reception/Clerk for the Akwesasne Justice Department has generated a response for Akwesasne members. There were approximately forty letters sent out on behalf of Akwesasne.

Department of Justice



Justice Staff and Grand Chief Mike Mitchell

Financial Report

Introduction

The finance office has three primary areas of responsibility:

To the Community of Akwesasne by ensuring the accountability of funds administered by the MCA. This is accomplished by the establishment and implementation of policy; the maintenance of a strong internal control framework; and the completion of annual audits. This report to the Community and the annual audits are two primary means of ensuring accountability and disclosure.

To the organization and to Council by safeguarding community assets; through monthly internal reporting and financial analysis; providing technical advice on financial and accounting matters; and the performance of the accounting function and transaction processing including: payroll, cash receipts, cash management, and

accounts payable. Key to this level of accountability is the preparation of the annual financial statements and schedules for audit.

To our funding partners by ensuring transparency in financial reporting, sound financial management and the completion and issuance of the annual audits and required financial reports.

This report will provide a financial overview of our financial position at March 31, 2011 with prior year comparisons when possible. The finance office prepared the 10/11 annual financial statements for audit. Our auditors, PricewaterhouseCoopers have issued an unqualified (clean) audit opinion on these statements. An un-qualified audit opinion is the best audit opinion that can be issued. We have continued the practice of posting copies of the annual audited statements for the fiscal year ending March 31, 2011 at the reception desks in Administration 1, Administration

Financial Report

2 and Kanonhkwas'tsher:io. Our auditors presented the March 31, 2011 audited financial statements to the community at the April 2012 general meeting.

The 2012 audit is currently under way. We have included the 2012 budget for each department. This budget data will facilitate comparing the year over year budget and will provide the financial data to support the annual reports prepared by each Director for both the 10/11 and 11/12 fiscal years. The 11/12 financial report will be provided after the audit has been completed and accepted by Council.

Finance Office

Your finance office staff is committed to providing excellent service to the community and MCA. We are an integral part of executive core services. As a result, our primary focus remains the provision of financial services to support the many MCA departments and programs whose services are detailed in this annual report. Moreover we are the custodians of the majority of the financial records of the Council. Finance staff is actively engaged in continuous learning, building the core financial knowledge and competence that is key to our ability to grow to meet constantly changing user and reporting needs.

Finance staff prepared 70 year- end financial statements and summary reports that required various levels of auditor attestation for the 10/11 fiscal year. Because of this high volume the annual period of audit extends over several months. Accounting reporting standards for First Nation Governments changed in 2009/2010. We completed the implementation of this new reporting model in Fiscal 2010/11 and have prepared the 2010/11 financial statements following the senior government financial reporting model. This new model has resulted in changes to the way the financial information is presented and reported, resulting in a significant change in the appearance of the audited financial statements. While most of the accounting requirements were adopted and implemented prior to the current fiscal year, the finance office faces significant ongoing challenges in responding to increased interim and year end reporting to our funding partners who require data that is based on the old reporting requirements to complete their analysis of the results that we report.

New complex financial and statistical reporting frameworks implemented over the past two years by Ontario have substantially increased the burden of reporting quarterly and annual results for programs funded by the Province.

Financial Overview

Our Current Financial Position

Council ended the 10/11 fiscal year with an operating deficit of (\$2,518,064) and an accumulated operating deficit of (\$2,506,415). This deficit is primarily the result of two financial events that occurred in fiscal 2010/2011:

The Non-Insured Health Benefits (NIHB) program generated a deficit of (\$941,286) resulting from much higher utilization of both prescription drugs and dental services; and

The adoption of an accounting standard that requires the reporting of accumulated but unpaid employee vacation benefits of \$1,348,239. This amount will be adjusted annually to reflect the balance of vacation benefits that are unpaid at the end of the fiscal year.

In spite of the current accumulated operating deficit Council is financially sound and has both the cash flow and cash reserves to meet current and future community needs. Council has entered into discussions with Health Canada with the goal of negotiating an increase in funding that will be sufficient to meet the increased utilization of the NIHB program.

Governments, including Council speak of deficits and the ongoing generation of deficits. Deficits that are program specific continue to be generated as Council, in response to community needs, increases and expands community service. Many MCA departments are generating deficits. Council programs generated an additional (\$228,539) in operating deficits in 2010/11. This will always occur. Many programs are simply funded at levels much lower than the need within the Community.

This concept of generating deficits and reserves at the same time requires additional clarification. If effect operating deficits are being generated, and at the same time Council has been able to set aside cash reserves. These reserves provide Council with the ability to better manage cash flow and provide the opportunity to implement or to improve programs and services.

A deficit results and is reported when Council programs expend more resources in delivering their services than the approved budget amount & in the absence of increased funding in the current reporting period. We are working to improve the budgeting process and to improve our abilities to amend budgets and react proactively to changes throughout the fiscal year. The first step in this process is improved variance reporting. There has been continuous improvement in variance reporting and assessment of the results of those variances on the overall Council budget throughout 2009/2010. Improvements continued throughout



Financial Report

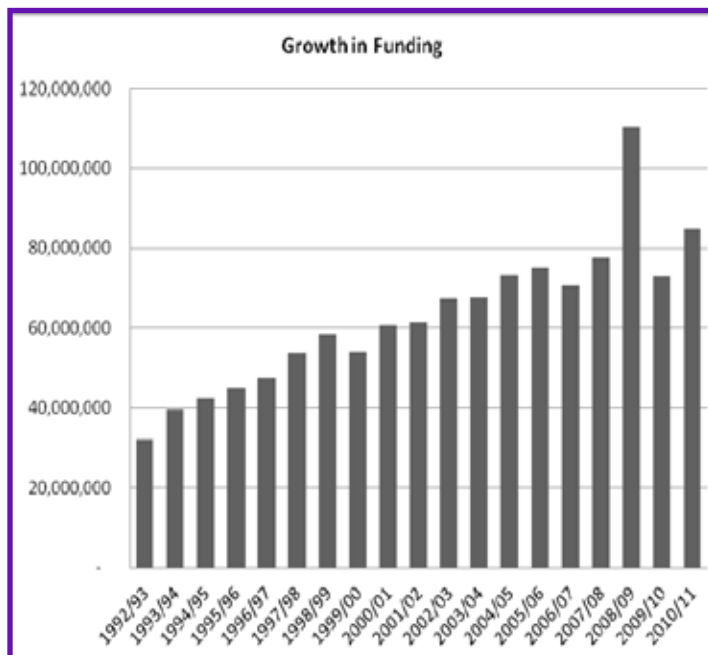
2010/2011. The second step is to refine the budget amendment and approval process. We will continue to provide leadership and work throughout the next two years to further improve these processes.

We have included departmental summaries of actual costs incurred by program compared to the initial approved budget, and have provided a brief description of the primary sources of funding for each department. Some key variances have been highlighted and briefly explained. You will note that in general significant variances in spending result from unexpected events. Example: an increase in students enrolled in post secondary programs, broad government rulings that affect a significant number of community members that require Council action such as the Old Age Security claw backs and new funding for new initiatives.

While Council's overall funding levels have grown steadily over the past 18 years, the primary reason for the spike in reported revenue in 2008/09 is the settlement of the OPG claim that resulted in Council recognizing an additional \$40 million in revenue. The settlement resulted in an initial payment of approximately \$20 million received in November 2008 and calls for an additional ten annual payments of \$2,560,000 each, to be paid each October. The OPG settlement money has been segregated and invested and interest generated on this fund is currently re-invested with the original settlement amount.

The following graph highlights our growth:

MOHAWK COUNCIL OF AKWESASNE
COMPARISON OF FUNDING LEVELS
FROM 1992/93 TO 2010/11



Funding has grown consistently since fiscal 1992/93. The primary reason for the spike in funding in 08/09 is the OPG settlement. The OPG settlement resulted in Council recognizing \$39,930,553 in additional funding in fiscal 08/09.

MCA continues to apply Island Revenue and a portion of Casino Rama revenue to its operations. In addition Council has reserved Casino Rama revenue to meet current and future community needs as follows: the future generations revenue has been reserved and a portion of the interest generated is used for special needs; the 1 time allocation from the 35% fund has been reserved for future needs. Casino Rama has separate reporting requirements and an annual audit is issued for the Casino Rama funds. All expenditures of Casino Rama funding are supported by either a Council Resolution or a recorded majority vote.

The following schedules summarize the application of these additional dollars to MCA operations:

**MOHAWK COUNCIL OF AKWESASNE
SCHEDULE OF FEDERAL REVENUE TRUST FUNDS
FOR THE YEAR ENDED MARCH 31, 2011**

Earned revenue has been applied to Council programs and services as follows:

	2011	2010
Executive Services	\$ 60,000	\$ 481,911
Records Management	60,000	
Conservation	90,000	
Roads	60,000	
Computer Services	60,000	
Emergency Measures	60,000	
Environment	70,000	
Office of Vital Statistics	41,805	-
	<u>\$ 501,805</u>	<u>\$ 481,911</u>
Interest income earned	\$ 77,848	\$ 85,178

Financial Report

MOHAWK COUNCIL OF AKWESASNE APPLICATION OF CASINO RAMA FUNDS FOR THE YEAR ENDED MARCH 31, 2011

CASINO RAMA REVENUE HAS BEEN APPLIED TO THE FOLLOWING:

	2011	2010
	\$	\$
Akwesasne Winter Carnival - annual	50,000	5,000
Akwesasne Pow Wow Committee - annual	10,000	5,000
Elders housing repairs - administered by housing	48,198	106,196
Community fund - fourth distribution	250,000	-
3 Recreation committees @ \$50,000 each	150,000	150,000
Water distribution	13,657	14,066
Tri District Elders	15,000	15,000
Boys & girls club		80,104
Snye homemakers building	20,000	506,900
Block 97 infrastructure	11,795	44,738
Cornwall Community Hospital Foundation	200,000	200,000
Kawehnoke Recreation Senior Christmas	2,500	
Community fuel program	415,500	402,804
Seaway Claim	520,472	360,442
Akwesasne Christmas Basket Committee	4,000	
Snye Homemakers	15,000	15,000
Application of interest earned to special needs	144,434	163,687
PICIE	5,000	15,103
Cornwall Is. Redmen Lacrosse Sr B	10,000	
Prescription Drug Abuse Video Contest	3,000	
Tsioniakwatha	5,000	
Act Canada	83,000	
Ronathahonni Cultural Centre		10,000
Akwesasne Cultural Centre		10,000
Iroquois Caucus		10,000
Massena Muskies		4,000
Special legal		4,333
Iroquois Lacrosse Association		3,000
Caring for Totia's Celebration	2,500	
Canuck Sports Warriors Hockey	54,000	
Brewster Academy Fees	5,108	
Sweetgrass First Nations Language	25,000	
AAMB re Job Fair	10,000	
Potsdam Ice Storm Hockey	1,000	
Sweetgrass Manor Roof Repair	111,524	
CBSA seizures	112,864	
Legal fees re seizures	19,274	
AMBE bus	91,671	
Legal OAS case	50,000	
Legal Entry to Territory	49,500	
Health Facility	69,388	
Arena Locker Room	47,377	
Recovery of capital construction costs		(30,904)
	<u>2,625,762</u>	<u>2,094,469</u>

CASINO RAMA IS RESERVED TO COMPLETE THE FOLLOWING PROJECTS:

Tsi Snaihne Homemakers	-	21,431
Block 97 Infrastructure	11,871	23,666
Sweetgrass Manor Roof	38,476	
Health Facility	102,626	102,626
Elders housing repairs	118,620	11,818
Small projects	95,960	88,337
	<u>367,553</u>	<u>247,878</u>

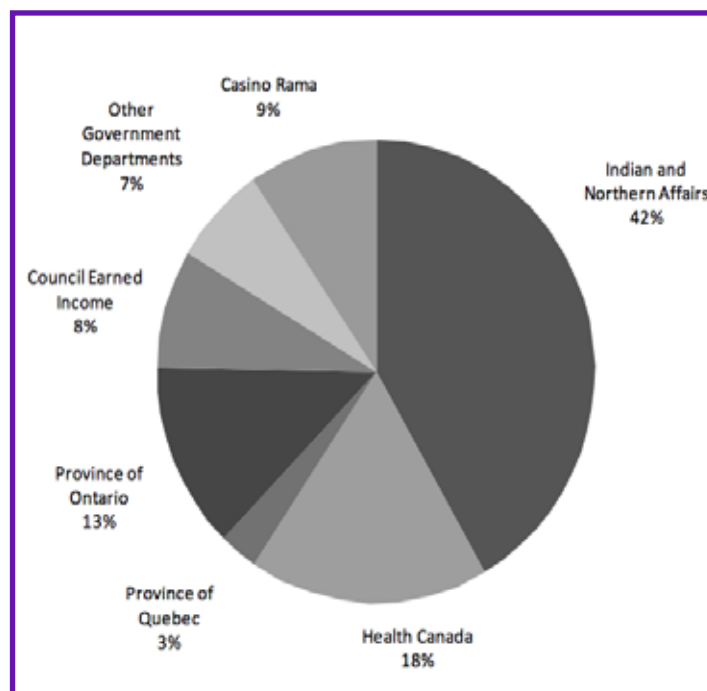
Council has applied a total of \$816,129 in interest to the special needs fund since its inception in fiscal 2005/2006.

The interest income has been applied to global Council operations

Excerpts from the 2010/2011 Summary of Operations

The Summary of Operations forms the basis of the "Statement of Financial Activities" which is an integral part of our 2011 audited financial statements. The Summary of Operations provides an overview of the revenues administered and expenses incurred by each department. This statement discloses total revenue of \$89.7 million and total expenses of \$89 million; the acquisition of \$6 million in tangible capital assets and tangible capital assets under construction; and a net operating deficit of (\$2,508,064).

REVENUE BY SOURCE
FISCAL 2010/2011





Financial Report

MOHAWK COUNCIL OF AKWESASNE
SUMMARY OF REVENUE BY SOURCE
FOR THE YEAR ENDED MARCH 31, 2011

	Fiscal 2010/2011		Fiscal 2009/2010	
	Total Revenue \$	% of Total Revenue	Total Revenue \$	% of Total Revenue
<u>Grants and Contributions</u>				
Government of Canada				
Indian and Northern Affairs	35,054,622	41.69	32,838,450	44.88
Health Canada	14,836,249	17.65	13,581,282	18.56
Human Resources Development Canada	489,486	0.58	519,271	0.71
Canada Mortgage & Housing	1,170,001	1.39	1,146,401	1.57
Canada Border Services Agency	725,888	0.86	637,950	0.87
Emergency Preparedness Canada	3,143,317	3.74	2,713,745	3.71
Other Federal	333,175	0.40	292,819	0.40
Total Government of Canada	55,752,738	66.31	51,729,918	70.70
Casino Rama	7,998,709	9.51	1,799,683	2.46
Province of Ontario	11,024,385	13.11	10,140,199	13.86
Province of Quebec	2,391,692	2.84	1,715,219	2.34
Other	35,769	0.04	180,387	0.25
	21,450,555	25.51	13,835,488	18.91
Total Grants and Contributions	77,203,293	91.82	65,565,406	89.61
<u>Council Earned Income</u>				
Administration Fees and User Charges	854,831	1.02	733,444	1.00
Land Leases	501,805	0.60	481,911	0.66
Interest Income	1,947,404	2.32	2,173,012	2.97
Earned Income	2,798,217	3.33	3,436,122	4.70
Rentals	775,749	0.92	775,550	1.06
Total Earned Income	6,878,006	8.18	7,600,039	10.39
Total Revenue	84,081,299	100.00	73,165,445	100.00

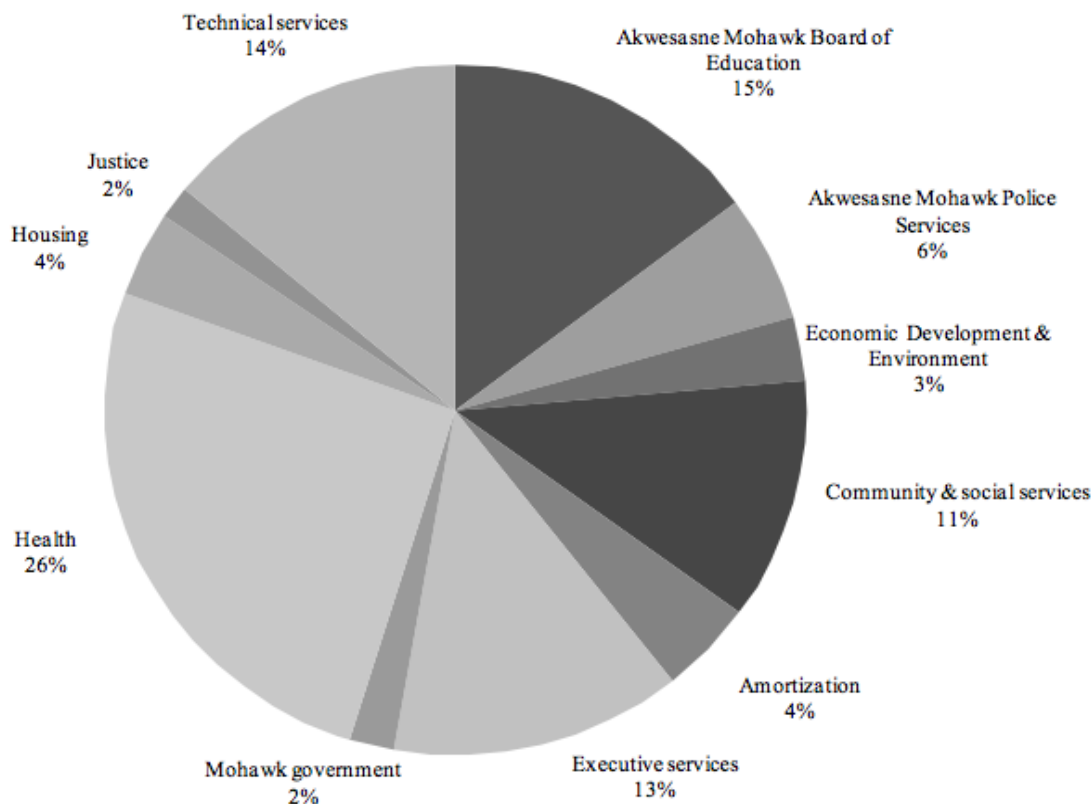
The increase in revenue in 08/09 is a direct result of the OPG settlement.

The Government of Canada continues to be our major funding partner providing 71 % of our total annual operating revenue.

Financial Report

THIS FOLLOWING GRAPH PROVIDES AN OVERVIEW OF HOW THE COUNCIL SPENDS ITS FUNDS IN THE PROVISION OF COMMUNITY SERVICE. THE NEXT CHART INDICATES HOW WE HAVE SPENT OUR FUNDING BY EXPENSE CATEGORY.

**Total Expenses by Department
Fiscal 2010/2011**



Operating Expenditures	Fiscal 2010/2011		Fiscal 2009/2010	
	Amount	Percentage	Amount	Percentage
Salaries, benefits, and honoraria	\$ 38,300,307	49.51%	\$ 35,752,481	46.16%
Travel and training	1,384,826	1.79%	921,096	1.19%
Program supplies	5,554,460	7.18%	5,810,970	7.50%
Office	2,080,248	2.69%	3,233,725	4.18%
Facility costs	3,377,086	4.37%	6,591,321	8.51%
Student tuition and allowances	4,756,530	6.15%	4,920,783	6.35%
Equipment repairs, lease, and small purchases	1,260,795	1.63%	1,213,105	1.57%
Community support	3,183,626	4.11%	2,653,521	3.43%
Minor Capital	4,594,827	5.94%	4,574,707	5.91%
Professional Fees	5,477,046	7.08%	5,348,906	6.91%
Non-Insured Health Benefits	7,396,760	9.56%	6,427,531	8.30%
	\$ 77,366,511	100%	\$ 77,448,146	100%



Financial Report

Our employees are our most valuable resource. Salary, benefit and honoraria account for 46% of our annual operating costs. Our basic staffing complement is 750 employees. Our annual total employee population is about 1100 employees and includes full-time, part-time, term, casual, and seasonal employees.

Professional fees include: legal at \$1.6 million (\$1.8 million in 09/10); audit; consulting and professional services; and Non- Insured Health Benefits (NIHB) medical and dental professional services.

Acquisitions of tangible capital assets are not expenses and as a

result these amounts are not included in the expenses summarized above. A total of \$4.3 million (\$2.5 million in 09/10) was spent on Department of Technical Services (DTS) managed capital projects: facility renovations, infrastructure and equipment. The extension of the waterline in TsiSnaihne and the Kanonhkwashter:io renovations were the major projects undertaken in fiscal 2010/2011. An additional \$1.6 million was spent of equipment: computer hardware and software, equipment, vehicles etc.

For the most part facility construction is fully funded via government contributions. On occasion, Council has to finance the unfunded portions of these projects through mortgages or long

MOHAWK COUNCIL OF AKWESASNE LISTING OF COMMUNITY ASSETS AND EQUIPMENT AS OF MARCH 31, 2011

	Cost of Acquisition \$	Accumulated amortization \$	Net \$	2010 Net \$
Land	582,277		582,277	577,596
Buildings & major infrastructures	129,490,899	34,783,006	94,707,893	97,217,329
Computer hardware & software	3,757,157	2,834,684	922,473	981,475
Equipment	5,624,825	3,520,453	2,104,372	1,470,384
Equipment under capital lease	504,822	395,258	109,564	136,956
Furniture & fixtures	1,889,349	992,028	897,321	841,547
Roads	5,326,054	2,829,658	2,496,396	2,713,834
Vehicles	6,029,315	4,476,214	1,553,101	1,583,504
	153,204,698	49,831,301	103,373,397	105,522,625
Property plant & equipment under construction	7,022,799		7,022,799	2,725,887
TOTAL COMMUNITY ASSETS	160,227,497	49,831,301	110,396,196	108,248,512

Notes: These assets are insured at their replacement value not the amorized value.

All community owned assets are insured.

The replacement value of community assets at April 1, 2011 was \$178,515,090.



Financial Report

term debt.

Canada has a requirement that salaries, honoraria and travel expenses be published for Council and senior management.

The following schedule has been reviewed by our auditors and forwarded to INAC. Please note that a review does not constitute an audit.

MOHAWK COUNCIL OF AKWESASNE LONG TERM DEBT MARCH 31, 2011

COUNCIL HAS MORTGAGES ON THE FOLLOWING COMMUNITY PROJECTS:

Property	Balance of Mortgage at March 31, 2011	Balance of Mortgage at March 31, 2010
CMHC subsidized housing projects:		
Sweetgrass Manor	\$ 66,521	\$ 121,307
Kawenoke Riverview Apartments	1,051,452	1,215,795
Family Violence Centre	176,253	197,980
Adolescent Group home	176,253	197,980
Section 95 07/98 Project	564,232	594,310
Section 95 02/03 Project	891,851	925,032
Section 95 03/04 Project	862,833	896,492
Section 95 04/05 Project	768,666	794,644
Section 95 05/06 Project 17 units	1,187,412	1,206,525
Section 95 05/06 Project 9 units	961,764	987,253
Section 95 05/06 Project 19 units	1,436,929	1,475,510
Demand Loan: Tsilionkwanonhsote	600,036	700,032
Total Mortgages Outstanding	\$ 8,744,202	\$ 9,312,860

These mortgage loans are guaranteed by Indian and Northern Affairs Canada (INAC) Canada Mortgage and Housing Corporation (CMHC) provides subsidy funding for a portion of the interest and annual operating costs.

Financial Report

The schedule has been prepared by finance staff and complies with Canada's reporting requirements:

Detailed Summary of Revenue and Expenses by Department

MOHAWK COUNCIL OF AKWESASNE SCHEDULE OF SALARIES HONORARIA, TRAVEL EXPENSES AND OTHER REMUNERATION PAID TO DIRECTORS

FOR THE YEAR ENDED MARCH 31, 2011

Name of Individual	Position Title	Number of Months	Approved Salary Range		Travel
			From	To	
			\$	\$	\$
	Director of Technical Services	12	69,448	96,975	7,208
	Director of Justice	12	60,128	83,962	1,887
	Director of Education	12	69,448	96,975	3,110
	Director of Housing	12	60,128	83,962	-
	Chief of Police	12	112,650	112,650	2,218
	Executive Director	12	80,213	112,007	5,828
	Director of DCSS	12	69,448	96,975	1,323
	Director of Health	12	69,448	96,975	1,418

No honoraria or bonuses were paid to any Director.

Travel for all Directors - \$ 26,736

Schedule of Salaries, Honoraria, Travel Expenses & Other Remuneration paid to Chiefs

		Months of Office	Salary & Honoraria	Travel	Other	Total
			\$	\$		\$
John Adams	Tsi Snaihne District Chief	12	52,823	8,035		60,858
Abram Benedict	Kawehno:ke District Chief	9	55,000	10,094		65,094
Wesley Benedict	Kawehno:ke District Chief	9	52,960	6,721		59,681
Brian David	Kawehno:ke District Chief	6	52,960	17,495		70,455
Julie Phillips-Jacobs	Kanatakon District Chief	12	56,307	3,845		60,152
Larry King	Kanatakon District Chief	12	56,020	1,608		57,628
Joseph Lazore	Tsi Snaihne District Chief	12	56,020	3,133		59,153
Karen Loran	Tsi Snaihne District Chief	9	56,230	7,236		63,466
Michael Mitchell	Grand Chief	9	89,075	29,330	3,000	121,405
Florence Phillips	Kanatakon District Chief	12	52,960	6,164		59,124
Rachel Roundpoint	Kanatakon District Chief	9	53,980	8,285		62,265
William Sunday	Tsi Snaihne District Chief	12	56,020	12,486		68,506
Louise Thompson	Kawehno:ke District Chief	1	53,054	13,289		66,343

No honoraria or bonuses were paid to any Chief.

Travel for all Chiefs - \$ 127,721



Financial Report

The information provided for each department will include:

- A summary of the sources of funding
- A schedule of that compares approved budget and actual expenses incurred by each program.
- Charts and graphs may be included
- The information provided is department specific and reflects the organizational structure at March 31, 2011. We have also provided the 2012 operating budget to facilitate comparison.

We had several goals in providing this level of detail in a community financial report:

To provide the reader with an overview of the types of programs and services provided by MCA, together with the sources of

funding and total costs related to the delivery of individual programs and services.

To enable the reader to match the financial report with the written annual report provided on both the departmental and program level.

To increase accountability and transparency of financial reporting and to set a baseline for performance reporting that can be enhanced in future reports.

The departmental Summaries of Operations should be read in conjunction with the departmental and program service deliver.

AKWESASNE MOHAWK BOARD OF EDUCATION SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

INAC CORE FUNDING IS THE PRIMARY REVENUE SOURCE FOR AMBE OPERATIONS.

AMBE APPLIED ITS RESOURCES TO THE FOLLOWING PROGRAMS AND SERVICES.

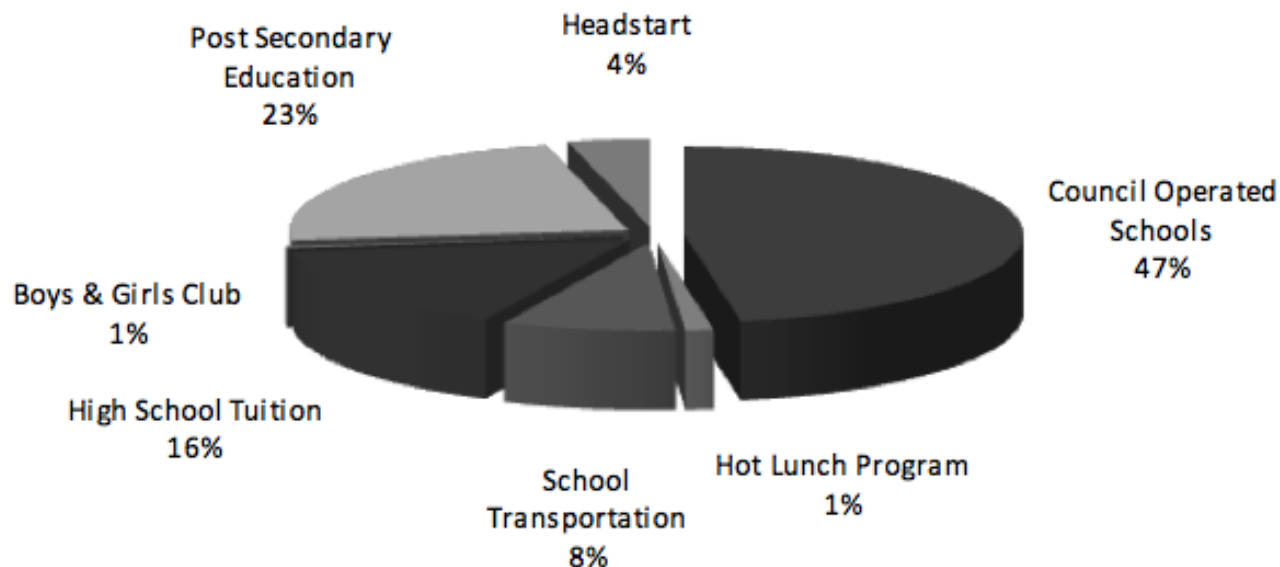
AMBE WAS ABLE TO SECURE ADDITIONAL FUNDING IN A NUMBER OF PROGRAM AREAS.

THE POST SECONDARY PROGRAM COSTS INCREASED SUBSTANTIALLY OVER BUDGET BECAUSE OF INCREASED ENROLLMENT AND INCREASED COSTS OF TUITION AND HOUSING

	Budget 2012	Budget 2011	Actual Expenses	
			2011	2010
Council Operated Schools				
AMBE and School Support	\$ 1,711,884	\$ 1,564,230	\$ 1,504,531	\$ 1,569,304
School Instruction	4,662,947	4,565,876	4,719,945	4,581,236
	6,374,831	6,130,106	6,224,476	6,150,540
High School Tuition	2,355,016	2,382,330	2,074,257	2,275,684
Post Secondary Education	2,591,651	2,588,980	3,007,822	2,948,828
School Transportation	885,039	888,178	1,084,827	908,448
Headstart	462,625	464,140	513,388	461,939
Boys & Girls Club		-	63,782	128,075
Hot Lunch Program	176,086	173,819	179,076	183,893
Total Expenses	\$ 12,845,248	\$ 12,627,553	13,147,628	13,057,407
Allocation to fixed assets			(239,025)	(71,428)
Net Operating Expenses			\$ 12,908,603	\$ 12,985,979

Financial Report

AMBE Expenses By Program Fiscal 2010/2011



AKWESASNE MOHAWK POLICE SERVICES
SUMMARY OF OPERATIONS
FOR THE YEAR ENDING MARCH 31, 2011

AMPS ARE FUNDED BY THE FOLLOWING SOURCES:

	2011	2010
Federal Solicitor General	\$ 3,143,317	\$2,713,745
Ontario	1,175,046	1,037,600
Quebec	870,905	837,600
Other	36,038	29,635
Appropriations	(355,193)	(156,320)
	<u>\$ 4,870,113</u>	<u>\$4,462,260</u>

AMPS applied its resources to the following programs & services:

	Budget 2012	Budget 2011	Actual Expenses 2011	Actual Expenses 2010
Police Services	\$ 4,017,192	\$ 4,069,215	\$ 4,181,493	\$3,696,545
Joint investigation Task Force	1,056,701	1,004,965	1,043,813	907,226
Allocation to fixed assets		-	(355,193)	(173,840)
Net Operating Expenses	<u>\$ 5,073,893</u>	<u>\$ 5,074,180</u>	<u>\$ 4,870,113</u>	<u>\$4,429,931</u>

Financial Report

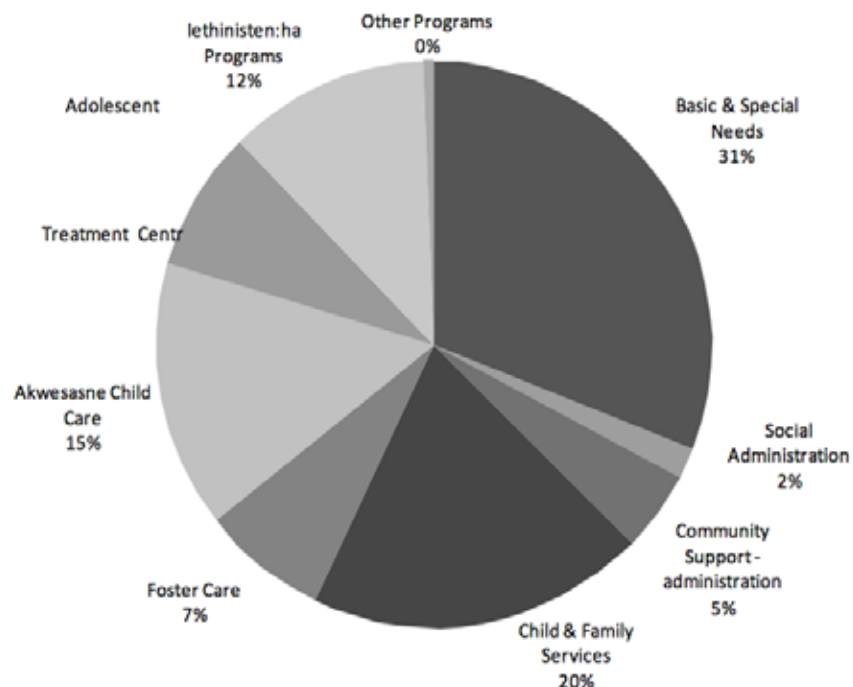
DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

THE DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES RECEIVES THE BULK OF ITS OPERATING REVENUES FROM INAC AND THE PROVINCE OF ONTARIO.

COMMUNITY SERVICE PROGRAMS INCURRED THE FOLLOWING TOTAL COSTS IN DELIVERING THEIR SERVICES:

	Budget 2012	Budget 2011	Actual Expenses	
			2011	2010
Social Administration	\$ 274,963	\$ 348,336	\$ 178,411	\$ 133,556
Community Support - administration	472,711	460,378	464,422	438,732
Basic, Special Needs & Ontario Works	3,035,988	2,988,251	3,109,455	2,849,103
Child & Family Services	1,886,921	1,774,155	1,974,437	1,991,680
Foster Care	566,232	527,191	735,337	553,972
Akwesasne Child Care	1,597,007	1,438,904	1,528,308	1,390,424
Ionkwanonhsasetsi Group Home	886,994	900,294	808,233	522,714
Iethinisten:ha Violence Shelter	746,290	712,203	785,019	847,436
Transitional House-Shelter	381,407	380,463	396,292	376,811
Other Programs	31,264	29,753	60,652	170,922
Total Expenses	\$ 9,879,777	\$ 9,559,928	10,040,566	9,275,350
Allocation to fixed assets			72,204	(75,448)
Net Operating Expenses			\$ 10,112,770	\$ 9,199,902

Community and Social Services Expenditures
Fiscal 2010/2011





Financial Report

ECONOMIC DEVELOPMENT SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

ECONOMIC DEVELOPMENT IS PRIMARILY FUNDED BY INAC
THE DEPARTMENT ALSO HAS THE RESPONSIBILITY OF ADMINIS-
TERING THE ECONOMIC DEVELOPMENT FUND PROVIDED BY THE
PROVINCE OF QUEBEC

ADDITIONAL REVENUE STREAMS INCLUDE RENTAL INCOME GEN-
ERATED BY PEACE TREE TRADE CENTER AND CONSESSION FLOOR
RENTALS GENERATED BY THE ARENA.

ECONOMIC DEVELOPMENT PROGRAMS INCURRED THE COSTS AS
FOLLOWS IN DELIVERING THEIR SERVICES:

	Budget 2012	Budget 2011	Actual Expenses	
			2011	2010
Department Operations	\$ 543,307	\$ 585,234	\$ 395,331	\$ 508,216
Peacetree Trade Centre	62,500	60,000	53,703	18,600
Arena	638,089	658,914	613,583	613,553
Stanley Island	26,200	10,700	10,700	5,400
Quebec Ec-Dev Fund	1,515,000	865,000	1,042,643	420,434
Total Expenses	\$ 2,785,096	\$ 2,179,848	2,115,960	1,566,203
Allocation to fixed assets			(3,300)	(107,671)
Net Operating Expenses			\$ 2,112,660	\$ 1,458,532

The major budget variance is the Quebec Economic Development Fund,
Funding is tied to the submission of Quebec approved business proposals.
More commuity proposals were accpeted and funded in 10/11.

DEPARTMENT OF ENVIRONMENT SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

THE DEPARTMENT OF THE ENVIRONMENT HAS NO PRIMARY
FUNDING SOURCE.

THE DEPARMENT CARRIES OUT SPECIFIC PROJECTS TIED TO
ONE-TIME FUNDING AND STRIVES TO MEET THE NEEDS OF THE
COMMUNITY AND THE COUNCIL WHEN ITS LIMITED FINANCIAL
RESOURCES.

ENVIRONMENT INCURRED THE COSTS AS FOLLOWS IN DELIVERING
ITS SERVICES:

	Budget 2012	Budget 2011	Actual Expenses	
			2011	2010
Environment	\$ 620,864	\$ 553,575	\$ 582,335	\$ 606,736
Envrionment projects		-	-	(26,817)
Net Operating Expenses	\$ 620,864	\$ 553,575	\$ 582,335	\$ 579,919



Financial Report

EXECUTIVE SERVICES SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

INAC BAND SUPPORT FUNDING, INDEXING AND EMPLOYEE BENEFITS FUNDING; CASINO RAMA REVENUE; ISLAND REVENUE AND INTEREST EARNED ON COUNCIL INVESTMENTS.

REVENUE FROM A NUMBER OF DIVERGENT SOURCES IS REPORTED WITHIN THE FRAMEWORK OF EXECUTIVE SERVICES INCLUDING:

EXECUTIVE SERVICES INCURRED THE FOLLOWING COSTS IN DELIVERING ITS SERVICES:

	Budget 2012	Budget 2011	Actual Expenses	
			2011	2010
Executive Director's Office	\$ 550,512	\$ 627,828	\$ 582,686	\$ 619,460
Core Programs				
Operational Support	733,279	725,816	568,470	533,350
Human Resources	642,817	662,609	648,928	545,066
Finance	1,382,202	1,305,303	1,265,574	1,244,043
Computer Services	1,351,777	1,064,409	1,072,492	988,689
Records Management		141,138	181,967	129,469
Assistant Executive Director	787,193	816,525	793,756	403,291
Non Core Programs				
Nation Building	600,000	563,547	667,306	622,582
Office of Vital Statistics	308,499	322,404	425,248	347,414
ARRO	309,549	256,455	251,917	265,228
Seaway Claim	630,942	506,521	533,962	360,442
Security Guards	666,609	685,318	715,183	671,592
Emergency Measures				91,976
Communication Unit	189,983			
Quebec Liaison				50,777
Hydro Quebec	132,529	129,700	172,309	130,130
Ontario Hydro			34,356	15,540
Iohah:io	1,083,953	956,750	1,203,627	1,309,619
Employment Programs			460,686	422,745
Special projects			199,729	396,263
INAC funded employee benefits	955,263	989,715	1,119,053	1,131,222
Casino Rama Projects	1,300,000	1,300,000	1,064,542	821,714
Total Expenses	\$ 11,625,107	\$11,054,038	11,961,791	11,100,612
Allocation to fixed assets			(227,131)	(154,771)
Inter-segment eliminating entries			(2,345,296)	(2,398,735)
Net Operating Expenses			\$ 9,389,364	\$ 8,547,106

In fiscal 2010/2011 Executive Services (core programs) and Assistant Executive Director (non core programs) were combined.

Within the core programs Computer Services & Records Management were combined.

Within the non-core programs Ontario Hydro and Emergency measures were combined with the Assistant Executive Director. In addition Mohawk Government support staff were transferred to the Assistant Executive Director.

In fiscal 10/11 the Environment and Economic Development were reported as part of Executive Services. In fiscal 11/12 they were combined to form a new department.

For purposes of the annual report Environment and Economic Development have been reported as separate entities, facilitating comparison with both the 09/10 and 11/12 fiscal years.

Financial Report

DEPARTMENT OF HEALTH SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

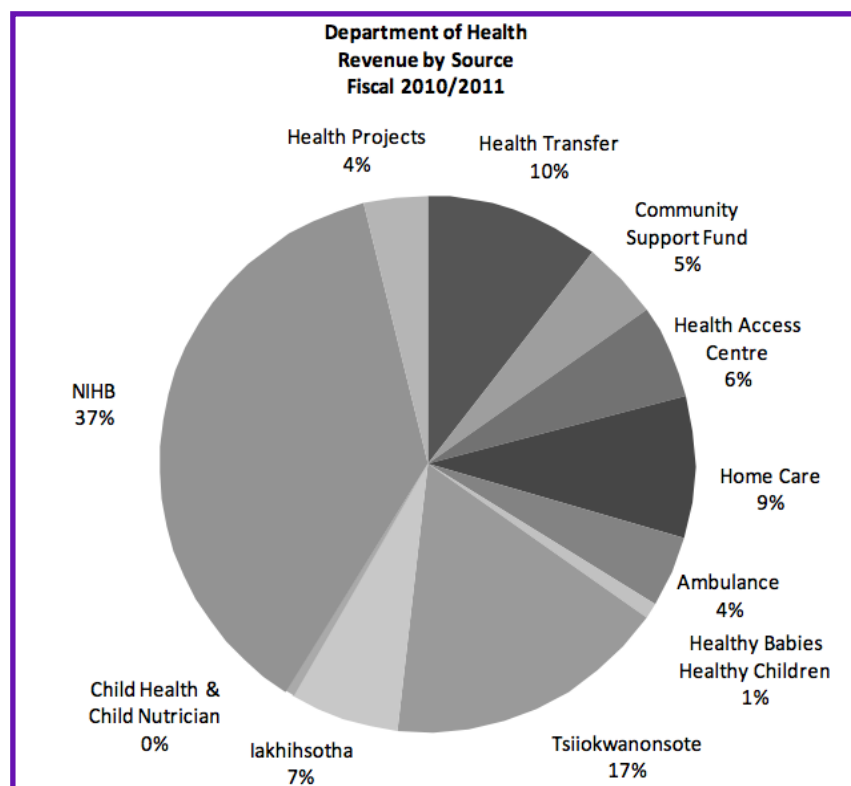
THE DEPARTMENT OF HEALTH ADMINISTERED \$22 MILLION IN FUNDING. OF THIS AMOUNT CANADA PROVIDED \$15 MILLION: \$13.7 MILLION FROM HEALTH CANADA AND \$1.3 MILLION FROM INAC: \$5.7 MILLION WAS PROVIDED BY THE PROVINCE OF ON-

TARIO AND \$1.3 MILLION PROVIDED BY OTHER SOURCES INCLUDING PAYMENTS MADE BY INDIVIDUALS FOR SPECIALIZED CARE.

MAJOR VARIANCES WITHIN THE HEALTH PROGRAMMING ARE GENERALLY THE RESULT OF INCREASED FUNDING.

HEALTH PROGRAMS INCURRED COSTS AS FOLLOWS IN DELIVERING THEIR SERVICES:

	Budget 2012	Budget 2011	Actual Expenses	
			2011	2010
Health Administration	\$ 1,179,913	\$ 1,036,342	940,580	820,461
Non Insured Health Benefits	7,622,353	7,162,219	8,404,416	7,322,813
Ambulance	1,258,840	998,677	981,130	975,681
Home & Community Care	1,556,348	1,552,316	1,628,576	1,518,293
Home Care	222,729	287,422	285,860	362,152
Community Health Nurses	877,194	548,635	564,009	474,509
Health Projects	951,877	1,138,272	843,716	458,335
Health Access Centre	1,407,707	1,106,837	1,281,229	1,189,451
Child Health & Child Nutrition	110,000	110,000	110,705	353,177
Healthy Babies Healthy Children	200,765	200,760	204,839	205,603
Diabetes Initiatives	253,311	264,500	341,365	388,358
Community Support Fund	1,074,641	1,069,294	1,065,697	1,091,486
Wholistic Health	906,972	853,317	852,265	754,083
Tsiokwanonsote	3,298,578	3,471,367	3,832,081	3,278,513
lakhihsotha	1,408,063	1,543,535	1,461,842	1,547,259
Total Expenses	\$ 22,329,291	\$ 21,343,493	22,798,310	20,740,174
Allocation to fixed assets			(531,132)	(271,131)
Net Operating Expenses			\$ 22,267,178	\$ 20,469,043





Financial Report

DEPARTMENT OF HOUSING SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

RENTAL INCOME, CMHC SUBSIDIES AND LOAN REPAYMENTS PROVIDE REVENUE FOR ONGOING HOUSING OPERATIONS.

THE HOUSING DEPARTMENT RECEIVES INAC FUNDING AND CMHC LOANS FOR NEW HOME CONSTRUCTION. THIS TYPE OF FUNDING RESULTS IN THE ACQUISITION OF ASSETS WHICH ARE NOT OPERATING EXPENSES.

THE HOUSING DEPARTMENT MANAGES CAPITAL ASSETS/PROPERTY HAVING A RECORDED COST OF \$17,689,100 AND A NET BOOK VALUE OF \$14,114,100 (NET BOOK VALUES IS THE REMAINING VALUE AFTER THE ASSETS HAVE BEEN DEPRECIATED.) THE CONSTRUCTION OF THESE ASSETS IS FUNDED BY CMHC MORTGAGES. THE OUTSTANDING MORTGAGE BALANCE ON THESE PROPERTIES IS \$8,144,166 AT MARCH 31, 2011.

HOUSING PROGRAMS INCURRED COSTS AS FOLLOWS IN DELIVERING THEIR SERVICES:

	Budget 2012	Budget 2011	Actual Expenses	
			2011	2010
Administration	\$ 892,179	\$ 909,120	\$ 1,011,072	\$ 939,696
Increase in allowance for doubtful accounts			750,965	
CMHC Council contribution to costs in excess of funding for CMHC projects		-	160,372	433,749
Sale of house		-	-	228,674
CMHC - RRAP Program	131,000	131,000	171,471	79,914
CEAP Projects		-	100,000	243,548
Operation of Rental Properties				
Council owned rental units	2,528	8,028	15,966	42,897
Kawehno:ke Riverview Apartments	187,856	732,239	553,083	648,982
Sweetgrass Manor	38,807	482,015	372,509	278,203
CMHC Secion 95 97/98 project	123,531	254,386	60,427	109,324
CMHC Secion 95 02/03 project	67,652	74,923	85,840	90,072
CMHC Secion 95 03/04 project	58,191	72,690	48,829	63,604
CMHC Secion 95 04/05 project	49,363	63,011	49,715	57,099
CMHC Secion 95 05/06 project 9 units	63,167	69,978	67,337	66,725
CMHC Secion 95 05/06 project 17 units	67,901	101,447	72,656	73,676
CMHC Secion 95 05/06 project 19 units	137,593	169,843	80,131	56,958
CMHC Secion 95 09/10 project 4 units	7,610	7,250	-	-
Adjustment to allowance for bad debts		-	-	-
Total Expenses	\$ 1,827,378	\$ 3,075,930	3,600,373	3,413,121
Allocation to fixed assets			(147,836)	(578,772)
Net Operating Expenses			\$ 3,452,537	\$ 2,834,349

A few variances require explanation:

- the \$750,965 adjustment to bad debts resulted from lower than expected repayments during the fiscal year. It was offset by a reduction in equity and had no effect on Council's operating deficit.

The above budgets do not include costs related to new house construction. Funding of \$715,194 for new home construction is provided by INAC. In addition CMHC provides mortgages funding for the construction of housing units.

The Department of Housing administers funding provided by INAC for housing construction.

	2011	2010
Housing loans outstanding at March 31, 2011	\$ 10,888,447	\$ 10,672,228
Upgrading loans outstanding at March 31, 2011	549,802	552,602
Total housing loans outstanding at March 31, 2011	11,438,249	11,224,830
less: Allowance for bad debts housing loans	6,764,965	6,266,005
	\$ 4,673,284	\$ 4,958,825

In addition:

Cost of housing construction in each fiscal year	\$ 1,106,374	\$ 1,084,598
Cost of upgrading construction in each fiscal year	\$ 200,429	\$ 176,142
Loan repayments made in each fiscal year	\$ 752,269	\$ 812,267



Financial Report

DEPARTMENT OF JUSTICE SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

FUNDING FOR THE DEPARTMENT OF JUSTICE COMES FROM A NUMBER OF SOURCES WITH THE PRIMARY SOURCE BEING INCOME EARNED FROM TOBACCO LICENSING FEES AND FINES IMPOSED BY

THE MOHAWK COURT. CANADA, ONTARIO, AND QUEBEC PROVIDE PROGRAM SPECIFIC FUNDING RATHER THAN CORE FUNDING TO THE DEPARTMENT.

JUSTICE PROGRAMS INCURRED COSTS AS FOLLOWS IN DELIVERING SERVICES:

	Approved Budget 2012	Approved Budget 2011	Actual Expenses	
			2011	2010
Administration	\$ 487,295	\$ 512,791	\$ 492,478	\$ 394,631
Probation/Parole	66,041	65,230	69,407	77,002
Mohawk Court	197,466	197,640	241,940	192,656
Community Justice	205,142	228,572	195,034	199,743
Community & Youth Services	166,654		133,536	
Community Law Enforcement	141,302	126,552	52,053	104,381
Inmate Liaison Program			37,212	22,600
Animal Control/Conservation	90,457	81,641	123,415	104,591
Total Expenses	\$ 1,354,357	\$ 1,212,426	1,345,075	1,095,604
Allocation to fixed assets			(5,605)	(28,189)
Net Operating Expenses			\$ 1,339,470	\$ 1,067,415

DEPARTMENT OF TECHNICAL SERVICES SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

THE DEPARTMENT OF TECHNICAL SERVICES AND ITS PROGRAMS ARE UNDERFUNDED.

THE PRIMARY FUNDING SOURCES ARE INAC AND RENTAL INCOME CHARGED TO COUNCIL PROGRAMS THAT OCCUPY COUNCIL OWNED FACILITIES.

DTS PROGRAMS INCURRED COSTS AS FOLLOWS IN DELIVERING THEIR SERVICES:

	Budget 2012	Budget 2011	Actual Expenses	
			2011	2010
Administration	\$ 482,254	\$ 519,229	\$ 424,171	\$ 406,364
Capital Plan	5,741,183	3,672,311	4,860,540	2,542,000
Fire Protection	237,800	272,800	293,206	200,000
Roads	809,089	918,625	658,467	762,426
Building & Infrastructure Administration	351,940	483,657	264,755	248,847
Garbage collection & dump fees	269,972	256,400	261,086	276,016
Education Facilities	1,149,474	1,078,782	1,313,625	1,310,971
Administration Facilities	823,537	906,809	1,025,962	891,877
Social & Health Facilities	1,946,983	1,911,711	2,139,199	1,908,357
Water & Wastewater Facilities	1,135,994	1,073,381	1,220,212	1,366,845
Total Expenses	12,948,226	\$ 11,093,705	12,461,223	9,913,703
Allocation to fixed assets	(5,741,183)	(3,672,311)	(4,428,441)	(2,447,950)
Inter-segment eliminating entries			(3,278,987)	(3,123,151)
Net Operating Expenses	\$ 7,207,043	\$ 7,421,394	\$ 4,753,795	\$ 4,342,602

Notes:

The capital plan budget reflects major and minor capital projects. All projects are funded and deficits were not incurred in completing these projects.

The \$1.2 million dollar increase in reported expenses over budget is the result of Council approval to proceed with renovations to Kanonkwatsheri:io

-intersegment eliminations were reported for the first time for the fiscal year ending March 31, 2010. Expenses generated to maintain MCA owned facilities for which rent has been charged to the programs occupying these facilities have been eliminated to avoid double counting the facility expenses.



Financial Report

MOHAWK GOVERNMENT SUMMARY OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2011

MOHAWK GOVERNMENT AND ITS PROGRAMS ARE SUBSTANTIALLY UNFUNDED.

INAC PROVIDES LOAN FUNDING FOR THE EASTERBROOK AND DUNDEE CLAIMS PROCESS.

THE SEAWAY CLAIM COSTS ARE COVERED BY ALLOCATING CASINO RAMA REVENUE.

SPECIAL PROJECTS ARE NOT USUALLY PART OF THE INITIAL BUDGETING PROCESS AND ARE INITIATED ON A NEEDS BASIS. THESE PROJECTS ARE GENERALLY FUNDED BY AN EXTERNAL GOVERNMENT OR BY COUNCIL OWN SOURCE REVENUE SUCH AS CASINO RAMA.

MOHAWK GOVERNMENT INCURRED COSTS AS FOLLOWS IN DELIVERING ITS SERVICES:

	Budget 2012	Budget 2011	Actual Expenses	
			2011	2010
Mohawk Government	\$ 1,239,299	\$ 914,283	\$ 1,697,114	\$ 1,059,691
- less allocation of costs to programs	(740,000)	(770,000)	(725,000)	(727,600)
- Legal	644,000	644,000	244,901	962,307
Fuel assistance program			415,500	402,804
Elders home repairs			48,198	106,196
Olympic torch relay			-	18,103
CBSA related costs			111,432	284,083
Other projects			44,459	81,365
Total Expenses	\$ 1,143,299	\$ 788,283	1,836,604	2,186,949
Allocation to fixed assets			(13,199)	(1,478)
Net Operating Expenses			\$ 1,823,405	\$ 2,185,471

The 2009/2010 comparative figures have been adjusted to reflect the 2010/2011 organizational structure.

- In 2010/2011 the Seaway claim program and salary and benefit costs for Mohawk Government support staff was reported as part of Executive Services.

- The 2009/2010 costs of \$360,442 relating to the Seaway Claim are reported in Executive Services.
- 2009/2010 salary & benefit costs of \$232,794 for support staff are reported in Executive Services

Land Claims funding:

Casino Rama funding is used to offset the costs of pursuing the Seaway claim.

Canada has advanced loan funding to pursue the Easterbrook and Dundee Specific Claims

		2011	2010
as follows:	Dundee accumulated costs	\$ 2,116,036	\$ 2,116,036
	Easterbrook accumulated costs	\$ 567,098	\$ 567,098

Note: Portfolio Chiefs are allocated to the programs and departments that they serve at \$30,000 to \$60,000 per Chief. The total costs for Mohawk Government have been reduced by \$725,000 in 10/11 and by \$727,600 in 09/10 as a result to these charges to MCA programs.

1986 Annual Report

Looking Back

The Mohawk Council of Akwesasne's first annual report was published in 1986. It was the first time MCA's financial and operating details were made available to the general public in such a format. The report was published to uphold MCA's assertion that the community was, and still is, capable of managing its own services and finances. Since the first report,

MCA has made transparency and accountability a continued priority. MCA acknowledges their hard working staff, from 1986 to now, for the enormous growth and expansion of MCA's services to the community, and for maintaining accountability and integrity throughout.

In 1984, the Department of Indian Affairs threatened to put Akwesasne under third party management. Denise Collins, Martha Mitchell, Elizabeth Oakes, Sheila David and Lena Day were part of the original staff that assisted MCA in forming a new financial reporting mechanism, proving MCA could manage its own finances. The new reporting regime also provided a mechanism for community members to know more about the operating and financial system of MCA. Denise Collins and Martha Mitchell continue to serve the community in the Department of Finance today.



The 1986 Finance Department staff, back row left to right: Elizabeth Oakes, Denise Collins, Martha Mitchell, Sheila David and (front row) Lena Day.



Kelly Mitchell

Kelly Mitchell along with Tyler Sunday became Akwesasne's first conservation officers. In the early 1980s, many Mohawk fishermen were losing their fishing boats and equipment as a result of seizures by provincial conservation officers who were charging them with illegal fishing. When MCA came up with its own Conservation and Environmental Law, a conservation enforcement program was also initiated. When the federal and provincial governments refused to provide the training, MCA approached the New York State Police Academy to provide the course. Both Mitchell and Sunday completed the training and graduated in 1984. These two officers played a significant role in taking back Mohawk jurisdiction on the St. Lawrence River.

1986 Annual Report

Looking Back



1986 Economic Development staff: Vaughn Sunday (Community Development Officer) and Dennis Chaussi (Economic Development Officer)

In 1984, Vaughn Sunday and Dennis Chaussi were two young and eager employees who started with MCA in the Department of Economic Development. Sunday only recently left MCA and Dennis Chaussi - after a lengthy period as director of the community arena - is now a case manager in the Community Support Program.



1986 Social Division staff: Lynn Cook (secretary), Bonnie McGregor (administrator), Candy Thomas (assistant administrator) and Esther Jock (field worker).



Justice of the Peace Cecelia Square

Justice of the Peace Cecelia Square is currently the longest serving Justice of the Peace in Akwesasne. She continues to be the elder statesmen in the Justice Department and is an inspiration to the present and upcoming justices' serving in the Mohawk Council of Akwesasne Justice Court.

Lynn Cook, Bonnie McGregor, Candy Thomas and Esther Jock were new MCA faces back in 1986 in the Social Division. Bonnie McGregor, now Bonnie Cole, served in many different administrative capacities within MCA. In recent years she went back to school and was accepted into the Bar. Candy Thomas is still with the MCA organization as well and is currently one of the administrators in the Health Department. Esther Jock recently retired after serving the Akwesasne community in the social department for the past 26 years.

1986 Annual Report

Looking Back



1986 Environment staff Henry Lickers, Alice Tarbell and Brian Skidders

Henry Lickers has been a mainstay in Akwesasne as the environmental specialist for MCA over the past 30+ years. MCA has enjoyed a reputation of excellence in environmental science during this period and much of it can be attributed to the skills and knowledge that Lickers possesses. Lickers came to Akwesasne from Grand River and is a proud member of the Seneca Nation. Alice Tarbell (Herne) started as a summer student in

MCA's environmental program. After graduating, she returned to the program in the administrative section. She later joined the St. Regis Mohawk Tribe's workforce. Brian Skidders started with MCA as a field researcher in the now-titled Department of Environment. After a decade of service, he left the program after being condoled as a Wolf Clan Chief for the Mohawk Nation Council. Sadly, he passed away in 2002.



1986 Grand Chief Mike Kanentakeron Mitchell

Mike Kanentakeron Mitchell was first elected as a Kawehno:ke District Chief of MCA in 1982. He was elected as MCA Grand Chief in 1984. Since that time, Akwesasne has grown as a community government, taking over control of a majority of programs and services that used to be overseen by non-Native, Canadian government officials. The MCA grew from a budget of \$6 million in 1986, to \$84 million in 2012 and presently has a workforce of over 1,000 employees. Grand Chief Mitchell attributes much of the organization's growth directly to community members who reclaimed the confidence that was lost from decades of Indian agent rule by Indian Affairs of Canada. Grand Chief Mitchell was re-elected in the capacity of Grand Chief in the 2009 and 2012 MCA General Elections. His current term will end in 2015.

1986 Annual Report

Looking Back



Jay Benedict

In the early 1980s, Jay Benedict came right out of university to work in MCA's Department of Technical Services (previously the "technical unit"). Benedict has been instrumental in the development of technical services and capital infrastructure projects within the organization. He has served in the administrative capacity as the director of DTS for the majority of the last 25 years.



1986 Akwesasne Medical Clinic staff: Clockwise, Diane King, Mary King and Cindy Francis.



1986 Administrative Staff: Clockwise: Nancy Chaussi, Jean Benedict, Paula Jacobs and Francis Sam.

Francis Sam faithfully served the Akwesasne community as the Band Administrator for many years. Akwesasne is much better off thanks to Francis' calm and easy-going demeanor that allowed him to steer the administrative arm of MCA through tumultuous times. Nancy Chaussi served as receptionist for MCA's Mohawk Government office. One of her greatest attributes was her cheerful voice that answered every phone call in the Mohawk language. She retired after many years and sadly passed away in 2009.

Jean Benedict has served in an administrative capacity for the Mohawk Council of Akwesasne since the late 1970s. She started out as a recording secretary for the Saint Regis Band Council and later moved to the administrative arm of MCA. Paula Jacobs has served in the administrative capacity of MCA since the 1980s. Her ability to communicate with staff and community members in the Mohawk language has provided great support and efficiency within the MCA administration. Jacobs' administrative skills have contributed to the growth of the MCA organization over the past 25 years. She is currently the Operational Support Program Manager.

1986 Annual Report

Looking Back



1986 RN's Lucy Papineau and Eva Seymour

Lucy Papineau and Eva Seymour were registered nurses in the early 1980s when they were approached to bring their nursing skills back to the community of Akwesasne. Both women have served the Akwesasne community in an executive administrative capacity since that time and only recently retired from their positions with MCA.

Gail McDonald served in a senior executive position with the Assembly of First Nations when the Mohawk Council of Akwesasne asked her to come home and take over as director of the MCA Dept. of Health. The success and growth of the department can be directly attributed to people like Gail McDonald who agreed to apply their skills in their community.



Gail McDonald

1986 Annual Report

Looking Back

1986-1988 Mohawk Council



1986-1988 Mohawk Council. Back row left to right: Alex Roundpoint, Yvonne Leaf, Angie Barnes, John Lazore, Timothy Thompson, Louie Lazore, Gerald Sharrow, Dave Benedict. Front: Lloyd Benedict, Mary David, Mike Kanentakeron Mitchell, Vivian Smoke, Hilda King.

In 1986 a new Council was elected under a new name, changing from the St. Regis Band Council to the Mohawk Council of Akwesasne. This Council initiated many changes, including a referendum-led decision to opt out of the Indian Act's election regulations and develop the Akwesasne Election Law instead. In 1986, an additional referendum lead to the creation of the Akwesasne Membership Board. Members were elected to serve 3-year terms and their responsibility was to oversee the Akwesasne Membership Code.

The new Council also took over education responsibilities from Indian Affairs and created a new entity known as the Ahkwesasne Mohawk Board of Education. Also during this period, the Akwesasne Justice Department was initiated and the Akwesasne Police Department was taken out of the hands of the Ontario Provincial Police and thereafter reported to MCA and the Akwesasne Police Commission. Most noteworthy of this Council's accomplishments was the creation of a made-in-Akwesasne annual financial report. This was the start of a community process now known as Entewatatha:wi (Community Governance Program).



Acknowledgement

The painting on the cover of this Annual Report is named, “Where the Partridge Drums,” by artist John B. Thomas of the Akwesasne community. His inspiration for this painting was to capture the essence of the Akwesasne community, particularly the importance of family and culture. The Man and Woman represent Strength and Protection for the child between them. The Partridge symbolizes the Akwesasne community, along with the three feather Kastowa. The Wolf Belt represents the protectors of the community with the people in the middle while the ever watchful eagle flies above, guiding us.

John B. Thomas is a renowned and respected artist whose pieces reflect the Mohawk Culture and Traditions. His inspirations come from many forms of nature, from the vibrant colors of the sky to the reflections in the waters. His parents, Frank Standing-Arrow Thomas and Georgia Point-Thomas, have influenced his beautiful creations and he depicts their invaluable teachings with every stroke of his brush. Mr. Thomas says, “I try to capture the essence of our way of life as Onkwehonwe people on my paintings so we are able to pass this knowledge on to our next seven generations.”

**For more information or inquiries regarding Mr. Thomas’ work,
he can be contacted at:**

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MOHAWK COUNCIL OF AKWESASNE

Mohawk Council of Akwesasne

Annual Report for years:

2010-2011

2011-2012

Inquiries can be addressed to:

Mohawk Council of Chiefs

