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Good Words of Welcome



Shé:kon Sewakwé:kon Akwesashró:nón,

I extend a heartfelt *Niawen:kówa* to all the tribal members who voted for me during the June 2015 Tribal Election. I am honored to have your support and confidence in my leadership abilities as the newest member on the Saint Regis Mohawk Tribal Council. I look forward to my term as Tribal Sub-Chief (2015-2018) and the opportunity to work on your behalf with enthusiasm and the determination to do my very best. I begin this issue's Welcoming Words by saying my first four months as Tribal Sub-Chief have been awe-inspiring and eye-opening. The Tribal Council deals with a multitude of community matters and I am continuing to be heavily engrossed in the learning process.

One of my first assignments as Tribal Sub-Chief is the Akwesasne Veteran's Memorial Project, which is currently ongoing. We have a designer who is currently working with our small committee, so stay tuned on this project's progress.

In my August monthly report to the community, I pointed out that for three days in August, I attended a tabletop exercise at the Akwesasne Mohawk Casino, with representatives from the Trib's Emergency Planning Office and Region II FEMA which consisted of a tornado having gone through Akwesasne (Mock Scenario Training). This was an excellent, useful and realistic training in understanding why we need to be prepared. I then attended the FEMA (Federal Emergency Management Agency) Recovery Framework Leadership Workshop from September 14-18, 2015.



It is important to note the seriousness of a community and government organization being prepared in the event of a disaster. I'd like to reiterate the message in this month's newsletter presented by the Emergency Planning Manager Sarah Diabo on the importance and seriousness of being prepared in the event of a disaster. There are two upcoming trainings being offered by the Emergency Planning Office in partnership with Records Management I believe the community should attend. The first is "Safeguarding Your Essential Personal Records" and will be held on January 28, 2016. The second important training is tentatively set for the week of February 22, 2016 at the Akwesasne Mohawk Casino Resort and will be held primarily for Tribal Administration, Division Directors and Program Managers. The second topic is "Continuity of Operations Plans (COOP)", which are critical in ensuring that, in the event of an emergency, essential programs and services of the Tribe will continue. It's important to plan so we can effectively resume essential operations if services are, or may be, interrupted.

I also take this time to recognize Mr. Bill Cook and our community's ironworkers, including apprentices, and all volunteers for their dedication and the time they generously donated to ensure the steel roof was completed on the Travis Solomon Memorial Lacrosse Box. Congratulations on a job well done!

Niawen:kó:wa,

Tribal Sub-Chief Cheryl Jacobs ♦

What's New in Emergency Planning?

Continuity of Operations Planning (COOP)

By Sarah Diabo, Emergency Planning Manager

Emergencies occur suddenly, without any warning and can be very disastrous for you, your family and your place of employment. This can leave you feeling overwhelmed and powerless. Being prepared can lessen some of these feelings. It can help protect you, your family and your place of employment. By preparing for emergency situations you can ensure your vital records and the Tribe's essential services are met and steps are taken for appropriate actions before, during and after an emergency.

The Emergency Planning Office and the Records Management Department have teamed up to identify potential threats, essential records and how to safeguard your vital records before a disaster occurs. Too often records are an afterthought, but response and recovery cannot happen unless certain records survive the disaster. Both offices will be conducting training on how households can safeguard their essential records; such as birth certificates, wills, insurance policies and social security numbers in the event of a fire, flood or tornado. "Safeguarding Your Essential Personal Records" training will be held on Thursday January 28, 2016 from 5:00 to 7:00 p.m. at the *Tsi Tetewatakens* Office for the Aging. To sign up, please call the Records Management Department or the Emergency Planning Office at (518) 358-2272.

The Saint Regis Mohawk Tribe's mission statement is "Helping Build a Better Tomorrow." The Emergency Planning Office is preparing for today so there is a better tomorrow. All Tribal divisions and departments are required to have a Continuity of Operations Plan (COOP) to ensure continuation of their essential services across a wide range of emergencies and events. The goals of the Emergency Planning Office are to provide

coordination and oversight in support of programs to ensure public safety. To support this mission, the Tribe must be

prepared to continue operations during any type of threat or emergency, as well as be able to effectively resume essential

operations if services are interrupted.

To assist, Federal Emergency

Management

(FEMA) will be conducting "Continuity of Operations Training" for Tribal Nations tentatively set for the week of February 22, 2016 at the Akwesasne Mohawk Casino Resort.

Every family household, agencies, offices and programs have important records. Because we never know when a natural or man-made disaster could strike, it's important to plan for the possibility. ◇

WHAT IF?



Family Support Program Completes Expansion

Renovations Enhance Services for Developmentally Disabled Clients

By Brendan White, Director of Communications

The Saint Regis Mohawk Tribe's Family Support Program underwent significant renovations this past year to improve its programming and services. Overseen by the Tribe's Division of Community and Family Services (DCFS), the program's building located in the former-Senior Center adjacent to the Tribe's Community Building was expanded to provide a more-adequate facility for its community-based services.

The original building was constructed in the mid-1960s and was not intended for the vital services that Family Support provides to individuals with developmental disabilities. As a result, improvements and additional space was needed to support the program's efforts to assist clients in times of crisis and to help the individual's family to become more stable.

The previous building lacked a sufficient number of private meeting and training rooms, as well as calming areas for clients in a confidential setting. It also lacked suitable work space for Family Support workers, which previously saw four staff members share one office. The lack of adequate space also made activities 'cramped' and posed problems for the program's ability to teach basic living and employment skills.

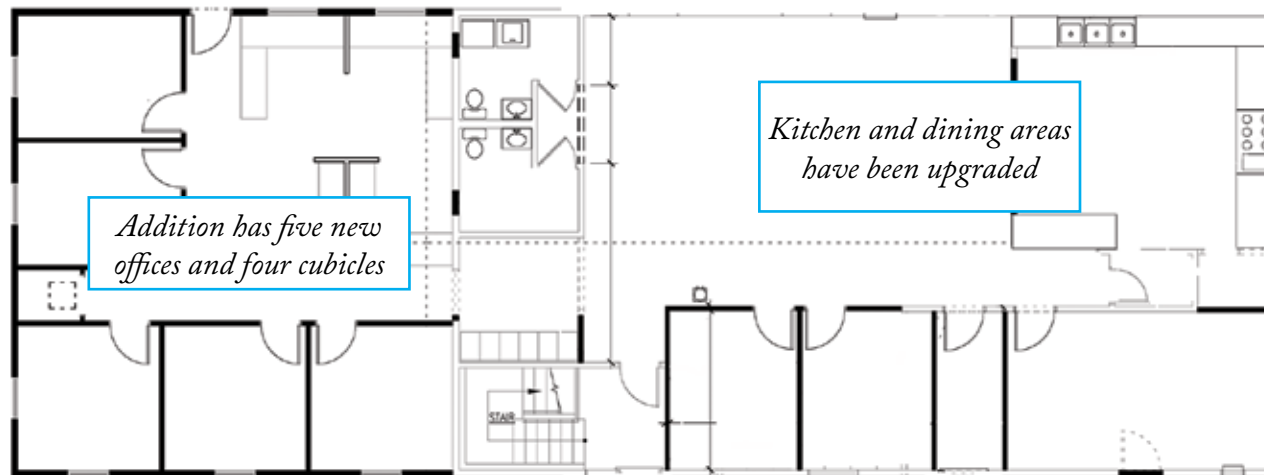
As a result, construction began in May 2015 to create an addition to the Family Support building that nearly doubled the size of the existing structure. Designed by Aubertine Currier and Jade Stone Engineering, the 34' x 36' (1,224 square foot) addition was completed in October 2015 by Loran Construction. During construction, the Family Support Program was temporarily relocated to the Footprints home located in Frogtown.

On October 8, 2015, Family Support workers began moving back to the newly renovated building and were instantly amazed with the facility's improvements. Along with the additional space for dedicated areas, several enhancements were incorporated into the building to extend its usefulness and capabilities. It is the latest and one of the most versatile tribal facilities to feature technological improvements intended to assist staff trainings and client activities, as well as reduce costs.

The new facility includes video conferencing capabilities to enable program staff to participate in webinars and other training sessions conducted by the Office for People with Developmental Disabilities. Video conferencing will permit staff to access online training sessions to support and enhance their instruction of living and employment skills to clients.



A view of the new Family Support Building completed in October 2015



The biggest improvement made to the building was the addition of an HVAC system to the entire facility. The new heating, ventilation and air conditioning unit will provide improved comfort and indoor air quality by removing unwanted particles and odors. There are also plans to install a generator, which will enable the building to serve as an emergency shelter for clients.

The Family Support Program has nearly 70 clients located throughout the community and is widely used for the assistance it provides to help developmentally disabled clients live as

independently as possible. With the addition and renovation now complete, the program is now looking forward to helping even more clients to live fulfilling lives and to be vital community members.

An open house is being planned for early 2016 when all of the internal moving and final installation projects have been completed.

The Family Support Program is located at 420 State Route 37 and is open during normal business hours from 8:00 a.m. to 5:00 p.m. They can also be reached by calling (518) 358-9481. ♦



Expansion of the building began in May 2015 by Lazore's Construction

Corporate Compliance Program:

Ensuring the Integrity of the Tribal Programs and Services

By Natalie Hemlock, Corporate Compliance Officer

EDITOR'S NOTE: At the Kenténha/October 3, 2015 Tribal Meeting an introduction was provided by the Corporate Compliance Officer—a new position at the Saint Regis Mohawk Tribe. A request was made to provide additional information on the Tribe's Corporate Compliance Program, which follows directly below.

The Saint Regis Mohawk Tribe is responsible for the health, safety, education and welfare of all its membership and, as such, continually strives to ensure the integrity of all tribal programs administered by the Tribe. To assist in this endeavor, the Corporate Compliance Program was developed to promote a culture of respect, honesty and truthfulness throughout the entire organization.

The Corporate Compliance Program assists the Tribe in maintaining its high level of excellence and integrity in all aspects of its professional and business conduct.

The Corporate Compliance Program is intended to provide reasonable assurance that the Saint Regis Mohawk Tribe: 1) complies with all tribal, state and federal funding requirements; 2) satisfies the conditions as a Medicaid provider; 3) prevents, detects and reports known or suspected fraud, waste and abuse or other forms of misconduct that might expose the Tribe to funding liabilities; 4) promotes self-policing and voluntary disclosure of violations of policy, laws or regulations; and 5) establishes, monitors and enforces high professional and ethical standards.

The key elements of the Corporate Compliance Program are:

- Designation of a Corporate Compliance Officer – Natalie Hemlock brings years of federal, tribal and private industry experience to the program

- Established Corporate Compliance Policy – Passed by Tribal Council in 2013, the Policy provides guidelines that promote the Tribe's commitment to compliance and prevents internal waste, fraud and abuse
- Education and annual training of Tribal employees
- Internal monitoring and auditing to monitor compliance and reduce risk
- Established system to respond to complaints
- Procedures to respond to potential violation and/or non-compliance complaints
- Corrective action process to enforce standards of conduct.



The Corporate Compliance Policy, which is a key element of the program, serves as guiding standard of an internal system of checks and balances designed to enhance the responsibility of the Tribe to better serve the needs of the Akwesasne community - including youth and families; as well as tribal employees, contractors, and vendors. Oversight of the policy is entrusted to the Corporate Compliance Officer and the Corporate Compliance Committee, who ensures its universal implementation and adherence within the organization.

It is the obligation of each SRMT employee to uphold the standards set forth in the policy and report any suspected violations of waste, fraud or abuse. By doing so, employees will further promote the Tribe's commitment to compliance and integrity. ♦

Tribal Clerks Office

By Betty J. Roundpoint, SRMT Tribal Clerk

I thank you for your support and electing me as the newest Tribal Clerk for the Saint Regis Mohawk Tribe. I also thank the staff of the Tribal Clerk's Office for welcoming me into the office and showing me the ropes. It has helped me to become familiar with the job duties of the Tribal Clerk and improve services for Tribal members.

To get a better understanding of the process of land deeds, the Tribal Clerk's Office did a site visit to the Seneca Nation of Indians (SNI). Our arrival was greeted with open arms and a feeling of being amongst family. We met with the Seneca Nation Tribal Clerk Pauline John and her entire staff, who showed us their office procedures and explained their daily duties. Their presentation focused on their land deeds, which provided us with so much valuable information and ideas that we have since incorporated into our office. We look forward to making further improvements, including the development of a procedure that will ensure land deeds are done in a timelier manner. Also, we have deeds that are done, so if you could please stop in and pick them up, it would be appreciated.

As for membership, tribal enrollment continues to grow every week. We remind everyone, when applying for membership, you will need to have the following documentation:

- An original record of birth showing Mohawk parents' names (certified documents)

- If born in Canada, we need your long-form birth certificate
- Proof of name changes such as: marital status, divorces or other court documents
- A biological family tree must be completed in full before application is reviewed
- A non-refundable fee of \$20.00. Money orders are to be made out the "Saint Regis Mohawk Tribe." We do not accept personal checks. Renewal or replacement cards are \$10.00 U.S. We cannot accept Canadian.

Updating information is essential in keeping our records current. If there are any changes (e.g.: address, phone number, marriage, divorce, births and deaths) please notify us.

Social Security representative Kelly Smith comes to our office the second Tuesday of every month from 1:30 – 3:30 p.m. Please make sure you have all your documents when you come in. Should you have any questions regarding Social Security, you can also call them directly at (866) 572-8369.

In closing we wish everyone a safe, healthy and happy New Year.

*Betty Roundpoint – Tribal Clerk
Summer Bero – Deputy Clerk
Terry Cree – Records Clerk
Paul Doxtator – GIS Tech ◇*



Top Row: SRMT Deputy Tribal Clerk Summer Bero, SNI Executive Assistant Lani Hill, SRMT Records Clerk Terry Cree, SNI Executive Secretary Bethany Johnson, SNI Enrollment Officer Sue Case, SNI Vital Records Specialist Jesse Brown-Stahlman.

Bottom Row: SRMT Tribal Clerk Betty Roundpoint, SNI Allegany Territory Tribal Clerk Pauline John and SNI Special Projects Facilitator Sunnea John.

Knowledge of Our Elders:

Minerva White: 'Kaleidoscope for Change' in Mohawk Education

By Brendan White, Director of Communications

EDITOR'S NOTE: The following article is based on a presentation made by Akwesasne elder Minerva White, titled "Kaleidoscope for Change," that took place during the 2015 Native American Indian Education Association of New York Conference held at the Akwesasne Mohawk Casino Resort from April 23-25, 2015. White, who served as the Mohawk Education Committee Chairperson in the late-1960s, provided an accounting of an event that helped serve as a catalyst for a Mohawk-based education system.

Nearly fifty years ago, there existed broken lines of communication between the Akwesasne community and the local school district. It was a time when state law prevented Native Americans from serving or even voting in school board elections. The law provided no opportunity for Akwesasne parents to influence and help determine the public education of our children. As a result, by the late-1960s the education system had only succeeded in having one Mohawk-college graduate—the late-Ernie Benedict.

Throughout the 1960s, the community of Akwesasne had developed a list of grievances concerning the school district's educational policies: lack of Mohawk representation on the school

board, no parent-teacher association, absence of Mohawk culture and history curriculum, failure to hire Mohawk teachers and service personnel, and using "Indian Education" funding without consulting the Akwesasne community. By the end of the decade, the Mohawk Education Committee felt it was time to create awareness and sensitivity about the community's issues and concerns.

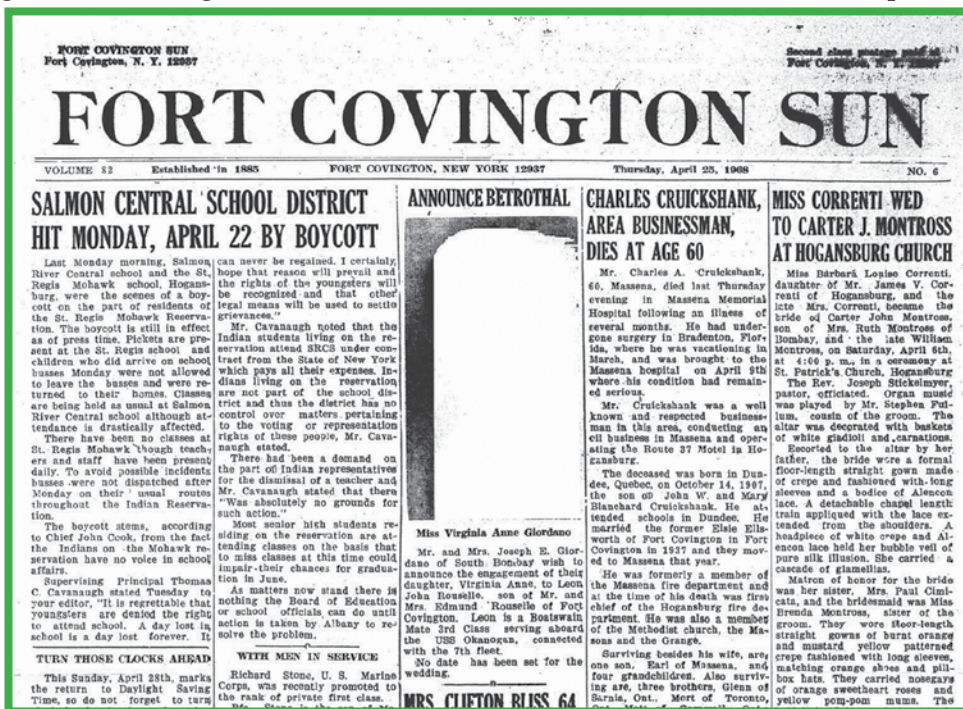
On April 22, 1968; with the support of tribal chiefs and community members, the Education Committee decided to help bring about change through a boycott of the St. Regis Mohawk School. For a period of one week, Akwesasne parents withdrew their children from the elementary school until representatives from the New York State

Education Department, Governor's Office and State Legislature would hear their issues and concerns. During this time, an attempt to run for the school board in May 1968 by White proved unsuccessful.

When talks began with state representatives, a set of ten demands were presented by the Education Committee, with the principal ones including; the right to vote in school board elections, the right to serve on the school board, introduction of language



Minerva White presenting at the 2015 NAIEANY Conference



and Mohawk culture-history classes into the curriculum, opposition to phasing out the all-Mohawk reservation school, hire Mohawks in the school system, and greater respect for Mohawk children. The one-week impasse was averted when the school district permitted Mohawks to successfully run and vote in the 1969 school board election, as well as added two additional seats for Mohawk representation.

Success of the Mohawk Education Committee in bringing about change in the public education system was not limited to the local school district, as the Saint Regis Mohawk Tribe's lawyer and New York Assemblyman Joseph Pisanni helped introduce legislation to grant all Native Americans the right to vote in school board elections and serve on school boards. Enacted into state law in 1970, it enabled all Tribes across the State to gain a share in controlling and influencing the public education of their children—marking a new era of 'Indian Education' in New York State.

The success of the 1968 boycott not only improved the lines of communication between Akwesasne, the local school district and New York State; but it also provided encouragement for the Education Committee to reach out to nearby educational institutions for needed resources and support for greater opportunities in education. It resulted in educational programs such as Upward Bound, HEOP, and the Special Services Program being extended by St. Lawrence University; as well as assistance in establishing the first Native library east of the Mississippi.

The Mohawk Education Committee further extended their reach to include Mater Dei College and North Country



These young ladies were students at the Mohawk School in Hogansburg in the early 40's. (Courtesy of the Akwesasne Museum)

Education Degree Course held at the Tribe's Community Building. The ongoing relationship with St. Lawrence, and other universities/colleges throughout the years, continues to improve our community's educational programming and aspirations—resulting in Akwesasne having the highest college enrollment rates amongst all Native communities across the State.

The success of the 1968 boycott stands as one of early actions by a Native community to achieve greater educational opportunities, self-determination and a renewed strength to increase cultural awareness and sensitivity of their issues and concerns. More specifically, it has given Akwesasne a greater sense of self-awareness and recognition that only through community support and participation will our shared goals be achieved.



In stark contrast to the 1960's, Mohawk culture and language has been incorporated proudly into the school district

Community College, with Mater Dei offering an Associate's Degree Program and North Country providing an accounting course geared toward Mohawk basket makers and other trades people. The delivery of technical assistance and educational programs from both colleges supported the creation of some of the earliest small businesses in Akwesasne.

Today, St. Lawrence University continues to offer a tutoring program at the Akwesasne Boys and Girls Club and a Master's in

The event served as the catalyst for the Tribe's Education Division "to promote, support and respect the culturally relevant and academic needs of our community members by empowering life-long learners through quality educational learning opportunities and experiences." ♦

Akwesasne Business Feature:

Terrae Networks Ready to Serve Akwesasne

By Mary Lafrance, Economic Development Program Support Officer

Ian Oakes is the sole proprietor of Terrae Networks, a Native-owned and operated telecommunications company located in Akwesasne. Terrae is Latin for 'of the Earth,' and is symbolic of getting its start in Akwesasne for *Akwesasné:non*.

Ian has a background in computer engineering and got his start working for another telecommunications company. His eye for detail, unwavering determination and personal desire to succeed prompted him to start his own telecommunication company. To help him accomplish this endeavor, Ian went to the Saint Regis Mohawk Tribe's Office of Economic Development for business development assistance, which was instrumental in developing a business plan.

"I had an idea and knew how it had to go," said Ian, "But (sic) a business plan kept the compass facing north, having it to refer to was very helpful."

At first, Terrae Networks was operating out of the basement of Ian's home. Problems with the manufacturer of a telecom product led to delays and many long nights troubleshooting. In May 2015, Ian decided to relocate his business to Unit #2, Peacetree Mall, 155 International Road located on the island of *Kawehno'ke* (Cornwall Island).

"I like to believe I have the best product available because I made it that way," says Ian with pride.

Vaughn Sunday stopped by the shop during the interview and said he was referred by his son-in-law. "I have Verizon and I pay \$85 a month," said Vaughn. "I heard this service was \$35 a month, Native

owned and operated, and I am interested in buying local."

In addition to providing competitive residential and business phone service, Terrae Networks also offers video collaboration services, encrypted communications, Groupware business services software, IT infrastructure consulting, computer repair, copywriting/print, and cabling and wiring updates.

"Being a community business is not enough," said Ian. "You still have to work hard for your customers."

His newest product, TerraeTV, is like many streaming video devices on the market, but is a combination of services such as Netflix, Hulu or AppleTV. What makes TerraeTV stand out is that it is not a subscription. It runs off existing internet access to deliver all manner of content from music, videos and pictures, with matching content across Canada and the United States.

"You really have to want it," Ian offers as advice to future entrepreneurs. "There are so many obstacles and challenges, but don't stop. Hard work pays off."

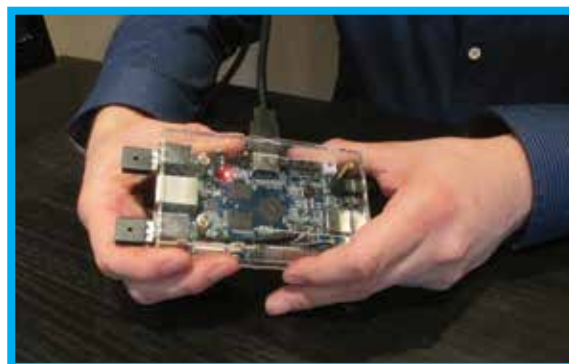
You can find Ian tinkering with a new product at his shop at the Peacetree Mall. If he is not there, he is probably on a customer service call and can be reached by telephone at (518) 333-0330 or (613) 209-1535. Look up Terrae Networks or other Akwesasne

businesses at www.AkwesasneBusinessDirectory.com. For more information about business development services, please contact the Office of Economic Development at (518) 358-2835. ♦



Ian Oakes demonstrates Terrae Networks products and services.

The new TerraeTV prototype.



Employee Spotlight:

Christine Venery Receives Indian Health Service Employee of the Year Award

By Brendan White, Director of Communications

The Saint Regis Mohawk Tribe's Health Services was pleased to learn one of its employees was recently recognized as Employee of the Year by Indian Health Service's Nashville Area Office. At the Nashville Area Honor Awards Ceremony held on December 4, 2015 at the Sheraton Music City Hotel in Nashville, Tennessee; Tribal Mental Health Director Christine Venery was selected as the 2015 Employee of the Year in the category of Behavioral Health Provider.

Nominations for Behavioral Health Provider were based on achieving a high level of clinical productivity; demonstrating professionalism, enthusiasm and dedication to excellent client service; contributions to maintaining high staff morale and exercising sound judgement; and continuously seeking and utilizing innovative ideas and tools to improve the care and services provided. It was also based on developing and maintaining strong and productive relationships in the community, as well as having made an outstanding or notable contribution in the behavioral health field.

Several years ago, Venery and the Tribe's Mental Health Department began raising awareness and reducing the stigma associated with suicides. Community sessions were held called "Healing Words: Speaking Safely About Suicide" and were held in coordination with Connect Project, an organization

that provides training from experts on suicide prevention. It not only provided a safe and comfortable environment to discuss suicide, but also to talk about healing and hope for the future. One of their suicide prevention goals is to increase help-seeking behavior by reinforcing that asking for help for behavioral health issues is a sign of strength.



The community sessions were one of the earliest events held by the Akwesasne Suicide Prevention Coalition, which Venery helped establish and enlists the help of programs in and around Akwesasne with the goal of ending suicide. Through education and information, the Coalition continues to provide invaluable support by offering help, hope and healing for individuals coping with suicide.

Being selected as a recipient of the Nashville Area Honor Award demonstrates the high value Venery's colleagues and peers have placed on her work in the area of Behavioral Health.

More importantly, it's recognition by the IHS Nashville Area Office of the overall excellence and exceptional achievement of the Mental Health Department that she proudly leads.

Congratulations Christine Venery and to the Mental Health Team. Keep up the great work! ◇

Employee Enrichment Awards Presented at Christmas Party

Five Tribal Employees Recognized for 'Enriching Our Workplace'

By Brendan White, Director of Communications

The Saint Regis Mohawk Tribe was honored to recognize the exceptional performance of five more tribal employees with an Employee Enrichment Award at the Tribe's 2015 Christmas Party. Conducted two times each year, the awards recognize tribal employees for their ongoing efforts at "Enriching Our Workplace" through their service to fellow co-workers, community members and/or their team spirit and initiative.

Individuals were nominated by their co-workers in one of eight categories: Collaboration, Going Above and Beyond,

Professionalism, Initiative, Promoting a Positive Image, Integrity, Positivity, and Provides a Helping Hand. Entries were submitted to Tribal Administration and provided examples, as well as reasons, for the individual's nomination.

Executive Director Tsiorasa Barreiro presented an Enrichment Award to the following recipients, along with a hand-crafted sweetgrass basket made by Mohawk artisan Robin Lazore and a monetary gift in recognition of their efforts in providing an enjoyable work environment:



Jodele Currier, Child Protection Services

Category: Collaboration, Going Above and Beyond, and Positivity

"Jodele always has a bright smile and positive outlook (that) makes our office very enjoyable. She has a great reputation with Tribal Police and has helped our collaboration tremendously.... You can tell she is passionate, as she is always brainstorming how we can be better.

Many times she goes above and beyond to help parents through their addictions—always ensuring the safety of the children.... Jodele's engagement with (one) family was amazing.... She helped this family through the roughest time in their lives and she did it with respect."



Barbara Tarbell, Akwesasne Cultural Restoration Program

Category: Promoting a Positive Image

"Katenies means she changes things and (she) has been working diligently on promoting a positive image and change for both her staff and community through her management of the Akwesasne Cultural Restoration (ACR) Program.

Through her development and management of the ACR Program; a program tied deeply to Haudenosaunee principles and values; ...she has been consistently enriching our work environment for the better. This enrichment has filtered down...to positively influence other professional and agency colleagues, community members, (and) staff and family members through important Mohawk language, cultural teachings, and application."



Lauren Smith, Nutrition Program Manager/WIC Coordinator

Category: All

“Lauren is always wearing a smile and carries a positive attitude with her. Lauren isn’t afraid to offer a helping hand to anyone, if she can.

I am nominating Lauren because we met through our employee fitness challenge that she organized and has continued to maintain until the challenge was completed over a seven-week course.... Lauren was a great leader in the whole challenge; she knew how to keep people motivated and to keep going... She wants the employees to continue what they learned during the challenge to carry over to a daily basis to live a healthy lifestyle.”



Jenny Thompson, Tribal Gaming Commission

Category: Going Above and Beyond

“Jenny is a positive and energetic employee who consistently demonstrates her commitment to her department and co-workers, as well as to the Tribe and community. Jenny involves everyone in the TGC Department in her efforts to promote strong team spirit and to make coming to work an enjoyable experience....

I have had the pleasure of working with Jenny for many years and throughout this time, have seen her work tirelessly to not only perform her job functions, but also to work toward the betterment and recognition of the TGC Department. She can be counted on when coworkers are in need of motivation, encouragement and assistance and offer these with no expectation of reward or personal gain.”



Ashley Cumming, Johnson O'Malley Program

Category: Promoting a Positive Image

“In the past, JOM had a strong focus on athletics and recreation. Ashley was one of the first employees hired under the new direction of education and academics.... I have chosen Ashley out of my staff because she has been with JOM during the tough times, as well as the good times. She has continued to keep her focus on her students and their well-being, despite what changes are happening in the office.

“Ashley worked along with me during the hard months of the summer program.... Her thoroughness and work ethic is unquestionable. It has been a pleasure to work alongside her, a privilege to be her supervisor, and more importantly it has been an honor to be considered her friend.” ♦

Standing Room Only...

By Angela Benedict, Air Quality Program Manager

Nobody likes to hear the above statement told to them—especially me. If you know me, you know that I don't like people to be in my 'bubble.' Sometimes it can make relationships hard and sometimes it offends my children, but they all know I'm a 'do not touch me' type of person.

So, you are probably wondering: "What does this have to do with air quality?" Well, it has lots to do with air quality. When you are in a crowded room, what do you notice? This past Thanksgiving I had dinner with 21 family members and let me tell you it definitely got warm. It got so warm we turned the heat off, as a result of a good mix of individuals between the ages of two to 75 years, all breathing in one place.

The temperature will logically go up with an increasing number of people. It's a good thing we are family however, as we were all breathing each other's air. To help, we had the window open to get some fresh air, which is always good to get the ventilation going in the home.

By definition, if we were all living in one place it would be overcrowding, but because people were there for a short period of time, it is not. Overcrowding can be an issue and that's why we have definitions, calculators and standards to address overcrowding in individual households.

The health aspect of overcrowding is if one person gets an illness everyone gets it. This is the result of germs being easily transmitted from one person to another when the living space is limited. Overcrowding can also be hard on your mental health. Believe me, I was relieved after everyone left and it returned to being so quiet, so nice.

According to the U.S. Department of Housing and Urban Development, overcrowding can be measured by how many people live in a house or living unit. It's a formula that also factors in gender and age to determine overcrowding.

For example: A family of seven that includes a mother, father, 19-yr-old girl, 17-yr-old girl, 16-yr-old boy, 14-yr-old girl, and an 8-yr-old boy live in a 3-bedroom, 1500-square-foot house. The mother and father share a room, as do the 3 girls and the 2 boys. To avoid overcrowding this family would require a 5-bedroom house, as by definition the parents would need one room, the 19-yr-old girls need her own room, the 16-yr-old boy needs his own room, but the 17 and 14-yr-old girls can share and the child under 12-yr old would get his own room. It seems very complicated, and it is.

There is another aspect of available living space—clutter (also known as hoarding). Hoarding takes away from living space, so even though you may have a large house if the space is cluttered it loses its ability to be livable.

I admit that I'm a slight hoarder. As my Tota always said, "if someone gives you something take it whether you need it or not. It may be useful in the future." Sometimes that's true and sometimes it's not. You just have to weigh the consequences of keeping EVERYTHING.

So for now and the next seven generations, let's be sure families have room to sit and relax and enjoy a healthy life. Make space for people to live and breathe. ◇



Community Engagement:

Tribal Urban and Community Forest Planning Committee

By Aaron Barrigar, Forestry Technician

What is urban forestry and why should you care about it? Urban forestry is the care and management of trees in populated areas that helps improve the environment we all enjoy. Why do we need trees in urban areas? Shouldn't trees just exist in the woods? NO! Trees are even more important in urban areas, as they contribute to a community's overall health and value.

There are actually too many benefits to count for having trees in an urban area. They can absorb seventeen times more water run off than a grass lawn. They also reduce air and water pollutants by absorbing them into their root systems and leaves. In turn, they improve air quality and human health by releasing *Phytoncides*, which are chemicals that contain antibacterial and antifungal qualities we breathe into our bodies to help fight tumors and viruses.

Trees can reduce energy costs in the winter by shielding homes from the frigid wind; create cooler air temperatures in the summer from the shade of their canopies; and reduce noise, ultraviolet radiation, greenhouse gases, and soil erosion; as well as provide privacy screening from your neighbors.

Trees planted in an urban area may also have a deeper, sometimes spiritual meaning. A tree that you cared for and watched grow

since you were young may have been planted in remembrance of a lost loved one. As a result, people can develop deep emotional attachments to trees, which give them special significance and value that cannot be easily replaced.

The above are just a few benefits of urban trees however, an urban forest is not a natural environment and needs our help to be sustained and flourish. From beginning to end, proper planting techniques are just as important as ongoing maintenance and damage prevention to keep trees happy and healthy. If we take care of them they will take care of us.

If you are interested in learning more about the importance of having urban trees and want to help improve your community, please join the Urban and Community Forest (UCF) Planning Committee that will be formed in early-2016. The committee will work in conjunction with the Forestry Resources Program of the Saint Regis Mohawk Tribe's Environment Division on a development plan to help improve the urban forests in Akwesasne.

Don't forget to look for us on Earth Day to get your free tree, as well as to learn more about urban and community forests.

For more information, please feel free to contact Aaron Barrigar, Forestry Technician, at (518) 358-5937 extension 137. ◇

**In one year,
one tree...**



**...cools like 10 air
conditioners running
continually.**



**...absorbs 750 gallons
of stormwater.**



**...filters 60 pounds of
pollutants from the air.**

Program Snapshot:

Outreach Tobacco Cessation Program

By Rachel Jacobs, Tobacco Cessation Treatment Specialist/CHR

The Saint Regis Mohawk Tribe's Outreach Tobacco Cessation Program works hard to fulfill its mission of providing competent, respectful and culturally sensitive treatment to its clients; which is part of the program's overall effort to prevent or decrease illnesses, disabilities and death caused by tobacco products.

The process for receiving our services includes an initial assessment that involves reviewing an individual's health and medication history, as well as taking vital signs (height, weight, pulse, respirations, oxygen level, and blood pressure). We also provide a screening questionnaire for individuals dealing with nicotine dependence (smokers and smokeless tobacco) and a carbon monoxide (CO) test to measure CO levels in the lungs and blood.

Counseling services and health education sessions are provided; either one-on-one, by phone, or in a group setting depending on your comfort.

One of things we are currently focusing on is Chronic Obstructive Pulmonary Disease (COPD), which is currently the fourth leading cause of death in the United States. COPD affects at least 16 million people and its death rate continues to rise—increasing by 22% in the past decade alone.

The early and common symptoms of COPD are chronic cough and sputum (mucus) production that is typically ignored by the patient and the primary care providers as being normal or expected results of smoking. As a result, no intervention is deemed necessary and the disease is not diagnosed until the patient experiences shortness of breath with only mild activity, which interferes with the patient's overall quality of life.

Another service will soon be added to our program called "Simple Office Spirometry." We are also including two new questionnaires, called COPD-PS and Dyspnea Score to further assist us in examining your health.

Simple Office Spirometry is a breathing test performed at Health

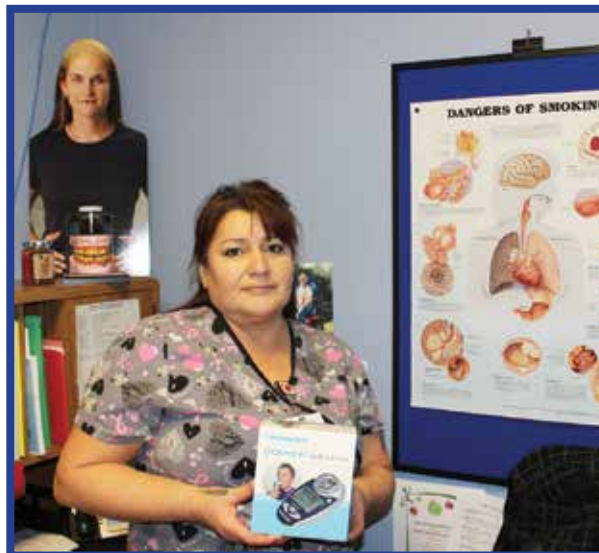
Services showing how well you can move air in and out of your lungs. Spirometry should be done as a part of a routine annual exam and can be used to diagnose airway obstructions due to Asthma or COPD. It can also be used to determine if inhalers or "puffers" are working effectively for chronic patients in order to maintain optimum lung health.

Do the test! If you check any one of these (or more), then you should qualify for a screening:

☐ Chronic cough ☐ Chronic excessive mucus production ☐ Shortness of breath ☐ Wheezing ☐ History of childhood respiratory infections ☐ Previous Smoker ☐ Recently quit smoking ☐ Known to have COPD ☐ Known to have Asthma ☐ Exposure to any agent that can cause lung damage (e.g.: environmental air pollution/tobacco smoke, occupational dust exposure, etc.)

Trying to quit smoking and/or stop using smokeless tobacco is the best thing you can do for your health. If you are interested in our program give us a call and we will start you on your path to wellness!

For more information about the Outreach Tobacco Cessation Program; please contact Rachel Jacobs, Tobacco Cessation Treatment Specialist/CHR at (518) 358-4877 extension 7201. ♦



Health Services Update

From the Director's Office

By Michael Cook, Health Services Director

EDITOR'S NOTE: The Saint Regis Mohawk Tribe's Health Services strives to treat the body, mind, and spirit of its clients with respect, courtesy and professionalism. To support their efforts, Health Services Director Michael Cook has provided the following program highlights and responses to some of the commonly asked questions regarding the many programs and services they have available.

Is it too late to get a flu shot?

No. Call or simply drop in and we'll take care of you.

I am not a regular patient and I just came from a visit to the hospital emergency department and I need a script filled, can I get that filled at the pharmacy?

Make sure you have reported that visit to our business office. If you are not a regular patient (our providers are not identified as your primary) be prepared to have your request denied. The denial would be based on lack of known medical history which is imperative for our staff to be aware of prior to filling scripts. If we have not seen you in over a year, our best advice is to make an appointment for a physical or establishing visit as soon as you can.

Would you like to have access to your medical record at any time/place?

We can accommodate you. We are in the process of implementing the Personal Health Record (PHR) program. When you come in to register for this services you will be given you own access code to view your medical record from home or anywhere via the internet. For more details inquire with our Patient Registration folks.

What is the function of our Patient Nurse Navigator?

From Susan Gale...the purpose of the position is to help improve the chronic care (including cancer) treatment experience through support and education. "We will help you understand the type of treatments in front of you and what you can expect. As the nurse navigator, I can help with scheduling appointments such as surgeries or follow-up visits, setup transport, and support in communicating with doctors, and during doctor appointments." Susan can be reached at (518) 358-3141 ext. 180, (315) 842-7547, or come to the Outreach Department.

What is the medical hardship program?

The purpose of the Medical Hardship and Alternative/Non-Covered Assistance Program is to provide financial assistance to enrolled Saint Regis Mohawk Tribal members for medical-related events. The program will also entertain applications for alternative treatments (not available via our health program). Stop by to see Louise in Patient Registration for more details.

What is the time lapse from my visit with a provider to when I should expect to hear the status of my referral?

For a non-emergent referral, please allow two to three weeks.

From Lori in the Business Office... we generate referrals for our patients who may need outside services such as mammograms, urology, orthopedics, CPAP supplies, and durable medical equipment.



If you have a referral from an outside provider, such as a follow up appointment or procedure, we ask you drop off any orders at least 48 hours before any procedure. For any referral, there are layers of approvals, including insurance prior approvals, that must be applied. Please notify our office when you have an office visit or a follow-up scheduled so the referral can be updated.

Emergency referrals are a priority and will be addressed first. Again, for non-emergency referrals, please allow us a window of two to three weeks to process. You can always call us for the status.

It is important that we also have an updated address and valid telephone number in the system so we may notify patients when appointments have been scheduled. Please call Patient Registration with any new information.

Please be patient with our office when you call us to request, or check status of, a referral as we may be assisting another patient or on the phone with a hospital or outside provider/doctor gathering information about an outside referral. We ask that you leave a message with your name, date of birth and a brief explanation of what is needed and a valid telephone number, so we may call you back as soon as we can.

If you or a family member go to a hospital emergency room, you must contact us within 72 hours to provide the details of the emergency.

A valid referral is required when going to an outside facility, as we cannot back date a referral for an appointment that may have happened over a month ago. Be sure to call our office to ensure that there is a valid referral in the system.

You may reach us by calling (518) 358-3141 and requesting the Referral Office. We are open Monday through Friday from 8:00 a.m. to 5:00 p.m.

What is the benefit of Vitamin D?

From Joan; Pharmacist. Vitamin D is often called the “sunshine” vitamin because the body makes vitamin D when the skin is directly exposed to the sun. As the shorter days of fall and winter are upon us, there is less sunlight and we bundle up against the weather. The angle of the sun’s rays are lower and this makes them less effective at stimulating vitamin D production in the skin. Most people’s diets do not provide very much vitamin D as very few foods naturally contain vitamin D. Oily fish like tuna, salmon, and mackerel are great sources of vitamin D. Milk in the United States is fortified with vitamin D. Also, vitamin D is added to some breakfast cereals, orange juice, yogurt, and margarine. Check the nutrition fact panel on the food label.

Cloudy days, shade, and having dark-colored skin also cut down on the amount of vitamin D the skin produces. Supplements can be an easy way to ensure that you are getting adequate vitamin D. Vitamin D found in supplements that can be bought “over the counter” are D3 or cholecalciferol. If you take a multivitamin, it most likely contains some vitamin D. Calcium supplements also frequently contain vitamin D. Current guidelines are for people under the age of 50 to get 1000 IU of vitamin D daily and those older than 50 to get 2000 IU. It is generally considered safe to take up to 4000 IU of vitamin D daily. If you have questions about vitamin D, ask your doctor or pharmacist.



What is Centering Pregnancy Program about?

Centering pregnancy is prenatal care that includes an individual health check-up, with additional time and attention in a group setting. You meet with your healthcare provider and other women who are due near or the same time as your pregnancy for 10 sessions. Centering pregnancy is a way for you to share learning and experiences with other pregnant women and to be involved in your own care. “A better way to get prenatal care.” Call for more info and get signed up for the next group forming.

Is my baby automatically registered as a health client?

No. We encourage pre-registering in order to have chart established for that first visit with us. Also, contact your insurance carrier to add your newborn within 30 days of birth.

What is Outreach Chronic Care Transportation?

The Outreach Chronic Care Transportation service is available for tribal members residing within the Saint Regis Mohawk Health Services area, basically the southern portion of Akwesasne.

The following are the criteria for transportation services:

- Transportation services are available for medical appointments only
- Hours of operation 8:00 a.m. – 5:00 p.m., Monday to Friday, except during Tribal and/or federal holidays on a “first come, first serve” basis
- Patients are responsible for scheduling their own transports.
- Patients must be a registered user of the Saint Regis Mohawk Health Services
- Please call at least one week in advance of your appointment to schedule your transport



- Every effort will be made to accommodate your transportation request however, there will be no guarantee as all requests are on a “first come, first serve” basis
- Patients are responsible for picking up their referrals prior to transport
- Patients being escorted by a family member or other adult must be approved prior to transport
- Patients must call Outreach to cancel their scheduled transport so that transport can be given to other patients. Failure to do so after three scheduled transports will result in suspension from transportation services.
- No smoking allowed in vehicle
- All occupants must wear a seat belt

If you are in need of transportation services, please call Lynne Thompson, Transport Coordinator or Erin Barnes, Receptionist at (518) 358-3141, ext. 193 or 130. If no one answers, please leave your name, phone number, date and time and location of appointment. Someone will return your call to confirm your transport. ♦

Understanding the Interview Process

Submitted By the Akwesasne Employment Resource Center

Are you hunting for a job or considering a career change? If so, looking for a new job doesn't have to be painful or nerve-racking. Think about it as an opportunity to meet new people and a chance to showcase your skills and abilities with a new organization. If you're thinking about job hunting, then stop in at the Akwesasne Employment Resource Center (AERC) located at 611 State Route 37 in Akwesasne. We offer a range of services that will help you to be prepared for a number of employment opportunities in and around our community.

We know the job search process may be intimidating. When we walk you through the process however, it can be a truly uplifting experience. Our 'coach' approach is the key to your success! We counsel individuals through motivational interviews, engage them in conversations that facilitate a trustful relationship and identify realistic and attainable goals — all before the resume process even begins. When we do begin putting your skills and employment experience on paper; our goal is to ensure you submit a professional looking resume that is impressive enough to earn an invite to be interviewed by a prospective employer.

But, it doesn't end here. Your job search continues long after the employment application is completed and your resume, along with supporting documents, are submitted for consideration. Most businesses will allow two weeks after the deadline date before they review the applications. That means you have this time to take advantage of our resources to learn more about the job.

It is recommended that you continue to prepare yourself for the next step...the dreaded interview! Knowledge is power; review the job description thoroughly and jot down any questions you might have about the job. Know what's on your resume, the interviewers will refer to it. If you're nervous about the interview - talk to us.

We will offer simple, easy techniques to help channel that negative energy into positive energy, so you can approach the interview with confidence in yourself.

Many people are unaware that AERC offers mock interviews, as well as interview tips. Here are just a few of the important and foolproof tips you should know to make you one of the top candidates.

- Research the company. It's the easiest way to set yourself apart from the competition.
- Visit AERC. We developed a unique relationship with area businesses. We know what they expect from your resume, cover letter and how to help you prepare for the interview process.
- Know the job requirements, network with co-workers or find out who can give you background information on this posting. Most interview questions are based on the complete job description.
- Dress appropriately, avoid heavy perfume, cosmetics and jewelry. Arrive early. Be confident, smile! And make eye contact.
- Be concise, answer questions completely. Stick to the question.
- Be prepared to ask questions. This demonstrates your interest in the company. Ask who will supervise you, what are the expected hours, when is the targeted start date, etc. Answers to these questions will determine if the company is a good match for you.

Each month, we offer a different topic in the *Indian Time* newspaper to assist you in your job search. Be sure to look for them and happy job hunting!

For more information about the Akwesasne Employment Resource Center; please call us at (518) 358-3047, email us at aerc@srmt-nsn.gov, or check out our website at www.myaerc.org. ◇



Tribe Launches Television Program

The Saint Regis Mohawk Tribe is pleased to announce the first episode of *Onkwarihwa'shón:a* (Our Matters) is now available to view. The television program is 30-minutes in duration and provides information, updates and stories from the Tribe's divisions and programs. It reports on all the work tribal employees are doing in "Helping Build a Better Tomorrow" for the Akwesasne community.

Onkwarihwa'shón:a (Our Matters) can be viewed on Akwesasne TV's Channel 2 at the following times: 9:07 a.m., 2:00 p.m., 5:33 p.m., 8:55 p.m. and 9:30 p.m.; as well as on their website, facebook page and YouTube channel. It can also be viewed on the Tribe's facebook page by clicking the "Watch Video" banner located directly beneath the cover photo.

The second episode is currently in production, so please stay tuned to learn more about the positive work being done by the Saint Regis Mohawk Tribe.



Kawennì:ios "Good Words" is published bi-monthly. Subscriptions are available in print or digital versions.

Saint Regis Mohawk Tribe
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(518) 358-2272
communications@srmt-nsn.gov
www.srmt-nsn.gov

Connect with us...



Brendan White, Director/Editor
Aimée Benedict, Publications Manager
Alyson Thompson, Production Assistant

Graduate Course Offered

EDPS 549-2: Evaluation and Appraisal Techniques
4:00 – 6:45 p.m., Tuesdays, Community Building
Dr. Mi-Hee Jeon, St. Lawrence University
3 Credits

Individual and group assessment tools utilized by the practicing counselor are examined. Competency development in the administration, interpretation and reporting of selected instruments is emphasized. Additional topics include principles of psychological testing, behavioral evaluations, the diagnostic process and current issues in appraisal.

This class will begin on Tuesday, January 19, 2015 and will held at the Community Building in the upstairs boardroom.

For registration information, please contact Rod Cook in Higher Education at 518-358-2272 extension 2247 or e-mail: rcook@srmt-nsn.gov. ♦

Tribal Monthly Meetings

Kentenhkó:wa/November 7, 2015
Chairperson: Tribal Chief Ron LaFrance

Agenda

1. Welcome - Chairperson
 - Reading of Action Items - Tribal Clerk
2. Introduction of Heather Henry - Finance Director
3. Update on asbestos issue - Ken Jock
4. Fall Fuel Program - Brandon Smoke
5. Furnace Project - Brandon Smoke
6. Introduction and acceptance of Ethics Officer
7. Summit Announcement
8. New Business
9. Reading of Action Items - Tribal Clerk
10. Adjournment

Follow-up Action Items from Kenténha/October Meeting

1. None

Follow-up Actions Items from Kentenbkó:wa/November Meeting

1. None

Tsiothóhrba/December 5, 2015
Chairperson: Tribal Chief Beverly Cook

Agenda

1. Welcome - Chairperson
 - Reading of Action Items - Tribal Clerk
2. Tohono O'odham Nation Visit
 - Matt Rourke, Carrie Caldwell, Sub-Chief Conners
3. Harvard Project Honoring Nations Award
4. Tribal Clerk Official Fees
5. Akwesasne Holiday Helpers
6. New Business
7. Reading of Action Items - Tribal Clerk
8. Adjournment

Action Items from Tsiothóhrba/December Meeting

1. To provide a link on the Saint Regis Mohawk Tribe's website of the PowerPoint presentation from Harold Tarbell on Strategic Planning.
2. To investigate the history on fishing licenses.

Donations

Community Events - \$2,500

Funerals - \$ 5,000

Sports - \$ 100

Calendar

Tsiotthohrkó:wa/January 2016

- 1 - New Year's Day holiday - All Tribal offices closed
- 9 - Tribal Monthly Meeting - 10:00 a.m. - Lobby
- 12 - Social Security - 1:30 to 3:30 p.m. - Tribal Clerk's Office
- 13 - Police Commission - 3:00 p.m. - Executive Boardroom
- 18 - Martin Luther King Day holiday - All Tribal Offices closed
- 21 - Business Learning Series: Finance Essentials for Small Business - 5:30 to 6:30 p.m. - Lobby
- 28 - Safeguarding Your Essential Personal Records 5:00 to 7:00 p.m. - Tsi Tetewatatkins Office for the Aging

Enniska/February 2016

- 6 - Tribal Monthly Meeting - 10:00 a.m. - Lobby
- 9 - Social Security - 1:30 to 3:30 p.m. - Tribal Clerk's Office
- 10 - Police Commission - 3:00 p.m. - Executive Boardroom
- 12 to 20 - Akwesasne Winter Carnival
- 15 - President's Day holiday - All Tribal offices closed
- Wednesdays - Tribal Council Work Session - 9:00 a.m. - Executive Boardroom, Community Building

New Faces

Adams, Shari L.
 Arquette, Kenneth Roy
 Barnes, Clifford.
 Boots, Nathan B.
 Buckshot, Michael L.
 Chubb, Patrick J.
 Cook, Philip W.
 Francis, Charlene
 Francis, Louis B.
 Jacobs, Paige R.
 Johnson, Daniel K
 Johnson, Luanne C.
 Lazore, Ronald J.
 Leaf, Owen W.
 Pecore, Kandy
 Pembleton, Pamela E.
 Rourke, Janine
 Smith, Elizabeth
 Square, David T.
 Thomas, Lorraine D.
 Thompson, Shawn A.
 Vaughan, Jill F.
 White, Kimberly A.

Social Services
 Maintenance
 Tribal Gaming
 Tribal Police
 Home Improvement
 Maintenance
 Finance
 Early Childhood Development
 Administration
 Tribal Gaming
 Maintenance
 Community & Family - Three Sisters
 Health Services - Temporary Project
 Home Improvement
 Tribal Gaming
 Finance
 Health Services - Let's Get Healthy
 Early Childhood Development
 Health Services - Temporary Project
 Finance
 Home Improvement
 Health Services - A/CD
 Administration

Administrative Assistant
 Laborer
 Inspector
 Patrol Officer
 Construction Laborer
 Laborer
 Accounts Receivable Clerk
 Teacher Aide
 Electrician
 Inspector
 Custodian
 Safe Home Advocate
 Maintenance Laborer
 Construction Laborer
 Inspector
 Administrative Assistant
 Nurse Case Manager
 Teacher Aide
 Laborer
 Procurement Manager
 Construction Laborer
 Outpatient Counselor
 Internal Auditor

Business Learning Series

Whether you are thinking about starting a business or have been in businesses for years, this video series is designed to help at any stage. Lynda.com is a video training library provided by the Public Computer Labs. Hosted by the Saint Regis Mohawk Tribe's Office of Economic Development, this series is taking place the third Thursday of every month in the lobby of the Community Building. Space is limited. To sign up, please contact Mary LaFrance at (518) 358-2835 or email mlafrance@srmt-nsn.gov.

Finance Essentials for Small Business

Thursday, January 21, 2016 - 5:30 to 6:30 p.m.

Learn strategies to help manage your small business successfully – tracking your accounting, managing your operating cycle & forecasting cash flow.



Business Etiquette: Phone, Email & Text

Thursday, February 18, 2016 5:30 – 6:30 p.m.

Learn how to strike the right tone in emails, text messages and phone calls; include the right information and understand what communication method to use when.



Quick Fixes to Poor Customer Service

Thursday, March 17, 2016 5:30 – 6:30 p.m.

Discover simple solutions to instantly improve customer service.



Saint Regis Mohawk Tribe
412 State Route 37
Akwesasne, NY 13655

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On the Cover: (first row, from left) Saint Regis Mohawk Tribal employees Jodele Currier, Lauren Smith, and Jenny Thompson; along with (second row) Barbara Tarbell and Ashley Cummings were recognized by their co-workers with Employee Enrichment Awards on Tsiothóhrha/December 11, 2015 for their efforts at “Enriching Our Workplace.”