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Saint Regis Mohawk Tribe Increases Minimum Wage to \$11.48

Increase Becomes Effective Tsiothohrkó:wa/January 1, 2018

The Saint Regis Mohawk Tribal Council is pleased to announce that it has once again increased the minimum wage for all tribal government employees. The new tribal minimum wage of \$11.48 goes into effect on *Tsiothohrkó:wa*/January 1, 2018 and will immediately benefit 130 employees of the Saint Regis Mohawk Tribe.

"Tribal employees serve as the organization's greatest asset and we continue to take a team approach in providing a living wage that adequately expresses our appreciation for the work they do on behalf of tribal members," stated the Tribal Council. They further added, "They contribute to many of the organization's accomplishments and the increase to the tribal minimum wage will help serve as a constant reminder that their contributions continue to be valued and appreciated."

The new tribal minimum wage represents an increase of \$.45 per hour over the previous increase two years ago on *Tsiothohrkó:wa*/January 1, 2016, when it was increased to \$11.03. The latest increase will apply to all tribal government employees; including tribal staff whose wages are derived from federal or state funding sources; such as staff of the federally funded Johnson O'Malley Program and students and interns of the Workforce Innovation and Opportunities Act.

"The tribal minimum wage increase represents the latest effort by the Saint Regis Mohawk Tribe to provide for the wellbeing and livelihood of all tribal government employees," stated SRMT Executive Director Tsiorasa Barreiro. "In doing so, we conduct

periodic reviews of compensation policies to remain competitive and appealing to those seeking employment as an employer of choice, while remaining fiscally responsible to tribal programs and the protection of community interests."

Discussions on the need to increase the tribal minimum wage took place throughout the summer of 2017 between members of the Tribal Council, the Executive Director's Office and the Chief Financial Officer. Talks focused on balancing the living needs of all tribal government employees, the service needs of the Akwesasne

community, and the need for the tribal organization to remain competitive in Northern New York State, while being financially responsible given the funding uncertainties taking place across Indian Country.

The new tribal minimum wage of \$11.48 for tribal government employees was adopted through Tribal Council Resolution 2017-68 and assures that all employees of the Tribe will continue to receive

compensation greater than the New York State Minimum Wage. The increased wage will now serve as the base rate for the SRMT Wage Scale that compensates all incoming and current tribal government employees according to job code and classification.

No tribal government employee of the Saint Regis Mohawk Tribe will receive compensation less than the new tribal minimum wage; with the exception of trainees and student interns who are specifically designated to receive a rate below the federal minimum wage due to program requirements. ♦



Good Words of Welcome



She:kon Akwesashró:non,

It is my honor to offer the opening for the first Kawennì:ios publication of 2018. I hope everyone had the opportunity to celebrate the beginning of this year with family and friends. As we move into the New Year, it's always good to reflect on the previous year and the year ahead with anticipation of what the future brings.

Working towards our vision of a healthy and prosperous Akwesasne community, Council and all Tribal program staff took time in 2017 to develop implementation strategies within their own programs and component units that align with the overall SRMT Strategic Plan. Implementation Plans that express and support our principles of strengthening Mohawk Culture & identity, sustaining opportunities, pursuing continuous improvement and being proactive allowed staff to collaborate and think deeply about their specific operations. This staff dialogue creates the buy-in that is critical to the plan's success. *Nia:wen* to all staff who took the opportunity to express themselves through this process.

The Akwesasne Housing Authority is busy finalizing grants for work on Sunrise Acres-Phase III, an expansion to serve homeless, veterans and seniors with special-needs. In December, AHA learned the Federal Home Loan Bank awarded them a grant for \$540,000 to be used for the Sunrise Acres-Phase III Project. This is the first award in New York's district to a Native community. Congratulations to Executive Director, Retha Leno, the AHA Board of Commissioners and her team.

As 2017 ended, so did the AHA's combined project with NYSEDA. AHA completed their collaborative work with Indian Housing Block Grant and NYSEDA. The program is still available to assist community members with home energy efficiency assessments. More information is available at: <https://www.nyserda.ny.gov/All-Programs/Programs/Home-Performance-With-ENERGY-STAR/How-the-Program-Works>.

Much good work remains ahead in 2018; the completion of the new Administration Building, the expansion of Tribal Health Services Building, renovation of the former IGA building and expansion of Margaret Terrance Memorial Drive through Generations Park to name a few. All focused on promoting the well-being of our members and working towards our vision of a healthy and prosperous community.

Wishing the New Year brings you great success, happiness, good health and prosperity.

Thank you to everyone for your continued support and dedication to work together to build a better tomorrow. Without you, this would be next to impossible.

Ohseráse,

Tribal Sub-Chief Shelley Jacobs

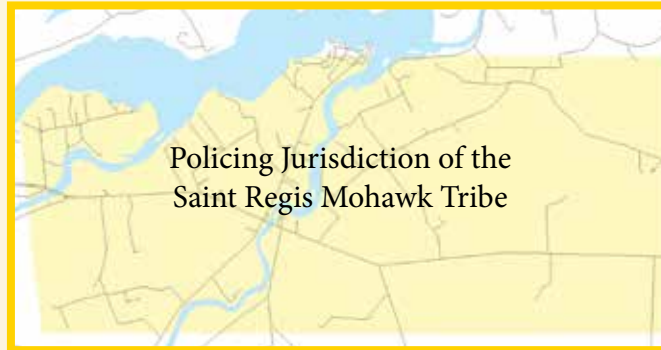
Tribal Council's New York State Lobbying Report

Submitted by Bolton-St. Johns

The Saint Regis Mohawk Tribe's lobbying firm Bolton-St. Johns (BSJ) has helped lobby New York State on several issues important to the Tribe; including land claim settlement, affirming Hogansburg Triangle policing jurisdiction into permanent law, new NY Broadband Program funding proposal for Mohawk Networks, and Native American Pupil Education Funding Legislation.

Bolton-St. Johns Partner and Chief Albany Lobbyist Giorgio DeRosa and his team focused their efforts on the State's Executive Chamber, Legislature, Gaming Commission and various state agencies on the following issues during the 2017 legislative session, thus far:

- Organized land claim settlement negotiations between New York State, Franklin County, local towns and the Saint Regis Mohawk Tribe.



- Worked with the New York State Troopers, Legislature and Governor's Office to see permanently enacted, A. 7646-A (Jones)/S. 4276-A (Little) "Relates to the jurisdiction of the Saint Regis Mohawk Tribal police officers." This

bill allows permanent expansion of the authority of the Saint Regis Mohawk Police Department to include a specific area of Franklin County, outside of the state-recognized boundaries of the Saint Regis Indian Reservation to the area commonly referred to as the Hogansburg Triangle.

- Assisted Mohawk Networks, LLC to submit a proposal for Governor Cuomo's New NY Broadband Program Round III. Gathered letters of support from local elected officials. ♦

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

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Tribal Council Resolutions (TCRs)

Submitted by Tribal Clerk's Office

Tribal Council Resolutions are the recorded decisions of the Saint Regis Mohawk Tribal Council on matters requiring a formal expression of such decisions. Some examples include; but are not limited to; adoption and amendment of tribal ordinances or laws that do not require referendum vote, approval of grant applications, appointment of Administrators of estates and conduct of day-to-day tribal business operations requiring a written record of Tribal Council approval. (Source: Tribal Procedures Act, adopted by referendum, Ohiari:ha/June 1, 2013.)

TCR 2017-67: To Appoint Dianna Tarbell and Natalie Hemlock to the Te Wá Tha Hón:ni Corporation Board of Directors

TCR 2017-68: To Increase the Tribal Minimum Wage

TCR 2017-69: To Amend the Election Board Compensation Rates ♦

Community Engagement:

Consultation Sessions Contribute Toward Good Standing Policy

By Brendan White, Director of Communications

In 2016, the Saint Regis Mohawk Tribe convened three consultation sessions with community members to discuss what good standing means and to brainstorm mechanisms to help address non-payment of individual accounts. The sessions were held on October 5th, October 26th and November 9th and included discussions on how assorted non-payments have financially impaired the ongoing provision of tribal services and programming.

Discussion points from the October 5th community brainstorming session were available for tribal members to pick up and review upon request from the main receptionist desk located in the Community Building Lobby. They were also discussed at the two preceding sessions held that year on October 26th and November 9th, which concluded with support for the development of a formalized process that will help resolve overdue accounts.

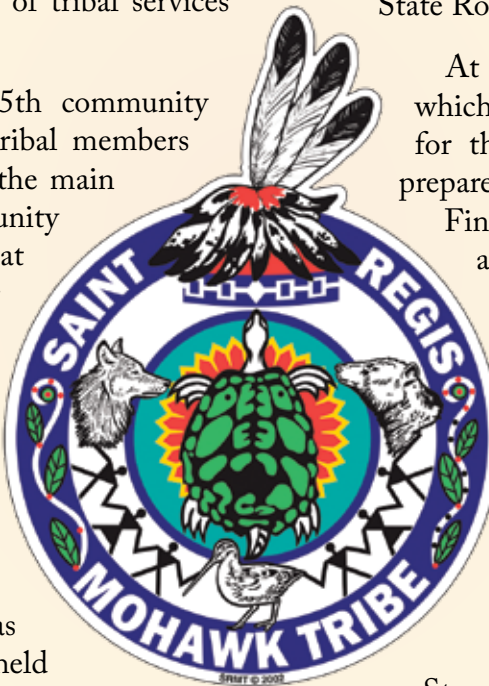
The feedback and input received from community members during the three brainstorming sessions contributed toward a Draft Good Standing Policy that was presented in 2017 at two public meetings held on November 14th and December 5th. The meetings are in accordance with the 2013 Tribal Procedures Act and provide an opportunity for members to review and comment on the draft policy, with a third meeting scheduled for January 4, 2018 at 5:00 p.m.

Community members are encouraged to attend the third public meeting being held in the Community Building Lobby to further review and provide comments on the Draft Good Standing Policy. Copies of the draft policy have also been made available upon request since December 5th from the Community Building's main reception desk located at 412 State Route 37 in Akwesasne, NY.

At the conclusion of the three public meetings, which will mark the end of the comment period for the draft policy, the proposed legislation is prepared for final action. The Tribal Clerk receives a Final Draft Good Standing Policy, who will issue a public notice that the proposed policy will be ready for adoption following a final thirty-day public comment period.

Following the final comment period on the Final Draft Good Standing Policy, the Tribal Council will receive the proposed legislation for enactment through a Tribal Council Resolution, with at least two of the three chiefs voting in favor.

For more information on the Draft Good Standing Policy's development, please contact SRMT Assistant Executive Director Starr Thomas at (518) 358-2272, or you may also stop by her office located in the Community Building. ♦



Feedback Being Sought for Tourism Information Kiosk

By Gail McDonald, Akwesasne Heritage Complex Developer

The Saint Regis Mohawk Tribe's Cultural Tourism Office continues to seek community feedback on three information panels that are being developed for a tourism information kiosk in Akwesasne. The proposed location for the kiosk will be alongside the St. Regis River in *Tekahson'karó:rens* (Hogansburg), which is the new green space the Tribe created this past summer across from the former site of the Hogansburg Dam.

"The information kiosk provides an opportunity for Akwesasne to share its rich and vibrant culture, history, language and geography with visitors to the community," stated Akwesasne Heritage Complex Developer Gail McDonald. "It will speak about the Mohawk people's connection with the environment and the importance to protect the many waterways that converge in the Akwesasne Territory; including the Raquette, St. Lawrence, St. Regis, Salmon and Grasse Rivers."

The information kiosk is a project developed through funding derived under Title 11 of the Environmental Protection Fund and is being managed through an agreement with the Village of Potsdam. The kiosk project will help promote tourism along the Raquette River Blueway Trail, which follows the river's scenic and historic corridor north 174 miles from the Blue Mountain Lake into the St. Lawrence River at Akwesasne.

The Tribe's Economic Development Cultural Tourism Office worked in collaboration with the Akwesasne Cultural Center Museum to develop a preliminary design of the information kiosk, with content and artwork provided by Akwesasne artisans. The sample panels have been available to view at the Akwesasne Library and in the Community Building Lobby; as well as on the Tribe's Facebook page and website at www.srmt-nsn.gov.

The Cultural Tourism Office invites community members to review the sample panels and provide any comments, feedback or suggestions by email to tourism@srmt-nsn.gov. For more information, please contact the Akwesasne Heritage Complex Developer at (518) 358-4238 extension 1507. ♦



Raquette River

Akwesasne — Our Continuing Culture



Historically, Mohawk villages would move when needed. Kahnawake, the village where Saint Kateri Tekakwitha was born, moved for political and religious reasons from the Mohawk River Valley to the St. Lawrence River Valley, near Montreal. As the population grew throughout the eighteenth century, the community exceeded the land's agricultural capacity. A group of predominantly Catholic Kahnawakehn:yo (people from Kahnawake) settled in Akwesasne in the mid 1700s. Their relatives from Mohawk communities in the south also settled in this new community within the recognized boundaries of Mohawk homing territory.

The Mohawk people have been here for thousands of years prior to formation of either the U.S. or Canada, and are an integral part of the history of both of these countries. Other present-day Mohawk communities are: Wika, Tyendinaga, Kahnawake, Kanatahsake, Carleton Place, and Kanatahsake. Ohkwari, Six Nations, Grand River Territory, is also home to many Mohawks.

Visitors are welcome to experience Akwesasne in a respectful manner, and are encouraged to learn more about Mohawk history and culture. The Akwesasne Mohawk Nation is an sovereign territory governed under the Six Nations Inquts Confederacy by Mohawk Nation Council of Chiefs, and by elected youth in - the Saint Regis Mohawk Tribe and the Mohawk Council of Akwesasne.

The Mohawk nation is one of six nations in the Hogen Confederacy. A sacred Huron messenger led our nations from hunting with one another to an acceptance of the responsibilities of working together in peace. The present Six Nations are: Mohawk, Oneida, Onondaga, Cayuga, Seneca and Tuscarora. The Six Nations are also called Haudenosaunee (ho. den oh SHOH wee) which can be translated as "People Who Make a House". Our Nations are meant to live as one family under the same roof. We are not all the same, but we are all related.

Founding Principles of the Six Nations



NEW YORK
DEPARTMENT OF STATE

This project is supported by funding from grant #20000111 in the Village of Raquette, provided by the New York State Department of State under Title IV of the Environmental Protection Fund.

Blueway Trail

Kanien'kehá:ka — "People of the Flint"



Giving thanks is the central meaning expressed in Mohawk culture.

The following is an example of the words spoken by Mohawks and other members of the Hogen Confederacy to give thanks for the waters and the fish. Feel free to read these words to give your thanks:

Akwesasne is committed to ensuring that the traditions of our ancestors continue to be passed down to future generations. Starting in the mid 1990s, with the United States and Canada both Federal schools as part of a concerted policy to wipe language and culture away from the Native people of this continent. Religious institutions often acknowledged the schools. By taking children away from their families and communities, the state and religious officials imposed their own culture and language onto Native people in hopes of full assimilation into white society. Their efforts succeeded in greatly diminishing the number of people who speak the languages and practice the cultures Native to this continent.

Akwesasne is committed to ensuring that the traditions of our ancestors continue to be passed down to future generations.

Kanien'kehá:ka is the original name for the Mohawk people. It is pronounced Kan-ee-nay-ka. It means "People of the Flint". The Mohawk language is called **Kanien'kéha**. It is pronounced Kan-ee-nay-ka. It means "People of the Flint".

SOME EVERYDAY WORDS TO LEARN:



There are a variety of classes for all ages to work towards a better understanding of the Mohawk Language and Culture.

© Design by Victoria Hogen and Sherry Hogen.



Akwesasne is one of the most vibrant and creative territories in the Six Nations.

There are many Akwesasne Mohawk artists actively making art on every level - to be found in venues ranging from international exhibitions to craft fairs. A visit to Akwesasne should definitely include a trip to the Akwesasne Museum and the Native North American Traveling College to gain understanding on the cultural meaning of Mohawk arts, including beadwork, basketry, pottery, painting and carvings. A selection of community artists' work is for sale in their gift shops.

Visit the cultural centers in Akwesasne for more information and to fully Experience Akwesasne!

NATIVE NORTH AMERICAN TRAVELING COLLEGE
1 Rosethal Lane, ON R4H 2P2, Canada
813-353-9432

Division Update:

Akwesasne's Response to the Recent Emerald Ash Borer Detection

By Les Benedict, Assistant Director Environment Division

It has been several months since the Tribe first reported that Emerald Ash Borer (EAB) was detected on Akwesasne lands in a sample collected in summer of 2016. At a monthly Tribal meeting, the Tribe's Forestry Resources program provided some background information about EAB and what the likely prospect may be for ash trees in the community. The Tribe has been monitoring for EAB since 2008 with the support of US Department of Agriculture, Animal Plant Health Inspection Service, Plant Protection and Quarantine (USDA-APHIS-PPQ).

Following our first report, the tree with the trap that collected the adult EAB beetle was debarked and no larvae were found under the bark. The results from this inspection indicate that this specific tree was not infested with EAB yet. While this may be surprising to some, it is very likely that EAB is present in the community and the 2016 detection is the very first evidence of that. We've known that EAB has been present nearby as it was detected on Cornwall Island in 2015 and had been found in Cornwall a couple of years before that. EAB populations are very difficult to detect at low levels making early detection of this invasive forest pest challenging.

What can be said about this detection is that the Tribe's monitoring efforts have been very effective and that the early detection has provided the community with an advantageous opportunity to manage EAB as early as possible. Finding an infestation early provides the Tribe more

time to develop effective strategies to address EAB and mitigate potential impacts of the EAB infestation. This past fall, the Forestry Resources program met with the nation's leading EAB expert, Dr. Nathan Siegert from the US Forest Service, and discussed some strategies for further assessment and actions.



Basket makers from several communities discuss their concerns about impacts to tribal social structures and cultural practices as a result of EAB in one of several forums hosted by the University of Maine.

The Forestry Resources program and Dr. Siegert are planning on establishing "sentinel" trees throughout the reservation in 2018 to critically assess the EAB infestation at Akwesasne. Sentinel trees are ash trees that are sacrificed by first cutting a ring of bark (girdling) from its trunk with a drawknife in the spring months, causing the tree to send out distress signals that nearby EAB adult beetles are attracted to. In

the fall, the tree is felled and the bark peeled to count the number of EAB larvae. The girdled ash trees are like magnets for dispersing EAB if they are in the area, providing the Tribe with a much clearer picture of the extent of the EAB infestation. It must be stressed that sentinel trees don't draw EAB in from far away, but only attract EAB if they are close by.

Once the extent of the EAB infestation is known, more effective management guidelines and recommendations can be developed and implemented in a sensible and cost effective way that minimizes EAB spread and impact. This is very important in order to minimize the widespread mortality of ash trees from EAB and provides an

opportunity for the community to respond in a gradual and proactive fashion that prevents resources (funds and staffing) from being overwhelmed. It will also allow the Tribe to access additional assistance such as the release of EAB parasitic wasps and to mobilize resources to remove and replant trees.

The presence of EAB in the community does not come as a shock because its spread has been monitored since 2003. The community is in a very good position to respond to the EAB. Through the Akwesasne Task Force on the Environment, planning and preparations have been made to address the eventuality of EAB's arrival. Together with some of the Tribe's efforts, the community will be able to respond and recover from the EAB invasion. The combined efforts, which has also included partnerships with the USDA-NRCS, USDA-APHIS-PPQ, US Forest Service, The Ranger School, the University of Vermont, the University of Maine, the Mohawk Council of Akwesasne, the Maine Indian Basket Alliance, and the Gun Lake Tribe of Anishinaabe, have resulted in several important measures to address EAB and EAB impacts:

- Community EAB Response Plan
- Study on the Socio-Cultural Impacts associated with EAB
- Pre-EAB removal of ash from forest stands
- Annual EAB surveys
- A voice on the regional EAB task force
- Upcoming workshops on alternative basket making materials
- The collection and storage of ash seeds in a national cryogenic seed vault
- Fall 2018 on EAB tree assessment workshop

The Forestry Resources Program is now requesting the assistance of the community with the 2018 sentinel tree project. The program asks for community members to volunteer access to their property to establish the sentinel trees, allowing program staff to girdle a tree in the spring and to collect the tree in the fall. Please contact the Forestry Resources Program at (518) 358-5937 to volunteer for the program and to learn more about EAB response. ♦



Girdled ash trees are an effective detection tool for emerald ash borer. Emerald ash borer adults are attracted to stressed ash trees, and lay more eggs on stressed than healthy trees.
Photo Credit: Maine Forest Service.

Going Above and Beyond

Tribal Employees Receive Enrichment Awards

By Brendan White, Communications Director

The Saint Regis Mohawk Tribe was honored to once again recognize the exceptional service and performance of five tribal employees with an Employee Enrichment Award. Conducted two times each year, the most recent awards were presented at the Tribe's Christmas Party on *Tsiothóhrha*/December 15, 2017. The biannual awards help highlight the ongoing efforts of tribal staff 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.

Racine Johnson

Intensive Preventive Program

Category: Going Above and Beyond



She is an outstanding team member, going above and beyond to help youth build up their interpersonal skills and self-confidence. Her hard work and dedication to her clients has made such a difference in the lives of our youth. She is a great motivator, she gives 110% of herself. She is a team player, she values the youth that she works with and inspires them to participate in all activities whether its cultural, crafts or just for fun.

Executive Director Tsiorasa Barreiro presented an Enrichment Award to the following recipients, along with a handcrafted cornhusk doll made by Pamela Brown and a check for \$300 in appreciation of their efforts in providing an enjoyable work environment; while recipients of a group award received a jacket from LOK Creations and a check for \$100.

Ken Jock

Environment Director

Category: Professionalism



Throughout the past 30 years, Ken has demonstrated professionalism on every level from community relations, interagency networking and most importantly leadership of staff and co-workers. He has made the workplace more meaningful and rewarding by grounding the department in cultural values and ideals for the protection of our natural environment. He has remained steadfast in ensuring that environmental contamination from neighboring industries be properly addressed and has been a strong and unwavering voice for the community at discussion tables with industry, NY State and with EPA.

Randolph “Randy” Jock

Tribal Gaming Commission

Category: Integrity and Going Above and Beyond



He makes employees feel appreciated and valued. He makes the office feel more like a family environment opposed to a sterile work environment. He keeps the office focused on our goals and responsibilities. He routinely gets involved in community events the office is participating in. He has been willing to sacrifice his holidays or days off in order to help employees under his supervision.

Kora Mitchell

Early Childhood Development Program

Category: Going Above and Beyond



She treats everyone with kindness and respect. She is considered the heart of ECDP and goes above and beyond for the children and staff. We can bounce ideas off her at any time and she is the glue that holds ECDP together. She is always there to help, listen, and encourage us! She enriches our program and she makes everyone feel welcomed and valued, never expecting anything in return.



(L-R) Ernie Cree, Tim Major, Zach Herne, Mike Cree, Nikita Elijah, Henry Arquette, Calvin Leaf, Courtney Armstrong (not pictured)

Home Improvement Program Crew

Category: Going Above and Beyond

You may not see them on a daily basis in the office, because they are out in the Community assisting members with much needed repairs to their homes. Their work is exceptional; their commitment to their jobs show in the work that they do. They have big hearts and enjoy helping the community. They are quiet men and don't seek recognition. But, they deserve this recognition, as they work hard and provide such a vital service to this community. ♦

Hotel Package Offers Unique Tourism Experience into Mohawk History

By Brendan White, Communications Director

The Akwesasne Mohawk Casino Resort (AMCR) continues to take strides in becoming a destination of choice for people looking for a unique gaming experience in Northern New York State. A new hotel package is available that shares the rich cultural history of the Mohawk People through a partnership with the Akwesasne Cultural Center & Museum. It is the most recent product of a community initiative that seeks to develop a tourism industry in the Akwesasne community.

“The Akwesasne Mohawk Casino Resort is proud to build upon our history of providing enhanced services and unique gaming experiences for our hotel guests and visitors to the region,” said Acting-General Manager Emily Lauzon. She added, “I’m pleased that through the collaborative efforts of Hotel Operations Team Member Chessie Thomas and Museum Program Coordinator Sue Ellen Herne our gaming facility is now able to offer an Akwesasne Cultural Experience Package, which is an exclusive package that you won’t find anywhere else.”

As a member of the Akwesasne Tourism Working Group, the Akwesasne Mohawk Casino Resort is supportive of efforts to highlight Akwesasne as premier destination for travelers to the North Country, while promoting economic development and creating opportunities for employment in the community’s blossoming tourism industry. The Resort’s hotel provides ideal accommodations for guests to launch their personal tour into the rich cultural history of the Mohawk community, as they receive customer service that goes beyond anything previously experienced.

For the rate of \$145, guests receive an overnight accommodation in one of the hotel’s 150 luxuriously appointed rooms, two (2) admission tickets for a guided tour of the Akwesasne Cultural Center & Museum, a handcrafted aromatic Mohawk Sweetgrass basket weave bookmark, and a complimentary copy of the Akwesasne Mohawk Business Directory featuring local artisans and attractions. It is one of seven (7) hotel packages currently available, so interested guests are encouraged to request the Akwesasne Cultural Experience Package when making reservations to ensure availability.

“The Akwesasne Cultural Experience Package provides a unique opportunity for tourists to stay in a Mohawk community and venture off the beaten path, as they take a trip into the culturally fascinating and largely untold story of our People,” shared Museum Program Coordinator Sue Ellen Herne. She added, “On behalf of the Akwesasne Tourism Working Group, I thank Acting-General Manager Emily Lauzon and staff for being an important partner and for helping share an educational experience that their hotel guests will appreciate and remember.”



Collection of baskets made by artist Rita McDonald on display at the Casino hotel.

To make reservations for the Akwesasne Cultural Experience Package, please call 877.99.CASINO extension 6020, or visit the Accommodations page on the Akwesasne Mohawk Casino Resort website and select the hotel package at www.mohawkcasino.com. ♦



Interior view of the Akwesasne Cultural Center & Museum



Collection of canoes used by Mohawk people



Mohawk pottery is one many traditional artworks on display.

Program Snapshot:

A/CDP Offers Substance Abuse Assistance

By Megan Bushey, Credentialed Prevention Specialist

Substance Abuse is a growing concern in Akwesasne. Nobody starts out intending to develop an addiction, but many people get caught in its snare. Consider the latest government statistics:

- Nearly 23 million Americans—almost one in 10—are addicted to alcohol or other drugs.
- More than two-thirds of people with addiction abuse alcohol.
- The top three drugs causing addiction are opioid (narcotic) pain relievers, cocaine and marijuana.

Addiction is a chronic disease characterized by drug seeking and use that is compulsive, or difficult to control, despite harmful consequences. The initial decision to take drugs is voluntary for most people, but repeated drug use can lead to brain changes that challenge an addicted person's self-control and interfere with their ability to resist intense urges to take drugs. As with most other chronic diseases, such as diabetes, asthma, or heart disease, treatment for drug addiction generally isn't a cure. However, addiction is treatable and can be successfully managed.

The Saint Regis Mohawk Health Services Alcoholism/Chemical Dependency Program can help you take the next steps in your journey to recovery. Services provided by the A/CDP program include: drug and alcohol assessments, compulsive gambling assessments, outpatient treatment, compulsive gambling treatment, aftercare services, codependency treatment, relapse

prevention treatment, and treatment for nicotine dependence. The second component of the A/CDP program is the Prevention Component. We all know that addiction is preventable and research has shown that prevention programs involving schools, families, communities and the media are effective for preventing or reducing drug use and addiction. The A/CDP Prevention Program provides services such as *Too Good for Drugs* curriculum, intervention services

at Salmon River Central School, educational presentations, drug free community events, media campaigns, monthly prevention trips/activities, parent education, and adolescent education. The A/CDP Prevention program is part of the Akwesasne Coalition for Community Empowerment which serves to reduce substance abuse and violence in the Akwesasne community by organizing drug-free family events.

To address the growing epidemic of opiate addiction, A/CDP offers support and education in the following ways:

Monthly Naloxone (Narcan) training-free opiate overdose response training and kit.

On January 18, 2017, the A/CDP Program was awarded a certificate to operate an Opioid Overdose Prevention Program, (NARCAN) Initially 12 people were trained as trainers by Dr. Sally White. This included staff from A/CDP, outpatient and prevention, and three staff from Partridge House. Once our program was registered, we developed a training manual consistent with NYSDOH guidelines



Javan Cook, Prevention Educator show the Naloxone (Narcan) opiate overdose response kit.

and community needs. Our training takes approximately 90 minutes. When Narcan is administered, the drug works to stop the effects of the opiates therefore leaving time for intervention and preventing the loss of a life from an overdose. There is a brief test at the end of the training in order to ensure that the participant is aware of the signs and symptoms of an opioid overdose, how to administer Narcan and the follow-up needed to ensure that proper medical treatment is obtained. As of November 30th, we have trained 128 individuals. There have been reports of least two successful opioid overdose reversals in Akwesasne. To inquire about future Narcan trainings please contact the A/CDP Outpatient Program at (518) 358-3141.

Addiction Education Series

The educational sessions are open to anyone in the community to attend. The presentations are in a relaxed casual setting to allow a safe space to have conversations regarding addiction and recovery. The series started in January 2017 and have continued monthly with topics such as: disease concept, what is recovery, medicine wheel, how does addiction impact your life, feelings, 12 steps, having fun in recovery, establishing healthy relationships and self-care. The series will resume in January. Please contact the A/CDP Prevention Program at (518) 358-2967 for information on the next session.



Tribal Police held a DEA National prescription drug take back collection on Kenténha/October 28, 2017. Ninety-two pounds of prescription drugs were collected. Medications can also be dropped off at the Tribal Police Station at any time.



Megan Bushey displays the drug disposal kits available at no charge from the Health Services Pharmacy.

Prescription Drug Take Back

The A/CDP Program coordinates the prescription drug take back days with the Saint Regis Mohawk Tribal Police. The Tribal Police set up an outdoor drop box twice a year to dispose any expired or unused medications. At any other time, the drop box can be accessed inside the Tribal Police station. Disposing unused or expired medication helps to combat the opiate epidemic as well as keep community members safe. If an addicted person knows there is medication in your home, this can put your family at risk.

Deterra Drug Activation Kits

These kits can be found at Saint Regis Mohawk Health Services. Pills, liquid or patches can be dropped into the pouches and then water is added. The pouch is then shaken and discarded in the normal trash. This environmentally friendly system has been proven to neutralize pills, liquids and patches.

Even though there is a surge in people becoming addicted to opiates, we can all play a part in preventing a fatal overdose by educating ourselves and being prepared. Working together to fight this epidemic will have a positive impact in our community. If you have any questions any of the services or trainings mentioned above, please contact the A/CDP Program at (518) 358-3141. ♦

Health Services Update:

From the Health Administration Office

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, confidentiality and professionalism. To support their efforts, Health Services Director Michael Cook has provided the following program highlights and responses to some commonly asked questions regarding the many programs and services they have available.

Tsiothohrkó:wa/January is Cervical Cancer Awareness Month



The Outreach Chronic Care Nursing Department will host a cervical cancer informational event on Wednesday, January 17th from 10:00 a.m. to 2:00 p.m. Stop in to the Health Services lobby to get information on cervical cancer prevention, play some trivia and spin the wheel to win prizes. Did you know that some of the cervical cancer risk factors include the number of pregnancies you've had, your family history, your sexual history, oral contraceptive use and smoking?

There are two cervical cancer screening tests. The papanicolaou (PAP) test looks for pre-cancerous and cancerous cells. The HPV test looks for the DNA or RNA of the types of the HPV virus that cause cervical cancer. Determining which test is right for you and performing the tests can be scheduled at the (SRMTHS) Medical Clinic by any one of our women's health practitioners.

Most women should begin having PAP test at age 21 regardless of when they became sexually active. They should continue being tested every three years until age 29. Beginning at age 30, every 5 years

with HPV co-test (PAP & HPV test) or every three years with PAP. Women with a history of cervical cancer, are infected with HIV, have weakened immune systems, or were exposed to HPV before birth may require more frequent screening and should not follow these routine guidelines.

Women over the age of 65 do not have to continue getting PAP tests if there is no previous history of moderate or severe abnormal cervical cells or cervical cancer and have had three negative HPV tests in a row.

If you are a woman between the ages of 21 and 64, and haven't had a PAP within the guidelines, please stop by the event or call to schedule an appointment with your women's health practitioner.

Hypertension Guidelines Changed

High blood pressure, also known as hypertension, is a major risk factor for heart disease and stroke. People with readings of 130 as the top number or 80 as the bottom one now are considered to have high blood pressure, according to a new guideline released by the American Heart Association. High blood pressure used to be defined as 140/90. The change means 14% more *Akwesashró:non* will be identified as having high blood pressure. A blood pressure of less than 120/80 still will be considered normal, but levels at or above that, to 129, will be called "elevated."

If your blood pressure readings have been borderline for the past several years, you should make an appointment with your doctor for prevention and treatment information.

Shannon Hall leads a tai chi class at the Holistic Health and Diabetes Care Event.



#GoRedGetFit

National Wear Red Day will take place on Enniska/February 2, 2018. It was first observed 15 years ago to bring national attention to the fact that heart disease is the #1 killer of women, and to raise awareness of women's heart health.

Join the **#GoRedGetFit** Facebook group and begin a healthy lifestyle journey that positively impacts the way you look and feel, inside and out! "Like" the Tribe's facebook page for National Wear Red Day events hosted by SRMT programs.

Holistic Health and Diabetes Care Event

On Wednesday November 29, 2017, the Let's Get Healthy Program celebrated American Diabetes Month with a Holistic Health & Diabetes Care Event. The intent was to combine traditional, holistic and western medicine and showcase these specialties through education and informational displays. Some holistic health vendors that participated were; functional medicine, physical therapy, yoga, Nia:wen Skincare, and traditional foods. The diabetes care team provided blood pressure and blood glucose screening and information was available regarding foot care and immunizations. Presentations included stress management and brain health. The demonstrations for guided meditation, tai chi, pow wow fitness, belly dancing and a tea and fire cider making demo were enjoyed by all.

Thank you to our vendors, presenters and attendees for making this a successful event!



Mara Russell--Bazdaric is one of the nurse practitioners specializing in diabetes care who works with Dr. Beach.

Message from Dr. Benson Kelly, SRMT Medical Director

As we are all aware, our community has a high rate of type 2 diabetes. There are many ways to treat type 2 diabetes which include diet, weight control, exercise and medication. Unfortunately, many times during a patient's regular medical appointment, we do not always have adequate time to address every single one of these methods or to answer adequately all of the patient's questions. There is plenty of information on the internet, in magazines and newspapers, and on television that people would like to discuss. We should all keep in mind that much of this information is not always correct or accurate.

Dr. Jonathan Beach is a physician with a special interest in diabetes and over the years he has seen many of our patients at his clinics in Malone and in Plattsburgh. He employs a couple of nurse practitioners with special training in diabetes. Health services has an arrangement with Dr. Beach that he will make one of his practitioners available to spend one-on-one time with our patients who have diabetes. This will allow time to discuss mostly issues regarding diabetes and to answer questions that patients may have and have not been addressed in their regular medical appointments.

Please understand that the diabetic practitioner will not become your new primary physician but will be there at any time to offer education and support in your fight against diabetes. This is in addition to our excellent program, Let's Get Healthy, and both services will be offered at the Diabetes Center for Excellence. ♦

Employee Profile:

Rod Garrow, Home Improvement Program Director

By Brendan White, Communications Director

The Saint Regis Mohawk Tribe's Home Improvement Program and the name Rod Garrow have become synonymous over the years. When community homeowners are seeking assistance with emergency issues in and around their homes, they know that "Rod at HIP" is the person to call. For nearly four decades, he has been helping low-income, disabled and senior households in a variety of capacities with home construction or emergency repairs.

Rod's initial employment with the Tribe began in 1977 through the Youth Conservation Corps (YCC), a federally funded summer youth work program overseen by the late-Julius "Speed" Herne. It was a time when he was working toward his college degree by attending night school, while working on assorted YCC projects during the day. It was a challenging time, but given family responsibilities and personal enjoyment for his work, he opted to pursue employment.

It was a modest start for Rod—earning a starting wage of just \$2.25 per hour, which often saw him bringing home less than \$100 a week for his family. It was the prevailing federal minimum wage in 1977, but Rod's and many other families in Akwesasne managed a living. Complementing his weekly wage was the opportunities provided to develop his skills in carpentry, plumbing and electrical.

The next opportunity for employment with the Tribe came the following year when Rod enrolled into a carpentry-training program through the Comprehensive Employment and Training

Act (CETA). It was a position that he remained with until 1984 as a seasonal employee. More importantly, it was a position that stimulated his desire to continue helping community members in making their homes suitable for themselves and their family members.

Following a one-year break to work at the pot lines at ALCOA,

Rod returned to employment with the Tribe and was promoted to the position of foreman for the new Home Improvement Program (HIP). It was new tribal program designed to build several new homes each year for low-income or disabled members of the Akwesasne community. With a work crew of six (6) carpenters, he also assisted qualifying homeowners with making much-needed emergency home repairs.

In 1989, Rod received full-time employment with the Tribe and, in 1996, received a promotion to

the position of HIP Director. It's a position that he continues to occupy to this day and with a team of 12 full-time employees (ten (10) carpenters, one (1) administrative assistant and himself); the program's focus continued to be assisting low-income households, including seniors, with emergency repairs and often constructing new homes for dire living situations.

There are times when Rod takes his concern for a tribal member or family home with him, saying, "I worry at night about homes that some community members live in." He is responsible for



conducting home assessments in determining priority projects and, as a result, his first hand observations have helped him take the role of assisting local homeowners with improving their living conditions seriously.

In 2007, due to the elimination of funding from the Bureau of Indians Affairs for HIP, the tribal program was renamed the Home Improvement Supplement Program. Under the new program, Rod continues to do home assessments; but also takes applications, determines eligibility (with the help of guidelines made by the Tribe), prioritizes the work schedule, estimates and orders supplies for each job, supervises the carpenters and the foreman, as well as evaluates the quality of their work.

Rod says he's, "Just doing my job," but that is what you would expect a humble person to say about themselves and their years of

work. Work that over the years has helped build 55 new homes and make more than 1,000 home repairs for community households—often entailing as many as 150 to 200 emergency repairs each year on furnaces, electrical, plumbing, handicap ramps and other home projects.

Thirty years of full-time employment (forty years counting part-time and seasonal) is a milestone that most workers can only hope to attain with one employer. What has helped him accomplish this milestone are words that he holds close to his heart from his father Alec Garrow: "Do your job and do it well and you'll go a long way."

On behalf of the Saint Regis Mohawk Tribe, you have done your job very well, Rod. ♦

Housing Needs Assessment Survey

The Home Improvement Supplement Program is seeking the community's input about the housing needs of Akwesasne community members. The short, completely anonymous, survey will ask about your current housing conditions and ask for your input on future housing needs.

The survey link is located on our facebook page or you can go directly to: <http://www.surveygizmo.com/s3/4083774/Housing-Needs-Assessment-Survey-2018>.

HIP Applications

The Saint Regis Mohawk Tribe (SRMT) has developed the Home Improvement Program to provide home repair assistance to Tribal members residing on the southern portion of the Mohawk Territory. The primary purpose is to assist elderly, low-income families and disabled Tribal members with needed repairs and renovations to improve quality of life and address any safety issues. Emergency situations will also be considered for approval on a case-by-case basis.

An emergency home repair can be described as, but not limited to the following: flooding, electrical problems, furnace/boiler problems, mold, asbestos, weatherization issues, handicap accessibility.

Criteria for Assistance:

- Enrolled member of the Saint Regis Mohawk Tribe
- Reside on the southern portion of the Territory for a minimum of six months
- Applicant must exhaust other means of financial assistance in order to be considered
- Owner-occupied homes only
- HUD homeowners must provide additional documentation

INCOME LEVELS		
Household Size - Low (80% of median family income)		
1- \$32,350	4 - \$46,150	7 - \$57,250
2 - \$36,950	5 - \$49,850	8 - \$60,950
3 - \$41,550	6 - \$53,550	

Applications are available from Rod or Sandy in the Home Improvement Office located on the lower level of the Community Building. Call (518) 358-2272 if you have any questions. ♦

Tips from Tech Support – Tips for Shopping Safely Online

Did you know many people are worried about shopping online? It can be worrisome but we can all protect our money, identity and our peace of mind with these tips:

- **When in Doubt Throw it Out:** Always check the validity of email links, webpages and social media posts. It's easy as using a reliable search agent online.
- **Personal Information is Like Money:** Be alert as what you are purchasing. Ask yourself what info about you is being collected, how they will use this info and who else will see it. Always remember you can put in info only that is needed. For example: your name and email address is usually used for verification.

- **Use Safe Payment Methods:**

Using a payment method that is third

party that your bank supports

is a great payment method. Ask your bank what types of methods are best to suite your needs.

- **Secure Site:** Make sure the site you're shopping on is secure. Always look for a lock on your browser window to show your connection is secure.

- **Returns:** Always check with the vendor on return policies, some are different from others. ♦



Positive Indian Parenting ***by Adam Bashaw, Intensive Preventive Program***



The Social Services Division Intensive Preventive and Traditional Support programs will begin a new series of Positive Indian Parenting classes on January 8, 2018. The classes are held on Monday evenings from 5:30 to 7:30 p.m. at the IPP building east of the former IGA on State Route 37.

The classes are geared for Native American parents, caregivers, and non-native foster parents of Native children. The program uses experiential learning techniques where students develop knowledge, skills and values from direct experiences outside a traditional academic setting.

Each session starts with a brief lecture, followed by an interactive exercise and a group discussion. Activities for children while their parent(s) is in session and dinner are

provided at no charge. Attendees are asked to pre-register by calling (518) 358-3416 to make sure they have prepared enough food and have adequate caregivers for each session.

Although not always possible, attendees will get the most benefit from attending all of the sessions. All are still welcome to attend as many as they wish.

- January 8th: Traditional Parenting
- January 22nd: Lessons of the Storyteller
- January 29th: Lessons of the Cradleboard
- February 5th: Harmony in Child Rearing
- February 12th: Traditional Behavior Management
- February 19th: Lessons of Mother Nature
- February 26th: Praise in Traditional Parenting
- March 5th: Choices in Parenting ♦

Does My House Suck?

What did the Home say to the Pressure? Don't be so Negative

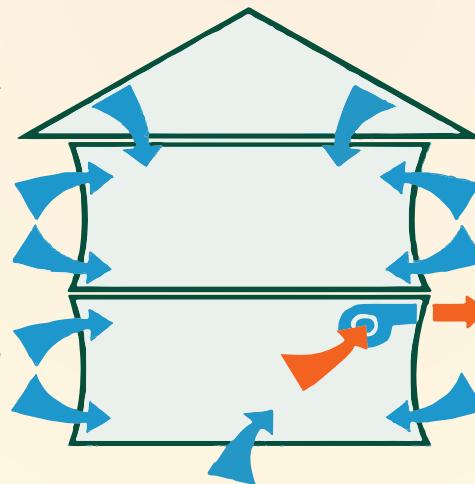
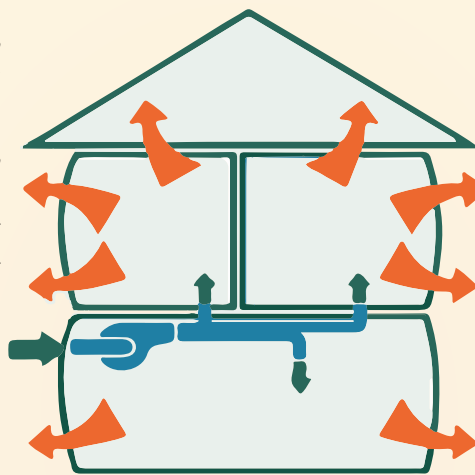
By Angela Benedict, Air Quality Program Manager, Environment Division

You know what they say, pressure will bust a pipe! So, is it good to have negative or positive pressure in a home? Well, being positive is always better than being negative, or is it? I guess it really depends on your home. Is it new or old? Stick build, modular or a trailer home? Slab, basement or crawlspace? Dirt or concrete? So many questions and so many answers. The best way to explain pressure in a home is to say what's happening with the negative and the positive.

Negative pressure means the house is pulling air in slower than it is pushing it out. Positive pressure means it's pulling it in faster than it can push it out.

Having a slightly positive pressure in your home seems to be the best option especially around here. Why? Because under a negative pressure a tighter home will pull air from behind walls, crawl spaces or basements and from the attic. Normally you don't want the air from these places to come into your home.

Operating fans (ceiling fans, stove vents, bathroom vents and dryer vents) in your home can also affect the pressure. But these fans/vents can also be problems for the home under negative pressure. Say you are cooking on a gas stove and you are using your fan on



low speed but your home is under negative pressure, the fan speed is not enough force to push out the fumes from the stove and back drafting occurs. Back drafting could potentially bring the carbon monoxide and other noxious fumes back into your home, under (even a slight) positive pressure this would not happen. If you have any gas or fuel based appliances (hot water heater, dryers or furnaces) there is this chance.

So how do you know if you are under positive or negative pressure? One way is to use a manometer. Instruments used to measure and display pressure in an integral unit are called pressure gauges or vacuum gauges. A manometer is a good example as it uses a column of liquid to both measure and indicate pressure.

The air quality program does not have a manometer but if there is enough interest we may be able to borrow one and do some tests around Akwesasne. Contact us if you have questions or if you would like a test done on your home; (518) 358-5937 ext. 129 or email angela.benedict@srmt-nsn.gov.

So, for now and the next seven generations let's keep positive, in our minds and in our homes! ♦



Tribal Monthly Meetings

Kentenhkó:wa/November 4, 2017
Chairperson: Tribal Chief Michael Conners

Tsiothóhrha/December 2, 2017
Chairperson: Tribal Chief Beverly Cook

Agenda

1. Review of previous action items:
 - Tribal Council to report on March Tribal meeting motion from the floor for “Tribal Council to enact in investigation (fact finding) and evaluation of the correlation and relationship between the original Elders Benefit Group and the anonymous propaganda, which is an indirect contradiction to the benefit [to] Elders.” *In Progress. Investigation is currently in the information gathering and analysis stage.*
 - Request for a handout on a summary of NYS report cards of Salmon River Central and Massena Central School.
 - Request to look into funding available for students who attend prep schools and what the average cost is to attend a prep school.
 - Acknowledgement/breakdown of all the financial aid offered to college students. *Education reports are being presented today.*
 - Request for Tribal Council to work with MCA on creating a narrative on Creation of Record/Enhanced Driver’s License for border crossing. FAQ: Rights of American Indians Born in Canada is attached. *Presentation on Family Support Program, Continuation of Disabilities Services.*
2. 10:05 a.m. | Education Reports by Stephanie Cook
 - Highlights by Dr. Stanley Harper, SRCSD Superintendent
 - Questions
3. 10:35 a.m. | Presentation by Election Board
4. 10:50 a.m. | Residency Update by Dale White
5. 11:00 a.m. | SRMT Elders Benefit Working Group Update by James Ransom
6. 11:15 a.m. | Announcements
 - SRMT 2018 Budge Update by Chief Conners
 - Good Standing Policy Meeting on November 14th at 5:00 p.m. in the Community Building Lobby

Agenda

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 - Request for Tribal Voter Eligibility FAQ with discussion. *Handout is attached. The Election Board will host a community meeting in the near future.*
 - Request for Residency Ordinance tentative schedule. *Handout is attached.*
2. 10:05 a.m. | Office for the Aging Presentation on Winter Services by Lora Lee La France
3. 10:35 a.m. | Capital Projects Update by Colleen Thomas
4. 11:05 a.m. | SRMT Elders Benefit Working Group Update by James Ransom
5. 11:15 a.m. | Announcements
6. 11:20 a.m. | New Business
7. Next Monthly Meeting: Tsiothohrkó:wa/January 6, 2018 with Chief Eric Thompson as Chairperson. ♦

Calendar

Tsiothohrkó:wa/January

- 1 - Tribal Offices closed - New Year's Day holiday
- 6 - Tribal Monthly Meeting - 10:00 a.m. - Lobby
- 9 - Social Security - 12:45 to 2:45 p.m. - Tribal Clerk's Office
- 10 - Police Commission - 3:00 p.m. - Executive Boardroom
- 15 - Tribal Offices Closed - Martin Luther King, Jr. Day

Enniska/February

- 1 - Tribal Monthly Meeting - 10:00 a.m. - Lobby
- 13 - Social Security - 12:45 to 2:45 p.m. - Tribal Clerk's Office
- 14 - Police Commission - 3:00 p.m. - Executive Boardroom
- 19 - Tribal Offices closed - President's Day
- Wednesdays - Tribal Council Work Session - 9:00 a.m. - Executive Boardroom, Community Building

New Faces

Kenneth Roy Arquette

Nichola M Clark

Leona Francis

Monica Garrow

Henry B Gibson

David M Henrie

Sandra L Hodges

Taylor Horne-Burns

Norman King

Peter M Lafrance

Owen W Leaf

Diane Raven Leipsic-Judge

Pamela A Monroe

Janice Morrow

Herbert J Oakes

Max Shea

Hedy G Stegner

Thomas J Sylvester

Lauralee C Thompson

Ricky A Tremblay

Carpenter

Accounts Receivable Clerk

Tourism Business Incubator Manager

Habilitation Aide

HVAC Technician

Patrolman

Dispatcher

Substitute

Dispatcher

Outreach Driver

Construction Laborer

Youth Advocate

Laboratory Supervisor

Laboratory Supervisor

Custodian

Custodian

Home Health Aide

Custodian

Counselor

Laboratory Supervisor

Home Improvement Program

Accounting

Economic Development

Family Support

Facilities

Tribal Police

Tribal Police

Early Childhood Development

Tribal Police

Health Services, Outreach

Home Improvement Program

Intensive Preventive Program

Health Services, Laboratory

Health Services, Laboratory

Facilities, Maintenance

Facilities, Maintenance

Health Services, Outreach

Facilities, Maintenance

Tribal Vocational Rehabilitation

Health Services, Laboratory

Donations

Community Activities - \$ 10,000

Funerals - \$ 6,000

Sports - \$ 2,750

Jobs

All current positions with the Saint Regis Mohawk Tribe are posted on the Tribe's website at www.srmt-nsn.gov.

Positions with our gaming operations are posted on the Akwesasne Mohawk Casino Resort's website at www.mohawkcasinom.com.

Akwesasne and surrounding area employment opportunities are posted at the Akwesasne Employment Resource Center (AERC) at www.myaerc.org.

Two days of
learning, food,
prizes & fun



Attend both days
to receive a \$100
VISA Gift Card

COLLEGE PREP DAYS

January 10th & 11th
10:00 a.m. to 3:00 p.m.
at Former IGA

*Hosted by the Saint Regis Mohawk
Tribe Safe Harbour Program.*

- Jeopardy Game
- Chair Yoga
- Project Good Mind
- Art and Soul painting
- Learn about labor/sex
trafficking - Facing Traffick
Play on DVD
- and more...

**Contact the Social Services
Division at (518) 358-2728 for
questions or to RSVP.**



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

ECRWSS
PRSRT STD
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POSTAL PATRON

On the Cover: Akwesasne Mohawk Casino Resort acting-General Manager Emily Lauzon proudly displays items hotel guests receive for its new Akwesasne Cultural Experience Package offered in collaboration with the Akwesasne Cultural Center & Museum. To book the hotel package, individuals and groups can call 877.99.CASINO.