

Mohawk Council of Akwesasne

2012-2013 Annual Report

MOHAWK COUNCIL OF AKWESASNE

2013 Annual Report



2012-2013 ANNUAL REPORT



Overall Philosophy

Tetewatén:ro tánon ska'nikón:ra kén hak

Let us be partners and use one mind.

Vision Statement

Tetewaie:na*

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

Mission Statement

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

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

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



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Ohen:ten Kariwatehkwen

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

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

The People

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

The Earth

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

The Plants

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

We give greetings and thanks to the plant life. Within the plants is the force of substance that sustains many life forms. From the time

of the creation we have seen the various forms of plant life work many wonders. We hope that we will continue to see plant life for the generations to come. Now our minds are one.

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

The Three Sisters

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

The Waters

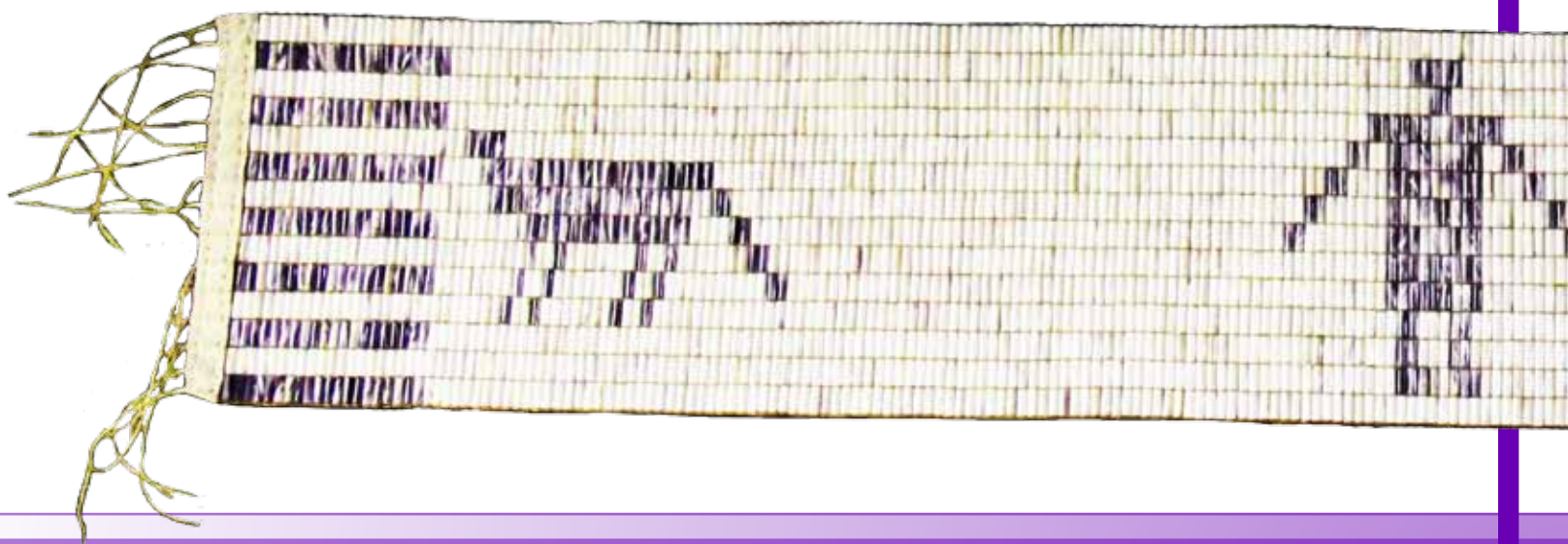
We give thanks to the spirit of waters for our strength of well being. The waters of the world have provided many things—they quench our thirst, provide food for the plant life, and are the source of strength for the medicines we need. Now our minds are one.

The Animals

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

The Trees

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



Ohen:ten Kariwatehkwen

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. 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

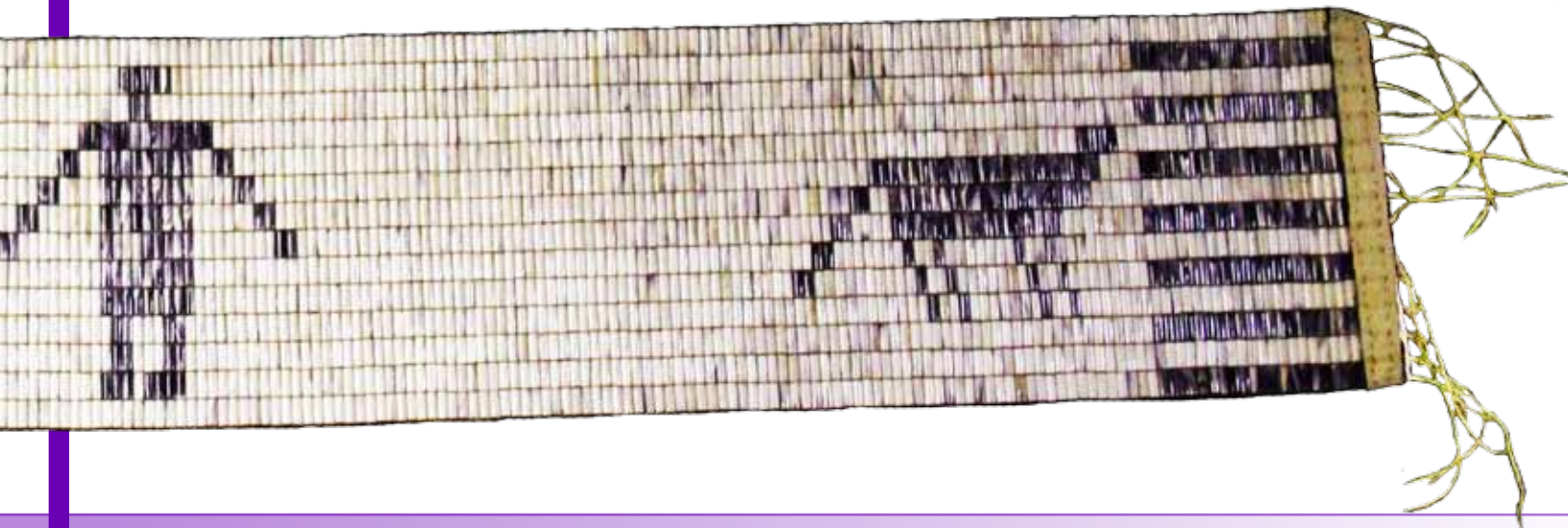
The Stars are the helpers of Grandmother Moon. They have spread themselves all across the sky. Our people knew their names and their messages of future happenings even to helping to mold individual character of mankind. The Stars provide us with guidance and they bring the dew to the plant life. As we 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

She:kon Sewakwekon,

The Mohawk Council of Akwesasne is proud to publish this year's annual report, which pertains solely to MCA activity during the 2012-2013 fiscal year (April 1, 2012 – March 31, 2013). Our MCA organization makes progress every year, growing and evolving to meet the needs of our community, and our annual report has evolved as well. This year, you will find a comprehensive report from Council and Mohawk Government staff to go hand in hand with the reports from our programs/services as well as our political report. Each year we hope to improve upon our annual report to ensure that it is resourceful to the community that we serve.

With the present federal government in power, there are strict demands being made to the First Nations in Canada for more accountability and transparency. Part of that new demand includes providing a public annual report and audit of Council programs and services. With great pride the Mohawk Council of Akwesasne has informed Ottawa that we have been providing this transparency and annual report to our community since 1986. In fact, we have done a lot more than what is now being required by Ottawa, by breaking down our audit report into simple everyday language and by providing more detailed information on all programs and departments within our MCA organization.



It has become well-known that the Canadian government has made severe cutbacks in funding affecting all federal programs and services. In fact, many of the programs affected have suffered up to 30% funding cuts, which has led many First Nations in Canada to make great sacrifices in the delivery of services to their community. In Akwesasne we have also been greatly impacted, especially in areas of much-needed services, such as education and social services. The Mohawk Council has made up for some of these cuts by using our own resources in areas that are deemed vital to the organization or community. Namely, by contributing to the water line project, which has been ongoing for the past ten years, as well as continuing to pick up the costs for water services/garbage collection and other non-funded services that are important to the community.

We continue to provide updates reflecting our situation in our monthly Onkwe'ta:ke newsletter as well as our reports at General Meetings. These type of updates have been well-received by the community. Keeping our community members informed makes it easier to administer an annual budget that was close to 100 million for 2012-2013. It is our hope that this annual report meets the community's expectations as we strive for continued success during a period in which all parties connected to external governments have determined that First Nations funding are in difficult times. The Mohawk Council will continue to strive to fulfill our duties and responsibilities to the Mohawk community of Akwesasne.

Niawen:kowa for taking the time to read our annual report for 2012/13,

Skennen,

Grand Chief Mike Kanentakeron Mitchell

Message from the Executive Director

She:kon Sewakwekon,

I am pleased to present this comprehensive report as the accumulated effort of our Communication Unit, Assistant Executive Director Donna Roundpoint and all the Managers and Directors who pulled together to make this report possible. The MCA Annual Report allows us to showcase our accomplishments throughout the year. I hope that people have noticed the expansion of services that we are able to provide. I also trust the community has noticed that our staff is predominately Akwesasronon. We are proud of that, and that every day more employees are gaining the knowledge and skills necessary to meet the goals that Council has set for us.

This year, we had to go through the process of looking at ourselves as an organization. A major part of the salary compensation review was completed and accepted by Council. This study setup the structure needed to evaluate nearly 300 different types of job descriptions. Additionally, in 2012-13 the groundwork for the Employee Climate survey was completed by a dedicated Working Task Group. The survey was conducted this summer and we are anticipating the results this fall. Directors and Managers also participated in the 360 degree evaluations which gave employees the opportunity to express their opinion about the skills, knowledge and leadership skills of their supervisor.



We have also reviewed our organization's funding and the services we provide especially in fighting drugs and drug abuse. An internal review of this complex problem allowed staff to identify successes and gaps in our services. The information is being used to develop specific methods to address detox and after care.

The province of Ontario has tried to assert jurisdiction over us in regard to labor and human rights. New restrictions from Ontario have been forced on many communities but we were able to secure exemptions to these restrictions. This is a challenge for us as we are faced with a fight to prove we have federal needs and that we have a special and unique situation. In response we demonstrated the inter-provincial and international nature of our services to the community showing we are clearly on the federal level and provincial jurisdiction will not work in Akwesasne. We have documented that our Chiefs, police, ambulance, education, health care and justice and administration staff travel through each district, through Quebec and Ontario and New York, on a daily basis. Therefore, we are a living organism that functions by circulating our knowledge and services throughout the community. We noticed that this year, more than ever, the statement "We don't cross borders, they cross us" is true. We are proud that Council has taken a stand and said no to provincial jurisdiction.

Our budget is now over \$100 million, compared to \$86 million last year. This has forced us to update our administrative infrastructure, our financial management and information systems to keep pace with our rapid growth. The main challenge is to stay current. Looking internally we are upgrading our technology and updating the policies we have in place – the finance policies, the Good Standing Policy, the Health and Safety policy, the Respect in the Workplace Policy, and the Staffing policy - which we will use to guide us for the next ten years and continue to update as needed.

Going hand in hand with all of our reporting requirements is the annual report. We are happy to publish this report and make it available to the community in hard copy and online on our website at www.akwesasne.ca.

Skennen,

Sheree Bonaparte
Executive Director

Mohawk Government

Grand Chief and Council (2012-2015 Term)



Grand Chief and Council (2012-2015 Term): Standing (l to r): Tsi Snaihne District Chief Karen Loran, Grand Chief Mike Kanentakeron, Tsi Snaihne District Chief Joe Lazore, Kanatakon District Chief Steve Thomas, Kawehno:ke District Chief Abram Benedict, Kawehno:ke District Chief Brian David, Kanatakon District Chief Larry King, Tsi Snaihne District Chief William Sunday. Sitting (l to r): Kawehno:ke District Chief Louise Thompson, Kanatakon District Chief Florence Phillips, Tsi Snaihne District Chief April Adams-Phillips, Kanatakon District Chief Julie Phillips-Jacobs, Kawehno:ke District Chief Joanne Jocko

Vision Statment

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

Mission Statement

The Mohawk Council of Akwesasne engages in dialogue with Akwesasronon about Kionkwahteron:hon. The Council enacts boards, commissions, committees, agencies and departments to develop mandates, deliver services, protect aboriginal rights and assert jurisdiction consistent with the strategic directions and vision of Council.

Within 3 years, the Mohawk Council of Akwesasne will strive to meet their strategic goals.

Strategic Goals of the Program

- Settle Claims Quickly

- Secure A Financial Base To Meet Community Needs
- Unite The Community On Common Goals
- Secure A Safe Community
- Strengthen Our Language
- Use Improved Communications To Create Stronger Relationships

Portfolios Held from April 2012-March 2013

In June 2012, the Council had elections. Leading up to the elections, the Council Portfolios were as follows:

April 2010-June 2012 Portfolio Listing

Major (&Co-Chair)

Community & Social Services:

Chief Julie Phillips-Jacobs

Minor(s)

Chief William Sunday



Mohawk Government

Grand Chief and Council (2012-2015 Term)

**Major (&Co-Chair)
(DCSS)**

Chief Joe Lazore

Minor(s)

Wes Benedict

**Major (&Co-Chair)
Justice:**

Chief Rachel Roundpoint

Minor(s)

Chief Louise Thompson
Chief Wes Benedict
Chief Brian David
Chief Karen Loran

Technical Services (DTS):

Chief Joe Lazore

Chief Larry King
Chief John Adams
Chief Brian David
Chief Florence Phillips

Public Safety:

Chief Wes Benedict

Chief Karen Loran
Chief John Adams
Chief William Sunday
Chief Julie Phillips-Jacobs

Environment:

Chief Joe Lazore

Chief Wes Benedict

Government Secretariat:

Chief William Sunday

Chief Louise Thompson
Chief Larry King
Chief Rachel Roundpoint
Chief Joe Lazore

Per the results of the June 23, 2012 MCA General Elections, the Council composition changed. The Council welcomed Chief Joanne Jocko, from the district of Kawehno:ke, onboard replacing former Chief Wes Benedict. Chief Steve Thomas, from the district of Kana:takon, was welcomed to the Council replacing former Chief Rachel Roundpoint. Chief April Adams-Phillips, from the district of Tsi:Snaihne, was welcomed to the Council replacing former Chief John Adams. The remaining Council District Chiefs and the Grand Chief were re-elected to a three year term. To former Chiefs Benedict, Roundpoint, and Adams, the Council expresses its deepest appreciation and gratitude for the service and contribution to the Community that each of you provided over the course of this past term.

Health:

Chief Florence Phillips

Chief William Sunday
Chief Karen Loran
Chief Louise Thompson

Education:

Chief Abram Benedict

Chief Julie Phillips-Jacobs
Chief Karen Loran

The 2012-2015 Mohawk Council of Akwesasne term began in July 2012 with the swearing-in ceremony held at the St. Regis Recreation Center.

Executive Services:

Chief Abram Benedict
Chief Louise Thompson
Chief Rachel Roundpoint
Chief Karen Loran
Chief Julie Phillips-Jacobs
Chief William Sunday
Chief Florence Phillips

Per MCR 2012/2013 #127, dated July 10, 2012, the elected Council for 2012-2015 is comprised of the following Grand Chief and District Chiefs:

Grand Chief

Mike Kanatakeron Mitchell

Economic Development:

Chief Brian David

Chief Larry King
Chief William Sunday
Chief Abram Benedict
Chief John Adams
Chief Rachel Roundpoint
Chief Wesley Benedict

District of Kawehno:ke

Brian David
Abram Benedict
Louise Thompson
Joanne Jocko

Housing:

Chief Florence Phillips

Chief Abram Benedict
Chief Joe Lazore
Chief Rachel Roundpoint
Chief Larry King
Chief Karen Loran

District of Kana:takon

Larry King
Florence Phillips
Julie Phillips-Jacobs
Steve Thomas



Mohawk Government

Grand Chief and Council (2012-2015 Term)

District of Tsi:Snaihne

Karen Loran
Joseph H. Lazore
William Sunday
April Adams-Phillips

Major (&Co-Chair)

Health:
Chief Florence Phillips

Minor(s)

Chief William Sunday
Chief Joanne Jocko
Chief Abram Benedict
Chief Karen Loran
Chief Julie Phillips-Jacobs
Chief April Adams-Phillips

Council approved the 2012-2015 Portfolio Holders Listing, as follows:

November 2012-March 2013 Portfolio Listing

Major (&Co-Chair)

Community & Social Services:

Chief Abram Benedict

Minor(s)

Chief April Adams-Phillips

(DCSS)

Chief Julie Phillips-Jacobs

Chief William Sunday
Chief Joanne Jocko
Chief Brian David

Housing:

Chief Florence Phillips

Chief Larry King
Chief Joe Lazore
Chief Abram Benedict
Chief Joanne Jocko
Chief April Adams-Phillips

Justice:

Chief Louise Thompson

Chief Joanne Jocko
Chief Brian David
Chief Joe Lazore
Chief Steve Thomas

Technical Services (DTS):

Chief Joe Lazore

Chief Larry King
Chief Joanne Jocko
Chief Louise Thompson
Chief Florence Phillips
Chief Steve Thomas
Chief Brian David
Chief Karen Loran
Chief April Adams-Phillips
Chief William Sunday

Public Safety:

Chief Steve Thomas

Chief Brian David
Chief Joanne Jocko
Chief Joe Lazore
Chief April Adams-Phillips
Chief Karen Loran

Education:

Chief Abram Benedict

Chief Julie Phillips-Jacobs
Chief Karen Loran
Chief Joe Lazore
Chief Joanne Jocko
Chief Brian David

Tehottiennawakon:

Chief Brian David

Chief William Sunday
Chief April Adams-Phillips
Chief Karen Loran
Chief Joanne Jocko
Chief Joe Lazore
Chief Steve Thomas

Executive Services:

Chief Florence Phillips
Chief Joanne Jocko
Chief April Adams-Phillips

Government Secretariat:

Chief William Sunday

Chief April Adams-Phillips
Chief Larry King
Chief Joe Lazore
Chief Joanne Jocko

Council Donations

Per Chief Abram Benedict, donations made by Council have been posted monthly in Onkwetake, MCA's monthly newsletter, throughout the 2012/2013 year. **The following information is a compilation of the items previously reported:**

- \$500 to the Akwesasne Task Force on the Environment for the Akwesasne Annual Roadside Clean-up Day
- \$4,500 to support the Mohawk Language program which is broadcast on CKON on Saturdays
- \$5,000 to the Akwesasne Thunder Jr "B" Lacrosse Team
- \$1,500 to a community member for medical expenses
- \$1,000 to the Onentokon Treatment Centre for the 25th anniversary celebration
- \$2,000 to the Iroquois Lacrosse Association (ILA) for travel costs to attend the Annual Canadian Lacrosse Association General Meeting in Alberta



Mohawk Government

Grand Chief and Council (2012-2015 Term)

- \$1,000 to the Vietnam moving wall event-hosted by the American Legion Post 1479 in July 2012
- \$500 to the Louis E. King Annual Softball Tournament
- \$35,000 to Akwesasne Wolves Hockey Club to assist with operating costs for the 2012/2013 season
- \$1,000 to a community member for medical expenses
- \$1,000 to the Akwesasne Boys & Girls Club annual golf tournament in 2012
- \$2,500 to a community member for expense relating to private secondary school tuition
- \$1,000 to the Lacrosse Hall of Fame Golf Tournament
- \$2,500 to the Gathering of Condolence, Strength, and Peace in Northern Mississippi
- \$2,500 to the Akwesasne Group attending the Gathering of Condolence, Strength and Peace
- \$1,000 to an Akwesasne youth who is participating in a Rotary Youth Exchange
- \$5,000 to the Iroquois National Lacrosse team traveling to Finland
- \$10,000 to the Lake St. Francis Wildlife Preserve to assist in operating costs
- \$1,000 to the Lacrosse “Field Day”
- \$2,500 to a community member to assist with private secondary school tuition costs
- \$5,000 to the Ronathahon:ni Cultural Center to assist in bringing power to the amphitheatre
- \$12,500 to the Akwesasne Soaring Eagles to attend Inter Band Quebec games
- \$2,000 to the Akwesasne Women Warrior Lacrosse team to assist in operating costs
- \$2,500 to the Akwesasne Storm Novice Lacrosse Team to compete in a tournament taking place in Whitby on August 12-17
- \$5,000 to the Akwesasne Junior “B” to compete for the Founders Cup
- \$2,000 to a community member to attend the Kickapoo Multi Cultural Gathering for the Deaf in Eagle Pass, Texas
- \$45,000 to the Akwesasne Freedom School to assist with their operating costs
- \$3,000 to a community member to assist with education costs
- \$5,000 to the Iroquois Nations Cup Tournament hosted in Akwesasne
- \$700 to a community member to assist with training cost shortfalls
- \$2,000 to the Standing Rock Boxing Club to assist with costs to travel to a P.A.L National Championship in Toledo
- \$12,000 to the Mohawk Nation to assist with the costs of Kariwiiio
- \$2500 toward a golf tournament to benefit a Community Member who is undergoing experimental medical treatment
- \$2000 to a Community Member to assist with billeting costs related to education
- \$ 300 to a community member who is dedicated to keeping the Akwesasne ditches clean
- \$ 200 to a fundraiser benefiting the Tewathahita Walking Trail
- \$1,000 to Akwesasne 13U Boys Field Lacrosse Team
- \$1,000 to Akwesasne 15U Lacrosse Team
- \$50,000 to the Akwesasne Boys & Girls Club
- \$1,286.00 to a community member playing lacrosse in a tournament taking place in Florida
- \$1,500 to the Akwesasne Mountain of Toys (to match the MCA employee contributions)
- \$1,000 for the bail-out from the Akwesasne Mountain of Toys jail, as part of their fundraising efforts

Accomplishments & Milestones

Settlements and Agreements:

- Kawehnoke-Easterbrook Specific Claim Settlement Agreement (May 26, 2012)
- Akwesasne-Canada Political Protocol Renewed (May 30, 2012)
- Two Nation Building Agreements-in-Principle Concluded (May 2012)
- Quebec Minister of Cultural &, Communication Cultural Agreement (June 2012)
- Residential School Survivors Individual Assessments and Common Payment (September 19, 2012)
- AFN Political Protocol / Iroquois Caucus (December 4, 2012)

Relationship Building

- Relationship Building with the CBSA through Native Employment and Cultural Awareness Training (ongoing);
- Re-establishing relationships with Quebec through Quebec link.
- Relationship building with US Customs. Ensuring buses/ambulances get through the Port
- Reputation of Akwesasne amongst other First Nations is good – Akwesasne is on the leading edge of Nation building, Health, Courts, Laws, etc.
- Ottawa meeting w/ NDP Ministers of Parliament (January 2013)
- Massena Port-of-Entry & DHS Ryan Hutton (2011-present)
- Seaway Corridor Security (Regional Collaborations) (ongoing)
- Iroquois Caucus (October 17, 2012)

Cultural and Language Preservation:

- AEDA Language Program (2009-present)
- Freedom School Funding (ongoing)



Mohawk Government

Grand Chief and Council (2012-2015 Term)

Economic Development

- Tsi Snaihne Financial Institution Survey (December 2012)
- Akwesasne Economic Development Fund Renewed w/ Quebec (January 2013)
- Economic Recovery Strategy Development (ongoing)
- Two-Year Tobacco Pilot Project w/ Ontario (March 2013)
- Tobacco Technical Table w/ Ontario (January 17, 2013-present)
- Draft Tobacco Manufacturing and Commerce Law (2011-present)

Community Events:

- CBSA Human Rights Complaints Recommended for Mediation (May 2012)
- Enbridge-Akwesasne Maple Tree Planting Ceremony (June 22, 2012)
- North American Climate Change Forum (September 2012)
- Emergency Measures Responds to Superstorm Sandy (October 2012)
- Meeting w/ Prime Minister Harper & Idle No More Movement (January 2013)
- Canonization of Kateri Tekakwitha (October 21, 2012)
- Cultural Exchanges w/ Japanese, Chinese, Russian, German Delegations (Spring 2012-present)
- Support for Chief Theresa Spence (January 3, 2013)
- Host National Aboriginal Volleyball Championships (July 27-31, 2012)
- Akwesasne Lacrosse Hall of Fame Summit

Health:

- Eastern Ontario Health Unit Health Award for Kanonhkwashteri:ro (September 2012)
- First Nations National Health Food Study – Akwesasne Participation
- Eastern Ontario Health Unit Agreement w/ Dr. Paul (Quebec/Ontario/Akwesasne) (August 2013)
- Development and Planning for implementation of Substance Abuse Strategy (ongoing)
- Tele-Health Initiative for Broadband services to the clinics (ongoing)
- Development and implementation of a Substance Abuse Strategy (Fall 2011-present)

Communications:

- Onkweta:ke Newsletter Published

Housing

- Healthy Homes Initiative
- First Nations Housing Steering Committee (May 2012)

Justice:

- Draft Matrimonial Real Property Law
- Draft Akwesasne Traffic Law
- Akwesasne Tobacco Law and Regulatory Framework Development (ongoing)
- Jurisdictional Recognition
- Nation to Nation Trade
- Tobacco Laws (1st Nations)
- Law Registry System
- Duty to Report – Back to Akwesasne
- Border Security Card Research, Advocacy, and Continued Dialogue
- Former Federal Justice Yabaguchi re: Jury Duty
- Akwesasne Legal Counsel hired
- Draft Landlord – Tenant Law
- Akwesasne Mohawk Court Law
- Conservation Law Amendment
- Burn Law
- Dog Ordinance
- Response to the CBSA Reporting Requirements/Vehicle Seizures (ongoing)

Land Claims

- Baxter & Barnhart Islands Claim Filed (May 2012)
- North Shore Specific Claim Filed (June 2012)
- Tsikaristere-Dundee Land Claim Negotiations
- NYS Land Claim (ongoing)
- Seaway Land Claim (ongoing)
- Cairn Island (ongoing)
- OPG Return of 4 Islands (ongoing)

Infrastructure:

- Kawehnoke Waterline Extension Project
- Kanonkwatsheri:io Addition Completed
- Tsi Snaihne Diagnostic and Wellness Center Designation
- Lobbying for funding to complete Tsi:Snaihne Waterline
- Bringing safe, potable water to Snye
- Lobbying for funding to upgrade Waterline System w/ Pressure Tanks
- Lobbying for funding to upgrade St. Regis Water Plant
- Solid Waste Contract
- Eastern Ontario Warden's Caucus – Broadband
- Space Needs Study

Updates/Achievements/Challenges

The following Council information provides you with a summarized update on the various areas of interest, achievements attained, and challenges overcome in reaching for goals.

Chief Abram Benedict

Over the course of the year I regularly report my ongoing work in the monthly Onkwetake newsletter. This annual report con-

Mohawk Government

Grand Chief and Council (2012-2015 Term)

tains a summary of my monthly reports and provides an outline of my involvement and activity in various areas of interest which are related either to the portfolios I hold or to my District.

Education

Throughout the 2009-2012 three year term of office, Education was my major portfolio. The following provides a capsule of some of the most noteworthy updates for the period covered in this report:

During the 2011/2012 fiscal year, the Mohawk Council of Akwesasne (MCA) and the Ahkwesahsne Mohawk Board of Education (AMBE) concluded union negotiations with the AMBE teachers, who were represented by Public Service Alliance of Canada (PSAC). The negotiations resulted in a three year collective agreement having been accepted by each party. This agreement is now in effect until 2015.

AMBE schools were re-configured as of the 2011/2012 school year as a result of many stakeholder and community consultation meetings. Changes were implemented only after careful consideration, which took into account many factors including feedback received from parents.

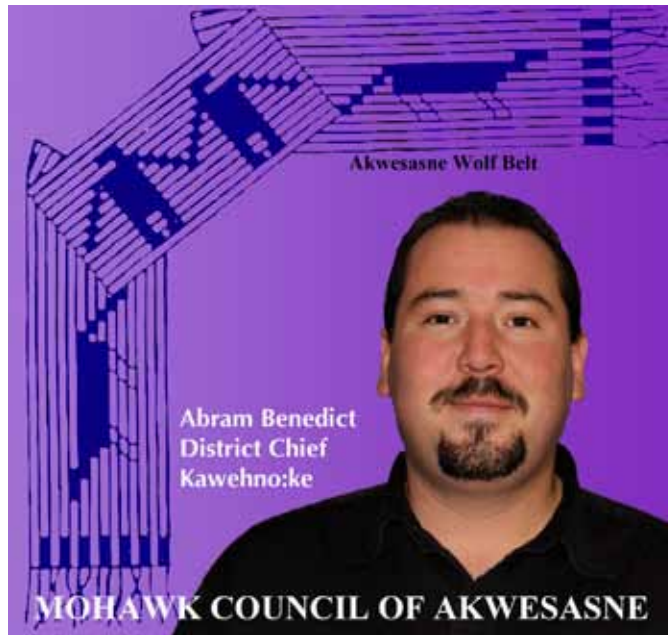
In 2012, the Canadian Government announced its intention to introduce comprehensive federal legislation to govern education on Indian Reserves. In response to the announcement Akwesasne began researching the development of our own community education law which would exempt us from the application of any federal legislation pertaining to on reserve education. We will continue to work on this issue.

Nearing the end of the 2012/2013 school year we received notification from Mr. Larry Scanlon and Mrs. Cathy Lalonde of their intentions to retire from AMBE in June of 2012. Mr. Scanlon taught at AMBE since 1981 and Mrs. Lalonde taught at AMBE since 1989 which brings their combined total years of teaching in Akwesasne to 50 years. Their contribution to the education of our youth is greatly appreciated.

Events attended: 2012 Student Bursary Presentation, Assembly of First Nations (AFN) Assembly on Education, 'Local Control of Education' presentation provided to the Six Nations of the Grand River community, AMBE Annual Parent Appreciation Dinner.

Department of Community and Social Services (DCSS)

The Akwesasne Child and Family Services (ACFS) has had designation as a Children's Aid Society (CAS) in Quebec for over 15 years and the Mohawk Council of Akwesasne has been working hard to lobby the Ontario Government for corresponding designation ever since. Our community is situated within both provinces and services are provided to community members re-



gardless of which province they live in. Seeing as how our community members are able to live in either province at any given time, it makes sense for ACFS to be designated as a Children's Aid Society in both provinces so that equivalent services can be offered to our children and families no matter where they live.

As a result of our lobbying efforts, in September 2011, we received notification from the Ministry of Children and Youth Services (MCYS) that ACFS had been granted conditional designation. At that time, the Ontario Government also announced its budget for the 2012-2013 fiscal year. The full text of the budget mentions Akwesasne as being a new Aboriginal Children's Aid Society as of 2011. As far as Children's Aid Societies go, the Ontario Government announced that the number had been downsized from thirteen to six. The fact that Akwesasne was mentioned in the budget indicates that Ontario deems the designation of ACFS as a positive model, especially when you take into consideration that seven societies were closed. The MCA worked over the course of the year to satisfy the conditions of MCYS and in October 2012 we received full designation, a very positive achievement for Akwesasne. With the designation, MCA was also able to make a number of necessary capital improvements to accommodate the expansion, including the expansion of Kanonhkwa'tsheri:io. Ontario provided some of the resources upfront but over the course of this year we have continued to lobby the Ontario government for additional expansion dollars.

Some of the Events attended:

June 6, 2012: Attended meeting in Toronto with Minister of Labour Linda Jeffery, along with the Assistant Director of DCSS Robyn Mitchell and the Program Manager ACFS Rae Seymour.



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October 22, 2012: Attended a funding consultation meeting, along with the Program Manager of ACFs, at the office of the Ontario Association of Children's Aid Societies (OACAS) with consultants who were hired by the MCYS to meet with CASS across Ontario.

October 23, 2012: Attended a meeting with the Deputy Minister for Children and Youth Services to inform him of issues and concerns with MCA's capital shortfalls which encountered during the recent renovations at Kanonhkwashter:io in preparation for our designation, our concern with the current funding formula, and the potential for future deficits if the formula issue does not get satisfactorily addressed.

November 21, 2012: Attended the multi-jurisdictional table meeting with Ontario, Quebec, and Canada, that was hosted by MCA. The Director of DCSS and I provided a presentation to the guest government representatives on the jurisdictional challenges we face in delivering child protection services in Akwesasne under two separate sets of legislation (Ontario and Quebec).

January 2013: Attended an orientation session in Toronto with OACAS, along with the Program Manager of ACFs, the Executive Director, the Finance Comptroller, and the Human Resources Manager to hear about the various governance structures of CASS in Ontario along with an overview of the complex reporting requirements of the MCYS.

Canada Border Services Agency (CBSA)

Former Chief Wesley Benedict and I met with Ottawa District Director Steve MacNaughton and Regional Director General Denis Vinette of Canada Border Service Agency (CBSA) to discuss the old Port of Entry (POE) on Cornwall Island, the future location of the POE, and the potential for alternative reporting to be implemented for Akwesasne residents. The CBSA representatives informed us that once the new low level bridge is completed, they plan to relocate the interim port from the bottom of the old bridge to the bottom of the new bridge. The CBSA is planning on constructing at least four lanes in Cornwall at the end of the new bridge and expect that this will alleviate any traffic congestion being experienced.

The Government of Canada has not yet made a determination on the permanent location of the customs facility, but CBSA reportedly prefers that a permanent customs facility be located in the United States next to the US Customs. In early November 2011, I introduced a Mohawk Council Resolution (MCR) to Council to consider taking a position in support of CBSA permanently relocating to the United States, adjacent to US Customs. I introduced this MCR because MCA has never taken an official position on our preference for the location of

a permanent CBSA facility. Subsequent to introduction of the MCR, a meeting was arranged with the St. Regis Mohawk Tribe (SRMT) to discuss our preference for the permanent CBSA location. It was determined that future follow-up meetings would take place between the SRMT and MCA's Grand Chief in order to strategize on a position to take to Washington. Unfortunately, these follow up meetings never occurred and the MCR never made it to a vote. Further, MCA has never presented our preference on the permanent CBSA location to the U.S. Government.

On August 28, 2012 CBSA Regional Director General Denis Vinette and CBSA Ottawa District Director Steve MacNaughton attended the Council Special Meeting to meet the new Council members and provide any updates. It was reported that CBSA is continuing to work with the United States and the United States Customs and Border Protection (USCBP) to establish a CBSA Port of Entry beside the Rooseveltown USCBP port. CBSA also reported that they have completed two cultural sensitivity training sessions with 12 officers in each session and an additional session is planned for October 2012. This cultural sensitivity training was done in collaboration with MCA's Aboriginal Rights and Research Office (ARRO). The CBSA reported that they cannot allow for alternative reporting for Akwesasne residents arriving on Cornwall Island from the US because CBSA does not have a secure location on Cornwall Island available for them to conduct secondary inspections, if needed. At land crossings where alternative reporting is allowed, there are secure locations available where CBSA officers can conduct secondary inspections.

On December 11, 2012 Vice-President of Operations Pierre Sabourin, Regional Director General of the Northern Ontario Region Arianne Reza, and Ottawa District Director Steve MacNaughton from CBSA met with Council to provide an update on CBSA initiatives. Council proposed that installation of signage on Route 37 to inform travelers of current wait times be explored. CBSA committed to exploring this option with the MCA.

MCA Strategic Planning Sessions

On September 20, 23 and 24, 2012 Council attended the MCA Strategic Planning Sessions in Morrisburg to work on development of the strategic plan for the 2012-2015 term of office. The department directors and core services of the MCA, including Human Resources, Finance, Information Services, and Operational Support participated in these sessions along with Council. Over the three days the attendees determined what the core strategies, goals, and objectives are for MCA to achieve over the next three years.

Akwesasne Police Association (APA)

For over the past two years I have assisted the Public Safety Portfolio Chair and the Executive Director on union negotia-

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tions with the Akwesasne Police Association. This union represents the constables and dispatchers for the Akwesasne Mohawk Police Service. The negotiations began in January 2011 and were completed in February of 2013. The agreement signed has a term of three years and is in effect from January 1, 2011 until December 31, 2014.

Enbridge

Enbridge Gas, the owner of the pipeline that runs through Kawehno:ke, performed an inline inspection of the pipeline on July 3, 2012. Inspections are carried out by placing a magnetic flux logging and caliper device inside the pipe which measures and assesses the condition and thickness of the pipeline to ensure there are no threats or concerns with regard to its safe operation. On December 11, 2012 the President of Niagara Gas Transmission Ltd., the company that operates the pipeline, attended Council's Special Meeting to provide an update on the inspection that occurred in July. There were no immediate concerns identified in the report on the area between the Water Street valve (Cornwall) and the valve on the US side (near Alcoa).

Public Relations

On November 8, 2012 Chief Jocko and I attended the annual Liberal Maple Leaf Dinner at the Best Western. The guest speaker for the dinner was Honorable Ralph Goodale who is the Deputy Leader for the Liberal Party of Canada. Over dinner Chief Jocko and I were able to brief Mr. Goodale on the history of the CBSA dispute and the firearms initiative.

Youth Injury Prevention

On January 30, 2013 Chief Jocko, Chief Phillips-Jacobs, and I hosted a tour and meeting with two principal investigators, Dr. Ian Pike and Dr. Alison Macpherson, from the Canadian Institute for Health Research (CIHR) Team for Child & Youth Injury Prevention. The investigators were accompanied by Dr. Rose-Alma J. Dolly McDonald, who is a member of the Executive Committee for the CIHR. The CIHR team is interested in partnering with a First Nation community to conduct a pilot project which could lead to a 3-5 year study and a capacity building partnership related to injury prevention for children and youth. The Akwesasne Mohawk Board of Education and the Akwesasne Boys and Girls Club each signed a research agreement to



Chief Larry King, Chief Joanne Jocko and Chief Abram Benedict presenting a cheque to the two representatives from the Akwesasne Mohawk Boys and Girls Club.

participate in the pilot project. The pilot project will examine the data on past injuries which has been kept on file by each participant and will develop separate data bases to assist each of these participants with tracking injuries in order to provide statistics to the participants that will assist in the prevention of future injuries.

Conclusion

Please be aware that I do provide regular monthly reports on my activities in Onkwetake. I trust that this summarized report for the 2012-2013 Fiscal Year contains a useful overview on my ongoing work at the Office of Council, located at Administration Building 2 in Kanatakon. I encourage you to attend District Meetings and General Meetings to receive routine updates from Council on all files being worked on. As always, I am available at any time to provide you with updates, assist you with any concerns you may have, or to simply hear you out. I appreciate receiving calls and feedback from community members. I can be reached at the Mohawk Government office, on Facebook, or by e-mail at abram.benedict@akwesasne.ca.

Chief Steve Thomas

Technical Tables:

Akwesasne/CBSA – Alternative Reporting Pilot Project

Working through the Grand Chief's office, and as part of Public

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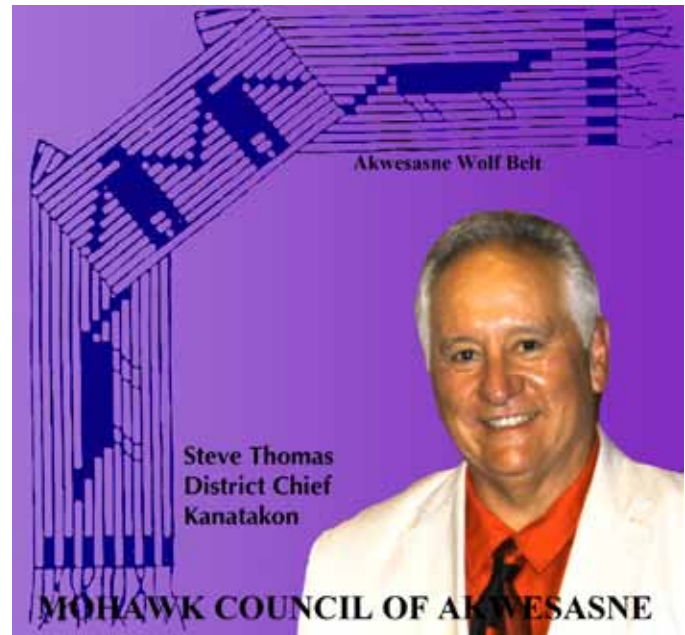
Safety portfolio's mandate, a new strategy was implemented to begin negotiations for a viable solution for Akwesasne residents. By utilizing CBSA and government statistics, Canada/USA's Beyond the Border action plan was used to facilitate discussions on best possible solutions to remove the volume of vehicles from Akwesasne from the Three Nations Bridge, to improve international commerce. Using a three pronged phased in approach in negotiations with CBSA; we began with a simple plan to alleviate traffic congestion by suggesting an alternative reporting measure for local residents. This is currently offered by CBSA in various remote regions of Canada, offering the old port of entry as a public safety venue to house Police, Ambulance and possibly AHVFD, but because of the deterioration of the facility it wasn't an option. Negotiations are ongoing to include the other districts and all of Akwesasne in using the alternative reporting venue. Aboriginal Rights and Research Office and the Intergovernmental Liaison Officer played a major role in providing valuable information prior to and during negotiations. Current discussions for a unique border identification card for Kawenoke residents are ongoing; however, discussions to include a Bridge Wait Time signage have been tentatively approved and the logistics are in its final stages. I am pleased to announce that beginning September 12th, the sign has been installed and now operating for the benefit of all of Akwesasne.

Akwesasne/Ontario/Quebec –Tobacco Technical Table (TTT) Negotiations began with the Ministry of Aboriginal Affairs (MAA) in early August, 2012 in Toronto, using the Akwesasne Economic Recovery Strategy Plan as a template, and requesting the MAA department to form a technical table to identify, assist and finalize doable projects to eliminate the “Underground Economy” in Akwesasne. Tobacco was mutually agreed to by both parties as an avenue to begin negotiations in legalizing the manufacturing and sale of this product. A terms of reference was developed and accepted and further dialogue resulted in the TTT meeting on a quarterly basis, with alternating venues Success in the negotiations resulted in a two year pilot project and the addition of (3) new positions within Tehotiiennawakon – a policy analyst, compliance officer, special projects officer. Negotiations continue.

Akwesasne/Ontario/Quebec –Economic Development

As mentioned in the report above, Economic Development was the focus of the other technical table being formed and negotiations continue to find alternative measures to resolve the lack of viable employment in Akwesasne. **These include:**

- **Infrastructure Projects** – Natural Gas Distribution Company, Fiber Optic Broadband Network, Electrical Utility, and Community Services Complex (Tsi Snaihne) Transportation Linkages and the Three Nations Bridge Corridor.
- **Lands and Resources Management** – Eco Tourism, Eco Resort, Tourism Opportunities



- **Promoting and Enhancing Self Government** – Tobacco Pilot Project, Three Nations Bridge demolition, Drinking Water Regulatory Framework, High stakes Bingo and special events Facility and the Trans Canada Energy East Pipeline Project
- **Strategic Economic Development Work Plan** – discussion on how the technical table can assist in moving the Economic Recovery Strategy Plan forward
- **Comprehensive Community Development Plan** – Economic Leakage Study
- The meetings will continue until all of our concerns are addressed and future negotiations on agreed upon articles.

Akwesasne/QC – Public Safety

Successful negotiations by the Chief of Police and portfolio via the Aboriginal Chief of Police Association and with the support of the NDP, regional MP's have resulted in the resurrection and continuance of the Police Officer Recruitment Fund (PORF) for another five years. Public Safety being previously identified as a priority item by the community, the renewal of the PORF comes as good news and will fund two new officers and AMPS will continue to assist in combating the drug traffic in Akwesasne. The continuance of the PORF comes as welcome news, piggy backing on the Akwesasne – Quebec protocol negotiations will also bring much needed support from the province of Quebec.

Akwesasne/Quebec Protocol Agreement Negotiations

With last year's Quebec elections now behind us, the negotiation team can focus on addressing the agenda put forward by council to Quebec's Minister of Aboriginal Affairs. **Items included in the negotiations include and not limited to:**

- Quebec link – a bridge from Kanatakon to Tsi Snaihne



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- Ferry service to Quebec districts
- Remission order at Dundee Port of Entry
- Infrastructure funding, roads maintenance
- Erosion control

Dundee Remission Order

Preliminary meetings have recently been held with CBSA Qc to discuss a remission order for the Port of Entry at Dundee; preliminary indications are the Quebec representatives are receptive to our request. Negotiations will continue and information will be shared with the community as they occur.

Boards, Committees, Commissions:

- Space Needs
- Research, develop and recommend and finalize options to address the serious need for more office space within MCA, requested a Chief's committee to expedite the process.
- Community Fund – ex officio
- Active participant since inception, first as a negotiator for Council in first term as Chief and as committee member and now as an ex officio for Council
- Property Acquisition Team – Chief's Committee
- As recommended by the community, to seek additional lands for housing, business development and growth, multiple opportunities presented and appraised but so far no additional lands have been purchased.
- Police Commission – ex officio
- Two term commission member, Akwesasne Police Association contract bargaining unit negotiator for MCA and now ex officio for Council
- APA negotiations with AMPS
- First as a Commission appointee and lead bargaining unit negotiator for Council, successful in new four year agreement
- Three Nations Bridge Demolition
- Tehotiiennawakon & the Portfolio, is seeking to secure an "Aboriginal Set a Side" contract, to demolish the existing high level bridge, negotiations began with American Bridge Canada but unfortunately these negotiations fell through. AECON Construction was contacted and expressed interest in joining forces with Akwesasne, so an MOU was developed/ negotiated and signed with, AECON Construction. If successful with negotiations with FBCL, the contract will provide much needed employment/contracting opportunities for Akwesasnoron.

Business Development Corporation

As yet unnamed, this is a corporation that would be created solely for business development on ventures that would be created through Tehotiiennawakon's Economic Development office, to protect Akwesasne assets and to realize a healthy profit margin to access future opportunities and projects. Tobacco

manufacturing and trade with other First Nations, Construction contracts regarding the 3 Nations Bridge and Demolition, Eco-Tourism, and a potential future Eco-friendly resort venue are all examples of the types of projects that would be sourced and managed through this corporation.

Akwesasne/Quebec Economic Development Fund Committee – AEDF

Through Tehotiiennawakon and portfolio, another extension of funding from Quebec for community economic development projects was signed between Akwesasne and Quebec in January 2013

Finance

- Addressing the need for fiscal management, through policy review and revisions within MCA, the community, and other stakeholders, including vendors and suppliers. The finance committee, with the largest content of Chiefs(7), meets monthly to oversee any and all instances of spending patterns and recommends to the rest of council on strategy.
- Fiscal Management, Chief's Committee
- Council driven initiative to address current fiscal practices
- Healthy Homes Initiative, Chief's Committee
- Chief's committee to monitor the new initiative, budget, safety practices and schedules, assist in reaching out to community members most in need of this initiative.

Climate Survey, Initiator

Originated during new incoming Council orientation, to address the concerns of the employees in the work environment, providing an avenue for employees to access a confidential survey with questions from employees to gauge the shortfall of MCA's commitment to working staff. Using the information provided to analyze the data and to suggest remedies for the organization in creating a healthier working environment.

Emergency Planning

As part of the Public Safety portfolio, this department ensures the health and safety of Akwesasnoron and MCA employees during emergencies. They also ensure that demonstrations and weather related emergencies are safe and efficient.

Customs (U.S. Customs and Border Patrol Agency & Canada Border Services Agency)

- Local Government, St. Regis Mohawk Tribe, Mohawk Nation Council of Chiefs, Cornwall City Council, North/South Stormont
- Regional Governments, Ministry of Aboriginal Affairs, Secretaire Aux Autotochtones, Chiefs of Ontario, Independent First Nations, Iroquois Caucus, Assembly of First Nations Quebec Labrador

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- National Government, Canada, Aboriginal Affairs Northern Development Canada, Assembly of First Nations, Association of Iroquois and Allied Indians
- Research any and all Acts, Bills that could affect Akwesasne, communicate with Council on strategy
- International, National Congress of American Indians, Department of Homeland Security
- Stay abreast of any new programs, changes that occur in Indian Country (USA & Canada)

Chief Joanne Jocko **Health**

I have been working on the midwifery file since my term began and progress is being made with establishing and maintaining a positive relationship with the Cornwall Community Hospital with regard to getting a registered midwife on their staff. There is a meeting scheduled during the month of November 2013 that will hopefully further the progress being made on this file. In addition, Community Health has worked very hard to establish a working relationship with the hospital to give them a better understanding of how our programs can work in the existing structure of the hospital. The dedication of our staff is recognized for their efforts to enhance our relationship with the hospital. Part of our information sharing also involves providing hospital personnel with a better understanding of our beliefs when it comes to the care of our people. Our Community Health program established the 'Welcoming Baby' program for newborns and their families and is now able to offer this program to Native families at the Cornwall Community Hospital.

Government Secretariat

I chose this portfolio because I worked in the Aboriginal Rights & Research Office (ARRO) in the past and am familiar with the ongoing claims and files associated with this office. At the time I was employed at ARRO, one of the files I had been tasked with was the Seaway Claim file. I had the privilege to work with the late John Sharrow and the late Ernest Benedict. I sat with them as they told stories of their time as Chiefs on Council during the time of the Seaway development that forever changed our community and the way we lived. They spoke of times that were simple but are so envied by us today. Both spoke of how everyone used to travel by boat to visit family and friends and how they were able to drink from the river when they were thirsty.

Today we would never think of drinking the water of the St. Lawrence and at times have concerns as to whether or not it is safe to swim in. These two men were visionaries who became leaders in our community. Their stories were told in the Kanienkeha language that they were both proud to speak and to pass on to their children and grandchildren. I always think of John when I see an old Band Council Resolution or even a current Mohawk Council Resolution that has a big wide 'Z' line drawn



after the wording and down the page to the signature lines. He explained to me that he did this so that the Indian Agent at the time couldn't add things to Council Resolutions that would go against the protection of the people. The deceitfulness at the time and the constant battle to retain our rights was a challenge for these two men but the simple act of making sure there could be no tampering with our documents is one of many ways they tried to protect our rights. I will be forever grateful for the time I spent with these two men learning of our elected government system and of our history before, during, and after the Seaway.

Within the Government Secretariat portfolio I participate with others on a Cultural Language Committee that tries to develop ways for our people to retain their language while teaching our language to the very young. Many people have been asking lately why with all our programs are not speaking to one another in the Kanienkeha language. The current Council includes many Kanienkeha speakers, myself included, that are able speak the language we were taught by our parents and Elders. I am most thankful of the gift of language that my family has given me. It is evident that it is not only important to teach our young at an early age the language but to establish an environment of speakers surrounding these children so that they can converse fluently in our original language. The language must be taught first in the homes and also in the schools so our youth will have the confidence and experience to carry on the use and teachings of our language. I've attended many language preservation workshops and presentations and they all have a common theme: in order to carry forth to future generations we must learn and retain our language as families. This past summer I had the chance to meet a young woman from our community who is a

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graduate of the Skawatsirah program through AMBE. Although the program gave her the skills to speak and learn the language, the constant support of her family who are all fluent speakers is what gave her the confidence to speak. It was refreshing to see how our education programming is working alongside our families to ensure our language survives. This proud young woman is now teaching our children in the school system. She is one example of the type of passionate Kanienkeha speakers we need in order to keep our language strong.

Ontonokon

Early on in my term I had the privilege to be invited to visit the Ontonokon treatment center in Oka. I was invited by the director to visit the facility to see firsthand how addictions have impacted our people and continues to be a major threat to our communities. Presently Ontonokon is in the process of establishing a detox center to coincide with their addictions services. The overall goal is to have two buildings situated side-by-side so that clients would be able to attain all the service they need in order to strengthen our people so that they are able to overcome their addictions. I have been present at many emotional meetings where our frontline workers have been painfully honest with the types of problems our people are facing. It is not just addictions they are dealing with but mental health issues as well as the serious health implications that result from prolonged abuse of drugs and alcohol.

The detox services which were formerly offered at the Cornwall General hospital have changed to a social detox, meaning that it is now out-patient based instead of the medically supervised in-patient service that used to be offered. Now more than ever the importance of developing and maintaining a relationship with Ontonokon is imperative to save our people. I will continue my efforts on this file by attending the drug prevention working meetings. Our Health and Social departments are now working together to share resources in order to better help our people face the daunting task of recovery. This collaborative work is the result of the drug prevention working meetings. The continued support of our dedicated frontline workers and families will ensure that community members currently suffering from the effects of drug and/or alcohol abuse will be able to recover. We must continue our efforts so that we do not lose any more of our people.

Space Needs

I have been participating on the Space Needs Committee to work on solutions which will alleviate our space requirements to meet the growing needs of the MCA organization. Our organization has grown to the point that we are in great need to accommodate our employees and our expanding departments. We have been so focused on developing programs and providing services to our community that we have grown to the point

that we now we need more space. When I started on this committee its proposed solution was to move departments but it was soon realized that this would have been a costly solution that would only have been temporary. What we really need is more building to accommodate all our programs and employees. The challenge is to find the funding which would be required in order to implement this plan to address our need for space. The recent cuts to our funding have placed a new building even lower on our wish list because there are many needs to be filled before we can think about the constructing of a new building.

Climate Survey

MCA departments and programs each provided a presentation to Council on the services they provide as well as an overview of their organizational structure. One of the program managers had noted to Council that it is difficult to develop and maintain team building amongst personnel when staff are able to choose to not attend. From this discussion, a working group was established which included one Council Chief from each District and the goal was to develop a strategy to help employees be happier and more satisfied with their employment at MCA. Chief April Adams-Phillips and I were both employees prior to be elected to Council, so we had prior knowledge of working for MCA. With that experience we knew what it was like for some people who have a difficult time in their workplaces. There were at times toxic environments for some employees within the organization. The working group decided that it would be useful to find out what some of the problems are that exist within departments in order to address these issues. A climate survey was developed to be used as a tool to gather useful information and feedback from MCA employees. We want our employees to be happy to come to work and be happy to provide services to our community members. The survey was offered to employees to take electronically and confidentially. In order to obtain more feedback from more participants, the deadline to submit surveys was extended to the end of August. The survey results will be compiled and an update on this will be forthcoming.

Kawehnoke Waterline

When I chose to run for election to Council one of my objectives was to work toward the completion of the waterline for Kawehnoke and I have since devoted the majority of my time to this project. I participate fully on this project by attending both the technical team meetings here in Akwesasne and political meetings with Aboriginal Affairs and Northern Development Canada (AANDC) officials that take place in Toronto. As of the end of the 2012-2013 Fiscal Year, which ended in March of 2013, Phase 1 (the design phase) was completed. Phase 2 (the construction phase) is expected to start at the beginning of the 2013-2014 Fiscal Year.

The collaborative effort of the participants involved on this proj-

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ect has allowed for so much progress to be made. I would like to take this opportunity to thank the technical team members who have devoted much time and effort toward making this project a priority. Safe drinking water is of utmost importance in their minds as they come together to strategize toward obtaining additional funding in order to continue to make progress on this project, with the goal of completing the waterline. The technical team is comprised of the following personnel from DTS: Jay Benedict, Vladi Kovich, Thomas Phillips, Stephanie Ransom, and Lorri Bova; the following personnel from the Department of Health: April White, Cindy Francis Mitchell, and Brigitte Blazina; and other personnel: Henry Lickers from the Environment program, Keith Smith-Environmental Health Officer, as well as Daryl Seymour and Neil Caldwell from Jp2g Consultants.

I thank Chief Florence Phillips who has shared the experiences and knowledge that she gained through working on past waterline projects with me. She has provided her support to not only me, but also to the rest of the project team. I'd like to commend her for always being mindful of all the people in the community.

Niawen: kowa to the entire project team for working toward making the completion of the Kawehnoke waterline a reality for the Kawehnoke District. This project provides the perfect example of how working together as a team can prepare us for accomplishing the goal of providing a much needed service to the people in this community.

Chief Brian David

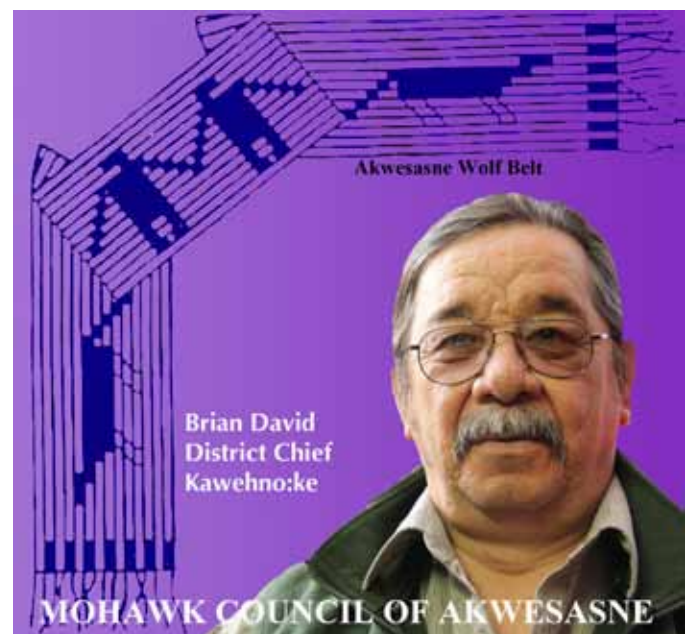
Shékon. I begin my annual report by extending my sincere condolences to all the families who experienced a loss during the past year, and hope these words find you in good health and spirit. I took my Oath of Office as an elected member of Council from Kakweno:ke for a second term, on Saturday, July 7th, 2012. Previous to these two terms, I was retired and spent most of my time fishing, golfing, and working on projects that looked interesting to me. I mention this only because it somewhat relates to my outlook on Council work. My interest isn't so much on maintaining what's already been done, but concentrating more on work that needs to be done. I guess my work motto is "do not accept the status-quo". There remains much developmental work that needs to be done for our children, grandchildren and great-grandchildren (for some).

I am currently a formal member of the Government Secretariat, Nation Building, Justice, and Tehotiiennawakon Portfolios. I am also a formal member of the Property Acquisition Team (PAT). In practice however, I tend to work among various portfolios, committees, new projects and emerging issues. I do this because sometimes special attention has to be paid to issues and needs that simply aren't covered by any particular portfolio.

In terms of achievements for the past year, I found my work with our young students in the Aboriginal Ignite Camp and our youth on the Nation to Nation Bicycle Tour, to be satisfying. The work in moving our Economic Recovery Strategy from just an idea into a plan and securing government "buy-in" is truly significant. The Grand Chief and Director of Tehotiiennawakon were very instrumental in this area. On the hard political front, the work with the Grand Chief on our border and bridge issues is high on the chart, as well as the presentations that were made to various House and Standing Committees in Ottawa last spring. There were two key presentations on Bill s 2 and Bill s 16, where I formed and led an MCA team into the Senate. It was a pleasure filling in for the Grand Chief during his absence for the month of June 2013.

What follows is a summary of events in the past year.

- August 2012 worked very hard with the Grand Chief on a campaign to have the toll booth relocated from Cornwall to the abandoned Customs Port on Kahwenoke, as a means to more effectively move traffic through the corridor. I reminded the SIBC that Akwesasne has a claim to the canal lands
- August 2012 in a meeting with the youth, it was noted that much of our community history is unknown to our youth; I offered to hold evening sessions to discuss our oral history if the youth would organize it.
- October 2012 worked with Akwesasne anglers and Tehotiiennawakon staff to begin looking at the health of the wall-eye in the St. Lawrence. The anglers were very cooperative in bringing samples in for testing.
- October 29, 2012, we held a focus meeting at the Tsi Snaihne Recreation Center on the Economic Recovery Strategy.



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Kawehno:ke District Chief Brian David hearing from young Akwesasne.

- October 2012, through the days of Hurricane Sandy, I helped man the Emergency Operations Command Centre and served as a resource for the coordinated delivery of emergency measures.
- October 2012, drafted a trade agreement for the Iroquois Caucus of elected chiefs. The Iroquois elected councils in Ontario and Quebec agreed to move in the direction of restoring customary trade between our communities. The agreement is aimed at securing self-sufficient economies for our communities and job creation.
- Assisted, as part of the MCA leadership team on the development, approval and coordination of the MCA Make Work Project. Funded through a \$450,000 budget, the objective was to create employment.
- January 2013, Met with Anne Minh-Thu Quach MP (Environment Critic), Jonathan Genest-Jourdain MP (Aboriginal Affairs Critic), Romeo Saganash MP (Intergovernmental Affairs Critic), all of the New Democratic Party, to discuss the elimination of the provincial boundary lines in Akwesasne, and the proposed Bill C 469 that would require all federal laws to be consistent with the United Nations Declaration on the Rights of Indigenous Peoples.
- February 2013, hosted a meeting in Akwesasne between members of the House of Commons and Akwesasne youth; the purpose of the meeting was to provide our youth with the opportunity to speak directly to federal MPs on their issues.
- February 2013, along with Chief Steve Thomas, officially received a delegation of ethnic indigenous peoples from Siberia represented by Alexander Garrilyevich Grigorev of the Association of the Indigenous Nomadic Clans. The group from Siberia expressed an interest in conducting trade with Akwesasne.
- March 2013 met with more than fifty grade school youngsters from Akwesasne who were on the “Aboriginal Ignite Camp”, a program to support good career choices in education. This was during March break and was held at the OPG Information Centre.
- March 2013 presented to the McDonald Laurier Institute on Public Policy, the Akwesasne perspective on the so-called contraband problem in Canada. The Institute was soon to release a new Study on the topic and from our perspective, it was poorly researched and was actually misleading.

Mohawk Government

Grand Chief and Council (2012-2015 Term)

- April and most of May 2013, I was off work due to a broken ankle.
- June 2013 I was filling in for the Grand Chief and followed through with commitments to meetings and such that had been made.
- July 2013 is the Nation to Nation Bike Tour. The kick-off for this tour was hosted by Akwesasne. Cyclers from across the country from various different nationalities participated in this event which was designed to raise awareness to native issues. A more detailed description can be found in the August 2013 issue of Onkwé'ta:ke.

In closing, I would just like to note that much of what we do wouldn't have been possible without the support and assistance of a solid technical team. While its nice to be able to provide the public with a snapshot summary of our year, we also have to recognize the involvement of our technical staff as part of the overall team effort.

Chief Julie Phillips-Jacobs

On February 16 2012, Asher Terry Phillips was welcomed into our family and the village of Kanatakon as the first baby born to a District Chief. I took the year off to spend important quality time with Asher, but about 3 months after he was born I began to again attend Council meetings and events. Chief Abram Benedict took over as Portfolio Major for Social and Chief Florence Phillips headed up the Working Task Group for the Akwesasne Matrimonial Property Law while I was off. I thank them both for covering for me.

In July I was re-elected to another term. At this time I would like to say "Thank you" to the community members of Kanatakon for believing in me and my capabilities to do it all. If the Kanatakon Child Care Center did not have an infant room that Asher was able to settle into I don't believe I would have been able to accept the task at hand. Thank you to the staff of Kanatakon Child Care Center staff for treating Asher like one of your own.

Below are some details on the two files that I continued to follow during my leave:

Akwesasne Matrimonial Property Law

- In May of 2012, the Working Task Group for the Iatathrona Raotientahtsera Akwesasne Matrimonial Property Law sent the drafted law for a legal review. In the months that followed much more work was done with regard to the legal aspects of the law in order to get it ready to present to Council.
- The draft Iatathrona Raotientahtsera Akwesasne Matrimonial Property Law was completed by the Working Task Group, was presented to Council, and accepted in principle on February 12, 2013. This step in the Law Enactment Procedure is referred to as Phase 2. Once this step was com-

pleted, Phase 3—the community consultation phase was able to begin.

- During the time it took to draft our law, the Federal Government tried to pass drafts of their own federal legislation through Parliament. The most recent version, Bill S-2, Family Homes on Reserves and Matrimonial Interests or Rights Act, will likely get passed by the Federal Government.

What could this mean for Akwesasne?

Bill S-2 would attempt to address matrimonial real property situated on reserve by providing that First Nations can enact their own laws but unless and until they do, the federal provisional rules in the bill will apply. The federal provisional rules give authority to provincial courts to enforce federal law on reserve land. For Akwesasne families, this would mean that courts of two separate provinces, namely Ontario and Quebec, would be authorized to issue orders, such as an exclusive occupation order, an emergency protection order, an order on the calculation of the division of matrimonial rights or interests, an order for a variation of the distribution of matrimonial rights or interests, an order to determine the amount payable by one spouse to the other, an order on how the payable amount is to be settled, or an order to restrain the depletion of value of an interest or right. The bill would enable provincial courts to issue these types of orders to be enforced on our reserve land instead of recognizing the jurisdiction of our own court.

The bill sets out that for First Nations to enact their own laws, a threshold of 25% for voter participation would apply as well as a threshold of the majority of those participating to vote in favor of accepting our law. What this means for Akwesasne is that in order to get our own law passed and recognized by the Federal Government, at least 25% of our eligible voters would have to vote and the majority of them would have to vote in favor of passing our law. Although this is not an impossible task, it will be a challenge that will involve looking at news ways to get our community out to vote. Bill S-2 does not take into account our own existing Law Enactment Procedure but instead dictates to us Canada's expectations.

Child and Family Services

On September 6, 2011 Akwesasne received conditional designation as a Children's Aid Society and identified seven areas that required either further development or amendment. On August 1, 2012 the Mohawk Council of Akwesasne's Child and Family Services (ACFS) was fully designated as an Aboriginal Children's Aid Society, having met all of the identified requirements.

For residents of Kawehnoke this means that any time a child is in need of protection, our own ACFS program is able to assist. In the past, if a child was in need on Kawehnoke the Children's Aid Society in Cornwall would have been involved be-

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Health Clinic brought to the Tsi:Snaihne District, and with a lot of work and dedication to this project the idea has started to become a reality. In June of 2011, MCR 2011/2012 #55 was passed by Council that designates a Working Task Group for the Tsi:Snaihne Diagnostic and Wellness Center and with this MCR there were three phases to be completed. The three phases consist of Phase 1 – Health Model and Facility Development, Phase 2 – Costing and Final Business Case Development, and Phase 3 – Construction/Project Management and Pharmacy Development. To date phase one of the three phases has been completed and the Working Task Group will continue to actively work towards Phase 2 and 3. This project has been progressing forward and one day the community will be able to walk through the doors of the Diagnostic Wellness Center. Mohawk Council has been experiencing a need for space to house our employees, and with the size of the organization and potential growth, space is very valuable to us. This has been an ongoing issue from my last term in office and I have sat on the Space Needs Committee to try to help solve the problems that we face, and will continue to face with the growth of MCA.

cause they held the jurisdiction over Kawehnoke when it came to child protection and ACFS personnel were only able to be there as observers. Akwesasne is the only First Nation and ACFS is the only agency to have jurisdiction over child welfare and child protection in two provinces. The next step will be to get Quebec, Ontario, and the Federal Government to support the concept of 'one rule' for all of Akwesasne.

I travelled to Toronto with Chief Joanne Jocko and the Acting Director of the Department of Community and Social Services to attend a meeting with the Assistant Deputy Minister from Ontario's Ministry of Child and Youth Services on January 10, 2013. The purpose of the meeting was to begin discussions on the next steps for Akwesasne. The need for 'one rule' was discussed. We explained how having authority in two separate provinces creates inconsistencies and disparities due to the differences in the legislation that guides each province. We feel that it is our responsibility to deliver consistent and accountable services to our community members regardless of which District they reside in. We are hopeful that we will be granted the necessary funding to obtain a clearer picture of what the 'one rule' would begin to look like. Ideally we would take the best of both policies and procedures and tweak them to fit Akwesasne.

Chief Karen Loran

As a Tsi:Snaihne District Chief, I have had the opportunity to serve my Community for the past four years. I sit on various portfolios, such as the Department of Technical Services, Education, Government Secretariat, Public Safety, Tehotiiennawakon, and Health.

In my first term, as Council Chief, I was determined to see a

Some of the many political forums and seats that I sit on are the Assembly of the First Nations of Quebec and Labrador (AFNQL) and the Independent First Nations (IFN). Within the AFNQL I work with the Health, Education, Social Services and Health Contribution concerns and issues. As a representative for IFN I sit on the Health, Education, Social Services and also the Ontario Chiefs Committee on Health. The mandate of the Chiefs Committee on Health is to protect and maintain our Treaty and Aboriginal Rights to health and to provide advice, guidance and recommendations to the Ontario Regional Chief, Health Portfolio of the Political Confederacy, Political Confederacy and the Chiefs Assembly on matters pertaining to First Nations health.

In 2012 a Cultural Portrait of Akwesasne began to take shape and with this the Quebec government wanted to see the different aspects of the Mohawk Culture. Through an agreement between Mohawk Council of Akwesasne, Valle-du Cre-Haute-Saint Laurent, the Secretariat for Aboriginal Affairs and the Ministry of Culture, Communication and Status Women this Cultural Portrait of Akwesasne became a reality and funding was made available to host different workshops such as basket making, beading and traditional clothing. With the success of these courses a variety of other courses will be offered in the future to showcase the many different aspects of the Mohawk Culture.

Public relations play a pivotal role whether it's dealing with community members or other government officials. In October of 2012 a terrible storm hit all of the east coast including parts of Akwesasne. Emergency Measures along with Council Chiefs

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responded to the needs of our community when Storm Sandy hit. We all worked together diligently to make sure our people were taken care of accordingly and everyone was safe from nature's wrath.

Establishing relationships with Quebec and the Quebec link helps with generating and securing funding for existing programs and any future programs that may occur. Having a strong bond between different agencies shows that we can all work together to achieve our goals. One agency that comes to mind is CBSA when I speak of working toward a stronger bond. We have been working with CBSA to see more Native employment, and to have their agency trained properly in cultural sensitivity which has and will continue to be an ongoing activity. The training that is provided gives the CBSA staff and officers a chance to learn about the Mohawk Culture that is predominately Akwesasne based.

The relationship that has formed with the Quebec Minister of Culture has played a significant role to the community. A gathering occurred between Council Chiefs and Councillors from Ormstown, St. Anicet, and Huntington and there were a total of about fifteen officials that came to Akwesasne to meet with Council and tour the Territory. This gathering was called "Let Us Show You How We Govern" and was a great way to form local networking connections with our neighbouring communities.

The above list of accomplishments is just the tip of the iceberg as to what has been accomplished over the past year and I will strive toward fulfilling my goals and being committed to my community.

Chief Larry King

She:kon,

I'd like to report on the areas that have demanded much of my attention in the timeframe surrounding this report.

Community Trust Development

While we've successfully settled several outstanding Claims, namely OPG and Kawehno:ke, there remained the need to address how these particular proceeds will be dealt with. Being that this was new ground to our community and organization, consultants with expertise in these areas were brought on to guide us in this process. The end result was that the best scenario that would capture the directives as the result of community consultation was the forming of a Community Trust. We of course would demand that we would put our own twist on anything considered "the norm" in this or any area, capturing those marching orders heard loud and clear from our community members who chose to offer their opinions. As we became more informed an idea was derived which would instill our own customs, values and principles. This process, as presented to the Akwesasne community, would have 2 components: Sakotiiatanonha (Those who watch over us) would also come to be known as the Overseers and Sakotiiatanonha Raononkwe:ta (Helpers to those who watch over us) would also come to be known as the Trustees. Trustees will be responsible for ensuring that the proceeds will be managed in the best interests of the community and that care and diligence are exercised in fulfilling their responsibilities. As the result of call-outs to the community, the Overseers Committee has been formed and active. At the time of this writing, the deadline of Sept 27 for community interest in being considered to become a Trustee has passed now the Overseers will be busy with choosing candidates to fill this important role. The Trustees will undergo training to properly manage the Community Trust and will prepare to hear ideas from our community in addressing the above listed proceeds.

Tsikaristesere/Dundee Claim

I have been working on the Tsikaristesere Claim for many years. We anticipate that we will hear something from the Specific Claims Branch regarding our Tsikaristesere/Dundee Claim very soon.

For an update on the Tsikaristesere/Dundee Land Claim, please see the update in the Aboriginal Rights and Research Office (ARRO) report on page 40.

NY Claim 1796 Treaty

Recently, Judge Kahn made the decision that all but the Hogansburg Triangle would be dismissed.

For an update on the NY Claim 1796 Treaty, please see the update in the ARRO report on page 40.

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North Shore Claim

I have been working with ARRO on the North Shore Claim for some time. Due to the location of the North Shore Claim and the issues regarding CBSA, this is an important Claim for Akwesasne.

For an update on the North Shore Claim, please see the update in the ARRO report on page 40.

Baxter and Barnhart Islands

The recent Baxter and Barnhart Claim submission was put forth in May of 2012. It originally predates Confederation, considered in British territory and therefore the act of a foreign government. It is further compounded in present day because for a claim to be considered under the existing grounds of the Specific Claims Policy and Process, the land in question must be presently in an area within Canada's present boundaries.

For an update on Baxter and Barnhart Islands, please see the update in the ARRO Report on page 41.

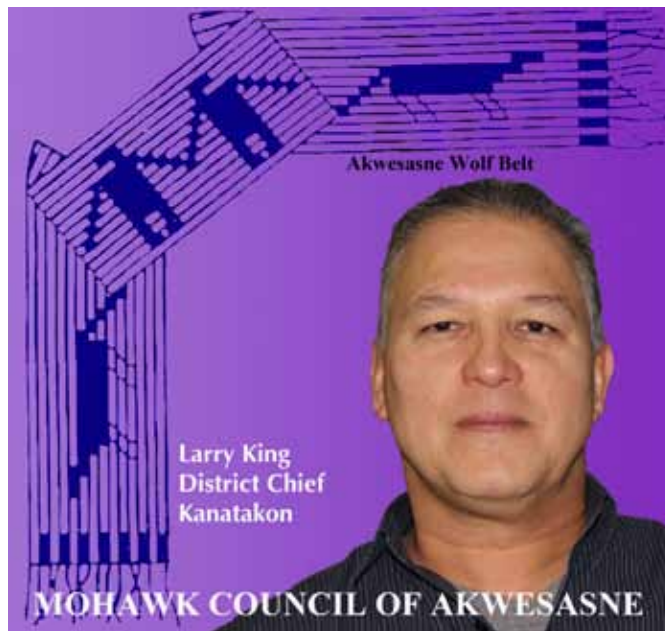
Aboriginal Rights and Research Office (ARRO)

From the preceding content of my report, an individual can easily conclude that an awful lot of work goes into the process which is formulating a Land Claim grievance. The historical content that forms the basis of our arguments are done through a dedicated staff that we rely on to a tremendous degree that have been doing exceptional work. I commend the efforts of MCA's Aboriginal Rights and Research Office and those that make up that department.

Akwesasne Ferry Service

The idea of a Ferry Service in Akwesasne has been something that I'm convinced would be a benefit to our community. I have brought this agenda forward several years ago and while there are obvious issues at play with the proximity to the International border, I believe it is still a viable alternative to the calamity that is historic and compounded travel within our community. I have carried this under a health and safety initiative calling upon the Federal Government's fiduciary responsibility to assure such measures are not lost on our community because we are First Nations. Yes there is a financial component not only in the onset but that regarding Operation and Maintenance.

I presented an MCR at a duly convened General Mtg where I asked for \$115,000 from Casino Rama proceeds to conduct a Feasibility Study to get serious about the Akwesasne Ferry Service. It was a vote by the People present, while not unanimous, but by significant majority to proceed. In recent past we have concluded our water lines on a "bridge" financing approach whereby we would find somehow somewhere to go forward from internal financial resources to be later reimbursed from AANDC. This



same approach was discussed regarding the Ferry Feasibility Study and when I was asked by AANDC if this was a favorable approach I responded positively. Of course there will be opposition, I live by the sentiment that "if we are all thinking alike then somebody isn't thinking". Some are convinced that those entities hovering over our every move, namely CBSA, US Customs and Border Patrol will come in droves to set up checkpoints all over Akwesasne because of this ferry. If this were the case we would stop on a dime and be content with the info accrued for future possibility. I have had meetings with many Federal entities as directed by AANDC in my efforts to have our Feasibility covered.

The directive being that "the issues pertaining to the proximity of the international border need to be identified and mitigated". These deliberations included Environment Canada, Oceans and Fisheries, Transport Canada, CBSA, AANDC who were all supportive of going forward with the Feasibility Study.

Akwesasne International Powwow

The Akwesasne International Powwow celebrated our 12th Annual last year and it isn't a stretch to say that we are growing and getting bigger and better every year. Despite the obvious border situation, this has not negatively affected the number of participants from joining us every year on the weekend immediately following Labor Day. Besides the obvious frustrations I also find solace in that this doesn't deter our community and visitors from celebrating and participating in what has become the predominant event in Akwesasne. Our community members are usually negatively affected by those line ups when there are Canadian holidays and it is predominately non-Native causing the back up. At Powwow time it is our own community members,

Mohawk Government

Grand Chief and Council (2012-2015 Term)

our Native brothers and sisters and non-Native guests coming to celebrate with us.

Our Powwow is a “competition” Powwow where the dancers and drummers are vying for monetary prizes. Our payout in these categories hovers around \$60,000 and inclusive of all other aspects we have an annual budget of approx. \$98,000. We rely on

our sponsors and contributors and patronizing from our guests to assure that we can have a Powwow year after year. It is my hope that our Powwow will still be a staple in our community well into the future. I am quick to remind and enjoy telling the story that the Akwesasne Powwow originated from discussion with our youth. My marching orders were clear and I’m proud of what the Akwesasne Powwow has become.



Performers come from near and far to compete at the Akwesasne International Powwow.

Mohawk Government

Grand Chief and Council (2012-2015 Term)

Joe Lazore

She:kon,

I want to thank everyone for taking the time to review the annual report. It is filled with a lot of beneficial information on all of the programs and services within the Mohawk Council organization. I also want to give a big Nia:wenkowa to community members for electing me to a third term. I still have a lot of goals I want to accomplish for the community and this term will let me continue on my hard work.

Environment

As the Environment Portfolio major, one of the tasks that we had this year was to update the Conservation Law. This means that we will now have more control of the river, more control of the habitat, and we will have the chance to restore the fish into the river and create more spawning areas. We need to protect several fish species as they were depleting at an alarming rate. We also need to ensure that testing is completed on all wildlife (like deer, geese, muskrat, beaver, etc.) to make sure that our current and future generations will be able to enjoy the wildlife safely.

Another area in environment that I am working on is a safe hunting law. We would like to eventually see own gun registry in Akwesasne to protect residents and prove that the gun is registered so that Canada doesn't try to ticket or take away the gun of residents of Akwesasne. Additionally, we are also working on Boating licenses. We want to ensure that we can control the waterways and maintain safety for all residents.

Economic Development

I was on the working task group for Economic Development. One of the initiatives that we worked on was the creation of a Diagnostic Health Center in Tsi Snaihne. This is important as Snye is land locked, and residents have to travel through the United States in order to receive care from the nearest hospital, Ormstown, which could take over an hour for travel, depending on the border wait time. Many elders and residents don't have the means to travel this far, so this would be especially beneficial for them.

Mohawk Language Initiative

As a Mohawk Speaker, one of the areas that I worked on was the Mohawk Language Initiative. We want to encourage more of our youth, adults and elders to start or to continue speaking the Mohawk language. Currently, we have language classes available to MCA employees. Through community input, we have also opened the classes the community. One of the biggest complaints was the classes were only available during the morning; now, there are more classes in the afternoon to accommodate others. Hopefully in the future if there is enough interest, I hope



that the classes could be expanded into the evening to get more Akwesasne residents involved. Our language and culture is very important and we want to keep it alive!

William Sunday

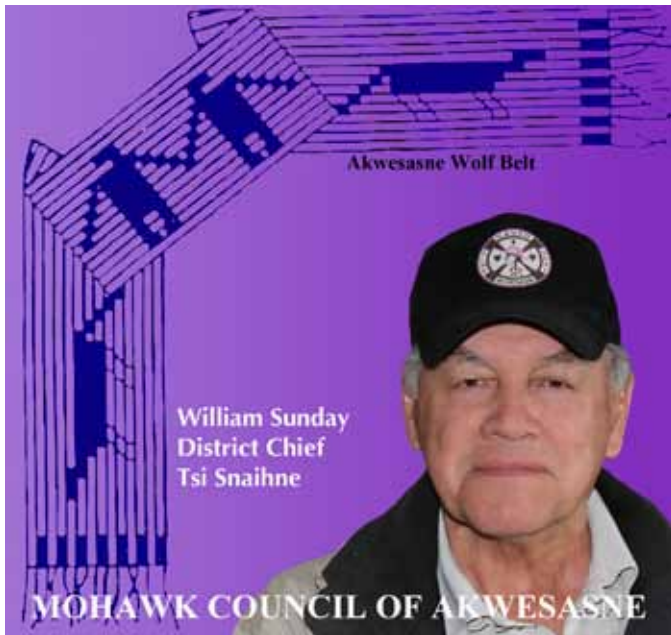
She:kon. First off, I want to say Nia:wenkowa to all of the community members that re-elected me into office. I have been on council since 1968 and I am honored that I am once again in the position to be able to help community members. It is amazing to see how much our organization has grown; we have faced many challenges and made numerous accomplishments along the way, and I am proud to see how our organization has developed. Below is a listing on a few projects that I have worked on.

Tehotiiennowakon Committee

I am on Tehotiiennowakon Committee, previously known as the Economic Development Committee. One of the areas that we have focused on is the Economic Recovery Strategy (ERS). The purpose of the ERS is to create new and sustainable employment opportunities for members of the community. In order to do that, we have done feasibility studies on the development of Hamilton Island and creating a conference center (note: before any of this would go forward, we would consult the community and get their approval). Another area that we have looked into is energy development, or renewable energy projects. There is a possibility of collaborating with the Saint Regis Mohawk Tribe and establishing our own power utility. We are still discussing this possibility and have approached different energy sources (such as: hydro, biomass, wind, solar, current) to see which would be the most beneficial for the community.

Mohawk Government

Grand Chief and Council (2012-2015 Term)



Residential School Survivors

One of the initiatives that I worked on was compensation of Akwesasne Residents that were in residential schools. The compensation for the Common Experience Payment (CEP) is essentially complete. The next step is the Independent Assessment Process (IAP). This step is where the Resident School Survivors will sit down with the government officials to negotiate compensation, depending on the severity of the abuse. For this portion, you will need a lawyer and a psychologist to evaluate you to determine the clients needs. If you contact me at Mohawk Government, we will be able to help you out with the application process and direct you towards the appropriate direction.

Kateri Canonization

In October 2012, Kateri Tekahwitha was declared a saint in Rome. Many individuals from Akwesasne attended the ceremony including the Kateri circle in Akwesasne. Council also donated money for the conference that was held in Albany prior to the Canonization, which I attended. Nia:wenkowa for the support from the community.



Chiefs Larry King, William Sunday and Grand Chief Mike Mitchell presenting representatives of the Kateri Circle a check for the the Tekahwitha 2012 Conference on behalf of the Mohawk Council of Akwesasne

Mohawk Government

Government Support

Mission Statement

The role of the Mohawk Government Technical Team is to identify and employ best practices in assisting the Grand Chief and Council Chiefs in fulfilling their daily responsibilities and communicating this to the people of Akwesasne; the Departments and Administration within MCA; to the Akwesasne Leadership (St. Regis Mohawk Tribe, Mohawk Nation Council of Chiefs) and external Governments.

Vision Statement

Mohawk Government strives to provide “Efficient, Effective Coordination, Collaboration, and Responsiveness for the Council, the MCA Organization, and the Community.”

Staff

- W. James Bay, Government Support Manager

- Jennifer Mitchell, Administrative Assistant
- Amanda Jacobs, Executive Assistant to Council
- Theresa Thompson, Executive Assistant to Council
- Kristy Lauzon, Executive Assistant to Council
- Karla Ransom, Executive Assistant to the Grand Chief
- Brendan White, Inter-Governmental Liaison
- Victoria Irving, Quebec Liaison
- Wesley Benedict, Community Advocate on CBSA Complaints
- Konwahentawi, Front Desk Receptionist
- Noreen Cook, Records Clerk
- Theresa Benedict, Summer Student

Strategic Goals

- Settle Claims Quickly
- Secure A Financial Base To Meet Community Needs
- Unite The Community On Common Goals



Mohawk Government Staff (l to r): Latoya Rourke, Front Desk Receptionist; Amanda Jacobs, Executive Assistant; Theresa Thompson, Executive Assistant; Ryan King, Ontario Power Generation Liaison; Victoria Irving, Quebec Liaison; Noreen Cook, Office Records Clerk; Kristy Lauzon, Executive Assitant; Wesley Benedict, Community Advocate on CBSA Complaints; Jennifer Mitchell, Administrative Assistant; W. James Bay, Government Support Manager.



Mohawk Government

Government Support

- Secure A Safe Community
- Strengthen Our Language
- Use Improved Communications To Create Stronger Relationships

Additions to Mohawk Government

Mohawk Government, as a Political/Technical and Government Support branch, has expanded since November 8, 2011, whereby the Council restructured Mohawk Government which created three (3) new technical staff positions: the Government Support Manager, Administrative Assistant, and the Inter-Governmental Liaison, and highlighted that positions in the Political/Technical Branch and the Government Support Branch were to have a direct political relationship with Grand Chief and Council.

As a result of the Staffing/HR processes underwent by Mohawk Government in the 2012-2013 year, the Community Advocate on CBSA Complaints is an additional staff position added to Mohawk Government.

Staffing/HR Processes

In April 2012, the positions of Government Support Manager and Inter-Governmental Liaison were filled. In June/July/August 2012 oversight for the position of Community Advocate on CBSA Complaints was transferred from the MCA Justice Department to that of Mohawk Government. Wesley Benedict was the successful candidate and began on December 2, 2012.

Jennifer Mitchell was the successful candidate for the Administrative Assistant position and was hired and began on October 22, 2012.

Finally, on February 25, 2013 an interim six (6) month term assignment for the Inter-Governmental Liaison position was staffed after the position had been vacant for four (4) months as a result of no suitable candidates being found from the public posting. The position is to be posted in the Fall of 2013.

Government Support Manager

The Government Support Manager is a position that was created as a result of Council restructuring of the Government Support Political Technical Branch, known as Mohawk Government, in November 2011.

The position began in April 2012, and the following are some of the achievements cited for the 2012/2013 year:

- Logistical support for Minister Kathleen Wynne's visit to Akwesasne (May 2012)
- Worked with Council, Executive Services, and multiple MCA Departments to launch the Make Work Program Initiative (June, July, August, September 2012)
- Master of Ceremonies for Council Swearing-In (July 2012)

- Coordination of the Council Orientation process (July, August 2012)
- Worked with Justice Department to transition the transfer of the Community Advocate on CBSA Complaints over to Mohawk Government (July, August 2012)
- Coordination of the Council Strategic Planning Process (September 2012 – February 2013)
- Established a working relationship with each member of Council, learning the fundamental basis of each of their goals for the Community, their involvement on various Portfolios, and the establishment of a proactive, productive relationship based on trust (April 2012 – present)
- Engaged Council on their Portfolio Selections process (July, August, November 2012)
- Initiated a review of the Mohawk Council Resolutions Reference Tool for revision and update (August 2012 – March 2013)
- Initiated a change in Executive Assistants to Council assignments to Chiefs (October 2012)
- Attended Council Special Meetings (April 2012 – March 2013)

Executive Assistants To Council and the Office of the Grand Chief

The Executive Assistants to Council and to the Grand Chief play an integral role in the day to day affairs of each of the District Chiefs and the Grand Chief. Combined, they are responsible for all aspects of the day to day affairs of the entire Council. Each of the EA to Council staff are assigned four (4) District Chiefs that they work with throughout the term. In addition, each of them are responsible for any of the Portfolios that their Chiefs may carry throughout the term.

The Executive Assistant to the Office of the Grand Chief is a little bit different from that of the EA's to Council, in that the position is dedicated solely to the day to day affairs of the Grand Chief. A significant amount of time, work, and energy is spent keeping up with the Grand Chief and his busy schedule. The EA to Grand Chief does not maintain any coverage on Council Portfolios, since the Grand Chief does not carry any single one, but represents the interests of all.

Achievements Cited By EA Staff

- Coverage of every weekly Special Meeting throughout the year
- Coverage of 9 General Meetings throughout the year
- Coverage of 13 Focus Meetings throughout the year
- Logistical support for 18 District Meetings held throughout the year
- Completion of all Council Travel requests, paperwork, tracking, and follow-up
- Attended 4 Workplace Health and Safety meetings throughout the year
- Completed 7 Mohawk Government Van Reports
- Roughly 75 MCRs drafted



Mohawk Government

Government Support

- Monthly submissions to the Onkwe'take Newsletter prepared for Chiefs
- Revisions to the Mohawk Council Resolutions Reference Tool were begun
- Assisted Community Members and Council with the Quebec Fuel Tax Applications Clinics
- Various Council Presentations were prepared
- Research on issues impacting the Community conducted routinely for District Chiefs
- Attended trainings on CPR, First Aid, Communications, and various Computer applications(i.e., Microsoft Excel) Routinely provided briefing notes to District Chiefs on issues impacting the Community
- Transcribed and distributed Special, General, Special General, and Focus Meeting minutes
- Attended weekly staff meetings for collaborative information sharing among offices
- Served as points of contact for communiques with external political agencies/organizations
- Logistical support and coordinated assistance with all visits by external political delegations
- Assisted new and incoming staff with on the job training and orientation
- Logistical support and coordinated assistance for 2012 Strategic Planning sessions
- Assisted with Council Orientation preparations in the Fall of 2012

Liaisons

Mohawk Government has various Liaison positions that assist the Grand Chief and District Chiefs of the Council with day to day political advisement and technical logistical support. The positions of Quebec Liaison Officer, Inter-Governmental Liaison, and Community Advocate on CBSA Complaints are each specialized positions that are responsible for various aspects of the Council Political Landscape. Liaisons are the front line points of contact, on behalf of the Council, to the external Federal, Provincial, and Municipal Governments and agencies. They maintain routine communications and relations with the various Ministries at the Federal level, with the various Ministries and Agencies at the Provincial levels for Quebec and Ontario, at the Municipal levels with cities like Cornwall, regionally with other First Nations affiliated groups, such as the Assembly of First Nations (AFN), the Chiefs of Ontario (COO), Independent First Nations (IFN), the Iroquois Caucus, with other First Nations communities, and locally with the St. Regis Mohawk Tribe and the Mohawk Nation Council of Chiefs. They are responsible for coordinating and securing opportunities for the Council to negotiate Political Protocols, to secure expansions in funding, to maintain awareness on legislative changes that may impact First Nations Communities, to maintain awareness on border related issues/concerns, strengthening relations across the Council Political Landscape, and an overall implementation of the

Council 2012-2015 MCA Strategic Plan core goals and strategies.

Achievements Cited By Liaison Staff:

- Participated in the development of initiatives, such as the Akwesasne/Quebec Protocol Agreement
- Served as intermediary in initiating and coordinating meetings with the SQ, Quebec Health, Revenu Quebec, and the Minister of Transport Quebec
- Coordinated meetings such as: Visit from the Quebec Minister of Aboriginal Affairs, Grand Chief's speech to the Quebec Parliament Arts Commission, Iroquois Caucus, MRC du Haut St. Laurent visit to Akwesasne, INAC event at the Nav-Can, Wendake Trade Agreement
- Initiated and coordinated funding for projects, such as Thompson Island Youth Camp, Akwesasne/Quebec Cultural Agreement, Tourism and Cultural Tourism with the CRE
- Development of projects, such as Passport, Birth/Marriage/Death Certificates Clinics, Gas Tax Clinics
- Translation of letters, pamphlets, documents, and assistance with conference calls that are in French
- Contact with various Government officials, departments to find information or resolve issues
- Assistance to Community Members with applications and paperwork regarding vehicle inspection, licensing, insurance, for work permits, with pensions, and applications for certificates
- Commissioner of Oaths, signing and commissioning legal documents for Quebec and outside of Quebec
- Established and maintain a high level of Communication and a solid working relationship with Senior Officials from Federal, Provincial, and Municipal governments
- Participation in various projects and meetings with the Council, Directors, Management, and on Mohawk Government Team initiatives

Mohawk Council of Akwesasne Strategic Plan: Governance Political Goal/Objective:

- Improve relations with Federal, Provincial, Municipal Governments, and Committees (opening doors to communication)
- Worked with Federal MP Anne Minh Thu Quach on numerous files
- Worked with Provincial MP Stephane Billette on numerous files
- Worked with the MRC du Haut Saint Laurent, the CRE and the Barrie, on numerous files
- Worked with Revenu Quebec, SAAQ, and MTQ on various files
- Work with the CBSA on the matter of the Dundee Remission Order
- Work with the Quebec SAA Government on the Akwesasne/Quebec Political Protocol Agreement and many other specific agreements
- Work with the MRC, the CRE, the Barrie Memorial Hospital, Droulers, and the Wildlife Reserve on regional matters

Mohawk Government

Government Support

- Work with the Communities surrounding Akwesasne opening doors by inviting those Communities to come and visit the territory, by involving MCA in political dinners, golf tournaments and local initiatives put on by the various political and business entities in the MRC
- Work with the various First Nations that are members of the Iroquois Caucus
- Coordination and assistance on the 3rd Annual First Nations Youth Forum

Canada Border Service Agency Seizures

- Tsiotiohrha/ December 2012 - 1 level 2 vehicle seizure and two complaints lodged. The complaints concerned a Remission Order issue and the second was a personnel complaint.
- Tsiotiohrko:wa/January 2013 - 2 level 1 vehicle seizures.
- Enniska/February 2013 - 1 vehicle was detained on suspicion it was stolen, that incident was turned over to Cornwall Community Police. Another vehicle was seized after a hidden compartment was discovered, that vehicle was turned over to Royal Canadian Mounted Police. This office attempted to have the vehicle returned without success. 2 personnel complaints were recorded, one from Kahnawake residents and the other from Akwesasne. Both complainants accessed the Canada Border Service Agency web page to lodge their complaint.
- Ennisko:wa/March - 7 level 1 vehicle seizures for failing to report and 1 personnel complaint. This office assisted a religious member of the clergy (parish priest) with obtaining special consideration for reporting later, if he were called to Tsiionkwanonhso:te Chronic Care facility on an emergency call.
- There is a misconception that if a vehicle is seized for failing to report the driver is charged, that is not true. The seizure is against the “conveyance” which is the vehicle.
- Individuals crossing from the US into Cornwall Port of entry and declaring they are travelling domestic, coming from the Island, are making a false statement and can be charged as such. Usually if someone is charged with Making a False Statement, they are additionally charged with Hindering, which is an obstruction charge. Those who have been charged make an appearance in Provincial Court, Cornwall.

Level 2 Seizures

MCA will not assist individuals that encounter a second vehicle seizure. The Community Advocate can provide information on how individuals can proceed in appealing the seizure, provided they agree to sign an Authorization for the Release of Information form.

The Release of Information form allows the Community Advocate to obtain more information from CBSA on behalf of the resident. Appeals are submitted to the Recourse Directorate of CBSA in Ottawa who conducts further fact finding. There have been some successful appeals, although not many.

Overall Work Activities / Accomplishments

With elections for the Council held in June 2012, Mohawk Government successfully coordinated and facilitated the Council Orientation schedule and process, which included collaboration and planning with the various MCA Departments and Administration, for multiple sessions held throughout July, August, and September 2012.

Mohawk Government is routinely responsible for logistical planning, scheduling, and detailed arrangements preparations when Council dignitaries come in to visit Akwesasne. In May 2012, the Council hosted a visit by Provincial Minister of Aboriginal Affairs Kathleen Wynn.

In June, July, August, and September 2012, Mohawk Government assisted with the implementation of the Make Work Project Initiative, in collaboration with Council, Administration, the Department of Technical Services (DTS), the Department of Tehotiennawakon's Environment, the Healthy Homes Program, the Department of Housing, and MCA Human Resources.

Also in June, July, and August 2012, Mohawk Government applied for and brought on a Summer Student, who assisted the Mohawk Government staff with various day to day administrative duties around the office. Summer Students typically assist the EA to Council and Grand Chief staff, as well as Chiefs and the Grand Chief with filing, front desk reception, managing the telephones, research, etc., and are a welcome addition to the team during the summer months.

In July 2012, the transition of the Executive Assistant to Council staff from Topic-oriented Portfolio Assignments to District Chief-specific Portfolio Assignments was a change made with the intent of better organizing the Council Portfolio System. EAs were assigned four (4) District Chiefs each, in order to accommodate the entire twelve (12) Council District Chiefs (the office of the Grand Chief does not carry any specific Portfolio assignments), and EAs were then responsible for any Portfolio work relating to each of their four (4) assigned Chiefs.

In August 2012, Mohawk Government assisted the Council in logistical planning coordination for MP Anne Quach's visit to Akwesasne.

Also in August 2012, Mohawk Government assisted with and participated in the INAC delegation's tour of Akwesasne, with their education on our Community and identified areas of priority and need.

In August 2012, facilitated training and orientation for the Emergency Hire Community Advocate on CBSA Complaints position when it came on board with Mohawk Government in July/August

Mohawk Government

Government Support

In September 2012, Mohawk Government coordinated and facilitated a Council Strategic Planning exercise.

On February 12, 2013, the Council accepted by MCR 2012/13 #306, the MCA 2012-2015 Strategic Plan. Also in December 2012, the Government Support Manager began preparing the 2013/2014 Mohawk Government Operating Plan and Budgets for the Council and Mohawk Government staff.

From February 2013 to May 2013, Administration for MCA brought on a consultant for the organization to utilize for health and wellness staff consultations. Mohawk Government utilized this consultant for more than eight (8) weeks, via weekly group sessions aimed at promoting individual and group health and wellness in the workplace, promoting team building, the development of individual health and wellness plans for each of the Mohawk Government staff, education on best practices for stress management, staff relations, inter-office communication, time management, etc. Overall, this training was beneficial in bringing a higher level of staff unity, communications, and relations into Mohawk Government. The Government Support Manager was also able to receive input and feedback from staff on their needs and on recommendations for future improvement.

Also, in February 2013, the Government Support Manager traveled to the Oneida of the Thames, along with several Chiefs for the Iroquois Caucus. Assistance was provided to the

Caucus in developing a draft position paper to Prime Minister Stephen Harper. The document provides an overview of the Caucus' position across several areas, including what constitutes proper consultation.

In March and April 2013, Mohawk Government worked with the Council, Departments, Finance, and Administration on the wrap up/conclusion of the Make Work Project.

Finally, throughout 2012/2013 various Mohawk Government staff participated in Kanienkeha Language classes offered via the Akwesasne Economic Development Agency (AEDA) to the Mohawk Council of Akwesasne, at various facilities within the Kana:takon district in order to work toward heightened language immersion among the Mohawk Government staff.

Contact Information

For more information, please do not hesitate to contact the Mohawk Government staff at 613-575-2348.



Government Support along with Communications Staff made a visit to Ottawa to tour Parliament. (l to r): Ashley Tarbell, Jacey Rourke, Kristy Lauzon, Victoria Irving and Shannon Burns.

Executive Services

Administration

Vision Statement

Honoring our past, securing our present, building our future.

Mission statement

One Organization, working together, for our Community
 Our role within the Mohawk Council of Akwesasne is to ensure core services are provided to all departments and programs for the continuity of operations through responsible and ethical management of community resources. We strive to honor our traditional values of: Language, Culture, Safety for all and protection and respect of our environment and each other.

Areas of Responsibility

- To support the Council's strategic goals, objectives and operation.
- Efficient and Ethical management of MCA organization
- Efficient and Ethical management of MCA community resources
- To support the proper management of the MCA organization through policy review and development to all MCA departments.
- To increase staff use of our Mohawk Language throughout our workplace
- To oversee the legal process of renegotiating contracts, funding arrangements and legal actions relating to administration.
- To increase capability of Executive Services Staff

Staff

Sheree Bonaparte	Executive Director
Donna Roundpoint	Assistant Executive Director
Lewis Morris	Special Project Officer
Brigitte Phillips	Executive Assistant
Vaughn Phillips	Employee Advocate
Robin Lazore	Administrative Assistant
Hannah Garrow	Summer Student

Scope of operations

Executive Services provides the direct services of managing core financial, human resource, informational services centrally for the organization ensuring consistency in the application of policies and procedures. It also ensures accountability to the community and communication with our stakeholders. Operational plans are reviewed by core services prior the finalization or amendment to ensure efficient use of MCA resources. This allows the departments to implement the strategic plan of council and focus on front line program service delivery. Coordination of the approval process has led to a greater understanding and sharing of responsibilities of the whole organization by more people, allowing us to drill through the walls of the departmental silos. The use of alignment of core advisors also helps to decrease waste and publication,



Brigitte Phillips greets incoming visitors to Executive Services

increase checks and balances and provide ongoing assessment and accountability. Although finance has a picture of when and how funds move through the organization they could not curb the growing silo mentality. By managing the real interconnectedness of the entire organization our ability to address community issues has increased.

Space

As MCA staff has grown to meet the needs of the community the space requirements have become outdated. The Space Needs Committee has developed a plan to meet the space needs until 2015. This plan calls for the building of new facilities to replace outdated and potentially unhealthy buildings. The plan will be revised as needed. Council is tackling the challenge of securing funding to cover the construction and maintenance of the new facilities. Representatives from Council, Department of Technical Services, Executive Services and effected departments are involved in the planning.

Policy

Good Standing Policy

The Council established a Working Task Group to review and update the MCA's Good Standing Policy that was implemented in 2006. The Working Task Group prepared a draft revised Good Standing Policy that has been submitted for legal review and comments before finalizing.

Finance Policy

The Mohawk Council of Akwesasne's Finance Policy Manual dated

Executive Services

Administration

July 8, 2008 relates to the financial operation of the MCA organization. The Finance Policy Manual is an internal policy at MCA that is directed to the Council, Departments, Programs and Administration, and to those who have responsibility for the financial operation and fiscal control of the MCA organization.

The review of the Finance Policy Manual began in the 2012-13 fiscal year. The Finance Policy Manual dated July 8, 2008 required review and amendment to bring sections up to date, in the interest of improving the financial accountabilities throughout the organization. **Executive Service reviewed the policy and made amendments to sections to ensure that better checks and balances are being incorporated to:**

- Promote better expenditure management
- Promote ethical financial management
- Maintain reliable reporting systems
- Safe guard assets
- Prevent and detect error and fraud
- Optimize the use of resources

The policy is presently receiving further refining in the amended sections, and will be ready for Council's review in the 2013-2014 fiscal year.

Staffing Policy

Seven sections of the Staffing Policy were accepted on October 2012. These sections formalize the hiring process and standardize how employees are hired and placed within the organization. Administrative Directives that set out the processes to implement the policy were approved in 2012-2013.

Planning Strategic Plan

In September 2012, the Mohawk Council of Akwesasne and MCA Departments worked together for several days on the Council's strategic plan for the term 2012-2015. The Council's strategic plan outlined a vision and mission statement and set their strategic direction by their Strategic Goals for the three year term period for 2012-2015.

Business Plans presented to Council March 20

With the foundation of the Council's strategic plan, the Departments developed their departmental strategic plans keeping the Council's strategic plan's vision, mission and goals in mind. Business plans (operational plans) based on Departmental Strategic plans are developed by Directors and Managers, outlining the goals and tasks for the upcoming fiscal year.

The Mohawk Council of Akwesasne Business plan cycle (Operational plan) began in the Fall 2012 with Directors and Managers developing plans and budgets for the following fiscal year. The business plans and budgets were reviewed over the winter by Exec-

utive Services and Finance to prepare for a presentation to Council, which took place on March 20, 2013, in preparation for Council approval. The MCA Departmental Business plans and budgets for the 2013-2014 were presented at the June 4, 2013 Special Meeting and was approved by Council.

Core Advisor Strategic plan

In 2011, the Core Advisors (comprised of the Managers and staff of Finance, Human Resources, Operational Support and Information Services) along with the Executive Director and Assistant Executive Director began to strategize on the mission and vision for Executive Services. In 2012-13, the Core Advisors mapped out the key elements of Executive Services Strategic Plan and were developing action plans to continue this work.

AANDC Reduced Reporting Pilot Project

Aboriginal Affairs and Northern Development Canada (AANDC) initiated pilot projects to reduce the number of reports that AANDC required First Nations to submit, especially the year end reporting. In addition, AANDC indicated a willingness to have the information contained in the year end reports provided in First Nations Annual Reports to their community. MCA investigated becoming one of the pilot sites for this project but AANDC seems to have dropped the initiative due to the retirement of the official who was spearheading the projects.

Finance

The staff shortage in Finance was addressed and 2 additional specialists were brought on to help harness the spending.

The approved Annual budget for MCA for 2012-2013 was set at \$86,399,855.00 with a planned deficit of \$485, 068.00 or 0.5%. The projected accumulated deficit was 1,629,425.00 accumulated deficit and additional deficit of 2,506,415.00, was carried over from 2011. The accumulated deficit is now 4,135, 840.00. The major cause of the deficit was unused vacation credits, education and social increases. Welch and Associates was the successful bidder from the tendering process for an Audit Firm. Al Gravelle is our new Auditor. The Newly elected Council was introduced to the new auditor in late summer. They joined us just as the flood of the Admin 1 basement occurred in the summer of 2012.

The 2011-12 audits were later than usual due to: staffing shortage, a flood in the basement of Administration 1 Building, extended renovations and a new auditor.

Mohawk Security Guards

The Mohawk Security Service contract with CBSA ended March 31st 2013 after 37 years. The Security Guards did not want any fanfare but their work and efforts over the years are appreciated by the entire organization.

Executive Services

Administration

Mohawk Language Training

In conjunction with the Akwesasne Economic Development Program our employees can enhance their ability to understand and use the Kanienkehaka language. This program continued throughout the 2012-13 year.

Employees can take classes for one hour a day in 12 week time spans. Several employees have successfully completed 2-3 levels. Graduations are celebrated each year.

Employee Relations

The Akwesasne Police Association contract was accepted by Council on January 2013. The negotiation process took an extended period of time but we are confident the next round will be quicker.

Health and Safety Contractors requirements were introduced by Operational Support Staff and updated and adopted by MCA departments. The requirements are in place to ensure the contractors are fully covered in case of mishaps. Paula Jacobs and Mark Martin of the Operation Support Program are contact persons in this area.

HR Investigations- As community and employee complaints are received, internal investigation are carried out by supervisors and management. When needed, Human Resources is also involved to conduct investigation or provide advice on the process. If conflicts of interests are found or particularly sensitive issues arise, outside independent investigations are brought in to conduct the interviews.

The search for a Nurse Practitioner was successful! Joelle Regnier is our new Nurse Practitioner. She has signed a 3 year contract. She is a very welcomed addition to our group of Health Care Providers.

Challenges - Administration successfully addressed issues with the Canadian Human Right Commission brought forward by an employee and a community member.

The process of **360 degree evaluations** was used to evaluate the Executive Director and in 2012 and extended to the Directors in 2013. This process gathers input from supervisors, peers and direct reports to evaluate the performance of employees and to find areas of strength and areas of improvement. This is a new process for MCA and means to improve the overall performance of the organization.

The **2012 Summer Students** enjoyed a "Meet and Greet" session with Council and the Executive Director. Our summer student was Hannah Garrow.

Retirement Luncheon in August - 7 retirees received a nice meal and gifts from MCA. The speeches of appreciations were heart-warming.

Spirit Awards

Each year employees are nominated and chosen by staff to receive an award in one of 6 categories. Safety and health, Professionalism, Integrity, Respect, Inspiration and Tradition (SPIRIT). There were 25 recipients in 2012. The nominations that were submitted for the recipients accentuated the hard work and dedication our employees have shown for our community.

List the 2012 Recipients:

Safety and Health

-Shaelene Gibson -Noreen Cook -Liliane Macias -Tony Benedict

Professionalism

Carole Mitchell
Veronica Thompson
Catherine Bush
Ashley Levac

Integrity

Carol Lafrance
Christine Bowman
Jamie Cole
Ernie Gambill

Respect

Kariwate Mitchell
Allison (Mae) Lazore
Jennifer David
Katy Tarbell

Inspiration

Pamela Lazore
Barbra Thompson
Candy Thomas
Terry McDonald

Tradition

Kawennenhawi Nelson
Dawn David
Mary Lafrance
Sarah Peters

All Category

Elaine Thompson

We had 80 entries that were submitted and the winners were selected by a panel consisting of Executive Assistants. They reviewed all the entries by each category but the names were blacked out so that the panel was basing their decision on the information that was provided.

Executive Services

Administration



Executive Director Sheree Bonaparte and nominator James Ransom stand with Special Group SPIRIT Award recipients Eric Sunday Jr, Peter Lazore, Eric Sunday, Angelo Sunday-Johnson and Dave Leaf.

List of the 2013 Recipients:

Safety and Health

Robin Lazore
Leonard Lazore
Dave Swenson

Professionalism

Peggy Pyke-Thompson
Daniel Bruyere
Angie Barnes
Martha Mitchell

Integrity

Cecelia Gray
Felicia Sunday
Melissa Jacobs
Toby Sunday

Respect

Karakwenta Lazore
Christopher Thompson
Kevin Lazore

Inspiration

Anna Thompson
Donna Delormier
Delores Thompson

Toby Sunday

Tradition

Maureen Benedict
Jean Benedict
Aronhiaies Herne
Margaret George

All Category

Lucy Jacobs

Special Group Award

Peter Lazore
Eric Sunday Sr
Eric Sunday Jr
Angelo Sunday-Johnson
Dave Leaf

Morale

Council recognized that the Morale of the organization needs a lift. We have initiated several initiatives to improve the workplace, they are: a climate survey to give employees a method to voice their concerns; a comprehensive complaints process was designed; and Team Building sessions with Shannon Hall were implemented in several programs. It is also recognized that changing the work environment will not happen overnight and this will be an ongoing process.

Executive Services

Administration

Salary Compensation Review

The Staffing Policy which included the Compensations grids was accepted by Council and implemented. Two years of research and evaluation led to the development of eight classifications grids allowing MCA to bring our positions to market value. Many positions that had not been evaluated since 2001 were adjusted and compensated. Several positions were found to already be comparable to market and remained the same. The new system will allow for merit increases in 3 years. This increase will be dependent on fully satisfactory performance. The rollout consisted of education sessions with every employee and individual information sessions as needed.

New Faces

During the year MCA was happy to announce three senior level positions were filled:

New Director of Health	April White, RN
New Assistant Director of Health	Cindy Francis Mitchell
New Director of DCSS	Robyn Mitchell

Community Trust

The Establishment of a Trust for the Claim Settlement Funds 2012/2013

After a series of community meetings held throughout the ratification process of both the OPG & Kawehnoke Claim settlement agreements, the determination was made by Council to develop a trust for the settlement funds. In February 2012, ARRO Sent a Request for Proposals (RFP) to the top four Financial Advisory Services in Canada, as well as posting the RFP on the Nation Talk website. Rodgers Financial Consulting was the successful applicant. Starting July 2012, ARRO began holding community session to educate Members on the concept of a trust.

In September 2012, ARRO offered community members with a Trustee Training course through the National Aboriginal Trust Officers Association. Also in September, Council mandated through MCR an internal technical team to establish the trust, and accepted

the guiding principles of the Trust through the documents Sakotiatanonha and the Implementation of Settlement Proceeds Report. A Request for Proposals was done for legal counsel, and 4 firms were interviewed by the Internal Technical Team (ITT) in September. Jeff Harris of Myers Weinberg, LLC was the successful legal counsel and was retained. Drafting of the Trust Agreement began in November 2012 in collaboration with the ITT and the Financial Consultant. In April 2013, the first of a series of community focus meeting began to review the draft Trust Agreement. Drafting continues through to the present.

Prescription Drug Abuse Strategy

Community concern over drug abuse and addiction led a Council resolution calling for the development of a Prescription Drug Abuse Strategy. As part of this strategy the departments of Health, Community and Social Services, Police, and Justice were asked to participate in an internal gathering to discuss our current programs and capabilities to assist community member who faces these issues. Our strengths, weaknesses, opportunities and threats were identified and used to find gaps in our services. A detox center and a transitional home needed after release from treatment were identified as major gaps. DCSS and Health reported the findings to their portfolios.

Tobacco Commission

The Tobacco Commission began revising the processes used to issue permits and process order for quota cigarette by vendors. Commissioner Jim Ransom (also the Director of Tehotiiennawakon) obtained funding to revamp the quota over a two year period.

Healthy Homes Initiative-Transferred to Housing

During 2012-13 the Healthy Home Initiative completed 22 projects giving the apprentices hundreds of hours of on the job experience toward their 7000 hour requirement to take the Ontario Carpentry Exam. Home owners were able to participate in information sessions on home maintenance as an investment of "sweat equity" hours in their homes. The Health Homes Initiative was moved un-

Support a Drug Free Community!

SUBSTANCE ABUSE EMERGENCY NUMBERS

<p>An initiative of the Mohawk Council of Akwesasne's Substance Abuse Strategy.</p>	Wholistic Health & Wellness <i>(Addictions & Counseling)</i> (613) 575-2341 ext. 3100	Mohawk Police & Ambulance (613) 575-2000	CRIMESTOPPERS (613) 575-2255	ONEN'TO:KON TREATMENT SERVICES (450) 479-8353
	lonkwanonhsasetsi Adolescent Treatment Center (613) 932-5050	MENTAL HEALTH CRISIS LINE 1-866-996-0991	Cornwall Hospital Withdrawal Management Services (613) 938-8506	Grandparent's Support Group (613) 575-2341 ext. 3100
	IETHINISTEN'HA FAMILY WELLNESS PROGRAM (613) 937-4322	Akwesasne Eagle Watch <i>Promoting a Safe and Drug free Akwesasne</i> facebook	Akwesasne Child & Family Services (613) 575-2341 ext. 3139 (613) 575-2000 (After Hours)	ASEO-STE0 ADDICTION SERVICES OF EASTERN ONTARIO (613) 936-9236 (800) 272-1937

As part of the Prescription Drug Abuse Strategy, a flyer was created to give community members important contact numbers

Executive Services

Administration

der the supervision of the Acting Housing Director.

Housing

Restructuring of the Housing department began in late winter. Heather Phillips assumed the responsibilities of the Acting Director. She is working with the Akwesasne Housing Authority and Executive Services to review and revise policies and procedures. She is also working with the housing staff to reconfigure projects to be more efficient and effective.

Property Acquisition Team

A team of District Chiefs and Internal Technicians from Department of Technical Services, Executive Services, Tehotiiennawakon and Justice review possible property acquisition opportunities. Several factors are considered when lands are offered for MCA to purchase or brought to the attention of Council. Possible use, need, maintenance costs, appraised value and purchase price offer are primary considerations. Recommendations to purchase or not to purchase are presented to Council.

External Relations

Ontario Power Generation (OPG) and Mohawk Council of Akwesasne

The MCA-OPG Final Settlement Agreement (FSA) Joint Implementation Team met regularly during the year to follow-up on the initiatives and projects outlined in the FSA. Initiatives such as potential employment opportunities with OPG for Akwesasronon, getting Akwesasne contractors and businesses pre-qualified to provide services to OPG, and various Akwesasne environmental projects were discussed and planned. One of the main points of discussion centered on the return of the four islands (Sheek Island, Presquille Island, Toussaint Island and Adams Island) in the St. Lawrence River back to the Mohawks of Akwesasne. The work on the return of the islands has been hampered by legal and technical complications that are being addressed with federal officials by the OPG and MCA technical teams.

Federal Court Hearing

MCA challenged INAC decision-making process in the allocation of a local estate. The federal judge ruled in favor of the challenge and ordered INAC to reconsider the decision based on the issue brought forward by MCA.

Ononkwasona Pharmacy

In the 2012-2013 fiscal year, Mr. Michael Angus Pyke, owner of the Ononkwasona Pharmacy had discussions with the Grand Chief concerning the pharmacy, and moved forward to have the pharmacy appraised for the purpose of ascertaining the fair market value. The Mohawk Council of Akwesasne undertook to have two appraisals done on the Ononkwasona Pharmacy, for the purpose of producing a report calculating the valuation of the Fair Market value of the Ononkwasona Pharmacy, owned by Mr. Michael Angus Pyke.

The two appraisal companies: ROI Corporation and the Cunningham Private Client Services Inc. Each conducted an appraisal study and completed reports on the market value of the pharmacy. The reports were shared with the owner of the Ononkwasona Pharmacy, Michael Angus Pyke.

Canadian Border Service Agency

MCA's relationship with CBSA upper management was renewed with a visit from Vice President of Operations Pierre Sabourin to Akwesasne. Mr. Sabourin toured Akwesasne and returned later for another visit with Council. He was accompanied by the new Regional Director Arienne Reza. Our relationship with CBSA has improved dramatically since these visits. An ongoing cooperative effort to work on issues that arise has developed.

AFNQL ED Meeting

The Executive Director meets twice a year with the Executive Directors throughout Quebec to receive updates from INAC Quebec Region and to share operational strategies with other First Nations.

Special Projects Officer:

- Carried out the 2012-13 Akwesasne Community Fund call-out for applications. Out of 28 applications received, the Review Team approved funding for 19 applications including sports groups/associations (9), youth activities and programs (3), a mohawk language program, a quilters group, cultural activities by the NNATC, equipment for the HAVFD, tree and seed distribution by the ATFE, church improvements and the life of Kateri Tekakwitha play.
- Coordinated the submission to and reporting for the 2012-2013 Aboriginal Affairs and Northern Development Canada funding under the First Nations & Inuit Youth Employment Strategy for Student Summer Employment and Skills Link activities.
- Coordinated the activities of the Working Task Group set up by Council to review and update the MCA's Good Standing Policy.
- Participated in the MCA-OPG Joint Implementation Team concerning the Past Grievances Final Settlement Agreement with Ontario Power Generation. Assisted in securing funding, developing the job description and beginning the staffing process to hire an Inter-Organization Liaison Officer to support the Joint Implementation Team.
- Coordinated meetings with Aboriginal Affairs and Northern Development Canada officials to become a pilot site for AANDC's Reduced Reporting Initiative.
- Undertook a 3-month assignment (August – October, 2012) with the Department of Tehotiiennawakon as Acting Economic Development Officer until the position was staffed permanently.

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.

Objectives and Strategic Goals

The core objectives and goals of the Aboriginal Rights and Research Office are:

- To develop an implementation process for the care, protection, and use of the proceeds of Land Claim settlements
- To continue to conclude on-going Land Claims negotiations which are in the final stages: 1796 Treaty Claim (US), Tsikaristesere/Dundee Claim
- To re-establish criteria for determining which claims have the most likelihood of settlement
- To generate creative settlement proposals and negotiation strategies for the next 3 years
- To continue formation/ development of a fair, impartial, accountable, and transparent Trust process for the care, management, and disbursement of proceeds coming from settled Land Claims negotiations
- To develop a Remission Order for Dundee Land Claim area
- To improve communications processes to create stronger external relationships (with the community, with external stakeholders)
- Serve as technical coordination team for Seaway Claim proceedings
- To continue to work towards the expansion of our community land base through the Additions to Reserve Process
- To maintain the community's knowledge of our Aboriginal and treaty rights, to research the historical injustices inflicted on our people, and to assert our rights through the filing of claims
- To ensure that our community is knowledgeable of the background of our work on claims through Community Education initiatives
- To continue to provide, facilitate and coordinate External



ARRO Staff (l to r): Sheila Oakes, Records Maintenance Technician; Curtis Lazore, Researcher; Rasennes Pembleton, Senior Researcher; Kelly Thompson, Researcher; Dwight Bero Jr., Researcher, Cactus Cook Sunday, Manager

Executive Services

Aboriginal Rights and Research Office

Cultural Awareness for agencies, governments, and other organizations that provide services to or work with Akwesasne

Faculty & Staff

Cactus Cook Sunday	Manager
Sheila Oakes	Records Maintenance Technician
Rasennes Pembleton	Senior Researcher
Curtis Lazore	Researcher
Dwight Bero Jr.	Researcher
Kelly Thompson	Researcher

Council set out Strategic Goals for the 2012-2015 term. ARRO is tasked with four Core Goals:

Administrative Core Strategy #1:

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

Through Community Education Sessions held throughout the settlement of the OPG and Kawehnoke claims, members expressed the need for settlement funds to be held in trust for the Mohawks of Akwesasne to be used for the long-term benefit of all members. In keeping with the community needs expressed, ARRO initiated the development of a settlement trust with the assistance of the National Aboriginal Trust Officers Association. Throughout this process of development, community focus sessions were held to educate members on trusts and to gain understanding of community priorities.

Community Education also took place in the form of mailings to community members on Frequently Asked Questions related to Akwesasronon border crossing rights, as well as information on border crossing procedures and regulations. ARRO also regularly contributes historical articles for inclusion in MCA's Onkwetake newsletter.

Cultural Awareness Training continues to be provided to external agencies who work within and around the community. Sixteen (16) Canada Border Service Agency personnel took part in a two-day session in March 2013. The participants included Border Service Officers who work at the Cornwall port, administrators and the current Regional Director, Arianna Reza.

The North Shore Claim was filed with Canada in June 2012, and

was formally accepted as a Specific Claim by Canada on October 10, 2012. The MCA awaits further notice from Canada as to whether the claim will be accepted for negotiations, as the current Specific Claims Policy sets out a three-year timeline for Canada to either accept a claim for negotiation or to reject it, after which a First Nation may submit the claim to the Specific Claims Tribunal. The Tribunal then has a three-year timeframe to hear the claim. Decisions by the Tribunal are binding, final and conclusive. While not subject to appeal, a decision of the Tribunal is subject to judicial review under the Federal Courts Act. The North Shore lands span from approximately the mouth of the Raisin River to Long Sault, and approximately eighteen miles inland, and are also referred to as the Akwesasne Community Lands (see map on page 44).

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. The following projects were conducted in the 2012/13 fiscal year:

Archeological Testing Within Akwesasne:

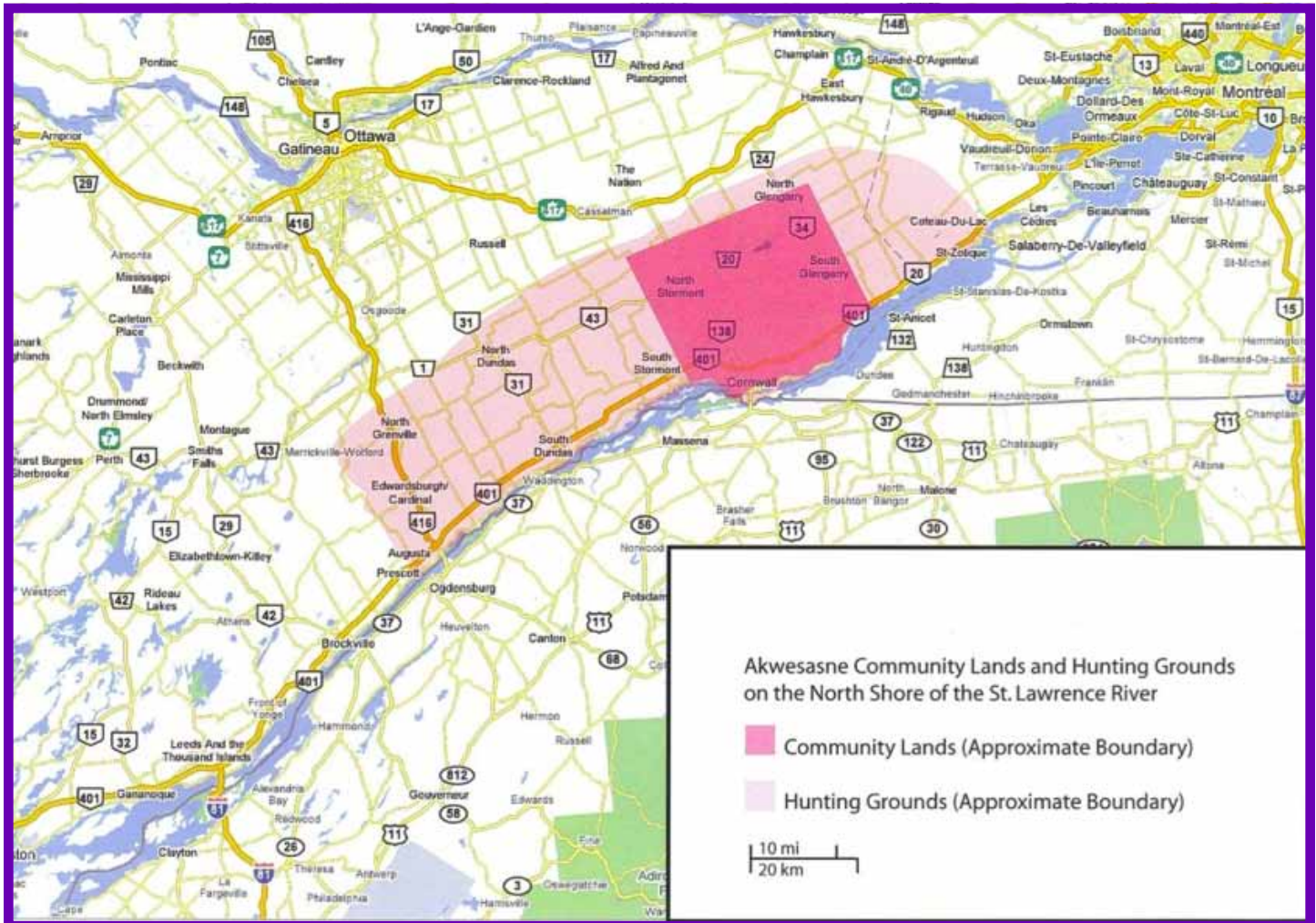
- **Kawehnoke waterline extension project** - Stage 1, 2 and 3. (report pending). Site monitoring. Positive radio carbon date to 1200 AD from the Leaf property. MCA Dept. of Tech Services
- **Kanonkwatsheriio parking lot expansion project**- Stage 1 and 2.
MCA Dept. of Tech Services
- **Kanatakon Parking expansion (former Peter Thomas residence)** - Site monitoring. MCA Dept. of Tech Services, MCA Executive Services
- **Lot 87c Kanatakon**-Positive radio carbon date of find to 1600 AD. MCA Dept. of Housing
- **Connie Melouch, Awimel Consulting RE:** Archaeological dig at Point-du-Buisson, Que. Request to be a point of contact to the Quebec Provincial Govt. Minister of Cultural Affairs and consult with Haudenosaunee and Mohawk Nation.
- **Development of an Archaeological Field School**
- **MCA Community and Health Services,**
- **Department of Economic Development**
- **Transmission tower for AMBE, Kawehnoke.** Stage 1 and 2 completed

Archeological and Consultation Within Traditional Akwesasne Territory:

Part of Lot 4 Concession 1 City of Cornwall, Geographic Township of Stormont County. The Central Archaeology Group Inc.

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Aboriginal engagement and report review.

City of Brockville Main Service Pumping Station & Forcemain Upgrade. Past Recovery Archaeological Services. Aboriginal engagement and report review.

North Glengarry Regional Water Supply Project Stage 1 and 2. CH2M HILL, Past Recovery Archaeological Services. Aboriginal engagement and report review, recommended a site monitor from Akwesasne.

Stage 1 and 2 Archaeological Assessment Township of Edwardsburg/ Cardinal County of Leeds and Grenville, ON. Abacus Archaeological Services. Aboriginal engagement and report review, recommended a site monitor from Akwesasne.

25th Anniversary of the Maynard - Mckeown Archaeological Site, Prescott, ON. Educational speech and acknowledgment

David Brown Solar Project, Ingleside, ON. Stantec Consulting Ltd. Aboriginal engagement and report review, partnership harvesting trees and herbal medicines.

Stage 3 Archaeological Assessment for 4 Sites, Township of Kingston and Ernestown. Now the City of Kingston, Frontenac County and township of Loyalist, Lennox and Addington County, ON. Aboriginal engagement and report review.

Discovery of Human Remains in Spencerville, ON The find was brought to our attention by South Nation Conservation's Chris Craig. MCA Community and Health Services, Department of Economic Development, ARRO were involved.

Additions to Reserve

The Additions to Reserve (ATR) process is a formal, administrative process between a First Nation and Canada that allows for lands to be added to reserve. The Additions to Reserve

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process includes surveying, title searches, and environmental and archaeological assessments.

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 - Toussiant, 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 to the Environmental Assessment phase, which includes the assessment and any necessary remediation. The process concludes with obtaining an Order in Council from Canada formally returning the lands to Akwesasne. It should be noted that the ATR Process is a multi-phase project requiring due diligence by all parties, which often takes several years to complete.

Cairn Island (Tsikatsinakwahere) is also in the process of being returned to reserve. 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.

The Tsikaristisere/Dundee Claim The Tsikaristisere Claim is the result of breaches of the Crown and the subsequent loss in 1888 of nearly 20,000 acres of Akwesasne lands in what is now the municipality of Dundee. The Claim is still in the active negotiations stage, although the parties have not met while Canada seeks a mandate to propose an offer to settle. The court proceeding are suspended pending the outcome of negotiations. The MCA continues to urge Canada to expedite the process of seeking a mandate for a settlement offer, and will update the community as progress is made with respect to this claim (**see map below**).

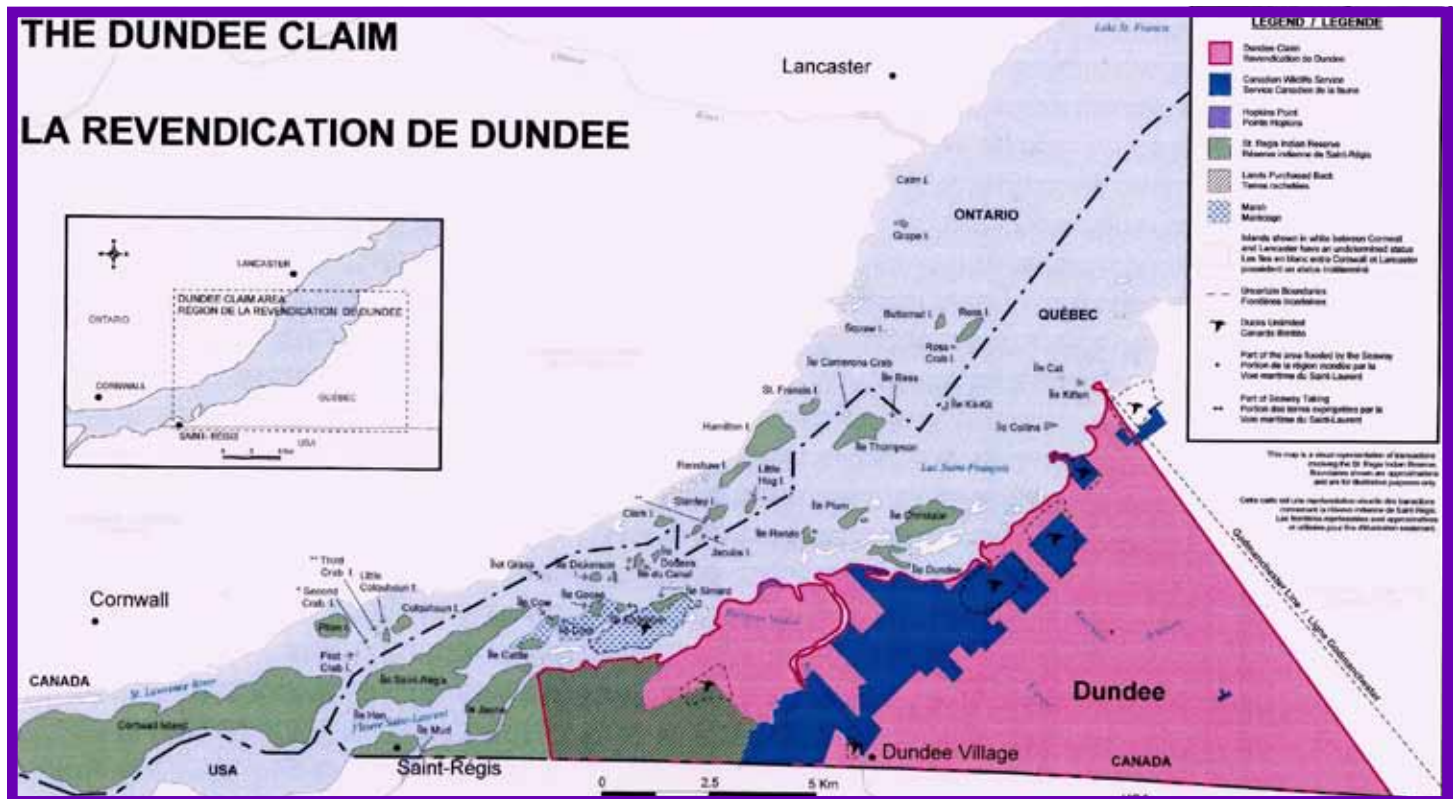
Seaway Claim

Proceedings for the Seaway Claim continued in 2012/13. Interviews with elders and witnesses were recorded. Expert Erosion and Area M lands studies took place in 2012/13 and further phases will continue into 2013/14. An expert historical report was drafted in 2012, and further work is required to complete the report to cover a broader area of historical occupation of the Mohawks within our traditional territory. Court proceedings are expected to begin in 2014.

US/1796 Treaty Claim

Federal court hearings were held in 2012/13 regarding the defense motions to dismiss the claim.

Several leadership meetings were held to discuss the 2005 com-



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munity-ratified negotiated settlement, as both St. Lawrence and Franklin counties have since withdrawn from the agreement. In March 2012, parties sought to have oral arguments heard by the court, though this motion was denied. On September 28, 2012, Magistrate Therese Dancks filed her recommendations to the Court for the dismissal of all but the Hogansburg Triangle land claims. The three Akwesasne parties will likely file an appeal of the decision to the Second Circuit court, while awaiting meetings with the NYS Governor to re-approach the negotiated settlement.

Baxter and Barnhart Islands

The basis of the Baxter and Barnhart Islands claim began with a 1790s lease to non-Natives, after which the Boundary Commission of 1822 laid down the political border between Canada and the United States. The line separated the lands of the Mohawks of Akwesasne, and this included the islands of Baxter & Barnhart. In 1823, the State of New York deeded the islands to the Ogden brothers, and evicted the Baxter & Barnhart families, who were later awarded compensation by the state. Akwesasne received compensation for the loss of the islands in the amount of \$5,960 in 1856. This amount pales in comparison not only to the actual market value of the lands, but the subsequent economic uses of the lands. The Baxter and Barnhart Claim was filed with Canada in May 2012, but was not accepted on the basis that, as it is now considered to be in the United States, it cannot be dealt with through the Canadian Specific Claims Policy. The MCA is currently working to re-structure the claim so it can be re-submitted.

The MCA currently has 14 claims in the various stages of research:

The Nutfield Tract Lands

In 1847, the area north of Cornwall known as the Nutfield Tract was illegally surrendered after decades of lessees' failure to pay rents to the Mohawks, and the Crown's failure to ensure the collection and to act to protect the interest of the Mohawks. The claim is in the final stages of research and drafting is almost complete, and may be filed with Canada by 2013.

The Nutfield Tract Survey

The 1784 survey of the Nutfield lands, commissioned by the Crown and performed by an incompetent Crown lands surveyor named Patrick McNiff, was extremely flawed. The St. Regis chiefs recognized this flaw, which resulted in the failure to account for approximately 6,000 acres, and hired a skilled Crown surveyor to perform another survey to prove the first was incorrect. The cost of the survey commissioned by the St. Regis Chiefs is the basis of the Nutfield Survey claim as a separate claim from the loss of the total tract.

Loon Island

Loon Island is located about four (4) miles west of Lancaster, Ontario. It is approximately twenty-five (25) acres of land that was originally surrounded on all sides by marsh. The marsh has since been dug out, and a causeway built from the mainland to the island.

In 1926, the Exchequer Court ruled that the property at Hamilton Island, a few miles west of Loon Island, was part of the Indian Reserve covered by the Royal Proclamation of 1763, which protected all Indian lands.

This claim is being researched for filing with Canada as a specific claim, the allegations of which would be based on its being unsurrendered land, and Canada's failure to protect the interest of the Mohawks.

Cornwall Port Lands

The Cornwall Port lands are the subject of a claim being researched by the MCA because the lands are within the traditional territory of the Mohawks of Akwesasne, which remain part of the Aboriginal territory. The lands are Federally-owned which may soon be divested, and it is the position of the MCA that the Federal Government is obliged to return it to Reserve status.

Point au Beaudet

The lands at Pointe au Beaudet were never surrendered, but wound up being occupied by white settlers in the early 1800s, who were later issued location tickets by the Crown. The research on this claim is in its early stages of document collection and database is being developed. The lands are located on the north shore of the St. Lawrence River, in what is now Quebec, and encompass approximately 2000 acres.

Mouton Island

The 8-acre Mouton Island is also known as Sheep Island, and is located opposite the township of Godmanchester, Quebec. In the early 19th century Indian Affairs issued a location ticket to an Akwesasronon, who in turn leased the island to a white settler. The island was never surrendered or sold, but later the province of Quebec issued a title to the original lessees. The basis of the claim would be the loss of this island and the failure of the Crown to protect the interest of the Mohawks with respect to the island.

Smith Falls

The area of Smith Falls, Ontario has been an historic hunting, fishing & gathering area that has been used by Akwesasronon since time immemorial. The actual acreage is still being researched, as the claim itself is in the early stages of research.

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The basis of the claim would be Aboriginal Title, which is unextinguished title on lands that the MCA can prove consistent use.

St. Lawrence River

The islands of the St. Lawrence River are not the only losses incurred over the years. The basis of a claim in research is the losses incurred over the Mohawks alienation from their traditional use of the river as a result of non-Native occupation and use of unsurrendered lands along the shores of the St. Lawrence River.

Annual Presents from the King

In 1764, the King of England proclaimed that, because of their pre-European-contact presence on the lands, the First Nations of Canada would be granted an inventory of supplies annually for “as long as the sun shines and the rivers flow.” The cache would be annually distributed until the early-1800s, after which there is no evidence that the government continued to grant them. The historical research into this claim is being re-examined this year, and the claim will be forwarded for a legal analysis before it can advance.

Sheek Island

In 1901, the St. Lawrence Power Company is built approximately 62 acres was leased on the eastern part of Sheek Island, which is an unsurrendered island of Akwesasne. The basis of the claim is the loss of use of this part of the island and the illegal establishment of the power company without consideration of the original owners.

The island is part of the settlement with OPG, and is being returned. The claim in research is for the loss of the use of this land, and for the failure of the Crown to protect our interest.

Godmanchester Line

The land in the Godmanchester Line is a triangular area of about 1500 acres was originally part of the Dundee lands that belong to Mohawks, and were separated through an inaccurate survey commissioned by the Crown in 1840s. The lands were never surrendered, and are separate from the Dundee claim because the details and allegations were found by the MCA after the original filing of the claim.

Akwesasne Land Transaction Affected by Governance

The evolution of the government at Akwesasne was affected by the external politics that surrounded it. The staggered and affected political atmosphere that resulted undoubtedly affected the transactions that took place between Akwesasne leadership and external governments and individuals. This is the basis of this claim is the failure of the Crown to protect our interest through its imposition of the Indian Act Band Council, which inevitably weakened the internal structure of Akwesasne.

This claim is in its very early stages, but is currently being pursued by the MCA.

St. Regis Islands Act

The St. Regis Islands Act was enacted in 1927 by Canada in order to protect the interest of the Mohawks on their islands in the St. Lawrence. It made it illegal to engage in leases with First Nations with respect to their islands. Any lease subsequent to the 1927 Act was illegal, and the failure of Canada to protect the interest of the Mohawks is the basis for this claim.

The claim narrative has been developed, and further research is being done before it is forwarded for legal review and opinion.

Canada Border Services Agency

Throughout 2012/13, community members continued to be subject to seizure and forfeiture of their vehicles for alleged failure to report without delay to CBSA Port of Entry upon entering Kawehnoke. The MCA continued its attempts to negotiate alternative arrangements for Akwesasronon.

Complaints – Several complaints were filed with the Canadian Human Rights Commission as to the discriminatory treatment of Akwesasne with the increased reporting requirement, seizure of vehicles and the mistreatment of individual Akwesasronon traveling within their traditional territory. A case was filed in July 2012 in Federal Court in Ottawa against the Minister of Public Safety Vic Toews and the CBSA by Mohawk Council of Akwesasne, on behalf of 115 individual Akwesasronon who were subject to seizure and forfeiture of their vehicles.

On December 6, 2012 the federal court ruled that the seizures were rightfully carried out and that the CBSA had authority to carry out the forfeitures. The plaintiffs will file an appeal with the appellent court in the very near future.

Alternative Reporting Mechanism – The MCA, in its continued effort to find a practical solution to the increased reporting requirements imposed by CBSA after the 2009 abandonment of the Kawehnoke Port of Entry, has begun negotiations with high-level CBSA officials to create an alternative reporting mechanism for those Akwesasronon traveling to Kawehnoke. MCA technicians are working closely with CBSA technicians to design and implement such a mechanism, the goal of which is to relieve bridge congestion at peak hours, and to allow quicker travel to Kawehnoke for those whose daily routine is disrupted by long waits on the bridge.

Contact Information

For more information, please do not hesitate to contact the Aboriginal Rights and Research Office manager Cactus Cook-Sunday at 613-575-2348.

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 Akwesasronon 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

Faculty & Staff

The Communications Unit currently has three permanent, full-

time positions: 1 manager and 2 communication officers. One term position was required as well to fill in for staff on leave or temporary assignment.

Therefore, the 2012/2013 Communications team was comprised of:

Manager – Shannon Scully Burns
Communications Officer 1 – Brendan White
Communications Officer 2 – Ashley Tarbell
Communications Officer Term – Jacey Rourke

Objectives & Strategic Goals

The goals of the Communications Unit for the 2012-2013 year were to familiarize MCA with the services of the unit and to provide communication assistance to the departments and Council as best possible utilizing all of the unit's equipment,



Communications Unit (l to r): Jacey Rourke, Ashley Tarbell, Shannon Scully Burns and Brendan White

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Communications Unit

software and personnel expertise. The Communications Unit staff strives daily to maintain MCA's positive image while also helping Council to fulfill their efforts to be transparent. The Communications Unit has become the hub for many programs that need information shared, both internally and externally. It is a goal of Communications Unit staff to ensure that quality publications and news releases are produced by MCA and that any information being shared is written well.

Accomplishments & Challenges

1. Onkwe'ta:ke Newsletter – The Communications Unit is responsible for the complete production of MCA's monthly newsletter. The first issue was printed in October 2011. In the 2012-2013 staff continued improving upon the newsletter. Other First Nations communities and visitors have expressed how impressed they were that a monthly newsletter of this caliber is produced each month. Likewise, MCA and Council are commended for supporting the level of transparency created by publishing monthly public reports. One challenge Communications has continued to face is in their attempt to persuade all programs to submit articles or request coverage.

2. Equipment & Software – The Communications Unit's inventory includes a video camera, a high-end digital camera, audio recorders and Adobe's Creative Suite software for professional editing. With this, the Communications Unit records MCA's living history for publications and archive. MCA programs may contact the Communications staff for any photo or video needs. Staff members are trained to use Adobe InDesign and Adobe Photoshop for document production and photo editing. In the next fiscal year, the unit's capabilities will expand to include Adobe Premier Pro (video editing) and Adobe Illustrator (graphic design).

3. Annual Report – The Communications Unit has the responsibility of producing MCA's Annual Report. During this fiscal year, new Communications Unit staff members were assigned with this massive project for the first time. A double report for the fiscal years 2010-2012 was produced. Despite taking months to produce, the result was a very professional, comprehensive, transparent report of MCA's activity. The Communications Unit is looking forward to improving the report every year going forward.

4. Publications – With Adobe's Creative Suite installed on all of the Communications Unit's Apple computers, top quality publications can be produced in-house. Certain MCA programs - Entewetathawi and the Aboriginal Rights & Research Office, for example - regularly request the production of documents such as brochures, mail-outs, programs, and newsletters. Other programs are encouraged to do the same. At least one month's notice is encouraged for these types of requests to allow staff to

prioritize with other projects and assignments. More and more programs are beginning to utilize these services.

5. Media Relations – The Communications Unit is responsible for writing and distributing press releases issued by Council, or other programs at their request. Staff may also write releases for their program but issue the release through the Communications Unit. The Communications Unit will format text, place on letterhead when required, and distribute to several outlets based on the intended audience. The majority of notices or releases are sent to the following sources although additional outlets are added when necessary:

Indian Time Newspaper
CKON Radio
MCA Website
MCA Facebook page
MCA Staff via mass email

Press releases issued this year addressed important topics such as the OPG Settlement, Idle No More movement, tobacco legislation, and Hurricane Sandy.

In some instances, releases were written jointly with the St. Regis Mohawk Tribe and Mohawk Nation Council of Chiefs. The Communications Unit also coordinated interviews between journalists and MCA chiefs or staff. This often includes preparing interviewees and interviewers, writing draft responses to media inquiries, and providing follow up material and photos to journalists. Challenges in this area include a reluctance of some staff or Council to speak to media based on misconceptions or distrust of the media. However, Communications staff can help staff identify what information should not be shared with media. As well the Communications staff maintains relations with trusted journalists to support a positive flow of information between MCA and the public.

Contact Information

The Communications Unit is located at Admin II, Third Street, Kana:takon (St. Regis). 613-575-2348.



Executive Services

Entewatatha:wi (Nation Building Process)

Mission Statement:

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

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

Introduction

This report provides a summary of the activities for Mohawk Council of Akwesasne's Nation Building Program from April 1st, 2012 to March 31, 2013. MCA's Nation Building Program is supported by funding provided by Aboriginal Affairs and Northern Development Canada (AANDC formerly Indian and Northern Affairs Canada - INAC) through Gathering Strength: Reorientation to Self-Government. The purpose of the funding assists MCA in its continued development of governance capacities to exercise its jurisdiction and authority effectively.

The Mohawk Council of Akwesasne approved for signature both the Governance and Relationship Agreement in Principle and Lands and Estates Sectoral Agreement on March 27, 2012. The next steps would focus on having MCA's Grand Chief and Canada's federal Negotiator initial the document. The initialing indicates and verifies the copy to be forwarded to Canada's Cabinet. The initialing occurred by the end of May 2012. During the fiscal year, periodic contact was maintained with Canada's Senior Negotiator, regarding the Cabinet approval for both agreements.

Strategic Goals and Activities

These undertakings were identified in the 2012-2013 proposal and are identified in INAC's Gathering Strength Terms and Conditions.

They include:

- Akwesasronon Onkwenwhentsia Shon:a (AOS) or Land Code Development
- MCA Estates Facilitator Project
- Akwesasne Governance Code Development
- Comprehensive Educational Communications with community of Akwesasne
- Akwesasronon Onkwenwhentsia Shon:a. (AOS) or Land Code

The development of the AOS is overseen by a Land Code Task Force (LCTF) which is a blended community and organizational based committee. The committee meets on a weekly basis and is also involved in providing input to the Lands Negotia-

tions. Nation Building Program staff offer administrative as well as coordinating support to Task Force.

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

Akwesasne Estates Facilitator Project

Following the signing of the Memorandum of Understanding (MOU) in the spring of 2012, the process to open and close estates at the Akwesasne level has become streamlined. Aged estates are now seeing closure and new estates have a more community minded approach with the assistance of an Estates Facilitator. The new streamlined approach has allowed for the acknowledgement of culturally specific customs and practices.

Our unique geographic location is an appropriate backdrop to illustrate the complexities that can arise out of estates having no will. Akwesasne has been witness to many instances, where community members refusal to deal with an outside agency such at the Aboriginal Affairs and Northern Development Canada (AANDC), resulted in estates that have remained in limbo for an unacceptable amount of time. Where the previous disconnect existed amongst community members and Aboriginal Affairs Canada there is now a bridge and open line of communication. One of the most redeeming examples to show the success of the MOU is the growing number of estates being opened due to the fact, the community is becoming more and more aware of the estate administration process and the steps needed to open, administer and close an estate.

Several community workshops have already been held to educate Akwesasne on the MOU as well as the estate administration process. A pamphlet and folder have been designed and produced for the community's benefit in dealing with estate matters. Those projects were funded by the Nation Building Program along with the efforts of the Office of Vital Statistics (OVS) and the Land Code Task Force. Plans for future educational seminars are planned to continue to educate the community of Akwesasne so that estate matters and protocol are clearly understood, respected and followed.

The success of this pilot project will be contingent upon a continued presence of personnel which will work with the community members, assisting them during what can only be described as the most trying times in their lives.

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Entewatatha:wi (Nation Building Process)

Akwesasne Governance Code Development

The conclusion of the Governance Code Survey and acceptance of the final survey report took longer than anticipated. Simultaneous research of different Governance Code models was undertaken during the fiscal year. The remainder of the fiscal year included an interpretation of the data in the survey report in preparation for the drafting of an Akwesasne Governance Code.

Due to the focus on re-establishing the Entewatatha:wi Advisory Committee and its orientation, the Community Call Out for members to participate on the Akwesasne Governance Code Committee began in December and closed in February 2013. Once the recruitment was completed, an orientation for the community members was scheduled and occurred during the last quarter of the fiscal year. The committee members are to assist in facilitating discussion with the community of Akwesasne on the status of Entewatatha:wi and updates on the Agreements;

Alternatively, part of the work outlined under the Governance Code Development, focused on the continued refinement and development of essential Akwesasne Governance Laws started during previous years. The Nation Building Program assist the Akwesasne Justice Department with resources to assist with the development of governance tools and some of the areas include:

- Akwesasne Mohawk Court Law;
- Akwesasne Water/Wastewater Law;
- Akwesasne Law Registry Process; and
- Governance Needs Analysis.

Akwesasne Mohawk Court Law

An Akwesasne Mohawk Court Law was identified as a priority last fiscal year for the Mohawk Council of Akwesasne. The draft Law will include key elements of one of MCA's major appeals mechanism which is a recognized authority in the Governance and Relationship Agreement in Principle (G&R AIP). The development of an Akwesasne Mohawk Court Law was initiated about 2 years ago but its continued development has been hampered by staff changes. Since last fiscal year, a bi-monthly meeting schedule has been established and two Community meetings occurred to allow for input from community members. The approach in the development of the Akwesasne Mohawk Court Law is now being reviewed and the development of a plan for the continued develop of this Akwesasne Law is set to occur during the next quarter. A consultant has been hired to assist in the plan's development.

Akwesasne Water/Wastewater Law

Early in the fiscal year, monthly meetings were being held to discuss the approach regarding the development of this Akwesasne Law. It was determined that MCA's Environment Program would prepare a proposal where all parties (Akwesasne, Federal and provincial) would come together to discuss the

responsible development of this Akwesasne Law. A proposal has been developed and submitted to various federal departments and provincial agencies.

Akwesasne Law Registry Process

Continued undertakings on this project are at a standstill due to staff changes. This is one of the requirements regarding Akwesasne Laws in the AIP and may be identified as a priority in the near future. The policy and regulations have been developed and the drafting of the Law will be next.

Governance Needs Analysis

Identification of this project was premature. Normally, a governance needs analysis occurs during Final Agreement phase and as such an MCA Needs Analysis project will be initiated in a following fiscal year.

Comprehensive Educational Communications with the Community of Akwesasne

Once the AIP's were approved by the MCA, strategies regarding educating and informing the community of Akwesasne on the contents of the AIP's began. The General Elections of the Council were held in June and two presentations were conducted with the newly elected Council on the contents of the AIP's and the next steps. Based on the recommendations provided during the presentations to Council, it was determined that further information and education was needed on Understanding the Indian Act.

Simultaneously to orientating the Council, a Community Call-out to re-establish the Entewatatha:wi Advisory Committee (EAC) began towards the end of June for one month and the first meeting of the EAC was held in September. A bi-weekly meeting scheduled was established. It was indicated that a learning curve was required to review and understand the intent and contents in the AIP as well as discussing the best approaches to inform the community. The last quarter of this fiscal year focused on developing the themes for a radio series and recruiting a Language Specialist.

Listing of Various Presentations and Newsletters/Publications

- The Indian Act – A Presentation by Dr. Neil McDonald
- CKON radio shows
- A Focus Meeting for the community was held in November and at two District meetings in December
- 3 Presentations to various Akwesasne Iohahi:io Adult Education programs
- A presentation to the Native studies classes at CCVS, one of the high schools where many Kanienkeha students attend

Executive Services

Entewatatha:wi (Nation Building Process)

- 2 Comprehensive Community Newsletters have been developed and distributed house to house in the community on the following:
- Outcomes of the Akwesasne Governance Code survey
- Governance and Relationship AIP

As part of the strategy and direction from the EAC, a focus will be on educating the Youth and on the Indian Act. The Nation Building Program is holding the position that the community needs to be educated. Communication tools continue to be developed to engage Akwesasne in a dialogue, and give them the answers that they need. Nation Building continues to keep all lines of communication open with Akwesasronon. With these tools, we are helping the community interpret legal language which will support the community make the insurmountable decision before them.

Throughout the year, the Nation Building program utilized the

regularly scheduled District and General meeting to educate the community. This was done at the request of Grand Chief and Council so that they could be reassured that community membership was being educated and informed of the proposed Nation Building process. Community members in attendance were allowed to openly ask questions on the process.

Facility and Staff:

If you have any questions please do not hesitate to contact us. The Nation Building Program is currently housed within a suite located at the Kanonhkwa't'sheri:io Health Facility and can be reached by calling any of MCA's administration buildings which will transfer your call to one of the following team members:

- Wendy Adams – Coordinator, ext 3194
- Shara Francis-Herne – Jr. Policy Analyst ext 3193
- Patricia Francis – Acting/Policy Analyst
- Angie Barnes- Sr. Negotiator/Policy Analyst
- Gilbert Terrance – Policy Analyst



Entewatatha:wi Staff (l to r): Shara Francis-Herne, Jr. Policy Analyst and Wendy Adams, Coordinator

Executive Services

Iohahi:io

Mission

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

Goals and Objectives

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

In fulfillment of some of the above objectives, during the period of April 2012 through March 2013, Iohahi:io delivered courses to over 180 community members, in the following programs:

Number of students

Vocational Preparation Program (High-school Upgrading)	32
Challenges and Opportunities Program (Literacy)	25
Vocational Preparation - Home-study	5
Practical Nursing Program (3 year)	10
Business Program (2 year)	18
Arts and Science Program (1 year)	22
Personal Support Worker Program (1 year)	24
Arts and Science – Pre-Technology Program (1 year)	12
Community and Justice Services Program (2 year)	17
Office Administration – Medical/Legal (2 year)	22

The courses/programs that we deliver to community members are those that have been determined by the Adult Education Committee, through requests from community members and information gathered about employment needs and opportunities, to benefit the community immediately and in the future. Whether the programs are delivered to prepare individuals to work in a specific field or to enhance their general quality of life, all of the courses are delivered with the whole community in mind. As you can see above, many of the programs that we have delivered are geared to a particular job or type of work re-

quired in the community. Our programs are generally delivered in partnership with a mainstream college or school authority to provide students with the portability and transferability of their credits to other institutions and/or recognizing entities. The college programs listed above were delivered in partnership with St. Lawrence College.

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

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

Staff

- Vincenette Cook, Program Manager
- Margaret Lafrance, Assistant Program Manager
- Donna Jocko, Secretary
- Sheila Lafrance, College Program Coordinator
- Jackie Mitchell, Literacy Coordinator
- Bob Firth, Computer Support Technician
- Sharon Phillips, Cook
- Mark Herrington, Student Success Facilitator
- Caroline Tremblay, Student Success Facilitator
- Alison Henderson, Instructor
- Jeannine Lazore, Instructor
- Ashley Powless, Administrative Assistant
- Alana Green, Administrative Assistant
- Carlee Oakes, Administrative Assistant
- Desiree Johnson, Cook's Assistant
- John Cole, Maintenance
- Phillip Mitchell, Maintenance

Executive Services

Iohahi:io

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

In order to further the educational and training opportunities of the people of Akwesasne, staff of the Akwesasne Adult Education Program serve on a variety of boards and organizations. These included the Aboriginal Education Councils of St. Lawrence College and the University of Ottawa, the Aboriginal Institutes Consortium and the Akwesasne Area Management Board.

During the start of the 2012/13 year, the Iohahi:io Adult Education Program spent a great deal of time planning for Career Fair 2012 that was successfully held at the Anowarakowa Arena on April 27, 2012.

A Recognition luncheon was held at Iohahi:io at the close of the Vocational Preparation and Challenges and Opportunities programs in June of 2012. Several students were singled out and were given special awards.

We also held Recognition and Closing Ceremonies for the completion of the 3 year Practical Nursing Program, the 2 year Business Program, and the 1 year Arts and Science Program in May 2012 at Iohahi:io. Several of the students had secured jobs prior to the completion of their programs.

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

Iohahi:io is grateful for the continued support and partnerships developed with the many organizations, departments/programs and agencies (internal and external). Many partnerships exist. The following are just a few of them that include the Mohawk Council of Akwesasne Chiefs, the Mohawk Council of Akwesasne organization, the Akwesasne Area Management Board, the Akwesasne Mohawk Board of Education, the T.R. Leger School, St. Lawrence College, Indian and Northern Affairs Canada, and the Ontario Ministry of Training Colleges and Universities.

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

Iohahi:io is always open to suggestions for programs and courses. Consideration is given to programs and courses that fit in with Akwesasne's development plans. Often we identify needs and students from the applications that come in throughout the year. Why not stop in and let us know what training you are interested in?



Staff of the Iohahi:io Adult Education Program

Core Services

Human Resources

Vision Statement

Achieving excellence through the empowerment of our management team and employees.

Mission Statement

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

Principles / Values

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

Staff

Lynn Roundpoint- Chaussi	HR Manager
Deborah Porter	HR Generalist, Benefits Administrator
Leah Tarbell	HR Generalist, Compensation Specialist
Christie Cook	HR Generalist, Labor Relations
Jason Hiscock	Policy Writer
Adrian McDonald	Training Coordinator
Tim Thompson	Staffing Officer
Jason Lazore	Staffing Officer
Darlene Francis	Program Support Officer
Liz Jacobs	Personnel Clerk
Jackie Thomas	Personnel Clerk

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

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

Strategic Goals for F/Y 2012/13

Strategic Goals:

- Policy development and policy repository for all MCA policies.
- Training and Development.
- Review and amendment of the GPP & MEA.
- Conclude contract negotiations with APA & PSAC.
- Implementation of Compensation Administration.

- Improved performance management initiative.

Accomplishments

- Final Draft of the 'Respect in the Workplace Policy and Procedures' Policy,
- Final agreement made regarding the implementation of the 360 degree performance evaluation,
- Implementation of the new Compensation Salary Grid inclusive of a newly developed Policy & Procedural Manual. Effective April 1, 2012.
- Implementation of the new Job Description Template.
- Training Coordinator position created and filled.
- Akwesasne Police Association renewed contract signed February 28, 2013.
- Public Service Alliance of Canada renewed contract signed May 3, 2012.

Employee Population

The pie chart on page 51 illustrates the total MCA employee population by department. The percentages per department are inclusive of all permanent and term offers that were issued during the fiscal year 2012/13.

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 matches.

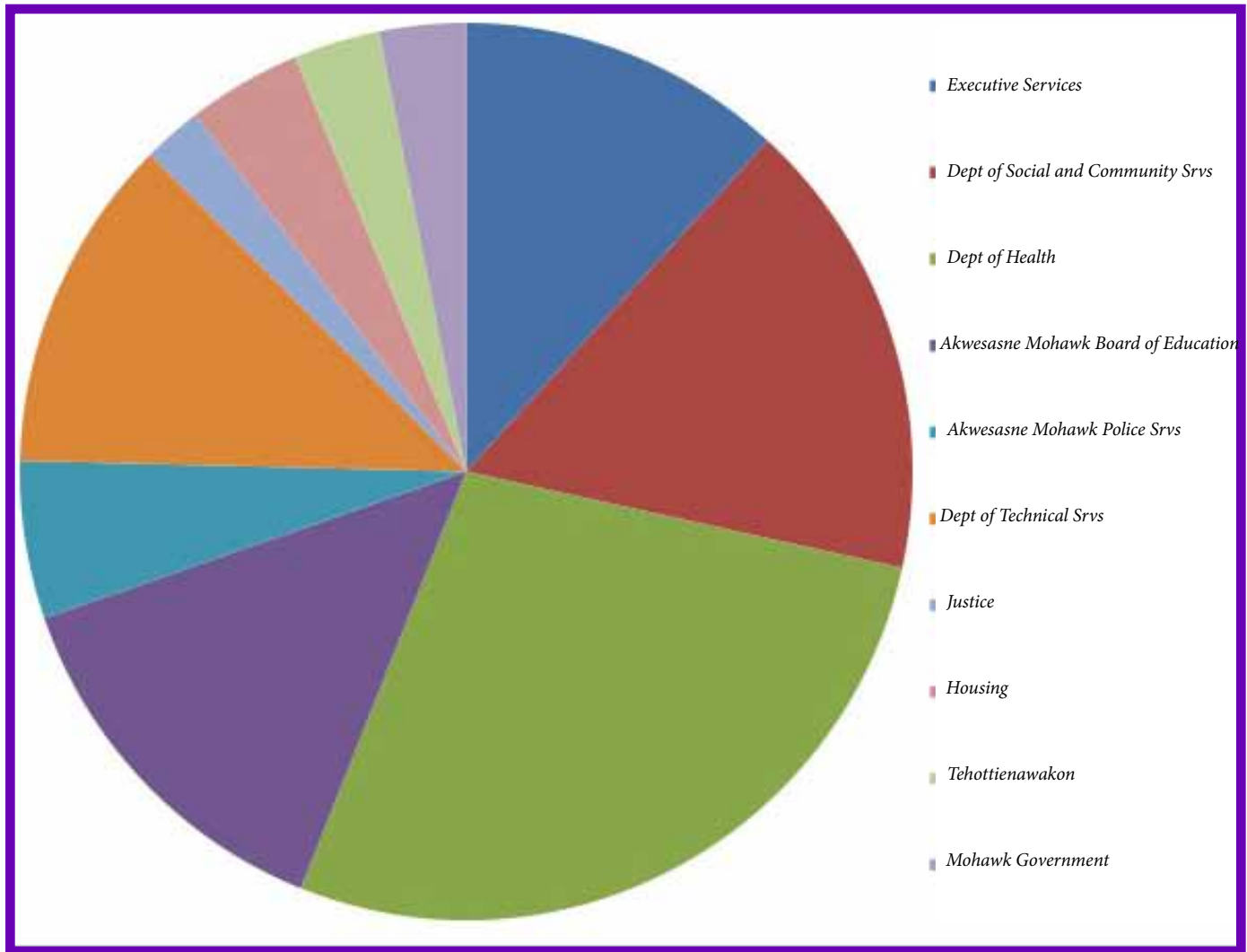
Group Health Care

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

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

Core Services

Human Resources



Compensation & Salary Grids

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

After several years of commitment to the creation of a new compensation strategy inclusive of a Compensation Administration Policy; Human Resources, in conjunction with Finance, implemented the new system; which became effective April 1, 2012.

Job Postings Information

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

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

- | | |
|-----------------------|---------------------|
| Full time permanent | Part-Time permanent |
| 1 year term | 3 year term |
| Seasonal Workers | Summer Students |
| Short-term Hires | Co-op Placements |
| Independent Contracts | Community Service |

Career Opportunities

The MCA services the community in almost every avenue possible, from professional technical support to front line support. There are various disciplines in each department, examples (not all available positions within the MCA) would include;

- | | |
|-------------|--------------------------|
| Teachers | Truck Drivers |
| Cooks | Bus Drivers |
| Accountants | Personal Support Workers |

Core Services

Human Resources

Paralegal Services
Admin Assistants
Social Workers
Field Workers
Registered Nurses

Information Technologists
Policy Analysts
Early Child Educators
Research Writers
Data Analyst

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

The following list are areas that are deemed “Critical Skills Shortage Areas”;

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

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.

Other policy development projects include:

Respect in the Workplace Program – Volume II
General Personnel Policy revisions,
DTS ON-Call Policy,
Management Core Competency Catalogue Toolkit,
Project Respect- Video Project on MCA Guiding Principles

Other HR Related Activities:

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

Contact Information

Please do not hesitate to call the HR office at (613) 575-2250 and speak with the HR Manager, Lynn Roundpoint-Chaussi, CHRP @ ext 2145.



Stop in at the HR Offices to get help from one of the friendly employees (l to r): Adrian McDonald and Deborah Porter.

Core Services

Informational Support

Vision Statement

Striving for excellence, with integrity and teamwork.

Mission Statement

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

Description of Services

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

Information Services ~ Administration

Information Services Manager is responsible for the operations within Information Services, this includes the following:

- Supervision of Information Services Staff
- IT budgeting
- IT Planning
- Reporting Requirements
- Purchasing
- Maintenance of Internal Supplies
- IT policy Development

Technical Support

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

- Maintain and support computer hardware and software
- Coordinate the purchasing and installation of all computer hardware and software.
- Develop, maintain and expand the network infrastructure within MCA.
- Provide internet/e-mail access to all MCA staff.
- Maintain an inventory and workorder database

Systems Support

The Software Developers are responsible for all in-house software development projects that occur within the Mohawk Council of Akwesasne. Other services provided by the developer are enhancements, support and maintenance of pre-existing databases, and the continual development of Mohawk Council of Akwesasne’s web page and intranet site.

Information Management

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

Scope of Operations

Information Services oversees the maintenance, repair, upgrade etc... of more than 800 devices this includes 700 computers, 25 local area networks (and servers) , and one wide area network. Information services also oversees maintenance, repair upgrade of the Avaya telephone network – this includes a telephone server, a voice mail server, 12 gateways and approximately 580 handsets.

Bulk Purchase

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

Employee Computer Purchase

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

School Preparation

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

Audit Participation

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

Avaya Corporate Phone Network Expansion

Information Services completed a Request for Proposals (RFP) for a new 3 year phone system support contract. Information Services contacted four vendors to review our present and future phone network configurations and obtained quotes from all four vendors. The successful vendor completed the Admin #1 phone upgrade that was deteriorated by water damage in a flood in March.

Firewall Evaluation

Information Services researched evaluated and reviewed four firewall companies. Completed price/value comparisons and completed a review package to substantiate budgeting for a firewall refresh of all MCA corporate firewalls within the 13/14 Business Plan Budget. This includes three large firewalls and six smaller remote location firewalls.

Core Services

Informational Support

Tower Upgrade

Information Services completed a communications tower upgrade on Cornwall Island. The 64ft tower was replaced by a 110ft tower, this was completed in order to increase the bandwidth between the west end Cornwall Island Administration cluster and St. Regis which had degraded significantly due to the tree growth blocking the radio's line of sight. No trees were harmed during the process of this tower replacement!

Matrix/FastTrack Software Implementation

Information Services assisted in the implementation of the Matrix Server, evaluated and ensured that all client workstation were compatible with the new software, and replaced machines where required. Information Services assisted with the installation of the Virtual Private Networks (VPN) required to create the connections to the Ontario FastTrack database. .

Health Nightingale Software Installation

Information Services' assisted the Health Department with the implementation of the Nightingale software system. Information Services responsibility with this project were: reviewing systems for compatibility, purchasing new workstations where required, configuring all clients with the necessary changes required to use Nightingale including the initial setup of users onto the Nightingale system with their dual authentication ac-

counts, while ensuring client connection to the server, and attending system training to future assist the end users.

Meeting Minute Project

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

Staff

Rhonda Adams	Acting/Manger, IT
Iris Caldwell	Supervisor, IS
Sharon Peters	Supervisor, IM
Adam Benedict	Supervisor, IT
Abe Day	Network Technician
Jay Square	Computer Technician
Harold Cole	Computer Technician
Dan Thompson	Computer Technician
Tasha Francis	Computer Technician
Andrew Francis	Computer Technician
Ellie King	Records Technician
Karen Jocko	Software Analyst
Ryan Seymour	Software Developer
Nathan Seymour	Software Developer
John Adams	GIS Technician
Holly Pyke	Program Support Officer

Operational Support

Vision

We envision our program as being grounded in respect, honesty, self-responsibility, cooperation, sharing, and learning.

Mission

To actively be of service to MCA's departments and programs in an encouraging, respectful, supportive, and empowering manner.

Values

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 Operational Support Program is located at the Kanatakon School - upstairs. Access to their workspace is through entering the back door of the School (on the side where the ball field is). For the safety and security of school personnel and students, the premises are monitored by electronic video surveillance and

entrances are regularly locked. They utilize a monitor to allow entrance via electronic lock release. (Being buzzed in). You can call 613-575-2250 and ask for OSP.

Goals & Objectives

- Develop an Asset Management Program
- Complete the Health and Safety Policy and Program
- Tendering the purchase of office supplies
- To oversee the Office Accommodation within Administrative Buildings
- To participate in projects involving Renovation / New Construction
- To manage the Operational Support Program
- Organizational Chart as of June 2012

Staff

Paula Jacobs, Manager
 Connie Lazore, Assistant Manager
 Mark Martin, Construction Safety Inspector
 Health & Safety Officer (vacant)
 Melissa Thompson, Mail Courier/Clerk
 Jason Lazore, General Office Clerk
 Jamie Benedict, Clerk/Receptionist

Core Services

Operational Support

The Operational Support Program provides assistance to personnel in Departments and Programs within the Mohawk Council of Akwesasne in a variety of ways, which include but not limited to:

Major Equipment / Furniture

- Purchasing and/or leasing equipment and office furniture such as photocopiers, fax machines, multifunction equipment, desks, chairs, compressed file systems and other large pieces of furniture;
- Total number of leased equipment is approximately 30 dispersed throughout MCA
- Maintain the records of these assets (verify information on insurance listing)
- OSP staff oversee the training coordination for all major equipment between the appropriate vendors and department/program personnel
- OSP staff also liaises with program staff to troubleshoot items of concern; this is a first attempt to resolve issues that can be done in-house; second point is OSP staff will liaise with the vendor to either troubleshoot or initiate a service call
- OSP coordinates purchases and assist with interior design and layout of office furniture to ensure ergonomically correct devices are incorporated into the design
- OSP staff also ensure that monthly copy totals are acquired from each piece of equipment and reported to the appropriate vendor for monthly invoicing; invoices are received at the OSP office they in-turn will summarize the invoice and ensure that all appropriate coding is done before sending the invoice to the Finance Office for payment.

Mobile Telecommunication Devices

- OSP staff coordinate the services for the purchase, maintenance and / or repair requirements for mo-

bile telecommunication systems (cell phones, blackberries, pagers)

- They follow the procedures set out in an Administrative Directive for Mobile Telecommunication Devices that was developed by OSP staff.
- There are approximately 185 mobile devices within MCA; several smartphones and voice only devices.
- January 2013 saw the transition of service from Telus to Rogers.
- OSP prepares a monthly summary for the Finance Office to ease the payment process and internal coding for MCA's program expenses
- OSP provides a quarterly report to the Directors that show their Departmental expenses
- They troubleshoot problems encountered with the devices by MCA staff; they also liaise with the vendor to identify remedies and corrective measures
- Conduct occasional audits of the inventory and invoice to ensure accountability; and proper billing
- General Office Clerk conducts analysis on individual invoices to ensure rate plans are adequate; recommends changes when warranted (whether it is to decrease / increase a rate plan)
- General Office Clerk ensures accessories are available or ordered as required and reports expenses of charge outs on the monthly internal billing



One of the friendly Informational Support Staff members will be sure to assist you.

Core Services

Operational Support

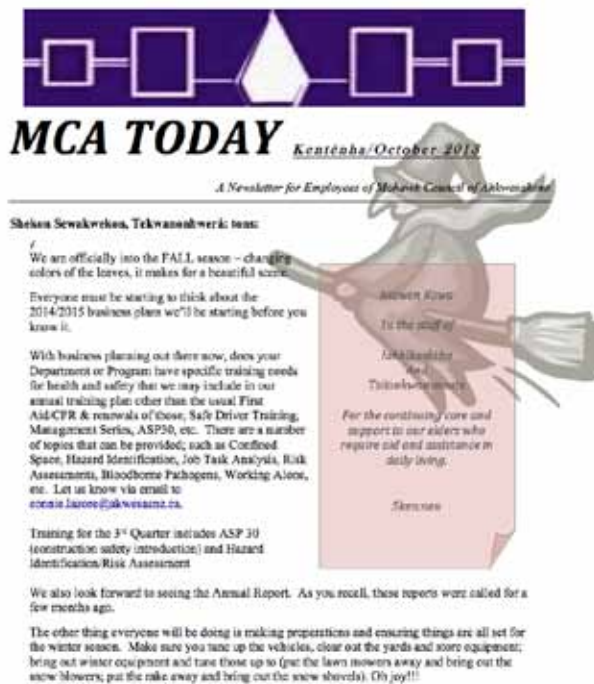
Purchasing

OSP staff are required to maintain an inventory of supplies for major equipment (order supplies/consumable products for equipment such as toner cartridges, waste toner containers, staples, etc for copiers); they also centrally store these items and distribute as required by other programs/departments in MCA. Coordinate the bulk purchase of copy paper for all the office in MCA (excludes AMBE); this purchase is done by the General Office Clerk who routinely contacts the various facilities and initiate the purchase process with the vendor and confirms receipt and processes invoice for internal billing purposes.

OPS Staff are also required to coordinate the purchase of furniture/equipment for a number of programs and coordinated office moves between districts (Diabetes Strategy, Tehotiienawakon, Nation Building).

MCA Today Newsletter

- Publishing a monthly newsletter for the employee's of MCA
- The Receptionist solicits input from departments / programs and Core Programs; inputs the data into the newsletter format, prints and distributes
- A regular feature of MCA Today is "Niawenkowa" section; Health & Safety Tip; Construction Safety Tip, and the Mental Health (back page usually has a word search or sudoku and a comic)
- To meet the direction from the Executive Director to reduce our carbon output, we reduced the volume we print and supply a copy to Information Services for inclusion into the MCA's Intranet site



Project Participation

- OSP staff are requested on occasion to participate on project team meetings for construction / renovation of office environments; OSP personnel attend meetings; relay information back to the Executive Director as required; Provide input into the design and layout of the project
- Other areas in which staff may work in a project environment is policy / administrative directive development, this is done with other staff members from different programs/departments: Respect In The Workplace Policy – Working Group; Comprehensive Complaints Procedure – Working Group; Construction Safety Program, Finance Policy Review, Building Fire Safety Plans, etc.
- Space Needs Optimization Study – this is a team that are reviewing and updating the space needs of the organization

Mail Services

- Daily pickup / drop off between Postal outlets in Kanatakon, Cornwall and Hogansburg
- Deliver to facilities in TsiSnaihne and to CIA 3 on Kawenoke
- Large parcel deliveries are sometimes made to Tsiionkwanonsote / Iakhihsotha
- AMBE, Kanatakon School, TsiSnaihne School and Ahkwesahsne Mohawk School
- Parcel pickups at Purolator Depot in Cornwall as well as other Courier service depots
- Will assist the Accounts Payable Officers of the Finance Office to ensure appropriate billing to general ledgers (often needs research to be done with our records ie. bill of lading, etc)
- Prepares on a monthly basis a report of postage usage for internal billing purposes

Health & Safety

This is a major area in which OSP has not been very successful, particularly with staffing the position of a Health & Safety Officer; the responsibilities of this position have been shared among staff in OSP.

The Health & Safety Policy was presented to Council members for review and feedback; it was then presented to the Executive Committee for review / comment. An Administrative Directive for the Workplace Health & Safety Policy Committee as well as the Workplace Health & Safety Committee was developed by OSP personnel; this was reviewed with the Executive Director. The Program's Assistant Manager oversees the identification and coordination of training needs.

Topics include:

- Management Series (4 days – Laws, Responsibilities)
- Due Diligence

Core Services

Operational Support

- Bill C-45
- Working with Contractors
- Competent Supervision, etc)
- CPR / First Aid
- Construction Safety (ASP30 - Working at Heights, Fall Protection, Hand Tools, PPE, etc);
- WHMIS
- Forklift Operation
- Summer Youth Program Series (2-3 days General Health & Safety, WHMIS, First Aid/CPR)
- Safe Driver Training is done on a regular basis as well for MCA's drivers.
- Maintain an up to date training data base.

Reports are provided to Directors on a quarterly basis of training their personnel have attended during a quarter.

OSP also oversees the inspection of our AEDs (Automated External Defibrillators) **which are located at:**

- The Anowarakowa Arena
- Kawenoke Recreation Center
- Akwesasne Family Wellness Program
- Kanonhkwashteri:io
- Kanatakon Recreation Center
- Tsisnaihne Recreation Center

First Aid Stations within all MCA's facilities are also inspected either by staff of the facility, OSP staff or Zee Medical. We need to ensure that stock is filled and outdated items are removed.

Fleet Management

OSP oversees the Administrative Directive for Fleet Management on all of the vehicles within the organization.

Number of Vehicles: 146

Number of Drivers: 287

Number of Drivers Participating in Safe Driver Training: 203

A Fleet Management Review Team is convened every two years to review the Administrative Directive; ensure areas of concern have been addressed (current issue is Class F license – ability to drive the 15 passenger vans, which we have 3 of; research is being done as to the impact this is having on some of our programs and further research needs to be conducted as to the equivalence in NYS and Quebec)

The OSP's fleet manager (assigned within the functions of one of the existing positions) monitors MCA's fleet by reviewing Monthly Use Reports (MUR)

MUR captures information as to kilometers done each month; fueling expenses; maintenance expenses; inspections are done

by the Departments Vehicle Coordinator to ensure that each vehicle has a Roadside Safety Kit, First Aid Kit, Insurance Card and Registration Card.

Some duties that OSP must oversee for the management of the vehicles include:

- Information is obtained from each program on a regular basis to ensure we have up to date driver list; this is turn is sent to our Insurance Carrier
- Annual registration renewals are coordinated by OSP's Fleet Manager; outstanding traffic tickets have become a problem (the whole fleet cannot be processed if there is an outstanding ticket)
- New vehicle purchases are done by each program; however, original documentation is maintained at OSP
- Any surplus vehicles are either transferred internally (by Director agreement) or they are tendered out to the community as set out in the Fleet Admin Directive and the Finance Policy
- Safe Driver Training is required according to our Fleet Administrative Directive.

Construction Safety (since 8/11)

The Construction Safety Inspector (CSI) has developed a "draft" document for MCA's Construction Safety Program. The Draft document has been in review with participants from the Department of Technical Services as well as the Department of Housing. It was recognized that more work is needed in order to support the internal structure of compliance / enforcement

The CSI also developed a document "Pre-Qualifying Contractors" that assists Departmental personnel in ensuring the contractors they work with have all required documentation and certification (Worker's Comp, Insurance, etc)

The CSI has built a resource library and established a network of sources to assist in his development of our safety programs Construction Safety Inspector has done several inspections on a number of MCA projects

The CSI has assisted several of MCA's contractors in identifying areas in which they need to improve / develop / train .

The CSI has also provided information to contractors on the available resources they have access to which will be most beneficial in the training of their employees and in areas of policy / program development in their respective trades.

Contact Information

For more information, please do not hesitate to contact the Operation Support Manager at 613-575-2250 ext. 2110

Department of Health Administration

Vision, Mission Statement:

“The Department of Health is proactive and collaborates with the community and others to promote responsibility and integrity in meeting Akwesasne’s health needs, improving the quality of life of our people, and supporting the assertion of Mohawk jurisdiction.

We continuously strengthen our professionalism and working environment in order to honor Akwesasne culture, community traditions, and uniqueness in the design and delivery of a continuum of coordinated, high quality health services.”

Health Administration

We greet you, again, with hope that our year’s work provided you and your family with increased opportunity to make positive decisions regarding your health and the community. We report a change to the Health Directorship – April White assumed responsibility at the end of the fiscal year, for Saka Pembleton, who was on medical leave until her retirement.

As the new Health Director, April White, Turtle Clan, brings over twenty-three years of working within the Health Department and has worked within 3of the 7 Health Programs. Over the years the need for an electronic medical records to ensure continuum of health care services and referrals has been a long process for April to see come into development with the Nightingale software.

We also welcome Cindy Francis-Mitchell to the Assistant Director of Health; she brings twenty-five years of experience working within the Health Department.

Review, Growth, and Change were Administration’s themes for this pivotal year. We’ll report on our review work that resulted in receiving

our third 3-year accreditation and 5-year evaluation. We will tell you about our financial growth that is leading to program growth.

Finally, the work we have performed this fiscal year to ensure that your health service system operated in line with Council’s Strategic Plan and Agreements, for the benefit of the community.

Staff

- April White, RN, Director,
- Cindy Francis-Mitchell, Assistant Director
- Tess Benedict, Health Management Coordinator
- Hilda King, Data Analyst/ Accreditation Coordinator,
- Shealene Gibson time divided as a Receptionist and Office Clerk
- Wabigoni Tenasco is a new addition to our staff in DOH Admin as an Administrative Assistant. She comes to us with a Certificate in Office Administration Medical, New Brunswick College and brings with her many talents. (Covering for Shealene Gibson)

Review

Hilda King coordinated people, tasks, and expenses involved



Health Administration Staff: Left to right: Tess Bendict, April White, Wabi Tenasco, Cindy Francis-Mitchell and Hilda King.

Department of Health

Administration

with achieving and maintaining accreditation for the Mohawk Council of Akwesasne (MCA), Departments of Health (DOH) and Community & Social Services (DCSS). DOH/DCSS Staff and Council teams compared MCA work policies and practices against established international standards of excellence.

The final results were audited by Qmentum Surveyors during a site visit in October 2011. As this was our third accreditation review cycles (2011-2014), there were several changes made as Accreditation Canada (AC) implemented the new accreditation decision level process as of January 1, 2012.

The second change to be noted is that the survey cycle is now based on conducting surveys every four years. With the implementation of the new decision level process, the June 1, 2012 letter granted Mohawk Council of Akwesasne an Accredited status. Since the prior decision was Accredited with report, there were still reports required to be submitted throughout the year to meet the Fully Accreditation Status, the highest level achievable.

Efforts by the teams to fulfill the shortfall were completed (listed below) and finalized on the April 9, 2013 letter which stated that “The achievement demonstrates your organization’s determination and commitment to ongoing quality improvement.”

- Suicide Prevention (Canadian Mental Health Association (CMHA) held training sessions for staff)
- Falls Prevention (Committee oversees the development of this program along with the proposed activities and events on the Falls Prevention area)
- Specific training on suicide prevention (Canadian Mental Health Association (CMHA) held training sessions for staff)
- Promoting safety (Educational sessions on promoting safety is being monitored and documented)
- Sentinel events (A Universal Incident Report form is in place to be used and monitored)
- Disinfection procedures (Proper documentation of the practice was completed)

Accreditation work is a continuous review process for the teams as we prepare for the October 2014 survey.

Accreditation Modules/Teams

- Akwesasne Case Management Ambulance
- Child Welfare Services
- Community Health & Wellness Effective Organization
- Governance
- Home Care
- Infection Control
- Tsiionkwanonhsote-Long Term Care Iakhihsohtha-Home

- for the Aged
- Medication Management
- Mental Health
- Primary Care

Throughout the years in between Accreditation surveys, all the above mentioned standards are reviewed, update appropriate policies and procedure manuals, and provide training sessions. Over the year, Threat Ready training sessions were held and well attended. The main message conveyed was the patient and staff safety.

The Department of Health has also taken the opportunity of expanding the Health Transfer envelop for a ten (10) year Flexible Transfer Agreement with Health Canada, First Nations Inuit Health, versus the three or five year plan. Within this agreement is also the two (5) year Health Transfer Evaluations. On the tenth year of the health transfer evaluation, the Department of Health will be faced with conducting two (Health Transfer and Accreditation Canada) evaluations during the same fiscal year as seen by the staff in the last fiscal year.

Recommendations from the (2007-2012) Evaluation for areas of Improvement were addressed by various programs throughout the year:

- Data collection and management systems (Staff are continuously collecting data)
- A process to improve internal and external communications of program activities (With the start of the Interdepartmental Staff meetings between Health and Social, an advertisement era is beginning in reviewing the calendar of events for both programs).
- Social marketing training and implementation to improve community awareness of program services and activities (Training sessions held for staff in using social marketing techniques)
- Address consent issues and concerns (Continuous upgrade of Access To Information and Protection of Personal Privacy Regulation document and staff training)

Regional Longitudinal Health Survey (RLHS) project has recently been revived and is in a review process for conducting the last phase of surveys. Throughout the year, meetings will be held to review the questionnaire along with privacy impact assessment and protection of the data through OCAP (Ownership, Control, Access, and Possession), a process to improve internal and external communications of program activities.

The Department of Health has also taken the opportunity of expanding the Health Transfer envelop for a ten (10) year Flexible Transfer Agreement with Health Canada, First Nations Inuit

Department of Health Administration

Health, versus the three or five year plan.

The Department of Health has also participated by supporting the Emergency Measures exercises. For the Fiscal year 2012-13 the Pandemic Tabletop exercise held at the St. Regis Recreation Centre consisted of a realistic situation that may occur within the Territory of Akwesasne.

Growth

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. To date we have had a total of 20 employees enrolled, with 9 successful completion, 5 unable to continue, 6 are one semester from completion, 15 individuals have continued for the 2013 years.

Prescription Drug Strategy: Continuum of Care of a Suicide Prevention proposal submitted and received for on call and extended hours within Wellness program. Department of Health in coordination with the Department of Community and Social Services and has had a series of workshops to bring addiction to the forefront for all departments within the Mohawk Council of Akwesasne. We had excellent workshop held on December 13 & 14, 2012, presentations involving Health and Social program of Mohawk Council of Akwesasne, ST. Regis Mohawk Tribe's Partridge House, Bev Cook, Hawi Thomas, and Curtis Nelsen. The programs are working together and having a better understanding of what each do to ensure our community is serviced at all levels. The Strategy has been completed and currently there are now individual groups working on all areas such as Quality Assurance, Media, Prevention, and Training.

Department of Health has applied and received a grant to promote Health Careers and Shealene Gibson has been the organizer for our Annual Health Careers Event. The growth shown within this successful event has the event moved to the Kanatkon Recreation Center to accommodate all the participants. The Annual Health Career Day involved area students from local high schools. This year's focus was more on the younger youth Grades 9 and 10 to encourage the youth to choose a career earlier in life. Shealene Gibson, Department of Health worked together with the Native school counselors & representatives, to encourage the student to take part in a Career Essay contest for chances to win great prizes. Career Day Guest(s) were: Dental Clinic, Ambulance, Dietician, Optometry, Home Care/Home Support-Personal Support Workers', Housing, Akwesasne Child and Family Services, Department of Technical Services, Akwesasne Mohawk Police, and Community Health Program-Registered Nurse.

Tess Benedict coordinates reporting for the Ministry of Health and Long Term Care (MOHLTC) – Local Health Integrated Network Services of Community Support Services funding project. The funding provides the Meals on Wheels program which continues to increase. Iakhihsohtha has had a major impact from the Meals on Wheels Program delivering over 100 meals per day to Snye and St. Regis clients. This has enforced the Department to lobbying of funds to renovate the kitchen for Iakhihsohtha. Meals on Wheels on Cornwall Island are provided from Tsiionkwanonhso:te dietary meals to meet our elderly's need. The funding also provides Home Maintenance program to provide minor maintenance and carpentry work assist with handicap accessibility and accommodation in the homes of the elderly.

Change

Computer technology: Over the past year, the Aboriginal Health Access Centers (AHAC) involvement with the Ministry in the electronic highway has grown to the point that a selection process took place. Nightingale was selected as the main lead for the Electronic Medical Records (EMR) software program. The roll out of this process will be taking place throughout the 2012 calendar year and into the next fiscal year. We are equally excited to move forward with the Policy Medical-software. This program will allow programs the capability of having all of the Department of Health's Policies housed and accessed on a web-site.

External Working Relationships: We have been collaborating with Barrie Memorial Hospital to explore services availability for community members with Quebec Health Card holders.

The Department of Health has been collaborating with numerous agencies and with the Department of Technical Services on Facilities Management and Capital Improvements to Kanonhkwa't'sheri:io, Tsiionkwanonhso:te, Iakhihsohtha and Parking Lot Construction at Kanonhkwa't'sheri:io .

We meet with other First Nations, at information sessions with organizations such as Independent First Nations, Chiefs of Ontario, and 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 Centers.

Internal Working Relationships: We meet monthly with Health Portfolio Chiefs, Health Board, and other Directors (department and Executive) to 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.

Department of Health

Akwesasne Non-Insured Health Benefits

Management and Staff of Akwesasne Non Insured Health Benefits (ANIHB) are pleased to share their accomplishments and reflect on continuing challenges to deliver quality services in a manner consistent with the Policies and Procedures of the Department of Health.

Vision, Mission Statement:

“To enhance the quality of life and well being for all Akwesasnon accessing the Akwesasne Non-Insured Health Benefits program.

Program Goals/Objectives:

- To enhance the quality of life and well-being for all Akwesasnon accessing the Akwesasne Non-Insured Health Benefits program.
- to fulfill administrative requirements, comply with policies and procedures
- Provide a safe & healthy work environment adhering to quality, risk management, and ACCREDITATION & ethical standards. promote team work and respect in the work-place
- provide the community with services that reflect honesty, dignity, respect and confidentiality.

Staff

Management & Administration: Program Manager:

Melanie Gibson, (613) 575-2341, Extension 3342

Supervisor:

Eileen Rourke, Ext 3341

Benefit Analysts:

Andrea Lazore, Ext 3350

Catherine Francis-Roundpoint, Ext 3346

Delia Thompson, Ext 3349

Leah Delormier, Ext 3348

Lisa Cook, Ext 3344

Lucy Lazore, Ext 3347

Patricia Ransom, Ext 3345

Mail Clerk:

Kenneth Oakes, Ext 3340

Medical Transportation Coordinator:

Charlotte King, Ext 3343

Health Service Consultants:

Dr. William R. Bedford, Dental Consultant

Dr. Sharleen Tan, Ortho Consultant

Dr. Peter Cooney, Dental Consultant (alternate)

Learning, Growth and Transition

Training: Ongoing training for staff, Health and Safety, CPR recertification employees. Upcoming customer service training.

Departmental Changes/Updates

- We are currently operating with two (2) six month term employee.
- Kenneth Oakes, Mail Clerk- April - September 2013
- Charlotte King, Transportation Coordinator, April - September 2013
- Cynthia Francis-Mitchell, Program Manager, accepted Assistant Director Position October 2012.
- Eileen Rourke, Supervisor, successful candidate for the position April 5/2013.
- Dennis Chaussi, Transportation Coordinator, June 2011- November 2012. Secured position at Community Support Program and has since resigned his position at ANIHB.

Administration

The programs follow criteria set forth by policies passed by Mohawk Council of Akwesasne resolution. **They include:**

- Registered Member with Mohawks of Akwesasne
- Residence in Canada
- Health card coverage for the Province in which you reside.

All Programs have policies and framework guidelines that are provided to us by First Nations & Inuit Health. These include The Drug Formulary, Dental Fee Schedules, Medical Transportation, Vision and Medical Supplies & Equipment. The Co-Payment agreement provides coverage for clients that have Quebec Health and seek services in the province of Ontario.

In previous years, no funding was provided for Administration of this Program, funding was secured from the Dental Program each fiscal year. In August of 2012, the amount of \$688,134.00 (10%) was received from Headquarters to be used for Management and Support of the ANIHB Program.

Clients are required to access any public or private health or provincial/territorial programs for which they are eligible prior to accessing the ANIHB Program. When an ANIHB-eligible client is also covered by another public or private health care plan, claims must be submitted to the client's other health care/benefits plan first. The ANIHB Program will then coordinate payment with the other payer for eligible benefits.

An Appeal Process is available for benefits that may have been denied in any of the program areas. This process ensures that all levels of appeals may be accessed which involves the Program Manager, Director of Health and Health Board.

Services Accomplishments

Dental:

The First Nations Inuit Health Dental Policy Framework defines the terms and conditions, policies and benefits under which the ANIHB Program will fund den-

Department of Health

Akwesasne Non-Insured Health Benefits



Staff of the Non-Insured Health Benefits Program

tal services for eligible registered Members of Mohawks of Akwesasne.

The Framework sets out a clear definition as to the eligibility of clients, the types of benefits to be provided and criteria under which they will be funded.

The ANIHB dental program funds a broad range of services including; diagnostic, emergency, preventive, restorative, endodontic, periodontics, prosthodontics, oral surgery, orthodontic and adjunctive services. The individual services are contained in the NIHB Regional Dental Benefit Grid and are based on codes of the Canadian Dental Association Uniform System of Coding and List of Services (Schedule A and B).

The ANIHB Program covers most dental procedures that treat disease or the consequences of dental disease. Funding of dental services is determined on an individual basis taking into

consideration criteria such as the client's oral health status.

As indicated in the Program policies, compliance with conditions of function and restorability is required. Extensive rehabilitation, such as cosmetic treatment and lack of compliance with policies is not covered by this Program.

Prior approvals or cases that require pre-determination are sent to the program Dental & Orthodontic Consultants on a daily basis. We are able to send digital x-rays when available to speed up the process of approvals. Upon receipt of the returned information, the dentist is then informed of the decision granted for the prior approval requested.

All requests for Orthodontic treatment must be provided by a certified Orthodontist. For more detailed listing of supplies and equipment please access the Health Canada Website or MCA Website at: Akwasasne.ca

Department of Health

Akwesasne Non-Insured Health Benefits

Dental Benefits Funding:

\$4, 415, 957.00 *6.08 %

Total claims to date:

46067

Dental Exceptions approved:

882

Denials: 204

Appeals: 24

Approved: 22

See Appendix 1 graph on pg 66 for Top 20 Dental Procedures:

* Identifies the percentage of increase in funding this fiscal year

Health Co-Payments:

The Health Co-Payments program covers the difference in fees to Ontario physicians for eligible insured health services received by Akwesasne residents. The responsibility within the program is for paying the differential in the fees charged by physicians from Ontario Health Insurance Plan (OHIP) Fee Schedule, Ontario Medical Association Fees, and the rate Quebec Health Insurance Plan (QHIP) pays for invoices submitted by physicians.

Payment is provided to physicians who have signed the agreement (Protocol) and may send an invoice directly to us for payment.

The responsibility then lies with the ANIHB program to seek reimbursement from Quebec. Should you have problems with any physician, please notify the ANIHB office, so we can work on setting up the Protocol agreement with the physician.

Please contact the Community Health Nurses should you require assistance with renewing your Quebec Health Insurance Plan (QHIP) Card.

If you are a recipient of Ontario Health Insurance Plan (OHIP) coverage please proceed to the nearest KIOSK center and they will assist you with your renewal. The responsibility lies with the client to present this card for each encounter with a health professional.

The health card is used for numerous services including: Physician, hospital, or lab testing, for most doctor/patient encounters.

You are also required to notify the provider that you are a registered member of Akwesasne.

Should you receive a notice in the mail either from a hospital or the ANIHB office, please pick up the phone and call us with your valid health card immediately, we will relay the information to the providers. Valuable program dollars are being lost

due to payment for services that are otherwise insured, you can assist us with this, by presenting and keeping your health card valid at all times.

Co-Payment Funding:

\$335,402.00

Total number of claims to date:

7330

Claims submitted to Quebec for reimbursement:

752

Voucher

See Appendix 2 on pg 67 for graph on Health Co-pay.

Medical Supplies and Equipment:

Medical Supplies & Equipment (MS&E) program provides medically necessary supplies to all Akwesasne living on and off reserve and in Canada. The objective of the NIHB Program is to provide benefits in a manner that is suitable to their unique health needs by ensuring the following are met:

- Suitable to their health needs to ensure optimal health status is achieved
- To prevent disease and assist in detecting and managing illnesses, injuries or disabilities.
- Benefits are based on judgment of recognized medical professionals, consistent with the best practices of health services delivery and evidence based standards of care.
- The MS&E benefits are set out in the MS&E Benefit list and include specific eligible items in the following categories such as Audiology equipment (hearing aids), Medical equipment (wheelchairs & walkers), Medical supplies (bandages & dressings), Orthotics/Custom footwear, Oxygen and Respiratory supplies and equipment, Pressure garments and Prosthetics.

For more detailed listing of supplies and equipment please access the Health Canada Website or MCA Website at: www.healthcanada.gc.ca/nihb-publications or at Akwesasne.ca

MS&E Benefits Funding

FY 12/13

\$298, 175.00 *2.94 %

Total number of claims to date:

3116

MS& E Exceptions Approved:

933

Denials: 9

Appeals: 5

Approved: 4

See Appendix 3 Graph on pg 67 for Top 20 Medical Supplies & Equipment Prescribed:

* Identifies the percentage of increase in funding this fiscal year

Department of Health

Akwasasne Non-Insured Health Benefits

Medical Transportation:

Medical transportation benefits are funded in accordance with the policies set out in the framework, to assist clients to access medically required health services that cannot be obtained on the reserve or in the community of residence, when access would otherwise be denied.

Access to medically required health services may include financial assistance to the client or arranging for the provision of services from the reserve or community of residence when the following conditions are met such as:

1. The medical service you require is not available locally
2. The travel is to the nearest appropriate health facility
3. The most economical and efficient means of transportation is used, taking into consideration the urgency of the situation and the client's medical condition
4. Transportation to health services is coordinated to ensure maximum cost-effectiveness
5. Benefits must be pre-approved by the ANIHB office or post-approval after the fact if there is medical justification and it meets NIHB Program criteria.

An application must be completed and approved prior to patient receiving benefits. The patient is responsible to obtain the medical justification that is required to qualify for assistance.

Once approved, the Medical Transportation Coordinator will schedule the client for transport by utilizing the list of eligible Drivers who are registered with the ANIHB program.

Eligibility criteria for drivers include drivers application provide a valid license, driver's abstract, (CPIC), insurance, and registration coverage for your vehicle.

The Medical Transportation Coordinator also coordinates the schedule for Handicap Accessible Vans (3), and Ambulance service where required.

Notice to the Community:

It is not the intent of the Akwasasne Non-Insured program to take over the responsibility of "transporting your own family members to medically necessary appointments" whether your parent/grandparent is in either at home or in a nursing home, all attempts should be made prior to contacting the office for assistance.

Medical Transport Funding:

\$459,106.00

Akwasasne Mohawk Ambulance Runs:	607
Handicap Accessible Van:	1733
Private Vehicle Runs:	3462
Medical Transport Applications Approved:	90

Incomplete:	1
Appeals:	0
Approved:	0

Pharmacy:

The pharmacy or drug component of the ANIHB Program covers drugs and over-the-counter (OTC) medications that are listed on the NIHB drug benefit list. These medications must be prescribed by a health professional licensed to prescribe in their provincial jurisdiction, such as a physician.

Eligible pharmacy benefits are based on policies established by Health Canada to provide eligible clients with access to benefits not otherwise available under federal, provincial, territorial or private health insurance plans.

This includes "open benefits" which are listed on the NIHB drug benefit list and do not require prior approval, and "limited use benefits" which are on the drug benefit list but certain criteria must be met to be eligible for coverage.

Provincially licensed pharmacists may provide eligible clients with emergency and other necessary services identified by the NIHB Program. These services must be rendered within policy criteria to ensure frequency limitations, prescription quantities, and the emergency supply is not exceeded.

It is the pharmacist's responsibility to verify benefit eligibility for the client, to ensure that no limitations under the Program will be exceeded and to ensure compliance with ANIHB benefits criteria and policies.

The objective of the ANIHB Program is to provide benefits to community members that is:

- Suitable to their health needs to ensure optimal health status is achieved
- To prevent disease and assist in detecting and managing illnesses, injuries or disabilities.

Benefits are based on judgment of recognized medical professionals, consistent with the best practices of health services delivery and evidence based standards of care.

For more detailed information on benefits provided please access the Health Canada Website at:

www.healthcanada.gc.ca/nihb-publications or at Akwasasne.ca

Drug Benefits Funding

FY 12/13	\$2, 866659.00	*2.94%
Total number of benefit items:		73, 027
Drug Exceptions Approved:		936
Denials:		474
Appeals:		53
Approved		44

Department of Health

Akwesasne Non-Insured Health Benefits

See Appendix 4 on page 68 for graphs of Top 20 Pharmaceuticals Prescribed:

* Identifies the percentage of increase in funding this fiscal year

Vision:

The Akwesasne Vision program objective is to provide eligible clients with access to vision care benefits and service in a fair, equitable and cost effective manner that will contribute to improving the overall health status of all registered members living within the territory of Akwesasne and off reserve in the province of Ontario.

We provide coverage for a range of vision care benefits and services based on professional judgment, consistent with the current best practices of health services delivery and standards of care. Vision coverage benefits are set out Vision Care Benefit

List which includes specific eligible items in the following categories:

- Visual Examinations (general eye and vision examinations)
- Frames (regular eye glass frames)
- Lenses (unifocal)
- Vision Care Benefit exceptions (tints, coatings, high index provided on a case by case basis w/diagnosis confirmed with a Doctor's Note)

As set out in Vision Care Benefit List, some of these items are subject to frequency limits. A complete list of vision care benefits can be found on the Health Canada website at: www.healthcanada.gc.ca/nihb-publications or at Akwesasne.ca

Vision Funding FY 12/13

\$503, 869.00 *3.41%

Total number of claims to date:	7179
Vision Prior Approvals:	3833
Exceptions:	19
Approved:	13
Denials:	55

See Appendix 5 on page 68 for graphs of Top Vision Expenditures for the year

* Identifies the percentage of increase in funding this fiscal year

Issues of Concern:

Parents are required to register their newborn children with Mohawk Council of Akwesasne Membership (OVS) after the age of 1(one) or they will no longer be eligible for services under the ANIHB program if they are not registered as per Policy The ANIHB office is not responsible for any medical bills received outside of Canada.

Out of Country travel insurance needs to be purchased for all

members traveling outside of Canada for leisure or business. Costs associated with 'out of country travel' 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.

These cases can be prevented, your child is eligible for complete oral exams every 5 years, two recall exams (regular check-ups), six units of scaling (cleaning of teeth), polish & fluoride two times a year, and six x-rays per year, specific or emergency exams are also covered once per year.

Medical providers want to be paid Ontario Medical Association rates, which are three times the rate of Ontario Health Insurance, especially when they are specialists.

The Quebec Health Card reimbursement program continues to change its rules on accepting the billing from our office.

Pharmacy issues are ongoing with providers across Canada, as they want to be paid for the province they are in, and not Ontario rates.

Co-Payment funding has not increased since 1995. A meeting was held with DOH Health, Portfolio and with FNIH Director to discuss a new agreement.

Medical Supply & Equipment cost are still a factor, we cannot access Assistive Devices Program for alternative coverage, and therefore we pay for 100% of cost.

Medical Transportation with the ANIHB is a program provided to our community, its intent is not to replace the "responsibility of family members to transport their own" to medically necessary appointments.

Achievements

- Medical Transportation Coordinator, Dennis Chaussi has successfully worked on a Transportation Protocol, and has met with the Cornwall Emergency Department/Central Dispatch to ensure that it is adhered to and understood.
- GPS Systems have been installed in all our vehicles to ensure compliance (speeding, gas mileage/ maintenance) as well as giving us the capability to know where our vehicles are at all times, should we need to schedule extra runs or pick-ups.
- The PM/ANIHB participates on the Drug Strategy for Akwesasne.
- ANIHB continues to enforce the omission of oxycontin and suboxone from the Drug Formulary for Akwesasne, as approved via MCR.

Department of Health

Akwesasne Non-Insured Health Benefits

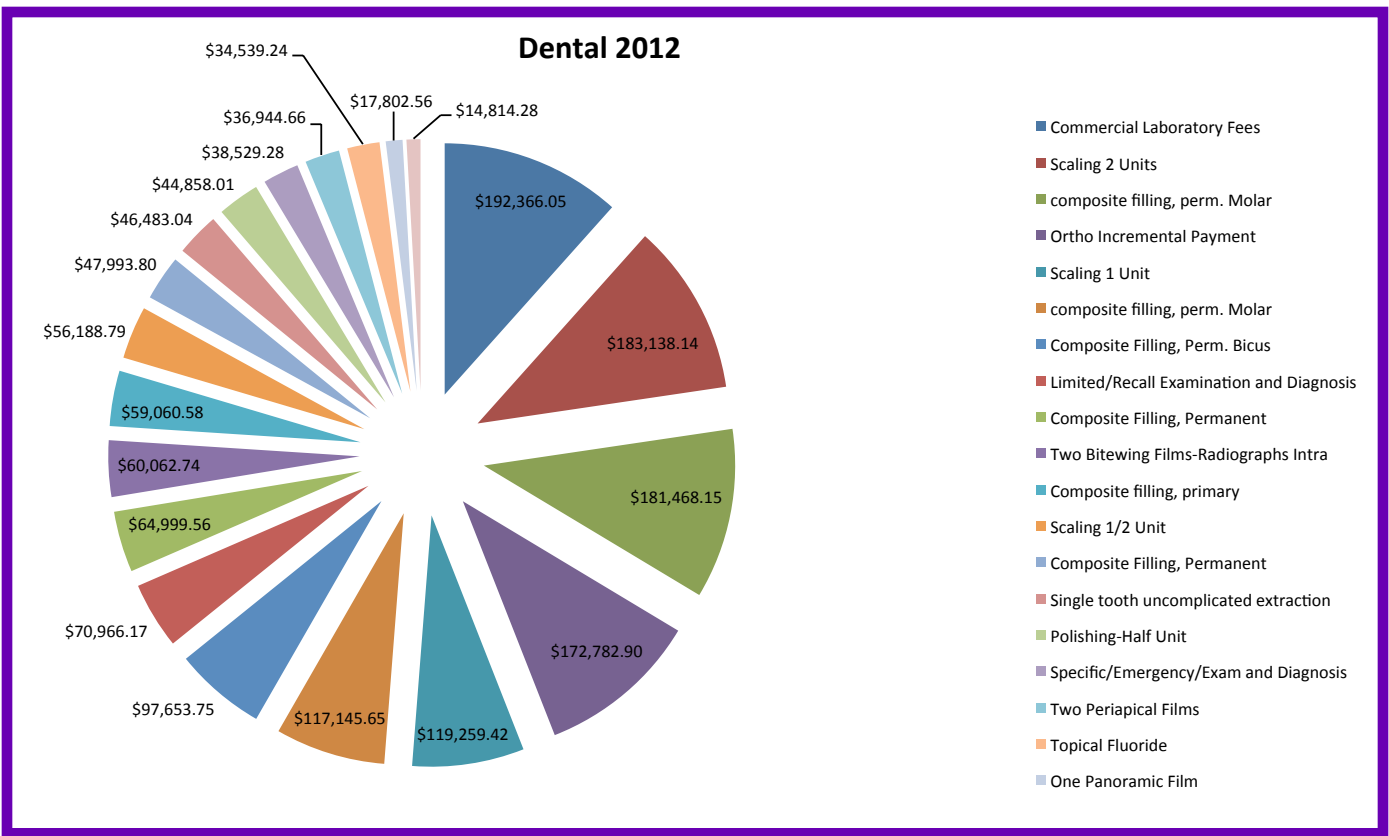
- Formulary changes to the programs are now accessible from Electronic Submission Information the claims processor for FNIH, we were given to PM/Supervisor for our own access to the system.
- Changes to the system are implemented by the Supervisor/ ANIHB within a two week timeframe.
- Supervisor updates to the database which include any changes such births, new registration, deaths, divorce, name changes are submitted to us by OVS, these easily amount to over 378 per year.
- PM participates on the Case management team weekly
- Participation in all administrative aspects of programming within the ANIHB.
- Submitted Financial Reports to Funding Agency and as required by the MCA Finance Policy.
- Prepare and implement policy changes when received by funding agencies.
- Participate in training activities as requested by Department of Health.
- Supervisor/ANIHB actively participates and sits as a member of the Occupations Health & Safety Committee.
- Informing the community of program services, via emails, MCA Today, CKON and other means of communication available.
- Meeting with Health Portfolio and Health Board officials

- to review the special cases within the program and provide program updates.
- Advocate for community members experiencing problems with physicians, and dentists.
- Participation in assisting with the Accreditation for Leadership & Partnership Team as well as the Information Management Team as a requirement of the Accreditation.
- Reviewing data to ensure accuracy is maintained by levels of security access which has been implemented based on Audit.
- For this fiscal year the ANIHB program has processed a total of 118806 pieces of mail for the year.
- The ANIHB Benefit Analysts have processed 5340 prior approvals.
- The ANIHB program has received Incoming 16651 / Outgoing 21207 for a total of 37858 phone calls for this year.

I would like to acknowledge the ANIHB Staff for their hard work and dedication throughout the year. They give their 100% everyday to get the numerous amounts of claims out of our office and into the providers hands,

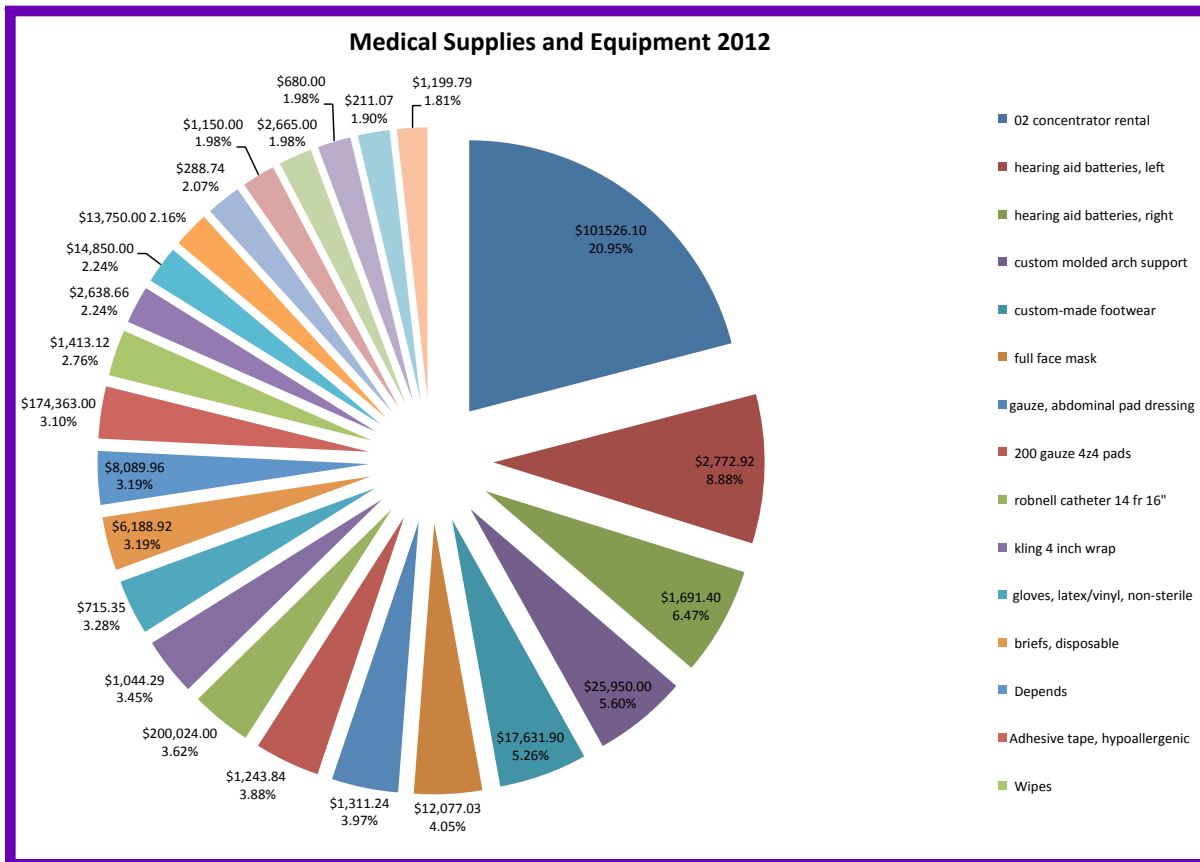
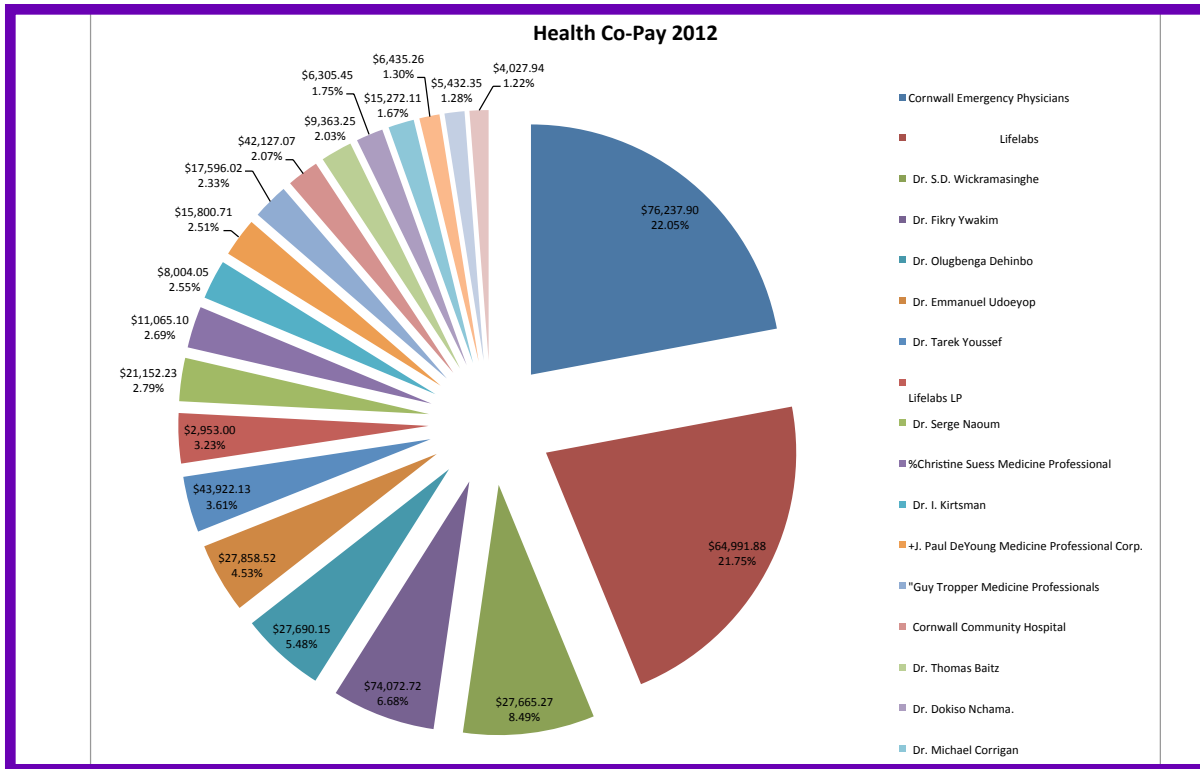
Contact

For information, please ANIHB at 613-575-2341 ext. 3342.



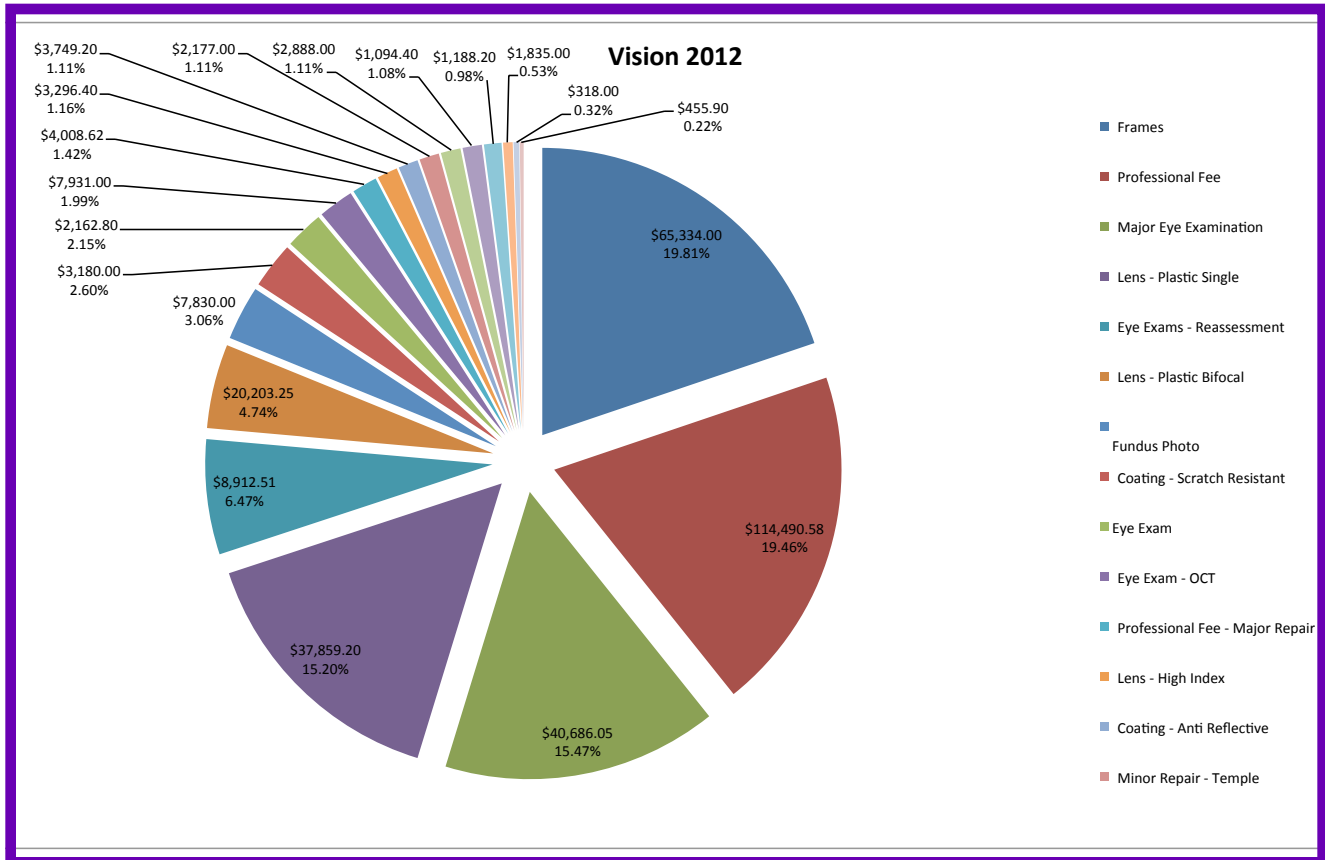
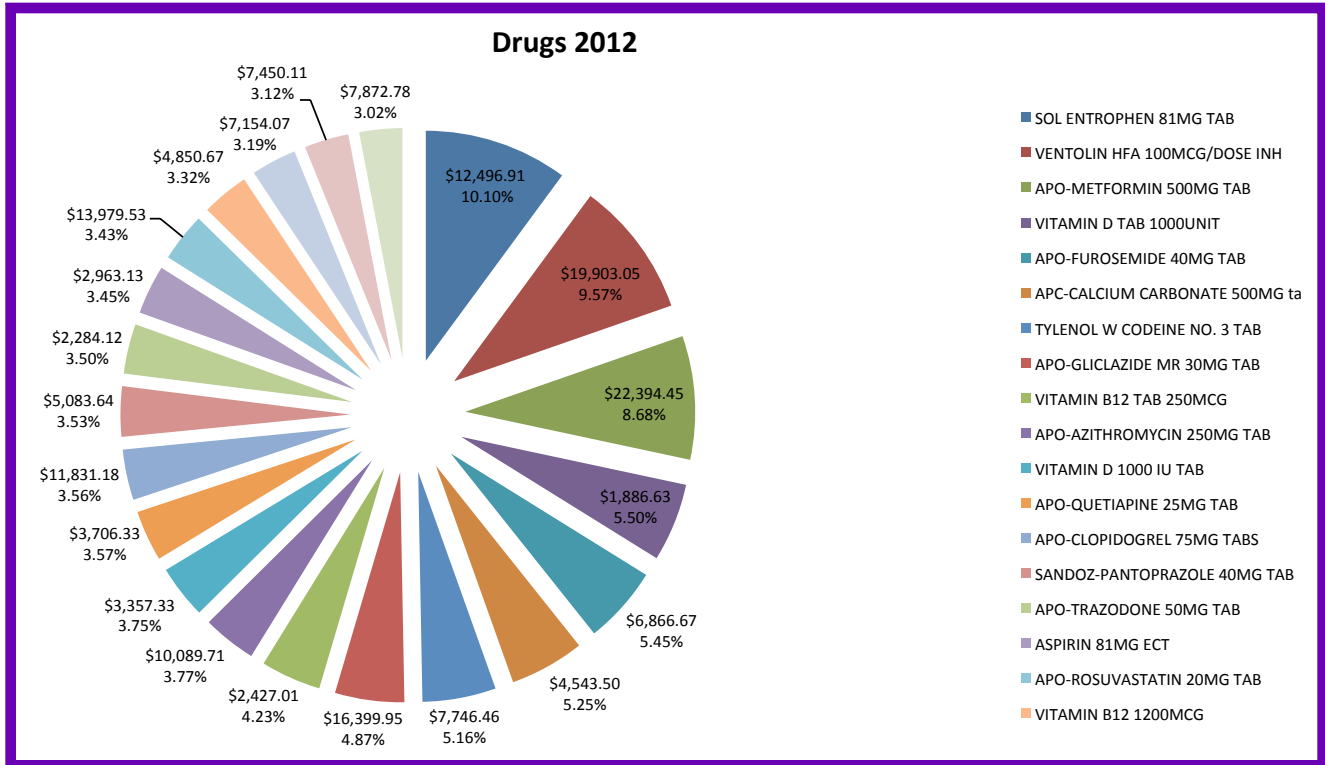
Department of Health

Akwesasne Non-Insured Health Benefits



Department of Health

Akwasasne Non-Insured Health Benefits





Department of Health

Akwesasne Mohawk Ambulance

The Akwesasne Mohawk Ambulance (AMA) is a Basic Life Support Ambulance service covering all the territory of Akwesasne- Quebec, Ontario and New York State. AMA has been in operation since 1981 which transports emergency and non-emergency patients to 3 hospitals: Cornwall Community Hospital, Massena Memorial Hospital and the Alice Hyde Medical Center in Malone, NY. AMA is based in the Quebec portion of Akwesasne.

Mission Statement:

“The Mission of the Akwesasne Mohawk Ambulance is to provide the people within the community with the highest level and quality of pre-hospital care, 24 hours a day, 7 days a week. We are committed to being a leader in emergency medical services with safety, integrity, professionalism, dedication, courtesy, privacy and dignity, guiding our actions, for all we serve.

Goals and Objectives:

The goal of the AMA is to provide Emergency pre-hospital care and transportation to hospitals for the Community of Akwesasne, and the travelling public

Advance Life Support (ALS):

The AMA is in the process of becoming an Advanced Life Support (ALS) Level Service by 2015. Currently there are 2 NYS ALS providers on staff. All other staff will be mandated to attend the Advanced EMT training when available. With the skills and knowledge, AMA will no longer require ALS services from outside entities to care for our patients within the community, thus in the long run will ultimately save the community thousands of dollars.

Ontario Paramedic:

In the future the AMA is looking into becoming an Ontario Certified Ambulance. According to the Ontario Ministry of Long Term Care –AMA will qualify for full funding as an Ontario Ambulance Service.

Electronic Patient Care Report (E-PCR)

The AMA currently using carbon copies of Patient Care Reports

With the Akwesasne Mohawk Ambulance EMT’s transforming into a Paramedic or ALS Provider there will be a need of a larger space to accommodate the transition.

Staff and Training

The AMA Department consists of 10 full Time staff and 3 Casual EMT. One employee, Amanda Phillips is a Certified Pennsylvania State EMT Paramedic. Amanda is currently awaiting her NYS Paramedic Certification.

Training is an ongoing process to maintain and advance current knowledge and skills. Training is offered free through the New York State DOH, Mountain Lakes EMS, St. Lawrence County EMS, via Massena Rescue, St. Regis Mohawk Tribe, HAVFD, FEMA, CDC and Homeland Security on-line. During the month of August each year - Advanced EMT Training can be accessed through the Mountain Lakes EMS and SUNY Canton ATC.

Management & Administration:

Program Manager, Daryl Diabo,

Emergency Medical Technician Supervisors:

Thomas Herne, EMT
Joan Phillips, EMT

Emergency Medical Technicians

Isaac McDonald, EMT
Stacey Rourke, EMT
Derek Comins, EMT
Edward Cook, EMT
Joseph Bonaparte, EMT
Amanda Phillips, EMT
Sherril Lazare Thomas, EMT
Randy Montour, Casual, EMT
Ryan Jacobs, Casual EMT

Accomplishments:

The Akwesasne Mohawk Ambulance provides twenty four hours – 7 days a week service to the community of Akwesasne: Statistic for the FY 2012-2013 had a total of 1450 Calls/Runs.

Dr. John Marshall: Dr. John Marshall, MD has been identified as the new Medical Director with professional qualification in New York State to oversee the Akwesasne Ambulance Program. The Agreement has been approved by MCR 2013/2014-#026. Dr. Marshall will cover the period of April 2013 to March 31, 2014 in the amount of \$10, 219.00 to cover the costs of licensing and insurance fees. Dr. Marshall works out of the Alice Hyde Medical Center, Malone, NY. His responsibilities are to oversee all AMA EMT’s and to provide quality assurance and quality insurance to staff. Dr. Marshall has agreed to support the AMA needs to become an Advanced Life Support (ALS) Service. Other Duties and responsibilities the agreement entitles will be Dr. Marshall will sign off on all documentations for the AMA EMT’s Continue Medical Education (CME) to allow training hours to go towards each individual recertification for EMT or ALS.

St. Regis Mohawk Tribe (SRMT) Billing Agreement: An agreement has been negotiated with the SRMT and the MCA Department of Health (DOH) – Akwesasne Mohawk Ambu-

Department of Health

Akwesasne Mohawk Ambulance

lance for the upcoming 2013 – 2014 FY in regards to billing process for the US portion of Akwesasne. Billing will also include the Akwesasne Mohawk Casino.

Staff Recognitions

- Stacey Rourke and Amanda Phillips assisted in a birth of baby enroute to the hospital.
- Derek Comins and Amanda Phillips assisted with reviving a patient in Cardiac Arrest enroute to hospital.

Learning, Growth and Transition

Pathfinders Workshop: Pathfinders workshop was a 10 week program that mandated all AMA staff to attend (2 hour sessions – 1 session per week) with Shannon Hall, M.ED., Certificated Health and Wellness Coach. Shannon presented on topics that encompassed workplace Wellness, Mastering Stress and Self-Care, Leadership Development and Teambuilding for the Service Provider. A follow session will commence in October 2013.

Community Focus

- Iron Workers Festival
- Idle No More Protest March
- Border Crossing Protest
- Akwesasne Freedom School Survival Race
- Head start Program Ambulance Tour
- Akwesasne Job Fair
- SRMT – Job Fair
- SRMT – Health Fairs

Challenges

EMT Staff: AMA continues to struggle with acquiring new EMT staff. Currently there are 3 casual workers. Randy Montour, Ryan Jacobs, and Kellyann Meloche. In the near future will need to post for more Permanent EMT staff.

Hogansburg Substation:

The Substation is currently on hold due to building being condemned. No further discussion has been initiated at this time.

Purchase new Ambulance:

The Years of the 4 ambulance units are 2002, 2006, 2009, 2010, depreciating as the years go by requiring more and more major maintenance repairs. The approximate cost

to purchase a new Ambulance is \$150, 000.

Cornwall Community Hospital: The new emergency Department at the Cornwall Community Hospital opened up with a couple of problems. First AMA was not given an access code or swipe cards to the Ambulance entrance. Second, a tour was not given prior to the opening of the new emergency department.

Canadian Border Issues: The Canadian Border issue is an ongoing concern. There have been numerous Complaints from staff, patients and family members regarding the delays/wait time on the bridge for 15 – 20 minutes for a non-emergency transport.

US Border Issues: The US Border Customs has pulled in the ambulance units for secondary inspections on several occasions causing delays in services.

Akwesasne Mohawk Casino (AMC) Warehouse: During the winter months the AMC shelters two of the Ambulances which help reduce incidents of vehicle repairs due to the adverse weather effects on vehicles left outside. The warehouse is in dire need of upgrades and repairs. The SRMT has put a hold on any and all renovations and repairs to the warehouse. Plans for a new building are being drafted but will require funding for completion.



Mohawk Ambulance personnel during an extraction drill.

Department of Health

Community Health

Vision, Mission Statement:

“To create a learning environment for individuals, families and community so as to determine and set their own health agenda and then act effectively to reach their optimum level of health.

Our Core Values

Community Health works to improve the health of our community and individuals, through: promotion, protection, and prevention. We provide services through a variety of methods such as: home visits, clinic visits, group presentations, one-to-one meetings, and social media.

A community-centered focus

Our primary focus is on the health and well-being of our community. We weigh the impact of our choices and decisions in relation to community requirements, and we use creativity and flexibility in responding to identified community needs. We build and maintain mutually beneficial relationships with internal and external stakeholders and partners. We incorporate Culture and Tradition into our services.

Respect

We respect and value the diversity of our team and those we serve. We behave with integrity and empathy, acknowledging everyone's right to privacy, and ensuring that all persons are treated with dignity.

A balanced approach

We work together to ensure a healthy balance exists among our work, professional development, and family and personal needs, while meeting our service obligations.

Staff:

Brigitte Blazina - Program Manager
Jamie Cole Administration
Kyle Thompson-Health Clerk
Diane King -Community Health Nurse
Candice Thomas Community Health Representative
Allyson Lamesse Community Health Representative
Catherine Camipini Registered Dietician, general nutrition
Karole Mitchell – Acting Maternal Child Supervisor
Joyce Leaf Registered Nurse, maternal child team
Misty Lazore Community Health Nurse, maternal child team
Pam Lazore Health Promoter, maternal child supervisor
Sarah Peters Healthy Babies/ Healthy Children, maternal child team
Sheryl Thompson Healthy Babies/ Healthy Children, maternal child team
Janet Taro-Community Health Nurse, maternal child team
Janine Rourke- Acting Supervisor Diabetes Prevention and Management
Stephanie Buckshot- Clerk, diabetes centre
Tasha Thompson- Registered Nurse, diabetes centre

Emily Templeton- Registered Dietician, diabetes centre
Debbie Mayer -Community Health Nurse, diabetes centre
Agnes Jacobs Diabetes Prevention worker, diabetes centre
Rachel George Diabetes Prevention worker, diabetes centre
Lorrie Caldwell-Health Promoter, diabetes centre

Health Services Consultants/Contractors:

Dr Kent Saylor-Pediatrician
Pauline Ford-Speech Language Pathologist
Suzann Monin- Occupational Therapy
Anneke Fisher-Fay- Psychometrist
Julie Cooke- Internationally Board Certified Lactation Consultant
Jordan Thompson- Behavior Specialist
Britney Lamarche- Dental Hygienist
Jamie Ross- Zumba Instructor
Environmental Health: Keith Smith, EHO, interchange

Accomplishments

Communicable Disease Control and Management

To reduce the incidence, spread and human health effects of communicable diseases, and infections as well as improve health through prevention and promotion activities. These services include: Immunization program, STI testing, disease surveillance, pandemic planning, contact tracing, presentations, health fairs, social marketing, education and resource, infection control measures. Our Community Health Nurses and Community Health Representatives provide this service.

Direct Clients Service: 2031 community members served

Indirect Client Service: 3735

Environmental Health

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, public health training and education. Services are typically provided by the Environmental Health Officer, Community Health Nurses and Community Health Representatives.

Direct Client Service: 2832 community members served

Indirect Community Services: 938

Chronic Disease Prevention and Treatment

We provide health promotion, prevention and management services for chronic diseases such as Diabetes. Services include one-to-one counseling, group presentations, get-fit program, diabetes boot camps, health promotion fairs, green food box, social marketing, resource development, healthy eating programs in the schools and daycares, gym subsidy program, cooking classes, gardening workshops, canning workshops, health breaks, action breaks, smoking cessation, little chefs program,

Department of Health

Community Health

heart health presentations, diabetes screening heights and weights in the schools, urban polling program, health promotion education and training. Our chronic disease prevention and treatment services are provided by: Community Health Nurses, Diabetes Prevention Workers, Health Promoters, Registered Dieticians, and Contract Staff.

Direct Client Services: 9531 people served

Indirect Community Service: 564 community service activities

Injury Prevention

We provide falls prevention and education as well as injury prevention initiatives such as car seat installation and inspections. These services are provided by Community Health Representatives, Healthy Baby Workers, and Community Health Nurses.

Direct Client Services: 595 people served

Indirect Community Services: 21 activities

Maternal Child Health and Early Years:

Our maternal child health services assist families to provide the best opportunities for healthy development for children and families, through home visiting, service coordination and referrals To provide early interventions in the lives of children and families, we are able to support and foster health habits and positive parenting. We provide encouragement and support to families through community partnerships and supportive services. These services are provided by our Healthy Babies Workers, Health Promoter, Community Health Nurses, Registered Dieticians, and Contract employees.

Direct Client Services: 5259 clients served

Indirect Client Services: 4722 activities



Some of the Health staff at Kanonkwatsheri:io



Department of Health

Iakhihsotha

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

Vision, Mission 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.”

Goals and Objectives

- deliver facility based nursing and outreach services
- fulfill administrative requirements, comply with regulations & laws
- a safe & healthy work environment adhering to quality, risk management, accreditation & ethical standards
- a supportive learning and teaching environment that engages employees, families and volunteers

Staff

Program Manager: Patti Adiaconitei,

Health Services Consultants/Contractors:

Medical Doctor: Dr. T. Forson, MD

Dietician: S. Roy, RD

Massage: Natalie Gibson, RMT

Physio-Therapist: Andrea Bourdon, RPTA

Environmental Department: Program Assistant/Supervisor- Allison Lazore-Green, extension 4200

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

Food Service Supervisor: Dave Oakes, extension 4205

Cooks: Tony Koggel, Freda White

Dietary Aides: Jordan Phillips, Freda White. SUBS: Elaine Lazore,

Contractors: Meals on Wheels – Drivers: Deanna Laughing, Pam Brown; Dietary Aides: Teneya Mitchell, Arvella Thomas; Congregate Dining – Dietary Aide: Elaine Lazore.

Activity Coordinator/Supervisor: Maureen Benedict, extension 4206

Restorative Aide: Kateri Lazore (returned on March 6/12)

Activity Care Aide: Lorraine Thompson

Students: Wrani Sunday,

Charlotte Swamp,

Kaylynn Adams

Director of Care: Janice Swamp-Sharrow, RN, extension 4203

Registered Nurse: Robin Barnes, RN

Licensed Practical Nurse: Eileen Montour,

Kawennehawi Nelson

SUBS: Joanne Campeau,

Cynthia Deere

Certified Health Care Aides: Beatrice King, Rebecca Green

Personal Support Workers: Katy Tarbell,

Sally Cook,

Gary Kirby,

Charlene Lazore,

Cheyenne Sunday,

Lorel (Toni) Cook,

Mary Faye Roundpoint,

Renee Oakes, Kelly Oakes.

SUBS: Delia Lazore,

Anne Phillips,

Shirley Oakes,

Deana Mitchell.

Collaborative Health Services:

Home Care/Support, WHW, Dental, Optometry, ANIHB, ARJO, MCA Justice Department,

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

Service Accomplishments

Nursing & Residential Care Services

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

Residential care service statistics:

- 35 clients in-house care;
- 28 Long Term Care (LTC);
- 7 Short Stay (respite care) clients;
- Total residential hours of care: 8,484.5

Dietary Services statistics:

- Resident meals – 27,375;
- Staff meals – 5,475;
- Community meals – 2,027;
- MOW – 20,270;
- Total meals prepared annually 55,147 meals.

Ratinatare Outreach Services

Ratinatare DAY Programs deliver an array of activities for adults and elders that are therapeutic, reduce isolation, loneliness and include transportation to the Lodge. Services support elders,

Department of Health

Iakhihsotha



Staff of Iakhihsotha

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

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

Participation Statistics:

- Event Days: 875 events.
- Face to Face Attendance
- 3,421 elders, 2,018 adults, and
- 1,435 Youth.
- Transportation: 281 visitors used the Tota Bus.

Wellness DAY Services are coordinated by the Director of Care. The Program employs a Licensed Massage Therapist, Physiotherapy Assistant and Foot Care Nurse. The Lodge also arranges for dental assessments to be done in the home. Statistics: 24

Foot Care Clinics; 73 Clients in total - of these 50% are Diabetic clients. Statistics: 22 Massage Therapy Clinics; 25 residents; 20 community clients.

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

Participation Statistics:

- 225 Elder Visitors,
- 455A Meals on Wheels

The Food Service Supervisor coordinates meal preparation and delivery of meals; Home Care/Home Support Program com-

Department of Health

Iakhihsotha

pletes client assessments and applications for clients residing in either Quebec district. Statistics: 75 MOW clients; delivered 20,270 meals annually. Based on family assessments, forty per cent of MOW clients receive supper meals.

Learning, Growth and Transition

In-Service Training: The Lodge hosted eighteen (18) In-Service events for departmental staff; as well staff attended fourteen (14) training events sponsored by other agencies to enhance their expertise and skills.

Staff Recognition: The PT Cook/Dietary Aide was nominated for our annual BOUQUET Award in recognition of her professionalism, compassion and efficiency in addressing the dietary needs of our elders and visitors at Iakhihsotha Lodge.

Evacuation Exercise: Iakhihsotha Lodge held a full scale Evacuation Exercise on August 27 in collaboration with Emergency Measures, Fire Department, DTS, Home Care/Home Support and local CERT volunteers.

Professional Development: Our Activity Coordinator is moving forward with career plans and has been taking coursework over the past two years to become a language teacher with the Board of Education.

Departmental Changes/Updates: An Activity Care Aide was added to the Activity Department with funding provided by the LIHN agreement. Iakhihsotha Lodge is full at twenty beds, with an ongoing waiting list of two to three applicants. We are experiencing an increased demand for Footcare Services in the district; we propose to add 1-2 additional days per month to foot care services each month.

Community Focus

Cultural Project: The Linking Generation's Project (Tota's visiting with Tsi Snaihne School students has once again been funded through the NCBR fund for this year. This project has expanded to include the students at the Kanatakon School in the Skawhatsira program, by the Totas taking a bus trip over to Kanatakon twice a month to make the visit. This project remains a highly anticipated event for both residents and students. The number of Totas visiting with the children has up to 12 participants at any given time. The number of classes who come from Tsi Snaihne School is 9 classes and 7 classes at the Kanatakon School. We complete short craft projects during our visits. Many of the projects are culturally based for the older groups and the early years classes have age appropriate tasks to complete.

Fundraising: We held a Trivia Night fundraiser that raised \$15,000.00 thanks to the support that we receive from our local

businesses and community members. This year the person raising the most money in pledges was Kevin Big Boy Lazore who raised over \$2,000.00. We had a wonderful time and are excited for our future fundraiser. We have been receiving a donation for the past 3 years from a friend of the late Ernest and Salli Benedict which we have included in our fundraising. By combining these funds we were able to purchase 6-passenger golf cart which we used to take daily drives around the TsiSnaihne area. We also purchased a propane Fireplace which replaced our wood burning stove. Outdoor patio furniture, gardening supplies and flowers have also been purchased to beautify our outdoor area.

Community Entertainment: Our Home hosted a number of visitors to our facility including SRM school band, local law enforcement Christmas carolers, Akwesasne Mohawk Choir, Drew Crew cloggers, as well as local musicians who come and entertain our Elders. We host a Bingo evening event for community members to socialize with our residents and send out our handicapped Bus to pick up bingo players in Hogansburg and Kanatakon. Many of these Elders no longer drive vehicles.

Challenges and Obstacles

Funding – to sustain facility operations now and into the future.

Kitchen Expansion – The expansion of community services, such as Meals on Wheels and Congregate dining has added to the urgency for a kitchen expansion.

QHIP – Rules for QHIP 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.

Tota Bus: Major (urgent) repair issues have been identified and the handicapped bus is off the road for safety reasons. Recommendation from (first) garage contacted is to purchase new Bus for \$70-80,000. Second Option is the purchase of a refurbished Bus at a reduced cost of \$30,000.

Garage for handicapped Bus: \$15,000.

Activity Department Needs: Road should be paved to allowed greater access to storage container and emergency traffic flow at Iohahi:io. The Activity Room and Dining Room would benefit from Sun/Heat reflecting blinds/shades or an air conditioning system. Stacking chairs with a storage cart would need to be purchased as well.

Nursing Department Needs: Air mattress for Palliative Room.

Department of Health

Long Term Care

Vision, Mission 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 MOHLTC LHINS since 2006.

Goals

- to focus more on prevention in heart disease and diabetes
- develop family based approaches
- provide congregate dining to the families both at Iakhihsohtha and Tsiionkwanonsoh:te
- to reduce the hazards that are in the 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 and to provide respite care
- to have the needs met for the physically disabled

The gap services that were identified and are funded are listed below. The total funding for this arrangement is for a total of \$1,122,482 for 2012-2013.

- Tri District Adult Day Service
- Meals on Wheels
- Congregate Dining
- Home Maintenance & Repair
- Security Checks – Housing
- Foot Care
- Independence Training Physically Disabled Adults
- Crisis Intervention and Assistance Service
- Aging At Home Homemaking/ Respite Service

Goals and Objectives:

TRI DISTRICT ADULT DAY SERVICE: Is a social and recreational involvement for 55 years and older. This service is provided by volunteers to ensure that there are social and health events for our elderly. One day a month there is a get healthy day that consists of message for our elders. There are weekly bingo events, craft and quilting night and basket making. There are several trips organized throughout the year, this year the elders went to the Seneca Niagara falls casino and apple picking in oka. This service is located in Kawehnoke and has a client base of 45 elderly community members.

Total clients served is 45.

MEALS ON WHEELS: This service is provided by Iakhihsohtha and Tsiionkwanonsoh:te Program. The clients are referred through Home Support/Home Care Program by way of an assessment process. Clients are referred by a physician and most clients have a health condition which requires a proper healthy meal plan. Nutritious meals delivered to the client based on age and if the client cannot prepare meals themselves. This service was initiated to try to capture the elderly who do not have anyone to take care of them and to ensure that there is a healthy meal for them to maintain a healthy lifestyle. This service has potential for growth.

Total clients served in all three districts –

Snye = 43,

Cornwall Island = 48,

St. regis = 38.

Snye, Cornwall Island and St. Regis are 129 clients

CONGREGATE DINING: Provided by Iakhihsohtha Program – is a recreational community involvement while consuming a nutritious affordable meal, dietary counseling is required. Reduce isolation and enhance client's opportunity to be linked into appropriate health care system as needed.

Total clients serviced 1,096.

HOME MAINTENANCE & REPAIR: Home Care/Home Support Program – Minor home repairs are identified to address safety concerns servicing client 55 years of age and older. Small tasks are carried out by two Maintenance Workers such as shoveling, cleaning outside windows in the spring, mowing the lawn and small repairs i.e fixing locks on the doors.

SECURITY CHECKS – HOUSING: Sweet Grass Manor independent living with 20 units rented to elders 55 years of age and over.

FOOTCARE: Service provided by Iakhihsohtha and Home Support Program. The service arranges for trained personnel to provide basic or advanced foot care to provide same in a congregate setting service clients who are 55 years of age and older.

INDEPENDENCE TRAINING PHYSICALLY DISABLED ADULTS: The St. Regis Mohawk Tribe Family Support Program – The service teaches the activities of daily living and necessary skills to increase personal independence through working with clients and family members, appropriate and service clients living with family and those living in an institution.

CRISIS INTERVENTION AND ASSISTANCE SERVICE – Provided by Home and Community Care Nursing Program – This is a support service that provides intervention and assistance to vulnerable and at risk seniors and persons with physical disabilities and/or their caregivers.

Department of Health

Long Term Care

Aging at Home/RESBSITE: Provided by Home Support Program, there are a variety of different staff that are employed to provide homemaking/personal support/ attendant service and palliative care to our elderly who still reside in their home.

Staff

Tess Benedict, Health Coordinator,
Patti Adiaconeiti,
Helen McKenzie,
Barry Lazore,
Maureen Thompson,
1 Caretaker
8 PSW's
1 HC Aide
1 Activity Aide
2 Maintenance Techs
1 RPN
1 Medical Social Worker

Accomplishments

Congregate Dining Services are provided at Iakhihsotha and are coordinated by the Activity Coordinator and Food Services Supervisor. Congregate meal service brings together residents, visitors and volunteers at breakfast, lunch or supper meals for special family events.

The Diners' Club is a monthly event providing a full course luncheon surrounded by Themed Décor with local entertainment and games.

Participation Statistics:

- 225 Elder Visitors,
- 455 Adult Visitors.

Meals on Wheels (MOW): The Food Service Supervisor coordinates meal preparation and delivery of meals; Home Care/Home Support Program completes client assessments and applications for clients residing in Snye, Cornwall Island and St. Regis.

Statistics:

- 90 MOW clients
- delivered 35,450 meals annually.

Based on family assessments, forty percent of MOW clients receive supper meals.

Home Maintenance: Providing safe living environment for our chronic health clients. They have excelled in meeting clients requests and work orders in many cases they were emergencies.

Total number of clients served is 160.

Foot Care: There are no waiting lists.
Total number of clients served is 193.

Tri District Elders: The assistance of this funding is a major supplement to offer to the Program. This program has been able to focus more on healthy lifestyle and healthy living.. The Wellness Day held each month has been a success.

Total number of clients served is 45.

Independence Training; This service is only offered with the SRMT. Our funding allows for this program to enhance our disabled elderly and adult to have therapy. Total clients are 6.

Crisis Intervention: The Medical Social Worker provides assistance for our elderly and families coming out of the hospital and back into their home.

The total clientele is 109.

Aging at Home / Respite

- Total clients served 364.
- Security Checks – Housing Total clients served are 19.
- Continuing to provide proper data for the reporting to the Ministry
- Working directly with our internal Comptroller, Assistant Comptroller and Financial Officers to learn the new reporting requirements and meet the quarterly deadlines. Their expertise has been quite helpful to meet the Ministry requirements.

Community Focus

The focus on this arrangement with the MOHLTC was to fill the service gap areas that are amongst our elderly. In order to quality you must be a senior and fill out the assessment application with the Home Support Program or directly with the service program.

Challenges and Obstacles Iakhihsotha Kitchen Expansion

The expansion of community services, such as Meals on Wheels and Congregate dining has added to the urgency for a kitchen expansion.

Meals on Wheels (MOW)

There will be a need in the near future for new vehicles and there is lack of funding.

During the time of closure of Tsiionkwanonsoh:he due to Influenza and Scabies outbreak there was a stop in services to the general public. This had an impact on our Foot Care and Physio services.

Department of Health

Tsiionkwanonhso:te

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

Vision, Mission Statement:

“To contribute to the quality of life for our residents and their families and loved ones by providing a caring and nurturing, clean, safe and comfortable, home-like surrounding. Our residents will receive personal and nursing care, dietary services and a variety of life enrichment programs.

Goals and Objectives

- To provide quality care to all residents
- To provide specialized health care
- To maintain Accreditation of the home by Accreditation Canada Services.
- To provide more education to residents, resident family members, supervisors and front lines staff members.
- To develop strong working relationships with community partners.
- To ensure that all employees remain current and up to date with evolving trends within the Long Term Care.
- To ensure all reporting to funding agencies are completed on time.

Staff

Arquette, Asia
Benedict, Adam
Benedict, Tina
Boots, Kevin
Brunet, Evelyn
Cole, Farrah
Cole, Fawn
Cook, Kelly
Cook, Kristin A
Cook, Velma
Crothers, Ellen
David, Eugene
Delormier, Darlene
Doxtdator-David, Teresa
Dunsmore, Pamela
Filon, Sandra
Fourkiotis, Dimitrios
Francis, Chris
Francis, Lorna
Gagne, Allyson
Green, Alana
Herne, Jay
Jacobs, Melanie
Jocko, Brenda Lee
Jocko, Debbie

Johnson, Annalisa
Kelly, Debbie
Kelly, Lauren
Lafleche, Steven
Lazore, Amber
Lazore, Ellen
Lazore, Shannon
Lazore, Vincent
Lewis, Barry
MacDonald, Collette
Mason, Melissa
McDonald, Richard P
McGillivray, Sheila
Mckenzie, Helen
Metcalf, Leeanne
Mitchell, Connie
Mitchell, Denise
Mitchell, Lisa
Papineau, James
Peters, Walter
Portieous, Annette
Portieous, Christy
Portieous, Brett
Rose, Angele
Roundpoint, Whitney
Seguin, Lynn
Square, Esther
Swenson, Patrick
Sylvester, Sonia
Thompson, Clara
Thompson, Tara
Vokey, Jane
Waldrif, Sara
Atchison, Aimee
Benedict, Jean
Brisson, Kimberly
Dechamps, (Betty) Elizabeth
Fisher, Dawn
Fisher, Megan
Geneau, Karen
Lalonde, Diana
Larviere, Francine
Lauzon, Arlene
Lefebvre, Rachel
MacDonell, Susan
McGillivray, Sarah
Montour, Eric
Osborne, Lisa
Rivers, Pat
Sawatis, Michelle
Shaver, Ann
Buckshot, Blake

Department of Health

Tsiionkwanonhso:te

Accomplishments

Tsiionkwanonhso:te is a 50 bed long term care Home licensed by Ministry of Long Term Health Care (MOLTC) owned and operated by the Mohawk Council of Akwesasne. The Home works diligently to be a role model facility in our community. 2012-13 has proven to be a challenging year for our Home but we continued to provide quality care to our residents.

Tsiionkwanonhso:te experienced 2 outbreaks in the past year. A scabies outbreak affected the Home from December 5, 2012 to February 1, 2013. 8 residents and 5 staff members presented with scabies symptoms. Eastern Ontario Health Unit declared that the Home was on outbreak for scabies on December 7, 2013. Staff worked closely with Dr. Forson, EOHU, Community Health and Ministry of Health and Long Term Care during the outbreak. Scabies presents with intense itching and pimple like skin rash. It spreads rapidly in facilities such as long term care and child care where close body and skin contact occur. All residents were treated prophylactically. All staff received a scabies treatment to be completed at home. An extensive laundry and housekeeping undertaking was completed to eliminate the further spread of scabies. Family members were notified of the outbreak and various activities were postponed. According to Eastern Ontario Health Unit the Home was required to be 6 weeks without a new case of scabies to declare that the outbreak was over. The staff worked diligently and the scabies outbreak lasted only 2 months.

Like many other Homes in Ontario, in January 2013 Tsiionkwanonhso:te experienced Influenza A outbreak. A total of 2 residents and 6 staff members were treated for influenza A. EOHU declared the Home on outbreak for the period from January 15 – 21, 2013 following 2 positive test for influenza A. Influenza presented with abnormal temperature, cough, nasal congestion, sore throat, malaise, and myalgia, loss of appetite, headache, chills and runny nose. The Home followed the institution checklist for respiratory outbreak as recommended by EOHU. Good hand washing hygiene was reinforced with staff and residents. Line listing was completed and specimens were collected. New admission and transfers were limited and family visits were limited. Symptomatic residents were isolated until asymptomatic. Housekeeping increased routine disinfecting and cleaning. 96% of our residents received the influenza vaccine prior to the outbreak. Only 45% of staff members received the influenza vaccines prior to outbreak. In compliance with our infection control policy and the recommendation by the EOHU and MHLTC, unimmunized staff members were excluded from work if they were not immunized and not on the anti-viral medication. Immunization clinics were offered to staff and residents months prior to the outbreak. There were no hospitalizations or death of our residents related to the Influenza A outbreak.

Capital Expenditures

The Home had capital expenditures in the current fiscal year. New long term care beds were purchased to keep our resident comfortable and safe by reducing their fall risk. The beds have a lock system which secures the bed to the floor. The bed can be lowered within inches of the floor to reduce the risk and injury from falls. The design allows for improved infection control and reduces wear and tear on mattresses. New mattresses were also purchased as part of our annual replacement of mattresses. An IV pump and various supplies were purchased in compliance with MHLTC regulations. Resident safety devices were acquired to reduce the risk for fall in our resident population. These items include chair alarm, floor mattresses, hip protectors, transfer belts and fall management slippers.

Training

Staff training continues to be a priority for the Home in accordance to the regulations of MOHLTC. The Home participated in the 9 month training for Improving Continence Care Collaborative in Long Term Care with Registered Nursing Association of Ontario. Significant improvements in continence and a reduction in the cost of continence products have been noted. PSWs continue to receive Behavioral Support training with Royal Ottawa Hospital to manage our residents with behavioral issues related to dementia. The Home continues to participate in the 'Just Clean Your Hand' program as developed by the MHLTC Performance Improvement and Compliance Branch. The Home has strong fall prevention, skin and wound care, continence care programs.

In November 2012, Our Home had an inspection by the MHLTC, Health System Accountability and Performance Division. We submitted a written plan of correction to address 4 areas of non-compliance as identified by the inspection.

Community Focus

Tsiionkwanonhso:te continues to strive to provide quality care to our residents and their families. Our health care team recognizes and respects each resident and their right to individuality, quality care, safety and privacy.

Family life is full of major and minor crises -- the ups and downs of health, success and failure in career, marriage, and divorce -- and all kinds of characters. It is tied to places and events and histories. With all of these felt details, life etches itself into memory and personality. It's difficult to imagine anything more nourishing to the soul.
-- Thomas Moore

This year, the Tsiionkwanonhso:te staff hosted a WEDDING (for the son of a Resident) and a Memorial service (for the son of a Resident). Both families were so appreciative of the efforts of staff. With the assistance of two Recreation & Leisure aides, the Resi-

Department of Health

Tsiionkwanonhso:te

dents living at Tsiionkwanonhso:te are offered activity programs every day, four evenings a week and every weekend.

Bingo is still the number one activity asked for and attended by Residents, so there are now a number of different bingo activities offered: Music Bingo, Reminiscing Bing, a Theme Bingo, Quarter BINGO, LOONIE bingo.

With the majority of individuals practicing Roman Catholics, the members of the Pastoral care team (Father Jerome, Sister Mary Christine) attend to their spiritual needs. The Gospel singers of the Mohawk Assembly of God and the Pastor of the Baptist church provide their services.

Challenges and Obstacles

One of the challenges for the Recreation & Leisure staff is providing activity programs for the frail elderly and cognitively impaired individuals. An individual assessment identifies those Residents who benefit from participating in small groups and providing the activities in a quiet room (West Wing) has proven successful.

Social activities (created around monthly themes) include staff and family members. Successful visits for families can be stressful. Entertainment is challenging when trying to please Residents whose average age is 85 and ranges from 49 to 101 years.

Encouraging volunteers of any age (student, retired, senior) is a challenge. Parents complain of the mandatory Police reference checks and up-to-date immunization records. Time spent with individuals completing the application and meeting individuals for interviews yielded zero results.

Monies from fundraising purchased two cement benches for everyone to benefit from, sitting by the river in warm weather. In the past, yard furniture was removed, vandalized, and thrown in the river.

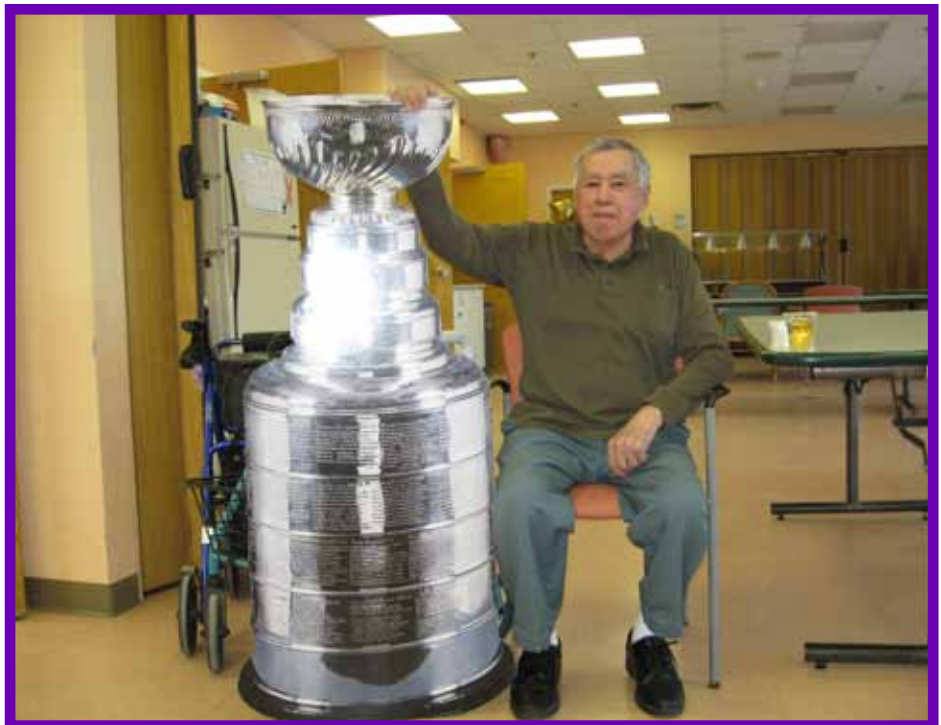
Roy's Florists in Cornwall provides birthday corsages to Residents. A monthly list is sent and recreation staff picks up the corsage to deliver to the Resident on their birthday.

There have been some major changes in the management this year. Evelyn

Brunet has accepted a three year term contract as Director of Care. She was the successful candidate during the interview process when looking to fill this very important vacancy. Evelyn has been working at Tsiionkwanonhso:te as a Registered Nurse since 2002. Evelyn's experience and firsthand knowledge of the Long Term Care environment has made this transaction seamless. Also congratulation goes out to Vincent Barry Lazore for completing his two year Foodservice Supervisors Certificate. Major equipment malfunctions have been steady this past fiscal year with the kitchen exhaust fan, the outdoor freezer, replacement of the grease traps in the kitchens along with major laundry equipment repairs.

Meals on Wheels program still going strong and overall surveys state the program is doing well with hot meals and deliveries made with a smile is always reported. The total amount of meals served was 15,180. Tsiionkwanonhso:te also introduced offering meals on wheels clients to come into the home for lunch, conversation and if available we offer some entertainment. The Home will continue to offer this program to keep drawing interest to the program.

On a final note, we lost a fellow Employee Marc Belanger. His battle with Cancer was lost and we miss him terribly



Recreation and Leisure held a NHL jersey day: When the season was coming to an end, Saturday afternoons were spent watching games. Stanley Donald was suprised the "Stanley Cup" made a surprise visit.



Department of Health

Wholistic Health and Wellness

Vision/Mission Statement

“The Department of Health sees future generations of Akwesasnon living in a healthy community, balanced in Body, Mind, and Spirit”.

Goals and Objectives

- Promotion of linkages between community, youth, families and accessing mental Health and addiction services
- Providing resources for community members on such issues as bullying, suicide, substance abuse, mental health, Addictions, Traditional Medicine
- Providing a range of activities for youth, focusing on child development, self esteem;
- Providing Primary Care Clinics to the Community;
- Providing Traditional medicines Program to the Community
- a safe & healthy work environment adhering to quality, risk management, accreditation & ethical standards
- To develop and deliver culturally appropriate community-based Primary Care, Traditional medicines, Mental Health, Prevention and addictions services to the community.

Staff

Management & Administration: Program Manager: Lesley Bero, RN (613) 575-2341, extension 3101

Health Services Consultants/Contractors:

Medical Doctor: Dr. T. Forson, MD

Medical Doctor: Dr. B. Young MD

Medical Doctor: Dr. K. Saylor MD

Medical Doctor: Dr. MF Levac MD

Medical Doctor: Dr. R. Trembly MD (Fee for Service)

Medical Doctor: Dr. V. Udoyeop MD

Nurse Practitioner: Joelle Regnier NP

Physiotherapy: Patrick Labrooy

Occupational Therapy: Suzanne Henrie-Monnin

Medical Clinic: Akwesasne and Kawehnoke::

Clinic Supervisor- June King, extension 3214

Registered Practical Nurse: Anna Thompson, RPN extension 1111

Registered Practical Nurse: Sandra Thompson, RPN extension 3213

Registered Practical Nurse: Dawn King-Lazore, RPN extension 3230

Clinic Receptionist: Theresa Connors, extension 3215

Clinic Receptionist: Donna Smoke, extension 1110

Clinic Receptionist: Yolanda David, extension 1114

Electronic Health Information Systems Specialist: Rarihwen-hawi Lafrance extension 3103

Traditional Medicine Consultants/Contractors:

Medicine man: Edward Gray

Ceremonial Teacher: Darrell Thompson

Cultural Counselor: Harry Thompson

Healers and Seers: Wendy Hill

Healers and Seers: Troy Green

Healers and Seers: Harry Snowboy

Healers and Seers: Marcy Vyse

Traditional Medicine:

Special Projects: Della Adams, extension 3118

Traditional Medicine worker: Alicia Cook, extension 3117

Administrative Assistant: Shealene Gibson, 3115

Mental Health Consultants/Contractors:

Clinical Supervisor: Peter D. Ladd PhD.

Mental Health Therapist: Jennifer Gaudreau B.A., M.Ed., C.C.C.

Mental Health:

Mental Health Therapist: Kanietahawi Sharrow, M.S., extension 3106

Mental Health Therapist: Dawn Skidders, B.A. Psych, CAC II, extension 3119

Administrative Assistant: Sabrina Jacobs

Addictions;

Case Management Coordinator: Bonnie Bradley, B.A., CASIII, extension 3109

Addictions/Mental Health Worker: Wanda Thompson, S.S.W., extension 3107

Addiction Case Manager: Dave Swenson, CAS I, extension 3112

Addiction Case Manager: Tammy Mitchell, S.S.W., CAS II, extension 3113

Addiction Case Manager: Donna Benedict, I.C.A.D.C. (currently on leave)

Addictions Case Manager: Cindy Oka, S.S.W., extension 3114

Prevention Program:

Coordinator of Prevention /Intervention: Leona Barnes, extension 3104

Prevention Specialist: Louise McDonald, (retired)

Accomplishments

Akwesasne and Kawehnoke Medical Clinics

Offering primary health services to the community, the Akwesasne and Kawehnoke Medical Clinics are open six days per week, with evening clinics being provided at the Kawehnoke Medical Clinic. Currently, the clinics consist of 6 physicians and 1 nurse practitioner, 2 Registered Practical Nurses, 1 Clinic Coordinator and 3 Clinic Receptionist.

Both clinics are offered on a walk in or an appointment basis,

Department of Health

Wholistic Health and Wellness

with a lab morning at the Akwesasne Medical Clinic. Dr. T. Forson conducts home assessments in the districts of Kanatakon and TsiSnaihne in partnership with the Home Care Home Support Program for those who are unable to be seen in the clinic setting. Dr. Forson also conducts rounds at Iakhihsotha Lodge for their residents weekly. Joelle Regnier, NP conducts home visits for the Home Care Home Support Program for their clients in Kawehnoke.

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

Nightengale on Demand is the new electronic medical record system (EMR) that started on January 4, 2013. Staff is slowly adjusting to utilizing this program and working out the workflows that surround the implementation.

Ononhkwaon:we-Traditional Medicines Program

The Traditional Medicines program provides community traditional healing services through the medicine wheel teachings, access to healers and seers, cultural counseling, medicine consultations and ceremonial teachings.

In keeping with the foundation of the program the person is looked at holistically, looking at the emotional, physical, mental and spiritual well-being, therefore, when a person initiates contact with our program a traditional assessment is completed and a individualized treatment plan is developed. This treatment plan can include such services as, individual healings sessions, medicine walks, sweat lodges, cultural counseling sessions, and medicine consultations.

Community based activities and teaching sessions include workshops on such topics as language, medicines, and teach-



Some of the Traditional Medicines Program staff with condolence presenters for a community workshop.

Department of Health

Wholistic Health and Wellness

ings, group counselling with Harry THompson and Monthly Tobacco Burning. Healers and Seers contracted for 20 weeks out of the year are open to the community once the admission process is completed.

Mental Health Program

The Wholistic Health and Wellness: Mental health Program offers out-patient community mental health services. The Mental Health component has a Clinical Supervisor: Dr. Peter Ladd, as well as three individuals who provide mental health therapy. These mental health professionals are: Jennifer Gaudreau, Dawn Skidders, and Kanientahawi Sharrow. Being a community based clinic; services are offered to a diverse age range of clients; from pre-school to the elderly. Staff operate from the premise of a “client centered perspective” and receive referrals from individuals themselves, family members, and agencies.

Once a referral is received the prospective client will be seen by a clinician for assessment, counseling, diagnosis, therapy and follow up. Clients may have either brief service sessions or may become long term clients depending on individual client need. Counseling may entail individual, couple, family, and debriefing, grief, and mediation services may also be recommended for the client.

Staff has opportunity to increase their skill level and examples of recent training include: specialized training in cognitive behavioral therapy as well as play therapy, and trauma therapy. Many mental health clients also have concurrent disorders and at times are working simultaneously with an addiction case manager to provide comprehensive wholistic service.

The Wholistic Health and Wellness Mental Health component provides dynamic and fluid services to the community and account for over 200 client visits this fiscal year. Referrals are constant and individuals may return if they experience crisis. The overall goal of the community mental health component is to continue to meet the clients mental health needs. At times, this includes working cooperatively with addiction services, medical clinic, and traditional medicine to provide the best client service delivery.

TEKANIKONRAHWA:KON-ADDICTIONS PROGRAM

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.

Referrals are received and given an appointment for a face to

face meeting with an addictions case manager within three working days. Addictions services reflect community need and efforts are made to address alcohol and or drug abuse concerns such as the prescription drug abuse issue. Staff has begun the process of extending work hour schedules and addiction related workshops are presented to the community. A community workshop on: “Bath Salts” was offered in November 2012 with a good number of participants: 60+ with excellent workshop reviews. Staff is available to present evening workshops and some of the topics that have been presented thus far are: “Relapse Prevention” and “Men’s Topics in Recovery” as well as “Step work” for recovery. A.A., N.A., and Coda meetings remain viable options for community members to access.

We are in the process of finalizing the 24 hour crisis telephone line so emergency calls can be directed to the appropriate resources. Addictions Staff also have access to training offered through the Mohawk Council of Akwesasne; such as: First Aid/CPR and topics related to safety and privacy. Addictions staff are also able to maintain their certification requirements as addictions case managers through the Canadian Addictions Counselors Certification Federation, or the First Nations Wellness Addictions Counselor Certification boards. Certification hours are attained yearly through attendance at addiction and Aboriginal First Nations wellness conferences, staff attend these in Barrie Ontario and Toronto, as well as attendance in Thunder Bay for 3 staff in 2012. Staff also had opportunity to access training at St. Joseph’s Treatment Center in Saranac Lake New York for updated addiction training. Many referrals are reflective of the duality of addiction and mental health and staff work closely with our mental health team to ensure clients receive treatment for concurrent disorders.

Our clients range in age from adolescent to elders and we also accept referrals from many institutions and facilities, as well as other MCA programs. We now additionally have a staff member who will be facilitating the flow of referrals from the local AMBE school systems and programs that service youth. The aim is to increase awareness of drug and alcohol prevention and to provide workshops and support to educate youth and provide them with resources for care. The total number of client visits for the fiscal year was: 244 with a total of 105 individuals seeking addiction related services. 18 individuals were referred to in-patient treatment services, and 14 completed the program.

We continue to maintain on-going contact with both the: “Onentokon” and “Partridge House” treatment facilities. Clients also can access other services as necessary. We also maintain working relationships with both Addictions Services of Eastern Ontario and the SRMT Drug and Alcohol program. The long range plan is to develop alternate detox services for Akwesasne clients to consider as the Withdrawal Management Facility in

Department of Health

Wholistic Health and Wellness

Cornwall will no longer be available after July 2013. One consideration to be investigated is to create our own Wholistic Health out-patient community detoxification program possibly utilizing the: "Matrix Model" as a resource for clients.

The overall plan is to continue to offer comprehensive service delivery to the Akwesasne community members.

Prevention Program

The Prevention program of the Wholistic Health and Wellness program provides education and awareness to the community of substance abuse and 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.

Referrals are made through other programs as well as making an appointment. 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 hosts 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.

The Rights of Passage is a five (5) month program which incorporates education of issues like life skills, drugs and alcohol, culture, team building, respect. This program is open to both boys and girls. Starting with one night fast for the first year girls/boys and then going up to two, three and four nights, depending on the years the youth has been involved with the Rights of passage. The boys and girls also need to go and ask for help from uncles and aunts. This program was in its 8th year this fiscal year. The number of youth this year was 22 and the adults were 35.

Other activities that occurred were an Anger Management group for children. The group lasted 5 weeks and had 22 participants. Too Good for Drugs (drug and alcohol) curriculum, a ten (10) week program was delivered for children from Pre-K to Grade 8 in AMBE (Ahkwasasne Mohawk Board of Education) Schools. The school suspension program provided nineteen (19) students with drug and alcohol education sessions when they were suspended from school for drug use. The students were from CCVS, Salmon, and Massena schools. A total of thirty four (34) more students received education on Drugs and Alcohol. Traditional Counseling/Education (cultural awareness) was provided to thirty six (36) community members, three (3) sweats were held at area schools (GV and CCVS). Numerous news articles have been submitted and sponsorship of the Kids

Page in the Indian Times newspaper have occurred throughout the year.

Learning Growth and Transition

Staff takes courses; attend workshops, and in-services for both maintenance and upgrading of skill/knowledge to maintain their professional license, and also personal interest.

With the addition of funding flowed through various sources, the program has grown to include an Electronic Health Information Systems Specialist (EHISS) and also an Addictions Mental Health Worker, also funding for Suicide Prevention Strategies.

A more collaborative approach, networking with various programs and partners, we have been able to extend our services and also expand our services. Recently added was the addition of extended hours for addictions clients, meaning we are accessible

Contact Information

For more information, please do not hesitate to contact the Wholistic Health and Wellness offices at 613-575-2341



Department of Health In Memory



Sakakohe Pembleton
July 9, 1950-July 25, 2013

It is with heavy heart that the Department of Health reports that Saka had passed away on July 25, 2013. Saka will be remembered for her unwavering dedication to our community, her hard work had set the pace for everyone around her, whether it was through her dynamic personality and optimism or her gift for negotiations. She was strong when she needed to be and gentle and understanding at the right moments. She truly exemplified what it meant to be a natural leader. She lead the Department of Health through many changes, pushed her fellow employees to become better people and a better community exists because of her. We truly will miss her guidance and direction, although much of what we have today is due do her knowledge, strength and wisdom to carry us through.

Department of Community and Social Services

Administration

Mission statement:

The department of community and social services mission is to empower children and families.

The department of community and social services (DCSS) has the responsibility for the health, safety and well-being of children and families in akwesasne through partnerships in and around akwesasne. The department strives to assist and provide social services and supports to the community of akwesasne.

Dcss programs include:

Ionkwanonhsasetsi Adolescent Treatment Center (IATC), is a 24-hour, seven-day per week intensive inpatient treatment program for native adolescents ages 13- 18 years who are experiencing substance dependency and or solvent abuse problems. Akwesasne child and family services (ACFS) as a child protection agency that is committed to promote the best interests, protection and well-being of children.

Community support program (CSP) delivers financial assistance for the basic and related needs of individuals that promotes self sufficiency through education and employment measures.

Akwesasne child care program (ACCP) provides child care services within the three districts of akwesasne community, inclusive of a private home day care program.

Iethinistenha family wellness program (FWP) provides safe and secure housing to all victims of domestic violence.

Department administration and management:

Robyn Mitchell, director

Vacant, assistant director

Jennifer Standingarrow, executive assistant

Rae Seymour, ACFS program manager

Lani Sunday, ACCP program manager

Rick Oakes, IATC program manager

Daniel Bruyere, CSP program manager

Catherine Lelievre, IFWP program manager

Strategic goals and objectives:

- Building and supporting our families
- To strategically plan with department of health a continuum of care addressing issues impacting families including addiction issues.
- To promote the practice of sharing, caring, and healing for children and families in crisis or requiring extraordinary support and assistance.
- Employee recruitment, retention, and well-being
- To focus on staff wellness and stability through the development of recognition, recruitment and retention plans for

the department of community and social services program.

- To ensure the health and wellness of dcss staff.
- Protecting and reclaiming our language, culture and environment
- To continue the promotion of environmentally 'friendly' practices within the department of community and social services programs.
- Accountability
- To strengthen our communication, collaboration and partnerships with other departments and programs both internal and external.
- To continually strive for quality assurance, advancement, professionalism and adaptation of dcss programs' services and service delivery.
- To ensure client safety through the development of the continuity of operations for all essential dcss programs.
- Strategies to address community attitudes and expectations
- To focus dcss services on best practices to meet unmet community needs that are based on hard data.
- To market dcss program services internally and externally through media and participation in community events and interagency networking.
- Healthy community and family wellness focus
- To work in collaboration with mca departments and programs in the continued development and promotion of a healthy community.

Departmental accomplishments:

Department of Community and Social Services administration continues to manage and administer the following additional programs/ supports to the community:

National child benefit reinvestment fund (NCBR) has been able to maintain funding at status quo and approve 16 successful applications for funding in the areas of child nutrition, child care, cultural enrichment, support for parents and home to work transition. The ncbcr committee disbursed a total of \$349,800 in funding to community projects. A change in the application process was introduced by aboriginal affairs of northern development of canada (aandc) this fiscal year which requires aandc to review and approval all applications already approved by the ncbcr committee. This created a second layer of review and approval for all applications which further delays the process for start-up of all projects.

Special needs committee approves funding requests received from community members requiring assistance or support for individuals identified with congenital, acquired or developmental disability. Funds may be used for assessment, educational devices, day or respite services, and/or transitional services to foster independence for an individual. Caregivers of special needs youth may access these funds to attend training regarding the disability.



Department of Community and Social Services

Administration

Kanonhkwatsheri:io renovations final review and update of the 1st floor construction for a|Akwasasne Child and Family Services was held on June 19, 2012. Review of the final construction budget and financial summary confirmed the project maintained and came within projected budget.

Parking lot expansion at Kanonhkwatsheri:io began mid December 2012 for 60 additional spaces to accommodate parking for clients, patients and MCA staff accessing services within the facility. Project near completion.

Prescription drug abuse strategy was created to address the issue of addictions within community and identify gaps or duplications in services. On December 13 and 14, 2012, the Department of Health, Department of Community and Social Services, along with the Executive Director hosted an information sharing session with frontline staff from the two departments working in the field of addictions. As a result, the Dept. of Health and Dept. of Community and Social Services completed an addiction prevention strategy promoting health and wellness initiatives focused on building healthy families and promoting healthy lifestyles.

Multi-jurisdictional table was established and a follow-up discussion with the Ministry of Aboriginal Affairs, and Ministry of Children and Youth Services, along with the respective ministers and Assistant Deputy.

Ministers was held with DCSS portfolio chiefs and administration in January 2013. The discussion centered on the issues of the Quebec/ Ontario provincial differences, challenges, disparities, and inconsistent service delivery requirements for Akwasasne programs delivering services in a multi-jurisdictional community.

Snowsuit drive and meal was sponsored by DCSS on December 2, 2012 and was a huge success. A total of 183 meals were provided and 125 children snowsuits were distributed. An additional 58 snowsuits were purchased to assist families who were unable to receive snowsuits for their children due to sizing.

Akwasasne child care program (accp)

Staff

Kanatakon

- Lani Sunday – program manager
- Connie Hall-supervisor
- Heather David supervisor
- Mary Lazore-cook
- Lori Lazore - supervisor:
- Mae Leaf-maintenance
- Karen Point- Cook

- Stephanie Lazore Cole
- Carol Yhompson - maintenance:
- Rachel David
- Barb Mitchell
- Angela Thompson
- Arlene David
- Rosemary Square
- Susan Rourke
- Sharla Burns
- Lacey Angus - mat
- Jessi Cook
- Amanda Landry
- Renee Thompson
- Precious Boots

Tsisnaihne

- Tracey Jacobs - supervisor
- Lacey Mitchell - cook
- Delores Oakes - maintenance
- Sherri Porter
- Stacey Jacobs
- Leonee Mitchell
- Delores Lazore - mat

ACCP continues to maintain high standards of care in all three centers and private home program. ACCP continues to operate under the Ministry of Education at 99.82% compliance. A self-audit was completed for the first time within the program in preparation for re-licensing which proved to be an excellent learning tool. Staff also learned that they not only met the standards but exceeded it in many areas, but also implemented best practices within a number of areas including group analysis and revision of policies and procedures.

The majority of our staff are registered early childhood educators and members of the college of ECE, on average each member on our team has 12 years of experience. They are also diligently implementing Mohawk language into the curriculum as we work towards transforming more classrooms into full immersion.

The first year of the preschool immersion room at Kanatakon has proven to be a success with the guidance of our Kaniyenkeha specialist. Children are fully immersed and able to pick up and begin simple sentences and attempt conversation. The tota program also supports our language efforts in all three centers, and has become a staple of the learning day.

This year we have begun to develop special needs programming including case management, referrals, coordination of on-site specialists, and documentation of case notes, classroom aids, specialized teaching tools, and development of inclusion cur-

Department of Community and Social Services

Administration

riculum. ACCP works closely with other agencies to ensure the best possible care in an inclusive environment as early intervention is essential.

Child care networking within the early years sector has blossomed over the year as well, accp links with the local programs including AMBE, early years and child care programs in Cornwall, links with the first nations within the Ottawa region, as well as at the provincial level. The collaborative efforts and information sharing has already improved programming.

The Kawehnoke Child Care Program celebrated 20 years of licensed care December 2012

Licensing inspection summary

The ministry of education (medu) inspects licensed child care centers at least once a year. The licensing requirements include a review of building and accommodation; equipment and furnishings; health and medical; nutrition; playground; policies and procedures; program; records and staff for all three centers in each district. This year akwesasne child care received an exceptional rating and were 100% in compliance in all areas but two. Congratulations on a job well done to all staff and administration!

Akwesasne child and family services (ACFS)

Mandate and values as a child protection agency, we are committed to promote the best interests, protection and well-being of children.

“onkiehtineh onkwaksatah” – translation: we will protect our children.

Faculty & staff include:

Rae Seymour, program manager
Cindy Lazore, program support officer
Belinda White, administrative assistant (until october 2012)
Kristian Terrance, administrative assistant
Tanya Square, legal secretary
Kimberley Ransom herne, case management unit coordinator
Barbara Thompson, child protection worker (until august 2012)
Dale Cole, child protection worker
Jeannie Tarbell, child protection worker
Venus Gambill, child protection worker
Toby Sunday, child protection worker
Julie St. Denis, case manager
Everett Lazore, case manager
Carolyn Francis, case manager
Theresa Benedict, case manager
Vickie Horne, case manager (now a traditional support worker)
Christine Hill, family and traditional support unit coordinator (until may 2012)

Barbra Thompson, a/family and traditional support unit coordinator

Cynthia Tarbell, family and traditional support unit coordinator

Karen Smith, family support worker (until may 2012)

Brooke Terrance, family support worker

April Benedict, family support worker

Lori Laffin, family support worker

Leona Phillips, family support worker

Valerie Cree Cook, family support worker

Virginia Jacobs, traditional support worker (retired june 2012)

Glenn Swamp, traditional support worker

Leonard Lazore, community support and resource development unit coordinator

Danielle Oakes, community support worker

Wanda Thompson, community support worker (until march 2013)

Brandon David, community support worker

Catherine Papineau, community support worker (until february 2012)

Ramona O'brien, resource development worker

Kristy Lynn Macintosh, resource development worker (until june 2012)

Angela Caldwell, resource development worker

Tracie Cook, resource development worker

Carey Perkins, case aide (until august 2012)

Krysten Delormier, case aide

Belinda White, case aide

Billie Jo Phillips, case aide

Nancy Lazore, case aide

Jordan Tarbell, summer student

Jodie Chubb, summer student

Mitchell Green, summer student

Cory Garrow, summer student

Waheson Lazore, summer student

Gorden Lanctot, cas supervisor on secondment with acfs

In early April, ACFS was notified that their ontario foster-care license was extended for an additional six (6) months.

On agreement, the secondment of a cornwall cas supervisor was extended until march 2013, to assist in program development and staff training.

Five ACFS policy and procedure manuals were developed and revised to be in line with mandatory provincial regulations and standards. These manuals include: administration, case management, kontinonha (alternative care), child in care and adoption.

The following key working protocols were revised and finalized: Akwesasne Mohawk Police Service, Children's Aid Society of the United Counties of Stormont, Dundas and Glengarry counties, Ionkwanonhsatsesi Adolescent Treatment Center, Akwesasne

Department of Community and Social Services

Administration

Family Wellness Program, Akwesasne Child Care Program and the Cornwall Community Hospital. Protocol agreements with the Department of Justice, the St Regis Mohawk Tribe's Department of Social Services and the Akwesasne Mohawk Board of Education were revised but were not finalized by the end of the fiscal year.

In October 2012, ACFS received notification that the Minister of Child and Youth Services approved the removal of all conditions in regards to the "designation with conditions" (Ontario Child Protection Authority) and ACFS received full designation as a children's aid society as of August 1, 2012.

In October, ACFS hired Stephanie Gibson from the McDonald Duncan Law Firm on contract to represent the agency in Ontario child protection court matters.

ACFS/DCSS staff who participated on the ACFS designation negotiation team were sought by other first nations who have pre-mandated agencies to share information on the designation process, challenges and successes. Two members of the negotiation team attended the Anishinabek Provincial Child Welfare Conference in Sault Ste Marie, Michigan and provided two presentations highlighting the journey to achieving designation.

Local artist John Thomas designed a new logo for the acfs program; his design incorporated the values of family dynamics, family stability, peace, love, harmony and the protection of the young.

Community Support Program (CSP) - provides financial assistance for basic needs and necessities when an individual or family has illness, unemployment or some other misfortune which prevents them from working and/or providing for their family.

Faculty & staff include:

Daniel Bruyere, program manager
Gary Cole, case management supervisor
Shelly Rourke, case manager-intake and foster children
Corrine Johnson, case manager-employment & education
Caroline Peters, case manager-single parents
Dennis Chaussi, case manager-disability
Catherine Papineau, case manager-employment & education
Mary Ann Jacobs, data clerk
Laura Benedict, receptionist

The employment assistance program continues to benefit client strategies under employment and educational training and program supports. We have been able to assist individuals to locate to other provinces in search of work. This is an identified success, as these individuals would have come on social assistance,

but are now fully employed.

The CSP is integrating a specialization "case management" worker area whereby each case manager is assigned a specific task under, education and employment, single parents, foster children, intake and disability. These assigned tasks are in compliance with the existing case management job description.

The client support activity has increased through creation of a 5th case management position to meet the anticipated demands of client success activities.

The collaborative DCSS and DOH case management team has been established and addresses extremely difficult cases on a weekly basis. This team is proving to be an overwhelming success as their collective efforts have created innovative support options that address and meet the clients' best interest.

The CSP is participating in both the local prescription drug abuse strategy, and the Ontario First Nations Prescription Drug Abuse Strategy between welfare first nations delivery agents and National Native Alcohol and Drug Abuse Program. The strategy identifies a model for "continuum of care" approach and inter-agency networking and collaboration of resources.

The CSP-DCSS has seen an increase in client activity this 2012/2013 fiscal year. In part, this increase is due to the active measures we are working with internally. There are other factors we have also identified, such as the local cigarette factories laying off people, young people going to school but quitting, and possible decrease to local economy.

Client statistics monthly averages do not remain constant, and fluctuate on any given period for a number of reasons. From May 2012 to December 2012 active files have been high, averaging from 632 active files to 679 active files open each month) On any given month during this fiscal year (2012/13) a total of 464 to 679 clients (including spouses and dependents) collectively were served.

The average number of single employable clients this reporting period is estimated at roughly 170-190 individuals each month. This variance is in part, attributable to case management staff working with and identifying employable clients.

Male or female heads of households with dependent spouses and children are encouraged to participate in employment initiatives when possible, based on children's ages and or if the children are in school.

Iethinistenha Family Wellness Program (iFWP) - Mandate is to provide emergency safe housing for victims of do-

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Administration

mestic violence, abusive situations, self abuse (drug and alcohol abuse, self harm and high risk behaviors).

Faculty and staff include:

Catherine Lelievre, program manager
 Lynn Tarbell, program supervisor
 Katrina Oakes, program support officer
 Pat Boots, counselor
 Catharine Macey, counselor
 Maria Pyke, counselor
 Kristy Lynn Macintosh, outreach worker
 Jennifer Francis, outreach worker
 Mandy Macdonald, counselor aide
 Theresa Sharrow, counselor aide

The Family Wellness Program provides many services such as safety planning, counseling, support groups, healing circles, education and awareness, advocacy, ceremonies, healing, art/play therapy, crisis counseling, drug and alcohol education, relapse prevention groups, aa meetings, grief counseling, resume skills, stress management, relaxation, parenting, traditional teachings, referrals, life skills, self care, conflict resolution, healthy relationships, anger management and the creative coping program for children and mothers who have witnessed domestic violence.

The men for change program is a 16 week Ontario Court mandated partner assault response (par) initiative for first time offenders of domestic violence. The program is also open to any person wanting to learn how to have a better relationship with their partner, children and self and is based on equality, respect and a healthy lifestyle that is non abusive.

The program was very successful in a number of proposal and grant submissions for additional funding to off-set many different areas within the program. An additional \$273,594.00 in funding was awarded for the following areas:

\$107,700 grant was received from aboriginal affairs and northern development canada (aandc) for community prevention activities.

\$18,300 grant was received from aandc for the completion of a time line of violence in the community and a time line of positive events to demonstrate the decrease of violence in the community

\$30,000 grant was received from community information and epidemiology technologies through ottawa university to conduct additional domestic violence research and to distribute the results to the community.

\$22,222 grant was received from ministry of attorney general to create additional meeting space that is wheel chair accessible. The smart board system was installed as a teaching tool for clients.

\$52,583 grant was received from aboriginal health and wellness strategies /ministry of community and social services for renovations and upgrades for both transitional apartments and the shelter.

\$26,539 grant was received from ahws/mcss to enhance our staff training

\$10,000 grant was received from the independent first nations communities for prevention activities and training.

\$6,250 grant was received from ahws/mcss for staff training on domestic violence.

Statistics:

Crisis calls:	278
Female residents:	27
Children residents:	24
Men for change:	4 men attended and completed the 16 week Non-violent educational program

Prevention activities:

Types:	total participants:
40 cultural programs:	578 participants
30 healthy relationship activities:	344 participants
39 healthy family activities:	912 participants
160 men's dv awareness:	2000 participants
19 parenting programs:	645 participants
4 life skills activities:	70 participants
23 dv education sessions:	830 participants
33 student education on issues	139 participants

Of violent activities:

14 daughters and sons of	60 participants
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Tradition activities:

5 youth for change activities:	106 participants
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Ionkwanonhsastesi adolescent treatment center (iatc) - provides a supportive homelike environment focused on therapeutic healing through the promotion of cultural and traditional teachings and practices. Serving adolescents aged 13 to 18, who are experiencing substance abuse or dependency problems and their families by providing an intensive, inpatient treatment program that strengthens the families towards a drug-free and healthy way of life.

Staff

Richard Oakes, program manager
 Katrina Armstrong, administrative asst.
 Nathan Thomas, domestic house keeper
 Julia Gambill, clinical coordinator
 Anna Thompson, academic teacher
 Marlene Bero, addictions counselor



Department of Community and Social Services

Administration

Aronhiaious Herne, cultural & traditional teacher
Wayne Lazore, case aid
Stephanie Pierce, case aide
Gary Lazore, case aide
Kanentakwas David, case aide
5 casuals

The Ionkwanonhsasetsi Adolescent Treatment Center has had many opportunities to engage the community members of akwesasne throughout the 2012-2013 fiscal seasons. Iatc have offered information sessions utilizing presenters and iatc staff to deliver the message of sobriety to our community.

Most recognized was our success at forming a partnership with the cree nation health board to offer a service to their nations which generates additional revenue to meet our fiscal responsibilities. Through our collaboration with many mca programs and community resources we have successfully expanded our catchment area.

Program activities

On March 17, 2012, participated in the coordination with ccvs staff a presentation by mr. Paul christie. His presentation included discussion on his struggles with addiction. Ambe kanatakon Students were invited to attend the event resulting in well over 400 students from our community hearing this message.

IATC provided various presentations and counseling during the months of March and April 2012 to the alternative education program assisting 24 students.

On September 2012 signed a working protocol agreement with the cree nation to accept referrals at iatc facility at a per-diem rate

Finalized medications policy as required for ministry licensing requirements on October 2012

On November 5, 2012 the treatment center received the first client from the cree nation as per our working agreement.

On March 6, 2013 the first cree youth graduation. Representatives from the cree nation board of health members along with the youth's foster parents and social workers attended.

On March 13, 2013 sent a signed resource service contract with the cree nation health board for the upcoming fiscal year and the response from the community was great despite the low numbers.

On March 25, 2013 the treatment center hosted a meeting to

coordinate services for the secondary students at ccvs/foundations program. The meeting focused on the idea that we develop a working plan that will engage students to receive information about substance abuse, grief and loss, resources, support, and a setting that will enable them to express themselves. Our meetings will continue with other members hosting.

Client statistics:

Year 2012-2013 received:

14 face to face counseling sessions with community members seeking addiction services.

44 phone calls seeking assistance with addiction services.

Resulted in 6 client intakes into iatc

22 clients served this fiscal year

Departmental challenges:

Many of the dcss programs have not had an increase in their funding allocations since 1996, and with the cost of living increases services and supports are becoming more and more difficult to provide and maintain.

The difficulty of ensuring a fair, consistent and equitable service to the community is challenging living in a multi-jurisdictional community when mandatory provincial legislations, regulations and policies are required.

Akwesasne child care program is faced with funding deficits as operational costs increase most often allocations do not. Parents can't always afford the care and the fear is that accp is missing those families who need care the most.

One main challenge of operating a child protection agency that holds jurisdiction in two distinct provinces is delivering services in a fair and consistent manner when there are differences in legislation, regulations and standards that apply based on where the child resides within the community. Acfs strives to ensure policies and practices are consistent, when possible.

Contact information

DCSS administration office is located on the 2nd floor of kanonhkwatsheri:io facility in kanatakon, or by calling 613-575-2341 ext. 3305.

Department of Technical Services

Administration

Department Mission Statement

The Department of Technical Services will provide professional project delivery service to the Mohawk Council of Akwesasne in the planning, design, construction and maintenance of all community buildings and infrastructure. This service will be delivered according to Policies and directives of the Organization.

DTS Administrative Staff

Jay Benedict, Director
 Christine Bowman, Executive Assistant
 Vladi Kovich, Engineer
 Thomas Phillips, Construction Technician

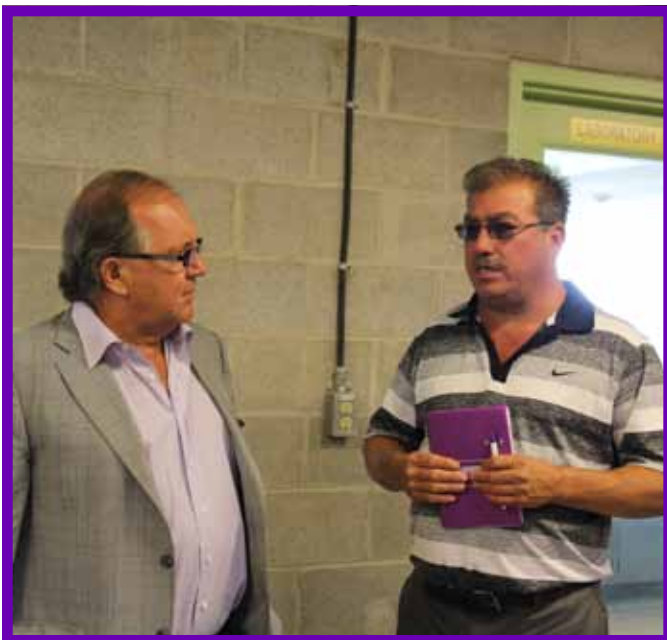
- To exercise jurisdiction over the implementation of Water & Wastewater Management standards and regulations.
- To continue to Build the capacity of Akwesasne's workforce and foster the self-reliance of our people in the construction Industry.
- To continue to provide the opportunities to expand the inventory of professionals in the Architectural and Engineering Fields.

Projects:

Tsi Snaihne Water Supply Project

\$3,100,000.00

Contract 2 – Restoration works were completed along River Road from Wade Lafrance Road to Sugar Bush Bridge and Chapman Road to Skakerate Housing Subdivision. One year warranty work will be completed in 2013/2014



Jay Benedict, Director of DTS, voices some of his concerns with the Minister of Aboriginal Affairs

Objective / Strategic Goals

- To provide Safe Drinking Water to all residents within the community.
- To continue with Lobbying Strategies to seek funds from AANDC for the 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 Investment Strategy.
- To provide direction to the Mohawk Council of Akwesasne's Infrastructure Maintenance, Water & Wastewater, Operations and Roads.
- To continue to seek funds from various funding sources to provide for the proper maintenance of existing Infrastructure.



Contract 2-Tsi Snaihne Water Supply Project



Contract 2-Tsi Snaihne Water Supply Project

Department of Technical Services

Administration

Contract 3 – Watermain Extensions along Wade Lafrance Road from McDonald to River Road and River Road from the Sugar Bush Bridge easterly were completed. A total of 36 homes were serviced by the Community Water System complete with Fire Hydrants. One year warranty work will be completed in 2013/2014.



Contract 3-Tsi Snaihne Water Supply Project



Contract 3-Tsi Snaihne Water Supply Project

Contract 4 – The installation of Plumbing Upgrades to the homes in Kanata:kon and Tsi Snaihne have been completed for all homes that provided access into the home. All efforts have been made to provide these free upgrades again this year. The upgrades are a benefit to both the homeowner and the Health and Safety of all homes serviced by the waterline. If you have not received plumbing upgrades and would like to please call DTS at (613) 575-2250 ext. 1003.

Contract 5 – Upgrades to Optimize the Kanata:kon Water Treatment Plant are 90% complete as of this reporting period. The upgrades are focused on meeting the latest drinking water regulations and to improve the reliability of delivering both

drinking water and fire fighting water supply to both Tsi Snaihne and Kanata:kon.

Kawehno:ke Water Supply Project

\$485,000.00

Detailed Design for Phase 1 of this project is 100% complete. Phase 1 includes Watermain Extensions to Cornwall Island Road from McCumber Road easterly, Light House Road, Harbour Road and Point Road. Construction is anticipated to proceed in 2013/2014. All other areas to be serviced are expected to proceed in 2014/2015.

MCA Space Needs Accommodation Strategy

\$65,000.00

The Accommodation Strategy Report for Mohawk Council of Akwesasne Administration Spaces is now finalized. The report is expected to be officially accepted by the MCA in early 2013 Fiscal Year. Once approved, the planning process to construct new office spaces will be implemented in phases. The report recommends that the new office spaces will be implemented in phases. The report recommends that the new office spaces which are required into the future be strategically located in all three districts of Akwesasne.

Annual Road Resurfacing

\$71,000.00

In 2012/2013 a second lift of asphalt was applied to First Street in Kanata:kon. The one year warranty inspection will take place in late summer of 2013



Annual Road Resurfacing

Department of Technical Services

Administration



Annual Road Resurfacing



Administration Building #4 Parking Lots

Kanonhkwa'tsheri:io Renovations \$60,000.00
 Planning Activities for the renovation of the entire first floor of Kanonhkwa'tsheri:io were undertaken throughout the year. Program Space Needs were updated and confirmed. Program Functional Reviews and test fits were completed to prepare a preliminary design concept for the renovations. It is expected that Detailed Design will commence in 2013/2014 (image below)

Kanonhkwa'tsheri:io Additional Parking \$400,000.00
 The Detailed Design of a new parking lot at Kanonhkwa'tsheri:io was completed. The Project was tendered and construction began in December of 2012. As of this reporting period, the project is 33% complete. It is expected that 100% completions will be achieved by mid-summer of 2013.

River Road Construction \$55,000.00
 The Detailed Design Phase of the proposed reconstruction of River Road from Wade Lafrance Road to Sugar Bush Bridge is approximately 50% complete. It is expected that the design will be completed in 2013 – 2014 and lobbying strategies will be developed to fund the construction phase of the project.



Kanonhkwa'tsheri:io Additional Parking

Administration Building #4 & Angus Mitchell Memorial Building Parking Lots \$128,000.00
 Additional parking spaces were constructed to accommodate the parking needs of administration. A total of 48 new spaces were created in the Village of St. Regis



Angus Mitchell Memorial Building Parking Lots

Ontario First Nations Technical Services Corporation (OFNTSC)

Throughout the year Jay Benedict has been a member of the Executive Committee of the Ontario First Nations Technical Corporation (OFNTSC). His involvement gives the Department of Technical Services an opportunity to be exposed to the Regional Forum of policies and initiatives that impact Akwesasne. The involvement allows Akwesasne to influence Aboriginal Affairs and Northern Development Canada Policies and Procedures as well as funding allocations. As a result Akwesasne benefits directly and indirectly.

Department of Technical Services

Building and Maintenance Operations

Building and Maintenance Operations

Administration, Education, Health and Social Building Assets

Department Mission Statement

The Department of Technical Services will provide professional project delivery service to the community 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.

The Department of Technical Services Maintenance Departments are charged with maintenance of and to effectively oversee the operation and maintenance of the approximately 500,000 square feet of floor space within MCA operations and to direct and affect effective repairs consistent to current standards that apply.

Staff

Joseph Francis, Senior Maintenance Manager
Wilma David, Administrative Assistant
Thomas Debo, CMMS Coordinator
Steve Jock, Acting Maintenance Manager , Admin Buildings
Kevin M. Lazore, Acting Head Caretaker, Admin Buildings
Allison Horne-Chubb, Caretaker
Daniel Oakes, Caretaker
Taylor Bova, Caretaker
Spencer Thompson, Caretaker CIA III
Bill Benedict, Skilled Trades
Gorman Jacobs, Maintenance Manager, DOH/ DCSS
Nick Lamesse, Head Caretaker, Department of Health Building
Eldred Jacobs, Caretaker
Jason David, Caretaker
Shane Jackson, Caretaker
Derrick Lafrance, Caretaker
Mae Leaf, Caretaker P/T
Gerald Thompson, Maintenance Manager AMBE Schools
Karen Point, Caretaker - Board of Ed. Admin Bldg.
John Cole, Caretaker - Iohahi:io
Terry King, Head Caretaker, Akwesasne Mohawk School
Donna Ransom, Caretaker
Robert Thompson, Caretaker
John Mitchell, Caretaker
Amber Cook, Caretaker Casual
John Francis, Head Caretaker St. Regis Village School
Theodore Jr. Francis, Caretaker
Phillip Mitchell, Caretaker
Anthony Benedict, Head Caretaker Snye School
Russell Hall, Caretaker
Wade Mitchell, Caretaker
Kevin Boots, Head Caretaker Tsiionkwanonsohteh
Walter Peters, Caretaker
Robert Mitchell, Head Caretaker, Arena

James Hemlock, Caretaker
Sean Leonard, Caretaker
Peter Francis, Caretaker Seasonal
Carol Thompson, Caretaker Island Daycare
Francis Lafrance, Head Caretaker, Iakhihsotha
Tim Sunday, Caretaker
Dolores Oakes, Caretaker P/T
Jay Herne, Head Caretaker , Family Wellness Centre
Dinah David, Group Home

Building Maintenance Management Operations program

Council supported the Make Work Project,(MWP) starting in October of 2012 and ending in late March 2013. DTS was able to complete several medium sized maintenance projects such as the painting and general repair to Iakhihsotha interior as well as the installation of a new steel roof system. A new roof system was also installed on the Tsi- Sniadne Recreation Center with new floors installed in the main hall soon after.

Numerous projects were completed by the 8 member MWP staff that teamed up with our existing maintenance workers. Several areas received drywall repair, painting, new flooring, doors, window replacements, minor roof repairs where needed, and a major repair was performed on the sky-light at the Health Facility. DTS assigned one MWP personnel to each of our maintenance groups, such as Education, Administration, Health and Social. Within our project team, we also assigned, five mobile MWP personnel to work with our Skilled Maintenance workers where the majority of all work identified within our Fiscal year 11-12 budgets were addressed.

The department awarded a consulting contract to Associated Engineering Ltd. (A&E) for the implementation of the new Computerized Maintenance Management System (CMMS) for all assets and facilities. From early February 2012, DTS consulted with all user groups and also contracted with consulting firm Logic 2000 to review and recommend a potential replacement system. Over the winter months and several team review meetings and with the assistance and guidance from MCA Information Services Department, our department contracted with a service provider to assist in the selection process for a new CMMS program.

The program CMMS Coordinator continues to work through the programming needs of our operations, reporting needs and issues, with an end result goal of implementing a very user-friendly CMMS program. We anticipate full implementation early in the new- year.

All managers participated effectively in the implementation of

Department of Technical Services

Building and Maintenance Operations

the Building Fire Safety Plans for our assigned assets. The final draft versions of the Fire Safety Plans were issued to each Director and also copies to the identified Health and Safety Representatives. Copies of draft Building Fire Safety Plans were also issued to all of the known Senior Officers of the facilities and now implementation of the program rests in their hands for full implementation and training for their staff and co-workers for the assigned work sites.

The Department of Education Maintenance, with the assistance of the Make Work Project and Skilled carpenter crew, assisted immensely in preparing the Tsi-Snaihne School for the 2012-2013 school year. Last minute renovations and projects included extra painting, new wall construction, some floor repairs and replacing the ceramic tile at the main entrance. Upon completion at the Tsi-Snaihne school, the team repaired the roof system on the gymnasium at Kanatakon and performed some minor repair where needed. Overall many small and medium sized projects were completed throughout the school systems with the Make Work Project team.

The Head Caretakers are all very familiar with their respective schools and continue to make improvements by taking control of the facilities and ensure complete and consistent operation throughout the year. As part of normal operation, at the end of the school year in June, virtually every class room is emptied, painted where needed, floors are stripped and waxed, equipment sanitized and then put back together. During this timeframe, required equipment and or class room set ups are relocated.

The three schools were sanitized, cleaned and other priority areas were painted. All the hallway floor systems were stripped, cleaned, waxed and sealed to be ready for the new school year. Several minor projects completed throughout the year at all three sites included, installation of a new sound dampening wall in between two class rooms in Tsi Sniahne, and roof and entrance repairs for Head Start. At the Akwesasne Mohawk School site repairs were done on the boiler systems including system pump repairs. Kanatakon School had services performed on the heating system consistent with general operations and maintenance.

The Administration Building Maintenance services - many small projects were addressed and included preparing many of office sites for programs that have been moved around to meet programming needs. Some of the moves included the Nation Building program, which moved to its new location in Kanatakon at the Health Facility. Minor repairs were done at CIA #3 where some carpets were removed and new vinyl laminate tiles were installed, as well as most of the hallways were painted with help from the Make Work Project team members. Included in the work was the final preparation and painting to the of-

fice area where the Environmental Health officer program was hosted. The Akwesasne Mohawk Police Service had some new windows installed and a renovated storage bay area for internal operations was completed. Admin # 1 had some new windows installed in the lower level Finance area, as well as the replacement of the two main air conditioner units to handle A/C operation for the entire upper floor level. Within Admin #1 the vacated Hydro Quebec office was finally cleared of all remaining files stored, and the room was cleaned and painted from top to bottom. The area is now used as a meeting room for Finance.

Admin #3 also had some repairs done on the kitchen area with new paint, cabinets and flooring done within the kitchen area. DTS continues to monitor and repair the lacrosse box in Kanatakon in coordination with the Akwesasne Mohawk Police Department staff, to ensure it is as safe as possible for the residents and user groups who frequent the facility.

The Department of Health and Social Services Maintenance Services with help of the Make Work Program completed many projects. Some of the more noteworthy projects completed include; Metal roof installation at Iakhihsotha, and Snye Daycare had the wood structure walking bridge joining the two play areas removed, and a new walkway installed. Kanonhkwa'sheri:io had the Nation office completed and a major repair program was done for repairs to the sky light and the new parking lot started.

The Transitional House had a meeting room conversion and a new major fire alarm system upgrade and included a new fire panel installation. The Woman's Shelter fire panel had a complete upgrade. Snye Recreation floor was replaced in large activity room, exterior siding was replaced in certain areas and a new metal roof installed for the entire facility. Most buildings had interior painting done to various degrees along with numerous repair jobs throughout all buildings. The exterior perimeter of the Family Wellness complex had high efficiency LED lighting installed as part of the security measures implemented for the facility.



The Family Wellness Center now has lights around the perimeter.

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.

Program Staff

Program Manager:	Kennedy Garrow
Crew Foreman:	Kenneth Mitchell
Truck Driver/Equipment Operator:	Danny Thompson
Truck Driver/Equipment Operator:	Quinn Benedict
Truck Driver/Equipment Operator:	Craig Delormier
Truck Driver/Equipment Operator:	Mike Boots
Truck Driver/Equipment Operator:	John Jacobs

Goals/Objectives

The main goals of the roads program are: to provide maintenance services to over 56 km. of roadway, both gravel and asphalt surface; to maintain adequate surface water drainage from roads and streets; to maintain three 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.

Maintenance of 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.

Maintenance of gravel surface roadways: Roads program staff completed regular inspections of gravel surface roadways, to determine areas in need of maintenance. Tasks included grading/shaping of road surface, installation of granular material on roadway, application of liquid and/or flake dust suppressant.

Winter Roadway Maintenance: This year, a new material, “Manufactured Sand” was utilized for winter road maintenance. This material replaced the previously used “1-A” chip stone, as an environmentally friendly, cleaner alternative to the older, washed sand that was once used for winter maintenance, with virtually no cost increase. This material is being used by neighboring townships and municipalities throughout the United Counties and surrounding area, who have all reported excellent performance results.

The manufactured sand was pre-treated with a 20% liquid magnesium chloride solution and stockpiled indoors, to prevent freezing of the material. Weather conditions were continually monitored throughout the winter months, to determine if win-

ter maintenance was required. Tasks included: plowing of snow from roads and streets, sanding/salting of roadways, clearing of parking areas, snow removal from curbsides and sidewalks. Communication during inclement weather was maintained between roads program staff, A.M.B.E. transportation coordinator and MCA Executive Director or designate, in order to determine school/office closures or delays, as required.

Challenges

One of the challenges facing the roads program during winter road maintenance operations was the requirement to report to Canada Customs while traveling back and forth between districts. The extra time required in order to report was negatively impacting the ability of the roads program to provide winter road services to the community in a timely fashion. In addition, the snow plows and graders, now equipped with side wing blades, had an extremely difficult time passing through the narrow lanes at the temporary port of entry at Cornwall. Once these concerns were brought to the attention of the C.B.S.A. chief of operations, an agreement was reached that allowed roads program vehicles and equipment to travel between districts, exempt from reporting for customs inspection, during winter maintenance operations only. For all other regular activities, the reporting requirement was still in effect. This good faith agreement greatly enhanced the ability of the roads program to provide winter maintenance services to the community, in a timely fashion.

Roadside Maintenance

Grass and weeds were cut along roadsides and at intersections, in order to maintain 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 A.M.P.S. 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 and vandalism.

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 M.T.Q. engineers, who made recommendations for any required maintenance and/or repairs to the bridge structures.

Department of Technical Services

Roads Program

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, in order for repairs to be completed by a qualified repair facility. Safety inspections and emission tests were completed, in accordance with M.T.O. guidelines.

Training

Program staff attended in-house health and safety training, such as WHMIS, 1st Aid/CPR certification and workplace safety. Two employees attended the Ontario Good Roads Association's spring road school at the University of Guelph, completing courses in effective management. Two employees completed Ontario Good Roads Association (OGRA) sponsored training titled, "Supervision for Transportation and Public Works", in Mississauga, ON. Program staff also began training on a new, computerized maintenance management system, to be implemented in fiscal year 2013-14.

Assistance to other departments

Program staff provided assistance to other programs/departments within the organization, by lending technical advice, assisting with the operation of equipment and addressing requests for assistance in a timely fashion, whenever possible.

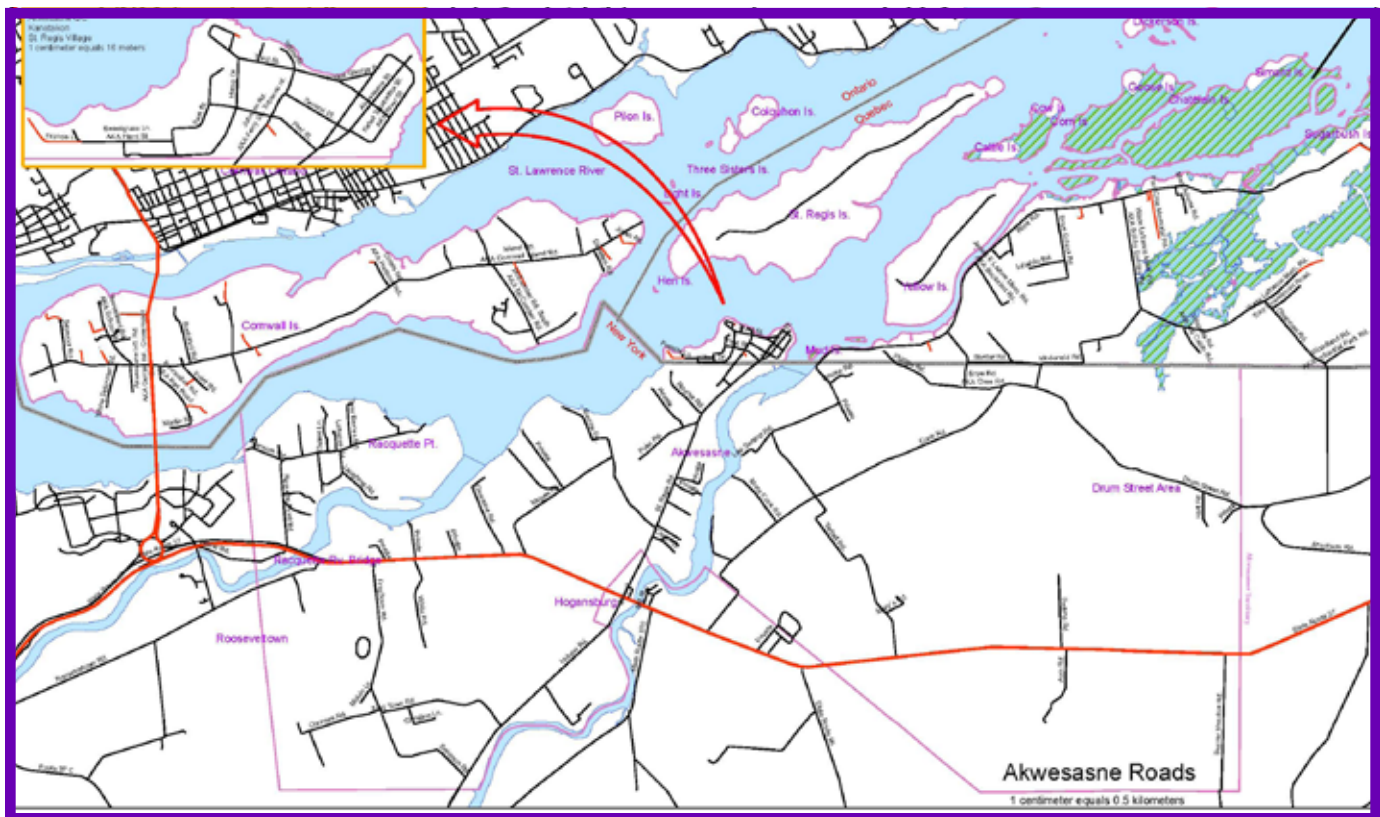
Community Requests

The roads program receives many requests for assistance directly from community members, groups or 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.

Contact Information

Roads Program Office: (613) 938-5476
Kennedy Garrow, Program Manager: (613) 551-1290
e-mail: kennedy.garrow@akwesasne.ca

More information on the roads program can be found on the MCA website, under the Department of Technical Services, at www.akwesasne.ca/



MCA's Roads Program maintains over 56 km of roadway, which include both gravel and asphalt services, in Akwesasne's northern portion.

Department of Technical Services

Waste and Wastewater Infrastructure

Mission

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/Objectives

The goals of the Water and Wastewater Infrastructure program are:

- To deliver potable water to the community and to discharge safe wastewater to the environment.
- To comply with the Aboriginal Affairs and Northern Development Canada Protocols for Centralized Drinking Water systems in First Nations Communities and Centralized Wastewater Systems in First Nations Communities.
- To maintain efficient operations of all water and wastewater treatment plants and all water distribution and wastewater collection systems.
- To fulfill water and wastewater operator certification requirements including training, testing, and experience.
- To follow health and safety plan during all work activities.
- To implement a computerized maintenance management system.

Staff

Lorri Bova, manager
 John T. Lazore
 Keith Mitchell
 Clayton Barnes
 Thomas Oakes
 Lawrence Mitchell
 Patrick David
 Lawrence Jock
 Conway Thompson

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:**

- Technical Drawings
- Pumps & Hydraulics
- Water Metering & Installation
- Small Drinking Water Systems Emergencies
- Standard Operating Procedures

The water and wastewater plant operators attended the Annual Aboriginal Water and Wastewater Association of Ontario Conference this fiscal year in Sault Ste Marie. The conference was

sponsored by Health Canada. The operators interacted with operators from other First Nations and received more training from fully MOE licensed trainers of the Keewaytinook Center of Excellence, the Walkerton Clean Water Centre, and the Circuit Rider Training Program. At this conference the operators competed with other First Nations operators and took first place in the pipe tapping competition. Also one of the MCA water wastewater Operator Tate Lazore was declared Operator of the Year by the Aboriginal Water and Wastewater Association of Ontario.

Projects

The Water and Wastewater Infrastructure program retrofitted the Tsi Snaihne Water Treatment plant to the St. Regis Water Treatment plant watermain. This involved disconnecting the reservoirs from the wells and connecting them to the St. Regis Water Treatment plant watermain; rerouting the piping inside the plant to by-pass the old treatment equipment; remove the old treatment equipment; and replacing the old turbine pump.



Waste and Wastewater rerouted the piping inside the plant

Emergencies

The Water and Wastewater Infrastructure program repaired the Tsi Snaihne Wastewater Plant when the 'bio-packs' fell off the rotating shaft due to wear and tear. They lifted the cover and removed the material and ordered new material for replacement.

Annual Inspections

In November of 2012 all Water and Waste / Water Treatment Facilities were inspected by a third party. (Ontario Clean Water Agency) All facilities passed and are considered low risk. All recommendations made by OCWA are currently being addressed.

Contact Information

Offices are at DTS Maintenance Shop building in St. Regis village. The program manager phone number is (613)575-2250 x.3403 and the program pager number is (518)404-2252.

Department of Housing 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.

Strategic Goals

To bring the Department of Housing to the highest level of standards by providing the best services for Community members.
To start the process of a long term housing plan for future housing.

To build and maintain a rental portfolio that will address the shortage of housing as temporary accommodations to meet the needs of the community.

To assist Community members with alternative sources of funding to fulfill their housing needs.

To provide an alternative source of homeownership for Community members who don't qualify under the present criteria, however, have the financial resources to afford a home.

To provide accommodations for senior citizens to make their lives more enjoyable.

Staff

Housing Administration

Heather Phillips, /A Director of Housing
Wynona Tarbell, Program Manager
Corey Tarbell, Housing Inspector
Darcy Jackson, Project Manager
Ben Benedict, Construction Manager
Ernie Gambill, Construction Supervisor (Retired)
Candice Two Bulls, Loan Officer
Leanne Thomas, Data Entry Clerk
Teena Thompson, Executive Assistant
Charlene David, Admin Assistant

Hydro Quebec

Gerald McDonald, Hydro Quebec
Kerry Mitchell, Hydro Quebec

Housing Carpenter & Maintenance

Brian Thomas, Crewleader
Mike Buckshot, Crew leader
Andrew Square, Carpenter
Roy David, Carpenter
Charles Thompson, Carpenter
Todd White, Head Caretaker, KRA
Stan Cook, Caretaker

Marion Lazore, Caretaker, Sweetgrass Manor

Healthy Homes Initiative

Vince Thompson, Crew Leader
Leroy Jackson, Crew Leader
Ernie King Jr, Apprentice Carpenter
Conrad Lazore, Apprentice Carpenter
Cody Back, Apprentice Carpenter
Daniel Rourke, Apprentice Carpenter
Richard Johnson, Apprentice Carpenter
Bryan Sharrow, Apprentice Carpenter
Lawrence Thomas, Apprentice Carpenter
Alfred Papineau, Apprentice Carpenter
Tehonroniate Nanticoke, Apprentice Carpenter
Ahtkwironton Skidders, Apprentice Carpenter

Housing Authority Members:

Heather Phillips, Chair
Candice Two Bulls, Loan Officer
Chief Abram Benedict, Portfolio Holder
Chief Florence Phillips, Kanatakon District
Chief Larry King, Kanatakon District
Chief April Adams- Phillips, TsiSnaihne District
Gary Cole, Social Community Services
Leona Delormier, Manager, Office of Vital Statistics

Accomplishments

New Home Construction

The Department of Housing approved five new home construction projects for the 2012/2013 fiscal year. This funding is from an allocation from Indian Affairs. The approved loans are in the amount of \$136,000.00 which is the current (maximum) amount for new construction loans.

Upgrade Program

Department of Housing currently offers three different types of Upgrade loans. These loans consist of a Renovation Loans (maximum \$12,000 per loan), Repair Loan (maximum \$8,000 per loan) and Maintenance Loan (maximum \$3,500 per loan). During the 2012/2013 fiscal year the following loans were approved:

Fifteen Upgrade loans were paid back during the 2012/2013 fiscal year. The Department of Housing would like to thank those who repaid their Upgrade Loans. There are currently 91 open Upgrade loans. Payback levels for these existing Maintenance/Repair/ Renovation loans are in the range of \$53,000 to \$66,000 per year.

Bank of Montreal – On Reserve Housing Loan Program

The Mohawk Council of Akwesasne provides financial guaran-

Department of Housing Administration

tees 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. Applicants must go through the Bank's application process, once they receive their conditional approval, and this is forwarded to the Department of Housing to prepare the paperwork to go to Council for a request to guarantee the mortgage.

There are currently 77 mortgages held with the Bank of Montreal, the total amount of these guaranteed mortgages at the end of 2012/2013 is \$5,711,872.02. Two guarantees were completed in the 2012/2013 year in various amounts for a total of \$194,934.00.

MCA Rental Units

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

- During the 2012/2013 fiscal year the apartment rentals were at 90% capacity.
- Canada Mortgage and Housing Corporation – Rent to Own Housing
- Funding for the Rent-to-Own housing units is provided by Canada Mortgage and Housing Corporation, under their Section 95 program.
- The Department of Housing currently has the following Rent-to-Own units throughout Akwesasne

The various projects that each of these homes were 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.

The rent to own units are provided for those community members who would normally qualify for a mortgage however don't have title to land. The applicants enter into a rent to own agreement, and pay rent for the duration of the mortgage. Once the mortgage is paid off, the house and the land it sits on is turned over to the occupants. As long as they abide by the rent to own agreement, these units will become theirs. It is a means of providing homeownership for those who don't own land.

R.R.A.P – Residential Rehabilitation Assistance Program

Each year the Department of Housing receives an allocation for RRAP repairs from Canada Mortgage and Housing Corporation (CMHC) to assist community members with repairs to their homes. The allocation for the 2012/2013 fiscal year was

\$159,300.00. With this funding ten community members received assistance with necessary home repairs.

Housing Loan Recovery Plan

Twenty housing loans were paid in full during the 2012/2013 fiscal year. The Department of Housing would like to congratulate the community members who honored their obligations and repaid their loans.

The Housing Loan Recovery Plan was implemented in the 2000/2001 fiscal year. This plan laid the framework to recover existing housing arrears. Currently there is over ten million dollars in outstanding housing loans with over 400 open accounts that have balances owing.

Healthy Homes Initiative

The Mohawk Council of Akwesasne initially approved the Healthy Homes Initiative (HHI) in 2010/2011. The Healthy Homes Initiative is addressing a need that has been identified for many years in the community, that is, the repair and refurbishing of homes of many community members which have been or may be deemed to be uninhabitable due to health and safety issues. Some of the health and safety issues include mould, various types of infestations, and general deterioration due to age or lack of proper maintenance. The Healthy Homes Initiative is ensuring that the people in most need of support are able to live in homes that are safe and healthy environments for their families by giving them a hand up rather than a handout. The Healthy Homes Initiative has three major project area goals;

Construction/ Repairs of Homes

This component encompasses the identification of those homes most in need of repair using the home safety risk assessment tool. The inspection of the homes is being done by the assessment team that is comprised of the Environmental Health Officer, HHI Project Coordinator, and Community Health Representatives.

There is an established prioritization process to determine what homes will be repaired first based on urgency and expediency. Currently there is one crew that is hired to complete the rehabilitation work that is required. Specialized contractors are engaged to carry out any special services (e.g. asbestos, or mould removal, pest control, electrical, plumbing, masonry, etc.).

Capacity Building

The carpenters and journeymen will be engaged to carry out the work identified to ensure the homes in the project meet a minimum health standard. It is anticipated that the carpenters will be able to bank their hours on this project towards attaining the required number of hours to be able to take the journeyman exam and ultimately achieve journeyman status.

Department of Housing Administration

Maintenance, Sustainability and Education

This component will concentrate on teaching homeowners how to care for their own homes through workshops, seminars, educational materials and other media. The idea is that the homeowner will be given the knowledge and the tools to recognize what needs to be done to maintain their homes well.

Current Status:

To date approximately 600 houses have been assessed in the three districts; of those 12% (70 homes) of these do not meet the minimum requirements for health and safety. This means that those 70 homes require immediate attention to ensure the

health and safety of the occupants of the house. With the increased number of homes assessed we have seen the number of homes not meeting the minimum standard get closer to the expected 10 percent.

Contact Information:

Department of Housing
Administration 4 Building
13 First Street
Kanatakon, Quebec
H0M 1A0613-575-2250
extension 2300



Housing Staff



Ahkwesahsne Mohawk Board of Education

Administration

“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 Hotinonshonni 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.

Administrative Staff

Barry M. Montour, Ph.D.	Director of Education
Jean Benedict	HR Generalist & Post Secondary Assistant
Deborah Terrance, OCT	Associate Director
Cecilia Thompson	HR / Finance Assistant
Lisa Francis-Benedict	Executive Assistant
Veronica Jacobs	Receptionist / Clerk

Department Overview

The Ahkwesahsne Mohawk Board of Education (AMBE) was formed by a resolution of Council in December of 1985, with the Board taking full control of the education system from the Department of Indian and Northern Affairs Canada in 1987. 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 District School Board of Eastern Ontario for students in Grades 9 – 12.

Board of Education - Members:

District of Kana:takon: Connie Hall & Cecelia King
District of Kawehno:ke: Tasha Thompson & Laura Morris
District of Tsi Snaihne: Theresa Thompson & Darlene Adams
 Mohawk Council of Akwesasne Education Portfolio Holders:
 Chief Julie Phillips-Jacobs – Major
 Chief Abram Benedict
 Chief Joanne Jocko
 Chief Karen Loran
 Chief Florence Phillips

Tsi Snaihne School:

Lynda Brown, OCT, School Principal

Char Cook, Administrative Assistant
 Mercedes “Marty” Bush, Head Cook
 2 Head Start Teachers
 9 Teachers – English Program
 2 Inclusive Services Program Teachers
 1 Physical Education Teacher
 1 Kanien’kéha Teacher
 5 Educational Assistants / Tutor Escorts
 1 School Counsellor
 144 students

Ahkwesahsne Mohawk School:

Lynn McCarthy, OCT, School Principal
 Jill Morgan, Administrative Assistant
 Darius White, Head Cook
 2 Head Start Teachers
 12 Teachers
 3 Inclusive Services Program Teachers
 4 Educational Assistants / Tutor Escorts
 2 Kanien’kéha Teachers
 1 Physical Education Teacher
 1 Tutor Escort
 2 School Counsellors
 273 students

Kana:takon School:

Alice King, OCT, School Principal
 Elaine Thompson, Administrative Assistant
 Anita Mitchell, Head Cook
 2 Head Start Teachers
 5 Skahwatsi:ra Teachers
 1 Physical Education / Art / Technology Teacher
 1 Transitional Teacher Grade 5 & 6 (English)
 3 Educational Assistants / Kanien’kéha Language Aide
 110 students

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
 Kanien’kéha Curriculum Specialist
 Language Support (speech and hearing)
 Speech Pathologist (contracted services)

Major Activities for 2012-13

Reconfiguration of the Schools

The Ahkwesahsne Mohawk Board of Education is committed to ensuring that the programs, services, and facilities effectively and efficiently meet the needs of our students, parents, and staff members. Since 2006, the Board of Education has undertaken

Ahkwesasne Mohawk Board of Education

Administration

numerous studies and reviews to assess the quality and effectiveness of both our programs and services. In 2007, the Board began reviewing the structure of the school system, in particular, the grade configuration of the school facilities. With the disruption of the international border crossing in 2009, the Board began investigating various options to both attract and retain students within the AMBE system given the uncertainty of the border situation.

In September of 2010, The Board gave a mandate to the Director to create a School Building Review Committee. A Terms of Reference was developed, as well as a work-plan and time-frame. Meetings were held at each school to seek membership from staff, as well as at Parent Committee meetings to seek membership from parents. Meetings of the Committee began in February of 2011, and were held monthly through May. The Committee explored numerous options on school building configurations, but settled on four (4) to present to the Board of Education (one option was to remain with the status quo).

The issue that was of primary concern to both parents and school principals was the number of transitions that students went through within the current structure of the AMBE system. These transitions were seen as detrimental on both an academic and personal development level. While the benefits of attending school in each of the districts was seen as beneficial to eliminating previous social concerns (i.e. the “district mentality”), the number of transitions were seen as being too high.

The building option that was adopted for the 2012/13 school year is as follows:

Tsi Snaihne School	AMS	Kana:takon School
Early Years	Early Years	Early Years
Grades 1 – 5	Grades 1 – 5	Skahwatsi:ra
Middle School	Grades 6 – 8	Transition Gr. 5/6

The benefits of the reconfiguration of the schools include:

- Reduced number of transitions for students
- Shorter bus rides (due to the international border crossing delays since 2009)
- Elimination of bus changes and delayed wait times for students from Cornwall
- Greater utilization of AMS (the largest school)
- Increased focus on EQAO** Assessments
- Kanien’kéha focused school (potential to expand classes, including early learning site)
- Increased parental choice for elementary schools (Tsi Snaihne or AMS) due to changes in employment or residency
- Opportunity for teachers or instructional support staff to transfer to other grade levels without transferring schools
- Attract new students, and retain current students

The school year under the reconfiguration started with very minor bumps or issues that were not anticipated. Enrolment in all three schools remained steady, and there were minimal disruptions to the arrival and departure times of the school buses. Focused session meetings were held at the end of the school year at each of the schools to seek input on how the year went under the configuration and to seek comments and suggestions. The input will be used at the annual principal’s retreat in August to plan more effectively for the 2013-14 school year.

The reconfiguration of the schools created two very distinct and important new programs: a Middle School (Grades 6-8) at AMS and the movement of the Skahwatsi:ra Program to Kana:takon School. The Middle School provides for a uniform curriculum across all disciplines, particularly in literacy, and allows for students from all three districts to come together as they prepare for the transition to high school. The growth in enrolment for the Skahwatsi:ra Program over the past five years has allowed us to move it from a single wing in Tsi Snaihne School to the entire building in Kana:takon. We now have a full staffing complement of fluent speakers, from the Head Cook to the Administrative Assistant. Even the Special Areas (Art, P.E. and Computers) are taught in Kanien’kéha, and the Transition Program (Grades 5 & 6) has been relocated to Kana:takon School. We are anticipating a growth of between 9% to 15% for the fall, making it the Board’s fastest growing program.

Comprehensive Improvement Initiative

The Board entered Year 4 of the First Nations Student Success Program (FNSSP) to implement school success plans to address literacy, numeracy, student retention and assessment, as well as for the purchase of a student data management system. AMBE received \$827,408.00 over the next three years under the FNSSP initiative, with \$369,387.00 to be used to support the Success for All initiative for the 2012-13 school years.

The Board extended the contract to engage the services of the “Success for All” Foundation, and expanded the program for students in Grades 1 to 6. The Reading Roots© Program was implemented for students in Grade 1, and the Reading Wings© Program was implemented for students in Grade 2 to 5. The current Reading Edge© Program now includes students in Grade 6, made possible with the reconfiguration of the schools and the development of a Middle School at AMS.

The Success for All 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, and teachers receive extensive professional development to help every student succeed. AMBE had previously implemented the Early Childhood Programs



Ahkwesahsne Mohawk Board of Education

Administration

of CuriosityCorner® and KinderCorner®, and the Middle School Reading Edge® Program for Grades 7 and 8 in 2009. 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).

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. The scores are scaled over a nine (9) point standard scale, with achievement at Stanine 4 considered to be the average and is used as a benchmark. The results presented below show the overall student achievement per grade level at Stanine 4 or higher.

Additional Activities, Programs and Services

The annual Administrative Planning Retreat with the Director, Associate Director, and the three school principals was held from August 1 – 3. The primary focus of the retreat was planning and preparing for the new configuration of the schools and ensuring that everything was in place. Agenda items included completing variance reports, visitors to the schools, ADP procedures for payroll, scheduling of fire drills, Success for All visits, graduations, Enbridge proposals, work-plans, and the use of performance indicators for student achievement. Carol Kissam, trainer for the New York State Teachers Federation, provided training on teacher performance evaluation, as well as team building for the entire AMBE administrative staff.

Under a separate proposal funded by Aboriginal Affairs, six Literacy Tutors were hired to work with individual and small groups of students to improve reading skills. The Literacy Tutors were a welcome addition to the supports that AMBE is able to provide to ensure that our students are successful. The funding for this program will be continued for the 2013-14 school year.

After a year and a half of negotiations, an Education Service Agreement with the Catholic District School Board of Eastern Ontario was finalized and signed on December 12, 2012. The agreement will allow students in Grades 9 – 12 to attend St. Joseph's Secondary School in Cornwall, offering parents and students a choice of a Catholic education.

Akwesasne Head Start Program

Staff

Program Manager: Deborah Terrance
Associate Director

Teachers: Ann Wheesk, Shawna Cook, Vanessa David, Missy Francis-Herne, Carla Point, Angie O'Connell

Goals/Objectives

The Ahkwesahsne 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 12 years. Program enrolment is limited to 16 three-year-olds per site due to Day Nurseries' legislation. We have three classrooms, one in each school. Over the 2012/2013 fiscal year, 96 children have been enrolled in the Akwesasne Head Start Program.

Prior to the beginning of the school year, Head Start teachers visit each child's home to do an introductory screening and meet the child and his or her family. This is done primarily to make the separation from parents easier for the child during this first transition into school. All parents are also asked to

attend an orientation session that introduces them to the program's policies and practices. Parental involvement is a major focus of Head Start because of the important role of parents in a child's life.

Each year, the Head Start children and families participate in enriching activities, such as the Early Years Science Fair, Family Literacy Day, school socials, awards activities and field trips. At one of the sites, the children attended a tea party dressed like their favourite storybook character. Children at another site hosted a spa day for moms for Mothers' Day and shared breakfast with their fathers for Fathers' Day. These are just examples of some of the activities that take place in the program through the school year.

Head Start in Akwesasne is designed to be a school readiness program. We have now implemented the Curiosity Corner curriculum for 3 year olds since the beginning of AMBE's contract with the Success for All Foundation. While most of our children are thriving because of this program, we still have mount-

Ahkwesahsne Mohawk Board of Education

Akwesasne Head Start Program

ing concerns about the behavioural issues of some of our young children. In order to develop a comprehensive intervention plan, we are meeting with other community service providers whose mandate is children from birth to age 6. The goal of the group is to share resources and come up with effective strategies for our most hard to serve children.

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.

Food Services Program

Staff

Head Cooks: Mercedes "Marty" Bush, Anita Mitchell, and Darius White

Cook Aides: Tammy Mitchell & Yolanda Hill

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 to 225 students daily, or 46% 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.

Free/Reduced Lunch

School	Percent
AMS	43
Kana:takon School	45
Tsi Snaihne School	49.5

Food Services staff work closely with MCA's Nutritionist to ensure our snacks and meals are nutritious. Each Head Cook has some flexibility in preparing a menu based on the likes and dis-

likes of their students. One day per week at each school, a salad bar is prepared for the children so they have some choice about what they are going to have for lunch. It is evident that the students truly enjoy these "Salad Bar" days!

This year, with funding from Aboriginal Affairs and Northern Development Canada (AANDC), we were able to offer two young people from the community with an invaluable work experience. Two cook trainees learned all about the role of a food services worker in an educational environment. Once the training period ended, both have been called in as supply workers. So, this has proven to be a benefit to AMBE as well.

Like all AMBE programs, Food Services continue to enhance its services based on feedback from children, parents, and staff. After multiple requests from parents, AMBE requested support from the Mohawk Council in order to run an after school program. This program would be for children whose parents were unable to provide supervision for their children in those critical late afternoon hours because they were either working or full time students. The Board submitted this request as part of the 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.

After School Program

Each site is supervised by 2 after school workers. Parents sign off on a participation agreement that defines rules of the program and the fees for the program. The average attendance at each site was 25, with some students leaving the program if a parent was no longer employed or in school.

Parents in this year's program fully intend to utilize this service again next school year, and some have asked if we could provide something over the summer. Following is a note from a parent: I am very grateful for the opportunity to have my children in latch-key. I found the staff to be stern yet nurturing which is something

I value in the care of my children. I really hope that this service will be available next year, as we are a split home and it's helpful for these types of families to have the support of this nature.

My girls knew the staff by name very quickly; my youngest daughter even said "they're special to me". They also described reasons they enjoyed it "because we like going play in the gym and outside and all the other fun stuff".

We will be registering children for next year's program over the summer.



Ahkwesasne Mohawk Board of Education

Transportation

Staff

Supervisor: Dwayne Thomas

The AMBE Transportation Program employs nineteen bus drivers, eight monitors, and four spare drivers.

Mission Statement

Our mission is to safely and efficiently transport students from home to school and back. We use trained and caring personnel who care about the well-being of the students.

The 2012-2013 School year was a challenging year as we had the reconfiguration of the AMBE Schools. School Bus runs had to be adjusted and drivers had to be moved to make the new schools efficient in terms of school bus arrival and departure times. We also had some exciting things happen in terms of Ministry of Transportation (MTO) inspections and a GPS system. We had some movement in terms of new bus runs, but our staffing complement basically stayed the same. Here are some of the highlights from this school year.

As of September 2012, the AMBE schools were reconfigured and the Skahwatsi:ra Program got their own home at Kana:takon School. Bus runs had to be moved and staff had to be assigned to new runs to accommodate. The changes were handled well by the staff and were adjusted to quickly. There weren't any retirements or resignations, so we had the same staff with the exception of the addition of Melissa King to drive for the Cornwall

Island Early Years bus. We went from 18 bus runs to 19 bus runs to adjust to the new students.

AMBE Transportation had been in discussions with a number of companies to set up the buses with GPS units to help monitor key information. After some communication with Daryl Diabo and the MCA Ambulance Unit, it was decided to use GPS Insight. The GPS units allows AMBE transportation to monitor running time, stops, speeds, start time, end times, arrival time and run various reports. With the help of MCA's Information Services, we are working out the bugs to tailor the system to run efficiently to suit the needs of AMBE.

In April of 2012, the MTO had scheduled a full inspection of the AMBE fleet. The inspection consists of 4 buses newer than 5 years old and 4 buses older than 5 years old. Depending on the defects found and the severity of the defects, the MTO gives a rating that could reflect on the companies CVOR. In order to receive an "A" rating, which is the highest rating, you must complete a full inspection with zero defects. After an inspection lasting around 4 hours, AMBE received its very first "A" rating. That is a due to a period of educating the drivers on the importance of doing pre-trip inspections and taking the bus to get fixed once a defect is found. With the combined effort of the Transportation Supervisor, the AMBE bus drivers and the Tallman Truck center, we were able to achieve our goal of the "A" rating.

Post Secondary Assistance Program

Staff

Post-Secondary Program Administrator – Norma Sunday
Post-Secondary Program Assistant – Jean Benedict
Receptionist/ Clerk – Veronica Jacobs

The AMBE Board of Education believes that it is important for community members to pursue Post-Secondary education opportunities. Post-Secondary education will allow community members to secure better paying jobs and to provide services and expertise to Ahkwesasne 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 is to improve the employability of First Nations people and Inuit by providing eligible students with access to education and skill development opportunities at the post-secondary level. This is expected to lead to greater participation of First Nation and Inuit students in post-secondary studies, higher First Nation and Inuit graduation rates from post-secondary programs, and

higher employment rates for First Nation people and Inuit.

The AMBE Post Secondary Assistance Program was extremely busy this year by providing funding for 442 students (both full-time and part-time), for the 2012-2013 academic year. These numbers were very high and exceeded our projected budget. Thankfully, the graduation numbers were high also, at 82 this year (59 females, 23 males). Students graduated from both U.S. (26) and Canadian (56) institutions. The colleges and universities students attended were spread throughout both U.S. and Canada.

Number of Graduates by diploma/degree type:

1 year Certificate: 35
2 year diploma: 23
3 year Advanced Diploma
Bachelor's Degree: 15
Masters Degree: 6
Certificate of Advanced Studies: 1
Total: 82

The AMBE Post Secondary Assistance Program actively participated in the highly successful IOHAHI:IO Career Fair in April 2012, and Salmon River's Financial Aid Night on November 7th.



Akwesasne Mohawk Board of Education

Post Secondary Assistance Program

The Post Secondary Program Administrator also visited graduating high school seniors at C CVS, T.R. Leger, Salmon River and Massena High Schools in order to inform all students about the funding abilities of the AMBE Post-Secondary Program, and presented at the Akwesasne Education Resource Center four times this year at each program for its participating students.

As part of the Akwesasne Workshops Committee, the Post Secondary Program participated in the IGA Career Fair and Beauty Expo and shared all the information and resources with students and their families as needed.

As part of outreach activities, the Post Secondary Program sits on the Aboriginal Education Committee for Iohahi:io, St. Lawrence College, University of Ottawa (Aboriginal Medicine) and Queen's University.

Call the AMBE office at 613-933-0409 for more information, or email norma.sunday@ambe.ca. Information and all paperwork necessary to apply to the Post Secondary Assistance Program can be found on the website: www.ambe.ca

Secondary School Services

Sandra Rourke: Secondary School Services Coordinator
Advisors: Kahontineh Swamp and April Thompson
Resource Teachers: Jackie St. John and Richard TJ Point
AMBE Foundations Teacher: Chris George

AMBE has an Education Services Agreement with the Upper Canada District School Board for students in Grades 9 - 12. Through an agreement with the Upper Canada District School Board, funding for one full time resource teacher at C CVS is covered. Peter Garrow is the appointed Native Trustee on the Upper Canada DSB.

At the beginning of the 2012-2013 academic year there were 104 students enrolled at C CVS. A total of 78 students were enrolled in TR Leger programmes (AMBE Foundations: 31 students, Iohahi:io Adult Education Center: 36 students, and TR Leger School-Cornwall: 11 students). There is one student enrolled in a private school.

Students at C CVS participated in several school activities, such as Improv, Drama, Dance, Guitar, Sweats, and Native Student Leadership. We are also seeing more student participation in sports such as Volleyball, Basketball, Football, Hockey, Lacrosse, and Rugby. Seven Native content courses are offered at C CVS, while Native Studies and Mohawk Language are offered at AMBE Foundations. Our Native students also participated in the Inspire Indigenous Career Conference for Youth (Montreal, PQ), Let's Talk Science/Aboriginal Mentoring Programme (University of Ottawa), the C CVS Art Show, C CVS Dance Show, Sears Drama Festival, the Ontario Native Counsellors' College Fair, the McGill University Eagle Spirit High Performance Sports Camp, and Chalk-a-thon for CHEO. Students also participated in an "After School Programme" designed and implemented by a staff member that focused on Dance, Kastowa making, and a youth magazine. The Akwesasne Family Wellness Program funded the youth magazine project-Honoring Youth Voices (12 students participated in the magazine project). The Native Resource Center is open five days a week from 7:30 am to 4:00 pm for students who need extra help or access to com-

puters. Semester One—at the November Mid-Term 14 students made Honor Roll and 10 made the Principal's List, at the January Final Term—14 students made Honor Roll and 14 students made Principal's List, and at the Semester 2 April Mid-Term 10 students made Honor Roll while 13 students made Principal's List.

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 of their desks and learning beyond the books. Field trips included McMaze Farm to Geotech, the Diefenbunker in Ottawa to get a glimpse of the Cold War, and the Holocaust Museum in Montreal. Partnerships are also very valuable in the success of the students. Staff from the Akwesasne Justice Department (Youth Justice), Akwesasne Child and Family Services, Holistic Health, and Ionkwanonhsasetsi Adolescent Treatment Center all collaborate with the Foundations program to offer opportunities for our students to engage in leadership building exercises, cultural excursions, emotional wellbeing and cultural awareness. Beyond the 11 confirmed graduates, 70 earned credits and 55 registered students, AMBE Foundations continues to evolve as a high school by focusing on cultural, emotional, and physical needs of the students.

Thirty eight students will graduate this year; 14 from C CVS, 11 from AMBE Foundations, 7 from Iohahi:io, and 1 from TR Leger (Cornwall). Eleven students have applied to college programmes, and one student has applied to a university programme. Students participated in the following campus visits: Syracuse University and the University of Ottawa.

Justice Department

Administration

Mission Statement

The Akwesasne Justice Department employs the principles of natural justice to safeguard the collective and individual rights of Akwesasnonon that is respectful of Akwesasne's cultural heritage.

Department Goal

To develop and administer community-based justice system based on traditional principles;
 To provide community members with institutions to resolve internal conflicts and disputes and to provide a forum for the adjudication of community laws;
 To manage and expand the application of the restorative justice program and native court worker program;
 To provide community members with a local supervision program for adult, youth offenders and federal parolees from the courts and correctional centres in Ontario,

Message from Joyce King, Director

Watkwanonweratons Akwesasronon:

Tekahnawiiaks ionkiats tanon wakeniaton.

As Director for the Akwesasne Justice Department, I have had the great pleasure of serving this community since 2008. This is my fifth year as Director of the department and there has never been a dull moment. There is always something new to learn. The community is a vast wealth of knowledge and your willingness to teach us, as a Department, or as individual staff members are always welcome and refreshing. Thank you for sharing a part of you with us. We are here to assist you as much as our capabilities allow us.

Acknowledgement:

We wish to acknowledge the years of service to our former colleague, Vuk Kovinch, who served as Mohawk Council of Akwesasne's Legal Counsel for many years. Vuk passed in July 2012. As of this writing, Margaret (Peggy) Francis retired this year as the Akwesasne Mohawk Court Clerk. We will miss her warm personality and her helpfulness in attending to community members.

In the same breath, let us welcome our own member of Akwesasne, Bonnie Cole, who became a member of the Law Society of Upper Canada and started serving as Legal Counsel for the Mohawk Council of Akwesasne in October, 2012.

A few more staff changes this year: Keith Gordon accepted the position of Acting Justice Coordinator, but since, has transferred into the Paralegal position. He is working on Charters and regulations. Keith comes to us from Kahnawake.

Kyrie Ransom agreed to take on the position as Acting Justice Coordinator and is busy working with Working Task Groups on



legislative development.

Cheryl Jacobs became the Court Administrator for the Akwesasne Mohawk Court and is currently working with the Working Task Group on the Akwesasne Mohawk Court Law.

2012/13 work plan initiatives

Consolidate Legislative Development into its own unit for the efficiency of Legislative drafting: This initiative wasn't completed. The Justice Coordinator position was not filled until the end of the year. The Acting Justice Coordinator is completing this initiative into the new year with the help of a summer student.

2. Implement the Kaiahnehronsehra Iehiontakwa "Place where Laws are Registered:" Consolidating all the laws at the Akwesasne Justice Department would make the laws accessible to the community and easier for any person to request a hard copy of the laws. In July, the Justice Department staff completed the work to certify true copies of all Akwesasne Laws.

With the passing of MCA Legal Counsel, all the true copy certifications had to be amended and certification for true copies had to be redone. First, the new Legal Counsel had to receive her designation as a Notary Public. Then a stamp had to be ordered. At the end of the fiscal year, the process to certify true

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copies is on-going.

In the Akwesasne Law Registry, a stamp will be ordered for future certifications. We are awaiting direction from Council on a uniform logo that will be organization-wide so a stamp can be ordered and be in conformance with the uniform logo.

In the meantime, at the February 2012 Focus Meeting on Justice, the Akwesasne Justice Department offered to any community member an electronic copy of Akwesasne Laws. This would be done by a community member bringing in a personal flash drive to the Akwesasne Justice Department. An electronic copy of the laws would then be saved on to their drive.

3. To initiate a six month Healing Pilot Project: There was no funding available for this project.

4. To work on legislative development that will provide consistency (P&ID): In this Fiscal Year, Aboriginal Affairs and Northern Development (formerly known as Indian Affairs) through the Professional and Institutional Development (P&ID) changed

their mandate funding. In prior years, the funding was used for legislative development. This fiscal year, the funding was geared towards the development of a Governance Code. An inventory was done and a proposed schedule was designed for enacting elements of a Governance Code.

The design of the project had a working task force comprised of one member for each district, as per (MCR 2011/12-#239) to design an MCA 5-year governance strategic plan. The methodology of the project was the use of the governance capacity tool from INAC. Although this was for the last fiscal year, the report was not completed until May 2012. The final report was presented to the community by the consultant, Eric Thompson, at the March 6, 2013 General Meeting in TsiSnaihne.

The Justice Coordinator remains active on the Governance Code initiative.

5. Akwesasne Election Appeal Board (AEAB) responsibilities: To prepare for the upcoming General Elections, a training manual was compiled for the AEAB. This included a job descrip-



Staff of the Akwesasne Justice Department

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tion of roles and responsibilities, procedural fairness, and mock scenarios. The department worked with the Executive Director on the AEAB roles and responsibilities as well as advertising for the positions, while meeting the deadlines directed by the Akwesasne Election Law. The AEAB received training on June 10th, 2012.

6. Revise Conservation Law: Regular meetings were held with the Portfolio Chief and a Working Task Group (MCR 2011/12-#221). The Working Task Group met weekly to work on the draft law.

7. Work on Governance Code structure to meet Agreement in Principle (AIP) for Final Negotiations: A report was completed through P&ID. The final part of the project was presented to the community at the March 2013 General Meeting. The report was given to the Entewatawi Advisory Council for the new year.

8. Secure an office space for the Quebec Licensing Bureau: This is still an open initiative. We are waiting on Council to give the Department direction to continue with this into the new year.

9. Quebec Probation Services: An agreement has been completed. We are waiting for Quebec to finalize an agreement. If approved, the Akwesasne Justice Department will be able to supervise clients that have probation orders out of Valleyfield and/or Quebec. The Program Development Officer is working on the agreement.

10. Start a Jr. Conservation Program for Grades 7 & 8: Funding was limited for this initiative. The Conservation Officer turned this into supplemental programming for the Summer Youth Camp for high risk teenagers. The Conservation Officer is working with a teacher to develop curriculum for the next camp.

Routine (recurring) objectives/tasks

Elections: General Elections were held in June 2012. The Justice staff worked with the Executive Director to ensure deadlines were met: Advertising of positions; Oaths of Offices were administered; training completed for the Chief Electoral Officer, Deputy Electoral Officers (DEO), the Uniformed Security Personnel (USP) and the Akwesasne Election Appeal Board members.

The Chief Electoral Officer, Leona Benedict, is a very competent person and works well with the DEOs and USP to ensure the Akwesasne Election Law requirements are met. We offer her as much support as needed to ensure she has the right tools to carry out her mandate in accordance with the Akwesasne Election Law.

As well, the Akwesasne Justice Department worked with the Akwesasne Membership Board to change the Akwesasne Membership Board Charter before the General Elections took place.

There were appeals to the General Elections. However, the appeals were found to not have merit and the appeals were turned down by the Akwesasne Election Appeal Board. There were additional elections held during the year including elections for the Akwesasne Membership Board and the Akwesasne Mohawk Board of Education.

This prompts an ideal to have an “Election Day” at Akwesasne. The current Akwesasne Election Law does not allow for any other election or activity to take place during this time. It prompts an amendment for the Akwesasne Election Law.

Four to Five laws through the Law Enactment Process:

Four laws were ready for implementation via the Law Enactment Process.

Law Enactment Process was sent to Council to become a law. However, Council decided that the Law Enactment Process should be a regulation instead. Council had the foresight to implement the new regulation and work out any problems that may occur before the Law Enactment Process proceeded as a law. The amended Law Enactment Process became the “Law Enactment Procedural Regulation” (LEPR) on May 22, 2012 (MCR 2012/2013-#061).

Akwesasne Matrimonial Property Law: The Akwesasne Matrimonial Property Law was presented to Council for consideration at a September 2012 Special Meeting. However, small revisions were necessary. Also, after a further review by MCA’s external Legal Counsel, further changes were recommended. As a result, the Working Task Group met to make the corrections and/or insert the recommended changes.

On March 6, 2013, the Iatathrona Raotiiantahtsera /Couples Property (the Akwesasne Matrimonial Property Law) was accepted in principle (MCR 2012/2013-#320) to begin the process through the Law Enactment Procedural Regulation.

Laws that are under development:

Akwesasne Traffic Law: At the end of March, 2013, the Working Task Group (MCR 2010/2011-#111) worked on Draft #14. The law will be presented to the community next fiscal year as an amendment to By-Law 10A.

Akwesasne Mohawk Court Law: While this should have been concluded, the group took the time to examine the studies pertaining to the Court and the Justice system that have been surveyed in the past. A visioning session was held on March 1st, and a subsequent meeting was needed into the new fiscal year. In the visioning session, the Working Task Group would like to



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ensure the values of the community are an integral part of the Akwesasne Mohawk Court Law.

Akwesasne Tobacco Products Law: The recommendation was to separate the Tobacco Law into two different pieces of legislation. However, a new recommendation is to combine them. The draft was given to Ec. Dev. After a review from two consultants, there were no new revisions necessary. This is now going back to the Working Task Group for a final review and presentation to the community in the new fiscal year.

Dundee Regulations: The department is waiting for ARRO to give the approval to move on the regulations and to organize a Working Task Group.

Akwesasne Water Law: The Portfolio Chief wanted an examination of By-law # 5 to see if this would meet the needs of the community. This has been done. With the other legislative development, the amendment to By-law # 5 will continue in the new year.

Charters and Regulations under development:

Akwesasne Appeal Tribunal
Keith Gordon, Paralegal

The Akwesasne Appeal Tribunal was reactivated in December 2011. After a hearing, it became apparent the Charter for the Akwesasne Appeal Tribunal needed revisions. On December 3, 2012, the Charter and the Procedural Regulations were amended (MCR 2012/2013 - # 322).

Akwesasne Review Commission

Keith Gordon, Paralegal

Work continues for the Akwesasne Review Commission. This work was needed to meet the requirements in the proposed draft Akwesasne Mohawk Court Law. Both documents need to work harmoniously with each other. The work continues by the Akwesasne Justice Department. Some structural changes were made to ensure there were no conflicts with the Akwesasne Appeal Tribunal. A lot of progress has been made. Once structured correctly, the Akwesasne Review Commission will revisit the MCA Honorarium Policy and will be the Commission to oversee the Akwesasne Mohawk Court Justices as well as the ethical conduct in regard to members on Boards, Commissions and Tribunals. The Akwesasne Review Commission Charter and its procedural regulations will be completed by the next fiscal year.

Program updates

Ministry of Child and Youth Services
Rena Smoke, Program Manager

Michelle Smoke, Native Court Worker
Jennifer Boots, Community Services/Reception
Patti Bova, Youth Court Worker
Erin Seymour, Youth Reintegration Worker

The staff working with the Akwesasne Community Justice Program worked very hard during the past year. The program was in a remedial agreement for plan 2012-2013.

The funders were concerned about the low diversions rate from ACJP. A normal year produced 20 to 25 diversions. The remedial plan sought at least 50 diversions by the end of the year or funding would be jeopardized. This doesn't come without some responsibility from the Ontario and Quebec Crown prosecutors who must recommend diversions. Michelle Smoke, Native Court Worker) has done an excellent job working with Cornwall Courts and for the Crown attorneys to realize the value in diverting criminal charges to Akwesasne's Neh Kanikonriio Council. ACJP was able to complete 54 diversions for the entire year.

The Program Manager, Rena Smoke congratulates her staff for the hard work and sends a huge appreciation to the Cornwall Crown Attorneys for their support to reach the goal of 50 cases. An added note is that as of the end of the fiscal year, Quebec has not sent any diversions to the ACJP. Many of the diversions requested from ACJP to Quebec are in trial.

A contribution agreement for the next fiscal year has been sent to fund the Akwesasne Community Justice Program.

The Akwesasne Community Justice Program also receives funding from the Ministry of Children and Youth Services. This funds a part time Community Service Monitor, a Youth Reintegration Worker and a Youth Court Worker. If anyone needs the services of any staff member, we are here to assist you: 613 575 2250 x 2400. Reception will direct you to the correct person.

As well, Michelle Smoke was successful in obtaining funding to the Nation Victims of Crime. The program was awarded \$3,000 in FY2012/13 to host workshops and victim awareness information in April.

Jenny Boots is the Community Service Monitor. She was able to meet the goal of youth clients completing their community service hours. Good job Jenny!

Staff also participated in the following projects throughout the year:

- Youth Coalition, Girls Night Out
- Me and My Guy Dance
- CPR Training

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- Safe Schools Policy
- Mother's Helping Hand
- Wellness day booth
- Summer Youth (Cultural) Camp
- Fun Night, Akwesasne Mohawk School
- Mini PowWow

Akwesasne Child and Family Services (ACFS) Protocol Agreement: An agreement was reached this year with ACFS to conclude a protocol on working with each other, bearing in mind each program's legal requirements. This is protocol was necessary for the youth clients both programs work with.

Native Court Worker Milestones

The Native Court Worker sees approximately 120 clients a year.

Out of Court Services	52
Referrals Made	27
In Court Services	115
Alternative/Restorative Justice Services	23
Intake of new Clients	13
Closed Files	14
Rites of Passage	38
Summer Camp	20

The Akwesasne Community Justice Program Manager, Rena Smoke, attends the St. Regis Mohawk Tribal Court - Drug Court. She is the MCA liaison and provides recommendation and input to services as well as referrals to MCA services for community members residing in the Northern portion of Akwesasne.

The impact is approximately 12 community members who have gone through the St. Regis Mohawk Tribe's Drug Court.

Akwesasne Community Law Compliance Program

Mike Francis, Compliance Officer

Lelan Clute, Acting Compliance Officer

Josh Mitchell, Acting Compliance Officer

Direct costs associated with the care and destruction of unwanted dogs from the community of Akwesasne (excludes manpower and related vehicle costs):

Kennel Fee	\$9,400.00
Veterinarian Bill	\$1,407.00
Cremation	\$ 710.00
Board of Dogs	\$3,660.40

Average Dog complaints received per day: 5

Number of dogs brought to the shelter: 200

Number of dogs claimed by their owners: 30

The following is a reprint from Indian Time Newspaper Vol.30 # 27 dated July 12, 2012

Other Milestones

- Referendum for the Kawehnoke Easterbrook Settlement Agreement
- Leona Benedict, Chief Referendum Officer
- Deputy Referendum Officers: Theresa Benedict, Mary Ann Jacobs, Laura Morris, Cece Buckshot, Theresa Adams, Delia Thompson, Laura Benedict, Cheavee Willie
- Uniformed Referendum Officers: Herbie Francis, Lacey Herne, Mike Francis
- Mohawk Interpreters: Laura Morris, Margaret Laffin, Joan Mitchell
- Sign Interpreters: Kathy Herne, Katei Jacobs, Patina Arney
- All available staff from the Akwesasne Justice Department assisted the Chief Referendum Officer to ensure deadlines were met, the mail-out ballots were done according to the



Kawehno:ke Easterbrook Referendum Officers during their swearing in ceremony



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- regulations.
- Computer Network Specialists for real time voting.
- The Kawehnoke Easterbrook Settlement Agreement Referendum Regulations (KESARR) were finalized after two years of drafting the regulations and accepted by Council (MCR 2011/2012-#258).
- KESARR allowed Members to vote regardless of residency. There were approximately 792 ballots mailed out to Members who were not living in the northern portion of Akwesasne: 200 ballots mailed out were returned as undeliverable; and 80 ballots were mailed back.
- The addresses were obtained from the Office of Vital Statistics (OVS). The lesson learned is to keep your addresses up to date at OVS.
- A successful referendum was held on the Kawehnoke Easterbrook Settlement Agreement.
- I would like to express my sincere appreciation to Leona Benedict, Chief Electoral Officer, the Deputy Electoral Officers, and the Justice Department staff for their hard work. They played a significant role in carrying out the Kawehnoke Easterbrook Settlement Agreement Referendum Reg-

ulation (KESARR) for a ratification vote held on May 26, 2012. (Joyce King)

- All staff worked closely with the Executive Director, ARRO and Council to meet the requirements of the KESARR timetable.

The final results were:

Total Registered Members 18 years and older	7,678
Total Mail-out Ballots	792
Total ballots returned	80
Total Voter Turn Out	327
Total Yes Votes	311
Total No Votes	16

Conclusion

The Akwesasne Justice Department is dedicated to the community of Akwesasne. On average, there are 80 – 100 community members at the office, per month, for various services. This average does not include telephone calls, court appearances or house visits.

Akwesasne Mohawk Court

Staff

Cheryl Jacobs, Court Administrator
Margaret (Peggy) Francis/Kevin Lazore, Court Clerk

Update

The Akwesasne Mohawk Court (AMC) is pleased to report that over the past fiscal year the court has endured a lot with the passing of the long time court prosecutor Mr. Vuk Kovich. The role of the new AMC Prosecutor is currently being filled by Mrs. Bonnie Cole, LL.B, and the Duty Counsel is being filled by Mr. Frank Horn.

Cheryl Jacobs, is the new fulltime Court Administrator for the AMC. She successfully passed her employee probation period and she is continuing with her post-secondary diploma in the field of Law Clerk. The past court clerk Margaret Francis recently retired and the court clerk position is currently being filled. The interim Court Clerk, Kevin W. Lazore has been fulfilling the role of Court Clerk over the past 6 months and he has been doing an outstanding job.

The Akwesasne Mohawk Court conducts a regularly scheduled court session the second Wednesday of each month, where the presiding community Justices are: D. Darlene Francis and Shannon Hall. D. Darlene Francis is a member of Kanesatake but lives with her husband at Akwesasne and Shannon Hall is a

member of Akwesasne.

The Akwesasne Mohawk Court recently introduced the Akwesasne Community Justice Program – Diversion Program as a component of the court and the Justices have the ability to divert charges of a less serious nature to the Neh-Kanikonriio Council.

FY 2012 – 2013 Year End Statistics for the Akwesasne Mohawk Court.

Traffic	Young Offenders	Comm./ By-laws	Convert to Community Service Work Hours	Rescind	Peace Bond Matters	Mediation	Good Standing Policy Checks	Fines/ Revenue
670	18	PI: 32 Trespass: 13 Dogs: 41	32 Cases	18 Cases	2	4	139	\$31,119.25

There was one Akwesasne Appeal Tribunal matter that was heard during FY 2012-2013.

Akwesasne Court Managed Mediation Services

This policy was generated for a court-managed mediation services through the Akwesasne Mohawk Court. A few minor insertions are still necessary before the document is finalized. The

Justice Department Conservation Program

policy should be completed in the next fiscal year.

Conservation Program

Taylor Mitchell, Conservation Officer

Hyper-Abundant Deer Management Plan (HADMP)

In the winter of 2012/13, the Akwesasne Conservation Program worked with Portfolio Chiefs, Canada Border Service Agency (CBSA) and the Mohawk Nation Council of Chiefs for a Hyper-Abundant Deer Management Plan (HADMP) at an area being managed by Parks Canada.

A three year agreement was drawn up. The agreement allowed the MCA Conservation program, six Akwesasne hunters and two Parks Canada representatives to exercise the 2012 HADMP on Thwartway Island. CBSA's involvement in the HADMP was for the transportation of firearms across the CBSA checkpoint in Cornwall.

Fortunately, for the deer, only two legged beings were on the island the day the plan was executed. However, the agreement remains in place and will continue next year if there is a need. It also included two other islands on the St. Lawrence River overseen by Parks Canada.

Stats

- 500 fishing/duck hunting permits sold
- 45 river patrols conducted
- 57 boats were registered with an AKW registration number]
- Injured animals and wildlife animal calls: 30 – 35
- There were reports about beaver carcasses being dumped on Cornwall Island. The skins were taken and the meat was left to spoil. Similarly, an investigation was done on deer entrails being dumped at Kanatakon.

Other notable services

- Transportation of participants for the Summer Youth Camp on Thompson Island
- Berkely B1 Fishing Tournament monitored
- Upgraded the Conservation boat motor to a 150 hp Mercury

Training

- MNR Enforcement level 1 course completed (Feb-

March 2012)

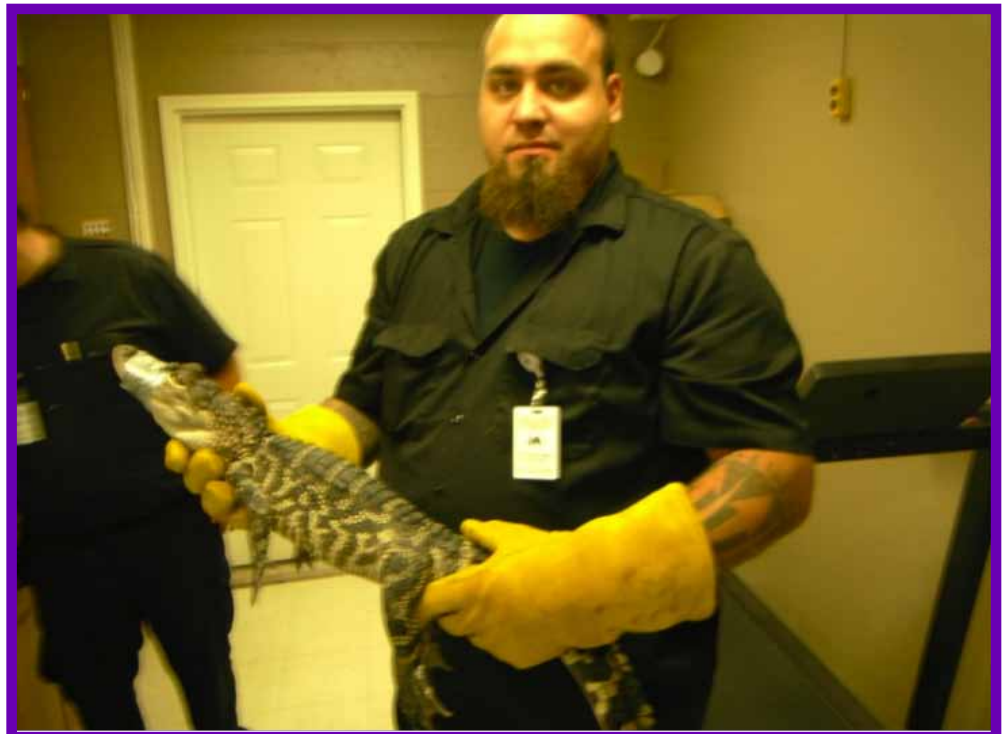
- HAZWOPPER 40 hr course attended for environmental contamination and cleanup

Special Note

The Conservation and Compliance Officers responded to a call from the Akwesasne Mohawk Police Services to pick up a three foot alligator. The young alligator was found in a house fire but was still alive in a water tank.

Luckily, Lelan Clute (Acting Compliance Officer) knew the procedure on how to handle the alligator: Grab the head and hold the tail still. After the alligator stopped thrashing, Taylor Mitchell, (Conservation Officer) taped the alligator's mouth for the safety of the handlers as well as to calm the alligator. The pet was placed in a cage and transported to the Compliance and Conservation offices at the Akwesasne Justice Department. The officers were able to make the appropriate calls and through various contacts, were able to find where the alligator would be safely cared for.

Contact was made with Environment Canada. The officers met with the Environment Canada by boat in order to transport the alligator to its eventual home. The alligator is now in the care of a reptile farm.



Compliance Officer Lelan Clute with an alligator seized during a house fire.

Justice Department

Native Inmate Liaison Officer

Staff

A'roniata:se John Maracle

Programs and Services

- Provide staff daily institutional smudge list and sweetgrass
- Provide sacred pipe teachings and ceremonies
- Medicine teachings (tobacco, sweet grass, sage, cedar and other traditional medicines)
- Traditional contemporary aboriginal life skills teachings / group
- Organize sharing circles
- Provide sweat lodge ceremonies and teachings sessions
- Maintain / acquire sweat lodge, grounds, material, Grandfathers, etc.
- Provide information sessions regarding federal institutions and procedures to inmates headed for the federal system
- Provide scheduling for visiting Elder sessions
- Provide one on one sessions
- In times of inmate personal crisis: offer communication to extended family members
- Consult and liaise with Ottawa Carleton Detention Center (OCDC) departments of psychology, mental health nurse, health care, security manager, classification officers, operational managers (OM's) , book officers, discharge planers (male and female), Nunavut Institutional Liaison Officer, coordinating chaplain, POD's (all areas), minimum area, maximum area, field intelligence officer, A&D, institutional liaison officer, outside Aboriginal and Inuit volunteers and other provincial NILO's and institutions
- Consult and liaise with outside band councils and health care, Odawa Friendship Centre, John Howard Society, Ontario Aboriginal HIV / AIDS strategy, and the Elizabeth Fry Society.

Other NILO Services Offered

- 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 Temporary Absence Parole hearings
- Provide analysis to appropriate Akwesasne justice and other provincial justice department officials.
- Liaise with; immediate family members, Aboriginal Community members, Band Councils, Federal Correction Service Canada officials, Provincial NILO's, CSC Elder Services, Barristers, Federal and provincial parole officers, Federal Immigration board upon request, Community Elders and Aboriginal Treatment Centers in the OCDC catchment area.



John Maracle

End Note

The position of NILO, here at the Ottawa-Carleton Detention Centre is for twenty-four (24 hrs) per week. That would be three (3) eight (8) hour days. The Native Inmate Liaison Officer has designated Tuesday, Wednesday and Thursday, as the NILO days worked. Although this time has been designated as "part-time", the program offers an intense, current and ever-evolving NILO program: twenty-four hours a week is not enough time to meet the needs of the inmates.

Tax-Exempt Cigarette Program

Tax-Exempt Cigarette Program

(Executive Director/AJD Director/Legal Counsel/Tehotiinawakon Director)

The Akwesasne Tax-Exempt Tobacco Program is overseen by the Executive Director/Justice Director and the Tehotiinawakon Director until there is an interest from community members to sit as Commission members to oversee the Tax-Exempt Cigarette program. Calls were done and no one has applied.

Tobacco Quota Report:

Tax Exempt Cigarette Quota program was given to 16 retailers in Akwesasne. The total distribution was 122,000 cartons. 95,755 cartons were sold to permit holders.

Royalty fees for the tax-exempt cigarettes are assessed at \$5.10/carton.

March 2013, 10 of 12 Tobacco permits were issued for 2013/14 fiscal year.

Justice Department

Parole Services

Staff

Darlene Cook, Special Projects Officer

Acommplishments

- 12 Reviews
- 85 house visits
- 2 warrant expirations
- 3 breaches and client returned to facility
- 1 unlawfully at large
- 1 Warrant Expiration Date- Complete
- 1 Returned to jail to finish his sentence
- Short term parole completed
- Request to return for visits
- Help in paperwork for three offenders
- Probation Services
- Donna Delormier, Native Community Correctional Worker/Probation & Parole Services
- Probation Yearly Stats (April 2012 to March 2013)

Services

The Akwesasne Probation & Parole Services currently utilizes three different offices St. Regis, Cornwall Island and Cornwall to service all of Akwesasne individuals who require probation and parole services. Mohawk Council of Akwesasne has a contract with the Ministry Of Community Safety and Correctional

Services to provide one position. Donna Delormier has been in the position since 1997 as the Probation and Parole Officer/ Native Community Correctional Worker. She has been a permanent employee of Mohawk Council of Akwesasne since 1994. The current position is within the Akwesasne Justice Department and is supervised by the Akwesasne Justice Department Director.

Currently, Donna works closely with a designated liaison Probation and Parole Officer of the Cornwall office. There are anywhere from 150 to 200 Native individuals currently on a community supervision from the Ontario Provincial Court level serving a conditional Sentence, house arrest-Probation or any other community supervision in which this program may supervise. The overflow of individuals being supervised is assigned to other officers within the Cornwall office. All reports required by the Ontario Courts of Justice are assigned to the Probation and Parole officers of the Cornwall office.

As part of the program, Donna works closely with the surrounding policing agencies such as the Akwesasne Mohawk Police Services, Cornwall Community Police Services, Canada Border Services Agency, Royal Canadian Mounted Police, Ontario Provincial Police, and Community Service Monitor. The program attempts to make all referrals to agencies within the community as part of any rehabilitation required.

Canada Border Service Agency Complaints

Canada Border Service Agency (CBSA) Complaints

(Director/Legal Counsel)

Any calls or complaints brought to the attention of the Akwesasne Justice Department were referred to the Community Advocate on CBSA complaints. The position was transferred under the Mohawk Government management.

The involvement of the Akwesasne Justice Department is limited, for the most part, to any criminal matters a community member is being prosecuted for.

Canadian Human Rights Commission (CHRC)

(Director/Legal Counsel)

There are a few complaints Legal Counsel is working on. Most of the complaints stems from the unfair and harsh treatment to community members by CBSA Officers and the two complaints submitted by Grand Chief Michael Mitchell.

The process through CHRC is a very long process and time consuming. After the complaint is filed, questions arise and will go to MCA as well as CBSA. Timelines for a response is imposed. CHRC offers mediation services. However, MCA experience shows mediation proved not much was accomplished by way

of changing the how CBSA Officials or CBSA Officers interact with the community of Akwesasne.



The temporary CBSA port in Cornwall.

Justice Department

Jury Duty

Jury Duty

Every year, the Ministry of Attorney General, Court Services Division, Court House, Cornwall ON sends a request to Mohawk Council of Akwesasne for the most current Band electoral list "...to ensure that our list of potential jurors is up-to date and that /First Nations members are adequately represented in the 2013 jury roll."

Every year, the Mohawk Council of Akwesasne denies the request. This year, the Grand Chief invited the Ministry to meet to discuss the problems concerning the actual jury duty letter sent to Kawehnoke residents. The Ministry letter forces the applicant to respond to the letter or face a \$5,000 fine and the questionnaire given by the Ministry asks if you are a Canadian citizen. It is a heavy hand that forces you to answer the questionnaire or face a \$5,000 fine. It further asks that you declare yourself as a Canadian Citizen when all First Nations have a right to declare they are a First Nation citizen. For First Nations people, the Canadian Justice system has failed Aboriginal people.

Mohawk Council of Akwesasne response is:

We don't preclude anyone from participating in the jury selection process. However, there are members who chose to participate in the judicial forums established by the people of Akwesasne. Therefore, we uphold their right to select which process they would like to participate in. Because we have our own court system and because our members at Akwesasne choose to participate in our own judicial processes, we uphold their right to do so.

In two recent cases, the Ontario Court of Appeals supported the argument that it was insufficient to empanel a jury from a pool/list which omitted members of a First Nation community.

In response to the criticism from the Ontario Court of Appeal, the Ontario government by Order-in-Council directed former Supreme Court of Canada Justice, the Honourable Justice Frank Iacobucci to:

- a.) make recommendations to ensure and enhance the representation of First Nations persons living on-reserve communities on the jury roll; and,
- b.) to strengthen the understanding, cooperation and relationship between the Ministry of the Attorney General and First Nations on this issue."

In March, 2012, the Mohawk Council of Akwesasne hosted the Honourable Frank Iacobucci (Supreme Court Justice Emeritus). Justice Iacobucci made a visit to Akwesasne and the Akwesasne Justice Department. (See article in Onkwe'take Newsletter March, 2012).

Iacobucci completed his report in February 2012 entitled "FIRST NATIONS REPRESENTATION ON ONTARIO JURIES: Report of the Independent Review Conducted by the Honourable Frank Iacobucci (February 2013)."

The Iacobucci report failed to address the issues at Akwesasne: There is already a judicial system in place at Akwesasne to address criminal and some civil matters through the Akwesasne Mohawk Court.

There is a diversion program established through a Crown protocol that allows some criminal matters to be sent to the Akwesasne Community Justice Program.

The unique circumstance as First Nation people to not state they are Canadian Citizens.

There are countless studies that show the Canadian Justice system has failed the First Nations people. The Royal Commission on Aboriginal Peoples states "The current Canadian justice system, especially the criminal justice system, has failed the Aboriginal people of Canada.... The principle reason for this crushing failure is the fundamentally different world view between European Canadians and Aboriginal peoples with respect to such elemental issues as the substantive content of justice and the process for achieving justice. With respect to the former, the European Canadian definition of justice is usually centered on the word 'fairness,' whereas the Aboriginal definition usually highlights a different constellation of words like peace, balance, and, especially, harmony."

The Akwesasne Justice Department continues to issue a response letter for Kawehnoke residents who receive a letter from the Ministry of Attorney General for jury duty.



Justice staff met with the Honourable Frank Iacobucci in 2012 to address jury duty questions and concerns.

Tehotienawakon

Administration

Introduction

The Department of Tehotienawakon was created in January 2012 and includes a merging of four programs into one department: A'nowara'ko:wa Arena, Economic Development, Environment, and Emergency Measures. In addition, the Department of Tehotienawakon 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.

Staff

James W. Ransom, Director

Objectives/Strategic Goals

To promote self-determination through Economic Development.

To develop infrastructure to support economic development in the community.

To promote Akwesasne participation in tourism efforts associated with the St. Lawrence River.

Accomplishments/Challenges

Economic Recovery Strategy

The Mohawk Council of Akwesasne developed an Economic Recovery Strategy as a broad multi-faceted approach to curtail black market activities related to contraband tobacco. It included a strategic plan to address tobacco issues, development of the tourism potential of the community, the identification of projects to build community infrastructure to support business development, and promotion of self-governing initiatives with an economic focus.

Tobacco Strategy

The Mohawk Council of Akwesasne and Government of Ontario created a Tobacco Technical Table to bring together senior political and operational/administrative representatives to address topics and issues of concern in regards to tobacco. Accomplishments during the year included development of a Terms of Reference for the Tobacco Technical Table, and development of the report: "Akwesasne Tobacco Governance Study: Comparison of Proposed Akwesasne Tobacco Law with Ontario and Quebec Provincial Laws". In addition, a two-year Tobacco Pilot Project to create an Akwesasne Tobacco Law and regulations and establish a mechanism for trade between Akwesasne and



Jim Ransom, Director of Tehotienawakon

other First Nation communities was created with an implementation start date of April 1, 2013.

Eco-Tourism

A \$50,000 grant was obtained from the Government of Ontario to undertake a feasibility study for a hotel/entertainment facility on Hamilton Island and/or Stanley Island. The report was finished as a draft at the end of March 2013 and will be finalized in the summer 2013.

Fibre-Optics Broadband Project

Meetings occurred in early 2013 with the Eastern Ontario Regional Network and agreement was reached to extend a fibre-optic line across the new 3 Nations Bridge in the District of Kawehno:ke that would establish a Point of Presence at CIA #3 administrative offices. Efforts were put forth to begin creating a funding proposal to the Quebec government to design and build a fibre optic line in the Districts of Kanatakon and Tsi Snaihne. Discussions were started with the Saint Regis Mohawk Tribe for interconnection with their fibre optic system that was under construction.

Natural Gas Pipeline Project

Meetings were held with representatives of Enbridge to discuss formulation of a plan to study, design, and build a natural gas

Tehotiennawakon Administration

distribution system to serve the entire community of Akwesasne. The need for a survey to evaluate whether the community supported building a system and the need for education of the community about the pros and cons of natural gas were also identified. Initial discussions with the Saint Regis Mohawk Tribe about one system to serve both the northern and southern parts of Akwesasne were held.

Renewable Energy Projects

Several meetings were held during the year with companies proposing renewable energy projects and looking for Council to invest in them. The projects were proposed as part of Ontario's Feed-in-Tariff Program and having an Aboriginal partner resulted in bonus points being awarded to them that could make a difference in them getting funded. Due to unrealistic time constraints on the decision-making process, Council chose not to participate in the investment opportunity.

Financial Institution

This initiative involved exploring the feasibility of bringing a financial institution to the District of Tsi Snaihne. In December 2012, a community survey was initiated asking a series of questions related to the financial institution. There were 224 surveys completed by Akwesasne residents with 85% of the participants

supporting a financial institution. Participants wanted the following services: cheque cashing, foreign currency exchange, ATM, cash deposit, and bill payments. Participants were looking for a convenient location, evening/weekend hours, and full-time services. Participants also were looking for low fees, community support, and higher interest rates on deposits as reasons they would switch from another financial institution.

3 Nations Bridge Demolition Project

This initiative involved exploring the feasibility of MCA bidding to demolish the 3 Nations Hi-Level Bridge. Working relationships were strengthened with the Federal Bridge Corporation Limited (FBCL) to examine the possibility of FBCL awarding a sole-source contract for the bridge demolition. Meetings were held with representatives of FBCL to clarify what MCA needed to do to secure a contract and to identify the most appropriate mechanism to award a contract. Outreach was conducted to identify a potential joint venture partner to team with MCA on the bridge demolition. A study was conducted to identify local Mohawk contractors available to work on the bridge demolition project. Monitoring occurred throughout the year to ensure Mohawk content of 15% on the new bridge construction project was achieved.

A'nowara'kowa Arena

Mission Statement

The A'nowara'ko:wa Arena has a mission to promote a healthy, safe, alcohol and drug free environment for the use and enjoyment of Akwesasne residents and the surrounding areas. A'nowara'ko:wa arena is dedicated to providing a first class multi-purpose sport facility that will facilitate the athlete, teams and family-centered activity and sports. Quality customer service is going to be a focus with the intent of keeping a positive, fun and sporting atmosphere.

Staff

Geraldine Jacobs, Arena Manager (Started March 4, 2013)
Mamie David, Administrative Assistant (Former Acting Arena Manager through March 1, 2013)
Robert Mitchell, Maintenance Head Care Taker
Sean Leonard, Maintenance
Fred White, Maintenance
Peter Francis Jr., Maintenance
Jim Hemlock, Maintenance
Kaitlyn Graffis, Concession
Larissa Cole, Concession
Rachel Jacobs, Concession
Sharon Square, Concession

Objectives/Strategic Goals

- To provide recreational activities for youth after school and on weekends.
- To investigate improvements of the arena grounds for recreational use.
- To improve marketing of the arena in Akwesasne and the surrounding communities.
- To manage the site facility.
- To investigate and implement financial options to reduce the annual deficit.

Accomplishments/Challenges

For 2012-2013, the following were the major initiatives of the A'nowara'kowa Arena:

Sports

The spring and summer months are an active time for the A'nowara'ko:wa arena. Akwesasne Minor Sports uses the arena for lacrosse as Tykes, Novices, Peewees, and Bantams take to the floor, both male and female participants. Tournaments are held throughout the season. The A'nowara'ko:wa arena is home to the Akwesasne Jr. B Indians Lacrosse Team. The 16 to 21 year old young men play from May through July out of the arena. They are consistently one of most dominant teams in Ontario. The arena is also host to the Cornwall Island Redmen, members

Tehotiiennawakon A'nowara'kowa Arena

of the Iroquois Lacrosse Association.

Fall and winter mean ice at the A'nowara'ko:wa arena. Akwesasne Minor Sports switches gear and uses the ice for Tykes, Novices, Peewees and Bantam teams. Power skating is offered as well. The arena serves as the home of the Akwesasne Wolves Junior B hockey team during the winter as well. The Wolves are a member of the Eastern Ontario Jr. Hockey League.

Culture

The A'nowara'ko:wa arena and grounds played host to the Akwesasne Pow-Wow that is held annually in September on the weekend following Labor Day. Visitors enjoyed a two-day event 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 is in the thousands for the two-day event.

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 one of the best ice in the region and credit goes to the dedicated workforce. In the summer, the grounds are well maintained for outdoor recreation activities and the turf in the arena is maintained for lacrosse.

Financial Management

The Mohawk Council of Akwesasne subsidizes the operation of the A'nowara'ko:wa arena to keep fees reasonable and to promote usage by the community. Revenue for the arena comes from user fees and operation of the concession stand at the arena. Additional revenue is generated from rink board advertising in the arena and from renting the Turtle Room for meetings and events. The relocation of the Canada Border Services Agency and Seaway International Bridge Corporation toll booth plaza to the base of the bridge in Cornwall continues to negatively impact attendance at sporting events at the A'nowara'ko:wa arena.



A'nowara'kowa Arena Staff

Tehotiiennawakon

Economic Development

Mission Statement

The Economic Development Program has a mission 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.

Staff

Ivan Thompson, Economic Development Officer (April – June 2012)

Lewis Morris, Economic Development Officer (July – September 2012)

Christopher Thompson, Economic Development Officer (October 2012 – March 2013)

Nola Benedict, Project Support Officer/Compliance Officer

William Papineau, Business Support Officer

Carmella Jacobs, Receptionist/Compliance Officer (April – July 2012)

Cathy Mitchell, Receptionist/Compliance Officer (September 2012 – March 2013)

Objectives/Strategic Goals

- To continue to provide assistance to encourage business start-up and expansion.
- To provide assistance to businesses opening business accounts at financial institutions and seeking commercial loans.
- To provide financial assistance to support business development.
- To administer the Akwesasne Economic Development Fund.
- To maintain partnerships for business development training and support.
- To continue to manage the Peace Tree Trade Centre.
- To continue to manage the Stanley Island cabins.
- Accomplishments and Challenges

Business Support

Economic Development provided assistance to community entrepreneurs for both start-ups and expansions through one-on-one consulting and/or through group workshops in collaboration with other agencies in and around Akwesasne. The areas covered were in business and financial planning, business management, financial management, and securing funding from external financial institutions and agencies.

Business Registrations/Access to Territory

Economic Development provided business registrations and kept a name database. Most financial institutions require proof of business registration before opening a business account so this is an important service to provide. Economic Development registered 48 businesses during the fiscal year.

Economic Development prepared Mohawk Council Resolutions to assist local businesses to enter into commercial loan agreements. The resolutions allowed access to territory to financial institutions to alleviate the concerns of the financial institutions and lenders having difficulty acquiring security due to Indian Act restrictions of assets on reserve. During the fiscal year, eight (8) resolutions were processed.

Small Business Grants

Economic Development provided financial assistance to support business development in the form of a matching dollar grant for business plan development (up to 75%), marketing initiatives (up to 75%), and capital costs (up to 50%). Business plan development included preparation of a complete business plan completed by a qualified consultant, an environmental assessment, appraisal(s) and architectural drawings, if required. Marketing initiatives included radio, newspaper advertising, promotional items, and marketing research costs. Capital costs included leasehold improvements, fixtures, displays, office equipment, other equipment, and machinery. Eighteen (18) businesses were assisted with a total investment of \$58,864.

Akwesasne Economic Development Fund

2012/2013 marked the fifth and final year for the Akwesasne Economic Development Fund (AEDF), a multi-year \$3.29 million fund provided to the Mohawk Council of Akwesasne through Quebec's Aboriginal Initiative Fund. The partnership was designed to stimulate the economy of Akwesasne through the start-up or expansion of businesses within the jurisdiction of the Mohawk Council of Akwesasne. During the fiscal year, \$949,138 was distributed to 31 businesses. During the five-year agreement, \$3,273,118 was distributed to 88 businesses for a total economic impact of \$6.5 million. The initiative created or maintained 233 jobs. In January 2013, the AEDF was renewed with the Government of Quebec for an additional \$3.29 million.

Courses/Workshops

Economic Development continued to participate on the Akwesasne workshop committee that included the Saint Regis Mohawk Tribe's Economic Development Department, the Akwesasne Area Management Board, and other organizations to provide entrepreneurship, business and financial planning courses and workshops in the community. The seminars held included E-business where attendants learned how to build their own web-pages and how to sell on-line, along with other business planning and financial management skills, basic book-keeping and Quickbooks series seminars and courses. During the fiscal year, 42 workshops were held.

Technical and Specialized Trades Training

Economic Development provided financial assistance for programs/courses in Technology and Specialized Trades. The

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Economic Development

amount of assistance available per individual depended on other contributions being made by community funders such as the Akwesasne Mohawk Board of Education, MCA Community Support Program, Akwesasne Area Management Board, Saint Regis Mohawk Tribe, etc. \$23,908 in assistance was provided to 22 individuals during the fiscal year.

Peace Tree Trade Centre

The Peace Tree Trade Centre was completed in 1992. It is 14,000 square feet and has 8 units available for rent, including four 2,000 square feet units and four 1,500 square feet units. The Bank of Montreal has served as an anchor tenant since 2003. During the fiscal year, two tenants explored expanding into an adjacent vacant unit. One of the businesses turned this into a permanent move entering a five-year lease agreement. The other business did not continue however, has expressed that they would like to give it another try. With this returned unit, there were two units

available for lease. Renovations were completed to the vacant restaurant unit and a marketing plan implemented to fill it and the other vacant unit. A new sign was installed with a state of the art display to serve the needs of the Peace Tree Trade Centre and for advertising for community events. The relocation of the Canada Border Services Agency and Seaway International Bridge Corporation toll booth plaza to the base of the bridge in Cornwall continues to negatively impact business at the Trade Centre and affecting the ability to fill all of the units there.

Stanley Island Log Cabins

Economic Development is given the responsibility to oversee the sale of cabins on Stanley Island. Two cabins remained available for sale on Stanley Island and can be purchased by members with a purchase price of \$42,500 for each cabin. There is an annual lot fee that is due for each cabin purchased on the island.



Economic Development Staff

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Environment

Environment Program Mission Statement

The Environment Program has a mission to strive to protect and enhance the natural environment of Akwesasne. The Program delivers services that address environmentally related issues and concerns. Program staff provides information in workshops, through community engagement, and by making classroom presentations.

The Emergency Measures Program has a mission to oversee a public safety program that organizes and coordinates the Council's response to natural, human induced and technological emergencies. This is accomplished by establishing procedures in preparedness, response, recovery and mitigation. As part of the 2012 merger, the Emergency Measures Program is now part of the Environment Program.

Environment Program Staff

Henry Lickers, Science Officer

Elizabeth Nanticoke, Program Support Officer
Peggy Pyke-Thompson, Environmental Assessment Officer
Waylon Cook, Environmental Assessment Officer
Scott Peters, Environmental Assessment Officer
Margaret George, Forestry Technician
Bob Stevenson, Environmental Educator
Regina Jacobs, Emergency Measures Officer

Objectives/Strategic Goals

- To provide technical assistance to Council on environmental topics of concern.
- To ensure development in the community is sustainable and protective of the environment.
- To draft an Akwesasne Water Law, wastewater regulations, and a source water protection plan.
- To conduct community outreach and education for Species at Risk.
- To promote native tree species in the community.



Environment Program Staff

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Environment

- To promote and raise awareness of Climate Change and global warming.
- To research alternative energies.
- To strengthen life skills on the land, provide leadership training to youth and share traditional knowledge with youth and others.
- To develop and implement a united emergency management organization.
- To educate all MCA/Community emergency services staff responsible for emergency preparedness, response, recovery, and mitigation.

Accomplishments and Challenges

For 2012-2013, the following were the major accomplishments of the Environment Program:

Climate Change Forum

In September 2012, Environment Program staff successfully hosted a Climate Change Forum on adaptation, food security, and traditional plant use. Staff organized the event, from registering the 50 participants, arranging for community tours, helping facilitate workshops, and presenting on climate change topics. Participants attended from across Canada and the United States to the 3-day event.

Environmental Assessments

A major responsibility of Environment Program staff was to conduct environmental assessments for capital projects that the Department of Technical Services was undertaking, for each grant application to the Akwesasne Economic Development Fund, for housing projects, and for projects by individual community members as requested. Staff have created a culturally based environmental assessment process using the Ohenton Karihwatehkwen as a guide. In 2012-2013, 36 environmental assessments were conducted.

Environmental Laws

Environment Program staff were involved in the review and updating of Wildlife Conservation Law No. 19/85, as amended. Environment Program staff assisted Council as Bill S-8, the proposed Safe Drinking Water for First Nations Act was debated and passed by the Senate of Canada and then debated in the House of Commons. Staff developed a funding proposal to create Akwesasne's own Drinking Water Regulatory Framework that would fulfill the requirements of any federal legislation. It was submitted to Aboriginal Affairs and Northern Development Canada for funding in December 2012. Staff participated in the development of Bill 6, the proposed Great Lakes Protection Act, legislation under development in the province of Ontario. Efforts revolved around ensuring First Nations rights were recognized in the legislation, traditional ecological knowledge was recognized as a science, and opportunities for First Nations

participation were a part of the legislation's objectives.

First Nation Food, Nutrition, and Environment Study

Akwesasne was one of eighteen First Nation communities in Ontario that was randomly selected to participate in this study. Eight Community Research Assistants were hired, trained, and carried out the work required as part of the three-month study. The primary goal of the study was to gather information from participating communities that will help answer the question: Is it safe to eat traditional food? 192 household interviews were held, 165 traditional food samples were collected, 105 hair samples were collected, and 92 drinking water samples were collected by the end of December 2012. Results will be released in 2013.

Fisheries

Environment Program staff were involved in fishery issues facing the community. Staff participated in meetings with anglers and others to promote fish conservation through respectful harvesting techniques. Staff worked with Canada's Department of Fisheries and Oceans in regards to efforts to list sturgeon as an endangered species and worked with the Iroquois Caucus to develop a sturgeon paper. Summer staff worked with the St. Lawrence River Institute in studies that looked at contaminant levels in fish.

Forestry

Environment Program staff worked with area schools and others throughout the year on forestry related issues such as during harvesting of sap from maple trees to ensure respect for trees is reinforced. Staff participated in the seed and tree give-away that is held every spring. Staff conducted tree assessments on Hamilton Island in partnership with the Office of Vital Statistics as well as participated in a special assessment of trees within the interior of Hamilton Island during the summer 2012.

Make Work Program Initiative

Environment Program staff assisted Council in implementation of the Make Work Program that was undertaken in 2012-2013. Staff supervised a crew of ten workers that were hired through the initiative and helped members throughout the community address tree removal and maintenance. Staff helped ensure that proper training for the work crew was provided, coordinating with other MCA departments for construction safety courses and safe operation of chippers and other equipment. The program was a tremendous success and very much appreciated by community members.

Species at Risk

Proposals were developed for funding through the Federal Species at Risk programs. However, major cutbacks within the

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Environment

federal Environmental agencies that oversaw the programs and curtailing of the level of funding available led to a decision to not participate in the program this fiscal year. A two-thirds cut in the amount of funding that would be available made it unfeasible to participate.

Ionkwa'nikonri:io Cultural Youth Camp (Thompson Island)

The Ionkwa'nikonri:io Cultural Youth Camp offers an opportunity to gather youth in an alcohol and drug-free setting. Cultural, environmental, and leadership training is provided through the camps. Medicine walks within the interior of the island are held as well. The Ionkwa'nikonri:io Cultural Youth Camp continued to grow in popularity. During the 2012 summer camping season, over 300 youth/visitors attended 13 different camps on Thompson Island.



Bob Stevenson on Thompson Island

Emergency Measures Office

During the week of 22nd, Kenenha/October 2012, the Emergency Measures staff began to monitor the path and possible impacts of Hurricane Sandy. By the week's end, reports from the National Oceanic and Atmospheric Administration and Environment Canada's Weather Office continued to classify the event as a 'hurricane'. At that time, the Emergency Measures Office released its first Public Notice for the Territory of Akwesasne and residents were encouraged to prepare for the storm. As the storm continued to move north, the Emergency

Measures Office activated its Emergency Operations Center and worked as Council declared a "State of Emergency". The Emergency Measures Office worked closely with the Saint Regis Mohawk Tribe's Emergency Response Program during the event. By November 1st, Kentenhko:wa/November, the State of Emergency was lifted.

The "Idle No More" movement would gain momentum in November 2012 as First Nations peoples from across Canada voiced their frustrations with the Harper government. It led to a march in January 2013 in which 300+ community members and others crossed over the southern and northern channels of the 3 Nations Bridge in the District of Kawehno:ke. With the efforts of the Emergency Measures Office and coordination of its Emergency Operations Center and other MCA departments, the march remained peaceful and no major incidents were reported.

The Emergency Measures Office planned and organized a full-scale emergency exercise at Iakhihsotha Elder Lodge in the District of Tsi Snaihne on Monday, 27th, Seskehko:wa/September 2012. The exercise scenario was that of a simulated fire in the East Wing that was presented as a threat to the residents and evacuation was imminent. Various departments and the Hogsburg/Akwesasne Volunteer Fire Department participated in the exercise.

The Emergency Measures Office assisted in a full-scale emergency exercise with Enbridge gas Ltd. On Kawehno:ke on Tuesday, 25th, Kentenha/October 2012. The exercise scenario was that of a simulated construction accident that damaged the extra high-pressure natural gas pipeline. All local and surrounding stakeholders were involved in the exercise.

Aboriginal Affairs and Northern Development Canada (AANDC) invited Emergency Measures to present at its First Nation's Risk Management Workshop in Montreal, Quebec. The presentation: "Emergency Management in the Territory of Akwesasne (A Multi-Jurisdictional Effort)" was quite successful and would later be presented to the Ontario First Nations Technical Service Corporation's Emergency Management Network which had been created to extend emergency management services, training and guidance to other First Nations in Canada. Emergency Measures also held a seat on its National Board.

Finally, with the coordination of MCA's Akwesasne Child & Family Services, Emergency Measures presented and trained foster families in Ennisko:wa/March 2013. The presentation: "Emergency Management for Families" was very successful and families went home with 72-hour emergency kits. A second training will be held for additional foster families in fiscal year 2013.

Akwesasne Mohawk Police Services

Administration

Mission Statement

The mission of the Akwesasne Mohawk Police Service is to enhance Peace, Harmony, Justice and Cultural Values throughout Akwesasne. To honor and respect all living things. To acquire the highest level of professionalism and accountability in serving the community members of Akwesasne and surrounding areas.

Chiefs Report-Jerry Swamp

Shekon,

On behalf of the men and women of the Akwesasne Mohawk Police Service, I am pleased to present our 2012-2013 Annual Report, which highlights the successes and commitment that the service and members have toward our community.

This year two officers were promoted to the rank of Sergeant. Aronienens Porter and Phillip Swamp were both promoted to patrol Sergeants. They were assigned a squad of officers to oversee. They will also be the officer in charge when the Chief of Police and Deputy Chief of police is unavailable. These two officers have the knowledge, skills, ability and experience that will ensure that the Community of Akwesasne receives excellent service.

My commitment to training continues. The benefits of having well trained and professional police service will benefit the Community of Akwesasne greatly. We will continue to strive to better serve Akwesasne as best as we can to our abilities.

On March 4th, 2013 the Federal Government announced continued funding for First Nations police service across the country for the next five years. This announcement was the first such



Chief of Police Jerry Swamp



commitment by the federal government in recent years. Because this announcement was made late the Akwesasne Mohawk Police Service's contract was extended once again. This extension is the fourth consecutive year on the current funding agreement. I am looking forward to entering into meaningful negotiations this year with the federal and provincial governments for additional funding and resources. With the commitment from both governments the Akwesasne Mohawk Police will be able to conduct strategic planning for the next 4 years.

As the Chief of Police, I have promoted the Akwesasne Mohawk Police, as well as all First Nations Police services across Canada, locally as well as nationally. I have spoken at the Canadian Chiefs of Police conference in regards to policing in Native Communities, the successes and the tribulations. In all of my presentations, I speak with pride in my police service and my community.

I would like to thank the members of the Akwesasne Mohawk Police Service for their endless dedication and commitment to the community of Akwesasne. I would also like to thank the members of the Akwesasne Mohawk Police Commission for their dedication and support. With their support and direction the Akwesasne Mohawk Police Service is able to provide the best professional service to the Community of Akwesasne.

Niawen,
Jerry Swamp, Chief of Police

Akwesasne Mohawk Police Services

Administration

Domestic Violence Coordinator's

Canadian police services have had 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.

Constable Lee-Ann O'Brien is currently assigned to conduct general patrol and has been the designated Domestic Violence Coordinator (DVC) for the Akwesasne Mohawk Police Service since January of 2008. Cst. O'Brien ensures that officers provide comprehensive and efficient services to victims of domestic violence. Cst. O'Brien also assists the investigating officer with providing follow-up to victims and by coordinating the police response with the appropriate community agencies, while monitoring the police response and the investigation. Cst. O'Brien also works hard to keep the Akwesasne Mohawk Police up-to-date with Provincial standards and changes to legislation.

Cst. O'Brien is dedicated to maintaining partnerships with local agencies such as the: 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.

Cst. O'Brien remains an active member of the Domestic Violence Court Advisory Committee (DVCAC). The DVCAC is a committee developed of specialized personnel, including police, Crown attorneys, Victim/Witness Assistance Program (VWAP) staff, probation services, Partner Assault Response (PAR) program staff and community agencies, work together to ensure priority is given to the safety and needs of domestic assault victims and their children. Cst. O'Brien attends the quarterly DVCAC meetings that are held in the City of Cornwall on a regular basis.

Cst. O'Brien also remains an active member of the Domestic Coordinators Advisory Committee. This committee consists of Domestic Violence Coordinator's from several police services across the province of Ontario. It was established to provide advice to the Ministry of Community Safety and Correctional Services- Public Safety Division regarding professional police practices specific to domestic violence in Ontario and to act as a forum where areas of

concern and recommendations can be discussed. It was developed to promote a coordinated, effective police response on a provincial level to domestic violence cases by facilitating information sharing among domestic violence coordinators on best practices and initiatives. The group discusses provincial issues and engages in problem solving techniques to enhance services to victims by police and the community. This group also facilitates the exchange of information between police services and the Ministry when domestic violence policies are developed and/or changes are made to the guidelines. Meetings are held on a quarterly basis in the City of Toronto.

Domestic Violence Related Criminal Charges 2012-2013

- In 2012-2013 the AMPS responded to 89 Domestic Violence related calls for assistance.
- The AMPS laid 107 Criminal Code Charges relating to Domestic Violence in 2012-2013.
- Domestic violence calls are one of the most dangerous calls a police officer can respond to.
- On average the AMPS responds to 7 domestic violence related calls every month.
- 25 % of the above related calls involved the abuse of alcohol.
- 15% of the above related calls involved the accused using or threatening to use a weapon.

Domestic Violence Emergency Response System

Domestic Violence Emergency Response System (DVERS) is a "silent" alarm system that allows the victim to contact police at the "touch of a button" if/when their perpetrator attends their residence/property and the victim feels threatened. ADT contacts the police and they are immediately dispatched to the victim's residence without the perpetrator knowing they have been notified. ADT provides all equipment, installations, training and around-the-clock monitoring at no cost to the participant or the local community. The safety of the victim is paramount in these situations. Constable O'Brien has implemented the DVERS program in 2007 and it is currently in operation in the Territory of Akwesasne.

Charges Laid by Akwesasne Mohawk Police (2012-2013)

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	TOTAL
CRIMINAL	16	25	55	28	33	38	80	43	20	34	53	22	27	474
PROV.	80	78	83	52	37	62	68	59	73	65	70	58	65	850
TOTALS	96	103	138	80	70	100	148	102	93	99	123	80	92	1324



Akwesasne Mohawk Police Services

Administration

Training:

The officers of the Akwesasne Mohawk Police and the dispatch personnel received 3986 hours of training this year. Courses that were taken and received training on were:

- Unusual Occurrences
- Empathy
- Teamwork and relations with other agencies
- Meth Labs and Designer Drugs
- Elder Abuse.
- Radio Etiquette
- Signs of Mental Illness Among Callers
- Active shooter update
- Morale
- Ethics
- Public Safety Personalities
- Call Taking Do's and Don't
- Computer Crimes
- WHMIS
- Low Risk Dynamic Entry Training
- Drug Investigation Course
- Homicide course
- Foot Pursuit
- Basic Constable Course
- Obstruct Police
- Investigative Interviewing techniques
- Perimeter Control and Active Shooter Training
- General Investigation Training Course
- Radar Training 2011
- Warrant & NDDDB DNA Collection
- Shotgun Instructor
- Human Trafficking
- Social Media-for Policing
- Pistol Instructor
- C-8 Instructor
- Tactical Team Leader Development
- Leadership and liability
- Streamline Domestic violence calls - a new resource for L.E.
- Building an ethical culture for your service
- Best practices in police response with autism and special needs

R.I.D.E.-Reducing Impaired Driving Everywhere

This enforcement campaign started in 1977 as "Reduce Impaired Driving in Etobicoke"; the Akwesasne Mohawk Police has since utilized this campaign on a regular basis. The program is now a routine campaign led by the police community that runs all year long and involves police spot checks where vehicles are stopped and drivers are checked for impairment. Drinking and driving continues to be one of Ontario's most significant road safety issues. During the past decade, more than 2,000 lives have been lost and more than 50,000 people have sustained injuries in col-

lisions involving a drinking driver.

Between January 20012 and January 2013 the Akwesasne Mohawk Police conducted 8 RIDE check programs throughout Akwesasne. During this program 1,095 motor vehicles were checked for driver impairment as well as seatbelt compliance. 3 Uniform traffic tickets were issued for Highway traffic Act Offences and 4 arrest warrants were executed.

As of May 1, 2009, if you're caught driving with a blood alcohol concentration (BAC) from 0.05 to 0.08 (known as the "warn range"), the police can immediately suspend your licence up to three days for a first occurrence, seven days for a second occurrence and 30 days for a third or subsequent occurrence.

Intoximeters Inc. Has designed a new roadside screening device called the ALCO SENSOR FST. The Alco-Sensor FST is a pocket-sized, handheld breath alcohol tester. It provides a simple, accurate and economical method of determining a subject's blood alcohol level. The FST accepts breath samples directly or passively. The unit is also capable of detecting alcohol in a solution. Four of these new devices have been purchased and are currently being utilized by patrol officers.

Joint Investigative Team (JIT)

The Joint Investigation Team developed in 1999 as an investigative unit to identify criminal organizations and initiate short term and long term investigations. The Joint Investigation Team is a plain clothes division of investigators who are members of the Akwesasne Mohawk Police Service. This unit works jointly with surrounding policing agencies to combine services and resources such as intelligence to develop and investigate high priority offenses. The majority of investigations include various levels of drug trafficking and major criminal offenses.

The nature and scope of the Joint Investigation Team (JIT) of the Akwesasne Mohawk Police Service in 2012 has continued its operational mandate to investigate serious crimes and organized crime of various levels.

The JIT has in the past three years focused on identifying and targeting the sales and abuse of prescription medications in the Akwesasne community. The prescription medication abuse became a well-known problem in Akwesasne as well as surrounding communities. As a result of the investigations relating to this situation and the enforcement conducted, the Akwesasne Mohawk Police Service has observed a decrease in the availability of these narcotics.

The JIT also focuses its investigation and intelligence development on individuals who continue to utilize the uniqueness of the geographical locations to smuggle commodities such as il-

Akwesasne Mohawk Police Services

Administration

licit narcotics, firearms and human smuggling. In the past year the JIT and Akwesasne Mohawk Police have observed an increase in the smuggling and trafficking of humans through the jurisdictional Territory. Police have detained approximately 20 subjects that attempted to enter the United States through the Akwesasne community. These subjects are usually left stranded in the Akwesasne Mohawk Police jurisdiction under the belief that they have arrived in the United States and are placed in the custody of the Canadian Immigration to face deportation.

Akwesasne has been identified as an “international passage” for commodities such as large volumes of marihuana. Organized Crime groups have been known to exploit Akwesasne residents to assist in their criminal activity. The JIT has assisted and investigated both residents of Akwesasne as well as nonresidents that continue to adventure their operations through the Territory of Akwesasne.

In 2012, the Joint Investigation Team played a major role of an international smuggling ring that involved a Montreal woman who continued to utilize the Akwesasne waterways to convey large shipments of ecstasy tablets into the United States. The investigation was initiated as a result of intelligence developed by the Akwesasne Mohawk Police investigation team that also identified that the operation included kilograms of cocaine being shipped through the Territory on a return route with a destination of Montreal. This file was worked jointly with the DEA Drug Enforcement Administration of the United States. As a result of this investigation, the Montreal woman was arrested and faces international drug trafficking charges.

The Joint Investigation Team have maintained through intelligence development that facilitators of Organized Crime groups hire and seek resources of Akwesasne residents to transport illegal drugs through the community. Through investigations, police have learned that high volumes of illegal drugs are devised from Montreal, Ottawa and in some case the Greater Toronto area.

Organized Crime has had a negative impact on the Akwesasne community as often, and the case in any community, city or town, the illicit drugs are sold on the streets to community members.

The Joint Investigative Team (JIT) continues its efforts to fight organized crime and individuals who traffic illicit drugs. In 2012-2013, the Joint Investigation Team and the Akwesasne Mohawk Police Service have executed 13 Search Warrants for both Criminal Code and Controlled Drugs and Substance offenses.

Seizures in 2012-2013

Type	Quantity	Estimated value
Currency	\$6,194.00	
Prohibited Weapons (500,000 volt Stun gun)	1	
Cocaine	40.55 grams	\$4,055.00
Marihuana	60 lbs.	\$210,000.00
Oxyicotin	47 tablets	\$4,700.00
Cigarettes	301 cases	\$331,100.00

List of Community and Area Events Attended by the AMPS

- Akwesasne Mohawk Police members participated in the 2012 International Police Hockey Tournament held in Windsor, Ontario. Members participated in the Rec. A division against teams; Barrie PS, Sudbury PS, Niagara Regional PS, Ottawa PS. All proceeds raised were in support of the Law Enforcement Torch Run for Special Olympics as well as the Transition to Betterness Organization in support of Cancer patients and families. Members participated in the Big Bike ride in the Village. Team WA'WERIAHSOWA:NEN (Big Hearts) rode from St.Regis recreation building to park street, to the CKON building and up to the old maintenance garage and back and raised over \$3000.00 for Heart and Stroke Foundation.
- On Thursday, May 31, 2012, Two students from CCVS; were given a tour of Cornwall Island while riding along in a marked unit. Akwesasne Mohawk Police officers played out several scenarios to give an idea to the students what may happen on a scheduled shift.
- Cst. Patrick Pyke assisted in coaching the Akwesasne Attack Youth Lacrosse program 13 and under team travelling to Florida for the Dick's sporting Goods Championship.
- On September 22, 2012, Constables Cody Thompson, Wallace Thompson and Justin Delormier participated in the Sexual Assault Support Services for Women of SDG&A “Walk a mile in her shoes” (Stop Sexual assaults against Females) . These Constables volunteered their time to support the end of violence towards women. Members of the service raised money and joined in on The International Men's march to stop rape, sexual Assault & gender Violence. Members completed a one mile walk in red high heels down Montreal Road back to Lamoureux Park. The walk a mile in her shoes was put on by SASS to raise awareness for Rape, Sexual Assault & Gender violence. Members from Akwesasne Mohawk Police and St. Regis Mohawk Tribal Police Dept. Attended the annual international law enforcement hockey tournament in Lake Placid, which raises funds for fallen officers and their families.
- AMPS officers helped serve the elderly lunch for Grandparent day at Tsionkwanonsote.
- Members participated in a “Movember” Campaign to sup-

Akwesasne Mohawk Police Services

Administration

port the Akwesasne Cancer Support Group. Total amount raised: \$2,350.

- Chief Swamp and family participate in the ZOMBIE Obstacle Course at Salmon River Central school.
- 2012 Thompson Island Youth camp. AMPS and Justice educate youth on prevention and culture.
- Kids for Fishing 2012

Staffing and Recruiting

The Akwesasne Mohawk Police Service is very proud to have the following officers join the Department; Cody Thompson, Wallace Thompson and Mackenzie Mitchell.

The three new Police Officers attended the Ontario Police College for 14 weeks and successfully completed the Basic Constable Training Program. They also attended the Ontario Provincial Police Academy for extensive scenario and specialized training before returning to patrol duties in Akwesasne.

Officer's Name Rank

Officer's Name	Rank
Matthew Bateman	1st Class
Michael Biron	1st Class
Jeffrey Bova	1st Class
Phil Boots	1st Class
Jonathan Caldwell	1st Class
Kuy Chaussi	1st Class
Justin Delormier	1st Class
Peter Francis	1st Class
Norman King	Detective
Peter Lafrance	1st Class
Kariwate Mitchell	Detective
Mackenzie Mitchell	4th Class
Raweras Mitchell	1st Class
Kevin Nanticoke	1st Class
Karson Oakes	1st Class
Lee-Ann Obrien	1st Class
Patrick Pyke	1st Class
Michelle Rolfe	1st Class
James Sunday	Detective
Rachel Thomas	1st Class
Corey Thomas	1st Class
Cody Thompson	4th Class
David Thompson	1st Class
Wallace Thompson	4th Class
Robert White	1st Class

Management

Jerry Swamp	Chief
Leroy Swamp	A/Deputy
William Lafrance	Sergeant
Aronienens Porter	Sergeant
Phillip Swamp	Sergeant

Ranatiiostha Swamp Sergeant

Dispatchers

Andrea Boots	Dispatcher
Kathleen Jacobs	Dispatcher
Kyle Lazore	Dispatcher
Felicia Sunday	Dispatcher
Lori White	Dispatcher

Civilains

Jennifer David	Executive Assistant
Roberta Lazore	Data Entry Clerk
Farrah Delormier	Receptionist



AMPS and Justice helped educate the youth at the Thompson Island Youth Camp 2012.



Detective Norman King passed on his knowledge of fishing to the youth during Kids For Fishing 2012.

Finance Report

Introduction

The finance office has three primary areas of responsibility:

- To the Community of Akwesasne by ensuring the accountability of funds administered by the MCA. This is accomplished by the establishment and implementation of policy; the maintenance of a strong internal control framework; and the completion of annual audits. This report to the Community and the annual audits are two primary means of ensuring accountability and disclosure.
- To the organization and to Council by safeguarding community assets; through monthly internal reporting and financial analysis; providing technical advice on financial and accounting matters; and the performance of the accounting function and transaction processing including: payroll, cash receipts, cash management, and accounts payable. Key to this level of accountability is the preparation of the annual financial statements and schedules for audit.
- To our funding partners by ensuring transparency in financial reporting, sound financial management and the completion and issuance of the annual audits and required financial reports.

This report will provide a financial overview of our financial position at March 31, 2012 with prior year comparisons when possible. The finance office prepared the 11/12 annual financial statements for audit. Our auditors, Welch LLP have issued an unqualified (clean) audit opinion on these statements. An unqualified audit opinion is the best audit opinion that can be issued. We have continued the practice of posting copies of the annual audited statements for the fiscal year ending March 31, 2012 at the reception desks in Administration 1, Administration 2 and Kanonhkwas'tsher:io.

We have included the 2012 budget for each department. This budget data will facilitate comparing the year over year budget and will provide the financial data to support the annual reports prepared by each Director for both the 10/11 and 11/12 fiscal years.

The audit for the fiscal year ending March 31, 2013 is currently being completed. As soon as the audit is completed and accepted by Council this report will be reposted with the 12/13 actual results and the 11/12 comparison.

Finance Staff:

Payroll: Belinda Koostachin and Tessa Jocko
Accounts Receivable and Cash Receipts: Martha Mitchell and Tricia Bigtree
Finance Officer and Payroll: Kathy Lazore
Purchase Orders: Pam Jacobs
Accounts Payable: Rosie David, Shelby Adams, Shirley Phillips and Inez Cook
Financial Analysts: Owen Benedict and Ivan Thompson
Assistant Comptroller: Richard Fournier

Comptroller: Denise Collins

The finance office staff is committed to providing excellent service to the community and MCA. We are an integral part of executive core services. As a result, our primary focus remains the provision of financial services to support the many MCA departments and programs whose services are detailed in this annual report. Moreover we are the custodians of the majority of the financial records of the Council. Finance staff is actively engaged in continuous learning, building the core financial knowledge and competence that is key to our ability to grow to meet constantly changing user and reporting needs.

Finance staff prepared 70 year- end financial statements and summary reports that required various levels of auditor attestation for the 11/12 fiscal year. Because of this high volume the annual period of audit extends over several months. Accounting reporting standards for First Nation Governments changed in 2009/2010. We completed the implementation of this new reporting model in Fiscal 2010/11 and have prepared the 2011/12 financial statements following the senior government financial reporting model. This new model has resulted in changes to the way the financial information is presented and reported, resulting in a significant change in the appearance of the audited financial statements. While most of the accounting requirements were adopted and implemented prior to the current fiscal year, the finance office faces significant ongoing challenges in responding to increased interim and year end reporting to our funding partners who require data that is based on the old reporting requirements to complete their analysis of the results that we report.

New complex financial and statistical reporting frameworks implemented over the past two years by Ontario have substantially increased the burden of reporting quarterly and annual results for programs funded by the Province.

Financial Overview

Our Current Financial Position

Council opened the 11/12 fiscal year with an accumulated operating deficit of (\$2,506,415). Council ended the 11/12 fiscal year with an annual operating deficit of (\$1,629,425) and an accumulated operating deficit of (\$4,135,840).

The 11/12 operating deficit of (\$1,629,425) is a result of a number of items. **Two deficits appear to be tied to the changes in the local economy:**

- The Post-Secondary Program generated a deficit of (\$442,000) when more community members pursued education.
- The Department of Housing generated a deficit of (\$511,000) as a result of a reduction in loan payments, higher than expected vacancies, below market rental rates, and poorer than expected collections.

Finance Report

- Treatment Centre/Group Home generated a deficit of (\$250,000) because the program continued its transition from group home to treatment centre resulting in high vacancies and a substantial reduction in the anticipated client generated revenues.
- The balance of the increase resulted from a number of smaller deficits generated by a number of programs.

The opening deficit was a result of two financial events that occurred in fiscal 10/11:

- The Non-Insured Health Benefits (NIHB) program generated a deficit of (\$941,286) resulting from much higher utilization of both prescription drugs and dental services; and
- The adoption of an accounting standard that requires the reporting of accumulated but unpaid employee vacation benefits of \$1,348,239. This amount will be adjusted annually to reflect the balance of vacation benefits that are unpaid at the end of the fiscal year.

At March 31, 2012 year-end Council continued to be financially sound and had both the cash flow and cash reserves to meet current and future community needs. Council has continued its lobbying efforts and successfully negotiated an increase in funding for the NIHB program that has increased funding in fiscal 11/12 and fiscal 12/13.

Governments, including Council speak of deficits and the on-going generation of deficits. Deficits that are program specific continue to be generated as Council, in response to community needs, increases and expands community service. Many MCA departments are generating deficits. This will always occur. Many programs are simply funded at levels that are much lower than the need within the Community.

This concept of generating deficits and reserves at the same time requires additional clarification. As operating deficits are being generated, Council has at the same time been able to set aside cash reserves. These reserves provide Council with the ability to



Finance and payroll staff.

Finance Report

better manage cash flow and provide the opportunity to implement or to improve programs and services.

A deficit results and is reported when Council programs expend more resources in delivering their services than the approved budget amount and in the absence of increased funding in the current reporting period. We are continuing to work to improve the budgeting process and to improve our abilities to amend budgets and react proactively to changes throughout the fiscal year. We will continue this work to further improve these processes.

We have included departmental summaries of actual costs incurred by program compared to the initial approved budget, and have provided a brief description of the primary sources of funding for each department. Some key variances have been highlighted and briefly explained. You will note that in general significant variances in spending result from unexpected events. For example: an increase in students enrolled in post-secondary programs, broad government rulings that affect a significant number of community members that require Council action such as the Old Age Security claw backs, and new funding for new initiatives.

While Council's overall funding levels have grown steadily over the past 18 years, the primary reason for the spike in reported revenue in 2008/09 is the settlement of the OPG claim that resulted in Council recognizing an additional \$40 million in revenue. The settlement resulted in an initial payment of approximately \$20 million received in November 2008 and calls for an additional ten annual payments of \$2,560,000 each, to be paid each October. The OPG settlement money has been segregated and invested and interest generated on this fund is currently re-invested with the original settlement amount.

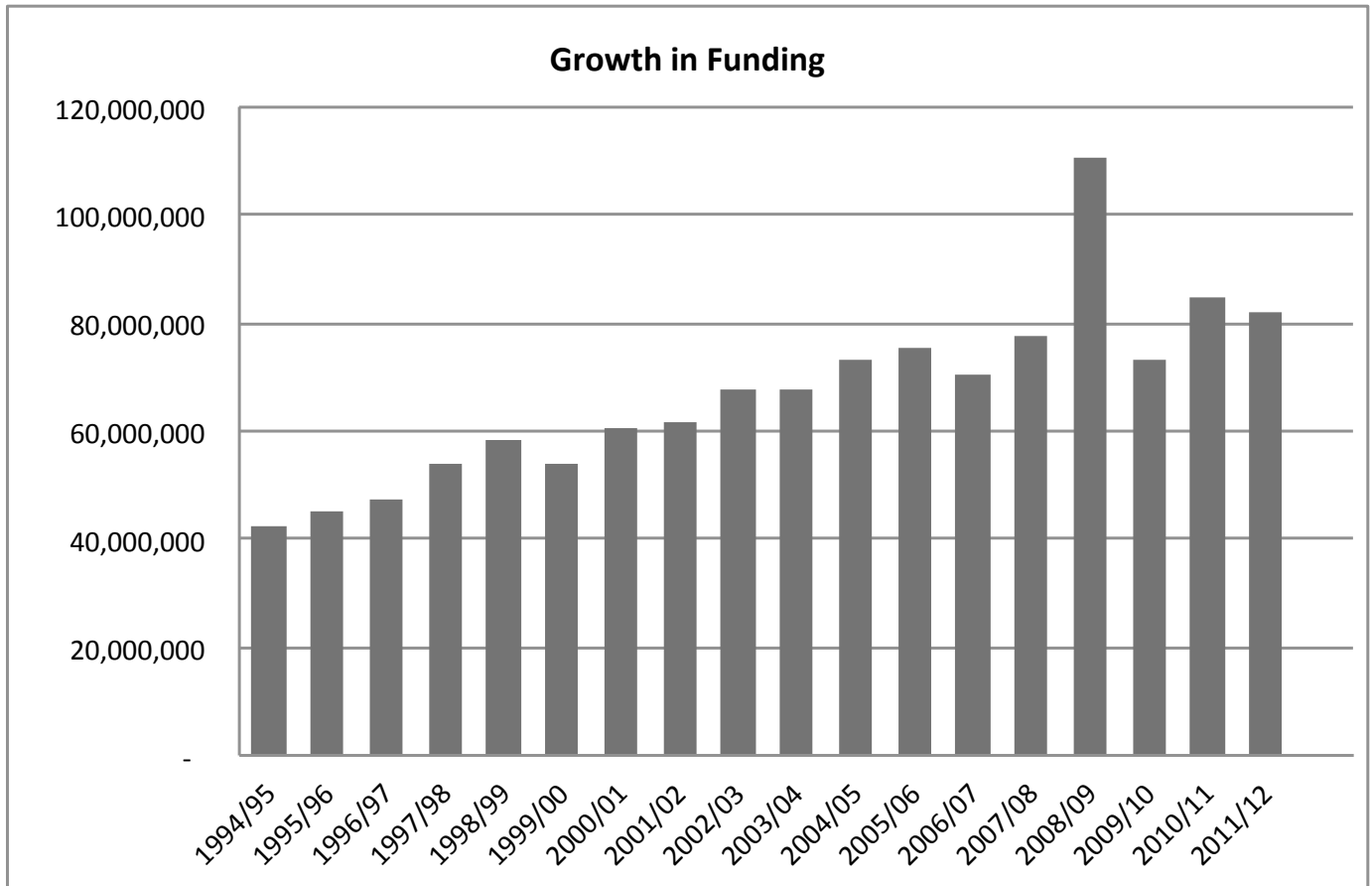


Finance staff.



Finance Report

MOHAWK COUNCIL OF AKWESASNE COMPARISON OF FUNDING LEVELS FROM 1994/95 TO 2011/2012



Funding has grown consistently since fiscal 1992/93. The primary reason for the spike in funding in 08/09 is the OPG settlement. The OPG settlement resulted in Council recognizing \$39,930,553 in additional funding in fiscal 08/09.



Finance Report

Mohawk Council of Akwesasne Summary of OPG Fund Transactions to March 31, 2012

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
September 2012		2,560,000
Total paid to date	\$	30,603,520

Total amount still receivable at 3/31/12	\$	15,360,000
--	----	------------

OPG payments received have been segregated and invested with Nesbitt Burns. Further to Council's investment policy investments are extremely low risk, diversified, and short to mid term with terms ranging from 1 to 5 years. All interest earned is reinvested and held within the OPG investment fund. Interest earned is recorded in Council's records annually.

Interest earned and segregated to date:

Earned to March 31, 2009	\$	242,584.62
Earned to March 31, 2010		532,128.68
Earned to March 31, 2011		502,941.73
Earned to March 31, 2012		660,559.58
	\$	1,938,214.61



Finance Report

Casino Rama

MCA continues to apply Island Revenue and a portion of Casino Rama revenue to its operations. In addition Council has reserved Casino Rama revenue to meet current and future community needs as follows: the future generations revenue has been reserved and a portion of the interest generated is used for special needs; the 1 time allocation from the 35% fund has been reserved for future needs. Casino Rama has separate reporting requirements and an annual audit is issued for the Casino Rama funds. All expenditures of Casino Rama funding are supported by either a Council Resolution or a recorded majority vote. The following schedules summarize the application of these additional dollars to MCA operations.

Mohawk Council of Akwesasne

Application of OLG funds (formerly Casino Rama Funds)

For the year ended March 31, 20112

OLG / Casino Rama revenue has been applied to the following:

	Final 2012 \$	Final 2011 \$
Akwesasne Winter Carnival - annual	5,000	50,000
Akwesasne Pow Wow Committee - annual	10,000	10,000
Elders housing repairs - administered by housing	128,501	48,198
Community fund - distribution	247,240	250,000
3 Recreation committees @ \$50,000 each	150,000	150,000
Water distribution	13,657	13,657
Tri District Elders	15,000	15,000
Boys & girls club	50,000	
Snye homemakers building		20,000
Block 97 infrasructure		11,795
Cornwall Community Hospital Foundation	200,000	200,000
Kawehno:ke Recreation Senior Christmas	-	2,500
Community fuel program	429,450	415,500
Seaway Claim	799,843	520,472
Akwesasne Christmas Basket Committee	4,000	4,000
Snye Homemakers	15,000	15,000
Application of interest earned to special needs	227,506	144,434
PICIE		5,000
Cornwall Is. Redmen Lacrosse Sr B		10,000
Prescription Drug Abuse Video Contest		3,000
Tsioniakwatha / les Aventuriers l'archaologie	5,000	5,000
Act Canada	322	83,000
Ronathahonni Cultural Centre		
Akwesasne Freedom School	45,000	
Tekakwitha Planning Committee	25,000	
2011 Summer Student Program	214,139	
Section 95 housing re special needs child	18,018	
Prescription Drug Abuse Indian Times Ads	2,159	
Emergency Tree Cutting Program	17,378	
LPGA tour sponsorship	1,000	
Massena Memorial Golf Tournament	200	
Lacrosse Hall of Fame	500	
Akwesasne Library & Cultural Centre	5,000	25,000

Finance Report

Youth department	826	
Donation to cultural gathering for the deaf	4,000	
Friends of Lake St. Francis	10,000	
Donation re tuition National Sports academy	1,500	
AEDA	750	
AEDA Can 8 Language instruction	52,432	
Snake Is, Muskies	5,000	
Tuition assistance to student at private high school	1,500	
Truck for AHVFD	80,000	
Truck for AHVFD under construction - Eastway	177,620	
Billeting expenses for hockey	1,000	
Native Connections	172,200	
Akwasasne Sports	13,920	
AAMB	65,000	
Assistance to 30 students travelling expenses	1,000	
Soaring Eagles Volleyball team	30,000	
CKONon air Mohawk language instuction	375	
Cultural Exchange with Japan visit to Akwasasne	3,500	
Rent paid for parking lot	146,500	
Acquisition of 2 properties	90,000	
Healthy Homes Initative	203,191	
Economic Recovery Plan consulting costs	52,069	
Enhancements to 4 Council programs	117,759	
Iroquois Caucus		
Massena Muskies		
Special legal		
Iroquois Lacrosse Association		
Caring for Tota's Celebration		2,500
Canuck Sports Warriors Hockey		54,000
Brewster Academy Fees		5,108
Sweetgrass First Nations Language	(7,582)	25,000
AAMB re Job Fair		10,000
Potsdam Ice Storm Hockey		1,000
Sweetgrass Manor Roof Repair		111,524
CBSA seizures	31,544	87,864
Legal fees re seizures		19,274
AMBE bus		91,671
Legal OAS case		50,000
Legal Entry to Territory		49,500
Health Facility		69,388
Arena Locker Room		47,377
Recovery of capital construction costs		
Addition to Kanonhkwatsheri:io	1,194,094	410,640
	<hr/>	<hr/>
	5,077,111	3,036,402
	<hr/>	<hr/>

Casino Rama is reserved to complete the following projects:

Tsi Snaihne Homemakers	-
Block 97 Infrastructure	11,871
Sweetgrass Manor Roor	38,476
Health Facility	102,626
Elders housing repairs	118,620
Small projects	95,960
	<hr/>
	367,553
	<hr/>

Finance Report

Excerpts from the 2011/2012 Summary of Operations

The Summary of Operations forms the basis of the “Statement of Financial Activities” which is an integral part of our 2012 audited financial statements. The Summary of Operations provides an overview of the revenues administered and expenses incurred by each department. This statement discloses total revenue of \$87.6 million and total expenses of \$89.7 million; the acquisition of \$6.4 million in tangible capital assets and tangible capital assets under construction; and a net operating deficit of (\$1,629,425).

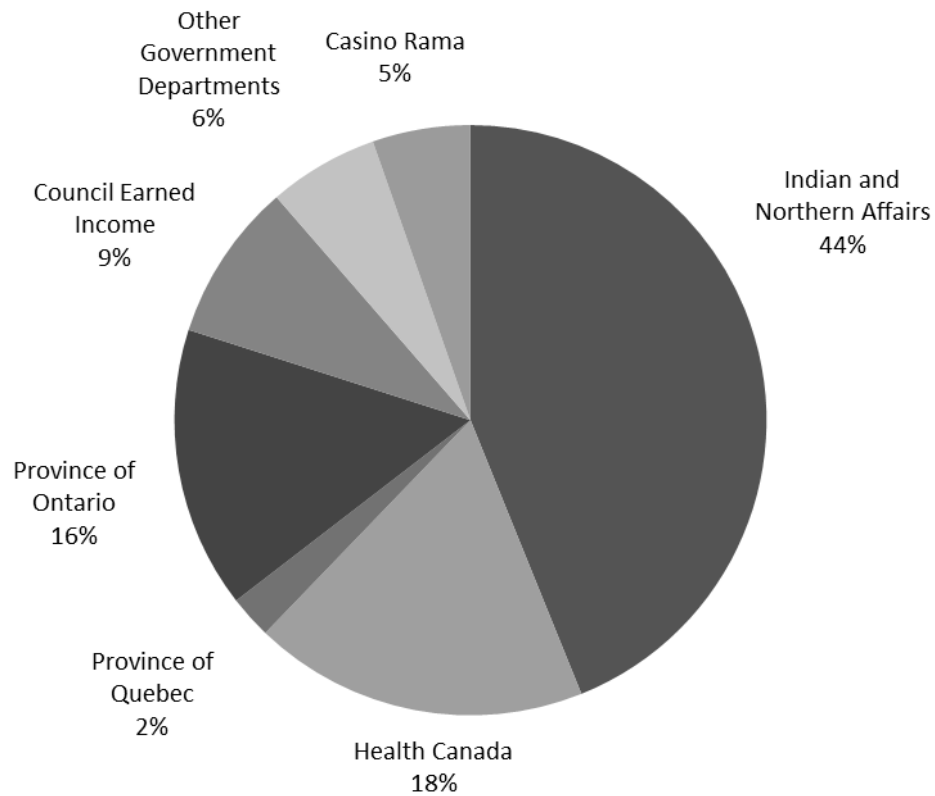
**MOHAWK COUNCIL OF AKWESASNE
SUMMARY OF REVENUE BY SOURCE
FOR THE YEAR ENDED MARCH 31, 2012**

	Fiscal 2011/2012		Fiscal 2010/2011	
	Total Revenue \$	% of Total Revenue	Total Revenue \$	% of Total Revenue
Grants and Contributions				
Government of Canada				
Indian and Northern Affairs	36,016,722	43.89	35,054,622	42.72
Health Canada	15,015,679	18.30	14,836,249	18.08
Human Resources Development Canada	342,048	0.42	489,486	0.60
Canada Mortgage & Housing	582,929	0.71	1,170,001	1.43
Canada Border Services Agency	686,600	0.84	725,888	0.88
Emergency Preparedness Canada	2,954,391	3.60	3,143,317	3.83
Other Federal	175,672	0.21	333,175	0.41
Total Government of Canada	55,774,041	67.96	55,752,738	66.31
Casino Rama	4,393,162	5.35	7,998,709	9.75
Province of Ontario	12,652,246	15.42	11,024,385	13.43
Province of Quebec	1,927,302	2.35	2,391,692	2.91
Other	195,090	0.24	35,769	0.04
	19,167,800	23.36	21,450,555	26.14
Total Grants and Contributions	74,941,841	91.32	77,203,293	92.45
Council Earned Income				
Administration Fees and User Charges	690,380	0.84	854,831	1.04
Land Leases	500,427	0.61	501,805	0.61
Interest Income	2,379,632	2.90	1,947,404	2.37
Earned Income	2,990,529	3.64	2,798,217	3.41
Rentals	561,571	0.68	775,749	0.95
Total Earned Income	7,122,539	8.68	6,878,006	8.38
Total Revenue	82,064,380	100.00	84,081,299	100.83

Finance Report

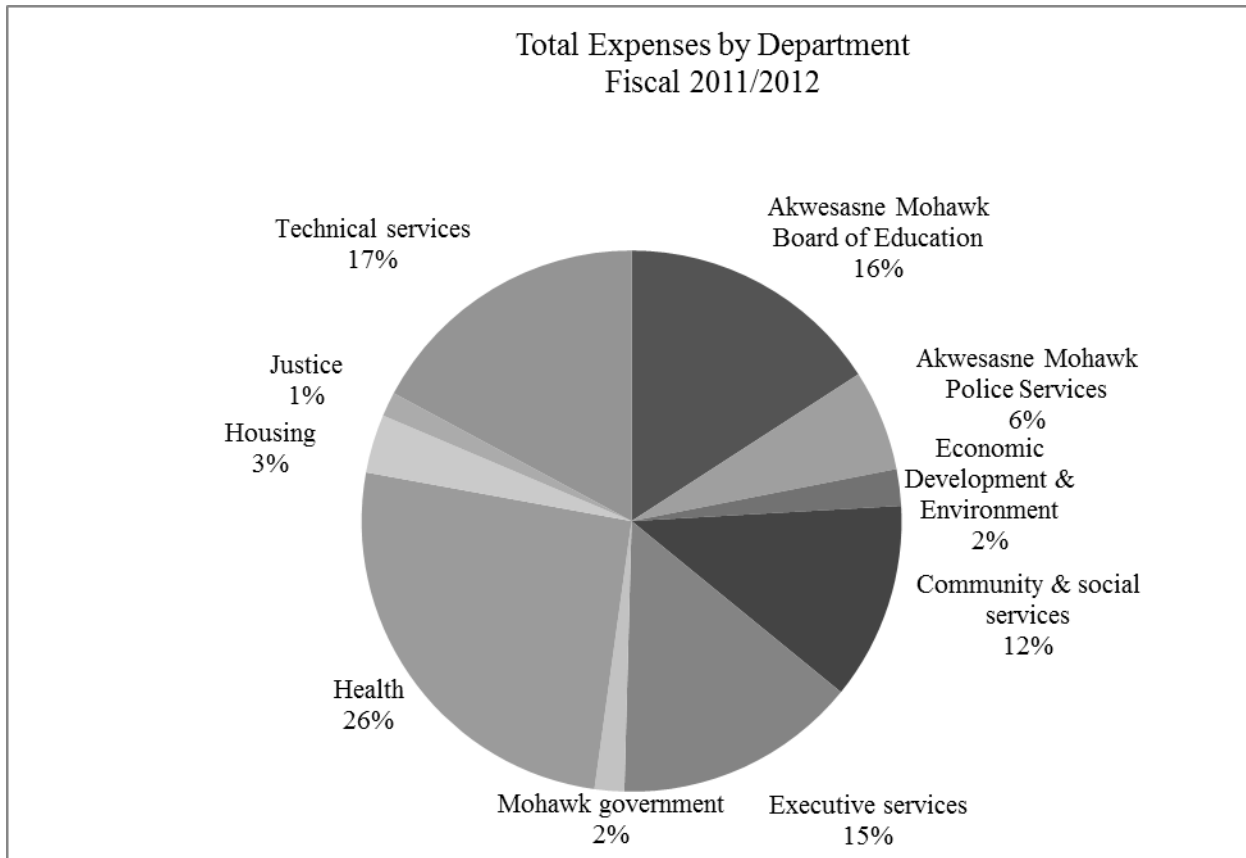
The Government of Canada continues to be our major funding partner providing 71% of our total annual operating revenue.

**Revenue by Source
Fiscal 2011/2012**



Finance Report

This following graph provides an overview of how the Council spends its funds in the provision of community service. The next chart indicates how we have spent our funding by expense category.



**Mohawk Council of Akwesasne
Operating Expenditures
March 31, 2012**

Operating Expenditures	Fiscal 2011/2012		Fiscal 2010/2011	
	Amount	Percentage	Amount	Percentage
Salaries, benefits, and honoraria	\$ 38,773,745	49.97%	\$ 38,300,307	49.97%
Travel and training	1,694,063	2.18%	1,384,826	2.18%
Program supplies	5,386,490	6.94%	5,554,460	6.94%
Office	1,489,429	1.92%	2,080,248	1.92%
Facility costs	2,899,450	3.74%	3,377,086	3.74%
Student tuition and allowances	5,578,047	7.19%	4,756,530	7.19%
Equipment repairs, lease, and small purchases	1,334,297	1.72%	1,260,795	1.72%
Community support	3,877,744	5.00%	3,183,626	5.00%
Minor Capital	4,360,671	5.62%	4,594,827	5.62%
Professional Fees	4,851,313	6.25%	5,477,046	6.25%
Non-Insured Health Benefits	7,346,470	9.47%	7,396,760	9.47%
	\$ 77,591,719	100%	\$ 77,366,511	100%



Finance Report

Our employees are our most valuable resource. Salary, benefit and honoraria account for 50% of our annual operating costs. Our basic staffing complement is 800 employees. Our annual total employee population is about 1100 employees and includes full-time, part-time, casual, and seasonal employees.

Professional fees include: legal at \$1.5 million (\$1.6 million in10/11); audit; consulting and professional services; and Non- Insured Health Benefits (NIHB) medical and dental professional services.

Acquisitions of tangible capital assets are not expenses and as a result these amounts are not included in the expenses summarized above. A total of \$ 5.4 million (\$4.3 million in10/11) was spent on Department of Technical Services (DTS) which managed capital projects: facility renovations, infrastructure and equipment. The extension of the waterline in TsiSnaihne and the Kanonhkwashter:io renovations were the major projects undertaken in fiscal 2010/2011 that continued throughout fiscal 11/12. An additional \$1.1 million was spent of equipment: computer hardware and software, equipment, vehicles etc.

MOHAWK COUNCIL OF AKWESASNE LISTING OF COMMUNITY ASSETS AND EQUIPMENT AS AT MARCH 31, 2012

	Cost of Acquisition \$	Accumulated amortization \$	Net \$	2011 Net \$
Land	587,041		587,041	582,277
Buildings & major infrastructures	132,173,741	37,151,506	95,022,235	94,707,893
Computer hardware & software	3,979,731	3,072,671	907,060	922,473
Equipment	5,955,320	3,972,001	1,983,319	2,104,372
Equipment under capital lease	504,822	417,171	87,651	109,564
Furniture & fixtures	1,992,267	1,086,906	905,361	897,321
Roads	5,326,054	3,079,355	2,246,699	2,496,396
Vehicles	6,394,367	4,865,169	1,529,198	1,553,101
	<u>156,913,343</u>	<u>53,644,779</u>	<u>103,268,564</u>	<u>103,373,397</u>
Property plant & equipment under construction	9,648,189		9,648,189	7,022,799
TOTAL COMMUNITY ASSETS	<u>166,561,532</u>	<u>53,644,779</u>	<u>112,916,753</u>	<u>110,396,196</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, 2012 is \$ 188,360,505



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, 2012.

Mohawk Council of Akwesasne Long Term Debt March 31, 2012

Council has mortgages on the following community properties:

Property	Balance of Mortgage at March 31, 2012	Balance of Mortgage at March 31, 2011
CMHC subsidized housing projects:		\$
Sweetgrass Manor	\$ 9,544	66,521
Kawenoke Riverview Apartments	865,322	1,051,452
Family Violence Centre	153,633	176,253
Adolescent Group home	153,633	176,253
Section 95 07/98 Project	531,494	564,232
Section 95 02/03 Project	854,572	891,851
Section 95 03/04 Project	827,541	862,833
Section 95 04/05 Project	745,275	768,666
Section 95 05/06 Project 17 units	1,151,399	1,187,412
Section 95 05/06 Project 9 units	934,847	961,764
Section 95 05/06 Project 19 units	1,387,559	1,436,929
Section 95 Oak Court	479,186	
Demand Loan: Tsionkwanonhso:te	508,370	600,036
Loan Caisse Populaire Desjardins	497,653	
Total Mortgages Outstanding	\$ 9,100,028	\$ 8,744,202

These mortgage loans are guaranteed by Indian & Northern Affairs Canada (INAC) Canada Mortgage and Housing Corporation (CMHC) provides subsidy funding for a portion of the interest and annual operating costs.

Finance Report

Canada has a requirement that salaries, honoraria and travel expenses be published for Council and senior management. The following schedule has been reviewed by our auditors and forwarded to INAC. Please note that a review does not constitute an audit. The schedule has been prepared by finance staff and complies with Canada's reporting requirements.

Mohawk Council of Akwesasne

Schedule of Salaries, Honoraria, Travel Expenses & Other Remuneration paid to Directors

For the year ended March 31, 2012

Name of Individual	Position Title	Number of Months	Approved Salary Range		Travel
			From	To	
			\$	\$	\$
	Director of Technical Services	12	70,837	98,915	10,518
	Director of Justice	12	61,331	85,641	-
	Director of Education	12	70,837	98,615	3,843
	Director of Housing	12	61,331	85,641	-
	Chief of Police	12	112,650	112,650	9,469
	Executive Director	12	81,817	114,247	2,431
	Director of DCSS	6	70,837	98,915	398
	Director of DCSS	6	70,837	98,915	4,930
	Director of Health	12	70,837	98,915	160
	A/ Director of Environment	9	61,331	85,641	11,848
	A/ Director Economic Development	9	53,100	74,147	2,749
	Director of Tehotiennawa:ken	3	61,331	85,641	515

No honoraria or bonuses were paid to any Director.

Travel for all Directors - \$ 46,861

The Director of Tehotiennawa:ken was created to replace both the Director of the Environment and the Director of Economic Development positions.

Schedule of Salaries, Honoraria, Travel Expenses & Other Remuneration paid to Chiefs

		Months of Office	Salary &	Travel	Other	Total
			Honoraria			
			\$	\$		\$
John Adams	Tsi Snaihne District Chief	12	55,141	7,980		63,121
Abram Benedict	Kawehno:ke District Chief	12	57,222	8,627		65,849
Wesley Benedict	Kawehno:ke District Chief	12	56,988	3,393		60,381
Brian David	Kawehno:ke District Chief	12	58,054	28,083		86,137
Julie Phillips-Jacobs	Kanatakon District Chief	12	55,720	1,254		56,974
Larry King	Kanatakon District Chief	12	58,263	306		58,569
Joseph Lazore	Tsi Snaihne District Chief	12	55,896	2,469		58,365
Karen Loran	Tsi Snaihne District Chief	12	58,263	8,867		67,130
Michael Mitchell	Grand Chief	12	92,848	29,632	3,000	125,480
Florence Phillips	Kanatakon District Chief	12	55,505	(393)		55,112
Rachel Roundpoint	Kanatakon District Chief	12	56,331	7,829		64,160
William Sunday	Tsi Snaihne District Chief	12	57,430	4,604		62,034
Louise Thompson	Kawehno:ke District Chief	12	58,054	20,605		78,659

No honoraria or bonuses were paid to any Chief.

Travel for all Chiefs - \$ 123,256

Negative amounts reflect travel reimbursements received.



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, 2012. We have also provided the 2012 operating budget to facilitate comparison.

We had several goals in providing this level of detail in a community financial report.

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.
1. 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, 2012

INAC core funding is the primary revenue source for AMBE operations.

AMBE applied its resources to the following programs & services:

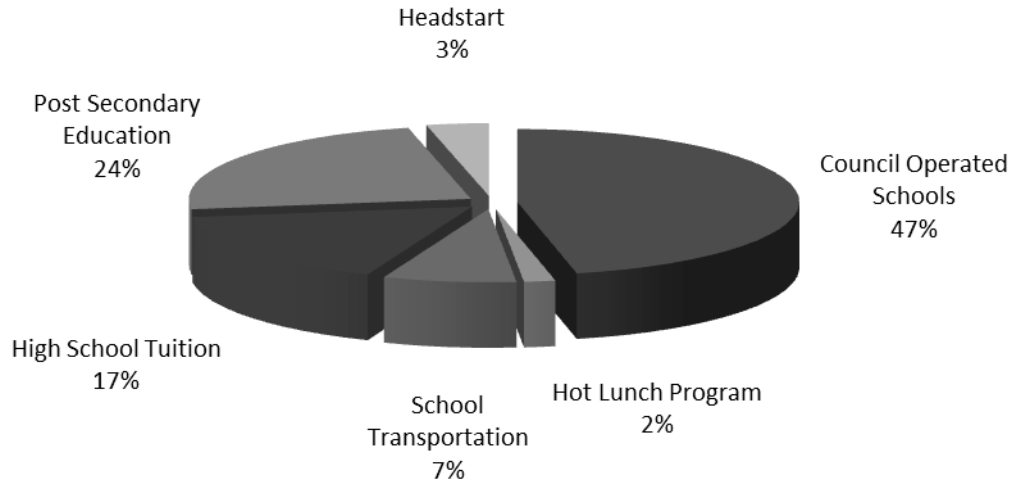
	Budget 2012	Budget 2011	Actual Expenses	
			2012	2011
Council Operated Schools				
AMBE and School Support	\$ 1,711,884	\$ 1,564,230	\$ 1,855,913	\$ 1,504,531
School Instruction	4,662,947	4,565,876	4,497,526	4,719,945
	<u>6,374,831</u>	<u>6,130,106</u>	<u>6,353,439</u>	<u>6,224,476</u>
High School Tuition	2,355,016	2,382,330	2,377,465	2,074,257
Post Secondary Education	2,591,651	2,588,980	3,470,667	3,007,822
School Transportation	885,039	888,178	1,081,862	1,084,827
Headstart	462,625	464,140	509,869	513,388
Boys & Girls Club		-	32,366	63,782
Hot Lunch Program	176,086	173,819	222,627	179,076
Total Expenses	\$ 12,845,248	\$ 12,627,553	14,048,295	13,147,628
Allocation to Fixed Assets			(94,571)	(239,025)
Depreciation Expense			190,415	200,668
Net Operating Expenses			\$ 14,144,139	\$ 13,109,271

AMBE was able to secure additional funding in a number of program areas.

The post secondary program costs increased substantially over budget because of increased enrollment and increased costs of tuition and housing.

Finance Report

AMBE Expenses By Program Fiscal 2011/2012



Akwesasne Mohawk Police Services Summary of Operations For the Year Ending March 31, 2012

AMPS is funded by the following sources:

	2012	2011
Federal Solicitor General	\$ 2,954,391	\$ 3,143,317
Ontario	1,140,905	1,175,046
Quebec	870,905	870,905
Other	15,209	36,038
Appropriations	(175,525)	(355,193)
	<u>\$ 4,805,885</u>	<u>\$ 4,870,113</u>

AMPS applied its resources to the following programs & services:

	Budget 2012	Budget 2011	Actual Expenses 2012	Actual Expenses 2011
Police Services	\$ 4,017,192	\$ 4,069,215	\$ 4,136,332	\$ 4,181,493
Joint investigation Task Force	1,056,701	1,004,965	1,029,920	1,043,813
Allocation to Fixed Assets		-	(257,760)	(355,193)
Depreciation Expense			248,435	286,814
Net Operating Expenses	<u>\$ 5,073,893</u>	<u>\$ 5,074,180</u>	<u>\$ 5,156,927</u>	<u>\$ 5,156,927</u>

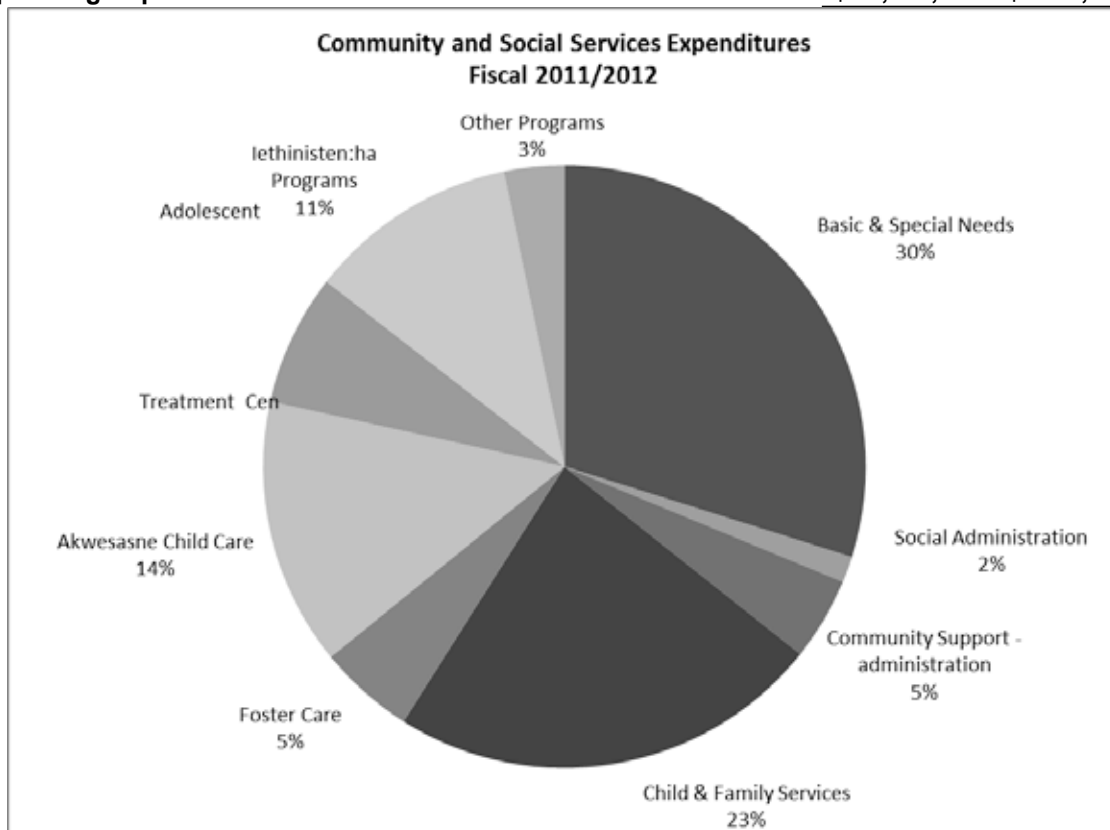
Finance Report

Department of Community and Social Services Summary of Operations For the Year Ending March 31, 2012

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:

	Budget 2012		Budget 2011		Actual Expenses			
					2012	2011		
Social Administration	\$	274,963	\$	348,336	\$	144,234	\$	178,411
Community Support - administration		472,711		460,378		463,996		464,422
Basic, Special Needs & Ontario Works		3,035,988		2,988,251		3,118,169		3,109,455
Child & Family Services		1,886,921		1,774,155		2,431,535		1,974,437
Foster Care		566,232		527,191		538,530		735,337
Akwesasne Child Care		1,597,007		1,438,904		1,497,309		1,528,308
Ionkwanonhsasetsi Group Home		886,994		900,294		736,957		808,233
Iethinisten:ha Violence Shelter		746,290		712,203		760,433		785,019
Transitional House-Shelter		381,407		380,463		414,594		396,292
Other Programs		31,264		29,753		337,024		60,652
Total Expenses	\$	9,879,777	\$	9,559,928		10,442,781		10,040,566
Allocation to Fixed Assets						(193,615)		(72,204)
Depreciation Expense						122,922		104,488
Net Operating Expenses						\$ 10,372,088		\$ 10,072,850



Finance Report

**Tehotiennawakon
Summary of Operations
For the Year Ending March 31, 2012**

**Economic Development
Summary of Operations
For the Year Ending March 31, 2012**

Economic Development is primarily funded by INAC.
The Department also has the responsibility of administering the Economic Development Fund provided by the Province of Quebec.
Additional revenue streams include rental income generated by Peace Tree Trade Centre and consession and floor rentals generated by the Arena.

Economic Development programs incurred the costs as follows in delivering their services:

	Budget 2012	Budget 2011	Actual Expenses	
			2012	2011
Department Operations	\$ 543,307	\$ 585,234	\$ 504,335	\$ 395,331
Peacetree Trade Centre	62,500	60,000	53,048	53,703
Arena	638,089	658,914	627,792	613,583
Stanley Island	26,200	10,700	10,700	10,700
Quebec Ec-Dev Fund	1,515,000	865,000	203,779	1,042,643
Total Expenses	\$ 2,785,096	\$ 2,179,848	1,399,654	2,115,960
Allocation to fixed assets			(59,530)	(3,300)
Net Operating Expenses			\$ 1,340,124	\$ 2,112,660

The major budget variance is the Quebec Economic Development Fund, Funding is tied to the submission of Quebec approved business proposals. More community proposals were accpeted and funded in 10/11.

**Department of Environment & Integrated Resource Unit
Summary of Operations
For the Year Ending March 31, 2012**

This new department has no primary funding source.
The department carries out specific projects tied to one -time funding and strives to meet the needs of the community and the Council within its limited financial resources.

The department has incurred the following costs in delivering its services:

	Budget 2012	Budget 2011	Actual Expenses	
			2012	2011
Environment & Integrated Resource Unit	\$ 620,864	\$ 553,575	\$ 641,962	\$ 582,335
Allocation to Fixed Assets		-	(15,226)	-
Net Operating Expenses	\$ 620,864	\$ 553,575	\$ 626,736	\$ 582,335
Total Tehotiennawakon	\$ 3,405,960	\$ 2,733,423	\$ 1,966,860	\$ 2,694,995



Finance Report

Executive Services Summary of Operations For the Year Ending March 31, 2012

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; Casino Rama revenue; Island Revenue & interest earned on Council investments.

Executive Services incurred the following costs in delivering its services:

	Budget 2012	Budget 2011	Actual Expenses 2012	Actual Expenses 2011
Executive Director's Office	\$ 550,512	\$ 627,828	\$ 554,671	\$ 582,686
Core Programs				
Operational Support	733,279	725,816	538,550	568,470
Human Resources	642,817	662,609	560,541	648,928
Finance	1,382,202	1,305,303	1,211,603	1,265,574
Computer Services	1,351,777	1,064,409	1,301,813	1,072,492
Records Management		141,138	77,261	181,967
Assistant Executive Director	787,193	816,525	724,437	793,756
Non Core Programs				
Nation Building	600,000	563,547	693,327	667,306
Office of Vital Statistics	308,499	322,404	303,125	425,248
ARRO	309,549	256,455	209,248	251,917
Seaway Claim	630,942	506,521	799,843	533,962
Security Guards	666,609	685,318	697,453	715,183
Emergency Measures				
Communication Unit	189,983		167,234	
Quebec Liaison				
Hydro Quebec	132,529	129,700	142,286	172,309
Ontario Hydro			127	34,356
Iohahi:io	1,083,953	956,750	941,257	1,203,627
Employment Programs			579,176	460,686
Special projects			666,505	199,729
INAC funded employee benefits	955,263	989,715	1,135,130	1,119,053
Casino Rama Projects	1,300,000	1,300,000	1,399,910	1,064,542
Total Expenses	\$ 11,625,107	\$11,054,038	12,703,497	11,961,791
Allocation to Fixed Assets			(141,849)	(227,131)
Inter-segment eliminating entries			(2,379,661)	(2,345,296)
Depreciation Expense			271,281	210,410
Net Operating Expenses			\$ 10,453,268	\$ 9,599,774

In fiscal 2010/2011 Executive Services (core programs) and Assistant Executive Director (non core programs) were combined.

Within the core programs Computer Services & Records Management were combined.

Within the non-core programs Ontario Hydro and Emergency measures were combined with the Assistant Executive Director. In addition Mohawk Government support staff were transferred to the Assistant Executive Director.

In fiscal 10/11 the Environment and Economic Development were reported as part of Executive Services. In fiscal 11/12 they were combined to form a new department, Tehotiennawakon.

Finance Report

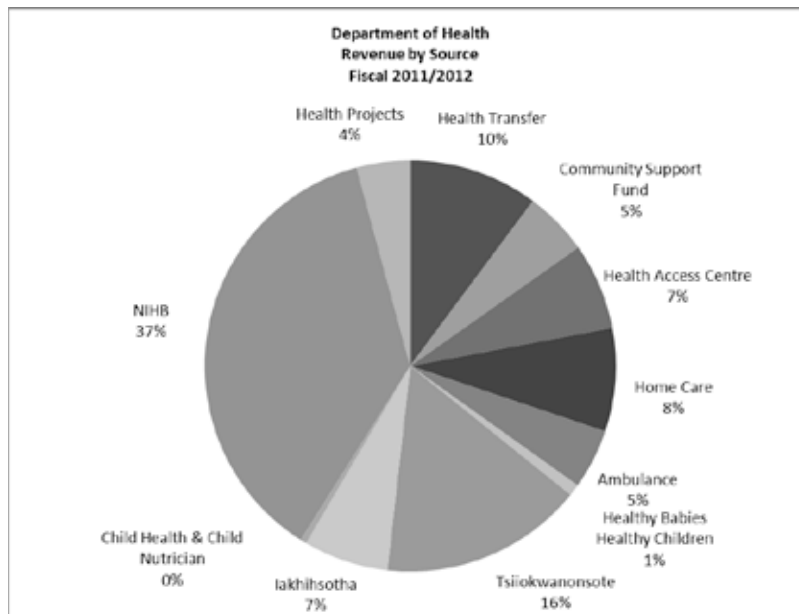
Department of Health Summary of Operations For the Year Ending March 31, 2012

The Department of Health administered \$23 million in funding. Of this amount Canada provided \$15.8 million: \$14.5 million from Health Canada and \$1.3 million from INAC: \$5.8 million was provided by the Province of Ontario and \$1.5 million provided by other sources including payments made by individuals for specialized care.

Health programs incurred costs as follows in delivering their services:

	Budget 2012	Budget 2011	Actual Expenses	
			2012	2011
Health Administration	\$ 1,179,913	\$ 1,036,342	854,584	940,580
Non Insured Health Benefits	7,622,353	7,162,219	8,250,563	8,404,416
Ambulance	1,258,840	998,677	1,055,384	981,130
Home & Community Care	1,556,348	1,552,316	1,615,775	1,628,576
Home Care	222,729	287,422	205,129	285,860
Community Health Nurses	877,194	548,635	605,895	564,009
Health Projects	951,877	1,138,272	941,317	843,716
Health Access Centre	1,407,707	1,106,837	1,525,402	1,281,229
Child Health & Child Nutrition	110,000	110,000	110,000	110,705
Healthy Babies Healthy Children	200,765	200,760	203,799	204,839
Diabetes Initiatives	253,311	264,500	358,586	341,365
Community Support Fund	1,074,641	1,069,294	1,128,207	1,065,697
Wholistic Health	906,972	853,317	817,809	852,265
Tsiokwanonsote	3,298,578	3,471,367	3,582,571	3,832,081
lakhisotha	1,408,063	1,543,535	1,492,657	1,461,842
Total Expenses	\$ 22,329,291	\$ 21,343,493	22,747,678	22,798,310
Allocation to Fixed Assets			(144,901)	(531,132)
Depreciation Expense			289,117	268,004
Net Operating Expenses			\$ 22,891,894	\$ 22,535,182

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, 2012

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 \$17,022,558 and a net book value of \$13,000,438. (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 \$9,089,311 at March 31, 2012.

Housing programs incurred costs as follows in delivering their services:

	Budget 2012	Budget 2011	Actual Expenses 2012	2011
Administration	\$ 892,179	\$ 909,120	\$ 974,029	\$ 1,011,072
Increase in allowance for doubtful accounts			256,050	750,965
CMHC Council contribution to costs in excess of funding for CMHC projects		-	-	160,372
Special Project		-	18,018	-
CMHC - RRAP Program	131,000	131,000	134,915	171,471
CEAP Projects		-	-	100,000
Operation of Rental Properties				
Council owned rental units	2,528	8,028	11,072	15,966
Kawehno:ke Riverview Apartments	187,856	732,239	264,970	553,083
Sweetgrass Manor	38,807	482,015	45,162	372,509
CMHC Secion 95 97/98 project	123,531	254,386	67,793	60,427
CMHC Secion 95 02/03 project	67,652	74,923	76,319	85,840
CMHC Secion 95 03/04 project	58,191	72,690	56,647	48,829
CMHC Secion 95 04/05 project	49,363	63,011	49,519	49,715
CMHC Secion 95 05/06 project 9 units	63,167	69,978	69,011	67,337
CMHC Secion 95 05/06 project 17 units	67,901	101,447	80,032	72,656
CMHC Secion 95 05/06 project 19 units	137,593	169,843	84,192	80,131
CMHC Secion 95 09/10 project 4 units	7,610	7,250	18,419	-
Adjustment to allowance for bad debts		-	-	-
Total Expenses	\$ 1,827,378	\$ 3,075,930	2,206,148	3,600,373
Allocation to Fixed Assets			(8,192)	(147,836)
Depreciation Expense			334,001	344,273
Net Operating Expenses			\$ 2,531,957	\$ 3,796,810

A few variances require explanation:

- the \$750,965 adjustment to bad debts resulted from lower than expected repayments during the fiscal year. It was offset by a reduction in equity and had no effect on Council's operating deficit.

The above budgets do not include costs related to new house construction. Funding of \$715,194 for new home construction is provided by INAC. In addition CMHC provides mortgages funding for the construction of housing units.

The Department of Housing administers funding provided by INAC for housing construction.

	2012	2011
Housing loans outstanding at March 31, 2011	\$ 11,298,874	\$ 10,888,447
Upgrading loans outstanding at March 31, 2011	542,710	549,802
Total housing loans outstanding at March 31, 2011	11,841,584	11,438,249
less: Allowance for bad debts housing loans	7,010,936	6,764,965
	\$ 4,830,648	\$ 4,673,284

In addition:

Cost of housing construction in each fiscal year	\$ 923,493	\$ 1,106,374
Cost of upgrading construction in each fiscal year	\$ 179,792	\$ 200,429
Loan repayments made in each fiscal year	\$ 801,918	\$ 752,269



Finance Report

Department of Justice Summary of Operations For the Year Ending March 31, 2012

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:

	Approved Budget 2012	Approved Budget 2011	Actual Expenses	
			2012	2011
Administration	\$ 487,295	\$ 512,791	\$ 489,863	\$ 492,478
Probation/Parole	66,041	65,230	67,754	69,407
Mohawk Court	197,466	197,640	154,086	241,940
Community Justice	205,142	228,572	191,790	195,034
Community & Youth Services	166,654		135,499	133,536
Community Law Enforcement	141,302	126,552	112,833	52,053
Inmate Liaison Program			42,463	37,212
Animal Control/Conservation	90,457	81,641	103,915	123,415
Total Expenses	\$ 1,354,357	\$ 1,212,426	1,298,203	1,345,075
Allocation to Fixed Assets			-	(5,605)
Depreciation Expense			8,945	10,523
Net Operating Expenses			\$ 1,307,148	\$ 1,349,993

Mohawk Government Summary of Operations For the Year Ending March 31, 2012

Mohawk Government and its programs are substantially unfunded. INAC provides loan funding for the Easterbrook and Dundee claims process. The Seaway Claim costs are covered by allocating Casino Rama revenue. Special projects are not usually part of the initial budgeting process and are initiated on a needs basis. These projects are generally funded by an external government or by Council own source revenue such as Casino Rama.

Mohawk Government incurred costs as follows in delivering its services:

	Budget 2012	Budget 2011	Actual Expenses	
			2012	2011
Mohawk Government	\$ 1,239,299	\$ 914,283	\$ 1,079,373	\$ 1,697,114
- less allocation of costs to programs	(740,000)	(770,000)	(725,000)	(725,000)
- Legal	644,000	644,000	341,844	244,901
Fuel assistance program			429,450	415,500
Elders home repairs			128,501	48,198
Easterbrook Claim costs exceeding funding			93,349	-
CBSA related costs			31,544	111,432
Can 8 Language			52,432	
Other projects			139,345	44,459
Total Expenses	\$ 1,143,299	\$ 788,283	1,570,838	1,836,604
Allocation to Fixed Assets			-	(13,199)
Depreciation Expense			18,145	21,117
Net Operating Expenses			\$ 1,588,983	\$ 1,844,522

Land Claims funding:

Casino Rama funding is used to offset the costs of pursuing the Seaway claim. Canada has advanced loan funding to pursue the Easterbrook and Dundee Specific Claims

as follows:	2012	2011
Dundee accumulated costs	\$ 2,732,339	\$ 2,116,036
Easterbrook accumulated costs	\$ -	\$ 567,098

Note: Portfolio Chiefs are allocated to the programs and departments that they serve at \$30,000 to \$60,000 per Chief. The total costs for Mohawk Government have been reduced by \$725,000 in 11/12 and 10/11 as a result to these charges to MCA programs.



Finance Report

Department of Technical Services Summary of Operations For the Year Ending March 31, 2012

The Department of Technical Services and its programs are underfunded. The primary funding sources are INAC and rental income charged to Council programs that occupy Council owned facilities.

DTS programs incurred costs as follows in delivering their services:

	Budget 2012	Budget 2011	Actual Expenses	
			2012	2011
Administration	\$ 482,254	\$ 519,229	\$ 447,605	\$ 424,171
Capital Plan	5,741,183	3,672,311	5,379,427	4,860,540
Fire Protection	237,800	272,800	247,770	293,206
Roads	809,089	918,625	830,773	658,467
Building & Infrastructure Administration	351,940	483,657	253,098	264,755
Garbage collection & dump fees	269,972	256,400	284,050	261,086
Education Facilities	1,149,474	1,078,782	1,321,180	1,313,625
Administration Facilities	823,537	906,809	951,228	1,025,962
Social & Health Facilities	1,946,983	1,911,711	2,188,772	2,139,199
Water & Wastewater Facilities	1,135,994	1,073,381	1,115,208	1,220,212
Total Expenses	12,948,226	\$ 11,093,705	13,019,111	12,461,223
Allocation to Fixed Assets	(5,741,183)	(3,672,311)	(4,979,323)	(4,428,441)
Inter-segment eliminating entries			(3,236,180)	(3,278,987)
Depreciation Expense			2,374,847	2,480,161
Net Operating Expenses	\$ 7,207,043	\$ 7,421,394	\$ 7,178,455	\$ 7,233,956

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.





A Mohawk Council of Akwesasne Communications Unit
Publication

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