

Mohawk Council Of Akwesasne

2015-2016

ANNUAL REPORT



MOHAWK COUNCIL OF AKWESASNE

2015-2016 ANNUAL REPORT



Vision Statement

Sustaining our inherent rights, facing challenges together to build a strong and healthy future.

Mission Statement

The Mission of the MCA is to provide consistent quality services that will enhance the quality of life for all Akwesasronon today, while protecting our rights and preserving our resources for the next seven generations.



TABLE OF CONTENTS

Ohen:ten Kariwatehkwen.....	1-2
Message from the Grand Chief.....	3
Message from the Executive Director.....	4
Mohawk Government	
Grand Chief and Council (2015-2018 Term).....	5
Government Support.....	6-8
Executive Services	
Administration.....	9-10
Aboriginal Rights and Research Office.....	11-12
Communications Unit.....	13-15
Office of Vital Statistics.....	16-18
Entewatatha:wi (Nation Building Process).....	19-20
Iohahi:io.....	21-22
Core Services	
Human Resources.....	23-24
Informational Support.....	25-26
Operational Support.....	27
Department of Health	
Administration.....	28-29
Akwesasne Non-Insured Health Benefits.....	30-31
Akwesasne Mohawk Ambulance.....	32
Home Care Home Support.....	33
Community Health.....	34
Iakhihsohtha.....	35-36
Tsiionkwanonhso:te.....	37-38
Wholistic Health and Wellness.....	39-40
Diabetes Services.....	41
Ministry of Long Term Health Care.....	42
Department of Community and Social Services	
Administration.....	43-44
Iethinistenha.....	45-46
Community Support Program.....	47-48
Ionkwanonhsasetsi Adolescent Treatment Center.....	49-50
Akwesasne Child Care Program.....	51
Akwesasne Child and Family Services.....	52-53
Department of Technical Services	
Administration.....	54-55
Building and Maintenance Operations.....	56-57
Roads Program.....	58
Waste and Wastewater Infrastructure.....	59
Department of Housing	
Administration.....	60-61



TABLE OF CONTENTS

Justice Department

Administration.....	62-68
---------------------	-------

Tehotiiennawakon

Administration.....	69
A'nowara'kowa Arena.....	70-71
Economic Development.....	72-73
Environment.....	74-75
Emergency Measures.....	76-77

Akwesasne Mohawk Police Service

Administration.....	78-79
---------------------	-------

Ahkwesahsne Mohawk Board of Education

Administration.....	80-84
---------------------	-------

Finance Report

Administration.....	84-103
---------------------	--------



OHÉN:TON KARIHWATÉHKWEN

As is customary among our people, we begin each meeting or gathering with the Ohen:ton Kariwatekwen, 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.

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.



OHÉN:TON KARIHWATÉHKWEN

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



Greetings,

Thank you for taking a moment to review and read the Mohawk Council of Akwesasne's 2015-2016 Annual Report. We are pleased to provide this report to you in our ongoing efforts to be a more open and transparent government to the community of Akwesasne. Whether you are reading this for official business or personal interest, we hope you will find the report useful and informative.

During the 2015-2016 Fiscal Year, we saw the induction of our new Council. The June 2015 election brought seven new chiefs to the Council table, which included 5 with no prior political experience. The Mohawk Council focused on making the transition as smooth as possible with little disruption to the flow of information out to the community.

Throughout the year, Council and the organization has been adjusting to change and evolution. Staff changes, Council changes, a new Mohawk Government location (3rd Street in Kana:takon) and a identified plan to change the organization as a whole are all part of the great happenings throughout the year at the Mohawk Council of Akwesasne.

Our Council is committed to improving MCA's service quality and dedication to meeting the community's needs, and this theme will continue into the next year and future of MCA. The Mohawk Council has many programs and services that are a model for a Center of Excellence but will continue to focus on improving our service level to ensure our community is receiving the best possible service.

Council is also committed to improving our connections with community members and we are open to trying new ways of accomplishing this. Chiefs in the Tsi Snaihne and Kawehno:ke Districts recently began offering office hours within their districts to be closer and more available to their constituents, the district residents. Council has continued to hold regularly monthly and general meetings with a new policy for meeting cancellations that ensures this in-person dialogue with community members is available as regularly as possible.

On behalf of Council, I would like to thank all the employees of MCA for their commitment and hard work this past year and for all accomplishments we have made together as a community and government.

To the community, we thank you for your continued patience as we make changes in an effort to provide the highest standard of service to you.

We look forward to many improvements at MCA in the years ahead and a bright future for our organization and community.

Thank you/Nia:wen kowa,

Grand Chief Abram Benedict



MESSAGE FROM THE EXECUTIVE DIRECTOR



She:kon Sewakwekon,

Thank you for taking the time to read through the Mohawk Council of Akwesasne's 2015-2016 Annual Report. This document has been provided since the 1980s in an effort to be accountable, transparent, and dedicated to the community. It is also a showcase of our accomplishments that we are proud to share. This document represents the fiscal year, from April 1, 2015 to March 31, 2016.

MCA has had the challenge of undergoing change this year and will continue to see changes made in the year ahead. It is the goal of MCA to be a strong and healthy government organization that can serve as a model to others. Providing the services our community needs is our top priority, and we are looking to improve any aspect of our organization necessary to be the best service-provider possible.

The year was full of accomplishments from across our organization that you will read of throughout these pages. Departments and programs across MCA worked diligently to help reduce our deficit from the previous year and while some cut backs were required, our employees were dedicated to the MCA-wide team effort and they should be commended for that.

The community may have had experiences this past year with the changes MCA is undergoing and your patience is appreciated. In the years ahead we hope to increase the number of people we serve through our many services, and we know that trust, professionalism, and quality service are all important and keys to a successful future for our organization. We are committed to

hearing from you, to addressing your needs, and to increasing the flow of information between us, your government and service provider, and you, our customer, client and valued community member.

It has been my pleasure to serve Akwesasne in the capacity of Acting Executive Director this year and I am confident MCA has a prosperous and successful future ahead.

Nia:wen,

*Heather Phillips
Acting Executive Director*



MOHAWK GOVERNMENT

2015-2018 GRAND CHIEF AND COUNCIL



Standing (left to right): Kawehno:ke District Chief Louise Thompson; Kana:takon District Chief Tim “Dooley” Thompson; Tsi Snaihne District Chief Karen Loran; Kawehno:ke District Chief Vince Thompson; Tsi Snaihne District Chief April Adams-Phillips; Tsi Snaihne District Chief Joseph Lazore;

Grand Chief Abram Benedict; Tsi Snaihne District Chief Connie Lazore; Kawehno:ke District Chief Dennis Chaussi; Kana:takon District Chief Steve Thomas; Kana:takon District Chief Ryan Jacobs; Kana:takon District Chief Darryl Lazore; Kawehno:ke District Chief Troy Thompson.



MOHAWK GOVERNMENT

GOVERNMENT SUPPORT

Mission Statement:

The role of the Mohawk Government Support is to identify and employ best practices in assisting the Grand Chief and Council in fulfilling their day to day responsibilities and provide routine, effective communications to the people of Akwesasne, departments and administration with MCA, the Akwesasne leadership (St. Regis Mohawk Tribe, Mohawk Nation Council of Chiefs) and to other First Nations territories and external Governments.

Program Highlights and Accomplishments:

2015

- Sharing Through the Generations Cultural Event
- Organizational Review
- Shenandoah/Thompson Border Crossing Case
- Dundee Land Claim Negotiations
- Federal Bridge Corporation Ltd. development and improvements
- Council Orientation
- Council Swearing-In Ceremony -
- Review of Service Ontario Dual Name Requirement
- Celebratory Event for Council
- Council Portfolio Selection
- Hosted Iroquois Caucus Meeting
- Council Transitioned to Paperless
- Governance and Lobbying Training
- Strategic Planning Sessions
- WorkForceNow and E-Mail Training
- Lobbying for Cornwall University Native Studies Program and Partnerships for Adult Education at Iohahi:io
- Akwesasne Community Trustees and Overseers Meeting
- Ontario Political Confederacy Retreat
- Political Rally
- Haudenosaunee Awareness Training for Law Enforcement
- Minister Carolyn Bennett, Aboriginal Affairs and Northern Development Canada Visit to Akwesasne
- Budget Review
- Multi-Jurisdictional Sub-Table Discussion on Justice and Economic Development
- Entewatathawi Negotiations
- Akwesasne Leadership Meetings on U.S. Land Claims and Governance Issues
- Ontario Power Generation Joint Implementation Annual Meeting with Senior Representatives

2016

- Governance Follow-Up Session
- Meeting with MCA Directors/Managers for Presentation of Strategic Plan
- Roles and Responsibilities During an Emergency
- Budget Review
- Port Divestiture Negotiations

- Seaway Land Claim Negotiations
- Minister David Zimmer, Aboriginal Affairs
- Acceptance of Strategic Goals
- Effective Lobbying and Negotiations Training
- Chiefs of Ontario Youth Leadership Symposium
- Workplace Health and Safety Training
- Media Relations Training for Staff
- Front Desk Safety and Security Training for Staff
- Lobbying Strategy Discussion
- Think Tank on Consultation and Accommodation
- Non-Violent Crisis Intervention Training for Staff
- Sharing Through the Generations Cultural Event

Council 2015-2018 was sworn-in on July/Ohiarihkó:wa 14. Working Conditions Agreements were signed July/Ohiarihkó:wa 15. Council was provided with orientation throughout the months of July/Ohiarihkó:wa – September/Seskehko:wa. The following portfolio listing was approved on September/Seskehko:wa 16:

Portfolio Listing: Department of Community of Social Services, Department of Technical Services, Education, Executive Services, Government Secretariat, Department of Health, Housing, Akwesasne Justice Department, Nation Building, Public Safety and Tehotienawakon. Chiefs Committees included: Office of Vital Statistics, Finance Committee, Executive Committee and Youth/Elders/Culture and Language Committee.

Council Meetings

*Meetings are held routinely between Council and the Executive Director to communicate information, consult, provide updates and consider administrative, business and community issues concerning Council, the MCA organization and/or the community.

2015

April/Onerahtó:kha - 4
May/Onerahtohkó:wa - 4
June/Ohiari:ha - 4
July/Ohiarihkó:wa - 3
August/Seskéha - 4
September/Seskehko:wa - 4
October/Kentenha - 4
November/Kentenhkó:wa - 4
Tsiotóhrha/December - 3

2016

January/Tsiotóhrhkó:wa - 4
February/Enniska - 3
March/Enniskó:wa - 4
Total Council Meetings for 2015-2016: 45
(MCRs Processed: 365)



MOHAWK GOVERNMENT

GOVERNMENT SUPPORT

Akwesasne Leadership Meetings

*Meetings involve Chiefs from the St. Regis Mohawk Tribe and Mohawk Nation Council of Chiefs.

2015

August/Seskéha,
September/Seskehkó:wa,
November/Kenténhkó:wa,
December/Tsiothóhrha

2016

March/Enniskó:wa

General Meetings

*Meetings are held routinely between community members and Council to communicate information, consult, and/or provide updates on issues concerning Council, the Mohawk Council of Akwesasne organization, and/or the community

2015

March/Enniskó:wa,
May/Onerahtohkó:wa,
August/Seskéha,
*September/Seskehkó:wa,
November/Kenténhkó:wa,
December/Tsiothóhrha (2)
*first meeting of Council 2015-2018

2016

January/Tsiothohrhkó:wa,
March/Enniskó:wa (2 due postponement)

Total General Meetings for 2015-2016: 10

General Meeting Cancellation/Postponement

The topic of General Meeting cancellation/postponement has been presented to the community at the monthly General Meetings of Seskéha, Kenténha and Kenténhkó:wa, and at all three District Meetings for the month of Seskehkó:wa. Three options were presented as follows:

If a community member(s) passes in one of the three districts, then the meeting is cancelled/postponed to a later date

If a community member(s) passes in one of the three districts, the meeting will occur as regularly scheduled, but the District Chiefs may choose to not attend, out of respect to their constituent

If a community member(s) passes in one of the three districts, the meeting will occur as regularly scheduled in one of the other two districts where the member did not reside, and a

moment of silence will be taken.

There was a total of 34 submissions collected from community Members present at the community meetings noted above and Option 1 had 14 votes, Option 2 had 3 votes, and Option 3 had 17 votes. In the event that community member(s) passes in one of the three districts, Option 3 will be in effect and the meeting will occur as regularly scheduled in one of the other two districts where the member did not reside, and a moment of silence will be taken.

General Meeting Cancellation Protocol: MCR 2015/2016 - #260 Tsiothóhrha 14, 2015 - In the unfortunate circumstance where a community member passes in one of the three districts, the meeting will occur as regularly scheduled in the other two districts where the member did not reside. A moment of silence will also be taken in their memory.

Special General Meeting

2015

Economic Ventures Tri-Win – June/Ohiari:ha

Special General Meetings are held on an as needed basis between community members and Council to make a decision on a specific issue or subject matter.

Information Meetings

2015

Port of Entry Demolition – June/Ohiari:ha

2016

Statistics Canada Census – March/Enniskó:wa

Information Meetings are held on an as needed basis between community members and Portfolio Holders and may include MCA departmental personnel or other presenters (as needed) in order to communicate information, consult, and/or provide updates on a specific subject matter for information purposes.

District Meetings

*Meeting are held in a District on a monthly basis between community members of the District and the District Chiefs to communicate information, consult, and/or provide updates on issues concerning the District or the community.

Kana:takon

2015 – April/Onerahtó:kha, May/Onerahtohkó:wa, August/Seskéha, September/Seskehkó:wa, October/Kenténha, November/Kenténhkó:wa,

2016 – January/Tsiothohrhkó:wa, February/Enniska, March/Enniskó:wa.



MOHAWK GOVERNMENT

GOVERNMENT SUPPORT

Kawehno:ke

2015 – April/Onerahtó:kha, May/Onerahtohkó:wa, August/Seskéha, September/Seskehkó:wa, October/Kenténha, November/Kenténhkó:wa

2016 – February/Enniska, March/Enniskó:wa,

Tsi Snaihne

2015 – April/Onerahtó:kha, May/Onerahtohkó:wa, August/Seskéha, September/Seskehkó:wa, October/Kenténha

2016 – February/Enniska, March/Enniskó:wa

Total District Meetings for 2015-2016: 24
(Kana:takon 9, Kawehno:ke 8, Tsi Snaihne 7)

Kawehno:ke District Chiefs Constituency Office hours at the CIA Building #3 every Friday from 2-4 pm which started on October/Kenténha 30, 2015.

Residency Letters Processed: 256

Residency letters confirm a community member's residency in one of the three districts. Letters are requested for the purpose of birth certificates, child tax benefits and credits (family allowance), GST/PST tax exemption, Ontario and Quebec health cards, income security program (Old Age Security), Shaw Direct or Bell Canada, Societe D'Assurance Automobile Du Quebec, etc. An application for a residency letters needs to be filled out and reviewed and verified by appropriate District Chief(s). Applicant must provide proof of residence (i.e. electric bill or phone bill in the applicant's name). A signed affidavit from the Justice Department will be accepted in the event that a District Chief cannot confirm residency in the district. Or, if the applicant does not have an electric and/or phone bill in their name. The applicant must meet the qualification of membership in accordance with the Membership Code of the Territory of Akwesasne.



EXECUTIVE SERVICES

ADMINISTRATION

Vision

One Organization, working together, for our Community.

Mission: Our role within MCA 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 and protection and respect of our environment and each other.

Highlights & Accomplishments

MCA General Election

Mohawk Council of Akwesasne held the General Election in June 2015, resulting in a number of new Chiefs elected to Council. The Council took their oath of office in July 2015. Executive Services had the administrative responsibility of providing the necessary orientation for the 2015-2018 elected Council. In November 2015, Council along with the MCA Departments formulated the Mohawk Council of Akwesasne's Strategic Plan for the 2015-2018 Term.

2016-2017 Operating Budget

The 2016/2017 operating budget for the Mohawk Council of Akwesasne was approved in early April 2016. The budget approved by Council contained an operating deficit of \$466,249. Budget meetings with Directors occurred in early February 2016 to work at reducing some costs, concluding with a presentation to Council by all Department Directors on their 2016-2017 operating budgets.

The primary concern affecting the acceptance of the budget was to ensure the financial resources needed for the continuation of community services were available. Executive Services worked closely with Council to set financially achievable goals including plans to secure funds to make new goals a reality. The ongoing overall goal of Executive Services is to ensure Community needs are met in a fiscally responsible manner, and also to ensure the Mohawk Council of Akwesasne's financial risk rating for lending institutions and funding sources remains low.

Long Term Service Recognition

In May 2015, over 50 employees were recognized for their long term service to the organization. Management and Council participated in the ceremony, which was hosted by Employee Advocate Vaughn Phillips. Chief April Adams-Phillips spoke on behalf of Council and provided praise to the employees for their dedication and hard work to the organization. On a special note, Mr. Dan Thompson of the Department of Technical Services, Roads Program was recognized for 40 years of service.

Other Events Attended

As part of expanding the programs and services to the community, Executive Services participated in a number of events with various external agencies to ensure that the

Mohawk Council of Akwesasne has the capacity and internal resources needed to expand services. The events that were attended by Executive Services are:

- St Lawrence College Graduation
- Tour of Wasuskun Healing Lodge
- Student Bursary Presentation
- Cornwall Community Hospital Ribbon Cutting
- Iohahio, St. Lawrence College Signing Ceremony

MCA General Personnel Policy Amendments

Executive Services together with the staff relations committee completed all of the necessary changes to the Mohawk Council of Akwesasne, General Personnel Policy. The new policy was accepted on October 20, 2015 via Mohawk Council Resolution Number 2015-2016 #186. The General Personnel Policy then had an effective date of January 2016.

Iakhisotha Lodge 25th Anniversary

Iakhisotha Lodge celebrated their 25th anniversary on December 4th 2015. The Mohawk Council of Akwesasne would like to take this opportunity to thank all the past and current staff at Iakhisotha for their services and dedication to our elderly members.

Akwesasne Mohawk Police Service (AMPS) Joint Investigation Team

Meetings were held between representatives from Public Safety Canada, Mohawk Council of Akwesasne, Finance, and Executive Services with Welch LLP to discuss the transfer of dollar amounts owed by Canada and to ensure further payment delays do not occur. Three million dollars in back payments were being held and eventually released by Public Safety Canada. A continuing dialog between Public Safety Canada and the Mohawk Council of Akwesasne are occurring to ensure all monies owed to Council are paid and future payments occur in a timely fashion.

Canadian Human Rights Commission

A meeting was held between the Representatives of the Canadian Human Rights Commission (CHRC), the Grand Chief, and Executive Services. The CHRC expressed their desire to work with Aboriginal Peoples to address human rights issues arising from the Indian Act that were previously exempt for the Canadian Human Rights Act (CHRA). The commissioner stated that she was dedicated to making a significant difference during her seven year term.

Director of Akwesasne Mohawk Board of Education

In April of 2015 the search for a new Director of Education was initiated. As a result of this recruitment process, the Akwesasne Board of Education welcomed Donna Wahienha:wi Lahache early in the 2015-2016 school year.



EXECUTIVE SERVICES

ADMINISTRATION

Updates

Union Negotiations

During the 2015/2016 fiscal year, labour proposals between: the Ontario Public Service Employees Union (OPSEU) and the Mohawk Council of Akwesasne and the Akwesasne Police Association (APA) were exchanged.

The Mohawk Council of Akwesasne and Public Service Alliance of Canada (PSAC) and Akwesasne Mohawk Board of Education were exchanged.

MCA continued to negotiate with all of these bargaining units throughout the fiscal year without reaching final settlement agreements.

Boards, Committees and Task Forces

The Executive Director is responsible to oversee the operations of the Mohawk Council of Akwesasne. Included in this area of responsibility, the Executive Director participates in various boards, committees, commissions, and task groups.

Throughout the 2015-2016 fiscal year, representatives of Executive Services participated as an active member of the following working groups, these included:

- Council Special Meetings
- Director's Meetings
- Core Advisors Meetings
- Executive Committee
- Finance Committee
- Tobacco Commission

- Financial Administration Law Working Group
- Self-government negotiations and working group tables
- Additions to Reserve working groups
- Akwekskowa – board member
- Space Needs Committee
- Property Acquisition Team
- Special Needs Committee
- Trust – Internal Technical Team
- OPG Joint Implementation Team
- Workplace Revitalization Working Group
- Community Donations

Ongoing Challenges

The greatest challenge that the organization faced during the 2015/2016 fiscal year was managing change. Organizational wide changes need to occur to ensure that the quality of services provided to the community of Akwesasne is at a high standard. These changes include the implementation of a performance measurement to gauge the community satisfaction with the services provided.



EXECUTIVE SERVICES

ABORIGINAL RIGHTS AND RESEARCH OFFICE

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.

Strategic Goals

Council set out Strategic Goals for the 2015 - 2018 term. ARRO is tasked with four Core Goals:

Administrative Core Strategy #2:

Use Communication to Create Stronger Internal and External Relationships

Governance – Political Core Strategy#2:

Solidify and Enhance Community Jurisdiction/Inherent Rights

Governance – Political Core Strategy#3:

Secure Land and Islands for Akwesasronon

Governance-Political Core Strategy#4:

To Monitor, Adapt, Anticipate and Develop Strategies on Changes in CBSA Movements

Accomplishments and Challenges

The Mohawks of Akwesasne Settlement Trust

The Trust held its first callout for project proposals in June 2016, and held community information sessions and workshops to assist Members with proposals. In all, thirteen (13) Akwesasne-based projects were awarded funding. The ARRO manager continues to coordinate the Internal Technical Team, as mandated by Council, to provide technical support to the Trustees as requested, as well as to keep Council updated on the activities and issues regarding the Trust.

Community Education

ARRO staff are skilled at presenting material to the community in an effective and approachable way. Many of the issues ARRO deals with on a daily basis must be communicated to the Membership through Information Sessions, General and District meetings, radio, social media and print.

Cultural Awareness Training

Training continues to be provided to external agencies who

work within and around the community. Canada Border Service Agency personnel take part in an online course, jointly developed with ARRO and CBSA, as well as two-day, in person sessions. ARRO continues to fulfill requests as they are received to provide cultural awareness training to various agencies.

Tsikaristisere/Dundee Claim

The Mohawk Council of Akwesasne received an offer for settlement of the Dundee Claim on April 29, 2015. Presentations on the history of the claim and negotiations began in informational sessions presented to the community, specific to the Claim. While negotiations on the specifics of the settlement agreement are ongoing, ARRO will continue to educate the community through the process of ratification. The court proceedings remain stayed while the MCA awaits ratification of the settlement agreement. The challenge will be to communicate the benefits of settlement versus court, and to encourage as many eligible voters as possible to cast their ballot at the referendum concerning the Dundee Claim Settlement.

Archaeology/Cultural Properties

ARRO is mandated with the protection and preservation of cultural properties within the jurisdiction of the Mohawk Council of Akwesasne. ARRO coordinates archaeological assessments for MCA departments and programs, and in areas with elevated potential for cultural properties. ARRO, along with the MCA Environment program, also consults with external organizations on projects that fall within the traditional territory to ensure that cultural properties are identified and protected.

Seaway Claim

The Seaway Claim was initially filed in the Federal Court of Canada in June 1976, after unsuccessful attempts by the Mohawk Council of Akwesasne to negotiate the settlement of expropriation and damage claims against the St Lawrence Seaway Authority arising from the Seaway Project of the 1950s. The St. Lawrence Seaway Authority took the position that no compensation was owed to the Mohawks of Akwesasne, but they were prepared to return about 125 acres of land on Cornwall Island which included land from filling, land no longer required, and lands from the abandoned railway. These lands are referred to as the "Block 1 Lands," which are currently being processed for return, subject to Canada's Additions to Reserve policy.

Proceedings for the Seaway Claim continued while the MCA began initial discussions with Indigenous and Northern Affairs Canada/Transport Canada negotiate a settlement of this long-standing claim for damages and loss of lands.

The Additions to Reserve (ATR) process is a formal, administrative process between a First Nation and Canada that allows



EXECUTIVE SERVICES

ABORIGINAL RIGHTS AND RESEARCH OFFICE

for lands to be added to Reserve status. The Additions to Reserve process includes surveying, title searches, and environmental and archaeological assessments. Canada released a revised ATR policy on July 27, 2016, under which the existing ATR processes in Akwesasne will be carried out.

The ATR for the Block 1 Lands on Kawehnoke is in its final stages. The Block 1 lands were originally included in the Seaway Claim, and were identified through negotiation with Canada to be returned to reserve status.

The four islands included in the 2008 final settlement with Ontario Power Generation (OPG) - Toussaint, Presquile, Adams and Sheek Islands – are also being returned to reserve status, and the process remains at the title clearing stage. Once the parties (OPG & Canada) have cleared titles for all the islands, the ATR will move forward.

Cairn Island (Tsikatsinakwahere) is also in the process of being returned to reserve status. Cairn Island was designated as a national historic site 1921 and expropriated in 1922 by Canada without consultation with Akwesasne. The island is currently held by the Parks Canada agency, which is working with ARRO for its administrative return to reserve status.



ARRO Employee Dwight Bero Jr. and Program Manager Cactus Cook-Sunday.

Cornwall Akwesasne Port

The Cornwall Akwesasne Port lands make up 5.7 hectares of land on the north shore of the St. Lawrence River. The Mohawk Council of Akwesasne had been corresponding with Canada since early 2000s regarding the divestiture of these Crown-held lands. In December 2014, the MCA and the City of Cornwall, as a partnership, re-entered negotiations with Transport Canada toward a divestiture of the lands, as the Federal Port Divestiture Program at the time required an equal partnership between the municipality and Akwesasne to hold the lands.

The lands fall within the boundaries of the historical North Shore, though Specific Claims Act, under which the claim was filed, does not typically allow for return lands if they are owned, or leased, by third parties. The divestiture process was the only way that Canada would be willing to grant ownership, even dual-ownership, of the lands to the Mohawks. The Cornwall Akwesasne Port Lands were officially transferred to both the Cornwall Harbour Development Corporation and the Akwesasne Harbour Development Corporation on June 30, 2016, to be held jointly for the benefit of the Mohawks of Akwesasne and the City of Cornwall.



EXECUTIVE SERVICES

COMMUNICATIONS UNIT

Mission Statement

The Communications Unit will work with Council and the departments and programs of MCA to effectively communicate and distribute information to advance the goals of the Mohawk Council of Akwesasne and the community that it serves.

The Communications Unit will initiate and engage in public and community relations, community education, and informational campaigns designed to inform Akwesasnon of the initiatives, undertakings and responsibilities of the Mohawk Council of Akwesasne. In addition, the Communications Unit will assist in improving internal communication between departments, Executive Services, and Council.

Program Highlights

Onkwe'ta:ke

Onkwe'ta:ke is the monthly newsletter from the MCA organization, provides key updates from the programs, departments and council. It is printed quarterly and is available on newspaper print.

Annual Report

The Communications Unit works directly with Executive Services to produce the annual report document. The annual report provides a fiscal-year report on the programs and services provided by MCA. There are currently two different formats: a magazine style publication and a tabloid newspaper style version.

Social Media

MCA's Facebook page is updated regularly with news, information, updates, photos and other communications. With more than 3400 "followers" signed up to receive MCA's Facebook updates, Facebook is an effective way to reach many community members. Some MCA Facebook posts have resulted in more than 20,000 Facebook users "liking" a post in less than 24 hours. When a photo or post is exceptionally interesting, users are inclined to like it, comment on it, share it, and this has the effect of passing on the message to even more users. Facebook is presently the fastest, most efficient form of communication that the Communication Unit utilizes, although other methods continue to be used and are effective on a smaller scale as well. The Communications Unit is planning to advance its use of social media this year.

Copy Writing

The Communications Unit's daily work entails a great amount of writing for the organization and Council. Communications staff regularly write speeches for chiefs and staff members, reports to be distributed at meetings, letters to government officials, standard Press Releases and Notices and articles for Onkwe'ta:ke Newsletter.

Letterhead- The Mohawk Council of Akwesasne updated the Logo in the previous fiscal year. In 2015, Communications updated all of the Letterheads for the Programs and Departments along with a revised business card look.

Projects:

Trapping and Cooking Wild Game-Mohawk Government in their quest for revising culture and traditions, held a Trapping and Cooking Wild Game class. Communications assisted in facilitating and organizing the class for community members.

Dr Seuss Week-Communications was invited to visit the Tsi Snaihne School to read to the students in coordination with Dr. Seuss week.

Canoe Club-Communications has been working closely with the Akwesasne Mohawk Police Service in order to highlight the Canoe Club. A brochure and other communications were created through the Communications Unit, as well as a raffle.

Career Fair-Communications assisted the organization with communications and planning of the Career Fair at the Anowara'ko:wa Arena.

Turtle Radio Announcements-The Environment Program at MCA developed an idea for Turtle Radio Announcements and Communications assisted in the coordination of these radio advertisements with program and community involvement. Communications was happy to assist a program with moving their great ideas forward.

Sharing through the Generations-This project, which began in September 2014, came to the conclusion with an unveiling event, trailer release and Film Release (entered into Film Festivals). Communications was involved in all aspects of this release, from planning of a successful banquet dinner and unveiling attended by chiefs, staff, artists and representatives from both Akwesasne and Quebec. The project was funded by Quebec with the intent to find common links between Quebec and Akwesasne and build a relationship. The project, through art, did this. Community members can see murals that were created as part of this project at the Tsi Snaihne Recreation Centre entrance.

MMA Committee-Communications assisted Council with an initiative to explore Mixed Martial Arts ventures, beginning with an MMA Committee to hear ideas.

Toastmasters-In support of professional development, Communications staff attend and help to promote the local Akwesasne chapter of Toastmasters, a group that meets every other Wednesday to practice and develop speech giving skills.



EXECUTIVE SERVICES

COMMUNICATIONS UNIT

Akwesasne Cultural Portrait-The Communications Unit continues to provide visitors, students and community members with the Akwesasne Cultural Portrait. This magazine style document is very useful, with its Akwesasne-specific content, beautiful photographs of local artists and community members, and overview of Akwesasne culture. It is available for free and will continue to be updated and distributed. The 3rd edition will be published in the next fiscal year.

CBSA Trial-Communications assisted Council with the CBSA test-case trial through reports and announcements to the community. The cases were against two Akwesasne mothers who had been charged with offenses related to their failure to properly report at Cornwall's port of entry before stopping on Kawehno :ke (Cornwall Island). The trial concluded in CBSA's favor.

International Plowing Match -The Communications Unit and Economic Development were involved in Ontario's International Plowing Match History and Heritage Committee for planning of the International Plowing Match in September 2015. This entailed organizing groups to be involved, attending several planning committees, and also helping distribute information to the community. This was an initiative by Council and was a unique opportunity for MCA to be involved in.

Ohen:ten Karihwatehkwen-The Communications Unit has developed a Powerpoint presentation using the Ohenton Karihwatehkwen opening address. This is available for anyone in the community or MCA organization to use at events.

Media Relations

The Communications Unit values media relations and works to promote a positive relationship with local, regional and national media. With the cooperation of Council members and staff agreeing to participate in interviews, MCA receives positive news coverage. Through relationship building efforts, the Communications Unit has established mutually beneficial relationships with news reporters and journalists, and the media has served as an ally to MCA in relaying information.

Along with all local media, MCA also received regular national coverage from agencies such as APTN, VICE News, North Country Public Radio, the Montreal Gazette, CBS, CTV, Le Devoir Magazine and the National Post.

Press Releases and Notices

Last year, the Communications Unit made it a priority to formalize MCA's process for distributing notices and public releases. Communications has found this to be extremely effective in communicating information to external outlets while also managing the information in an organized fashion. All programs have adapted well to the new/updated practices for communicating and have supported this positive change.

CKON Tetewatharen Radio Shows/ATV Television

The Communications Unit encourages staff and Council to utilize every method of communication available when a message needs to reach the community. CKON's radio talk shows provide the perfect forum for community members to hear about a major update and initiative spoken in plain talk. Recently, Akwesasne TV was developed in the community. This is the first television outlet that was created in Akwesasne to reach community members. Both are very valuable tools to have in the community.

Publications

With the software and equipment that Communications Unit has, high-quality publications have been produced in-house. It is very cost-efficient for these to be created and only outsourced for printing. Pamphlets and plain paper publications can be printed in-house but any specialty papers or bindings are sent to a printer source. With in-house production, the quality of documents can be guaranteed to be excellent as programs can have much more involvement than if they were sent out externally. Communications Staff are well-trained experts in document design and layout.

Program Updates:

The Communications Unit was among the programs/staff who were displaced with the closing of MCA's Admin II Building. In 2015, the Communications Unit moved to the new MCA buildings at the G&L site, on 3d Street in Kana:takon, just up the street from the former Admin II Building.

Staffing

For most of this fiscal year the Communications Unit was managed by Acting Manager Ashley Tarbell as Manager Shannon Roundpoint was on 1-year leave.

Jacey Rourke filled in as acting Communications Officer.

Problem Areas:

The Communications Unit is always looking at ways to do more. With an organization of approximately 1,000 employees, 13 chiefs, and only two full time Communications staff, it can be a challenge to help everyone. However, with processes and policies continuing to be developed, streamlining information is made easier.

Another challenge the Communications Unit has is in reaching all community members with the important or useful information MCA wants them to have. This is an ongoing challenge that continues to be addressed and new ways used and developed to close up any gaps in our lines of communication. Technological challenges exist in the Communications Unit in that we are located a distance away physically and structurally



EXECUTIVE SERVICES

COMMUNICATIONS UNIT

from the Information Services program where technological is managed along with the MCA website. Having the Communications Unit and Info Services programs more closely connected would help in many ways. Communications would have access to more technology and knowledge of how to use our existing technology, and the two programs would/could

work together to identify what new technologies would be best to adopt. The connection would also the Communications Unit have access to the design and content of the MCA website, a key communication tool.



A sampling of publications created and published by the Communications Unit.



EXECUTIVE SERVICES

OFFICE OF VITAL STATISTICS

Mission Statement

“Advancement through Change”

Our role within the 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.

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

- Lands
- Estates
- Membership
- Leasing
- Indian Registration

Program Highlights & Accomplishments:

The Lands and Estates Officer and the A/Estates Facilitator were present at the Akwesasne Wellness day at the old IGA building. They handed out 130 Estates Folders to community members. OVS Lands and Estates Officer participated in the Death Benefits Group registration and provided Estate Information Booklets to members.

The A/Estates Facilitator attended the “Circle of Care” fair held at the Kawehnoke Recreation Center, and the Women’s Health Fair at the Kanatakon Recreation Center. Folders were available for Members containing the Will booklet.

Updates:

Akwesasne is now on the list of First Nations who have their own Matrimonial Real Property Law.

During this fiscal year, Office of Vital Statistics has provided guidance and recommendations to the Grand Chief & Council on: estates issues involving Justice Department, Population Statistics, Community Land, Right of Ways, Easements, and Numbers of persons off Reserve.

Administrative Statistics:

1,897 Status Cards were processed during this Fiscal Year.
2,022 Inquiries were received by phone, fax, e-mail, in person regarding the different components of OVS.
255 Membership application packages were distributed.
180 Residency application packages were distributed.
132 Good Standing inquiries were received.
1,502 Membership and Status Confirmation were provided to Departments & Educational Institutions.
182 Land Confirmations were provided to Departments & Programs within MCA.
129 New Certificates of Possession were issued to Community Members.

73 Land Transfers were processed.

779 Leasing Registrations and Correspondence were processed.

170 Estate Registrations and Correspondence were processed.

Challenges:

Membership- There is currently a backlog of approximately 145 applications, due to time constraints. The Membership Board holds monthly meetings to process applications for Membership and Residency Permits. There has been an increase in applications for Membership, due to a change in policy, allowing parents to apply for their children at any age.

Objectives and/or Strategic Goals

- To ensure that Mohawk Traditions/Customs/Beliefs/Philosophy are respected as they pertain to
- estates, lands & membership for the Community of Akwesasne.
- To ensure the integrity of Vital Statistics’ information in the areas of lands, membership and
- estates.
- To clearly identify and provide the resources and knowledge needed to operate an efficient and
- productive Office of Vital Statistics.
- To disperse appropriate information to community members on: how to prepare a will, Estate
- Planning, Registration of members’ Births and Deaths.

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

- Management Team Meetings
- Onweta:ke Submission
- OVS Staff meetings were held once a month.
- Property Acquisition Team
- Nation Building, Land Code Taskforce & Negotiations with Canada
- Akwesasne Housing Authority Meetings
- Seaway Return of Lands Block 1

Surveys:

This fiscal year, 17 Approvals prior to submission were given. Survey instructions were requested for utility easements on David Lane, John Thompson Road, and McCumber Road North. 6 Survey instructions were received for Community Persons Lots.

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. In areas where there have been more than four Regional Survey Ontario without survey, parcels have



EXECUTIVE SERVICES

OFFICE OF VITAL STATISTICS

been resurveyed and bars installed. Every year Office of Vital Statistics submits 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 makes recommendations on the priority of surveys but the decision lies with Natural Resources Canada. The Office of Vital Statistics and the Housing Department recommends the suspension of Regional Survey Ontario, but in some cases lots qualify for a Regional Survey Ontario without survey. Regional Survey Ontario without survey is less costly. Cost range for surveys is \$500.00 to \$3,000.00 and up. The Mohawk Council of Akwesasne does not receive survey funds from Aboriginal Affairs and Northern Development Canada. Survey monies are identified by Aboriginal Affairs and Northern Development Canada and Natural Resources Canada on a fiscal year basis.

To date individual members are responsible for the cost of their surveys. Aboriginal Affairs and Northern Development Canada will no longer accept a sketch of severance of property. All severances must be done by a Canada Lands Surveyor Registration. Aboriginal and Northern Affairs Canada will no longer register a Permit without a survey. Office of Vital Statistics must approve all surveys that have been completed within the Territory of Akwesasne even when they are paid for by Community Members. The Annual Report for surveys was sent to Aboriginal Affairs and Northern Development Canada, Natural Resources Canada and the National Aboriginal Lands Association.

Entewatatha:wi- Nation Building: The Lands Negotiation Table:

This is the seventh year of the development of the lands negotiation table. The Lands Negotiation Table completed negotiations on the lands sectoral agreement in principle. The Mohawk Council of Akwesasne and the Minister have signed the Land Sectoral Agreement in principle. Next fiscal year, negotiations will begin for the final agreement.

Akwesasronon Onkwenwhentsiashon:a- (Land Code-Taskforce):

The taskforce is an initiative of the Entewatatha:wi (Nation Building) program which works on a Land Code and the development of a Sectoral Agreement for the self-government negotiations with Canada. The Land Code Taskforce consists of four technicians and three chiefs. The Land Code Taskforce has representatives from the Justice Department, Nation Building, Office of Vital Statistics and Elders from the Community. Other Mohawk Council Departments are consulted on their perspective components of the Code. Chiefs from Council also

sit on the taskforce. The taskforce also consults with Mohawk Council legal counsels.

Additions to Reserve/Land Claims:

Seaway Block 1 Return of Lands - The Office of Vital Statistics has attended meetings that involve the Seaway Return of Lands to the Mohawk Council of Akwesasne.

OPG return of Land – The islands: Adams, Sheek, Toussaint, and Presquile Islands are part of an Additions to Reserve (ATR) process, which includes discussions with Aboriginal Affairs and Northern Development Canada, OPG representatives and the MCA ATR working group. OVS is a member of the Additions to Reserve (ATR) working group.

Cairn Island – Talks took place this fiscal year between Aboriginal Affairs and Northern Development Canada and Parks Canada and the Additions to Reserve Working Group on the return process for Cairn Island.

Permission to enter the Mohawk Territory of Akwesasne:

Aqua Solutions Erosion inventory of the islands
Meldrum Surveying in the Three Districts
Ron Smith Surveying in the Three Districts
Bell Canada

Lands Associations

The Office of Vital Statistics is a member of both the National Aboriginal Lands Managers Association and the Ontario Aboriginal Lands Association. These two Associations enable the Office of Vital Statistics to interact with other First Nations in Ontario and on a National level. The Associations also provide a link with Aboriginal Affairs and Northern Development Canada concerning new initiatives and policies.

Services

The Office of Vital Statistics provided approximately 15 services per day per staff member to the Community, Mohawk Council of Akwesasne and outside Governments/Agencies.

There are approximately 12,304 people registered/affiliated with the Mohawks of Akwesasne as of March 31, 2016. Please take note that not all of these registered/affiliated with the Mohawks of Akwesasne are Members.

The Mohawks of Akwesasne has a total land base of 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, Township of Dundee approximately 1,173.98 acres, 9015.57 acres on the St. Lawrence River including Tsi Snaihne and Kana:takon, and 2706.98 acres on the St. Lawrence including Kawehno:ke.



EXECUTIVE SERVICES

OFFICE OF VITAL STATISTICS

The Office of Vital Statistics manages approximately 230 Cottage Leases which generate an annual income of approximately \$544,603.00 and 14 Non-Agricultural permits which generate an annual income of approximately \$22,675.00 for the Mohawk Council of Akwesasne. The total individual land holdings at this time are 3,268.

Membership Files

The Office of Vital Statistics is responsible for the creation and updating of membership files for the 12,304 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. Membership Board procedure review/revision meetings were held monthly, beginning in January 2016.

Seventy-three (73) Membership Applications were sent to the Membership Board. The Membership Board approved 41 full membership, 10 probationary memberships and 3 probationary membership expirations. The Membership Board denied 7 Applications. 12 Applications were cancelled.

The Membership Board received 22 Residency Permit applications. Of these: the Membership Board approved 7 applications, renewed 10 applications, denied 3 applications, and cancelled 2 applications.

Lands Component

Only Members of the Mohawks of Akwesasne are entitled to hold title to land. The Office of Vital Statistics, lands component and the Aboriginal Affairs and Northern Development Canada require for each of the 3,268 registered land holdings, 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 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



Office of Vital Statistics Staff: Wendy McDonald, Carol Lafrance, Tina Mitchell, Program Manager Leona Delormier, Karakwenta Lazore.

is directly linked to Aboriginal Affairs and Northern Development Canada in Ottawa. This enables us to obtain information concerning a parcel of land as soon as it is registered.

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 Monday to Friday, 8:00 am to 5:00 pm



EXECUTIVE SERVICES

ENTEWATATHA:WI

Vision Statement

To unite and communicate with the community on common goals of establishing a new Government to Government relationship with Canada.

Mission Statement

The Entewatathá:wi Program commits to work together with cross organizational groups facilitating the development of Codes and Agreements in association with Council's vision of asserting jurisdiction.

Priorities for Fiscal Year 2015-2016

This fiscal year's accomplishments involved transitional matters related to the future negotiations of a Final Governance and Relationship Agreement, along with a Sectoral agreement which will include Lands & Estates, Education, Environment, Resource Management, Public Order and Safety, Public Works, Regulation of Businesses, Landlord Tenant, Local Traffic and the continued development of the following:

- Akwesasne Governance Code
- Akwesasronon Onkwenwhentsia' shon:a (Land Code)
- Community Laws

Also identified as priorities are:

- Education
- Community Consultation

Final Agreement Negotiations

The Mohawk Council of Akwesasne has been exploring Self-Government matters since 1999 and in 2005, signed a Process and Schedule Agreement (PSA). The PSA signaled the intent to develop and draft a Governance and Relationship Agreement in Principle (AIP) as well as a Lands and Estates Sectoral Agreement in Principle with Canada (now known as the Sectoral Agreement to include other jurisdictions we intend to govern). Both AIPs were signed in Ottawa on November 4, 2013.

Final negotiations with Canada commenced on May 6 & 7, 2015 and continued on the following dates for this fiscal year:

- July 22 & 23, 2015
- September 10 & 11, 2015
- December 3 & 4, 2015
- January 26, & 27 2016
- March 17, 2016

Our negotiating team had 14 prep negotiation sessions throughout the year, estimating 2 -3 prep meetings per negotiations.

Capacity Projects

Undertakings were proposed in the 2015-2016 fiscal year. They are:

Tsi Nonwe Entewatathá:wi (Akwesasne Governance Code) – Akwesasne Governance Code Committee

During this fiscal year the working task group continued to work on the draft code with completion expected in 2017/18.

Areas of development include:

- Financial Administrative Law
- Begin revisions to the Akwesasne Election Law
- Development of a Referendum Law from current Regulations
- Law Enactment Procedures from current Regulations
- Discussion on the nature and form of the Final Agreement

There were 14 meetings of the Akwesasne Governance Code Committee in fiscal year 2015/2016.

Akwesasronon Onkwenwhentsia'shon:a (Akwesasne Land Code) – Land Code Task Force

The Land Code Task Force (LCTF) is composed of Entewatathá:wi (Nation Building) staff, MCA technicians and community members who have been working on refining the areas of the Land Code as it relates to present day realities of land issues in Akwesasne.

The LCTF worked on additional research and redrafting for some sections of the Land Code.

There were 12 LCTF meetings during fiscal year 2015/2016. Estates Facilitator at the Office of Vital Statistics

The Memorandum of Understanding to establish a framework for estate administration was signed on January 31, 2012. The MOU sets out the intent for a new government to government working relationship to streamline estate administration in Akwesasne. One component of this agreement included hiring an Estates Facilitator at Office of Vital Statistics. During the 2015/16 fiscal year, much information was developed and distributed in the community. Community presentations were also held and community input on the project was provided. During Fiscal Year 2015/2016, the Office of Vital Statistics started with a total of 200 Estates and 32 were closed with 168 remaining open.

Community Law Development

Simultaneously, in preparation for the recognition of Akwesasne's jurisdiction in some areas, Akwesasne Laws were reviewed, refined and/or developed in this fiscal year:

Akwesasne Tekia'torehtha:ke Kaianerenhsra (Mohawk Court Law)

Akwesasne Law Registry system - continued development

Akwesasne Traffic Law – final stage of development

Akwesasne Conservation Law – continued development

Akwesasne Couples Property Law – development of regulations

Education



EXECUTIVE SERVICES

ENTEWATATHÁ:WI

Initiate Work on the Akwesasne Education Framework

Akwesasne began internal work towards inclusion of Education into the Sectoral Agreement. The Sectoral Agreement will eventually recognize Akwesasne jurisdiction and exempt Akwesasne from the proposed federal First Nations Education Act.

Entewatathá:wi Coordinator made a special presentation to AANDC negotiators on the Education program of AMBE at their request.

Collaborative work with Educational Facilities

Request has been made to make formal presentations on Entewatathá:wi to respective Schools, their education Leaders and staff, AMBE Departments and to provide updates to the Ahkwesashsne Mohawk Board of Education (AMBE). It should be noted that with the new Liberal Government in power, there have been initial discussions with INAC education Officials on the new education direction proposed by the Prime Minister. AMBE will be part of the new policy changes.

Communications

Entewatathá:wi Advisory Committee (EAC)

The Entewatathá:wi Advisory Committee has evolved from being learners and Mohawk translators to become the communicators by gaining confidence and working with each other in making presentations and supporting Entewatathá:wi Staff. They continue to guide and comment on communication plans for the public.

This past fiscal year the Entewatathá:wi Advisory Committee attended a few Akwesasne Governance Code Committee, Land Code Task Force and Negotiations sessions to become familiar with the development of draft agreements and to witness the processes. Working with the staff of the Aboriginal Rights and Research Office (ARRO) the EAC members were given a rich historical perspective of our history and formation of governance. Iohahi:io students (Business Class) presented their power point presentations to EAC and MCA for their review and input.

There were 11 EAC meetings during fiscal year 2015/2016.

Consultation with the Community

Entewatathá:wi staff have produced new publications, i.e. newsletters, post cards, fliers and updated PowerPoint presentations which were used for presenting relevant education materials to various Mohawk Council sectors and for community events. In partnership with Iohahi:io Adult Education, Entewatathá:wi partnered with the communication class in developing communication tools for the community and the students were graded on their creations.

Communication with Mohawk Nation Council Chiefs (MNCC)

We met twice with MNCC representatives to explain Entewatathá:wi and its role with the community and where it fits with Mohawk Council of Akwesasne and its relationship with Canada. We also spoke with them on the possibility of a History Summit Project, partnering with ARRO.

Entewatathá:wi Collaborations

The Entewatathá:wi Program will continue to provide the community with background educational information and also to enlist other partners within the Territory of Akwesasne. Entewatathá:wi during this fiscal year has partnered with the following:

- Akwesasne Economic Development Agency (AEDA) - Mohawk Language Translation and services;
- Iohahi:io (Adult Education) - recruited their Human Resources Class to develop communication tools to the Community at large.
- Native North American Travelling College (NNATC) – engaged their media professionals to interview members of the Entewatathá:wi working tables and to develop potential logos for our use.;
- Aboriginal Rights and Research Office (ARRO) provided a number of historical presentations to Entewatathá:wi Advisory Committee (EAC) and some elders to garner their understanding;
- MCA Multi-Jurisdictional Table – Entewatathá:wi staff were included in meetings with Provincial Officials (Ontario and Quebec);

MCA Communications

Entewatathá:wi was featured prominently in their “Cultural Profile” publication that was marketed globally as a true reflection of the Community of Akwesasne and its accomplishments.

Education and information in the Mohawk language will be the focus for the community on both AIP's. All media approaches proposed will include continued use of MCA's web site, printed material and taped recordings to be aired on the community radio station CKON.

The Elders and general population will be approached to participate in information sessions that seek their input on the final agreements and other Entewatathá:wi projects. The youth age group were the focus this year with age appropriate activities, video production, workshops and attendance at a summer week long camp along with in-school presentations, information distribution at youth gatherings and taped recordings aired on the community radio station. For the younger population, the Entewatathá:wi Program will partner with AMBE to develop age appropriate activities that highlight what Entewatathá:wi means in Akwesasne. The youth of Akwesasne will be most affected by the jurisdictional initiatives developed today.



EXECUTIVE SERVICES

IOHAHIO

Mission, Goal and Objective

The mission of Iohahio is to provide adults with ongoing, quality learning opportunities that promote relevant individual and community development. The overall goal of Iohahio is to provide learning and training opportunities which allow participants a chance to increase their abilities, acquire new skills and further enhance their potential to obtain employment in Akwesasne and the surrounding area. Iohahio's primary objective is to identify the training and educational needs of adults in the Akwesasne community.

Background

Iohahio Akwesasne Adult Education Program was established in 1989 to deliver community-based, accredited educational programming to Akwesasne. Iohahio's educational programming is directed at adult learners, whether young adults or mature learners, and is delivered through partnerships with publicly funded educational authorities, colleges and universities.

The name "Iohahio" means "A good path" and is meant to illustrate that a learner's educational journey through life leads to greater awareness, knowledge, skills, and opportunities for generations to come.

Located in Tsi:Snaihne near Iakhihsohta, the Tsi:Snaihne School and the Tsi:Snaihne Child Care Centre, Iohahio has grown and developed from delivering a single part-time course to delivering multiple full-time programs. Iohahio employs five full-time permanent staff and also employs approximately thirty-five (35) part-time instructors to deliver its programs/courses.

Funding and Sustainability

Iohahio's activities are funded through annual federal and provincial government post-secondary and training funding programs for Aboriginal students, the T.R. Leger School of Adult, Alternative and Continuing Education, the Mohawk Council of Akwesasne, the Akwesasne Area Management Board, and through revenue (e.g. tuition, operating grants) sharing arrangements with post-secondary partners.

Community Representation and Outreach

The Iohahio Akwesasne Adult Education Program is advised by the Adult Education Advisory Committee consisting of representatives from community service agencies, businesses, employers and other stakeholders. The Committee meets quarterly and assists Iohahio staff to identify current and emerging labour market demands and trends within Akwesasne and surrounding communities in order to select training to meet these demands.

Iohahio staff serve on a variety of boards and organizations including the Aboriginal Education Council of St. Lawrence College and the Aboriginal Institutes Consortium.

Iohahio also supports training delivery within the community by providing classroom and other space rentals to various community programs and organizations.

2015-2016 Programming Summary

Iohahio delivered educational programs and training to approximately one hundred and sixty (160) community members during 2015-2016, in Academic Upgrading, Secondary, Post-secondary, and Training Programs:

Academic Upgrading

Iohahio partners with the Ontario Ministry of Training, Colleges and Universities to deliver the Literacy and Basic Skills Program (LBS) to students requiring academic upgrading in preparation for secondary school programming.

Students looking to upgrade their knowledge and skills and prepare for secondary school programming attend Iohahio full-time to learn both in a formal classroom environment, and independently - at their level and pace. Students work with staff to identify individual learner goals, establish learning plans and achieve learning outcomes and milestones. In addition to classroom instruction and teaching, students are provided with academic tutoring, as well as other resources including computer, printer, and internet access.

During the year, thirty-five (35) learners were enrolled in the Literacy and Basic Skills program. Fifteen (15) of them were new learners and twenty (20) were carried over from the previous year. Thirteen (13) learners had a goal path of employment, twenty-one (21) continued on to the Secondary School Program and six (6) students will be continuing in the program in the fall. A number of students exited the program for employment.

Secondary

Iohahio partners with the T.R. Leger School of Adult, Alternative and Continuing Education to deliver secondary school programming. Students looking to earn their Ontario Secondary School Diploma or certain credits required for college or university admission attend Iohahio full-time to learn independently - at their level and pace. Students are provided with academic tutoring, as well as other resources including computer, printer, and internet access. An independent home study component is also available to those individuals who qualify.

During the year, twenty-three (23) students were enrolled in Secondary School courses, twelve (12) students earned their OSSD, and two (2) students are continuing in the program.

Postsecondary

Iohahio partnered with St. Lawrence College to deliver



EXECUTIVE SERVICES

IOHAHIIO

various diploma and certificate programs during the year as summarized in the following table. The delivery of post-secondary programs is funded by Aboriginal Affairs and Northern Development Canada (AANDC) and the Ontario Ministry of Training, Colleges and Universities, and through revenue sharing arrangements with post-secondary partner institutions.

Other Training

During the 2015-16 academic year, Iohahi:io partnered with the MCA Community Support program to deliver Workplace Readiness Training which targeted the Food Service Worker field. Throughout the course of this twelve week training, learners gained the skills necessary to participate in the workforce as entry level Food Service Workers. Learners also had the opportunity to apply their classroom knowledge in real-world settings by participating in field placements with local employers.

Fifteen (15) learners participated in this training, with thirteen (13) learners completing all components of the training. During the follow up process, five (5) learners indicated that they have received employment in the field, while six (6) others will be continuing on to post-secondary in the Fall.

In addition, a number of corporate training sessions were delivered to several groups of Mohawk Council of Akwesasne employees in order to continue strengthening the organization's human resources and overall capacity.

Acknowledgements

Iohahi:io would like to recognize, acknowledge and thank its many committed funders and partners that work with and support Iohahi:io's dedicated staff to provide quality adult educational programming to the Akwesasne community.

Funders – provide contributions or grants that enable delivery of Iohahi:io programs

- Aboriginal Affairs and Northern Development Canada
- Ontario Ministry of Training, Colleges and Universities
- Mohawk Council of Akwesasne
- Akwesasne Area Management Board
- MCA Community Support Program

Educational Partners - work together with Iohahi:io to deliver programs

- St. Lawrence College
- T.R. Leger School of Adult, Alternative and Continuing Education

Student Sponsors – provide critical financial assistance to students

- Ahkwesasne Mohawk Board of Education

- Ontario Ministry of Training, Colleges and Universities
- Akwesasne Area Management Board
- Mohawk Council of Akwesasne
- MCA Community Support Program
- MCA Economic Development Program

Community Stakeholders – assist Iohahi:io in identifying local labour market needs and in providing quality learning experiences to students through placements.

- Adult Education Advisory Committee
- Akwesasne Mohawk Casino
- Akwesasne Area Management Board
- Akwesasne Employment Resource Center
- Mohawk Council of Akwesasne
- MCA Human Resources
- MCA Operational Support
- MCA Nation Building
- MCA Computer Services
- MCA Home Support Home Care Program
- Kawehnoke Child Care
- Iohahi:io
- Ahkwesasne Mohawk School
- Tsiionkwanonhso:te
- Iakhihsohtha
- St. Regis Mohawk Tribe
- SRMT Mohawk Networks LLC
- St. Regis Mohawk Seniors' Center
- Terrae Networks
- 37 West Restaurant
- Akwesasne Freedom School
- Akwesasne Economic Development Agency
- Riverlink
- Kensington Park Recruitment
- BT Custom Homes
- Jacobs Construction
- Solutions Renovation & Construction

Future Goals

Iohahi:io intends to continue to successfully address its mission and achieve its goals by providing adults with ongoing, quality learning opportunities that promote relevant individual and community development. Moving forward, strong consideration will be given to programs and courses that support the economic growth and development plans of the Akwesasne community by addressing emerging labour market opportunities and trends. Iohahi:io will continue to establish and foster successful partnerships with other programs and agencies in order to maximize effectiveness in identifying and addressing student and community needs by developing and delivering relevant training which will contribute to the human resource and economic development and success of the Akwesasne community for current and future generations.



CORE SERVICES

HUMAN RESOURCES

Vision Statement

To have a competent trained management team that applies policy and procedure effectively and consistently thereby increasing overall employee satisfaction.

Mission Statement

To provide in-service sessions, guidance and advice to all Management and staff to ensure the consistent application of HR related policies and procedures.

Principles / Values

Respect, Trust, Fairness, Consistency, Transparency, Work-Life Balance.

Program Description

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.

Accomplishments

The following is a generalized list of accomplishments during the fiscal year 2015/16:

- Council approved GPP Policy with an effective implementation date of January 20, 2016.
- MEA Committee submitted a new draft proposal.
- Completion of the AMPS Management Salary Grid.
- Council approved the revision of Chapter 7 & 8 in the Compensation Administration Policy.
- Implementation of summer students invited to a job interview for summer jobs. This process will become an annual exercise. It gives experience/exposure to the student on job interviews. There were 76 students hired.
- Implementation of the new 'Work Force Now' system. It replaced the previous automated data processor.
- Summer of 2015, hugely successful in the storage of archival files.

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 personal 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 matched.

Group Health Care

The MCA 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 healthcare 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

In 2012, the MCA revamped the salary grids for all employees including management. In 2016, a COLA of 1.5% was given and these salary grids were all revised.

Job Opportunities

As with every fiscal year, there are plenty of job opportunities and posting jobs is a continuous exercise and is open to the community and surrounding areas. 'Critical Skills Shortage' positions are posted via internet.

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	Personal Support Workers
Paralegal Services	Information Technologists
Admin Assistants	Policy Analysts
Social Workers	Early Child Educators
Field Workers	Research Writers
Registered Nurses	Data Analyst



CORE SERVICES

HUMAN RESOURCES

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

The following is a list of areas that are deemed “Critical Skills Shortage Areas”:

Emergency Medical Technicians	Registered Nurse
Registered Practical Nurse	Information Technologists
Registered Social Workers	Engineers
Registered Social Service Workers	

MCA is always looking for individuals who are experienced or attending school in the areas of the Critical Skills Shortage area.

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. This past fiscal year was hugely spent on the finalization of the General Personnel Policy.

Other policy development projects include:

DTS ON-Call Policy,
Management Core Competency Catalogue Toolkit,
Project Respect- Video Project on MCA Guiding Principles,
Benefits Binder inclusive of guidelines and responsibilities,
Home Care Home Support SOP on After Hours Response

Nurse

Ambulance SOP on Back-Up Calls

Transfer Request SOP

Transfer Request Form

Complaints Procedure Administrative Directive Development

Inclement Weather Administrative Directive

PCN Training Module

24 Hour Continuous Operations Addendum

Staffing Administrative Directive Review

Supervisors Course Development

Acronym and Every day Mohawk Language Booklet

Other HR Related (on-going) Activities:

The Mohawk Council of Akwesasne negotiates collective agreements between the Akwesasne Mohawk Board of Education (AMBE) and the Public Services Alliance Canada (PSAC); between the MCA and the Akwesasne Police Association (APA); between the MCA and the Management Employment Agreement (MEA) and between the MCA and the Ontario Public Service Employees Union (OPSEU).

Discussions began on creating/implementing a new Performance Review Evaluation Appraisal (PREA) format.

The collection, photocopying and verifying authenticity through the Office of Vital Statistics (OVS) each employee's Indian registry status cards began in this fiscal year.



Operational Support Program Manager Paula Jacobs and Human Resources Program Manager Lynn Roundpoint.



CORE SERVICES

INFORMATIONAL SERVICES

Vision Statement

Through innovation Information Services will guide MCA programs into future technologies.

Mission Statement

Advancement through change.

Description of Services

Information Services takes pride in providing all Information related services to the Mohawk Council of Akwesasne.

The 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

Information Systems Support

The Software Developers are responsible for providing Systems Support services to all MCA Departments and Programs. These services include:

- All in-house software development projects
- Enhancements, support and maintenance of pre-existing database systems.
- Development of Mohawk Council of Akwesasne’s web page and intranet site.
- Websites for departments or programs
- Evaluation of potential Software solutions

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 Servers, 25 local area networks, one wide area network, and 6 Virtual Hosts. Information Services also oversees the development/maintenance of software systems within the organization, and the classification and archival of documents.

15/16 Projects

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 approximately 75 systems and 10 laptops. 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 Lab 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. We also installed up to 20 smartboard in the classrooms.

Relocation of Chiefs from Admin II to G&L Buildings

Connected G&L Buildings to the MCA Network Infrastructure for Chiefs

WAN Ruckus Wireless Access Points

Added 20 Wireless Access Points at all MCA Buildings for to access the Internet

Virtualization Hosts

Utilize Virtualizations Hosts to save money by having multiple virtual servers on one machine. We currently have 6 hosts with up to 30 virtual machines running

Email System Upgrade

Upgrade our current Email system which was running on 4 years old hardware. We virtualized and updated to newest Operating System and Email Software.

Finance Server Upgrade

Upgraded Finance Server to a Virtual Server with the newest Server Operating System, as well as upgraded the Finance



CORE SERVICES

INFORMATIONAL SERVICES

Software used for accounts payable and account receivables. This included the upgrade of all Finance computers.

DTS AssetNav Software

Setup a Virtual Server to run AssetNav Software locally as Associates Engineering will no longer be hosting the Website.

GIS Server

Setup a Virtual GIS Server to share GIS Maps to all Departments

AMPS Server Upgrade

Upgrade AMPS Server and Migrated Data and Users to new Server

MS SQL Server

Virtualized our MS SQL Server, This server is housing several Work order Databases

Land Claims

Working with the lawyers on the land claims. Working with Aboriginal Rights and Research Office lawyers locating court documents and GIS maps etc.

Phone Service Agreement

Obtain a new three year Service Agreement for the Entire Phone System.

Meeting Minute Project

Working on the meeting minutes book binding project. Compiling, searching, typing up missing MCR's and Table of contents. Completed and bound up to 1975 Meeting minutes.

Development of Database Solutions

Creation and on-going maintenance of Databases for several MCA programs such as:

- Housing-Housing Repair Tracking Data Base, Work order Data Base
- EXEC-Health & Safety Training Data Base, Community Donation Tracking Data Base
- NIHB-Transport DB, MSE Claims Data Base
- Community Support Program – Fuel Assistance Database



CORE SERVICES

OPERATIONAL SUPPORT

The Operational Support Program (OSP) envisions their program as being grounded in respect, honesty, self-responsibility, cooperation, sharing, and learning. They are actively servicing the MCA's departments and programs in an encouraging, respectful, supportive, and empowering manner.

The values that staff within OSP share help keep us together. We all work towards a work environment that fosters a sense of belonging; strives for equality; embraces diversity; encourages safe work practices and supports personal growth.

The OSP has a Manager, Assistant Manager, Mail Courier / Clerk, General Office Clerk, Construction Safety Inspector, and Receptionist. All staff are located at the Administration 4 Building; except the Receptionist, this position is at the Administration 1 Building.

Staff services

Fleet: 147 (Cars, Trucks, Buses, Heavy Equipment, Trailers, ATVs, Snowmobiles, Boats, Seadoos)

Information is pulled from Monthly Use Reports submitted by each Department for kilometer readings to do annual renewal of registration with Ministry of Transportation (Ontario); coordinate with programs for emission tests to be completed; and ensure traffic violations/tickets are paid.

For the fiscal year, MCA's fleet did 979,963 total kilometers; consumed \$104,805 of fuel; spent \$145,076 on maintenance. The amount reported through the Monthly Use Reports for maintenance of vehicles was \$43,530.

Drivers: MCA has 263 approved Drivers of which 232 are trained in the Safe Driver Training Program

Mobile Devices: 169 (cellular / pagers); OSP coordinate purchases and trouble shoot issues with end users; summarize monthly invoices that are distributed to the Accounts Payable office, and Department Directors.

Annual expense for this fiscal year: \$127,200

Mail Services: 3 Postal Outlets in Akwesasne, QC; Akwesasne, NY; Cornwall, ON; OSP averages 665 incoming and 1,100 outgoing pieces per month. AMBE has a separate mail box and they are averaging 82 pieces of incoming mail per month.

In addition to the postal outlets OSP also deals with a variety of Courier Services. The outbound courier used is Purolator with an average of 20 outbound parcels each month. We are averaging 61 incoming packages per month (pick up at Purolator) as well as at CIA3 where UPS drops off. The highest volume is in June and August at which time AMBE receives much of their purchases.

Facilities: 33 (14 Ontario / 19 Quebec)

Each has a First Aid station that is inspected annually (by OSP) and filled at such times and 28 facilities have Automated External Defibrillators (AEDs) that are inspected monthly.

MultiFunction Equipment: 40 pieces

Those function as copier/printer/scanner/faxes and are disbursed throughout the MCA facilities in all 3 districts.

The OSP personnel ensure supplies (toner, waste bottles, staples, paper) are in stock and distributed as needed; OSP personnel also act as the resource for trouble-shooting and communicate with the vendors and MCA's Information Services when required.

Training

Annual Health and Safety Training: 402 participants

A variety of courses were coordinated by the OSP personnel. Some of the courses held were First Aid / CPR, Safe Driver Training Program, Fire Safety (extinguisher use), WHMIS/GHS, General Health & Safety Awareness; Basic Self Defense, Front Desk Safety & Security.

Total budget spent for training \$46,330 plus \$5,270 for facility rental

Annually summer student hires are trained (numbering between 35-40 students). Those students are provided with First Aid / CPR training, Young Worker Awareness Program and WHMIS.

Inspections

The Construction Safety Inspector conducted 57 inspections over the fiscal year. A number of items were identified and reported to the Project Supervisor. Some of those concerns were lack of updated workers comp, liability insurance, and safety programs from the contractor. Inspection reports are provided to supervisors (this could have been a Supervisor, Manager or Director) and as well as the construction companies that MCA dealt with.

There were 3 "stop work" orders issued. Ongoing communications with management team were continually held to advise and encourage the minimal requirements are being met when engaging contractors. Contractors are also advised of what the minimum requirements area.



DEPARTMENT OF HEALTH

ADMINISTRATION

Vision Statement

"The Department of Health will proactively collaborate with the Akwesasronon to provide high quality professional services that are mindful and respectful of our culture, traditions and uniqueness of individual families"

Program Highlights

We are pleased to announce that the Department of Health, during the 2015-2016 fiscal year, worked diligently to ensure that health services to the community were delivered in line with Council's Strategic Plan and Agreements.

As a component of orientation of the newly formed Council, the Department of Health was please to hold an orientation session to welcome Council and new members holding the Health portfolio.

With a yearly implementation date of April 1st, the Department renewed all of its professional service contracts including Physicians, Traditional Medicine, Physiotherapist and others. All contracts with service providers are reviewed and approved by legal (when deemed necessary), Finance, Human Resources, the Assistant Executive Director and Executive Director.

Contribution Agreement negotiations for the Non-Insured Health Benefits program occurred, bringing this program under the "Block Funding" within Health Transfer.

Negotiations with the Ontario Public Services Employees Union (OPSEU) continued between the MCA and employees of the Tsiionkwanonhsote Adult Care Facility.

With the approval from the Ministry of Health & Long Term Care (MOHLTC), the renovations project for the Wholistic Health & Wellness Program continued. As of the date of this report, we are continuing with Stage IV of the project, however with expected Ministry approval again in late December, 2016, we anticipate the project to start in Spring of 2017.

Traditional Medicine witnessed many improvements to rooms that our Traditional Healers utilize, including ventilation and location. A Request for Proposal for a program review of Traditional Medicine was issued, however due to lack of funding those proposals received back could not be acted upon.

A contract with Assured Care Consulting was entered into for the management of Tsiionkwanonhsote Adult Care Facility and Iakhihsohtha Lodge, providing Ministry-required Administrator and Director of Care Services positions.

Our Environmental Health Officer completed air quality inspections for the Akwesasne Mohawk Ambulance. Thankfully our budget allowed for the recommended improvements.

Challenges

Staffing Nurses, Emergency Medical Technicians, management and administrative positions continues to be an ongoing challenge, however we remain optimistic.

The annual Departmental budget was completed for the fiscal year. Funding continues to be a challenge, with an estimated \$2.5 million deficit. Programs were notified to amend their budgets accordingly to account for the deficit.

The Saint Regis Mohawk Tribe advised the Department of Health that it had secured outside services that were able to provide Advanced Life Support services. Dealing with the loss of this contract will undoubtedly be a challenge in upcoming budgeting sessions.

Dealing with the ever-changing face of prescription drug abuse in our community, including an increased need for detox and outpatient services, continues to be a challenge that the Department is dealing with.

Growth

Mohawk Language Program: One of the objectives within the Department of Health is the encouragement of employees to participate in the language program. Within the past year, the growth factor has grown to the point that an additional class was added to meet the needs. This program is ongoing.

Policy Development

At the Administrative level of the Department of Health, it was identified by Accreditation Canada that certain standards for improvement to our policies and procedures were to be adhered to. In doing so, deadlines for compliance were given to the Department. The expertise of a Special Projects Officer was enlisted to assist in compiling and completing the required policies and procedures to bring forward to Council for Mohawk Council Resolution.

Prescription Drug Strategy: Continuum of Care of a Suicide Prevention proposal was not approved, however there is opportunity within the next fiscal year to apply again. Two (2) community focus meetings were held during the month of March to provide updates on the organization's progress. Chiefs, Directors, Program Managers and staff, along with community members attended and updates were provided from each department represented. A large amount of information was distributed. Community members were given the opportunity to ask the programs about services questions and to gain feedback on areas for improvement.

Computer Technology: The Aboriginal Health Access Centers (AHAC) involvement with the Ministry in the electronic Medical Records transition has been 80% imple-



DEPARTMENT OF HEALTH

ADMINISTRATION

mented within our programs. Utilization has been ongoing with New Hardware (Mobile Tablets); training for all staff is ongoing. The Department is also ensuring that any problem areas are addressed in a timely fashion. Our reporting standards are improving as we have an Electronic Health Information System Support employee on site.

External Working Relationships: The Department of Health continues to explore service availability for community members. We have made contact with Montreal Jewish General, Royal Victoria, and the various services within the areas of Valleyfield and Huntington for Centre local de services communautaires (CLSC) services for Quebec Health Card holders.

We collaborate with other First Nations, at information sessions. The First Nations Organizations include Independent First Nations, Chiefs of Ontario, and the 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.

Internal Working Relationships: We meet monthly with Health Portfolio Chiefs, Health Board, and Program Managers, other Directors (department and Executive) for discussion and update progress of our initiatives. We worked with Council on major initiatives such as: Promote a Safer and Healthier Community, Prescription Drug Abuse, and Identify the resources that will enhance the ability of the programs to deliver adequate support services.

The Department of Health has been collaborating with numerous agencies and with the Department of Technical Services on Facilities Management and Capital Improvements to Kanonhkwashteri:io, Tsiionkwanonhsote, and Iakhihsohtha.

Accreditation Review 2015-2016

The start of the fiscal year had been concentrated on addressing shortfalls which are mainly within the area of Falls Prevention, Preventive Maintenance of medical equipment, Risk / Quality Improvement and Patient Safety. The Evidence submission table will be submitted to Accreditation Canada in September, 2016.

Accreditation standards for services and programs have been distributed to program managers as a start of the review process for the upcoming fiscal year.

- Ambulance
- Community Health and Wellness
- Home Care
- Tsiionkwanonhsote Long Term Care
- Iakhihsohtha Residential Homes for Seniors



Director of Health April White and Wholistic Health and Wellness Program Manager Lesley Bero.

- Mental Health
- Child Welfare Services
- Governance
- Leadership
- Infection Control
- Medication Management
- Primary Care



DEPARTMENT OF HEALTH

AKWESASNE NON-INSURED HEALTH BENEFITS

Program Goals & Objectives

To fulfill administrative requirements and comply with policies and procedures;
To provide a safe & healthy environment adhering to quality, risk management, and accreditation & ethical standards, promote team work and respect in the workplace; and
To provide the community with services that reflect honesty, dignity, respect and confidentiality.

Service Accomplishments

Note: For a more detailed listing of benefits, access the Health Canada Website at: www.healthcanada.gc.ca/nihb-publications, or via the MCA website, Akwasasne.ca.

Dental:

Dental Benefits Funding:
\$4,575,404.00
Total claims to date: 48874
Dental Exceptions approved: 531
Denials: 364
Appeals: 29 Approved: 21

*Estimates only: Fiscal year has not been closed to date.

Medical Co-Payments:

Co-Payment Funding: FY 15/16
\$335,402.00
Total number of claims to date: 6864
Claims submitted to Quebec for reimbursement: 653 Vouchers
Denials: 23
Appeals: 5 Approved: 3

*Estimates only: Fiscal year has not been closed to date.

Medical Supplies and Equipment:

MS&E Benefits Funding FY 15/16 \$302,596.00
Total number of claims to date: 2528
MS& E Exceptions Approved: 621
Denials: 35
Appeals: 9 Approved: 9

*Estimates only: Fiscal year has not been closed to date

Medical Transportation:

Medical Transport Funding: FY 15/16
\$459,106.00
Akwasasne Mohawk Ambulance Runs: 507
Other Ambulance Runs: 140
Handicap Accessible Van: 1053

Private Vehicle Runs:

2207

Medical Transport Applications Approved: 77
Incomplete: 6
Appeals: 0 Approved: 0

*Estimates only: Fiscal year has not been closed to date.

Pharmacy:

Drug Benefits Funding FY 15/16
\$2,910,862.00
Total number of benefit items: 102497
Drug Exceptions Approved: 1102
Denials: 2242
Appeals: 98 Approved: 91

*Estimates only: Fiscal year has not been closed to date

Vision:

Vision Funding FY 15/16 \$522,093.00
Total number of claims to date: 3799
Vision Prior Approvals: 3990
Vision Exceptions: 63
Denials: 69
Appeals: 1 Approved: 1

*Estimates only: Fiscal year has not been closed to date.

Challenges

- Parents are required to register their newborn children with Mohawk Council of Akwesasne Membership (OVS). 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.
- Out of Country travel insurance needs to be purchased for all members traveling outside of Canada for leisure or business, costs associated are not being covered by Health Cards.
- Dental Cases due to the severity of decay in young children has been increasing, these cases require the child to have surgery done in the Operating Room to do fillings, on full mouths.
- The Quebec Health Card reimbursement program continues to change its rules on accepting the billing from our office.
- Montréal-area hospitals are refusing service (nephrology) to Akwasasne residents as they say we are not in their "catchment area".
- Hospice is not covered for community members who have Quebec Health cards, however, OHIP does provide full coverage for this service.
- Quebec Health Card holders are not able to access



DEPARTMENT OF HEALTH

AKWESASNE NON-INSURED HEALTH BENEFITS

special funding eg: “Candleholders or Leucon” which are a program’s to assist families in need for terminal illness or for dental procedures for children who are born with medical conditions such as cleft lip palate.

- Medical Supply & Equipment cost are still a factor as we cannot access Assisted Devices Program (ADP) in Quebec for alternative coverage, and therefore we pay for 100% of cost.
- We are experiencing an increased volume of Nephrology patients, creating more demand for private drivers to transport clients to dialysis.
- Van modifications to accommodate wheelchair accessibility results in increased labour costs.
- Program Achievements:
- GPS Systems have been installed in all our vehicles to ensure compliance (speeding, gas mileage, and maintenance) as well as giving us the capability to know where our vehicles are at all times.
- The Program Manager and Supervisor of ANIHB participate on the Drug Strategy Team, Case Management and the Interdepartmental and Leadership meetings.
- ANIHB continues to enforce the omission of Oxycontin from the Drug Formulary for Akwesasne; however, we are collaborating with Wholistic Health and Wellness along with Change Healthcare in Cornwall to develop a strategy to address the drug abuse problem.
- Formulary changes are updated periodically by the Program Manager/Supervisor in order to keep up-to-date on major changes.
- Supervisor updates to the database, which include any changes such as births, new registrations, deaths, divorces and name changes are submitted to us by OVS. There were 428 changes to the database this fiscal year.
- The Program Manager and Supervisor of the ANIHB program participate with the Accreditation for Leadership and Partnership Team as well as the Information Management Team as a requirement of the Canadian Council of Health Services Accreditation (CCHSA).
- The ANIHB Benefit Analysts have processed 6897 prior approvals.
- The ANIHB program has received Incoming 11855 / Outgoing 16809 for a total of 28664 phone calls for this year.



Akwesasne Mohawk Ambulance Program Manager Darryl Diabo, Non-Insured Health Benefits Program Manager Melanie Gibson and NIHB employee Eileen Rourke.



DEPARTMENT OF HEALTH

AKWESASNE MOHAWK AMBULANCE

Vision Statement

"Akwasasne Mohawk Ambulance vision is to provide high quality, professional advanced level emergency service to all of Akwasasronon and traveling public, respectful of culture, tradition and uniqueness of individual."

Staff

The Akwasasne Mohawk Ambulance (AMA) Program consists of eight (8) full time staff, four (4) Casual Emergency Medical Technicians (EMT) and one (1) Administrative Assistant. Three (3) employees are certified as Critical Care Technicians, and one (1) has reached Paramedic Status.

Training is an ongoing process to maintain and advance current knowledge and skills. Training is offered through the New York State Department of Health, Mountain Lakes Emergency Medical Services, St. Lawrence County EMS, via Massena Rescue, St. Regis Mohawk Tribe, HAVFD, FEMA, CDC and Homeland Security on-line. During the month of December this year - Advanced EMT Training can be accessed through the Mountain Lakes EMS.

Service Accomplishments

The Akwasasne Mohawk Ambulance (AMA) provides 24/7 service to the community of Akwasasne.

For the 2015-2016 fiscal year there were a total of 1260 Calls/Runs; 732 for the Canadian portion, 474 for the New York State portion and 54 for the Akwasasne Mohawk Casino.

A Medical Director with professional qualification in New York State to oversee the AMA was identified. Located in Malone, his responsibilities are to oversee all AMA EMT and to provide quality assurance and insurance to the Program. He will also be supporting the AMA's requirement to become an Advanced Life Support (ALS) service. AMA will also continue to work to secure an Agreement with an outside entity for the billing of all U.S. invoices. AMA has also recently leased space from the Hogsburg-Akwasasne Volunteer Fire Department to provide an enhanced level of service to the community; also helping in our goal toward achieving ALS Certification.

Community Involvement

- Iron Workers Festival
- Head start Program Ambulance Tour
- SRMT – Job Fair
- SRMT – Health Fairs
- Akwasasne Freedom School Survival Race
- Akwasasne Job Fair



A new ambulance unit purchase was made possible by contributions from both MCA and the Saint Regis Mohawk Tribe.

Challenges

EMT Staff: AMA requires a total of 16 Advanced Care Providers at the Critical Care Level to provide Advanced Life Support (ALS) service to the community and to remain cost efficient. We continue to encourage community members to attend Basic Certification.

Dispatch: Ongoing Issues with dispatch regarding, triage for patients, training, tracking of vehicles or recording their outgoing transmission requires attention.

Ambulance Replacement: Ambulances are required to be replaced every four (4) years. The approximate cost of a new ambulance is \$150,000.

Canadian Border: There have been numerous complaints from staff, patients and family members regarding the delays/wait times at the Canadian border crossing; sometimes for up to 15 to 20 minutes for non-emergency transports.

Substation Tsi Snaihne District: With the Akwasasne Mohawk Ambulance EMT's transforming into a Paramedic or Advanced Life Support Provider there will be a need for a larger space to accommodate the transition.



DEPARTMENT OF HEALTH

HOME CARE AND HOME SUPPORT

Program Goals & Objectives

- To provide quality health care services to clients, while maintaining our language and practices.
- To enhance service delivery standards and maintain Accreditation.
- To support and encourage community members' ability to remain in their own home environment, ensuring health and safety.
- To maintain and build strong internal and external relationships.

- Light Housekeeping
- Local Transportation

Medical Social Worker:

Our Medical Social Worker provides assistance to clients in need of advocacy for financial, legal concerns, environmental and housing deficiencies, assistance with long-term care placement case conferencing and referrals.

Community Focus

The Home Care and Support Program is building and maintaining a strong and sustainable system of seamless community support services that meets the needs of Akwesasne. The Electronic Medical Record (EMR) is now being used by the Home Care Nursing team, facilitating equitable access to and navigation within the community health sector. This process helps with client transitions between health service providers within the Department of Health (DOH). Health care is ever-evolving at a fast pace, with an aim of putting clients at the center of proper care, at the right time, and in the right place. The Home Care and Support Program are serving increasing numbers of people and families in their homes, and providing increasingly more complex care over a longer period of times. The program is looking forward to a challenging new fiscal year and hope new ideas and possibly new programming will help with building a seamless stream across the health care teams.

Health Services contracted:

Physicians: 2
Nurse Practitioner
Physical Therapy Aide
Massage Therapy
Chiroprapist
Lab Work provided by Life Labs

Service Accomplishments

Nursing Care Services:

Our nursing team, all of whom are licensed in both Ontario and Quebec, strives to provide all aspects of nursing services to eligible clients and their families, all within their own homes. We provide discharge planning for all eligible clients who are released from hospital, and provide physician-directed medical referrals for wound management, cancer care, infection control and in-home palliative care services.

Nursing Statistics:

Personal Support Worker (PSW) Services:

Our PSW's provide in-home care to eligible clients in all three (3) districts. Services include:

- Personal Care
- Meal Preparation
- Respite

Home Maintenance Services:

Ensuring client's homes are free from hazards is of prime concern to our Home Maintenance Services. We complete home assessments and provide referrals to appropriate agencies should a safety concern be evident. We also provide minor home maintenance services, delivery and installation of equipment to homes, grass cutting, and snow removal to those who qualify for dialysis services.

Challenges

To sustain program funding for day-to-day operations now and into the future. Work continues to change from a "set" to "block" funding. This will help weaker areas where spending continues to be greater.

Vacant nursing and PSW positions cause laps in service time and are also an added stress on those who try very hard to fulfill our mandate to the community.

Massage therapy services are offered but clients must come to the Ontario portion of the territory to receive the service. Specialty foot care is also offered but clients must go to Cornwall for these services. Occupational therapy is currently only being offered to clients who hold valid OHIP cards. Finding licensed Quebec professionals that will offer services within the Quebec portion of Akwesasne remains a challenge.

Engaging families to take part in their family members' wellness is a challenge. We continue to strongly encourage families to participate in decision making and goal setting for their loved ones and elders, and to remain an integral part of the overall health care team.



DEPARTMENT OF HEALTH

COMMUNITY HEALTH

Vision Statement

“ Our vision is to create healthier generations.”

The Community Health Program aims to honor our community’s culture and traditions; to empower families; to reach their full potential through innovative health care practices.

Communicable Disease Control and Management and Environmental Health

To reduce the incidence, spread and human health effects of communicable diseases, and infections as well as to improve health through prevention and promotion activities, Community Health offers: an immunization program, STI testing, disease surveillance, pandemic planning, contact tracing, presentations, health fairs, social marketing, education and resources, infection control measures, outbreak management at our long-term care facilities, and outbreak management at out three schools and daycares. Services are provided by our Community Health Nurses (CHN) and Environmental Health Officer (EHO).

We provide advice, guidance, recommendations and public education of health and safety within the Community and

Community Organizations. These services include: housing assessments, beach water sampling, septic assessments, well water sampling, food safety training, disease surveillance, private and public building assessments, surveillance of viruses and pestilence, Lyme disease prevention and education, public health training and education. Services are provided by the EHO, CHNs and Community Health Representatives (CHR).

Program Highlights

Over 1,300 home visits were conducted by our EHO and CHR for well water testing, home assessments, and inspections. We witnessed a 50% increase in HIV testing. Our new Point of Care (POC) testing is fast, easy and is done using a small blood sample from the fingertip.

Our team was able to effectively manage a Salmonella outbreak. We worked with community members and other programs to provide outbreak management that was comprehensive and thorough.



DEPARTMENT OF HEALTH

IAKHIHSOHTHA

Vision Statement

“Contributing to improving the quality of life of adults, elders and families by delivering services to sustain their health, social, cultural and life enrichment needs. We deliver services in a warm and caring, fun and safe, home-like environment. We are committed to working cooperatively and professionally to fulfill the diverse needs of our Mohawk people, our Partners and regulatory bodies.”

Collaborative Partnerships: Medical Arts Pharmacy, Home Care/Support, Wholistic Health and Wellness (WHW), Dental, Optometry, ANIHB, ARJO, Vital Aire, MCA Justice Department, SRMT Office of Aging, Family & Community Support, Native North American Travelling College and the Akwesasne Freedom School.

Service Accomplishments

Nursing & Residential Care Services

Iakhihsohtla Lodge provides 24 hour nursing, medical, nutritional, housekeeping, laundry, restorative care and social & leisure activities in a secure environment for adults and elders. The Lodge has 20 long-term care spaces and eight (8) short stay (respite care) spaces. One (1) double room is reserved for exclusive use of palliative care families. Short stay respite 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 clients in-house
23 Long-Term Care and seven (7) Respite Care (short-term)
One (1) Palliative Care client
Total residential Days of Care: 7,208 days

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 events. Services support elders, adults and families living at home through provincial funding from the Community Support Services initiative.

Activity Day Services are coordinated by the Activity Supervisor and offer organized recreational activities, meals, and education and/or assessment sessions.

Participation Statistics:

Event Days: 241 events

Face-to-Face Attendance: 2873 elders, 3458 adults and 870 youth

Transportation: 282 clients were transported to events.

Congregate Dining

Congregate Dining Services are coordinated by the Activity Supervisor and Food Services Supervisor, bringing together residents, visitors and volunteers for breakfast, lunch or supper

meals for special family events. Box Lunch Bingo is a monthly event in which we provide a full course luncheon with themed décor, local entertainment and games.

Participation Statistics:

263 elder visitors, 366 adult visitors, 114 youth visitors

MOW Service Statistics:

234 MOW clients; delivered 28,165 meals

Total Meal Service Statistics:

Total individual meals prepared 57,599

Community Focus

Cultural Project: The Linking Generation's Project wasn't funded through the NCBF fund this year; so the visiting students came once a week (versus. two (2) times a week under the NCBF fund). This project remains a highly anticipated event for both residents and students. The Native North American Travelling College also visited for several socials.

Partnerships: We continue our partnerships with the Saint Regis Mohawk Tribe's (SRMT) Family & Community Support and SRMT's Office for the Aging, the Akwesasne Mohawk Singers, the Methodist, Catholic and Assembly of God churches. New partnerships include; the Native North American Traveling College, the Akwesasne Freedom School, and the Akwesasne Mohawk Board of Education (AMBE); with whom we partnered to hire several students for the summer.

Fundraising: There were two (2) fundraising events this year: a cash giveaway raffle called "Iakhihsohtla Christmas Cash Giveaway" and Trivia Night fundraiser along with the 4th Annual Akwesasne Mohawk Police Law Enforcement Hockey Tournament.

Community Entertainment: Our Home hosted a number of visitors including local law enforcement Christmas Carolers, the Akwesasne Mohawk Choir, Drew Crew Cloggers, as well as many local musicians. We hosted a Volunteer Appreciation Day, which was open to the community, to thank and recruit volunteers. The Opening Ceremony for the Akwesasne Winter Carnival was once again held at Iakhihsohtla ending with a chili and biscuit making contest. Our Thursday evening community bingo remains a popular event in which community members are encouraged to come and socialize with our residents. For this event we send our new handicapped-accessible bus to pick up bingo players in Hogansburg and Kana:takon. We continue to celebrate resident birthdays at our monthly birthday luncheons; we have two "Box Lunch Bingo" events for guests from SRMT Office for the Aging & Tsiionkwanonhsote:

Challenges

Community Involvement – It is a challenge to get new involvement from families, community members and other



DEPARTMENT OF HEALTH

Iakhihsohtha



Akwesasne leadership was invited to attend a breakfast hosted by Iakhihsohtha in celebration of their 25th Anniversary.

volunteers to assist our residents and with fundraising. We encourage everyone who is interested in volunteering to contact us.

Aging Infrastructure – Our Home was built in 1990. We continue to deal with mechanical and electrical system issues, as well as roofing, sewage and other maintenance concerns. The Lodge recently acquired a new handicapped vehicle which requires a garage in which to store it.

Financial Challenges – Our Home continues to have difficulties maintaining solvency due to minimal funding increases and the obligation to comply with Ministry of Health Long-Term Care (MOHLTC) regulations.

Kitchen Expansion – \$360,000 is required to fund our kitchen expansion project. An initial response from the MOHLTC indicated a partial amount of that funding. Over the past year, the MOW program was exclusively delivered by Iakhihsohtha Lodge staff.

Régie de l'assurance maladie du Québec (RAMQ) – Rules for RAMQ applications change with each client that applies

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.

Bad Debt -

Current Year \$41,770

Prior Year \$82,199

Grand Total of \$123,969 which represents an overall increase of 16% from the previous year.



DEPARTMENT OF HEALTH

TSIIONKWANONHSO:TE

Mission Statement:

“Contributing to improving the quality of life of adults, elders and families by delivering programs and services to sustain their health, social, cultural and life enrichment needs.”

“We deliver in a warm and caring, fun and safe, home-like environment.”

“We are committed to working cooperatively and professionally to fulfill the diverse needs of our Mohawk people, our Partners and regulatory bodies.”

Collaborative Partnerships are with Home Care/Support, Iakhihsotha Lodge, WHW, Dental, Optometry, ANIHB, ARJO, Vital Aire, MCA Justice Department, SRMT Office of Aging, CCAC, Tri-county Mental Health Services, Ministry of Health and Long Term Care, CIHI, EOHU, Arvan, Cornwall Medical Pharmacy.

Service Accomplishments

Nursing & Residential Care Services

Tsiionkwanonhso:te provides 24 hour nursing, medical, nutritional, housekeeping, laundry, restorative care and social & leisure activities in a secure environment for adults and elders. The Home has 50 long-term care beds and must maintain full capacity to be compliant with regulations. One (1) double room is reserved for exclusive use by residents and their families requiring palliative care support.

Residential care service statistics: 47 residents.

Total residential Days of Care: 8,807 days from January 1, 2016 – June 30, 2016.

We presently have 24 Native and 23 Non-Native Residents.

All Long Term Care Homes in Ontario are governed by Long Term Care Homes Act, 2007. It is designed to ensure that residents receive safe, consistent, high-quality, resident-centered care. The goal is to ensure that residents feel at home, are treated with respect, and have the sports and services they need for health and well-being. Tsiionkwanonhso:te has policies and manuals regarding resident care, infection control, restorative care, fire safety, occupational health and safety, quality assurance, dietary, environmental and the recreation and leisure program.

Music

Music is an important activity program at Tsiionkwanonhso:te for sensory stimulation, especially for lower functioning individuals and makes an important contribution to ones' care plan.

Update on Christie's Music and Memory program: With the donation of iPods from Christie's family July 2015, the job of collecting CDs and loading the mp3 files into a computer began. We continue to urge students and other volunteers to get involved in this time consuming task. To date, a total of 500+ CDs have been downloaded onto a laptop, over 250 volunteer

hours spent on the task, and \$200 spent on monthly internet fees and iTunes.

Recreation & Leisure Services

The Ministry of Health Long-Term Care Act, (MOHLTC), Section 1, under Recreational and Social Activities states: Every licensee of a long-term care home shall ensure there is an organized program of recreational and social activities to meet the interests of its residents. Without restricting the generality of subsection (1), the program shall include services for residents with cognitive impairments, and residents who are unable to leave their rooms.

Changes to the activity programs occur and are largely based upon initial interviews of new residents via an assessment tool which helps to identify individual interests and abilities. Activities occur on a regularly scheduled basis, both day and evening (including weekends) with a focus on meeting the cognitive, religious, social, physical and emotional needs of our residents.

There were a total number of 140 DIFFERENT activities planned, scheduled and offered throughout the year.

For the year, a total of 813 different activities ranging in length from 20 to 45 minutes were implemented including:

Physical activities – 265

Intellectual activities – 311

Emotional activities – 87

Social activities - 199

Religious activities - 28

Attendance is taken at every activity. Each individual is assessed and scored. These scores are used to assess any changes in the Resident's participation levels and are shared with family members at care conferences. Residents participation is scored at 1=spectator; 2=some participation; 3=full participation.

Total Participants for the year - 41,208;

Average Per Month – 3419.

Community Focus

Cultural Project: Lacrosse game for Elders (Akwesasne Family Wellness program); NNATC (social dance) (interview Elders).

Partnerships: We developed new partnerships with Akwesasne Coalition/Akwesasne Family Wellness program, SRMT Family & Community Support, SRMT office for Aging and the Akwesasne Mohawk Singers, Akwesasne Police Services; Akwesasne Board of Education (AMS); Native North American Travelling College (singers/dancers); Iohahi:io (student placement).



DEPARTMENT OF HEALTH

TSIIONKWANONHSO:TE

Challenges

- Respiratory & Enteric Outbreaks
- Hiring qualified staff to meet MOHLTC Regulations
- Resident Care – medical care needed is specialized (Dementia, Addictions, Emotional) and inexperienced staff is ill-equipped to handle their needs
- Para-Bus: maintenance and repairs costs for wheelchair lift
- Equipment: aging and outdated. Use of electronic devices WiFi would ease the burden of collecting and storing activity supplies.
- Financial Challenges – Complying with MOHLTC regulations and rising operating costs with minimal increases in funding, our home continues to be challenged to maintain current operations.
- Aging Infrastructure – Our Home was built in 1994 and the Ministry has cited various maintenance issues during their annual Resident Quality Inspections which increases the debt situation. Capital Reserves have been depleted.
- Bad Debt - Past and Current Years total - \$127,091.74 frequently the bad debts relate to issues involving the Power of Attorney authorization.
- HR Issues - Our Home was in labor negotiations with OPSEU. Recruitment of registered staff continues to be a major challenge.
- 24-hour policy needs to be revised. Resident care depends on consistent coverage of all staff.



Tsiionkwanonhso:te Residents enjoying their leisure time.

Community Involvement

We continue to actively encourage community and family involvement, along with volunteers of all ages to come spend time with our residents and to assist with fundraising efforts.



DEPARTMENT OF HEALTH

WHOLISTIC HEALTH AND WELLNESS

Vision Statement:

“To connect people to resources and support individuals in their desire for attaining wellness and maintaining a balanced life.”

“To inspire, empower, educate and facilitate individuals to achieve harmony in Mind, Body and Spirit.”

Health Services Consultants/Contractors:

Medical Doctor: Dr. O. Horn, MD
Medical Doctor: Dr. T. Forson, MD
Medical Doctor: Dr. B. Young MD
Medical Doctor: Dr. K. Saylor MD
Medical Doctor: Dr. MF Levac MD
Physiotherapy: Patrick Labrooy, Suresh Radhakrishnan

Service Accomplishments

Akwesasne and Kawehnoke Medical Clinics

The Wholistic Health and Wellness Program-Clinics are comprised of a team of five (5) physicians, one (1) Nurse Practitioner, three (3) Registered Practical Nurses (RPN), one (1) Clinic Coordinator and three (3) Clinic Receptionists.

Physicians hold regular clinics from four (4) sites within the community. The clinics are now held in all three (3) districts of Akwesasne; both walk-in or by appointment, with hours extending into the evening to increase accessibility. The Kawehnoke Medical Clinic is open six (6) days per week, with evening hours each Wednesday from 5pm-8pm.

The Akwesasne Medical Clinic at the Kanonhkwa'tsheri:io Health Facility is open five (5) days per week. Scheduled monthly are Men's Clinics, Skin Assessments, Cancer Screenings, Well Child, Diabetes, Endocrinology and Women's Clinics.

Dr. Saylor specializes in Pediatrics and works primarily in the Akwesasne Medical Clinic in Kanonhkwa'tsheri:io Health Facility.

Dr. Horn specializes in Family Medicine. She provides her services at Kanonhkwa'tsheri:io and the Iakhihsohta Home for the Elderly.

Dr. Forson is a Family Doctor located at the Akwesasne Medical Clinic at the Kanonhkwa'tsheri:io Health Facility. Dr. Forson also provides care for our elderly at both Tsiionkwanonhso:te and Iakhisohta Home for the Elderly.

Dr. Young specializes in Emergency Medicine MCFP (EM). He is located at the Kawehno:ke Medical Clinic on Kawehno:ke (Cornwall Island).

Dr. Levac specializes in Endocrinology and Metabolism as well as General Internal Medicine. She is available by appointment

at Tsiionkwanonhso:te, the Akwesasne Medical Clinic at the Kanonhkwa'tsheri:io Health Facility, the Kawehno:ke Medical Clinic, and at the Diabetes Center Office.

Janet Brant, NP is a Primary Health Care Nurse Practitioner. She is located at the Kawehno:ke Medical Clinic on Kawehno:ke (Cornwall Island).

Specialty Clinics include; Diabetes Clinic (in collaboration with the Akwesasne Diabetes Program), Woman's Clinic, Men's Clinic, FASD Clinic (in collaboration with the Community Health Program).

The Medical Clinics have had 9787 primary health care visits consisting of both the Physician and the Nurse Practitioner client visits.

The Medical Clinics' 2260 referrals have been made to specialists as specific services or specialists are not available on-site. The Registered Practical Nurse and Physician have reviewed 6157 laboratory results that have been received and 4944 reports from the Cornwall Community Hospital (consisting of diagnostic testing, Emergency Room reports, etc.).

Ononhkwaon:we - Traditional Medicines Program

The Traditional Medicines Program provides our community with traditional healing services, access to healers and seers, cultural counseling, medicines and ceremonial teachings.

Emotional, physical, mental & spiritual well-being are assessed and once completed, an individualized treatment plan is developed. This plan may include such services as individual healing sessions, medicine walks, sweat lodges, cultural counseling and medicines. All services are confidential and do not require any previous experience or knowledge of traditional practices to participate. 1479 community members have accessed the Traditional Medicines Program during 2015-2016.

Community-based activities and teaching sessions including workshops have been offered throughout the year. These activities include:

- Staff attendance at the Great Law Recital on July 26th-29th, 2015.
- The Council of Elders Retreat, located at Thompson Island.
- Wampum Belt Presentations.
- Medicine Walks throughout the summer months.
- Plantain Salve Workshop at Kanonsesne.
- Medicine Wheel Presentation.
- New Year's Eve with Don Burnstick at the Snye Recreation Centre.
- Thanksgiving Address at the Nurse's Forum held at Nav Canada Centre in Cornwall.



DEPARTMENT OF HEALTH

WHOLISTIC HEALTH AND WELLNESS

- Monthly Tobacco Burnings at the Kanonhkwa'tsheri:io Health Facility.
- MidWinter Ceremony Education at the Iohahi:io Education & Training Centre.

Mental Health Program

The Wholistic Health and Wellness: Mental Health Program offers out-patient community mental health services.

As a community-based clinic, services are offered to a diverse age range of clients from pre-school to the elderly. Staff operate on a client-centered focus, and receive referrals from individuals themselves, family members, and external agencies.

The Wholistic Health and Wellness Mental Health component provides dynamic and fluid services to the community, accounting for over 850 client visits this fiscal year. The overall goal of the community mental health component is to continue to meet the clients mental health needs. This includes working cooperatively with addiction services, medical clinic, and traditional medicine to provide the best possible service.

Tekanikonrahwa:kon - Addictions Programs

The Wholistic Health & Wellness Addictions Program provides community-based out-patient addictions services. Addiction services are provided to ensure early identification of people who may be at risk for developing or already have a substance abuse problem. This is accomplished through the provision of screening, assessment and referral services for individuals who may be at an elevated risk for substance abuse, and may require addiction related service provision and family addiction education assistance. Screening and assessments are provided both on site and continue to be provided on Cornwall Island at our addictions office located there. Assessments are also provided on site at the Akwesasne Family Wellness program; an initiative begun in 2015 and continued into 2016.

An "Addictions Expo" was held in November 2015 with both program and community response. A series of addiction-related workshops and groups commenced in May 2016. Alcoholics Anonymous, Narcotics Anonymous, and Codependents Anonymous meetings remain viable options for community members to access, as well as circles and meetings held locally at the Sewakwaho site.

Many referrals are reflective of the duality of addiction and mental health. Our staff works closely with our mental health and traditional medicines teams when necessary to ensure that clients receive treatment for any concurrent disorders.

There were 444 total client visits for our Addictions Case Managers in 2015-2016. The Wholistic Health & Wellness Addictions Program maintains on-going contact with both

Onentokon and Partridge House treatment facilities. Clients also can access other services as necessary. We also maintain strong working relationships with both Addictions Services of Eastern Ontario and the Saint Regis Mohawk Tribe Drug and Alcohol program.

Preventions Program

The Prevention Program of the Wholistic Health and Wellness Program provides education and awareness to the community on substance abuse, addictions, and mental health issues. These services are provided to the community through various workshops, activities, community events and in-office. The Program also assists with linking families with other services provided both in the Wholistic Health Program and other programs of the Mohawk Council of Akwesasne.

The Prevention Program is very active in the Coalition for Community Empowerment, providing both human and financial resources. The Coalition is a joint venture of various organizations and programs that host youth activities focusing on child development, self-esteem, sexual health, and other issues facing our youth. These activities are year round with the Coalition meeting monthly for planning.

Community-based activities and teaching sessions, including workshops, have been offered throughout the year. These activities include:

Craft days; the Me and My Guy Dance; participation in the Akwesasne Clothing Drive; supporting missing and murdered indigenous women at the Walking with Our Sisters Installation on Kawehnoke; Kid's for Fishing; the Memorial Day Parade; Foster Care Day; All Night Graduation the Akwesasne Boy's and Girl's Club Carnival; a Fatherhood Event; a Family Beach Fun Day; Wellness Day; Ionkwariwakaion Youth Camp; the Community Health Nurses Beach Day; Tota Day at Headstart; a Pep Rally at Salmon River Central School; Disability Awareness Day; Red Ribbon Week' Minute to Win It; the Zombie Run; Trunk or Treat; the Neon Run; a Suicide Walk; the Casino Wellness Day; the Two Spirit Event; a Christmas Event; Women in Recovery; National Child Day; Skating with Santa; a Self-Care Workshop; Winter Carnival; a Newspaper Fashion Show; Movie Night; a Scavenger Hunt; the Diva Dinner & the Women's Expo.

National Aboriginal Youth Suicide Prevention Strategy has made it possible to provide a variety of youth empowerment workshops in collaboration with the Community Justice Program, and the Akwesasne Area Management Board. The youth camps, held on Thompson Island, focused on cultural teachings, and self-esteem building.



DEPARTMENT OF HEALTH

DIABETES SERVICES

Diabetes Prevention & Management

We provide health promotion, prevention and diabetes management services. Services include one-to-one counseling, group presentations, the get-fit program, diabetes boot camps, health promotion fairs, green food box, social marketing, resource development, healthy eating programs in schools and daycares, an employee gym subsidy program, cooking classes, gardening and canning workshops, health breaks, action breaks, smoking cessation campaigns, the little chefs program, heart health presentations, diabetes screening, as well as health promotion education and training. Our chronic disease prevention and treatment services are provided by CHNs, Diabetes Prevention Workers, Health Promoters, Registered Dietitians, and Contract Staff.

Program Highlights

We provided over 4,000 green food bags this year. Over 250 families benefited each month from this service.

We provided daily healthy snacks and food to children in the Ahkwesahsne Mohawk Board of Education schools. We also provided a little chefs program, as well as weekly physical fitness activities through latch key. Over 500 children received weekly snacks.

Over 600 clients were seen this year for diabetes management services. Clients also received foot care, and comprehensive case management which involved a Registered Nurse (RN), Registered Dietician, and Endocrinologist.



Diabetes Services staff Natalie Levac, RN; Angela Levac, RD; Tasha Thompson, RN; Stephanie Buckshot, Clerk; and Laura Murray, RN.



DEPARTMENT OF HEALTH

MINISTRY OF LONG TERM HEALTH CARE

Vision Statement

“Contributing to improving the quality of life of adults, elders and families by delivering services to sustain their health, social, cultural and life enrichment needs. We deliver services in a warm and caring, fun and safe, home-like environment. We are committed to working cooperatively and professionally to fulfill the diverse needs of our Mohawk people, our Partners and regulatory bodies.”

The Department of Health Administration came into a funding arrangement with the Ministry of Health Long Term Care (MOHLTC) Local Health Integrated Network (LHIN) in 2006. Our current goals are to focus more on prevention in heart disease and diabetes; develop family- based approaches; provide congregate dining to the families both at Iakhihsohtha and Tsiionkwanonhso:te; to reduce the hazards that are in homes of the elderly by providing home maintenance service; to promote nutritional information and education on healthy eating and healthy lifestyles so our elders will be happy and healthy; to prevent premature and inappropriate institutionalization; to provide respite care; and to have the needs of those with physical disabilities met. The total funding for this arrangement was \$1,112,441.00 for the 2015/2016 fiscal year.

Service Highlights & Accomplishments

Congregate Dining Services are provided at Iakhihsohtha and are coordinated by the Activity Coordinator and Food Services Supervisor. Congregate meal service brings together residents, visitors and volunteers for 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, local entertainment and games. Participation Statistics: 108 Elders.

Meals on Wheels (MOW): The Food Service Supervisor coordinates meal preparation and delivery of meals while the Home Care/Home Support Program completes client assessments and applications for clients residing in Snye, Cornwall Island and St. Regis. Statistics: 97 MOW clients - 28165 meals delivered annually. Based on family assessments, forty percent of MOW clients also receive supper meals.

Home Maintenance: We provide a safe living environment for our chronic health clients. Our staff has excelled in meeting clients’ requests and work orders; in many cases that were emergencies. Total number of clients served was 125.

Foot Care: There has been a waiting list as there is limited access. Total number of clients served was 175.

Tri-District Elders: This program has been able to focus more on healthy lifestyle and healthy living through the assistance of Ministry funding. The Wellness Day held each month has been a great success. Total number of clients served was 25.

Independence Training: The Crisis Intervention Social Worker, through the Home Support Program, has taken on five (5) clients to better serve them. The service assists with daily living and the necessary skills required to increase personal independence through working with clients and family members. Total clients served was five (5).

Crisis Intervention: The Medical Social Worker provides assistance for our elders and families coming out of the hospital and back into their home. The total clientele was 120.

Aging at Home / Respite: A service provided by the Home Support Program. Total clients served was 26.

Security Checks: Conducted at the 20-unit Sweet Grass Manor, housing a total of 19 clients.

Goals

We continue to provide proper collection of data for required reporting to the Ministry.

We are working directly with our internal Comptroller, Assistant Comptroller and Financial Analyst to continue to learn new reporting requirements and meet the quarterly deadlines.

Challenges

Iakhihsohtha Kitchen Expansion: The expansion of community services, such as Meals on Wheels (MOW) and congregate dining has added to the urgent need for a kitchen expansion. The Department of Health has been in contact with the Ministry of Health and Long Term Care and has been approved for the design phase only. The design phase was contracted out during the 2015-2016 fiscal year.

Meals on Wheels (MOW): There currently is a need to replace delivery vehicles; however funding issues have prevented us from doing so during this past fiscal year.



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

ADMINISTRATION

Mission Statement:

Celebrating Life, Improving Families

Highlights/Accomplishments

For the Department of Community and Social Services (DCSS) and all five Programs, it was a very active and successful year in 2015 – 2016. In addition to the clients served, administration and the management team have been busy with training, developing new programming; addressing Provincial licensing requirements; and ensuring compliance to Provincial standards for the services provided. All DCSS Programs strive to improve on the delivery of services, programming offered and the skills of DCSS staff. So DCSS will continue to evaluate, survey, and gain feedback from clients and the community, as we move to address gaps in services or improve existing programming and services offered.

As a condition of funding and the requirements for the services provided, three programs are mandated to complete annual reviews and inspections. All reviews are conducted by the province of Ontario's Ministry of Children and Youth Services or the Ministry of Education. The following programs have successfully maintained their licenses and met provincial standards: Akwesasne Child Care program (ACCP), Akwesasne Child and Family Services – Foster Care (ACFS) and Ionkwanonhsasetsi Adolescent Treatment Center (IATC). To maintain provincial standards and compliance requires continued diligence in monitoring files, timelines and requirements by all staff. So, CONGRATULATIONS to all ACCP, ACFS and IATC staff for a job well done and thank you for your continued commitment to provide quality services to our Community. The Community Support Program also, underwent an Income Assistance Compliance Review which was conducted by Aboriginal Affairs of Northern Development Canada (AANDC) to determine level of compliance for the delivery of services. The review identified the Community Support Program to be in compliance with eligibility standards and benefit rates. The program was also identified as having effective practices in place and good working relationships with programs in neighboring jurisdictions. Congratulations and thank you to the CSP staff for a job well done and your support to the Community.

In December 2015, sixteen (16) Quebec Family Court Judges and Lawyers came to visit and tour the community of Akwesasne. This visit was coordinated by DCSS and Department of Justice as an initiative to increase the awareness of jurisdictional issues, border crossing matters and available programs and services here in Akwesasne. A tour of the following facilities was provided: Ionkwanonhsasetsi Adolescent Treatment Center, Mohawk Court office, Family Wellness Program, and the services within the Kanonhkwashterio building. A meeting with introductions to MCA Grand Chief and Council, MCA supervisors,

and management was held at the Snye Recreation center. An agreement to continue the discussion and further meetings was agreed upon, in an effort to increase awareness of services and supports both in Akwesasne and in Valleyfield. A future meeting in Valleyfield will be scheduled in the fall of 2016.

Both Akwesasne Child and Family Services and Ionkwanonhsasetsi Adolescent Treatment Center have renewed their Service Agreements and protocol with their partners. For Akwesasne Child and Family Services, the renewal of the Quebec Child Protection Agreement with Maryse Davreau, Director of Youth Protection was signed in September 2015. With the renewal of the Quebec Agreement, updates and improvements were addressed regarding support services, relationship and contact with the Quebec Liaison Worker. In addition, Ionkwanonhsasetsi Adolescent Treatment Center renewed and signed their service contract with the Cree Board of Health and Social Services of James Bay for the continuation of addiction services and acceptance of Cree Youth referred to IATC.

The DCSS team continues to recognize the strength of our staff and dedication to increase their skills to provide the best services to our community. In March 2016, the 2nd Annual DCSS Staff Wellness training was offered to all staff within the Department, as our commitment to our staff and the need to provide awareness and promote health, care and well-being. It is important that staff learn how to recognize stress and ways to maintain a positive work life balance. In addition to Wellness, the Department has coordinated the following trainings: Ethics and Professionalism; Quality Assurance; Excel- Basic, Intermediate, and Advanced training; and 'All the Things Data Can Do.'

The Family Wellness Program (FWP) has been identified by the federal governments, as a model shelter program and was selected to provide training to other First Nations. The Aboriginal Affairs of Northern Development Canada (AANDC) supported this initiative and provided funding to send FWP staff to other First Nations in Ontario to deliver training on their program, its structure and policies. As of March 2016, the Family Wellness Program has trained a total of eight (8) First Nations in Ontario and over 32 First Nation Shelter staff. The Akwesasne Child Care program has been also identified as a strong, and the Program Manager has been requested to sit on the Ontario Provincial Regional Network of First Nations Child Care programs to assist and mentor other First Nations. ACCP is also involved in establishing a "communities of practice", which is basically sharing resources and networking within the area, region and province.

As we move forward, DCSS will continue their work to provide opportunities, training and programs that help children, youth and families to grow, develop, and heal. Over the years, DCSS have fostered various partnerships to help service families and



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

ADMINISTRATION

children in a more organized way, and we will continue to work with our partners for the betterment of our families and youth. Our goal is to strengthen our partnerships, thereby strengthening our families and community through consistency, communication and awareness.

Statistical Information

Total Clients Served By DCSS Services	1104
Total Crisis Calls	221
Total # of Cultural Activities	142
Total # of Participants	2,681
Total # of Prevention Activities	234
Total # of Prevention Participants	11,595
Other Media Prevention: 2 video's	More than 30,000 views
Total NCBR Projects	11
Total NCBR Clients	2104
Total NCBR Families	1651



Community Support Program employees Daniel Bruyere and Corrinne Johnson.



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

IETHINISTENHA

Mission Statement

The mission of Iethinisten:ha is to provide emergency and long term safe housing for victims of domestic violence, abusive situations, self- abuse (drug and alcohol abuse, self- harm and high risk behaviors), through offering a culturally specific therapeutic educational healing program.

The mandate of the program is to provide educational healing services to women, men and children. There is a separate residential unit for males who are victims of domestic violence or self- abuse. The 24 hour information and support line is operational 365 days a year. Violence is a learned behavior and the program is committed to the unlearning process.

Highlights and Accomplishments

The cultural therapeutic educational program is six (6) weeks in duration and can be attended either residentially or non-residentially and is available to those who meet the eligibility requirements. The program has four (4) family units and one (1) accessible unit on the main floor for those who may have mobility issues. The program has eighteen (18) beds in the main building.

The Outreach Program provides long term safe housing, up to six months for women, men and children who have completed the 6 week program. The Outreach educational program is ten (10) weeks in duration and can be attended on a residential or non- residential basis, for those that may already have safe housing. The long term housing option offered through the Outreach Program and consists of 4 fully furnished 3 bedroom town house style independent units. The Outreach program has thirty-two beds, including six (6) that are specific to the men's unit. The Outreach Program can offer one on one domestic violence education and counseling to those who are not able or do not wish to become a resident of the in-house program. The program offers a lot of flexibility to meet the individual needs of the clients they serve.

The program received a \$160,000 grant from Indigenous Northern Affairs Canada (INAC) to implement domestic violence prevention programming within the community. With this grant, the program was able to host a number of events throughout the year that were well attended. The program sponsored "Walking with our Sisters" exhibit, which was a traveling exhibit of moccasin vamps to honor and raise awareness of all the missing and murdered Indigenous women and children. The Minister of INAC attended this event as well as other dignitaries from Parliament.

The program received a grant of \$90,000 to train eight (8) shelters within Ontario. INAC has reviewed the program and has deemed the program to be a "model" for other shelters to learn from. Thirty two (32) staff from shelters across Ontario

attended training that the program held. The training was on how to implement a six week therapeutic educational program within the INAC funded shelters. The Family Wellness Program shelter created the six week educational model that was implemented in all the INAC sponsored Ontario shelters. INAC will be looking to grant additional dollars (\$80,000) to the program every year for the next three years, so the program can continue to train shelter staff in Ontario, so they can provide the same caliber of programming that the Akwesasne program delivers.

The program was able to host 26 workshops within the community with 1795 people who attended. There were 17 Cultural activities with 822 people in attendance. Some cultural events that were held:

- Lacrosse Festival with 50 people attending;
- Healing Plants with 20 people attending;
- Drum Making with 18 people in attendance;
- Youth Cultural Camp with 27 youth in attendance;
- Cultural Cooking Class with 20 people attending;
- Cultural Medicines with 14 people attending;
- Round Dance with 70 people attending;
- Traditional Cooking with 15 people attending;
- Children's Pow Wow with more than 500 attending.

The program created a video at the event called "One Billion Rising" which is an anti-violence movement that is being done all over the world. The video is on the One Billion Rising website and has been viewed more than 30,000 times from people all around the world. You can see the video on the Akwesasne Family Wellness Program Facebook page.

The program was able to sponsor the Akwesasne Cultural Restoration Program, which held more than 30 various cultural teaching activities within the community.

The program was able to sponsor a bus to take people to the Lesbian, Gay, Bi-sexual, Transgender, Questioning (LGBTQ) "Gay Pride Parade" in Montreal, with 33 people attending from the community.

There was a LGBTQ conference held and Katie Rain Hill (Transgender author and national well known speaker) was the key note speaker, with 75 people attending.

The program held its 18th annual Celebration of Life conference and 90 people attended.

The program held an anti-bullying "Pink Shirt" awareness day and 640 people participated by wearing the shirts that the program provided.

The program held an "Orange Confidence Chain event with 250 children participating, to raise awareness of the importance



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

IETHINISTENHA

of healthy positive self-esteem.

The program served 23 women, 14 men and 20 children from April 1, 2015 to March 31, 2016.

The program received 203 crisis calls from April 1, 2015 to March 31, 2016.

The program is in the process of obtaining a large grant from

Canada Mortgage and Housing Canada, (CMHC) to build a newer more modern facility within the next two years. The program hopes to create new positions within this new facility to accommodate additional services to the community. The program received a \$10,000 grant from CMHC to do a business plan and create drawings of the proposed new facility. The program raised \$9,220 by selling raffle tickets to go towards the new facility.



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

COMMUNITY SUPPORT PROGRAM

Programs Vision, Mission & Values:

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.

Overview

Economic Hardship Fund, National Child Benefit Reinvestment Program

NCBR Economic Hardship Funds under the Department of Community and Social Services.

Economic Hardship Fund served:

16 Families 31 Children in total.

Akwesasne Heating Assistance Program (AHAP)

Elder Heating Assistance Program (EHAP)

Total Approved Applicants	662 approved applicants
Total Approved Elders	337 Elders
Total Amount Distributed	\$467,000.00

Highlights and Successes

In February 2015 INAC (Indigenous and Northern Affairs Canada, Ontario and Quebec) did a program review of the CSP-DCSS which in their preliminary reporting indicated the CSP-DCSS program was doing very well in its case management system and overall operation and service delivery.

For the 2015/16 annual report as a follow up, the CSP continues to successfully implement a specialization "Case Management" worker activity started in 2013/2014 whereby each Case Manager was assigned a specific task under, education and employment, single parents, temporary care of children, intake and disability. These assigned tasks are in compliance with the existing Case Management job description and this new change is proving to be beneficial for the clients and program operational needs. Each Case Manager has brought specific skills and knowledge to their assigned tasks, which has proven to provide better service delivery and efficiency for our program.

Our new Guiding Principles "Client Handbook" is given to each client at intake and during renewals. This hand book assists them with keeping a journal, recording appointments and tasks, locating programs and services, keeping self-progress reports, documenting action plans, knowing their rights and responsibilities, how to appeal, what assistance and benefits they are entitled to. In acknowledging the resourcefulness of the book and its benefit to social assistance clients, the CSP did a best practices workshop at the spring Ontario Native

Welfare Administrators Association Conference in May 2016 on the client handbook. This workshop was an overwhelming success and many First Nations are planning to adopt this client handbook and its concepts in their own communities.

The CSP has begun the process of expanding and improving client support activities for social assistance clients 18 to 30 years old. The CSP has done so by creating a partnership with the AAMB to begin requiring those in this age category who apply for social assistance, to apply at the Akwesasne Area Management Board for an initial intake assessment appointment. This will improve access and opportunities for 18 to 30 year olds who will require employment and educational support activity. This will also expand service delivery to individuals facing alcohol and addiction issues by appropriately directing individuals who request support to appropriate agencies and programs. This initiative will become a standard best practice between the two programs in enhancing and meeting the needs of the clients served.

The Community Support Program-DCSS continues to contract with the Akwesasne Mohawk Board of Education to provide bus transportation from Kawehno:ke and Kana:takon to the Iohahi:io Adult Education Center in Tsi Snaihne. The bus travels from each district in the morning and returns in the afternoon at the end of the day to ensure adult learners without transportation are able to attend classes each day. Because of the success of this transportation initiative, it will continue into the 2016/2017 school year, and hopefully beyond.

The Community Support Program-DCSS is providing funding to Iohahi:io Adult Education for adult learners for a hot-lunch program called "Lunch for Learners." As a result, students are assured a good hot meal if they otherwise are unable to afford a lunch during their studies. This partnership is a success, as students who previously had to leave the school for lunch, often didn't return in the afternoon. They are now able to remain and complete their classes and studies in the afternoon each day, resulting in increased attendance and completion of assignments.

Problem Areas

With so many increasing successes to enhancing programming activity and creating changes to the MCA Community Support Program, it is difficult to focus on problem areas. Funding to the social assistance program continues to be a problem area however. Most importantly nonetheless, the existing staffing compliment continues to take on additional roles and responsibilities in creating enhanced programs and service delivery, while client numbers and activities increase.

As an identified problem area, the Community Support Program would need an additional Eligibility Review Officer (ERO)-Case Management position to support investigations of fraud. The new ERO position could support other staff



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

COMMUNITY SUPPORT PROGRAM

with client issues when investigations become complex, overwhelming and difficult due to lack of time and resources.

Goals:

Other activities as listed below have been on-going throughout the last fiscal year, and will continue into the new fiscal year 2016/2017. This is an exciting time for the CSP as a program that continues to develop increasing service delivery capacities to meet the needs of its client base.

A First Nation's Job Fund (FNJF) under the local Akwesasne Area Management Board's Aboriginal Skills Employment Training Strategy (ASETS) has submitted a proposal identifying the AAMB having an employment strategy relationship with its MCA Community Support social assistance program. The two programs have already started this previous partnership between the MCA-CSP and the AAMB who have set in place a partnership to work with our youth and young adults, specifically the age group of 18 to 30 year olds, many of whom are on social assistance. The MCA Community Support Program and the Akwesasne Area Management Board have already incorporated a partnership, and have already created a "Client Referral Strategy" both INAC and Services Canada (ASETS) is asking for.

"Employment Experience," formally the SATF (Social Assistance Transfer Fund) can be delivered by CSP-MCA without having to maintain a comprehensive reporting mechanism with INAC as we have this identified in the MCA Core operating budget already. Other First Nations under the 1965 Welfare Agreement, and who are under the Ontario Works social assistance regulations, will have to continue to report to INAC on their respective Employment Experience program delivery activity.

More information is coming in the fall of 2016 where the Ontario provincial government will announce the anticipated "Basic Income Pilot Experience" which may impact social assistance payment disbursements. They are still working on the details of this program before formally announcing what the delivery model will entail.

For the 2015-2016 fiscal year, the CSP-DCSS was able to stay within its "Basic Needs" budget spending limit at the final closeout year end.

The Akwesasne Workshop Committee partnership continues its successful partnership with education and employment programs and services in Akwesasne. The CSP-DCSS has created a partnership with the AAMB, AMBE, Iohahi:io, Akwesasne Employment Resource Center and Economic Development to support individuals seeking education and employment and training opportunities while on social

assistance. We partnered with programs and services in Akwesasne to enhance better career counseling and workshop activity for adult learners. This partnership addresses increased counseling and training activity to ensure client success while eliminating the duplication of services, and in creating better opportunities for social assistance clients and community members accessing employment and education services.

Statistical Information:

Monthly Averages:

A fiscal four (4) year projection from 2012/2013 to present is provided for this annual report to demonstrate an increase in client activity due to impacts of funding changes from other programs which created an increase in applications to the Community Support Program.

Monthly averages do not remain constant, and fluctuate on any given monthly period for many and varied reasons. From April 2012 to March 2016 active files have been increasingly getting higher each year, averaging from 570 active files to 1058 active files each month, which includes spouses and dependents collectively from each of the above categories and months.

Although client numbers and programming activities continue to increase each year, it may appear these numbers are gradually steadying into 2016. It should be noted, the CSP-DCSS social assistance staffing compliment and administrative budget have remained constant each progressive year.



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

IONKWANONHSASETSI

Mission Statement

The mission of the Ionkwanonhsasetsti Adolescent Treatment Centre is to provide from a cultural and efficient home-like setting a general assessment, moderately intensive habitation services for First Nation youth who cannot be effectively served on an outpatient basis and who are not in need or are no longer in need of acute medical care.

Program Highlights and Accomplishments

Ionkwanonhsasetsti is rooted in the philosophy of the Mohawk and First Nation's culture and has a deep respect for the Seventh Generation way of thinking. This is viewing adolescent dysfunctional behavior as correctable when accepting ones understanding of who, what, where, and why we are. Healing our feelings, understanding the reality of our survival, growing within structure, and reaching for our spiritual life, are integrated into our Seventh Generation thinking. In this approach, it is important to understand our actions affect all our community and the generations to come.

Ionkwanonhsasetsti Adolescent Treatment Center (IATC) provides a supportive homelike environment focused on therapeutic healing through the promotion of cultural and traditional teaching practices to adolescents aged 13 to 18 and their families, while strengthening our families and community for a drug free and healthy community.

During the 2015-2016 fiscal year the IATC served 28 clients. The IATC has qualified trained personal whose teamwork reflects our successes. Most recognized is our success at forming a partnership with the Cree Board of Health and Social Services of James Bay (CBHSSJB) that enabled us to double the revenue we receive to meet our fiscal responsibilities.

The IATC assisted 10 families seeking program services and addiction information. The IATC worked individually with these families and provided information and services to assist in the well-being of those seeking help.

The IATC received 18 calls from First Nation/Community members seeking assistance for Addiction Services resulting in 3 admissions.

The IATC ensures that we have the qualified personal here in the treatment center. We are pleased to have four staff employees accredited by Canadian Certified Addiction Counselors (CCAC). They were all successful in submitting their qualifications to the Canadian Addiction Counsellors Certification Federation (CACCF). The CACCF promotes, certifies and monitors the competency of addictions specific counselors in Canada using current and effective practices which are internationally recognized.

The IATC program has agreed to have our "Crisis Prevention

Intervention Trainers" assist Operational Support, to provide trainings to MCA staff who were interested. To our surprise there were a large number of individuals and programs interested in this training

The IATC in collaboration with Akwesasne Child and Family Service program provided, "Brief Focused Counselling Skills" and "Motivating Change-Strategies for Approaching Resistance." The IATC has contacted the Crisis Trauma Resource Center (CTRC) who provides professional training and consulting services for individuals, communities and organizations affected by or involved in working with issues of crisis and trauma. These trainings are CACCF approved and will benefit our certified addiction counsellors in maintaining their certified educational hours.

The IATC were contacted by the Outreach Services in Cornwall, who offer services to all women in Akwesasne, 16 years of age and older, who are survivors of sexual violence. The IATC have scheduled bi-weekly Outreach services that will occur two times per year. The services offered are supportive counseling, advocacy, and referrals in the community.

The IATC scheduled staff to attend "Charlie Training" that addresses the quality standards in the evolution of services provided to children and their families and the background of legislation concerning children. It is important information for the IATC staff who works consistently with referral agencies in Quebec. This training will give the history of social services in Quebec and the background of laws concerning children. Our staff works with families in Akwesasne and other Quebec First Nations who at times are not familiar with Charters of Rights, the Civil Code of Quebec and their impact on social intervention.

The IATC clients and staff participated at the "Cultural Camp" on Thompson Island during the week of July 21 to July 25, 2015. This event was sponsored the Akwesasne Justice Department. The clients and staff really enjoyed this outing that included several activities.

Former heavy weight boxing champion George Chuvalo presented a workshop to the clients and staff here in the treatment center. George spoke about his family's personal struggles and delivered a strong message of perseverance and the effects of substance abuse. Staff and clients were moved by his powerful story. Mr. Chuvalo lost three sons to substance abuse and a wife to suicide. The IATC thanks local boxing champion and staff employee, Tony Luis for inviting Mr. Chuvalo to the treatment center to tell his story.

On September 8, 2015 the IATC received an email from MCYS Program Supervisor, Carolyn Mitrow congratulating the IATC staff on a positive residential licensing review. The process



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

IONKWANONHSASETSI



Ionkwanonhsaseti Adolescent Treatment Center.

here has always been a team effort. We have been working hard training at various times of the year prior to annual inspection. We conduct staff trainings and we are updated and informed on policies such as Emergency Procedures, Duty to Report, Serious Occurrences Reporting, and Physical Restraints as mandated by the Ministry.



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

AKWESASNE CHILD CARE PROGRAM

Mission Statement:

To inspire early learning by providing children with opportunities for growth and development in a professional and culturally appropriate setting within the three districts of Akwesasne.

Program Highlights and Accomplishments

This year we were relicensed with the new changes and standards and the change in the Child Care and Early Years Act. It was definitely a learning experience; however all centers successfully met all the standards, and had a few things to work on. All centers are working though the emergent curriculum which is child centered and directed, and each child has at least one learning story per week.

How does learning happen, and the Think Feel Act Pedagogies are “learn through play” philosophies which can be seen within all of ACCP’s classrooms. Environment as a teacher and child centered interests now leads the curriculum. Ideas and planning emerge from the children, and staff have documented an increase in learning, and decrease in challenging behaviors.

Family engagement is an area we have been working on this year, and staff were encouraged to collaborate with the parents daily with the learning process to share experiences, and help each child master the developmental milestones.

The Tota program continues to be a success, as it supports our language efforts in all three centers, and has become a staple of the learning day. Mohawk words can be seen within the centers to promote oral language and also enhance literacy.

Special needs inclusion programming is also an ongoing effort by all staff. We offer screening tools to identify, along with teacher observations to support the requests for one on one aids and individualized case management. Staff also conduct referrals, coordination of on-site specialists, documentation of case notes, classroom aids, specialized teaching tools, and development of specialized inclusion curriculum for children in need.

ACCP is also involved in establishing a “communities of practice”, which is basically sharing resources and networking within the area, region and province. We have reached out to assist AMBE, as well as reinforcing collaborative efforts which improves ACCP programming, and also provides the opportunity for our staff to assist other first nations.

Challenges

Changes in curriculum are always challenging but staff are overcoming the shift in pedagogy by continuously asking questions, and focusing on the interests of the children. Financial constraints are also a challenge that we continuously work on to keep the parent fees low.

Location is a challenge as well. The Kana:takon center is in need of a preschool room as AMBE is in need of the space returned in the near future.

Goals

- To implement the program statement and update the policies to reflect the recent changes in acts and standards.
- To develop literacy program with AMBE & Library to improve school success, achievement and graduation rates.
- Secure additional funding to offer more permanent positions, currently have 6 terms.
- House Kanat:akon Center in one location.
- Create program website & electronic billing
- Enhance program with resources and parent services in house

Statistical Information

Average Daily Enrollment: 88 children
Ages of Children Served: 3 months – 6 years
Average Age of Child: 2 years
Families Served Annually: 142
Special Needs Assisted: 5
Referrals Made: 6.
Serious Occurances: 19
Serious Occurances Resolved 19
Nippissing Developmental Screens Completed: 92.



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

AKWESASNE CHILD AND FAMILY SERVICES

Mission Statement

We care, trust and believe in the strength of Akwesasne.

Mandate

As a fully designated Child Protection Agency, we are committed to promoting the best interests, protection and well-being of children.

Program Highlights and Accomplishments

In May 2015, Akwesasne Child Family Services underwent their annual Foster-Care Licensing Review. On June 18, 2015, ACFS received its license to provide residential care.

In June 2015, ACFS underwent their 2nd Post-Designation Review by Ministry of Child and Youth Services (MCYS). This review focused on their capacity to maintain the Child Protection Mandate and it involved formal interviews of the MCA Executive Director, Portfolio Chiefs, DCSS Director, ACFS Program Manager, Supervisors, administrative and front-line staff and Community Stakeholders. It also included a thorough file review that examined protection files and one child in care file. The reviewers provided highlights of their preliminary findings and discussed next steps which include concluding their field work and a review of program policies, with a written summary of their findings to follow in August.

Highlights of the review findings included:

- ACFS is well supported by Chief and Council to carry out its mandate,
- ACFS is comprised of long-standing experienced and committed staff,
- ACFS has a strong connection with the community, strong knowledge of the needs of children and youth,
- ACFS staff feel supported by all levels of the organization,
- The Intake and Investigations Unit was seen as well managed, no children were found to be at risk and no safety concerns were identified.

This was a marked improvement since the last review. The reviewers felt that it was evident that staff has a thorough understanding of protection standards. In some areas, ACFS's response times were above the provincial standard. The reviewers also noted areas for continued improvement.

Two youth under ACFS "Continued Care and Support to Youth" graduated from high school on June 26, 2015. ACFS provided each of these youth with a card and a cheque for \$250.00.

A "First Nations Anti-Bullying Video" sponsored by ACFS in collaboration with the Native North American Travelling College and Akwesasne Mohawk Board of Education was completed. The video consists of students of the Akwesasne Mohawk School drama club and illustrates the different ways in which students are bullied and ends with important messages for youth that

celebrates their uniqueness and encourages them to speak up and use their voice. This video will be useful in prevention programming.

In July 2015, ACFS underwent its first Crown Ward Review. All Crown Ward files were reviewed to assess agency compliance to provincial standards. ACFS was notified in advance of the review that the intent of Ministry of Children and Youth Services in conducting Crown Ward reviews (in addition to ensure Crown Ward children are appropriately cared for) would be to identify agency strengths as well as areas requiring improvement. If they find any areas where there is non-compliance – they may document the non-compliance for less severe issues or issue a directive for more severe situations (with a specific timeframe identified to address the situation). ACFS's first Crown Ward Review resulted in the development of a Quality Improvement Plan as a result of recommendations. The Quality Improvement Plan highlighted areas that needed to be addressed and ACFS's plan to make the necessary improvement.

ACFS coordinated a five week summer for 60 children between 6-12 years of age. The program was offered at the Tsi Snaihne Recreation Center and consisted of weekly field trips and activities. The program was offered at no cost to families.

ACFS assisted the Akwesasne Area Management Board "College Prep" program by covering the costs of food for participants of this program.

On September 29, 2015, Robyn Mitchell, Director, Department of Community and Social Services and Maryse Davreux, the Provincial Director of Youth Protection signed the renewed Quebec Agreement between DCSS (under the authority of MCA) and Centre Integre de Sante et de Services Sociaux de la Monteregie- est. in Valleyfield, Quebec. This agreement gives ACFS the authority to deliver child protection services in Quebec.

ACFS purchased snow-suits for thirteen (13) ACFS clients and nine (9) Community Support Program clients who were identified in need.

ACFS assisted the A'nowara:kowa Arena with a number of their events including: Halloween Rock and Skate, National Child's Day event and New Year's Eve Rock and Skate by purchasing decorations and door prizes.

DCSS/ACFS negotiated a secondment agreement with the Ontario Association of Children's Aid Societies (OACAS) in order to bring Karen Hill, OACAS Director of Aboriginal Services on for a six month secondment. Karen agreed to work with ACFS two weeks per month for six months, in order to conduct an agency review to identify and build upon existing staff capacity.



DEPARTMENT OF COMMUNITY AND SOCIAL SERVICES

AKWESASNE CHILD AND FAMILY SERVICES

ACFS coordinated a number of training sessions for ACFS staff and community partners including: “The Impact of Incarceration”, “Brief Focused Counseling Skills – Strategies for Leading Frameworks”, “Motivating Change – Strategies for Approaching Resistance”. As well as sharing the costs of a number of “CHARLIE” training (Competencies-Harmonization- Around young people and their families- Relationship-Leverage- Interventions- vulnerable children) ” sessions coordinated through the Department of Justice. The objective of the CHARLIE training is to enable caseworkers working with troubled youth and their families to develop a common vision of the problems and the continuum of services in this sector and to acquire the essential competencies required to ensure quality service in their duties.

The 2015 Report of the Auditor General of Ontario released the results of a review of a small number of Children’s Aid Societies that revealed issues of concern. Issues were related to lack of compliance to standards and requirements related to children in care and included: child protection files being closed prematurely, child protection investigations not completed within the required response time, conducting plan of care reviews involving children in care within required timeframes and conducting private visits with children in care within required timeframes. As a result, in early 2016 MCYS required all Children’s Aid Societies to conduct a review of their agency files and to report on their level of compliance in these specific areas and to include planned activities to address findings, with timelines identified. The purpose of the quality improvement plan review and reporting is to ensure that all children receiving child protection services receive services that are in compliance with legislative and ministry requirements, which promote their safety, well-being and best interests. ACFS completed and submitted a Quality Improvement Plan to MCYS and initiated efforts to improve agency compliance in all areas.

In an effort to address issues with Matrix, the information management system used by ACFS, a full-time Software Developer was hired. Several meetings were also coordinated with the Information Technology and Quality Assurance staff from agencies that also used Matrix: the Children’s Aid Society of Stormont, Dundas and Glengarry Counties and Valoris (a multi-service French speaking Children’s Aid Society based in Plantagenet, Ontario). Both agencies agreed to share information on how the system was tailored to meet their specific needs and also to provide a package of forms and information, to assist in making necessary improvements.

ACFS hosted a Motivational Parenting Conference held at the Grand Mohawk Inn. Positive feedback was provided by participants. Participants indicated they really enjoyed this conference; particularly the key note speaker/MC Stan Wesley

and the breakout sessions.

ACFS services extend beyond child protection, this past fiscal year assistance was provided to 32 clients that were aimed at preventing the child’s admission into ACFS care and to support the family unit. Items purchased or assistance provided include (but are not limited to): mattresses, a door frame, driver license fees, car seats, diapers, formula, groceries, clothing, dining table and chairs, bedding, money for parking and gas for visits to the hospital, beds, school clothing, gym membership, birth certificate replacement, summer clothing, dental fees, home cleaning supplies, home organization supplies, dehumidifier, hockey registration, baby gate, towing services, house locks, cordless house phone and assistance in transport to treatment facility.

Statistical Information:

Full-time staff: 37 (4 vacant positions at year-end)
New child protections investigations completed: 85
New admissions of children into care: 16
Children discharged from care: 5
Children in Care (at year-end): 24
Placement Type: 22 in Family Based Care, 6 in Group Care and 1 in Other
Active Foster Homes: 13
Active Adoptive Homes: 6
Completed Adoptions: 0
Prevention programming delivered: 224
Total participants: 9,613
Cultural programming delivered: 125
Total participants: 1,859



DEPARTMENT OF TECHNICAL SERVICES

ADMINISTRATION

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.

Strategic Goals

- To provide Safe Drinking Water to all residents within the community.
- To continue with Lobbying Strategies to seek funds from Aboriginal Affairs and Northern Development Canada (AANDC) for the provisions 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 Provisions of Community Infrastructure as identified in the 20 year Capital Plan and 10 year Nation Building Capital Investment Strategy.
- To provide direction to the Mohawk Council of Akwesasne's Infrastructure Maintenance, Water & Wastewater, Operations and Roads Programs.
- 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.

Program Highlights and Accomplishments

The following are Projects that the Department of Technical Services (DTS) has been working on in 2015/2016 Fiscal Year:

Kawehnoke Water Supply Construction – Contract 10

The final phase of this Project was completed within this reporting period. A total of 209 homes were provided with expansion tanks to alleviate water pressure build up in the existing interior house plumbing.

Tsi Snaihne Administration Building

Initial site development work was completed. The building site was preloaded with fill to prepare the underlying soils for building construction. The site must be loaded for two (2) years and will be available in September of 2018.

Park Street / Hilltop Drive and Buckshot Road Reconstruction

Both Projects were in Design Phase during the reporting period. Both Projects will be tender ready early in the next reporting period. Lobbying efforts have been initiated but will require more focus in the new fiscal year in order to identify the funding required to proceed to construction.

Kanohkwa'tsheri:io First Floor Renovations

This project was in the Detailed Design Phase during the year. Design is expected to be complete early in the New Year and construction is expected to start in the fall.

Grader Purchase

A new Grader was purchased to replace the 1989 Grader. The Grader is used year-round to grade gravel roads and for Winter maintenance.

Tsi Snaihne School Subdivision Treatment Plant

The Project funding submission was resubmitted to Indigenous and Northern Affairs Canada (INAC). Extensive lobbying efforts took place throughout the year.

First Nations Infrastructure Investment Plan (FNIIP)

The FNIIP as well as the Project Description forms have been submitted to INAC. The Plans identify all of Akwesasne's priority Community Infrastructure Projects.

Family Wellness Conceptual Design Study

Conceptual Design was completed for a new Family Wellness Center. A site selection exercise will be completed in the New Year.

Hamilton Island Bridge Replacement Project

Preliminary Design Study of the Bridge Replacement Project was initiated this year. The study identified that additional road access is required on the mainland. Negotiations to obtain additional access will take place in the New Year. This will determine whether the new bridge will be single or double lane. Preliminary design can then be completed.

Ontario First Nations Technical Services Corporation (OFNTSC)

Throughout the year the Director of DTS has served as a member of the Executive Committee of the Ontario First Nations Technical Services Corporation (OFNTSC). His involvement gives the DTS 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 (AANDC) Policies and Procedures as well as funding allocations, benefiting Akwesasne both directly or indirectly. Some of the priority areas the Director advocates for are:



DEPARTMENT OF TECHNICAL SERVICES

ADMINISTRATION

Operation and maintenance funding levels; Safe drinking water regulations for First Nations in Ontario; and, Source water protection planning.

As a result Akwesasne benefits directly and indirectly.

Capital Management

The First Nations Infrastructure Investment Plan (FNIIP) as well as the Project Description forms have been submitted to Reports Ontario. Monthly progress reports for proposal driven projects were submitted to Reports Ontario.

Infrastructure Maintenance

Core capital dollars were allocated to the Department of Technical Services Maintenance Programs. The allocation of funds is meant to support Maintenance Management and the general operations and maintenance of all MCA community buildings. In addition to Program funds where available, the core capital funds were utilized to undertake numerous health and safety related building repair projects.

Challenges

The most significant challenge over the past year is the lack of funding. The Department is under the stress of maintaining service level standards while doing so on shrinking budgets. Reduced government funding for the operation and maintenance of the communities infrastructure is having significant impact on already inadequate budgets. Building repairs and replacements are being shifted to future years which will impact on building and infrastructure life expectancy.

Capital funding cut backs are preventing Akwesasne from building new infrastructure required to sustain the Community Government. Funding has become more and more dependent on "Own Source Revenues". Increased lobbying efforts are required to allow tender ready projects to proceed.



Department of Technical Services employees.



DEPARTMENT OF TECHNICAL SERVICES

BUILDING AND MAINTENANCE OPERATIONS

Mission Statement

To develop and implement a strategy-based maintenance plan incorporating preventive and predictive activities that are subject to continual improvement and linked to the Department Mission Statement, implementing means in which we can effectively operate and maintain the assets we have today, and a process to ensure effective funding is in place to realize and maintain the infrastructure we have today and in the future.

To effectively oversee the operation and maintenance of the approximately 520,000 square feet of floor space (57 Assets) within MCA operations and to direct and affect effective repairs consistent to current standards that apply.

Program Goals

- To ensure our Computerized Maintenance Management System is fully operational in all areas of maintenance, and the system is functioning.
- To ensure we are in compliance with the Maintenance Management Service Agreement established for each Department Director, and that any area of concern is effectively addressed. To perform a regular review of the document in coordination with Managers, Directors and maintenance personnel responsible.

Program Highlights and Accomplishments

The Iakhihsotha Kitchen Operations Project Design phase was completed.

The Iakhihsotha waste water diversion project was completed. Continued to monitor general repairs and upgrades to the rental space where MCA Chiefs and Council support staff are currently being housed.

Options for future Akwesasne Ambulance remote standby stations/facilities within the district of Tsi Snaihne were reviewed and recommended.

Challenges

There are programing challenges. Electronic work request continues to be implemented although there may be some disruption when transfer to MCA has occurred. Being addressed with MCA IT.

Refusal of contractors to come and work within the community and in particular the Kanatakon and Tsi Snaihne districts continues. Many contractors have refused to come to Akwesasne in general due to the hardships and lost time and production while having to travel through the boarder operations.

Staff

The Department of Education Maintenance, Responsible Floor Space of 12,563 sq. meters (135,178 sq. ft) in 10 Assets

AMBE Operations Staff:

The Head Caretakers are responsible for the overall maintenance of their respective schools, tasked with ensuring complete and consistent operation throughout the year through the Computerized Maintenance Management System (CMMS).

During the summer months when the school operations are closed, the three schools are sanitized, cleaned and priority areas are painted. Floors are stripped, cleaned, re-waxed and resealed. HVAC stems are cleaned and tested and boiler systems service and repairs.

Several minor projects were completed throughout the year at all three (3) sites. Larger tasks included HVAC service and repairs as well as replacement of the Kanatakon School's fuel tank once funding is committed.

The Administration Building Maintenance services

Responsible Floor Space 13,769 sq. meters (148,154 sq. ft.) in 29 Assets

Administrative Buildings Maintenance Staff:

The Administration Building Maintenance program oversees the operations and maintenance at 29 different facilities in Kanatakon, Kawehnoke, Hamilton and Stanley Island.

The Head Caretakers are responsible for the overall maintenance of their respective facilities tasked with ensuring complete and consistent operations throughout the year.

In general our tasks were to arrest and prevent deterioration of the existing assets that may be demolished in the coming year, with our main goal to ensure the building and systems are fully operational and functioning at all times through CMMS.

The Department of Health and Social Services Maintenance

Responsible Floor space, 22,044 sq. meters (237,193 sq. ft.) in 17 Assets

Health and Social Buildings Staff:

Implementation of the Computerized Maintenance Management System (CMMS) was completed for all staff. All personnel from management to the front line workers are now utilizing the CMMS program.



DEPARTMENT OF TECHNICAL SERVICES

BUILDING AND MAINTENANCE OPERATIONS

The Head Caretakers are responsible for the overall maintenance of their respective facilities, tasked with ensuring complete and consistent operations throughout the year through CMMS.

The Iakhihsohtha sewage pump system and new sewer main were completed this fiscal year.

Iakhihsohtha had two (2) rooms modified to accommodate the new walk-in clinic service offered to residents of the Tsi Snaihne district.

An Arena review was completed, included equipment replacement planning, design and also replacement of a mechanical dehumidifier with a new high efficient desiccant dehumidifier unit.

The installation of new garage doors, operators, air handling and exhaust equipment for the Akwesasne Mohawk Ambulance unit was completed this year at Kanonkwat'sheri:io.



Block 97 Lift Station Confined Space Equipment.



DEPARTMENT OF TECHNICAL SERVICES

ROADS PROGRAM

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 completed according to established policies, procedures and directives and by utilizing the best available equipment, materials and methods, in order to ensure the safety of those who utilize our roadways.”

The main goals of the roads program are: to provide maintenance services to over 50 km. of roadway, both gravel and asphalt surface, in Tsi Snaihne, Kanatakon, and Kawehnoke; to maintain adequate surface water drainage from roads and streets; to maintain three (3) bridge crossing structures; and to participate in the completion of and provide oversight to roads-related capital projects, coordinated by the Department of Technical Services.

Program Highlights and Accomplishments

Maintenance of Gravel and Asphalt Surface Roadways

Roads program staff completed regular inspections of asphalt roadways, to determine areas in need of maintenance. Tasks included patching of potholes, spot resurfacing, sweeping of curbsides and intersections, crack sealing, line painting and pavement markings, grading/shaping of road surface, installation of granular material on roadway, application of liquid and/or flake dust suppressant.

Winter Roadway Maintenance

Manufactured sand was pre-treated with a 20% liquid magnesium chloride solution and stockpiled indoors, to prevent freezing. Weather conditions were continually monitored throughout the winter months, to determine if winter maintenance was required. Tasks included: plowing of snow from roads and streets, sanding/salting of roadways, clearing of parking areas, and snow removal from curbsides and sidewalks. Maintenance this winter season was difficult compared to previous years, as the region endured more ice than snow accumulation; however the program was successful in fulfilling its mandate in keeping the roads and streets safe for the community.

Roadside Maintenance

Grass and weeds were cut along roadsides and at intersections, in order to maintain safe sight distances for motorists. Drainage ditches were cleaned as required and were kept cut, in order to ensure the free flow of surface water runoff. Driveway culverts were installed for property owners who required access from the roadway. Curbsides and catch basins were cleaned, in order to maintain drainage on streets. Street lights were inspected and repaired as required, to maintain visibility at night. Guide rails were inspected regularly, grass and weeds were kept cut around guide rails and bridge approaches. Damages to guide rails were reported to the Akwesasne Mohawk Police Service (AMPS)

for possible third party billing for repairs. Road signs, speed limit signs road/street name signs were inspected, installed or repaired as required, as a result of accidents, vandalism, etc.

Bridge Maintenance

Bridge crossings were swept and flushed with water, in order to remove dirt, salt and sand that had accumulated over the winter months. Grass and weeds were cut along approaches and guide rails, in order to maintain visibility. Crossings on the Quebec portion were inspected by Ministère des Transport Quebec (MTQ) engineers, who made recommendations for any required maintenance and/or repairs to the bridge structures.

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 inspections, checking fluids, belts and hoses, lubricating chassis and moving parts, identifying problems or defects and reporting them. Safety inspections and emission tests were completed, in accordance with Ministry of Transportation (MTO) guidelines.

Community Requests

The Roads Program receives many requests for assistance directly from community members, groups and outside organizations. In each instance, every attempt is made to address the request promptly, by providing assistance where possible, offering technical advice or support, suggesting alternative solutions, or referring the request to the proper department/program within the organization.



DEPARTMENT OF TECHNICAL SERVICES

WASTE 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.

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.

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:

- Backwash valve repair
- disinfection
- pump maintenance
- Emergency Response Planning
- Wastewater Exam Prep
- Diligence of Drinking Water Operations, mandatory license renewal course
- Winterwise Course

Projects

- Confined space access bases were installed at the Block 97 and Cornwall Island Administration (CIA) and the Tsi Snaihne lift stations.
- Leak testing was completed on mains on Park Street and Hilltop Drive.
- Sewer Mains were inspected and on video on Park Street and Hilltop Drive.
- Pumps in Block 97 lift station were replaced three (3) times due to clothing deposited into sewer pipes causing breakage.
- Leaks were repaired on Hickory Court involving Cornwall Electric power line locate.
- Infrastructure



Paul Strohak Operator of the Year- Clayton Barnes.

Overview

The MCA Water & Wastewater Infrastructure program operates and maintains the St. Regis Water Treatment Plant and the Cornwall Island Water Treatment Plant. The St. Regis Water Treatment Plant serves all of Kanatakon and Tsi Snaihne with 27 kilometers of water main and approximately 950 service connections. The Cornwall Island Water Treatment Plant serves Kawehnoke with over 9 kilometers of water main and approximately 450 service connections.

The wastewater facilities are the St. Regis Wastewater Treatment Plant, the Tsi Snaihne Rotating Biological Contractors (RBC) & Lagoon, the AMS RBC, the Block 97 RBC, the Arena RBC, the Chapman Rd Septic Field, and the Kawehnoke Day-Care Septic Bed.



DEPARTMENT OF HOUSING

ADMINISTRATION

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.”

Vision Statement

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.

Program Highlights & Accomplishments

Aboriginal Conservation Program

This energy efficiency program was conducted in the district of Kawenoke and over 300 community members homes were completed. This program allowed homeowners to take advantage of free measures and individualized energy conservation advice. This included light bulbs, power bars, energy efficient appliances, attic and basement insulation, tank wrap and pipe insulation. Funding for this program was provided by the Ontario Power Authority.

Canada Mortgage and Housing Corporation – Section 95

Department of Housing has received conditional approval from Canada Mortgage and Housing Corporation, CMHC, for a loan to build a four unit apartment complex on Whoville Road in the district of Tsi Snaihne. The proposed design of the units are 900 square foot apartment each with two-bedrooms, one of the four units will be handicap accessible. This construction for these apartments is anticipated to be completed in the fall of 2016.

First Nations Market Housing Fund

The department of housing has been approved for \$36,000,000 from the First Nation Market Housing Fund. The Housing Authority has reviewed the agreement and decided to dialogue with other First Nation Communities who have accessed this fund, prior to making a recommendation to accept the agreement.

Housing Services Updates

Housing Loans

The Department of Housing approved three new home construction projects for the 2015-2016 fiscal years. This funding is from an allocation from Indigenous and Northern Affairs Canada, (INAC). The approved loans are in the amount of \$136,000.00 which is the current (maximum) amount for new construction loans.

There is approximately 10 million dollars in housing loans. Overall payments received were \$589,573 for fiscal year 2015-2016. The Housing Loan Recovery Plan was approved in the 2000-2001 fiscal year. This plan laid the framework to recover existing housing arrears. The Department of Housing is

developing a recovery strategy that will include garnishment and home repossession.

Upgrade Program

The Upgrade program is a Mohawk Council of Akwesasne Initiative that was started by using community dollars to create a revolving loan fund for repair and renovation to homes. If this loan program does not get payback from the homeowners who borrowed money, it will cease to exist for future homeowners. Indigenous and Northern Affairs Canada, does not provide any type of funding for these types of programs. The Department of Housing currently offers three different types of Upgrade loans. These loans consist of Renovation Loan (maximum \$12,000 per loan), Repair Loan (maximum \$8,000 per loan) and Maintenance Loan (maximum \$1,500 per loan). For fiscal year 2015/2016 there was a total of 12 renovation loans allocated for a total of \$144,000, 9 repair loans allocated for a total of \$72,000 and no maintenance loans. Total outstanding upgrade loans are \$587,009 and overall payments received were \$210,819.

Bank of Montreal – On Reserve Housing Loan Program

The Mohawk Council of Akwesasne provides financial guarantees for community members who choose to use the Bank of Montreal on Reserve Housing Loan Program. These mortgages are for new home construction, purchase of existing homes, and major renovations. The maximum loan amount is currently set at \$150,000.00. As of March 31, 2016 there are 79 open loans open through the Bank of Montreal – On Reserve Housing Loan (ORHL) Program which totals \$5,491,743.07. Three of these loans were processed through the ORHL program in the 2015/2016 fiscal year.

Summary of Housing Loans Outstanding

The following table shows the amounts and various housing loans the Department of Housing are responsible for in 2015-2016.

Residential Rehabilitation Assistance Program (RRAP)

The Department of Housing administers this Canada Mortgage and Housing Corporation (CMHC) which provides a maximum of \$16,000 for essential repairs to their home. The Department of Housing received two RRAP approvals from CMHC for fiscal year 2015-2016.

Home Adaptation for Senior Independence (HASI)

The Department of Housing administers this CMHC program which provides a maximum of \$3,500 to make modifications to home for seniors. The Department of Housing did not receive any approvals for HASI for fiscal year 2015-2016.

Elders Emergency Fund



DEPARTMENT OF HOUSING

ADMINISTRATION

The Department of Housing receives annual funding of \$70,000 from Mohawk Council of Akwesasne to provide emergency repairs to elder's home. The fund provides a one-time amount of \$5,000 per home. The Department of Housing assisted 23 elders with emergency repairs to their home.

Home Inspection Services

The Department of Housing provides home inspection services for community member's homes with referrals from Mohawk Council of Akwesasne Departments, Bank of Montreal or individual resident's. The number of inspections completed for fiscal year 2015-2016 was 200.

Housing Rental Services

MCA Rental Units

The Department of Housing has a number of apartment rentals within all three districts of Akwesasne. These include:

Department of Housing Rental Units

During the 2015/2016 fiscal year the apartment rentals were at 100% capacity.

Canada Mortgage and Housing Corporation – Rent to Own Housing

The Department of Housing applies for loans under Canada Mortgage and Housing Corporation (CMHC) Section 95 program for the Rent-to-Own housing. The Department of Housing currently has the following Rent-to-Own units throughout Akwesasne:

Rent-to-Own Units per District

The various projects that each of these homes was built under have a separate operating agreement. These agreements spell out the responsibilities of the First Nation, and Canada Mortgage and Housing Corporation. The rent collected pays the mortgage, and subsidies received cover the operating expenses, along with a replacement reserve fund, to help cover any major repairs needed for each unit.

Hydro Quebec

The Mohawk Council of Akwesasne, Hydro Quebec Liaisons are responsible for the collections of payments for Hydro Quebec. This includes the collection and depositing of various amounts from community members from the Quebec portion of Akwesasne that have existing accounts with Hydro. All cash collected is remitted to the bank, where it is transmitted to Hydro Quebec. Total amounts collected by the Hydro Quebec Liaisons for the 2016/2015 fiscal year was \$1,478,640.31.



MCA Rent-to-Own housing unit recently listed for sale.

Problem Areas

The issues that are predominant within the Department of

Housing are:

- Community members not in good standing
- Repayment of Housing Loans
- Completion of Updated Policies and Procedures
- Home Insurance

Contact Information:

Mohawk Council of Akwesasne
Department of Housing Administration 4 Building
13 First Street
Kanatakon, Quebec
H0M 1A0
613-575-2250 extension 2300



DEPARTMENT OF JUSTICE

ADMINISTRATION

Mission Statement:

“The Akwesasne Justice Department provides a comprehensive Justice System for Akwesasne members which reflects our collective rights, Culture and Heritage as a Mohawk First Nation people.”

Justice Administration

The Akwesasne Justice Department provides advocacy and referral services for community members.

Akwesasne made history in 2013 by becoming the lead for First Nations in Canada to utilize electronic voting (E-voting), successfully. The E-voting initiative was successfully executed during the 2015 Iatathrona Raotientahstera Couples Property Law referendum. The Federal Government imposed a 25% voter participation threshold to recognize a First Nation Law in regard to matrimonial real property. According to Akwesasne records, a 25% voter participation had never been reached. However, the 25% voter participation threshold became a real possibility by using online voting (E-voting). The Akwesasne Justice Department worked with the MCA Communications Unit to organize an intense community engagement campaign. As well, the Chief Referendum Officer trained 18 Deputy Referendum Officers (DRO) to go door-to-door, utilizing computer tablets for electronic voting, which, basically, brought the vote to eligible members at Akwesasne. The MCA Information Technology program worked closely with the Akwesasne Justice Department to ensure the DROs had the best internet coverage when the vote was being taken and the IT program was instrumental in ensuring the computer/programs were functioning correctly. Other First Nations are following suit: they have consulted with the Akwesasne Justice Department to utilize E-Voting within their own community. Many activities of the Department are working with the Chiefs on multi-jurisdictional issues. There are three different tables the Akwesasne Justice Department is involved with: Entewatatha:wi negotiations with the Federal Government (INAC and Department of Justice); the multi-jurisdictional tables with Quebec and Ontario and the sub-table on the Administration of Justice with the Ministry of the Attorney General, the Ministry of Indigenous Affairs, the Department of Justice Canada, the Department of Justice Quebec and the Quebec Indian Affairs.

The Federal negotiations are looking at a final self-government agreement. The Justice Director meets with the Federal Government every six weeks. The multi-jurisdictional tables meet with provincial partners to resolve long-standing issues such as marriages, unpaid fines, home births, coroners requirements, to name a few. A sub-table on Justice was created to speak on the Administration of Justice to begin a dialogue on the Akwesasne Mohawk Court.

Other political meetings involved a November 5th video conference with the Ministry of Attorney General. A proposal was submitted to obtain a Liaison for jury duty. On November 25th, the Honourable Minister Carol Bennett from Indigenous and Northern Affairs Canada (INAC) visited Akwesasne. She had the opportunity to see the Akwesasne Mohawk Court and she was presented with an issues document from the Akwesasne Justice Department.

On March 11, 2016, the Ontario Minister of Aboriginal Affairs (MAA), Minister Zimmer, visited Akwesasne. The Akwesasne Justice Department responded to the Minister's request to address the implementation of the Truth and Reconciliation Commission Report "Calls to Action." The Department presented a report listing 19 recommendations in relation to Justice.

The Akwesasne Justice Department is obligated to ensure there is community consultation for legislation enactment. The staff at the Akwesasne Justice Department attended numerous District Meetings and a few General Meetings. As well, all legislation (Akwesasne laws) require, at a minimum, at least one District meeting in each of the three Districts. The CKON Radio show, Tetewataron is used as part of information-sharing to the community. Another communication initiative was to do a live chat via MCA facebook page with the Communications Unit. This tool was used for the Akwesasne Court Law referendum.

We are still working on an Akwesasne Legislative Commission to ensure community representation when developing legislation.

There is an interest from other First Nation communities on the initiatives of the Akwesasne Justice Department. Staff at the Akwesasne Justice Department have been invited to present at different venues: Six Nations Justice Committee; Centre of Excellence (Calgary) on E-Voting; Assembly of First Nations Quebec and Labrador on the Iatathrona Raotientahstera Couples Property Law, and a presentation to the Ta'an Kwach'an, a First Nation from the Yukon Territory who came to Akwesasne.

Authorities, Boards, Commissions and/or Tribunals which Justice participates in:

- Akwesasne Review Commission;
- Akwesasne Review Panel;
- Akwesasne Election Appeal Board;
- Akwesasne Legislative Commission
- Governance and Relationship (G&R) negotiation team (Nation Building Program)
- Property Acquisition Team;
- Internal Technical Team;
- Working Task Groups on Legislative Development;
- Interim Tobacco Commission;
- Space Needs Committee;



DEPARTMENT OF JUSTICE

ADMINISTRATION

- Multi-jurisdictional Committee
- Sub-Table on Justice

Justice Administration also assists with Elections and training for the Chief Electoral Officer (CEO); the Deputy Electoral Officers (DEO) and the Akwesasne Election Appeal Board (AEAB). The AEAB members and the CEO/DEOs were trained on weekends and evenings. General Elections were held on June 27, 2015. There was one appeal to the Akwesasne Appeal Board. The appeal board did not find merit in the appeal. Although the appellant was given the option to appeal to the Akwesasne Mohawk Court, the appellant did not pursue the appeal.

The staff continues to be involved in the Jury Duty issue. Ontario created the Debwewin Jury Implementation Committee. This committee based their final report (March 2015) on the Iacobucci Report: "First Nations Representation on Ontario Juries", February 2013). Some recommendations from Akwesasne were reported such as removing the penalty on the juror questionnaire and allowing people to volunteer in jury duty. Others recommendations from Akwesasne were not implemented or recommended, such as: reporting whether or not the applicant is a Canadian citizen and treating Akwesasne as one. The Akwesasne Justice Department continues to issue Jury Duty exemption letters for Akwesasnon.

The Property Acquisition Team (PAT) asked the Director to find the services of a lawyer who works on Real Estate matters. A real estate lawyer was contacted and the information was relayed to the Property Acquisition Team.

Any new complaints on CBSA has been transferred to the Akwesasne Justice Department. The Paralegals work with the CBSA to resolve some of the issues. On average, there are 2 – 3 complaints a month. A brochure was being developed for the community concerning their rights and responsibilities when going through the CBSA.

In June 2015, an Ethical Conduct complaint was submitted to the Akwesasne Justice Department Director. The information was relayed to the Special Prosecutor on Ethical Conduct complaints.

Many of the issues brought to the Akwesasne Justice Department are land disputes. Many problems occur when the Certificate of Possession is held as Undivided Interest among several family members. The community members are referred to the Office of Vital Statistics to find out who holds the certification of possession or to investigate the property lines. If the land dispute is a criminal matter, the community member is referred to the Akwesasne Mohawk Police Services. Services offered to the community include:

- Notarial Services

- Commissioner of Oaths
- Certified True Copy (for documents)
- Referral and documentation submission to Quebec Legal Aide
- Referral and documentation submission to Ontario Legal Aide
- Copies of Akwesasne Laws
- Assistance with processing legal forms
- Residency affidavits
- Mohawk Council of Akwesasne Ethical Conduct complaints
- Advocacy for Quebec issues (see Quebec Legal Aide Program)
- Appeals for Programs and services (if no appeal exists)
- Referral to programs; referral to other MCA employees and/or referral to off-territory programs and services if Justice is not able to assist the community members with their issues.

Justice Administration is divided into three components:

- Legislative Services
- Legal Services
- Early Release Parole and Special Projects

Legislative Services passed the following policies and laws:

Iatathróna Raotiientáhtsera 'Couples Property' Law:

The Akwesasne Justice Department held a referendum on the Iatathróna Raotiientáhtsera 'Couples Property' Law in December 2013. When the voter results did not meet the Federally-imposed voter threshold of 25% voter participation, a second referendum was held in February and March of 2015. The results of the referendum vote were not accepted by Mohawk Council of Akwesasne until the conclusion of the appeal. The appeal was withdrawn and on May 26, 2015, the Mohawk Council of Akwesasne passed MCR 2015/2016-#038 to accept the results of the referendum and reaffirmed the enactment of the Iatathróna Raotiientáhtsera 'Couples Property' Law. The law came into force on November 26, 2015. Since the enactment of the law, there have been two cases that have been referred to mediation.

***ALER – Akwesasne Legislative Enactment Regulation**

Akwesasne Tekai'torehthá:ke Kaianerénhsera (Akwesasne Court Law) – ALER Completion: 100%

The appeal deadline for the referendum expired with no appeal being filed with the Akwesasne Court. The official results were released by the Chief Referendum Officer on February 22, 2016 with the following breakdown:

Akwesasne Law Registry is now posted to the MCA website. We are diligently posting the laws on the website when the documents have been certified in accordance with the Akwesasne Law Registry guidelines. As the laws are uploaded,



DEPARTMENT OF JUSTICE

ADMINISTRATION

a full copy of any Akwesasne laws may be viewed at www.Akwesasne.ca/lawregistry or you may call the Akwesasne Justice Department to request a copy of any Akwesasne law. The Department will print a copy for you.

With the passage of the Akwesasne Court Law, revisions will be needed for Akwesasne Review Commission Charter and Regulation to ensure the clauses met the requirements of the court law.

Akwesasne Tobacco Manufacturing & Products Law

ALER Completion: 100%

Ontario has provided substantial support for this law. The Department of Tehotienawakon established a very good working relationship with the Ontario Ministry of Aboriginal Affairs and the Ontario Ministry of Finance. Both Ministries provided support for the Akwesasne Tobacco Manufacturing and Products Law. The Ministry staff reviewed the law and provided additional revisions which improved the overall function of the law. As well, support was given to the Akwesasne Justice Department to implement the referendum vote for the law.

Akwesasne Traffic Law

ALER Completion: 80%

No activity during FY 2015/16. The law is ready to send to a vote, but the law will be put on hold until the Akwesasne Court Law and the Akwesasne Tobacco Law has been voted on. Enactment vote for the Akwesasne Traffic Law was held off until summer 2016.

Akwesasne Conservation Law

ALER Completion: 20%

This file is currently on hold.

Akwesasne Financial Administration Law – ALER Completion: 20%

This file is currently on hold. The working task group report was completed and we are waiting to schedule a review with all available Council with legal counsel in March 2016.

Akwesasne Education Law

ALER Completion: 10%

This file is currently on hold. A notice was sent to inform the community that the law will be worked on.

Akwesasne Water Law

Amendment – ALER Completion: 5%

This file is currently on hold. No activity.

Akwesasne Election Law

Amendment – ALER Completion: 5%

The Working Task Group meets weekly to go through the amendment process.

Akwesasne Legislative Enactment Law

ALER Completion: 0%

Legal Services

General Legal Counsel is under the direction of the Mohawk Council of Akwesasne to anticipate and guard against legal risks facing Mohawk Council of Akwesasne. The General Legal Counsel serves as in-house counsel to assist Council by anticipating, researching and advising, accordingly, to circumvent future gaps or to mitigate legal problems. Legal advice is necessary on some labor relations, contracts and consultant agreements, especially policy review. As well, the General Legal Counsel will review Akwesasne Laws for conflicts and issues arising from legislative development. Any other files are assigned to Legal Counsel from the Grand Chief, Executive Director and/or the Director of the Akwesasne Justice Department.

Community members have limited access to Legal Counsel, by appointment, through the Akwesasne Justice Department Administrative Assistant. The Administrative Assistant will work with the community member to assess which files are eligible for consultation with Legal Counsel. The files are limited to Power of Attorney, Wills, Certified True Copy. Other issues handled by Legal Counsel include the Property Acquisition Team, the Akwekskowa Corporation, the Akwesasne Tobacco Commission, contract review and limited community issues.

Legal Service will not handle:

- Disputes between two community members;
- Legal counsel to community members who are proposing a business or establishing a business partnership;
- Criminal matters;
- Community disputes against MCA.

Another part of Legal Services is the availability of a Law Intern. This fiscal year, the Akwesasne Justice Department was able to secure the services of Anna Gilmer. Ms. Gilmer is a student law intern from the McGill Centre for Human Rights and Legal Pluralism and is enrolled as a law student with McGill University. Anna is particularly interested in Indigenous and human rights issues. Anna completed the prior research on history of the Akwesasne Mohawk Court, documenting the jurisdictional progression of the court through Mohawk Council of Akwesasne resolutions.

Early Release Parole and Special Projects

Early release applications were reviewed by the Community Review Panel and processed under section 84 of the Correctional Services Act. The recommendations of the Community Review Panel were sent to the Parole Board through the Aboriginal Development Office.



DEPARTMENT OF JUSTICE

ADMINISTRATION

Community members access the Special Projects Officer at the Justice Department, to locate where their family relative may be incarcerated. The Special Projects Officer works closely with Correctional Services Canada for the Federal prisons. As well, there have been interventions on behalf of inmates and their families. For example: working with the Health Unit to get a supplemental diet for an inmate who was pregnant.

Gladue reports are done for First Nations members during a sentencing hearing and are a right based on case law under sentencing recommendations through the Criminal Code of Canada (Section 718.2(e), R v Gladue [1999] 1 S.C.R. 688, 23 C.R. (5th) 197, 133 C.C.C. (3d) 385. There has been no funding for the Gladue reports submitted by the Akwesasne Justice Department. Gladue writing is currently under review. The Department is trying to find a way to fund a Gladue writer.

Akwesasne Community Justice Program (ACJP)

Tribunal Authority: Neh Kanikonriio Council

ACJP has a protocol agreement with the Department of Justice Canada, Department of Justice, Quebec and the Ministry of Attorney General to deliver a community justice program for Aboriginal offenders in the following areas:

- Diversion hearings for Summary Conviction (Pre and Post) Charges (Circle Sentencing) with the Neh Kanikonriio Council
- Old Ways Hearing
- Native (Adult) Criminal Court Worker Program
- Community Service Monitor
- The Akwesasne Community Justice Program utilizes the Neh Kanikonriio Council to complete diversions from Ontario and Quebec criminal courts on summary conviction offenses.

Aboriginal Court Worker Program

Community members are provided with in-court and out-of-court services on a regular basis. In Cornwall, services are offered on Monday, Tuesday and Thursday. In Valleyfield, court worker services are offered on an as-needed basis. Services include answering questions related to the justice system, location of courts, outstanding warrants, referrals, facilitating diversions and information about family court.

Community Service Monitor

Intermittent Community Work Program with the Salvation Army Correctional and Justice Services Ottawa since June 2013. This program provides placement of men and women to serve a weekend work program at Akwesasne instead of serving a weekend sentence at the Ottawa Carleton Detention Centre (OCDC).

Quebec Compensatory Work Program

The program offers adults who are unable to pay a fine the

possibility to perform work for the benefit of a non-profit community organization. The program is offered by the Fine Collector only when it is recognized that it is impossible for the person to pay the fine. The Fine Collector will upon receipt of the proper paperwork makes a decision of eligibility for the Compensatory Work Program. If approved, time is given to complete the hours required to fulfill the fine. If the community member is consistent with the community work being performed then an extension can be requested from the Fine Collector and appear before a specialized court in Valleyfield, QC to state the community members reasons for needing an extension.

Community Service Orders

The Community Service Monitor assists with community service orders that are ordered by the Akwesasne Mohawk Court, the Neh Kanikonriio Council, Ontario and Quebec Probation Orders. They also assist with New York State probation orders or judgements from the Massena Town Court as well.

Other program highlights include:

Neh Kanikonriio Criminal court diversion orders and intermittent sentencing orders from the Ottawa Carleton Detention Centre.

Ministry of Child and Youth Services (MCYS)

The Ministry of Child and Youth Services (MCYS) staff has done a great job with many new projects and initiatives with community members in various ways such as: providing prevention work by addressing behavioral issues and concerns through positive, cultural and educational experiences. Workshops included: The Delinquency Prevention Initiative (weekly mentoring program) through the Akwesasne Boys and Girls Club; The Tsikonhet Onkwawen:na tanon Tsini-ionkwarihoten (Revive Our Word and History) Summer Cultural Camp and Iakwaneri'tstihsha'ks Winter Cultural Camp provides participants with a positive, cultural and educational experience; P.A.R.T.Y. Program (Prevent Alcohol and Risk-related Trauma in Youth) is a field trip for youth to promote healthy choices and injury prevention through vivid clinical reality at the Ottawa General Hospital; Cross Conflict Resolution curriculum offered to grades 5 - 7 at the Akwesasne Boys and Girls Club to address bullying and behavioral issues; Akwesasne Coalition for Community Empowerment's Diva Dinner activity honored and acknowledged Akwesasne young women and promoted self-care. The Akwesasne Community Justice Program (ACJP) plays an active role in these activities as part of our commitment to the prevention of crime.

Youth Liaison Worker

Extrajudicial Measures (EJM) referrals are received from the local police services (Akwesasne Mohawk Police and Cornwall Community Police) and from the Akwesasne Mohawk School counselor Lisa Zeran.



DEPARTMENT OF JUSTICE

ADMINISTRATION

Extrajudicial Sanctions (EJS)

Referrals are received from the Crown Attorney in Cornwall, the Akwesasne Mohawk Court, and the Akwesasne Child and Family Services via Crown Attorney in Quebec. The Youth Liaison Worker coordinates Neh Kanikonriio Council hearings, prepares all Extrajudicial Measures (EJM) and Extrajudicial Sanctions (EJS) files from date received until completion, ensuring that the recommendations outlined by Neh Kanikonriio Council hearings are met.

Youth Reintegration Worker

Referrals are received from Youth Probation Officer (Ontario) and the Akwesasne Child and Family Services (Quebec). Provides community based services that support youth age 12 and up who are currently on probation, conditional supervision or community supervision for duration of probation period to ensure orders/recommendations are met.

Community Service Monitor (CSM)

The Community Service Monitor (CSM) provides placement and supervision of community service orders referred from the Akwesasne Mohawk Court, the Neh Kanikonriio Council and the Youth Reintegration clients who have probation orders from Ontario and Quebec. As well, provides assistance for high school students, who are within the Upper Canada District School Board (Ontario), that are required to complete 40 hours of community service in order to graduate.

Akwesasne Mohawk Court

Administrative Authority(ies): Akwesasne Appeal Tribunal
Akwesasne Review Commission

The Akwesasne Mohawk Court holds monthly Traffic Court, adjudicates Akwesasne Laws, issues peace bonds, provides mediation services and presides over appeals from Administrative Tribunals. Scheduled hearings are every second Wednesday. Justices Shannon Hall and Darlene Francis preside alternately every other month. The Justices also delivering presentations to outside legal associations regarding the courts Indigenous nature, history, process and remedial sentencing structures. All court staff is 100% Onkwehonweh. As well court staff, court services provided are by persons who are Onkwehonweh people. This is comprised of the two Justices, Prosecutor, Special Prosecutor (on Ethical Conduct Law complaints), Duty Counsel, Mediators and several members of the Akwesasne Community Justice Program.

The Court Administrator is working with MCA legal counsel on CBSA files that proceeded to litigation. Since then, the Mohawk Council of Akwesasne put the project on hold.

Goals

- A negotiated agreement building a new relationship between the Akwesasne Mohawk Court and Federal and Provincial

courts.

- Additional personnel to work on laws needed for the community
- Creation of a Sheriff's unit or a Bailiff Act to enforce orders from the Akwesasne Court.
- Expand the jurisdiction of the Akwesasne Mohawk Court by: creating an Appellate Division; increase the roster of Justices to order to accommodate the expanded jurisdiction; participate in the creation of an Iroquois Tribunal to assist other Iroquois communities who have matrimonial real property law.
- All personnel at the Akwesasne Justice Department to hold an authority as a Commissioner of Oaths or a Notary Public in order to serve the public more efficiently.
- An additional Compliance Officer and to increase River Patrols to preserve wildlife and to mitigate the damage done by community members and outside visitors.
- Additional training for Compliance Officers for investigation and enforcement of Akwesasne Laws.
- Refine the Iatathróna Raotiientáhtsera Couples Property Law process
- Refine the Court fines and fee payment process.

Compliance Program:

Administrative Authority: MCA Public Safety Committee

The Purpose of the Compliance Program is to enforce the regulations of the by-laws, which have been enacted by the Mohawk Council of Akwesasne. The most extensive issue facing Akwesasne is the loose and nuisance dogs. Another concern is the lack of owners getting their dogs vaccinated. Compliance and Conservation held two rabies clinics last year with a small turnout. There is a required ten-day quarantine imposed on the dog if the owner has not vaccinated the dog for rabies. If the dog has to be quarantined at the dog shelter, the costs of the shelter is born by the dog owner. If a person has been bit and the dog has not been found, the person who was bit must go through a series of injections.

Other Program responsibilities included: escorting Elections Canada at Tsiionkwanonsote to ensure Elections Canada meet with the non-Members residing at Tsiionkwanonsote; river patrol on weekends; patrol to MCA owned properties; collaborating with the Akwesasne Mohawk Police Service on intoxicant sale issues; bait drops for raccoons (to inoculate for rabies); issuing fishing and hunting permits; administering the All-Terrain Vehicle (ATV) law and issuing ATV license plates.

Compliance Program no longer addresses voluntary dog surrenders. This is a dog owner responsibility. The problem area is the disturbing amount of dog bites occurring within the territory.



DEPARTMENT OF JUSTICE

ADMINISTRATION

The Compliance program is involved with investigations of Akwesasne Residency Law, which involves visiting persons who are seeking permission to reside in Akwesasne, or investigating alleged persons residing in Akwesasne without permission. The Compliance Program has performed 26 residency investigations within the jurisdiction of Mohawk Council of Akwesasne.

Conservation Program

Administrative Authority(ies): MCA Public Safety Committee
The purpose of the Conservation Program is to enforce the Akwesasne Wildlife Conservation Law. Other issues include: Community Education on wildlife and wildlife habitat, participation in the Summer Youth Camp and the Winter Youth Camp, Hyper-Abundant Deer Management Plan and weekend/weekly river patrols to ensure proper boat safety as well as fishing permits are proper. Patrols are also done to MCA owned properties including Hamilton Island and Hopkins Point.

Native Inmate Liaison Officer Program (NILO)

NILO is under the policy and procedures of the Ottawa Carleton Detention Centre. The NILO provides culturally-relevant programming and counselling to Aboriginal persons incarcerated at the Ottawa-Carleton Detention Centre (OCDC). The NILO program provides the following:

- Treatment assessment and referral
- Client transportation
- Client community support, when applicable
- Provide letters of support to courts as requested
- Provide inmates assistance and support for Elder Assisted parole hearings and TAP hearings
- Provide analysis to appropriate Akwesasne Justice Department and other provincial justice department officials.
- Liaise with; immediate family members, Aboriginal Community members, Band Councils, Federal CSC officials, Provincial NILO's, CSC Elder Services, Barristers, Federal and provincial parole officers, Federal Immigration board upon request.

The Native Inmate Liaison Officer (NILO) works 24 hours per week at the Ottawa Carleton Detention Centre. Currently, the Ottawa Carleton Detention Centre is looking at increasing the hours of the NILO to 40 hours per week. Problem area: Facility lock-downs prohibit the Native Inmate Liaison Officer from accessing clients.

Probation Ontario

The purpose of the Akwesasne Probation Program is to supervise Aboriginal adult clients under an Ontario court order for probation or parole. Ontario case load is approximately 60-65 Aboriginal client supervision for probation and parole under Ontario court orders. As well, the following duties include: general reporting date meetings, counselling,

referrals to MCA services, liaising with Provincial Courts, as well as the Akwesasne Mohawk Court. Criminal enforcement where applicable with regards to breaches of correctional sentences, warrants, and summons. The NCCW also assists a client with addictions, legal aid, social services inquiries, job searching skills, and employment opportunities. Generally meetings are conducted on a once per month basis. Clients are reminded of their specific conditions and responsibilities as well as provided with feedback as to what they can improve and/or work on to be a contributing member of their respective community. Probation Ontario is seeking funds to start a PARS course (Domestic Violence) and the have a specific Anger Management course for Aboriginal men.

Probation Quebec

A half time position exists with approximately 10 – 15 clients under supervision resulting from Quebec Probation orders. The contract for Quebec Probation services may be cancelled because of the low number of community members under probation.

Quebec Legal Aide

Administrative Authority(ies): Family Advocacy Steering Committee

The First Nations Regional Initiative to Fight Poverty funded the services of a Paralegal to assist community members with a wide variety of legal and quasi-legal matters related to family and income security interventions. Particularly, this service assists community members in accessing justice through Legal Aid mandates, explanation of family matters and court procedures and accessing family allowance benefits. Other related interventions consisted of working with the community member to explain guardianship and protective measures (curatorship) for elders, emancipation of minors, child abandonment, parental rights and grandparent's rights. Also, some intake was provided for paternity issues, rental issues and jury duty notices.

Several workshops were advertised and coordinated. The workshops included: Introduction to the Legal Aid Program in Quebec, Rights and Responsibilities of Parents, CHARLIE 1 (x3), CHARLIE 2 and Mental Health First Aid. These workshops were well received by the workers at Akwesasne Child and Family Services (ACFS) as well as other services that work with youth. There was a low turnout from the community at the workshops.

Section 3 - Statistical Information

Justice Administration:

On average, 20 – 30 community members seek the services of the Akwesasne Justice Department on a weekly basis.

Akwesasne Community Justice Program (ACJP):

Aboriginal Courtworker

50 client files who received diversions to the Neh Kanikonriio



DEPARTMENT OF JUSTICE

ADMINISTRATION

Council
Aboriginal Courtworker assists approximately 40 – 50 community members per week.
50 referrals to different agencies, programs and services for community members.

Community Service Monitor

Intermittent Community Worker Program (ICWP) at the Ottawa Carleton Detention Centre with 19 community members eligible for the program. ICWP utilized MCA facilities to complete their order. (Weekend work program in lieu of incarceration.) ACJP agreed to supervise the ICWP program for community members.
Community Service Monitor: 25 adults, Ontario Probation: 3 adults; Quebec Probation: 9 adults.

Ministry of Child and Youth Services (MCYS)

Youth Liaison Worker
Extrajudicial Measures: Served 67 individuals
Restorative Justice Participants: 45 with 46 completions (including on victim participant)
Extrajudicial Sanctions: Served 27 individuals with 7 successful completions

Youth Reintegration Worker

Number of New clients: 3
Number of client completions (client completes program, specific probation requirement, etc.): 12
Number of clients starting April 2015: 17
Number of clients ending March 2016: 10

Community Service Monitor

Served 5 individuals; Served 2 individuals from Quebec Probation

Akwesasne Mohawk Court

Statistics

Ethical Conduct Law	complaints	1
Iatathrona Raotientahtsera	applications	2
Adjournments		79
Guilty pleas		21
Guilty in Absentia		146
Young Offender Charges		14
Akwesasne Community Justice Diversion		15
Trials		17
Total Charges Withdrawn		34
Community Service Orders		46
Peace Bond Hearings		2
Mediation Services		6

Compliance Program

On average, there are 372 dog-related calls per year, issuing 29 tickets to dog-owners when owners could be found. Warnings are issued to owners who have nuisance dogs. If there are at

least three complaints on a dog, the dog will be picked up and adopted out.

Problem areas includes:

Stray cat complaints– There is no facility equipped to handle stray or unwanted cats.

Need for a local holding facility/dog shelter.

Conservation Program

Administrative Authority(ies): Public Security Committee
Average conservation-related calls during Spring/Summer months: 24
Permits issued

Native Inmate Liaison Officer (NILO): Approximately 60 – 70 First Nation inmates per each quarter are assisted.

Probation (Ontario): Client files are overseen by the Ministry of Community Safety and Correctional Services. The Native Community Correctional Worker oversees 60 – 65 clients during the year, providing supervision of clients under a Probation (supervision) court order. Work is done in conjunction with the Probation Officers from the Cornwall office.

Probation (Quebec): Client files are overseen by the Ministry of Public Security. Community members served: 16

Quebec Legal Aide:

Commissioner of Oaths provided: 126
Services provided to 112 Community members: 53 client files affecting 53 adults and 59 children.



TEHOTIENNAWAKON

ADMINISTRATION

Introduction

The Department of Tehotienawakon was created in January 2012 and includes a merging of four programs into one department: Anowara'ko:wa Arena, Economic Development, Environment, and Emergency Measures. In addition, the Department is tasked with assisting Council in the implementation of projects identified within its Economic Recovery Strategy.

Mission Statement

The Department of Tehotienawakon has a mission to embrace culturally-based principles to promote sustainability and a commitment to the well-being of current and future generations of Akwesasronon. It strives for community involvement through surveys, workshops, and delivery of services. It seeks a balance between the activities of people in the community and the ability of the natural world to retain its fundamental integrity.

Program Highlights and Accomplishments

Tobacco Pilot Project

Work continued on development of an Akwesasne Tobacco Law. The Akwesasne Law Enactment Procedural Regulation continued to be followed in getting the draft law ready for community referendum (to be held in the summer of 2016). Community comments on the draft law were reviewed with Council in November 2015. Changes to the draft law were made following that review by Council. A post-consultation draft law was sent for legal review in January 2016 and that review was completed in March 2016.

Three meetings of the Tobacco Technical Table were held, two in Akwesasne and one in Toronto. Meetings provided a forum to discuss tobacco issues of mutual interest. Comments were prepared and submitted to Ontario in response to their review of the First Nations Cigarette Allocation System. Core Mark became the wholesaler for the Allocation system in March 2016.

TransCanada Energy East Oil Pipeline and Eastern Mainline Natural Gas Projects

Work continued to evaluate the TransCanada Energy East Oil Pipeline and Eastern Mainline Natural Gas proposed projects. Four meetings were held with Ishkonigan, Aboriginal Liaison for TransCanada. Two meetings were held to discuss emergency response concerns as well as the technical expertise of the Mohawk Council of Akwesasne's Emergency Measures office. A subcontract was obtained to prepare the Traditional Land Use Study of Mohawk Traditional Territories that would potentially be impacted by the proposed pipeline route. Mohawk Council of Akwesasne was accepted as an intervener by the National Energy Board in July 2015. Akwesasne concerns were specifically cited in the Ontario Energy Board report "Giving a Voice to Ontarians on Energy East – Report to the Minister" that was released in August 2015. Staff participated in Energy East

meetings held by the First Nations of Quebec and Labrador's Sustainable Development Institute.

Demolition of Former Port of Entry on Kawehno:ke

A community member was hired to serve as a monitor during the demolition of the former Port of Entry during the summer of 2015 as funding was successfully obtained from Public Works Government Services Canada. A Mohawk demolition company also served as a subcontractor for the demolition.

Demolition of Three Nations High Level Bridge

Monitoring of the Mohawk content provisions for the demolition of the Three Nations High Level Bridge continued. Environment and Emergency Measures staff responded to environmental concerns when tugboats working on the demolition project sunk in the summer of 2015. At the end of March 2016, thirty-eight (38) Mohawks were employed on the demolition project along with seven (7) Mohawk companies serving as subcontractors representing over two million dollars (\$2,000,000) of work.

Aboriginal Conservation Program

Akwesasne was selected along with sixteen other First Nations in Ontario for the third and final year of the Ontario government's Aboriginal Conservation Program. The goal of the program was to help homeowners, businesses and the Mohawk Council of Akwesasne owned facilities to conserve electricity and manage their energy costs. It was a free program and there was no cost to participate. The project was turned over to Housing to administer in April 2015. Approximately 300 of 600 homes participated in the program receiving energy efficient light bulbs, appliances and weatherization.

Renewable Energy Strategy

In response to a petition prepared by Kawehno:ke residents for Council to address their high energy prices, a Renewable Energy Strategy was developed. Components of the Strategy included capacity building to raise community awareness of renewable energy technologies, creation of a community electric cooperative and potential investments in renewable energy projects. Made a presentation to the Ontario Power Generation on creating a community electric cooperative in January 2016.

Border Crossing and Jay Treaty

Assisted Council in developing testimony before the Senate Standing Committee on Aboriginal Affairs in regards to border crossing concerns and the Jay Treaty. The Grand Chief, a representative from the Aboriginal Rights and Research Office and a representative from the Department of Tehotienawakon provided testimony at the February 17th, 2016 hearing in Ottawa.



TEHOTIENNAWAKON

A'NOWARA'KOWA ARENA

Introduction

The A'nowara'ko:wa arena was built in 1995 is a multi-functioning sport and recreation facility with an ice surface in the months of September-March and a floor surface in the months of April – August. The arena has the capacity to comfortably (according to facility safety) seat 1200 with standing room fitting 300 around the circumference of the arena rink. Depending on the event the rink floor can hold an additional 200-500 seats. The circumference on the second level is used as a walking or running track in which eight (8) laps equal a mile. Also located on the second level is a multi-purpose room, with projector & screen, which can seat up to sixty (60) people for parties, meeting and workshops. On the first floor at the main entrance, you will see a new Ice cream & Snack Room and the arena concession stand with comfortable seating with café tables and café stools at the looking glass to the arena rink. The outdoors provides spacious room for play, soccer, field lacrosse, and powwow, social & family events.

Mission Statement

Promote a healthy, safe, alcohol and drug free environment for the use and enjoyment of Akwesasne residents and the surrounding area. It is our mission to create a positive environment through exceptional recreation facilities, programs, and services where recreation, fitness wellness/sport services can inspire, educate, and empower our community members to cultivate lifestyles to enhance health and wellness.

Our committed staff worked to deliver the best services in renting floor/ice time, renting Turtle room for meetings, workshops and parties, providing space for advertising as well as assisting in the Community Green Food Bag. We were resourceful in developing new sports programs to accommodate recreation activities and events.

The Arena is an Ontario recognized facility by the Ontario Recreation Facilities Association and a registered organization with High Five Quality Standard committed to ensuring the health development of children and community.

Accomplishments

Our staff developed plans to make future developments to the Arena grounds, facility and to reduce Arena deficit. A Community comprehensive survey was developed and carried out in 2015-16 which was completed to investigate possible strategies and plans to achieve the MCA's goals. This was done in a recent Community Comprehensive Survey.

A marketing plan was developed for the A'nowara'ko:wa Arena to analyze the Arena's current strategy and investigate potential marketing opportunities.

Seasonal Activities:

The A'nowara'kowa arena is hub to the hockey and lacrosse community. We also organized social activities along with our partners: Akwesasne Child Family Services, Kawehnoke Recreation, Community Health in events such as: a Halloween party, a New Year's Eve party and National Children's Day. The arena organizes a sticks & pucks and summer fitness camps. The sticks and pucks is an after school program Monday – Friday 3:00-5:00pm, which allows the hockey or lacrosse player to develop their skills at their pace and on their time. The summer sport & fitness program runs during the summer of July and August, four days a week with MCA summer employees assisting in carrying out games, fitness and sports to about thirty (30) kids.

The A'nowar'ko:wa Arena and grounds played host to the 14th annual Akwesasne International Pow-wow on September 12-13, 2015. Over three hundred dancers registered plus an additional fifty Tiny Tots. Visitors enjoyed the two-day even on the shores of the St. Lawrence River as the Pow-wow brought together the best Native artisans, drummers and dancers from throughout the region. Attendance was in the thousands even though the Pow-wow event experienced some rain, and had to move their dance competitions inside to the arena.

Program Highlights and Operations

- 2nd Annual Tewa'ara:thon Wooden Lacrosse Festival
- 3rd Annual NHL Alumni hockey event, Native Pro's vs Akwesasne Stars
- Winter Carnival events
- 3rd Annual Summer Wellness, Fitness & Sports program for twenty youth, ages 5-11 years old. Program operated for six weeks with various fitness and sporting activities delivered by Community Health fitness instructor.
- 4th Annual Rock, Skate & movie events
- Organized & operated the Rock & skate, Sticks & Pucks event, March Break activities utilizing Kawehnoke Recreation, Akwesasne Child family services, Akwesasne Family Wellness and Akwesasne Community Health as partners for these programs
- Organized & operated the Arena's 20th anniversary Community Picnic August 23rd 2015, approximately two hundred participants attended.
- Arena hosted eighteen participants - through the Parks & Recreation of Ontario – High Five National workshops for summer student-leaders, coaches & managers. These workshops ensure those leading recreation and sport programs understand the importance of nurturing children's mental health along with their physical health.
- Arena hosted twenty five (25) participants – sponsored by Coaches Association of Ontario & Aboriginal Sport



TEHOTIENNAWAKON

A'NOWARA'KOWA ARENA

- & Wellness Council of Ontario, training included the Aboriginal coaching modules for all coaches, trainers & managers. This workshop is an essential resource to those that work with, coach and supervise aboriginal youth.
- Arena continues to be the distribution point for the monthly Green Food Program.
- Arena organized and hosted a community sport & wellness brainstorming meeting with Wes Marsden of the Aboriginal Sport Wellness Council of Ontario.
- Arena participates in doing maintenance and operating the arena concession stand during the International Pow-wow who hosts approximately three thousand (3000) visitors & participants.
- Arena staff teamed up with Akwesasne Economic Development staff to organize and deliver an NHL Native Alumni Hockey event, which featured an inspirational presentation by former NHL Philadelphia Flyers star Reggie Leech to AMS, Kanatakon, TsiSnaihne and Mohawk schools. The NHL team also conducted a hockey skills camp for twenty five (25) local youth hockey players.
- Arena, staff at Thompson Island and Aboriginal Sport Wellness Council of Ontario used the year 2015-2016 to organize the Multi-Sport Camp sponsored by ASWCO, Nike 7, and CKON & Mohawk Council.
- 34 Existing Programs
- 22 Additional Programs
- We continue to add programs to the increased number of existing programs

Tournaments Highlights:

- 2nd Annual Akwesasne Men's Master Tournament hosted by Arena from Canton, Akwesasne, Kahnawake Mohawks, Onondaga and Montreal Aug. 2015.
- Women's Provincial Championships hosted by Womens' Warriors.
- Akwesasne Atom & novice hockey tournaments hosted by Akwesasne Wolves hockey Club
- Broomball tournament for ages 5-8, 9-11 & 12-16 hosted by Akwesasne Hawks broomball Club
- Law enforcement Hockey Tournament consisted of 6 teams that were hosted by Mohawk Police.
- Science, environment fair along with a community rock & skate, hosted by the "Friends of the River" and the MCA Environment

Challenges

The Arena facility is now twenty (20) years old, and has original equipment that either needs to be refurbished or replaced. The arena staff, economic development and Department of Technical Services worked on putting a plan together to resolve the facility's issues.



NHL Native Alumni Hockey event was hosted by the A'nowara'ko:wa Arena.

The phone system needs to be upgraded, as Bell telephone will no longer service our telephones due to being an outdated system. This issue is being taken care of in the next fiscal year. To effectively run programs for our youth, we will need to

access the programs needs and follow through with proper equipment and experienced staff.

The Arena Internet service is limited. We are working with the MCA computers staff to identify a feasible system.

The relocation of the Canada Border Services Agency (CBSA) and Seaway International Bridge Corporation (SIBC) toll booth plaza to the base of the bridge in Cornwall continues to negatively impact attendance at sporting events at the arena. We have to be creative and innovative in our business strategies to get customers at the arena for special events.

Site Management

A head care taker oversees a crew of four maintenance staff in ensuring the arena facility and grounds are properly maintained. The A'nowara'ko:wa Arena has earned a reputation of some of the best ice in the Eastern region and credit goes to the dedicated workforce. In the summer, the grounds are well maintained for outdoor recreation activities.

Due to the higher cost of maintaining the turf, Department of Technical Services and the Arena management decided that the turf would not be installed until funding could be secured to assist in maintaining the turf.



TEHOTIENNAWAKON

ECONOMIC DEVELOPMENT

Mission Statement

Economic Development Program's mission is 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 finance programs to Akwesasronon, to assist in the development of local employment opportunities.

Program Highlights and Accomplishments

Business Support

Economic Development provided assistance to community entrepreneurs for both start-ups and expansions through one-on-one consulting.

Business Registrations

Economic Development provides business registrations to businesses in order for them to be able to open business accounts with financial institutions. Economic Development registered 18 new businesses and 4 renewals during the fiscal year.

Small Business Grants

Economic Development provides financial assistance to support business development in the form of a matching dollar grant for business plan development, marketing initiatives and capital costs. Business plan development includes preparation of a complete business plan completed by a qualified consultant, an environmental assessment, appraisal(s) and architectural drawings, if required. Marketing initiatives include radio and newspaper advertising, promotional items and marketing research costs. Capital costs include leasehold improvements, fixtures, displays, office equipment, other equipment and machinery. During the fiscal year, sixteen (16) businesses were assisted for a total of \$32,388.22.

Akwesasne Economic Development Fund

This fiscal year was year three (3) of the five (5) year agreement between Mohawk Council of Akwesasne and Quebec's Aboriginal Initiative Fund II. The Akwesasne Economic Development Fund (AEDF) is a multi-year \$3.29 million dollar fund designed to stimulate the economy of Akwesasne through start-up or expansion of businesses within the jurisdiction of the Mohawk Council of Akwesasne. Throughout the fiscal year, \$296,427.00 was distributed to 11 businesses.

Courses/Workshops

The Economic Development program continues to participate on the Akwesasne Workshop Committee that includes the Saint Regis Mohawk Tribe's Office of Economic Development, Akwesasne Area Management Board, Akwesasne Employment Resource Center and other organizations to provide entrepreneurship, business and financial planning courses in the community. This fiscal year Economic Development partnered

with Akwesasne Area Management Board with delivering a 12 week Business Plan Program.

Technical and Specialized Trades Training

Economic Development provides financial assistance for programs/courses in Technology and Specialized Trades. The amount of assistance available per individual depends on other contributions being made by other community funders including Akwesasne Area Management Board, St. Regis Mohawk Tribe, Akwesasne Board of Education, MCA Community Support Program, etc. Financial assistance covered was \$20,838.04 to 20 community members.

Peace Tree Trade Centre

The Peace Tree Trade Centre is a total of 14,000 square feet and includes eight (8) units including four units that are 2,000 square feet and four units that are 1,500 square feet. The tenants include Bank of Montreal, Assembly of First Nations, Akwesasne Sports, Purple Ribbon and Akwesasne Economic Development Agency. There were two new tenants: Akwesasne Tire and Terrae Networks, which led to Peace Tree being at full capacity.

Stanley Island Log Cabins

Economic Development has been given the responsibility to oversee the sale of cabins located on Stanley Island. Two cabins were posted for sale with a purchase price of \$42,500 for each cabin. There is an annual \$100 lot fee that is due for each cabin purchased on the island.

Archaeology Field School

Year three of the field school was launched and training was provided to ten (10) Akwesasronon which included seven weeks of Archaeology, one week of Environmental Monitoring and one week of training prior to the start of the field school. It was the vision from the previous year to continue to exceed the standard of training provided to Akwesasronon. All participants received First Aid and CPR training as well as ASP 30 certification. The staff of Environment also assisted with the teachings that included Environmental Protection, Traditional Knowledge including Species at Risk, Data Collection Methods such as GIS, vegetation keys and weather data, Site Characterization including Geomorphology, Navigation including Orienteering, GPS and maps, Monitoring Terrestrial Environments including plant identification, tree species and environmental assessments, Monitoring Aquatic Environments including hydrology, fish and turtles and Wilderness Survival. All ten (10) participants successfully completed the training and received a certificate from MCA.

Buy Local Campaign

Economic Development made a priority to making purchases to stimulate the local economy; if it be gift certificates, adver



TEHOTIENNAWAKON

ECONOMIC DEVELOPMENT

tising, services or goods. This fiscal year, \$25,749.92 was spent on local businesses and artisans. The Buy Local Cupid Hunts, Buy Local Spooktakular Hunt, Akwesasne Local Market and Akwesasne International Pow wow were all activities staff participated in that lead to these purchases.

Akwesasne Local Market

The Akwesasne Local Market was held at the Peace Tree Trade Centre on Kawehno:ke every Saturday for six weeks in July and August. The goals of the market was to stimulate the economy on Kawehno:ke, promote our local businesses at the Peace Tree Trade Centre as well as provide additional support for our local vendors.

Akwesasne Welcome Centre

In October 2015, the Experience Akwesasne Welcome Centre opened at the Peace Tree Trade Centre on Kawehno:ke. The results of the Economic Leakage Study, which was conducted in 2014, identified that Akwesasronon in the Northern Portion spend \$140 million per year. Out of that \$140 million, \$107 million or 76% of that is leaked off and spent outside the Territory. The goal of the Experience Akwesasne Welcome Centre is to bring in more revenue from outsiders to increase local economic activity. The Centre serves as a hub for the entire community to utilize and promote local businesses, artisans and events.

The Experience Akwesasne Welcome Centre project is funded by the Economic Diversification Grant of the Aboriginal Economic Development Fund. An initiative of the government of Ontario, the Aboriginal Economic Development Fund supports promising projects that lead to employment, training and business opportunities for Aboriginal people.

Youth Business Fair

Economic Development continued the partnership between Akwesasne Child & Family Services and the Akwesasne Chamber of Commerce to provide training and opportunities for youth to be entrepreneurs. This is open to youth ages 11-18 years old. Trainings included Introduction to Entrepreneurship, Finance, Communication, Goal Setting and Time Management. Twelve youth graduated from the activity in February 2016.

Akwesasne's Comprehensive Community Plan (CCP)

A CCP is the collective voice of community members that includes the children, youth, adults and elders. It is called a "community plan" because the ideas come from community members themselves. One of the key parts of the CCP is a vision statement, which describes what the people want their community to look like in next 20 to 40 years. We engaged the community through a variety of sessions including meetings, surveys, presentations, one-on-one interviews and various

events and activities throughout the community.

The plan covers goals and objectives in subject areas that are most relevant to the community members. Typically, the subject areas that are covered include governance, lands & resources, health, infrastructure, culture, social, and economy.

Through community engagement, the feedback results for Akwesasne's CCP contain 13 high level goals:

- Become a self-governing Nation;
- Live in a safe community;
- Monitor and protect our environment;
- Better management of our lands;
- Improve community infrastructure;
- Create more jobs and business opportunities;
- Expand our education services;
- Increase fluency in our Mohawk language;
- Take pride in our history and culture;
- Increase access to sufficient and affordable housing;
- Improve our health and well-being;
- Take care of the vulnerable members in our community;
- Support our community's recreational needs.

The CCP describes high-level implementation plans for the 13 CCP goals. The implementation plans provide a graphical representation of progress to date, time and financial resource requirements, and project milestones.

The CCP can be used to help prioritize Akwesasne's goals and provide guidance on the policies and programs set by the local government. The CCP can also be used to provide a basis for land use planning and long term capital project planning.

The CCP was made available to the community in the 2016-17 fiscal year.



TEHOTIENNAWAKON

ENVIRONMENT

Programs

Thompson Island Youth and Elders Camp (TIYC)
Environmental Assessment
Species at Risk
Heritage Forest
Minnows and Shoreline Project
Walleye hatchery Project
Shoreline cleanup and naturalization project
Emergency Measures

Mission Statement

“Humans were given the responsibility to speak for all life our Mother Earth sustains. As the Environment Program, we are further charged with gathering and sharing knowledge with Akwesasno:non to ensure that all life is respected, protected, and preserved for the generations not yet born.”

Program Highlights and Accomplishments

Successful grant applications:

The Aboriginal Fund for Species at Risk Prevention Stream Small Fish Project integrated the aboriginal traditional knowledge and was successful in receiving a grant, as well as the Aboriginal Fund for Species at Risk Multiple Species Project.

The Environmental Assessment staff completed ten (10) assessments for the Department of Technical Services, Housing, Economic Development, Office of Vital Statistics and private individuals.

The Global Positioning System (GPS)/Geographic Information Services (GIS) Technician completed 192 maps/assignments for Environment, Economic Development, Office of Vital Statistics, Housing Department, Emergency Measures, Anowarakowa Arena, Aboriginal Rights and Research Office, Environment Canada and Transport Canada. The technician also participated in 33 field visits for forestry, fish and environmental assessment and the species at risk projects.

Heritage Forestry Technician completed numerous tree and site assessments for the Department of Technical Services, Housing and the Office of Vital Statistics.

The Wildlife Technician identified and monitored twenty seven (27) out of forty (40) possible species at risk during the project survey. The technician also participated in training for turtles, amphibians, fish and birds at risk. Community members were trained to assist with the project. The Species at Risk three (3) year project was successfully completed by the end of Fiscal Year 2015-2016.

The Thompson Island Youth and Elders Camp had a total of 373 youth and adult visitors for the season of 2015 (from May until the end of October).

The Minnow project completed forty-seven (47) field visits and participated and/or hosted several meetings with community and project partners. Numerous minnows were identified that had not been reported in the area. Several training sessions were also attended by staff with partners and/or in house. Meetings included the “We love our River” event at the Annual Winter Carnival and a Wetlands Day Open House at Kanatakon Recreation Center.

The walleye hatchery project was completed in conjunction with the Pyke Phamily Phish Pharm. A six (6) foot by twelve (12) foot enclosed trailer was purchased and set up with hatching jars, pumps and an entire system to hatch out and grow walleye to a larval stage that could be released back into the rivers of Akwesasne. There was also enough room in the trailer to provide for hatching out of perch eggs.

The Shoreline Clean up and restoration project was also completed during this fiscal year. Twelve (12) summer students, including two (2) supervisors, were hired by the project and the Akwesasne Area Management Board to work on this. The Block 1 lands and other areas of Kawehno:ke that are prone to erosion were the main focus. Sites were hand cleaned and trash was bagged, collected and disposed of. Areas that needed larger items collected were done by dozer/backhoe after the summer students were done. Native plants, shrubs and trees were planted along shoreline areas impacted by erosion.

The Environmental Science Officer continued work with partners of the Environment Program and provided technical and scientific advice on several projects.

Advisement was provided to the Aboriginal Traditional Knowledge Subcommittee of the Committee on the Status of Wildlife in Canada (COSEWIC). COSEWIC is a national committee that determines and recommends whether or not a species is at risk. Species of concern that were advised upon included the Eastern Musk Turtle, Wolves including the Eastern Wolf, Sturgeon and eel. Advisement was also provided to the St. Lawrence Seaway Corporation to determine the Seaway opening date. Oceans and Fisheries Canada were also provided advisement regarding changes to the Fisheries Act and Navigable Waters Act. Provincially for the Ontario Government advisement was provided in regard to mining and First Nations, carbon cap and trade, Conservation Act and Wetlands, Ministry of Transport project evaluation and design.

The Mohawk Council of Akwesasne also provided advisement on: the tugboat incident between Kawehnoke and Cornwall, land claims scientific evidence, erosion, conservation law amendments, minnow project, fisheries (sturgeon and wetlands), monarch butterfly and gardens, Thompson Island,



TEHOTIENNAWAKON

ENVIRONMENT

RAMSAR Initiative (RAMSAR is the body that protects wetlands of international importance), Energy East Pipeline, Ontario Power Generation and Food Canada.

Education advisement was provided to Akwesasne Mohawk School Science Fair, AMS trapping and geomorphology, University of Toronto Forest Faculty, Laurentian University, Environment, NACELLE (international meeting on biodiversity and First Nations hosted by Kahnawake and Akwesasne at the Montreal Botanical Garden), and Clarkson University Sustainable Energy projects.

Partnerships

Working relationships and partnerships are continued to contribute to the success of the Environment Program. Partnerships include provincial and federal government agencies, Non-governmental organizations, various universities and colleges in both the US and Canada and other First Nations, including our sister communities of Kanehsatake, Kahnawake and Tyendinega.

The partners that Environment continues to work with include: Eastern Ontario Model Forest, the St Lawrence River Institute of Environmental Sciences, the Canadian Advisory Committee on Rabies, the International Joint Commission/Science Priorities Committee, Eastern Ontario Maple Sugar Producers Association, Chiefs of Ontario Environmental Working Group, Cornwall Administrative Sediment Strategy, Algonquin to the Adirondacks (A2A), Fluoride Alliance Network, Parks Canada, Haudenosaunee Environmental Task Force, Eastern Ontario First Nations Working Group on the Environment.

Program Concerns

Staffing seems to be an area that requires special attention. There are many projects Environment is involved in; when there is an emergency situation (spills, floods etc.) there is not enough staff to handle both the emergency and the day to day program needs.



St. Lawrence River Clean Up organizers and volunteers work together to remove a freezer and other litter from the water.



TEHOTIENNAWAKON

EMERGENCY MEASURES

Vision

The Emergency Measures Program had a very productive and busy 2015 / 2016 fiscal year. Our vision continues to remain as follows:

The Emergency Measures Program 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 Program'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; and
- To educate all MCA / community responsible personnel on emergency preparedness, response and recovery procedures.

Emergency Planning

Three Nations Bridge Construction Project (Phase 4 – Construction)

American Bridge Canada Company (ABC) has been awarded the contract for Phase 4 of the Three Nations Bridge and construction has continued throughout 2015 /2016. Phase 4 consists of the actual construction of the new Three Nations Bridge connecting the District of Kawehnoke (Cornwall Island) to the City of Cornwall. Emergency Measures came on board to assist and ensure that potential hazards were identified that may exist beyond the original or normal 'scope of work' and that those hazards are being identified in the event of an emergency. Working jointly with Bowfin Environmental Inc., we have been quite successful in creating working relationships where Akwesasne's traditional and cultural values were recognized in order to protect endangered species (flora & fauna, etc.), all water-life and ensure the health and safety of our community members when and where applicable

However, during construction two (2) vessels (i.e. tug boat & barge) sank in the St. Lawrence River (within the construction corridor) and MCA's Emergency Measures activated our Emergency Operation Center (EOC) to assist with the Unified Command that included the Canadian Coast Guard (CCG), American Bridge Corporation (ABC) and the Federal Bridge Corporation Ltd. (FBCL) and other responding agencies to assist with the vessel salvage operations. The vessel salvage operations lasted a total of forty-eight (48) days.

Emergency Operation Center Activations

MCA's Emergency Measures was quite busy dealing with natural and man-made events within the Territory of Akwesasne and below you will find the various events that caused MCA's Emergency Operation Center (EOC) to be partially activated:

All After Action Reports (AAR's) for these events have been provided to Chief and Council.

Training/Conferences

We continue to share our training abilities, knowledge 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 and the Ontario First Nation Technical Services Corporation (OFNTSC). Emergency Measures has been directly involved in or attended the following training courses and/or has been an instructor/presenter (*) for the following training / conferences:

Community Involvement

Being that our ultimate goal is the public safety for the Akwesasne Community, we have made the effort to provide MCA's Communication's Unit with Hazard Help Sheets for their Onkweta:ke Newsletter. We have also been active in the community and provided the following training opportunities:

Emergency Measures has been active in the community providing its population with training on the "Emergency Management for Families" course.

Akwesasne Joint Emergency Response Team

The MCA's Emergency Measures was a member of the Akwesasne Joint Emergency Response Team (AJERT) in efforts to assist with an investigation associated with asbestos identified on lands located in the southern portion of Akwesasne. This land is located directly on the border of Canada and United States which called for the joint investigative team to be created as access to those land lied within the jurisdiction of the Mohawk Council of Akwesasne. The St. Regis Mohawk Tribe's (SRMT's) Environment Division took the lead in this investigation and cleanup efforts.

Committees/Meetings

The Emergency Measures Program 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.



TEHOTIENNAWAKON

EMERGENCY MEASURES

The Emergency Measures Program also continued to meet with local emergency managers, state, provincial, federal and neighboring municipalities to discuss emergency preparedness contingency planning in our area. We attended 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 and participated in various exercises within the Territory of Akwesasne and its surrounding areas that support our emergency management and response efforts. They are as follows:

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 Council on the discussions of public safety in Akwesasne and territorial homeland protection. We will continue to make immeasurable efforts to ensure that Akwesasne's health and safety is our number one priority.



Emergency Measures responded to an overturned tugboat in the St. Lawrence River. Vessel Salvage Operations eventually removed the overturned tugboat.

Photo Credit: Joe Francis



AKWESASNE MOHAWK POLICE SERVICES

ADMINISTRATION

She:kon,

On behalf of all the men and women of the Akwesasne Mohawk Police Service, I am pleased to present the 2015 / 2016 Annual Report to the community and our members.

The Akwesasne community saw a decrease in overall crime in 2015 compared to the previous year. Violent crimes were down over 60 percent while non-violent crimes were up slightly by 8 percent. The overall crime rate in Akwesasne was down by 36.85 percent. The Akwesasne Mohawk Police's clearance rate in 2015 was almost 30% higher than the provincial average. I am proud of the statistics which is a result of the hard work and dedication that each officer contributes. The successes of the officers' investigations go a long way in ensuring that the victims of crimes are heard and that justice is served.

The Akwesasne Mohawk Police consists of 32 sworn police officers and 9 civilian members who are responsible for delivering police services to the approximately 8,000 citizens within the Canadian portion of Akwesasne.

The Akwesasne Mohawk Police Service is a progressive organization which is committed to refining and adjusting our service delivery model to create a truly sustainable and effective approach to crime reduction and building a safer and healthier community. The Akwesasne Mohawk Police maintains a strong presence in the community through their core policing objectives and community service events. The Service will continue to invest strongly in the concepts of community-based, intelligence-led, problem-oriented, and risk-focused models of policing. Members of the Police Service are dedicated and committed to enhancing the quality of life in the Territory of Akwesasne by working cooperatively to enforce the laws, preserve the peace, reduce fear, and provide for a safe environment.

I would like to thank our Police Services Commissioners for their continued support. Our collective dedication to a safe and secure Akwesasne is evident in their commitment to our vision of a better future.

Jerry Swamp
Chief of Police

Akwesasne Mohawk Police Commission

The Akwesasne Mohawk Police Commission members for the Fiscal Year of 2015-2016 were as follows:

MEMBER/DISTRICT/TERM OF OFFICE

Benedict, Wesley

replaced by Gary Cole

Chairman / Kawehnoke

Nov 2015 - Nov 2018

George, Rachel

replaced by Caroline Peters

Tsi Snaihne

2013 - 2015

Adams, Sheila

replaced by Regina Jacobs

Tsi Snaihne

2013 - 2015

Chairperson/ Tsi Snaihne

2015-2018

Swamp, JoAnn (recorder)

n/a

Jacobs, Clarissa

replaced by Kateri Benedict

Kawehnoke

Nov 2015

2015 - 2018

Terrance, Valerie

Kanatakon

Nov 2015 - extended 2018

Jackson, Joanne

Kanatakon

2012 - 2015 extended 2018

Thomas, Steve (Chief)

Public Safety Portfolio

2013 - 2015 extended 2018

Several members of the Akwesasne Police Commission have had their terms end in November of 2015. Their dedication to serving on the commission for the community of Akwesasne was very much appreciated. Their work has inspired several changes to the Commission as well as the police service. Those members whose term ended during this fiscal year were Clarissa Jacobs, Wesley Benedict, Sheila Adams and Tom Francis. Thank you!

Mission Statement

The mission of the Akwesasne Mohawk Police Service is



AKWESASNE MOHAWK POLICE SERVICES

ADMINISTRATION

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.

Core Values

- To serve and protect the community of Akwesasne.
- To enforce the laws of Akwsasne and Canada in a fair and unbiased manner.
- To enforce a variety of assignment areas including: traffic law, anti-drug and smuggling, and criminal enforcement.
- To protect our community today for the seven generations of tomorrow.
- To provide leadership and role models for our youth.
- To work as part of a team.

Domestic Violence

The Akwesasne Mohawk police service continues to make domestic violence a priority. Given the number of calls to police for intervention and the high profile tragedies that may result, more attention has been placed on training, collaboration with other community partners, as well as updating standards and changes to legislation.

The Akwesasne Mohawk Police have partnered with area agencies to ensure that victims receive the proper notifications, assistance, counselling and other services that meet or exceed with Provincial standards and recent changes to legislation.

Some of the agencies that have proven to be successful partnerships are with: Assault and Sexual Abuse Program (ASAP), Cornwall Community Police Service, Ontario Provincial Police, Royal Canadian Mounted Police, Saint Regis Mohawk Tribal Police, Victim Witness Assistance Program (VWAP), Akwesasne Family Violence Program (AFVP), Victim Services of SDG & A and the Three Sisters Program.

Statistical Information 2015-2016

Akwesasne Mohawk Police Service responded to 56 Domestic Violence related calls for assistance in 2015.

125 criminal code charges were laid by police relating to incidents of Domestic Violence in 2015.

Domestic violence calls are one of the most dangerous calls a police officer can respond to as they often involve highly emotional victims and suspects. In many incidents alcohol, drugs and weapons are involved.

On average the Akwesasne Mohawk Police Service respond to 10 domestic violence related calls every month.

20% of the above related calls involved the accused using or threatening to use a weapon or firearm.

Total # of Occurrences by Year

2013 – 2873

2014 - 2417

2015 - 2316

*The Akwesasne Mohawk Police Service's Reception, Dispatch and administration handles over 14,000 calls for service annually. These calls for service are for administrative assistance in the areas such as being placed on the house watch

CHARGES LAID BY AKWESASNE MOHAWK POLICE: 607												
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
CRIMINAL	16	14	20	11	49	25	37	25	27	24	43	19
PROVINCIAL, BY-LAWS & Community Laws	25	22	18	25	32	15	35	35	28	21	27	14
TOTALS	41	36	38	36	81	40	72	60	55	47	70	33

list, community service requests, reporting requirements, legal consultations, community safety bulletins. The chart above is an indication only when an officer is required to attend a scene or respond to an incident. In addition to actual records management system (RMS) calls for service and incident occurrences the Akwesasne Mohawk Police Service responds to thousands of additional telephone calls, walk-in events and individual officer contacts with citizens for advice and information that are not usually recorded within the RMS due to time constraints and operational requirements.

Community

Community services and events held or attended by AMPS The members of the Akwesasne Mohawk Police service attended are represented the Service in 151 events during the 2015 calendar year. We are striving to be a major partner in each and as many Community events that we can.

- Christmas Carolling
- Trunk or Treat
- Youth Cultural Camp
- Komic Con
- Power Wheels racing
- Boys night out
- Canoe Club
- Police Week events; Barbecue and Lacrosse challenge.
- Kids for Fishing
- Presentations to youth: bullying, cyber awareness, school safety, making good choices, drug awareness.



AHKWESAHSNE MOHAWK BOARD 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 is 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.

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. Six 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, the After School Program, and the Education Services Agreement with both the Upper Canada District School Board and the Catholic DSB of Eastern Ontario for students in Grades 9 – 12.

The following positions provide services to students and staff in all three schools:

Psychological Associate; Inclusive Services Program Facilitator; Art, Music, & Technology Teachers;
English Curriculum Specialist; Speech & Language Pathologist

Due to the long term medical leave of Director of Education Barry M. Montour, Ph.D., AMBE initiated a search for a new person to take on the leadership role for the Board. The successful candidate for the position was Donna Wahienha:wi Lahache who assumed the position in September, 2015. As she had previously been a principal at Tsi Snaihne School, she was familiar with our schools, staff and our community. Her experience in curriculum development and literacy initiatives were two of the many attributes she brings to her new role as Director. The Board wishes to acknowledge Associate Director, Deborah Terrance, who willingly and successfully took on the role of Acting Director in the interim.

Major Activities for 2015-16

Mohawk Language Improvement Initiative

Based on Board and staff concerns about the efficacy of the Kanienkeha curriculum, a review of the Immersion and Core programs began last year. After striking a committee to evaluate the program, a decision was made to develop new curriculum and to provide training on the Neuro-linguistic approach to teaching language. The language teachers are being coached in oral fluency strategies for teaching and assessment. Assessments, resources and literacy curriculum are under development. This is the first year of a five (5) year initiative. Students will be assessed three (3) times per year to monitor growth.

Comprehensive Improvement Initiative

The Board, in the seventh year of the First Nations Student Success Program (FNSSP), continues to implement school success plans to address literacy, numeracy, student retention and assessment. FNSSP also provides funding for the licensing costs of a student data management system.

FNSSP enables the Board to contract with the Success for All Foundation (SFA). The Foundation assists schools in identifying and implementing strategies designed to reach every student, and provides a full array of supports that help every child reach his or her full potential. Students are provided with intensive instruction in language arts using cooperative learning strategies. Teachers receive extensive professional development throughout the school year to better help every student succeed.

Assessments and Student Achievement

AMBE administers numerous formative assessments throughout the school year, and a final summative assessment in late May and early June. The formative assessments are designed for teachers to monitor student progress and to make adjustments to their instructional program as necessary. The summative assessments are used to gauge student progress from year to year, and are useful for school administrators to monitor and evaluate the entire instructional program.

During the school year, teachers administer formative assessments in their classrooms using the Scholastic Reading Inventory (SRI), the Ontario Writing Assessment (OWA), the Scholastic Mathematics Inventory (SMI), and for the Early Years students, the Dynamic Indicators of Basic Early Literacy Skills (DIBELS).

EQAO is administered at grades 3 and 6. Students at AMS and Tsi Snaihne take this test at the end of each school year. This is a provincial test. AMS was selected as an Education Quality and Accountability Officer (EQAO) school to be audited this year and they received the highest rating possible by the auditor. All of our students in grades 3 and 6 are registered for this exam. Students with identified learning disabilities are provided the



AHKWESAHSNE MOHAWK BOARD OF EDUCATION

supports allowed in their Individual Education Plans (IEP).

AMBE also administers the Canadian Achievement Test 4 (CAT4) for Grades 1, 2, 4, 5, 7, & 8, which is a summative standardized test that is norm referenced and indicates how our students are doing compared to other students at the same grade level in Canada.

CAT4 (No data below for Grade 3 and 6 as they take EQAO) 2014-15 Percent of Students at Stanline 4 and Above at Tsi Snaihne School							
	Reading	Word Analysis	Vocabulary	Spelling	Writing Conventions	Mathematics	Comp. & Estimation
Grade K	95	80	N/A	N/A	N/A	85	N/A
Grade 1	74	74	70	65	N/A	65	74
Grade 2	65	35	45	45	30	60	60
Grade 4	89	N/A	74	84	84	89	100
Grade 5	89	N/A	78	74	85	78	100

CAT4 (No data below for Grade 3 and 6 as they take EQAO) 2014-15 Percent of Students at Stanline 4 and Above at AMS							
	Reading	Word Analysis	Vocabulary	Spelling	Writing Conventions	Mathematics	Comp. & Estimation
Grade K	52	76	N/A	N/A	N/A	81	N/A
Grade 1	61	39	56	50	N/A	61	67
Grade 2	75	55	77	58	77	79	79
Grade 4	63	N/A	63	63	84	95	74
Grade 5	54	N/A	63	63	69	63	81
Grade 7	42	N/A	36	49	38	54	52
Grade 8	33	N/A	23	30	22	45	48

Additional Activities, Programs and Services Akwesasne Head Start Program

The Ahkwesasne Head Start Program, one of the original 15 Head Start sites on reserve in Ontario, has been providing pre-school services to the children of Akwesasne for over 14 years. Program enrolment is limited to 16 three-year-olds per site due to provincial legislation. We have three classrooms, one in each school. Over the 2015/2016 fiscal year, 48 children have been enrolled in the Akwesasne Head Start Program.

Head Start is the entry level for children into AMBE's Early Years Program. Early Years consists of children in Head Start, K-4 and K-5. It is worth noting that our early years model was in place prior to the Early Learning initiative of the province of Ontario.

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 Ministry of Education of Ontario.

Food Services Program

Because of the positive correlation between good nutrition and school achievement, the Board has run an unfunded Food Services Program for many years. Breakfast is free for all AMBE students; lunch is either free, reduced, or at a minimal cost. The program provided free or reduced lunches daily to 60% of the AMBE student population. With support from National Child Benefit Reinvestment Fund (NCBR) and the Department of Health, the Board is able to offer affordable and nutritious meals because of this supplemental funding that covers food purchases.

A new initiative began at AMS this year with the introduction of grow units. The Head Cook and some interested students actually grow some of the food that is used in the lunch program.

After School Program

The program is for children whose parents were unable provide supervision for their children in those critical late afternoon hours because they were either working or full time students. The Board originally submitted this request as part of MCA's Prescription Drug Strategy that was under development; children who are alone after school tend to be the ones most likely to engage in risky behaviours, such as experimenting with drugs.

Each site is supervised by 2 to 3 after school workers depending on the number of students. Parents sign a participation agreement that defines rules of the program and the fees for the program. The average attendance at each site was 30, with some students leaving the program if a parent was no longer employed or in school.

Transportation 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.

Post-Secondary Assistance Program (PSAP)

The AMBE Board of Education believes that it is important for community members to pursue Post-Secondary educational opportunities. Post-Secondary education allows community members to secure better paying jobs and to provide services and expertise to Akwesasne and neighboring areas. It is the desire of both the Ahkwesasne 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.

The objective of the Post-Secondary Assistance Program, as defined by INAC's national guidelines, is to improve the employability of First Nations people and Inuit by providing



AHKWESAHSNE MOHAWK BOARD OF EDUCATION

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.

The AMBE Post-Secondary Assistance Program was quite busy over the 2015-16 academic year. The program sponsored 434 students (both full-time and part-time) and 80 students graduated.

The most popular post-secondary institutes attended in Canada were: Iohahi:io, St. Lawrence College, Algonquin College, and Carleton University.

The most popular institutes attended in the U.S. were: SUNY Potsdam, North Country Community College, SUNY Canton, and Syracuse University.

Graduate Statistics:

Male
Female

American Institutes:
Canadian Institutes:
Certificates (1-year):
Associate/Diplomas (2-year):
Bachelor Degrees:
Master's Degrees:
Higher Certification:

17
63
16
64
16
44
17
2
1

Highlights

The PSAP Manager actively participated in the following events to inform the community about the Program:

- Salmon River's Higher Education Day (College Fair) and the College Application and Higher Education Night, and was on site for two full days to meet with all seniors about PSAP funding.
- Massena Central High School Information Day and Senior Day.CCVS Aboriginal Post-Secondary Information Program APSIP Fair in April and May.
- AMBE PSAP Financial Aid Night on Kawenoke in March.
- The PSAP Manager attended several community events to reach potential students not attending high school. She presented at the SRMT Financial Aid Night in April, and presented twice at the Akwesasne Employment Resource Center AERC Job Finding Club to those individuals.

Secondary School Services:

Nominal Roll:

109 students at CCVS,
38 at AMBE Foundations,

6 at TR Leger main campus,
31 at the Iohahi:io Adult Education Center,
4 St Joseph's Catholic Secondary School,
3 Akwesasne Freedom School

CCVS:

AMBE has an Education Services Agreement with the Upper Canada District School Board for students in Grades 9 – 12. The agreement with the Upper Canada District School Board funds one full-time resource teacher at CCVS.

Highlights:

Students are involved with school sports & activities: Dance, Guitar, Music, Art, CCVS Student Leadership, and Native Student Leadership. We are also seeing more student participation in sports such as Volleyball, Basketball, Football, and Lacrosse.

Let's Talk Science Mentorship Programme: 10 students participated. AMBE students won 2 of the 3 categories in the Science Fair. While on the trip to Ottawa, the students met with the Minister of Justice (the Honorable Jody Wilson-Raybould), and the Minister of Innovation, Science and Economic Development (the Honorable Navdeep Singh Bains). The students were also invited to dinner at the residence of the Ambassador of Ghana. The students met with the ambassadors' wives from Ghana, Libya, Indonesia, Kazakhstan, and Serbia.

12 students participated in Upper Canada District School Board (UCDSB) Native Student Leadership. Students attended presentations in Kemptville, 3 students attended Tim Horton's Camp des Voyageurs (camps focus on goal setting and positive personal achievements), 8 students participated in the UCDSB Truth and Reconciliation Commission Gathering.

Seven (7) students participated in CCVS Student Senate or Student Council, or Yearbook Committee.

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. The staff consistently worked with an average of 27 students during the day, an average of 21 students during the lunch period, and an average of 13 students after school.

There was an average of 25 students who made Honor Roll and Principal's List in the past three marking periods.

The Class of 2016 consists of 19 students; 15 plan on attending post-secondary institutions in the fall; 4 will enter the world of work.



AHKWESAHSNE MOHAWK BOARD OF EDUCATION

AMBE Foundations/TR Leger School Activities:

AMBE Foundations is one of the highest producing campuses in TR Leger. AMBE Foundations is an alternative high school specifically designed for Akwesasne youth who require a classroom setting that is unlike that of a mainstream school. The students do not necessarily function well in a strict classroom and yet they thrive in the Foundations setting. The staff does a great job of getting students out from their desks and learning outside of the classroom.

There are 3 students in the Class of 2016. One student plans on attending a post-secondary institution, 1 student plans to work then attend college in January 2017, the other student will enter the world of work.

AMBE Foundations continues to evolve as a high school by focusing on the cultural, emotional and physical needs of the students. Strong relationships have been formed with resources and programs in the community. Glen Swamp and Vikki Horn implemented the Sons and Daughters of Tradition and meet with the students on a weekly basis, a mental health counselor meets with a student on a weekly basis.

Three students did co-op placements (Ontario Power Generation, Crossfit, and Anowarakowa Arena).

A field trip included a cultural excursion to the Diefenbunker Museum in Ottawa to get a glimpse of Cold War Canada.

Iohahi:io:

31 students registered at Iohahi:io September 2015. Eighteen (18) of the students are in grade 12, of the 18 students 11 have been confirmed for graduation.

TR Leger School:

There are 6 students registered in grade 12 at the main campus. All students still lack credits for graduation, but there are 6 former students who enrolled after the nominal roll deadline and are confirmed for graduation.

St Joseph's Catholic Secondary School:

4 students enrolled at St Joseph's this past September and 2 students made Honour Roll.

Akwesasne Freedom School: AFS received a special classification to keep their students who wish to continue on for their high school diploma.



A.M.B.E. Students proudly display their bountiful harvest.



FINANCE REPORT

ADMINISTRATION

Mission Statement:

As an office we have accepted the Executive Services Mission Statement: 'Advancement through change'

Our role within MCA 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 our department when we are able to implement innovative solutions.

Program Highlights and Accomplishments

External Financial Reporting:

We have continued to build on prior year's success in reducing our external reporting timelines completing of the 15/16 year-end audit 5 weeks earlier than the 14/15 audit. The 15/16 annual audit was accepted by Council on September 12, 2016. The 14/15 annual audit was accepted on October 6, 2015. We obtained an unqualified or clean audit opinion for the 15/16 fiscal year. Once again 75 + year-end statements were prepared for auditor review, with each receiving the appropriate level of audit attestation.

Internal Financial Reporting:

We have worked to reduce the timelines for internal financial reporting. Further to implementing an updated payroll system in 14/15, we have automated the transfer of payroll financial data into the accounting system on a bi-weekly basis. Payroll data is now available for financial reporting and analysis 2 to 4 weeks earlier than last fiscal year. We have also changed the way Internal financial statements are distributed; rather than using email, financial data is now posted on a common drive to facilitate management access to the financial data.

Budgeting:

The annual budget is a process that takes for 3 to 5 months to complete. Budgeting using Excel given the number of individual programs and departments is extremely time-consuming and difficult to manage. To this end alternative budgeting processes and software were investigated. Four software packages that could potentially meet Council's budgeting needs were investigated. A package has been selected that will: fully integrate with the accounting software; facilitate both single and multi-year budgeting and projections; allow for the generation of financial information and internal financial statements in real-time; and will facilitate data analysis. This package has been acquired and development has commenced.

Akwesasne Community Settlement Trust:

In fiscal 15/16 Council transferred \$13,423,257 to the Trust. This amount represented the balance of OPG settlement funds that were invested and held by MCA. All funds resulting from

the Easterbrook Settlement were transferred to the trust prior to the end of the 14/15 fiscal year. A schedule of amounts received and transferred is included in this report.

Financial Overview

Our Current Financial Position

Council opened the 15/16 fiscal year with an accumulated operating deficit of (\$2,427,005). Council ended the 15/16 fiscal year with an annual operating surplus of \$1,882,612 and an accumulated operating deficit of (\$544,393). The surplus was generated as a result of applying \$1,748,639 of OLG annual revenue to offset the operating costs of unfunded programs and of recovering \$1,152,505 in past costs incurred (primarily legal) to settle both the OPG and Easterbrook claims. It is Council's goal to eliminate the accumulated deficit by the end of the 16/17 fiscal year.

In spite of our goal to eliminate the accumulated deficit by March 31, 2017, deficits that are program specific continue to be generated as Council, in response to community needs, continues its support of unfunded programs. Many MCA departments and programs generate deficits. This will always occur. Many programs are simply funded at levels that are much lower than the need within the Community. Council will continue to make every effort to set a break even budget each year; this budget includes and accepts that some programs will operate at a deficit. Council and its management team continue to work with our funders to identify new funding sources.

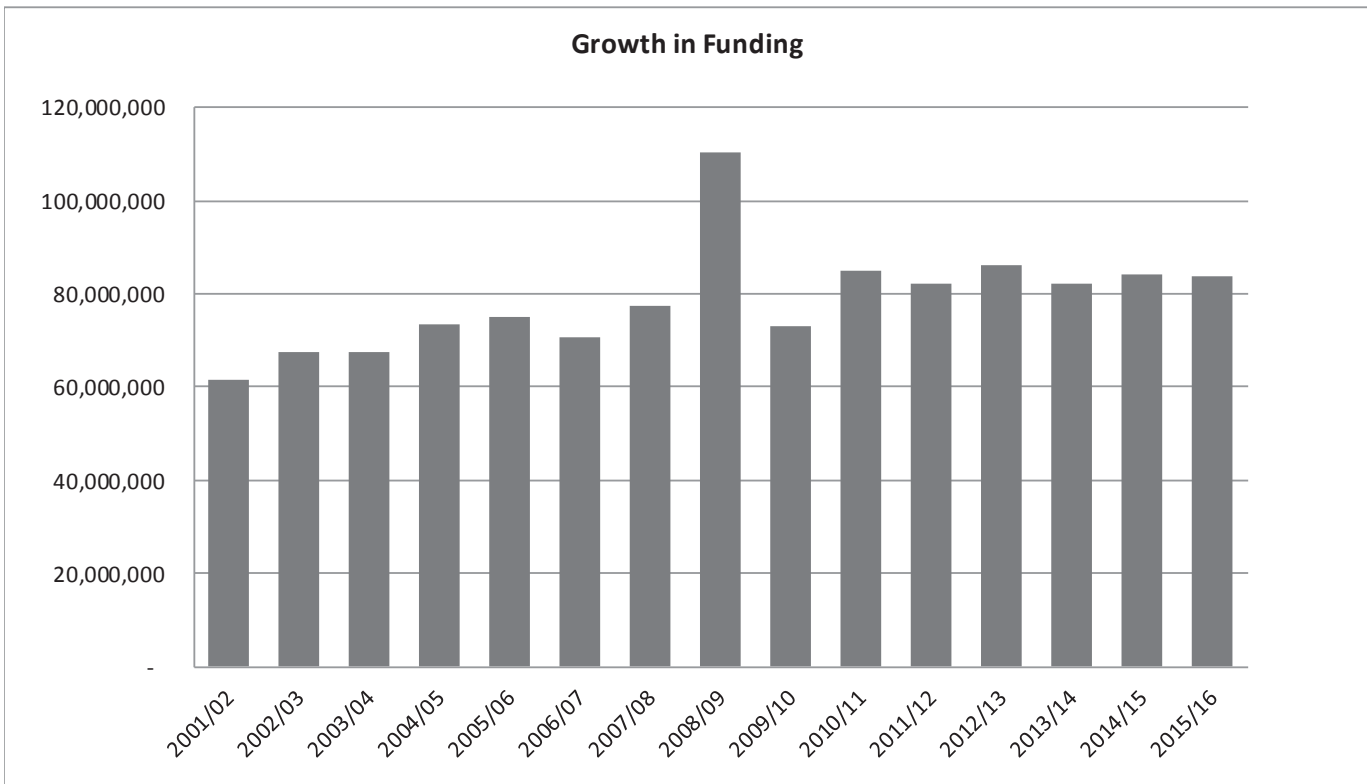
Global economic growth and recovery is slower than initially projected. This slow growth directly affects employment. As a result, this slowdown continues to put added financial pressure on post-secondary, social assistance and the housing mortgage and rental programs.

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.



FINANCE REPORT

MOHAWK COUNCIL OF AKWESASNE COMPARISON OF FUNDING LEVELS FROM 2001/02 TO 2015/2016



Funding has grown consistently since fiscal 1994/95, with funding doubling from \$42.6 million 94/95 to \$83.9 million in 2015/16. 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.



FINANCE REPORT

Mohawk Council of Akwesasne Settlement Funds Transactions to March 31, 2016

Summary of OPG Fund

Total OPG settlement	\$	45,963,520
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OPG payments received to date:

October 2008	\$	20,363,520
September 2009		2,560,000
September 2010		2,560,000
September 2011		2,560,000
October 2012		2,560,000
September 2013		2,560,000
September 2014		2,560,000
September 2015		2,560,000
Total paid to March 31, 2016	\$	38,283,520
Transferred to Akwesasne Settlement Trust in 14/15		(24,860,270)
Transferred to Akwesasne Settlement Trust in 15/16		(13,423,250)

Balance held to MCA at 3/31/16	\$	-
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Balance remaining - 3 payments	\$	7,680,000
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All funds received to date that resulted from the OPG settlement have been transferred to the Trust.

Please refer to note 23 on page 19 of the 15/16 Annual Audited Financial Statements for additional note disclosure.

Summary of Easterbrook Settlement

Settlement received October 2, 2012	\$	4,448,932
Transferred to Akwesasne Settlement Trust		(4,448,932)
Investments held by MCA at March 31, 2015	\$	-

Interest earned and segregated to March 31, 2015	\$	129,521
Interest Transferred to Akwesasne Settlement Trust		(129,521)
Interest income held by MCA at March 31, 2015	\$	-

All settlement funds received to March 31, 2016 have been transferred to the Trust.	\$	4,448,932
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FINANCE REPORT

OLG (Casino Rama) and Federal Revenue Trust Funds (Island Revenue)

MCA continues to apply Island Revenue and a portion of Casino Rama revenue to its operations. In addition Council has reserved OLG revenue to meet current and future community needs as follows: the future generations revenue has been reserved and all of the interest generated is used for special

needs; Council continues to hold a portion of the 1 time allocation's received in previous years in reserve for future needs. OLG has separate reporting requirements and an annual audit is issued for the OLG funds. All expenditures of OLG 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, 2016

Earned revenue has been applied to Council programs & services as follows:

	2016	2015
Income earned and applied to Council programs	\$ 579,331	\$ 546,597
Interest income earned	\$ 51,614	\$ 124,772

The interest income has been applied to global Council operations.

Please refer to Schedule 3 on page 23 of the 15/16 Annual Audited Financial Statements for a detailed listing programs and services supported by this revenue.



FINANCE REPORT

Mohawk Council of Akwesasne
Application of OLG funds (formerly Casino Rama Funds)
For the year ended March 31, 2016

OLG / Casino Rama revenue has been applied to the following:

	Final 2016 \$	Final 2015 \$
Akwesasne Winter Carnival - annual	5,000	5,000
Akwesasne Pow Wow Committee - annual	5,000	10,000
Elders housing repairs - administered by housing	57,836	93,964
Community fund - distribution	137,244	145,975
3 Recreation committees @ \$40,000 each	120,000	120,000
Water distribution		3,784
Tri District Elders	15,000	15,000
Community fuel program	467,911	458,477
Seaway Claim	672,941	803,064
Snye Homemakers	15,000	15,000
Individuals -small donations	79,064	84,751
Ferry Feasibility		92,780
Summer Student Program	105,000	100,000
Housing Rental Shortfall	150,000	150,000
AMBE After School Program	36,000	35,000
AAMBE School Bus		97,353
Kawhenoke Water Line	96,263	(500,431)
TsiSnaihne Water Line	(7,930)	123,250
Tsionhiakwatha	-	5,000
AEDA Can 8 Language instruction	100,000	144,455
St. Regis Church Insurance	5,527	5,590
Allocated to Roads		200,000
Allocated to Garbage Collection		200,000
Allocated to Hot Lunch Program		200,000
Allocated to Water/Waste Water Operations		200,000
Allocated to Arena		200,000
Mode Maps - Community Recreation Plan		8,838
Allocated to cover unfunded operations	1,748,639	-
Interest Earned - Allocated to MCA Operations		525,057
Enhancements to Council programs	302,480	562,640
Organizational Improvement	94,894	184,377
CBSA seizures	(7,408)	(17,171)
	<hr/> 4,198,461	<hr/> 4,271,753
Special Needs	<hr/> 137,244	<hr/> 103,269
Total OLG Expenses	<hr/> 4,335,705	<hr/> 4,375,022



FINANCE REPORT

Sources of Income

The Summary of Operations forms the basis of the “Statement of Financial Activities” which is an integral part of our 2016 audited financial statements. The Summary of Operations

provides an overview of the revenues administered and expenses incurred by each department. The Statement of Operations (page 5 of the audit) discloses total revenue of \$83.9 million and total expenses of \$83.7 million.

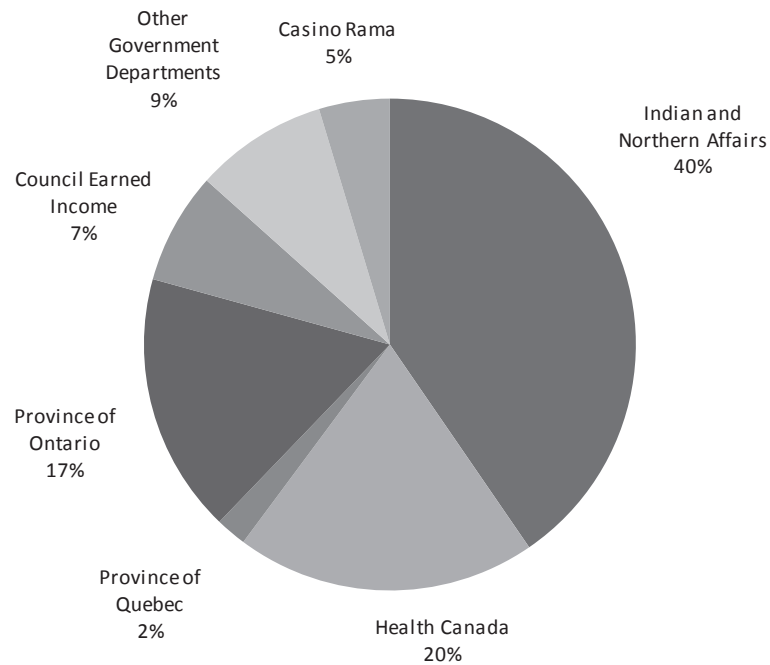
MOHAWK COUNCIL OF AKWESASNE SUMMARY OF REVENUE BY SOURCE FOR THE YEAR ENDED MARCH 31, 2016

	Fiscal 2015/2016		Fiscal 2014/2015	
	Total	% of Total	Total	% of Total
	Revenue	Revenue	Revenue	Revenue
	\$		\$	
<u>Grants and Contributions</u>				
Government of Canada				
Aboriginal Affairs & Northern Development	35,120,846	40.42	36,473,164	41.98
Health Canada	17,158,084	19.75	16,259,204	18.71
Human Resources Development Canada	387,267	0.45	469,188	0.54
Canada Mortgage & Housing	413,839	0.48	401,565	0.46
Canada Border Services Agency	13,000	0.01	10,000	0.01
Emergency Preparedness Canada	3,316,300	3.82	3,085,520	3.55
Other Federal	3,300,571	3.80	372,802	0.43
Total Government of Canada	59,709,907	68.72	57,071,443	67.70
Ontario Lottery & Gaming Commission	4,044,784	4.66	4,049,632	4.66
Province of Ontario	14,853,583	17.09	13,789,999	15.87
Province of Quebec	1,760,680	2.03	1,924,096	2.21
Other	147,990	0.17	193,445	0.22
	20,807,037	23.95	19,957,172	22.97
Total Grants and Contributions	80,516,944	92.66	77,028,615	90.66
<u>Council Earned Income</u>				
Administration Fees and User Charges	877,189	1.01	1,015,264	1.17
Land Leases	579,331	0.67	546,597	0.63
Interest Income	951,074	1.09	1,824,399	2.10
Earned Income	3,237,193	3.73	3,218,044	3.70
Rentals	729,300	0.84	673,021	0.77
Total Earned Income	6,374,087	7.34	7,277,325	8.38
Total Revenue	86,891,031	100.00	84,305,940	99.04

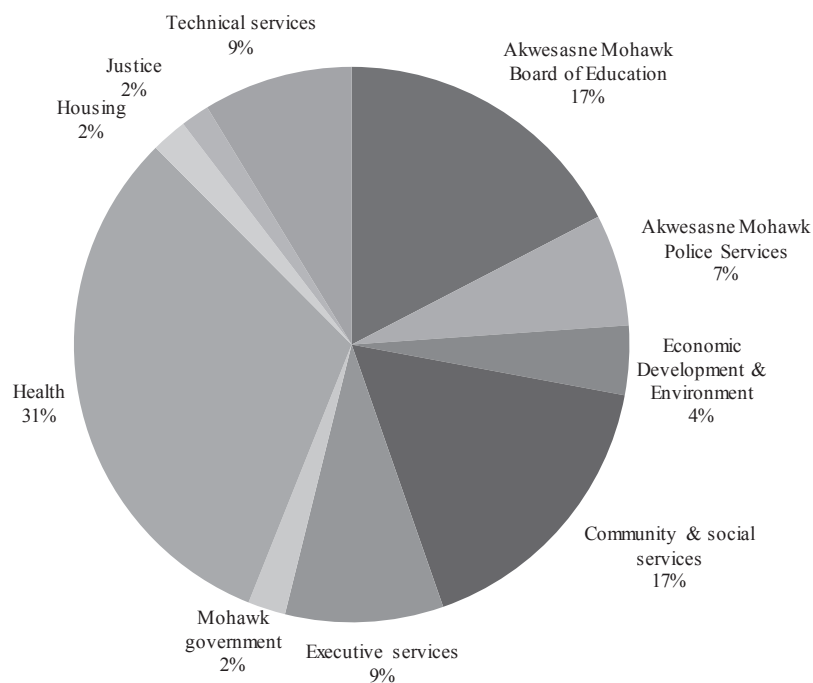


FINANCE REPORT

Revenue by Source
Fiscal 2015/2016



Total Expenses by Department
Fiscal 2015/2016





FINANCE REPORT

Mohawk Council of Akwesasne Operating Expenditures by Category March 31, 2016

Operating Expenditures	Fiscal 2015/2016		Fiscal 2014/2015	
	Amount	Percent	Amount	Percent
Salaries, benefits, and honoraria	\$ 42,240,232	50.45%	\$ 41,659,160	50.45%
Travel and training	1,535,713	1.83%	1,685,074	1.83%
Program supplies	6,786,791	8.11%	6,827,623	8.11%
Office	1,028,352	1.23%	883,280	1.23%
Facility costs	2,766,537	3.30%	2,818,671	3.30%
Student tuition and allowances	5,292,317	6.32%	5,031,100	6.32%
Equipment repairs, lease, and small purchases	1,897,560	2.27%	1,823,562	2.27%
Community support	5,190,424	6.20%	5,389,166	6.20%
Minor Capital	3,671,938	4.39%	3,780,078	4.39%
Professional Fees	4,739,079	5.66%	4,467,492	5.66%
Non-Insured Health Benefits	8,571,245	10.24%	7,739,458	10.24%
	<hr/>		<hr/>	
	\$ 83,720,188	100%	\$ 82,104,664	100%

Please refer to Note 24 on Page 19 of the audit

Our Employees

Our employees are our most valuable resource. Salary, benefit and honoraria account for 50.5% of our annual operating costs. Our basic staffing complement is 850 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 14/15); audit; consulting and professional services; and Non-Insured Health Benefits (NIHB) medical and dental professional services.



FINANCE REPORT

Community Owned Assets

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 \$1.5 million (\$1.8 million in 14/15) was spent by the Department of Technical Services (DTS) which managed capital projects: facility renovations, infrastructure and equipment. Projects were smaller in 15/16:

the extension of the waterline in Kawehno:ke was completed; a new grader was purchased and the site work relating to the future TsiSnaihne Administration Building was completed.

The MCA as a whole spent an additional \$869,346 (\$426,351 in 14/15) on equipment: computer hardware and software, equipment, vehicles etc.

MOHAWK COUNCIL OF AKWESASNE LISTING OF COMMUNITY ASSETS AND EQUIPMENT AS AT MARCH 31, 2016

	Cost of Acquisition \$	Accumulated amortization \$	Net \$	2015 Net \$
Land	720,434		720,434	715,841
Buildings & major infrastructures	141,906,007	46,796,158	95,109,849	97,556,023
Computer hardware & software	4,113,319	3,718,015	395,304	482,020
Equipment	6,611,056	5,409,680	1,201,376	1,328,037
Equipment under capital lease	504,822	468,919	35,903	44,878
Furniture & fixtures	2,021,354	1,406,059	615,295	683,662
Roads	5,771,873	3,972,795	1,799,078	1,999,038
Vehicles	7,902,959	6,248,852	1,654,107	1,400,180
	<u>169,551,824</u>	<u>68,020,478</u>	<u>101,531,346</u>	<u>104,209,679</u>
Property plant & equipment under construction	7,798,887		7,798,887	6,601,880
TOTAL COMMUNITY ASSETS	<u>177,350,711</u>	<u>68,020,478</u>	<u>109,330,233</u>	<u>110,811,559</u>

Notes:

- 1 These assets are insured at their replacement value not the amortized value. All community owned assets are insured.

The replacement value of community assets at April 1, 2016 is \$ 189,562,395.

For additional detail please refer to Note 1 (d) on page 9 and Note 6 on page 12 and Note 7 on page 13 of the 15/16 Annual Audited Financial Statements.



FINANCE REPORT

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 term debt. The following schedule summarizes Councils debt position at March 31, 2016.

Long Term Debt March 31, 2016

Council has mortgages on a number of community properties.

	Balance of Mortgage at March 31, 2016	Balance of Mortgage at March 31, 2015
Total Mortgages Outstanding	\$ 6,561,462	\$ 7,362,256

These mortgage loans are guaranteed by Aboriginal Affairs & Northern Development Canada (AANDC) Canada Mortgage and Housing Corporation (CMHC) provides subsidy funding for a portion of the interest and annual operating costs.

Please refer to note 16 on page 16 of the 15/16 Annual Audited Financial Statements for a detailed listing of Council's long term debt.

Salaries, Honoraria and Travel Expenses Paid to Chiefs

Canada has a requirement that salaries, honoraria and travel expenses be published for Council. Please see the Schedule

posted at Akwesasne.ca. The schedule has been reviewed by our auditors and forwarded to AANDC. Please note that a review does not constitute an audit. The schedule has been prepared by finance staff and complies with Canada's reporting requirements.



FINANCE REPORT

Detailed Summary of Revenue and Expenses by Department

The information provided for each department will include:

- A summary of the sources of funding
- A schedule 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, 2016. We have also provided the 2015 comparative figures for both the budgets and actual expenses.

We had several goals in providing this level of detail in a community financial report.

1. 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.

2. To enable the reader to match the financial report with the written annual report provided on both the departmental and program level.
3. 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 delivery reports.

Akwesasne Mohawk Board of Education Summary of Operations For the Year Ending March 31, 2016

INAC core funding is the primary revenue source for AMBE operations.

AMBE has been very successful at securing additional federal funding in a number of program areas.

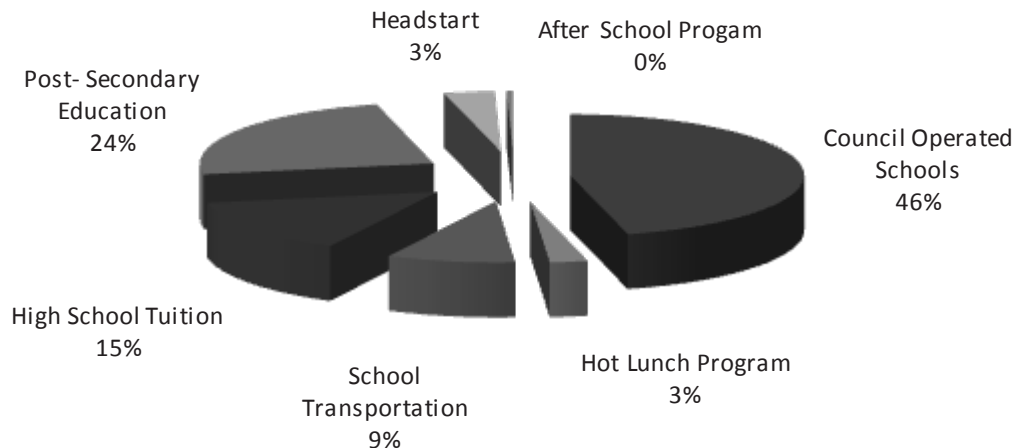
AMBE applied its resources to the following programs & services:

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Council Operated Schools				
AMBE and School Support	\$ 1,660,091	\$ 1,995,614	\$ 1,660,300	\$ 1,858,627
School Instruction	4,842,741	4,688,069	4,703,448	4,453,074
	6,502,832	6,683,683	6,363,748	6,311,701
High School Tuition	2,354,099	2,114,330	2,394,166	2,145,947
Post-Secondary Education	3,497,421	3,471,478	3,492,308	3,161,217
School Transportation	1,168,748	1,286,290	1,224,652	1,257,944
Headstart	504,737	507,177	507,177	540,017
After School Programs	91,786	66,498	91,528	63,853
Hot Lunch Program	297,343	377,360	226,251	318,633
Total Expenses	\$ 14,416,966	14,506,816	\$ 14,299,830	13,799,312
Allocation to Fixed Assets		(100,480)		(151,253)
Depreciation Expense		149,662		128,769
Net Operating Expenses		\$ 14,555,998		\$ 13,776,828



FINANCE REPORT

**AMBE Expenses By Program
Fiscal 2015/2016**



Akwesasne Mohawk Police Services Summary of Operations For the Year Ending March 31, 2016

AMPS is funded by the following sources:

	2016	2015
Federal Solicitor General	\$ 3,316,299	\$ 3,085,520
Ontario	1,162,044	1,151,396
Quebec	892,044	881,396
Other	27,715	20,818
Appropriations	50,672	118,008
	\$ 5,448,774	\$ 5,257,138

AMPS applied its resources to the following programs & services:

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Police Services	\$ 3,932,822	\$ 3,597,732	\$ 3,863,791	\$ 3,943,662
Joint investigation Task Force	1,805,728	1,775,124	946,943	1,178,982
Allocation to Fixed Assets	-	(74,625)	-	(33,883)
Depreciation Expense		150,622		172,709
Net Operating Expenses	\$ 5,738,550	\$ 5,448,853	\$ 4,810,734	\$ 5,261,470



FINANCE REPORT

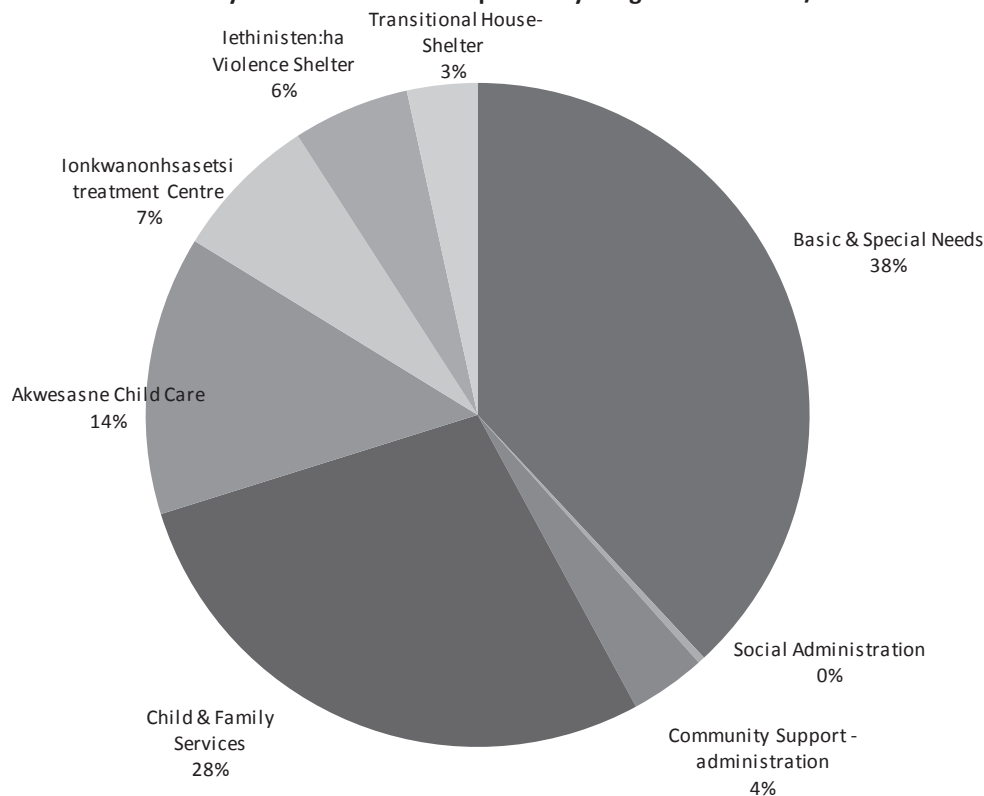
Department of Community and Social Services Summary of Operations For the Year Ending March 31, 2016

The Department of Community & Social Services receives the bulk of its operating revenue from INAC and the Province of Ontario.

Community Service programs incurred the following total costs in delivering their services:

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Social Administration	\$ 39,229	\$ 48,569	\$ 519,998	\$ 109,453
Community Support - administration	576,731	516,711	552,824	441,786
Basic, Special Needs & Ontario Works	5,097,111	5,334,399	4,410,469	5,541,886
Child & Family Services	4,234,125	3,936,649	4,095,260	3,384,287
Akwesasne Child Care	1,967,990	1,906,488	1,774,038	1,798,155
Ionkwanonhsassetsi Treatment Centre	957,856	997,393	910,004	941,441
Iethinisten:ha Violence Shelter	635,185	797,031	559,491	873,072
Transitional House-Shelter	399,735	480,662	383,848	427,766
Total Expenses	\$ 13,907,962	14,017,902	\$ 13,205,932	13,517,846
Allocation to Fixed Assets		(117,206)		(150,671)
Depreciation Expense		106,518		87,715
Net Operating Expenses		\$ 14,007,214		\$ 13,454,890

Community and Social Services Expenses by Program Fiscal 2015/2016





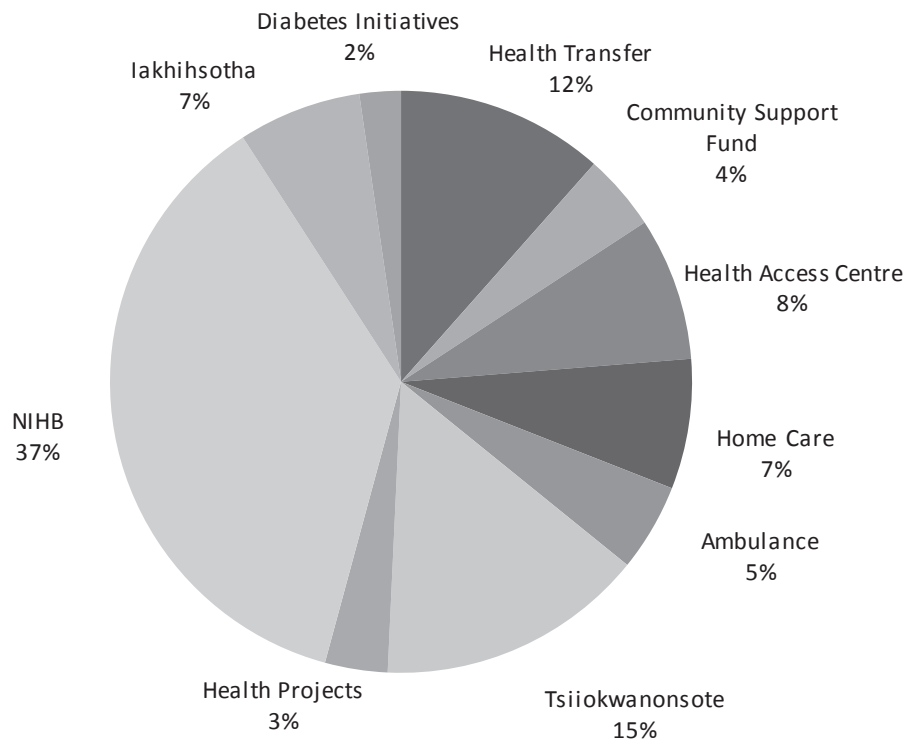
FINANCE REPORT

Tehotiiennawakon Summary of Operations For the Year Ending March 31, 2016

Tehotiiennawakon incurred the following costs in delivering its services.

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Integrated Resource Management	\$ 368,408	\$ 639,816	\$ 448,181	\$ 462,427
Environment	639,845	692,642	602,907	516,712
Economic Development	587,361	769,260	3,505,149	512,979
Economic Development Facilities	110,200	110,749	64,500	61,384
Arena	714,863	719,297	707,454	708,722
Ec. Dev> Ontario Projects	274,461			
Thompson Island Youth Camp	151,716	160,871	142,482	134,363
Quebec Ec-Dev Fund	1,000,000	296,599	1,085,843	661,802
Total Expenses	\$ 3,846,854	3,389,234	\$ 6,556,516	3,058,389
Allocation to fixed assets		-		-
Net Operating Expenses		\$ 3,389,234		\$ 3,058,389

Department of Health
Expenses by Program Fiscal 2015/2016





FINANCE REPORT

Executive Services Summary of Operations For the Year Ending March 31, 2016

Revenue from a number of divergent sources is reported within the framework of Executive Services including: INAC Band Support Funding, Indexing and Employee Benefits funding; OLG Rama revenue; Island Revenue & interest earned on Council investments.

Executive Services incurred the following costs in delivering its services:

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Executive Director's Office	\$ 654,172	\$ 797,205	\$ 744,246	\$ 822,605
Core Programs				
Operational Support	628,279	515,447	738,801	491,890
Human Resources	739,341	659,297	895,385	762,866
Finance	1,570,417	1,492,054	1,486,916	1,342,478
Information Services	1,471,367	1,140,777	1,467,400	1,241,488
Assistant Executive Director	933,019	738,326	1,188,096	959,867
Non Core Programs				
Nation Building	949,359	627,485	575,092	695,496
Office of Vital Statistics	357,735	355,882	352,400	325,381
ARRO	405,798	241,391	515,906	252,038
Seaway Claim	679,901	673,018	701,324	796,822
Security Guards		113		2,306
Communication Unit	195,005	178,031	264,378	222,540
Iohahi:io	1,356,781	1,480,740	1,344,241	1,426,602
Employment Programs		464,258		530,422
Special projects	169,130	63,467		(96,243)
INAC funded employee benefits	1,070,890	1,091,967	1,070,890	1,073,847
OLG Funded Projects	488,091	419,144	4,000,000	528,082
Total Expenses	\$ 11,669,285	\$10,938,602	\$ 15,345,075	\$ 11,378,487
Allocation to Fixed Assets		(25,592)		(2,339)
Inter-segment eliminating entries	(3,488,092)	(3,488,092)		(2,895,319)
Depreciation Expense		144,531		198,391
Net Operating Expenses	8,181,193	7,569,449		8,679,220



FINANCE REPORT

Department of Health Summary of Operations For the Year Ending March 31, 2016

The Department of Health administered \$26.5 million in funding. Of this amount Canada provided \$18.1 million: \$16.6 million from Health Canada and \$1.5 million from INAC. \$6.8 million was provided by the Province of Ontario and \$1.6 million provided by other sources including payments made by individuals for specialized care.

Health programs incurred costs as follows in delivering their services:

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Health Administration	\$ 1,281,506	\$ 1,240,829	\$ 1,178,307	\$ 1,023,643
Non Insured Health Benefits	9,100,592	9,653,562	9,092,280	8,815,563
Ambulance	1,556,351	1,283,802	1,231,246	1,027,471
Home & Community Care	1,726,676	1,779,539	1,680,931	1,573,999
Home Care	220,850	122,698	216,558	231,630
Community Health Nurses	765,797	872,466	1,059,361	920,201
Health Projects	812,358	539,890	1,068,049	839,983
Health Access Centre	2,012,213	2,096,149	2,036,595	1,931,064
Child Health & Child Nutrition	110,000	110,000	108,851	110,157
Healthy Babies Healthy Children	209,794	266,212	207,197	225,250
Diabetes Initiatives	707,926	605,290	358,019	583,223
Community Support Fund	1,112,441	1,116,958	1,100,617	1,137,897
Wholistic Health	1,465,799	926,576	888,890	882,304
Tsiokwanonsote	3,686,445	3,925,625	3,597,421	3,869,132
Iakhihsotha	1,674,638	1,803,138	1,563,717	1,761,731
Total Expenses	\$ 26,443,386	\$ 26,342,734	\$ 25,388,039	\$ 24,933,248
Allocation to Fixed Assets		(189,812)		(106,133)
Depreciation Expense		203,166		206,477
Net Operating Expenses		\$ 26,356,088		\$ 25,033,592

Major variances within the health programming are generally the result of increased funding.



FINANCE REPORT

Department of Housing Summary of Operations For the Year Ending March 31, 2016

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 \$17,686,285 and a net book value of \$12,310,044. (Net book value 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 \$6,275,473 at March 31, 2016.

Housing programs incurred costs as follows in delivering their services:

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Administration	\$ 698,072	\$ 614,024	\$ 1,090,852	\$ 819,175
Decrease in allowance for doubtful accounts		-		-
New Construction	715,194			
Hydro Quebec	141,881	138,534	143,580	140,533
CMHC - RRAP Program	167,379	34,100	159,000	44,798
Healthy Homes Project	-	-	1,072,835	309,281
Operation of Rental Properties				
Council owned rental units	4,109	8,849	3,978	4,912
Kawehno:ke Riverview Apartments	127,875	224,170	179,041	208,327
Sweetgrass Manor	81,995	78,310	55,714	71,656
CMHC Secion 95 97/98 project	56,182	122,298	47,495	78,144
CMHC Secion 95 02/03 project	54,248	78,115	65,627	79,548
CMHC Secion 95 03/04 project	56,731	80,735	46,038	67,417
CMHC Secion 95 04/05 project	39,895	41,330	31,931	59,064
CMHC Secion 95 05/06 project 9 units	45,519	57,592	67,293	58,678
CMHC Secion 95 05/06 project 17 units	83,998	104,670	89,882	90,045
CMHC Secion 95 05/06 project 19 units	88,162	92,846	76,186	99,363
CMHC Secion 95 09/10 project 4 units	28,865	24,542	23,478	60,747
CMHC Section 95 4 units Oak Court	24,456	27,053	10,550	28,662
Adjustment to allowance for bad debts		(169,285)		(673,715)
Total Expenses	\$ 2,414,561	\$ 1,557,883	\$ 3,163,480	\$ 1,546,635
Allocation to Fixed Assets				
Depreciation Expense		\$ 325,563		\$ 336,980
Net Operating Expenses		\$ 1,883,446		\$ 1,883,615

The above budgets do not include costs related to new house construction. Funding for construction of homes is provided by a combination of INAC and CMHC mortgage funding.



FINANCE REPORT

The Department of Housing administers funding provided by INAC for housing construction.

	2016	2015
Housing loans outstanding at March 31, 2016	\$ 10,182,860	\$ 10,471,488
Upgrading loans outstanding at March 31, 2016	587,010	575,149
Total housing loans outstanding at March 31, 2016	10,769,870	11,046,637
less: Allowance for bad debts housing loans	5,040,282	5,210,051
	<u>\$ 5,729,588</u>	<u>\$ 5,836,586</u>

In addition:

Cost of housing construction in each fiscal year	\$ 300,945	\$ 95,316
Cost of upgrading construction in each fiscal year	\$ 222,680	\$ 235,844
Loan repayments made in each fiscal year	\$ 800,393	\$ 811,099

Department of Justice Summary of Operations For the Year Ending March 31, 2016

Funding for the Department of Justice comes from a number of sources including fines imposed by the Mohawk Court. Canada, Ontario & Quebec provide program specific funding rather than core funding to the department.

Justice programs incurred costs as follows in delivering their services:

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Administration	\$ 528,506	\$ 501,663	\$ 564,592	\$ 508,859
Probation/Parole	108,364	74,625	75,808	68,890
Mohawk Court	203,702	189,201	226,066	214,764
Community Justice	192,299	211,015	194,040	204,130
Community & Youth Services	185,521	154,957	158,131	148,955
Community Law Enforcement	156,027	148,113	157,823	173,144
Inmate Liaison Program	43,175	41,246	33,634	27,714
Animal Control/Conservation	93,013	74,305	96,270	83,095
Total Expenses	<u>\$ 1,510,607</u>	<u>\$ 1,395,125</u>	<u>\$ 1,506,364</u>	<u>\$ 1,429,551</u>
Allocation to Fixed Assets				
Depreciation Expense		5,024		6,250
Net Operating Expenses		<u>\$ 1,400,149</u>		<u>\$ 1,435,801</u>



FINANCE REPORT

Mohawk Government Summary of Operations For the Year Ending March 31, 2016

Mohawk Government and its programs are substantially unfunded.
INAC provides loan funding for the Dundee claims process.

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 OLG.

Mohawk Language and Summer Students OLG funded projects were budgeted here but expenses were included in Executive Services.

Mohawk Government incurred costs as follows in delivering its services:

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Mohawk Government	\$ 1,268,929	\$ 1,385,212	\$ 1,506,588	\$ 1,619,384
- less allocation of costs to programs	(807,000)	(772,035)	(708,000)	(720,060)
- North Shore & Cairn Island Claims		54,302		
- Legal - US Claim	-	33,027	-	100,990
Mohawk Language OLG	100,000			
Fuel assistance program -OLG	200,000	467,911	400,000	458,477
Elders home repairs - OLG		57,836		93,964
Summer Students	105,000			
Ferry Feasibility _OLG		-		92,780
IFN Programming - flow through funding		386,075		234,012
CRE Cultural Development		35,060		47,559
CBSA related costs - OLG		82,335		61,044
Emergency Measures - Kashechewan		28,024		42,849
Other projects OLG & other sources	16,000	72,319	36,000	60,534
Total Expenses	\$ 882,929	\$ 1,830,066	\$ 1,234,588	\$ 2,091,533
Allocation to Fixed Assets				
Depreciation Expense		7,622		9,613
Net Operating Expenses		\$ 1,837,688		\$ 2,101,146

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 Dundee Specific Claim as follows:

	2016	2015
Dundee accumulated loan funding to date	\$ 2,757,339	\$ 2,757,339
Dundee accumulated costs to date	\$ 2,710,715	\$ 2,461,664

Note: Portfolio Chiefs are allocated to the programs and departments that they serve at \$33,000 to \$66,000 per Chief. The total costs for Mohawk Government have been reduced by \$807,000 in 15/16 and by \$720,060 in 14/15 as a result to these charges to MCA programs.

Project specific funding was received for the IFN Programming, the CRE Cultural Development and the Emergency Measures (Kashechewan). These projects were not identified at the time the budgets were set.



FINANCE REPORT

Department of Technical Services Summary of Operations For the Year Ending March 31, 2016

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.

The Department manages capital assets/property having a recorded cost of \$132,162,611 and a net book value of \$85,203,609. (Net book value is the remaining value after the assets have been depreciated.) The construction of these assets is primarily funded by Canada.

DTS programs incurred costs as follows in delivering their services:

	Fiscal 2015-2016		Fiscal 2014-2015	
	Budget	Expenses	Budget	Expenses
Administration	\$ 511,229	\$ 549,077	\$ 521,013	\$ 496,754
Capital Plan	2,863,165	1,588,793	3,884,540	1,849,236
Fire Protection	237,800	227,554	237,800	227,106
Roads	877,584	842,718	919,006	970,729
Building & Infrastructure Administration	387,630	379,373	360,811	370,218
Garbage collection & dump fees	365,346	362,575	358,545	352,105
Education Facilities	1,449,092	1,281,583	1,452,697	1,318,656
Administration Facilities	1,155,740	1,100,776	1,015,372	1,109,124
Social & Health Facilities	2,356,932	2,276,238	2,180,964	2,206,609
Water & Wastewater Facilities	1,175,618	1,233,076	1,173,611	1,156,351
Total Expenses	\$ 11,380,136	\$ 9,841,763	\$ 12,104,359	\$ 10,056,888
Allocation to Fixed Assets		(1,545,332)	(3,884,540)	(1,706,804)
Inter-segment eliminating entries	(3,451,722)	(3,451,722)		(3,402,620)
Depreciation Expense		2,444,300		2,472,249
Net Operating Expenses	\$ 7,928,414	\$ 7,289,009	\$ 8,219,819	\$ 7,419,713

Notes:

-The capital plan budget reflects major & minor capital projects.

All projects are funded and deficits were not incurred in completing these projects.

- 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 those facilities have been eliminated to avoid double counting the facility expenses.