

Featured Programs

Individual
Residential
Alternatives

Legal
Department

Dental
Clinic

Finance
Department

Kawennì:ios



Idle No More

Business Feature

The Comfort Inn and Suites Akwesasne

By Anthony Tillman, Economic Development Planner

Hard work does a company good as is evident by our own local Comfort Inn and Suites Akwesasne Hotel, managed by the Tarbell Management Group. The Comfort Inn and Suites Akwesasne Hotel was a recipient of the prestigious 2013 Platinum Hospitality Award from world lodging leader, Choice Hotels International, Inc., the franchisor of the Comfort Inn brand.

To receive the award the Comfort Inn and Suites Akwesasne Hotel has shown a proven track record of exceptional guest service and facilities, representing the top three percent of hotels out of the 7,000 hotels under the Choice brand. They scored exceptionally high in guest satisfaction, product quality, room condition, room cleanliness and staff service.

strive to improve our guest experience year after year and stay on top of ensuring that our guests are 100 percent satisfied. We are honored in receiving this award from Choice. It fits right in line with our mission of 'Being the Absolute Best!' We are extremely proud of our entire team at the hotel."

"The 2013 Platinum Hospitality Award is a tribute to the hard work and commitment the Tarbell Management Group exhibits. It is a significant accomplishment that certainly required the dedication and cooperation of the whole team. May their future efforts be equally successful and rewarding," stated Sub-Chief Shelley Jacobs.



The Comfort Inn and Suites Akwesasne Hotel offer the following for their customers' enjoyment: a fitness center, free wireless high speed internet access, indoor pool, whirlpool, meeting rooms, free coffee, free local calls and the icing on the cake is that they are pet-friendly. Service and amenities are of the highest quality to make stays the most enjoyable and to give the feeling of not being in a hotel but in a "home away from home."

Brandon Tarbell, President and CEO of Tarbell Management Group said, "We have worked tremendously hard since we acquired the property almost five years ago in May 2008. We consistently

The SRMT Office of Economic Development encourages everyone to experience the award-winning Platinum Hospitality that is exemplified at the Comfort Inn and Suites Akwesasne Hotel. Come experience the "WOW!"

Comfort Inn & Suites Akwesasne Hotel

865 State Route 37, Akwesasne, NY 13655

518-358-1000 Office, 518-358-1001 Fax

www.choicehotels.com ◇

Good Words of Welcome



Wa'ktkwanonhwera:ton / Greetings

At the Saint Regis Mohawk Tribe, health, education and welfare are recognized as benchmarks of self-governance. For some time the Tribe has been stalled at a crossroad in our self-government. Before we can move ahead and be successful, we must learn and understand what each of the benchmarks means to our members and how they affect our way of life. Together we must improve our working knowledge of what the Tribe does in all areas of our government. To gain self-government, leaders made decisions that will affect our Tribe in ways only history can judge. The Tribal Council is the governing body responsible for carrying out self-government and guiding our Tribe to a better tomorrow. Tribal Council's job is to insure the membership is able to survive in difficult times.

For the record, good work is being accomplished by our staff; we are healthier and safer but more work is required and your help is needed. Please let me be very honest -- the Tribe is in good shape, but we must always look to improve.

Let us recall twenty years of in-house fighting over gaming and governance that caused years of neglect in

our way of life and has left the Tribe, Tribal Council and the Tribal Administration in need of repairs.

If I can make an analogy, let's say your family purchased a new car ten years ago and the only things your family has done to your car is buy gas and drive the car under normal reservation conditions. What do you think this car would look like? We can all imagine what types of problems would be facing this family.

The Tribal Government is the 251 year-old vehicle and together we must make the necessary repairs and maintenance to insure continued improvements of health, education and welfare.

I thank all committees, commissions, boards and volunteers who have given their time to help our Tribe.

I welcome the New Year and look forward to all the challenges that face our Tribe; together we will survive.

Niawen:kówa

Chief Randy Hart

On the Cover: *Marchers Crossed the International Bridges on January 5, 2013 to Protest a Canadian Bill That Violates First Nation's Sovereignty.*

Correction: *The article 'Swanton Sector Celebrates Native American Heritage' in last month's newsletter incorrectly identified the Skawatsira Mohawk Immersion Class as being from the Akwesasne Freedom School. They are from the Kanatakon School.*

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IRA Programs

Community & Family Services Program Feature

By Heather Durant, Benefit Services Manager

The Saint Regis Mohawk Tribe Community and Family Services operate three Individual Residential Alternative (IRA) Programs. This is our largest program within the agency and has 36 dedicated staff assisting in making this program a success. The original program began in year 2000 with its first location at 34 High Street, Fort Covington. This is our biggest home serving six individuals. Shortly thereafter, developments opened at 75 Pyke Road and 41 Conners Road, Akwesasne with both homes providing service to four individuals. The IRA Program is fashioned to create a family-like setting for all residents for individualized life goals, choices, culture, religion, family and relations, safety, protective oversights and clinical plans.

Supervision and support from the Habilitation Aides are provided based on the needs of the individuals. Living in our IRA enables individuals to reside in a home-like environment with 24 hour staff support. In addition, medical oversight is provided by the IRA RN who is on site daily and on call 24 hours a day, seven days a week to meet the residents' daily health needs.

The purpose of this program is to provide direction and training to residents to enhance their functional living skills and independence. The Habilitation Aides assist the individuals with daily living skills: grocery shopping, cooking, cleaning, personal hygiene, money management, health and safety needs and medication management. Transportation and advocacy support are provided to attend all medical and other health-related appointments to assist them in living as independently as possible. This alternative living option affords individuals the opportunity to participate in the care of their own home, full community access, and the prospect

for socialization, recreation, and leisure. Many of our individuals hold meaningful daily jobs and/or attend the Day Habilitation Program. Each individual in the IRAs has their own specialized service plans to meet their daily needs and to identify their hopes, dreams and aspirations. Additionally, each supervisor plans and develops the individual's monthly recreational calendars of activities for each and group activities. They attend concerts, plays, movies, dances, bingo, shopping, sports events, take day trips and anything else of interest. Also new this past year, each IRA home went on vacation. For many of our individuals this was their very first time every going on vacation that involved

leaving Akwesasne! Some individuals vacationed in Florida, visiting Disney World, Sea World, Universal Studios and St. Augustine's Bike Rally. Some report the best thing was lying on the sandy, warm beaches and swimming in the ocean. Others vacationed in Pennsylvania visiting Hershey's Park, the Chocolate Factory and

the Wilderness of America Zoo. A few others were content attending Super Dirt Week. For so many of our individuals this was a life's dream come true!

Our IRA Program ultimately offers a unique experience to foster independence, life enhancement and true integration into the community for individuals with developmental disabilities.

The program is available to individuals 18 and over who have a documented diagnosis of a developmental disability and who are eligible for Medicaid and OPWDD HCBS Waiver Services. For more information, please contact Douglas Hamilton, Community and Family Services Program Manager at 518-358-9481, ext.11. ♦



The Ft. Covington IRA was the first to open in 2000

Adult Protective Services

Social Services Division Program Feature

By Kristin Bintz, Senior Adult Protective Caseworker

The Saint Regis Mohawk Tribe implemented the Adult Protection program in 2006, when an amendment was made to the existing NYS/Tribal agreement to provide social services on Akwesasne Territory. Since that time, the Adult Protection unit has been accepting referrals for vulnerable adults in Akwesasne. The referrals come from various sources including concerned family and community members, local hospitals, Tribal Police and Office for the Aging. This program consists of three workers: Marla Light, who shares her time as a supervisor for both the Child Protection and Adult Protection units, Kristin Bintz, a Senior Caseworker, who receives and responds to referrals as well as assisting Marla Light in overseeing day to day activity of the unit. Staff also includes Lori Michaud, a caseworker in the unit who receives and responds to referrals. She specializes in the younger population of vulnerable adults who are referred to the program.

In responding to referrals, Adult Protective services will visit the adult's home (or make face-to-face contact) within three working days or within 24 hours for life-threatening situations. Services will be provided that reduce the risk to the adult and which support the adult's ability to stay in the community for as long as possible.

The Adult Protective program has assisted many individuals to reduce safety risks in their home, regaining control over finances and becoming less vulnerable overall. This program has formed positive relationships within the community and developed valuable partnerships with other agencies such as Office for the Aging, Akwesasne Housing Authority and Outreach/Chronic Care Nursing.

The Protective Services for Adults program is available to tribally-enrolled members who live in Akwesasne, are 18 years of age or older and at risk

of abuse or neglect. These individuals must have a mental or physical disability with no one able to assist them responsibly. Services include: arranging for medical and mental health assessments, applying for benefits, coordination with law enforcement and other agencies. Other services are: finding alternative living arrangements, informal financial management service and crisis intervention. Legal intervention, such as long-term involuntary placement is not favored, but is used when necessary.

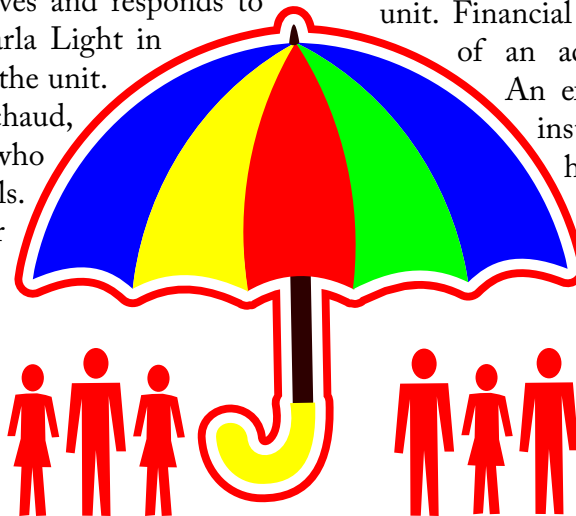
Financial exploitation is one of the most common types of reports received by the Adult Protection unit. Financial exploitation is the improper use of an adult's funds, property or assets.

An exploiter can be an individual, an institution or even someone who has power of attorney for the adult. Financial abuse can rob an adult of self-esteem and trust. Although financial exploitation does not leave physical scars, it is a serious form of abuse. Inadequate living arrangements, lack of resources such as food, clothing or benefits and medical non-compliance are among the most common forms of abuse,

neglect or self-neglect reported.

Competent adults have the right to exercise free choice in deciding whether to accept services. If an adult appears to be capable of understanding the risks and chooses to stay in an abusive or neglectful situation, it can be a difficult decision for others to understand. The Adult Protective program will offer services and try to convince the adult to accept help. If there are questions about the adult's mental capacity, a mental health evaluation will be pursued to determine if court-ordered interventions should be provided.

For more information on Adult Protective Services of the Saint Regis Mohawk Tribe, please contact this program at 518-358-9659 Monday-Friday. ◇



Out with the Mold

By Angela Benedict, Air Quality Manager

A lot of times when I talk to people about their indoor air quality, one question comes up -- about mold. Why are there no standards about the amount of mold in a house? There are plenty of standards about how much carbon monoxide, recommendations on the relative humidity and temperature but nothing about mold. There is a simple explanation for this, sort of. Not everyone is affected by or allergic to mold. Not everyone reacts the same way to small or large amounts of mold.

You have to remember molds are everywhere. When running tests outside, the spore counts come back in the millions or billions. At times some of the millions of mold spores outside can get into your house. They go through windows and are carried in on your clothes.

There are some pointers that indoor air quality investigators go by as a general rule: if the amount of mold is smaller than a dinner plate, size just clean it up with soap and water. If it is larger than the size of a dinner plate, walls may need to be replaced. Also if you have a spot that is pretty noticeable you need to find the source of the water feeding the mold.

There may also be sensitivities with the occupants like asthma, allergies or other respiratory problems. I have severe mold allergies, my daughter has asthma and we live in a house with a wet basement. We are not sick all the time but when the pollen counts outside get high then we feel the effects.

Mold is a funny thing. They used to say clean it up with a 10 percent bleach solution but the bleach is more toxic than the actual mold. Better to just clean it up with soap and water and be sure to dry the area completely. Mold, dead or alive, is still harmful to a person allergic to it. A person who has no known allergies or effects from mold can "sit in a vat" of mold and never have an effect but a person like me who is highly allergic can have a reaction from just a little.

There are thousands and thousands of different types of mold and they can be identified but there is no real reason to have it identified. Sometimes it just doesn't matter what kind it is, it matters how it got there and what is causing it to grow. Biggest thing to do to combat mold growth is to stop the water infiltration. Water left on wood, particleboard, sheetrock, carpets or furniture will promote mold growth.

I hope I have explained a little why there are no standards and why it is hard to regulate molds in homes. If you have any questions or need an investigation done at your home please call Marlene

or myself at the SRMT Environment Division 518-358-5937.

So for now and the next seven generations let's "Stop the Water-- Stop the Mold." ♦



Tribal Legal Department

Program Feature

By Rosebud Cook, Paralegal

The Tribe established the Legal Department in 2001 to bring more work “in-house” to assist Tribal Council and its many departments as an alternative to relying on outside law firms. Due to the large volume of work and potential conflicts of interests, the Tribe’s Legal Department does not handle individual tribal member legal issues. The department does, however, notarize documents, assist with National Grid applications and refers members to private attorneys. The Legal Department has recognized a need in the community for legal representation of Tribal members and is working on identifying funding to establish a Tribal Legal Aid Department, separate from the Legal Department, to assist individual tribal members with various civil legal matters, in both Tribal and State courts.

Michele Mitchell is the General Counsel and Danielle Lazore-Thompson is the Deputy Counsel. Both graduates of Cornell Law School, together they bring many years of experience in both Tribal and Federal Indian Law to the Tribe’s Legal Department.

The Department reports directly to the Tribal Council and provides legal advice, representation, and support to the Tribal Council and to the Executive Director and all departments and enterprises of the Tribe. The Department conducts extensive research, writes formal legal opinions and facilitates solutions regarding legal matters facing the Tribe and its enterprises. It defends Tribal rights, assists the Tribe in developing plans, provides litigation assessment and representation, participates in negotiations with state, local and federal agencies, monitors case law that may affect the Tribe and assists in the development and review of Tribal Laws and Ordinances.

Some of the specific matters covered include Federal laws relating to Tribal and Reservation agencies and

enterprises, federal-state jurisdiction issues, economic development, construction law, employment law, federal administrative proceedings, tribal court jurisdiction issues, hunting and fishing rights, environmental, and natural resource law and policy. They also provide legal counsel on all aspects of the operations, management, and development of the Akwesasne Mohawk Casino and the Bingo Palace, including review of commercial transactions, contracts and regulatory matters.

The department’s Paralegal, Rosebud Cook, is also a Notary Public and notarizes documents for the community free of charge. She manages the Land Dispute Tribunal as well is the contact person for intake of complaints for the Judicial Oversight Commission.



Doreen, Rosebud, Danielle & Michele

The Legal Assistant, Doreen Jacobs, assists community members with National Grid Application and refers members to private attorneys or Legal Aid. She screens incoming calls so that your inquiries can be answered by the most experienced staff member.

In addition to the full time staff, Judith Pereira is the Tribe’s Social Services Attorney. She represents the Department in proceedings in state court. Linda Laroux is a Paralegal from the Legal Aid Society for Northeastern New York. She is available by appointment at the Senior Center every second and fourth Thursday of each month. She provides legal assistance to our seniors regarding Social Security benefits, Supplemental Security Income Benefits, Medicaid, food stamps, wills, powers of attorney, landlord/tenant issues, divorce/separation/annulments and other legal issues. Ms. Laroux also does home visits for those individuals unable to come to the Senior Center. She may be reached at 518-358-2963 or 315-386-4586 ext. 14. ♦

Dental Clinic

IHS Program Feature

By April Terrance and Joseph Park, DDS

The Dental Department is a clinic within the Saint Regis Mohawk Health Services. The Dental Clinic has six employees; two full-time dentists, two full-time hygienists, four full-time dental assistants and one receptionist. The user population is 4,780 people.

The clinic's mission is to provide the highest level of dental care to the greatest number of individuals. When the demand for care exceeds resources, this implies the probability of not providing all possible services to every patient. We are also committed to providing quality and compassionate dental care. Our health promotion/disease prevention activities concentrate on seven focus areas.

Focus Area 1: Improving Access to Care. The Early Childhood Development Program (ECDP) provides screenings. This off-site facility consists of the daycare and head start program. Clients are from newborn to three years. The dentist sees them annually and uses the Basic Screening Survey to evaluate dental health. Each receives a fluoride application, with four visits to apply fluoride. Many children at the ECDP are seen on a regular basis for professional cleanings, sealants and radiographs. Children at risk are seen every three months to closely monitor their oral health and to meet any dental needs. We also ask children with excellent oral hygiene continue to come in for routine care.

We have dedicated one week to host an Open Access (Walk-In) Clinic for children aged 0-5 to get familiarized with the dental atmosphere and to educate the parents on good oral hygiene. We will continue to offer open access to children of this age group indefinitely to help prevent future problems.

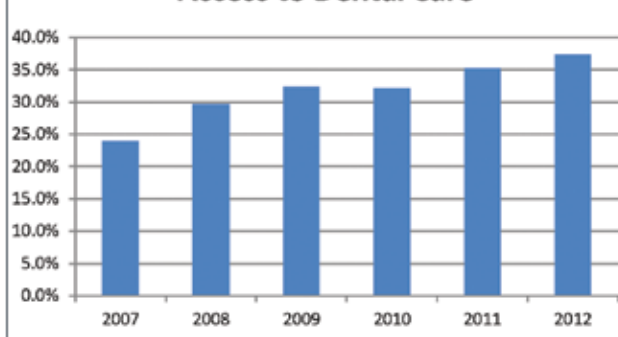
Focus Area 2: Increase Dental Sealants. Dental sealants effectively reduce dental caries in both children and adults. The clinic uses dental sealants in both children and adults who are determined at moderate to high risk of developing caries.

We have the capability to apply sealants at the clinic, the St. Regis Mohawk School and the Akwesasne Freedom School. We set up mobile clinics using our portable equipment at the local schools. Our dentist performs screenings and our hygienists apply both fluoride and dental sealants. With the help of a dental assistant, our dentist can also complete minor fillings.

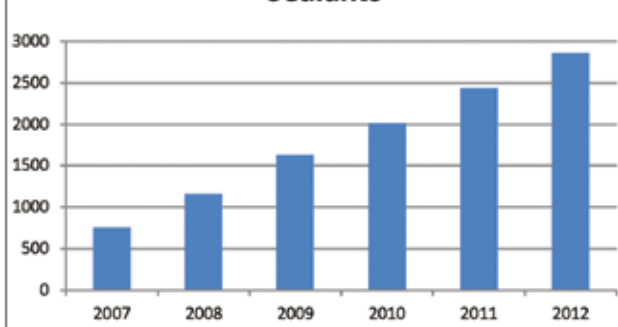
The program is available to children at all grade levels (pre-k through five). Parental consent is required for children to receive services at the schools. All children with parental consent receive a screening, fluoride varnish and most receive sealants.

Focus Area 3: Increase Fluoride Applications. The tribal waterline does not put fluoride in the drinking

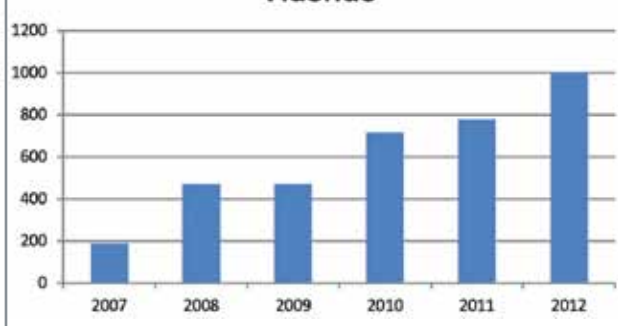
Access to Dental Care



Sealants



Fluoride



water; it is effective in reducing caries. It is applied on children at the ECDP Daycare/Headstart, the St. Regis Mohawk School and the Akwesasne Freedom School. At our clinic, we apply it on adults, too. It is applied on patients who exhibit levels of moderate to very high caries risk and on elders for root caries prevention.

Focus Area 4: Increase Patient Education. Hygienists provide education at local schools. They provide age/grade appropriate curriculum and cover such topics as going to the dentist, fluoride, home care and sealants. Each grade has its own topic with the goal that the children will hear something new each year.

We also host a yearly Dental Health Fair here at our clinic for the four Headstart classes from ECDP as a formal introduction to the dental office. We set up four stations that include a dental coloring book, a puppet show on good oral hygiene and healthy snacks, a brushing and flossing demonstration, a nutrition discussion, an introduction to the operatory with chair rides and hand piece demonstrations.

We give presentations to various groups such as after-school programs for children with special needs, centering pregnancy programs, alcohol/chemical dependency programs and the Early Childhood Development Program. The SRMHS hosts an Annual Wellness Day where we distribute educational materials, promotional items and a chance to win a gift basket. Hygienists also answer questions and encourage appointments, especially for diabetics.

Focus Area 5: Improve Access for Diabetics. Oral health care for people with diabetes includes clinical and community-based oral health interventions, consisting of patient and community oral self-care education, oral health assessment, primary health and

dental interventions that address improving oral health, preventing the onset of periodontal disease and dental caries, and treating existing disease and preventing its progression.

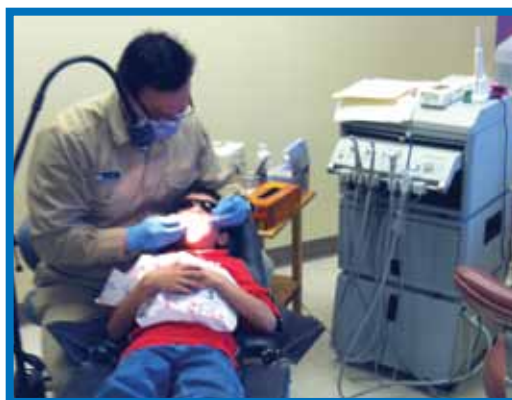
Our goals are to increase the percent of people with diabetes who receive an annual dental examination, receive appropriate treatment for oral health issues and receive education on effective oral health self-care.

Focus Area 6: Improve Access for 0-5 year olds. We have declared our clinic an Open Access Walk-In Clinic for children aged zero to five to prevent early childhood

caries. They receive an exam, fluoride varnish and parents are educated on maintaining good oral hygiene for their children. We created a list of 146, 0-5 year olds, whom we call and leave messages notifying the parents of the Open Access Clinic.



Dental Clinic Staff



Dr. Park Using the Mobile Clinic

We have reached out to other tribal departments, ECDP-Daycare/Headstart, Social Services, Foster Care, the pediatrician and the WIC/Nutrition Office to ask them to consider referring their clients/patients to our clinic. Also, we informed them of our policy of no appointment necessary; we will accept them on a “walk-in” basis.

Focus Area 7: Prenatal Care. Oral health is related to preterm births and other pregnancy complications. Our aim is to see pregnant women a minimum of two times during their pregnancies. We work in conjunction with our WIC Department and the obstetrician to advise the patient for a prenatal exam. We discuss oral hygiene and explain the relationship between periodontal disease and low birth weight/preterm deliveries. Information is also given about starting care for their new baby’s mouth from birth. ♦

Monthly Tribal Meeting

Tsiothohrkó:wa / January 5, 2012
Chairperson Randy Hart

Agenda

1. Introductions:
 - Welcome
 - Reading of Action Items - Tribal Clerk
1. 1994 Procedures Act, Amended
 - Committee Members
2. Field House Presentation
 - Steve Cook
3. Health Care
 - Debra Martin
4. New Business
5. Reading of Action Items
 - Tribal Clerk
6. Adjournment

Action Item from January Meeting

- To look into rescinding the TCR/ Ordinance RE: minimum pricing on petroleum

Follow-up on Action Items from December Meeting

1. Tribal Clerk's office to provide number of members living in the Massena area.
Follow-up: As of Friday, December 14, 2012, the number of enrolled members living in the Massena area is 412.
2. Look into the years of service/x-mas bonus to the AMC employees.
Follow-up: The Employee Incentive Program implemented in February of 2010 replaced Years

of Service/Christmas B; however the Board felt that since proper notice was not given at the time and it was budgeted for, the 2011 Years of Service bonus would still be paid as scheduled, but that staff would receive notice that 2011 would be the last year. In February 2012, AMC Directors were verbally told to disseminate that message to their staff and a reminder memo was sent in November 2012.

3. Public notification of the AMC GM's bonus

Follow-up: According to Section 1.9-2 of the Open Records Policy approved in TCR 2012-41 any and all records related to contracts containing a confidentiality or nondisclosure provision; and proposed contracts or employment related contracts shall be exempt from disclosure and inspection shall not be granted. Technically speaking, in the private sector, in order to receive a bonus, a manager is measured on metrics that have been previously identified and if the performance of the company under that manager's stewardship is meeting those performance goals, then a bonus is warranted.

4. Status of the IGA building

Follow-up: An RFP for the adaptive re-use of the IGA building is currently being advertised in the Indian Time, Press Republican - Plattsburgh, Buffalo News, Indian Country, Albany Times Union, Watertown Times, Daily Courier, Malone Telegram and the Syracuse Post.

5. Monthly payment amounts to the Casino Expansion loan.

Follow-up: Follow-up will occur with Finance to confirm amounts.

Calendar

Enniska / February

- 1 - Wear Red Day for Women's Heart Health - 9:00 a.m. to Noon - Saint Regis Mohawk Health Services
2- Monthly Tribal Meeting - 10:00 a.m. - Community Building lobby
12 - Social Security Administration - 1:30 to 3:30 p.m. - Tribal Clerk's office
14 to 17 - Akwesasne Winter Carnival hosted by Kana:takon (St. Regis) Recreation
18 - President's Day - Tribal offices and transfer station closed

Tuesdays - Tribal Council Work Sessions - 9:00 a.m. - Tribal Council Boardroom

New Faces

Stephanie Benedict	Home Health Aide	IHS Chronic Care Nursing
Kristen S. Caldwell	Habilitation Aide	Community & Family Services
Darlene K. Chubb	Habilitation Aide	Community & Family Services
Rebecca Diabo	Safe Home Monitor	Social Services - Three Sisters
Wayne M. Francis	Night Security	Social Services - Three Sisters
Edwina Fry	Direct Support Staff	Community & Family Services
Michael Guldán	Dentist	IHS Dental Clinic
Yvonne C. Hill	Habilitation Aide	Community & Family Services
Karonhiotha	Credentialed Prevention Specialist	IHS A/CDP
Barbara Montour	Chief Financial Officer	Finance
Anthony O. Tillman	Business Planner	Economic Development
Sarah Tillman	Business Office Clerk	IHS Business Office

Giving Back

Sports - \$ 5,000

Funerals - \$ 1,500

Community Events - \$ 4,500

Jobs

Family & Community Specialist - IHS Partridge House
Medical Receptionist - IHS Medical Clinic
Diabetes Program Coordinator - IHS Let's Get Healthy
ICWA Coordinator - Social Services Division

View the most current tribal job postings at:

www.srmt-nsn.gov

Gaming and hotel positions are posted at:

www.mohawkcasino.com

Tribal Technical Support

Program Feature

By Alice Herne, Director of Technical Support

*M*ission

The Technical Support office came into existence in the early to mid-1990s. The overall mission of Technical Support Office is to provide support to the Saint Regis Mohawk Tribe's staff in the area of information systems by planning, installing, supporting and securing the Tribe's data, computer systems and networks. Technical Support provides services to all programs/departments that contribute to the Indirect Fund. Technical Support's hours of operation are Monday thru Friday 7:00 a.m. to 5:00 p.m. The Technical Support office is part of the Indirect pool and has a staff of three; Alice Herne - Supervisor, Paulette White - Tech Support Specialist and Leslie Benedict III - Network Security Specialist.

Changes

The software that the SRMT utilizes is constantly evolving. For example, the Electronic Requisition system initiated by the Finance Department was a collaborated effort between Finance, Procurement and Technical Support. Technical Support's role was an investment of both time and money in the technology that was needed to support the Electronic Requisition module.

Goals

Our 2013 goal is to reduce the amount of paper that the SRMT utilizes, but also bearing in

Webpocalypse

*15 Years Ago Only
a Quarter of the US
Population Used the
Internet. Today, 4 Out of
5 People are Online.*

2013:	76.5%
2012:	74.9%
2011:	73.2%
2010:	71.2%
2009:	68.9%
2008:	66.8%
2007:	62%
2003:	55%
2001:	50%
2000:	42%
1998:	26%



mind that if there is a failure in the network we need to convert back to old-school methods of doing business, a lesson that we learned from Hurricane Sandy when we lost internet/email access to several of our building. Hurricane Sandy was also a reminder to us about the importance of disaster recovery, to test the systems we have in place and invest in expansion and redundant forms of both on and offsite disaster recovery.

Community Involvement

Technical Support works with the community indirectly, by providing support and services to the various programs that serve the community. The SRMT programs rely heavily upon their computer systems to meet, informational, operational, and financial needs. These systems and machines must be protected from misuse and unauthorized access. The Tribe's computers, computer systems, and computer networks, as well as the data they store and process, are tribal property and must be protected and maintained in a secure environment and in a responsible manner. It is the responsibility of the Program Staff and the Technical Support office to ensure the community's vital information is kept safe. The SRMT network security is enforced through policy, hardware, software and physical security. ◇

Centering Pregnancy Program

IHS Program Feature

By Beverly Cook, Family Nurse Practitioner

Three years ago the St. Regis Mohawk Health Services moved towards a more Mom-friendly way of delivering prenatal care. The conventional way of providing prenatal care with long waits in the waiting room and brief visits with the obstetrician in the exam room are gone for the most part. Centering Pregnancy was implemented in early 2010 under the guidance of Beverly Cook, Family Nurse Practitioner.

Centering Pregnancy is a group model of culturally appropriate health care with three components: assessment, education and support, offered in a group facilitated by a credentialed provider and co-facilitator. Participants spend more time with their obstetrician or provider and other moms with similar health concerns, giving them an opportunity to learn together and from each other.

After an initial visit with one of our nurses and a clinical visit with our obstetrician, Dr. Sonia Joseph, the expectant moms are grouped together with others who have due dates close to each other. For the remainder of their pregnancy they meet with Dr. Joseph in the Centering room for their prenatal visits. Dr. Joseph notes that “the women raise issues which wouldn’t normally come up in the typical doctor-patient prenatal visit.”

In the Centering Room, away from the clinic setting, the moms keep track of their own weights, blood pressures and weeks of gestation while Dr. Joseph visits privately with each of them. As they grow to know one another throughout their pregnancy, the sharing and laughter becomes more spontaneous and pauses ever so slightly as each baby’s heartbeat is acknowledged. The participants have a tremendous amount of respect for each other and we are proud to note that confidentiality has been maintained among the moms.

Important relationships are formed and fostered within the warmth of the Centering Room. The moms become acquainted with other women they might never meet under ordinary circumstances. The partners and other relatives who attend in support of the mother-to-be are soon asking questions, offering encouragement and making friends. In the process, crucial attachments are made not only with their own babies but each other’s baby as well. These bonds are among the healthy outcomes we hoped for not only for the mother and child but also the extended families and the community as a whole.

In 2011, our site became the first Tribal Centering



Pregnancy program in Indian Country to obtain site approval from the Centering Health care Institute. The necessary training was arranged and financially supported by Running Strong for

American Indian Youth/Ford Foundation and Katsi Cook. The certification process was funded by Indian Health Service, Maternal Child Health division.

Last year we were honored by the National Indian Health Board with the 2012 Local Impact Award recognizing the “tireless work in providing pregnant women health assessment, education and support that incorporates Mohawk culture and emphasizes the traditional cultural nature of Tribal communities.... your efforts serve as a model and resource for others in Indian Country.” This award is a testament to the care and collaboration between women of this community who care about other women and work together on their behalf.

For further information on the Centering Pregnancy Program please contact the Medical Clinic at 518-358-3141 ext.110. ♦

Expanded In-Home Services for the Elderly (EISEP)

Office for the Aging Program Feature

By Jann Day, EISEP Case Manager

Goal: To maintain a safe home environment for our elders so they may stay in their homes for as long as possible.

EISEP is a non-medical home care service available to eligible residents of the Saint Regis Mohawk Reservation who are 60 years of age or older and who meet other eligibility requirements. Two levels of in-home care are available through EISEP: LEVEL I for Housekeeping/Chore and LEVEL II for Personal Care and Housekeeping

Trained home care aides provide assistance with housekeeping tasks, meal preparation, shopping, laundry, bathing and other tasks. The home care aides cannot provide transportation to a client, but can do shopping for them when needed.



Betty Kelly Dyes Corn Husks to Make a Wreath



Junior David at Whiteface Mountain

Who may apply for EISEP:

- Persons 60 years of age or older.
- Be functionally limited.
- Have unmet needs.
- Be unable to receive Medicaid or Medicare reimbursement for the same or similar service.
- Are able to be maintained safely at home with the assistance of an informal caregiver.
- Meet the new 2013 income guidelines available this month.

For questions or referrals, please contact Jann Day, EISEP Case Manager or Mary Grow, R.N. EISEP Supervisor Nurse at the Office for the Aging, 518-358-2963. ♦

Finance Department

Program Feature

By Barbara Montour CPA, Chief Financial Officer

Mission: To identify and record all of the activities that impact the Tribe financially. Our mission is to do so while supplying outstanding service and solutions through perseverance, innovation and technology. We strive to provide a challenging and rewarding environment for our fellow employees, built on support and cooperation. Ultimately, it is our goal to provide a sound financial management infrastructure so that all of the departments are assured of sound accounting and are therefore better equipped to concentrate on delivering the essential community programs and services.

Finance provides oversight for over 200 federal and state programs whose combined annual budgets total over \$25 million dollars. Additionally, it is responsible for the management of the Tribal General Fund, a fund that administers an additional \$26 million dollars annually with monies that are primarily generated from within the Tribe's gaming enterprises, but also includes revenue from tribal licensing fees, investment income, the Tribal Clerk's office and the Tribe's Solid Waste Transfer Station. Finance provides each tribal department with customized financial services, including accounts payable processing, cash management, grant reporting, financial statement preparation, budget oversight, accounts receivable billings and collections, and other services. With Finance providing a sound financial management infrastructure, the departments are assured of reliable accounting and are therefore better equipped to concentrate on delivering the essential community programs and services.

The Finance Department is a staff of professionals dedicated to protecting the Tribe's assets, ensuring accurate and precise reporting of the Tribe's finances and committed to providing the highest level of service to the Tribe's employees. Our department is broken up into several sections throughout the Tribal Community

Building to best service our customers with all of their accounting needs.

New Chief Financial Officer

The Saint Regis Mohawk Tribe welcomes Barbara Montour, CPA, as its new Chief Financial Officer. Ms. Montour has spent the past nine years in public accounting.

Ms. Montour is responsible to the Tribal Council for all matters related to the financial affairs of all tribal entities and prepare financial analysis of overall operations. She is responsible for the organization's financial plans and

policies, its accounting practices, and the conduct of its relationships with banking institutions. Other responsibilities include investments, audits, financing arrangements, as well as summaries and forecasts for future business growth and general economic outlook. "This is an important position for the tribe's future," she remarked. "I'm looking forward to working with tribal council and the staff to continue to move ahead and make progress for the tribe."

Ms. Montour earned her Certified Public Accounting designation in 2006 and is a member of the New York State Society of Certified Public Accountants and American Institute of Certified Public Accountants.

Ms. Montour earned her AAS Business Administration degree from Canton ATC and a Bachelor of Science degree in Accounting from SUNY Plattsburgh. She is turtle clan and a life-long resident of Akwesasne, is married to Barry Montour, Ph.D. and has three children, Skanatatihen, Skaniehtiohstha, a chosen son, Nick and grandchild, Lennon.

"Serving our people is important to me and I look forward to this tremendous opportunity which my education, employment and life experiences have prepared me for," stated Ms. Montour. ♦



Career Fair - New Hotel Jobs



Friday, February 8th, 2013

11:00 a.m. to 6:00 p.m.



Human Resources Administration Building

912 State Route 37 (Speedway Plaza), Akwesasne, NY

*Housekeepers - Front Desk Clerk - Spa Manager - Assistant Housekeepers
Reservation Agents - Spa Receptionist - Housekeeping Inspectors
Night Audit - Certified Massage Therapist - Housemen - Bellman
Certified Esthetician - Laundry Attendants*

All community members are strongly encouraged to apply for our exciting new careers in the hotel industry. During the Career Fair, community members will have the opportunity to fill out an application for any of the positions above and interviews will be held on the spot. Although not necessary, it is recommended that you bring an updated resume and dress appropriately to make a great first impression.

There is a common misconception that you cannot work at the Casino or Palace if you have a criminal record. Tribal Gaming states that this is simply untrue. Just because you have an arrest record, it should not

deter you from applying. Not all arrests or convictions will prevent you from working in the Tribe's gaming facilities. The Saint Regis Mohawk Tribal Gaming Commission will look at each applicant's criminal record, on a case-by-case basis, before making any determination as there are many mitigating factors that allow a person to receive a Class III Gaming License or Work Permit.

For more information on the Career Fair and other opportunities, please contact Sheila King, Director of Education/Recruitment at 518-358-3510, ext. 2422 or email, sking@mohawkcasino.com. ♦



Saint Regis Mohawk Tribe
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