

TRIBE REORGANIZES

On May 2nd the entire staff of Regis Mohawk Tribal Council as well as chiefs Tarbell and LaFrance and tribal clerk Heme met at the Mohawk Bingo Palace to allow staff to voice opinions concerning the new organizational restructuring of the tribe.

The tribe ascertained that a new management model was necessary for better delivery of services to the Akwesasne community. The center for change in Philadelphia, an affiliate of the Sagamore Institute, was contacted and two of its consultants were assigned to work with 25 tribal department and program heads with 5 objectives in mind.

1. To re-align the structure of the tribal organization and clarify the key roles,
2. To improve the key organizational systems such as communications, decision making, and human resource development,
3. To develop the high performance teams throughout the tribe better fit with the new structure,
4. To develop a Tribal leadership model,
5. And to begin a strategic planning process in each of the main divisions of the new structure to assure that the tribe is forward-looking and pro-active in meeting the needs of the community.

Chief Harold Tarbell addressed the tribal employees and talked about the process that was undergone by the tribe's directors and program heads in producing a viable structure. This group developed into the Tribe's Management Planning Team, which developed the tribe's mission statement as being "to boldly lead the St. Regis Mohawk Tribe/Akwesasne Community into the next century" and "building on the best of our past to meet the challenges of our future."

This mission clearly establishes that the Tribe is looking for a pro-active rather than re-active model.

The Tribes managers met from October of 1988 to April of 1989 in the formation of an appropriate organizational model. This new model means some internal changes.

Tarbell stated that change causes some anxiety but change is also exciting, challenging and an improvement on the existing structure.

Many organizational revisions are yet to be made but the tribe's 3 chiefs have approved the organizational model for use in principle.

The new model is more community based. Chief LaFrance said that it is based on the values of the Akwesasne community that produces a value-driven organization that improves service delivery to the Akwesasne community.

The organizational chart shows evidence of this value-based system by using categories more meaningful and obviously relevant to our community.

- They are:
1. Family/Cultural
 2. Community Self-Sufficiency
 3. Harmony with the Earth.

Presently under these value heading there are divisions with persons placed on an acting capacity.

These new positions will be posted for permanent positioning in September of 1989.

The transition period for implementation of the new structure is from April until October 1989 and the tribe's employees will be working hard to ensure the success of the new model.

The staff of the tribe are all valued as leaders and the model provides that each work to enhance their leadership skills with each of their tribal positions.

1. Leaders in the tribe anticipate "the future" and initiate responses.
2. Leaders in the tribe create and hold to a vision of the "desired state"
3. Leaders in the tribe empower themselves and others.
4. Leaders in the tribe are personally "present" managing themselves so that they can lead others.
5. Leaders in the tribe create and maintain a commitment to "continuous improvement"

The new model hopes to provide a more productive, educated, concerned, practical, and accountable tribal team.

STUDY TO DETERMINE LEVEL OF CONTAMINANTS IN LOCAL FISH

Comwall-May 1, 1989-The Ministry of the Environment, the Ministry of Natural Resources and the Mohawk Council of Akwesasne are undertaking a study in the St. Lawrence River between the Moses-Saunders Power Dam and Summerstown beginning May 1 through May 19. This study is undertaken as part of the St. Lawrence Remedial Action Plan process.

The study includes the collection of fish for contaminant analysis in order to determine the levels of contaminants in fish and establish consumption guidelines.

The species to be collected are walleye, northern pike, yellow perch, brown bullhead, white sucker, channel catfish, carp and sturgeon. These will be collected using hoop nets and gillnets marked with buoys identifying the collection project.

The fish will be analysed for a variety of contaminants including mercury, PCB's and dioxins. This collection program and analysis was last completed in 1978.

For more information:
Mike Eckersley
Ministry of Natural Resources
(613) 933-1774

Conrad de Barros
Ministry of the Environment
(416) 323-4933

TO ALL INTERESTED PARENTS

May is the month for sign up of new students at the Akwesasne Freedom School. All students must be registered by Wednesday, May 31, 1989 in order to be enrolled as incoming students; no students older than kindergarten allowed without previous Mohawk instruction.

All parents must register their children and are required to do volunteer work at fundraisers, attend parent meetings and help clean school, etc. If parents do not help out, their child will not be allowed to attend school. A tuition fee of \$1,000 per family is also required, payable in installments.

Please provide student's Mohawk name and immunization record when registering your child.

For further information contact Norma Tarbell at the Freedom School at 358-2073.

SOLID WASTE INCINERATION: WHAT RISKS, WHAT ROLES?

Incinerating solid waste, whether at a mass burn or a refuse-derived fuel facility, seems at first an excellent alternative to landfilling. Incineration lowers the volume of solid waste sent to landfills, destroys many toxic substances, and can generate energy (electricity and/or steam).

These benefits are causing many states to issue permits for solid waste incinerators. The Environmental Protection Agency (EPA) estimates that there are 110 municipal waste incinerators in the United States today and expects 210 more (in planning or under construction) to be operating by the year 2000.

But what are the risks of solid waste incineration? No incinerator is 100 percent effective at destroying combustible substances, nor is any incinerator equipped with 100 percent efficient pollution control devices. Without question, incinerators produce toxic air emissions. In addition, incinerator ash (both bottom and fly ash) is a composite of many toxic substances, especially heavy metals.

What goes into the air?

Resource recovery facilities emit a wide range of pollutants, including acid gases, toxic metals, polynuclear aromatic hydrocarbons (PAHs), and dioxins. Some of these metals, PAHs, and dioxins are suspected or known human carcinogens. Many of these compounds also produce other significant toxic effects at low exposure levels. For example, chronic low-dose exposure to lead is believed to be associated with neurobehavioral deficits in children; chronic, low-dose exposure to cadmium can lead to renal failure.

Food chains raise the risks

Exposure levels for some pollutants may be significantly higher than is currently believed. In a study we conducted recently for a rural RDF incinerator in Minnesota, we showed that an adult's exposure to dioxins through the food chain (dioxins in milk, beef, fish, pork, etc.) may be as much as three orders of magnitude greater than exposure to dioxin from inhalation of contaminated air. This study revealed that airborne dioxins from incinerators land in nearby lakes, rivers, crops, and soils. When farm animals eat agricultural crops, bio-magnification of these compounds in the human foodchain follows.

Thus, before incineration can gain widespread acceptance, several issues concerning airborne emissions from these facilities must be addressed. First, we need more studies to define the environmental fate and toxic properties of incinerator emissions. Second, we need studies that explore the effects of solid waste composition on incinerator emissions. Third, to ensure that pollution control equipment operates according to specifications, we need training and/or competency evaluations at all incineration facilities.

What do we do about ash?

As solid waste burns, noncombustibles accumulate in two locations in the facility. Most of the material remains at the bottom of the boilers, but some particulate matter exits into the stack(s). This material, called fly ash, is usually collected by a baghouse or electrostatic precipitator. Standard operating procedures may require mixing fly ash with bottom ash and then sending the combined material to a landfill.

Groundwater pollution and limited landfill space are the two main problems driving states to find alternatives to solid waste landfill disposal. But if the ash residue can lead to groundwater pollution as well, especially toxic metal pollution, doesn't incineration pose the same problems? At best we are simply postponing the limited landfill space issue. At worst, the ash may be classified as a hazardous waste, causing landfill space to become even more of a problem than it is today.

What should or can be done about the ash? In my opinion, we need to start examining and/or developing new uses for ash or its constituents. Novel uses for ash, including extracting metals for reuse or using ash in cement or ceramic products, would relieve the landfill burden and might even lower the potential overall toxicity of incinerator ash.

What's in the future?

While incineration can and must play a significant role in waste disposal in the future, waste pretreatment procedures, such as source separation, recycling, and composting must also play major roles. These procedures - all conservationist in design - will lessen the landfill disposal burden, lower toxic incinerator emissions, and may even lead us to reduce waste through alternative product packaging (recyclable containers vs. plastics). Incinerators must also be made technologically as safe as possible. To do this, each facility must have a thoroughly trained workforce and proper - and properly operating - pollution control equipment. In essence, the future management of solid waste calls for a complex combination of conservation, reclamation, and disposal.



NATIVE BAPTISTS RECEIVE RECOGNITION

Toronto (CP)-Native Baptists are getting from their church what they have been waiting for from Ottawa-recognition of their right to self-determination.

Church representatives concluded the best way to communicate the gospel to natives is through self-supporting, self-governing, self-propagating, indigenous churches, said a statement issued after a recent conference.

"We accept...an incultured native church emerging from the interaction of gospel and cultures and expressed in native spirituality, traditions, rites, rituals and symbols," the statement said.

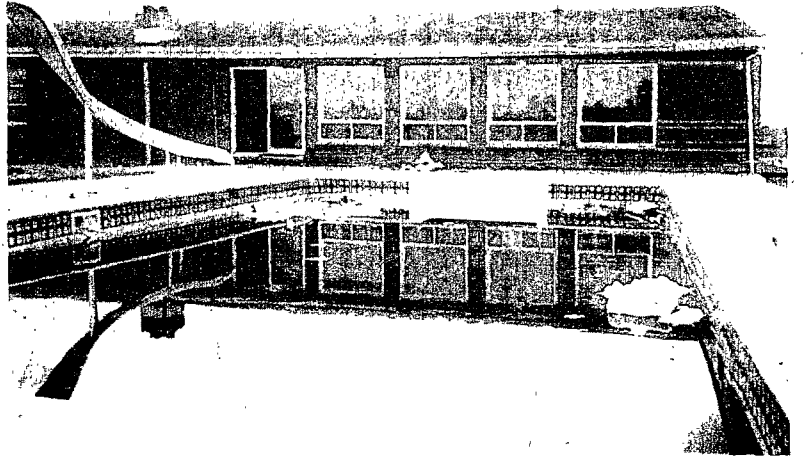
Dan Kelly, a speaker at the conference, said many natives blame white missionaries for not building a strong church under native leadership.

He had particularly harsh words for residential schools, boarding schools run by churches where natives were prohibited from speaking their own languages.

"With few exceptions, the schools succeeded in making Indian people hate Christianity and the culture that goes with it," said Kelly, a government employee who worked Indian reserves.

It is important to re-introduce natives back to Christianity, otherwise they turn to the traditional religion of the ancestors, which entraps them in a paralyzing fear of evil spirits, Kelly said.

Source: Standard-Freholder, Saturday, April 29, 1989.



Home of Pete Burns, Sr. Ravaged by Vandalism

Indian Time was invited to tour the home of Pete Burns, Sr. last week to inspect the damage allegedly caused by one William Ray of Massena.

Massena-based state police charged Ray with 3rd degree criminal mischief after he reportedly vandalized the home with a baseball bat on Thursday, April 27. He was released on \$1,000 bail after appearing before Brasher Town Justice Burns.

Although an estimate of the repair costs were not available, the extent of the damages was considerable. Windows were smashed, the telephone was destroyed, wallpaper was torn down, toilets were backed up, light switches were removed, carpeting was torn out, the basement was flooded, and graffiti was found on almost every available wall.

A tour of the grounds behind the Route 37c house revealed large amounts of garbage strewn about and extensive damage to the in-ground swimming pool.

Evidence of what appeared to be an attempt at arson was

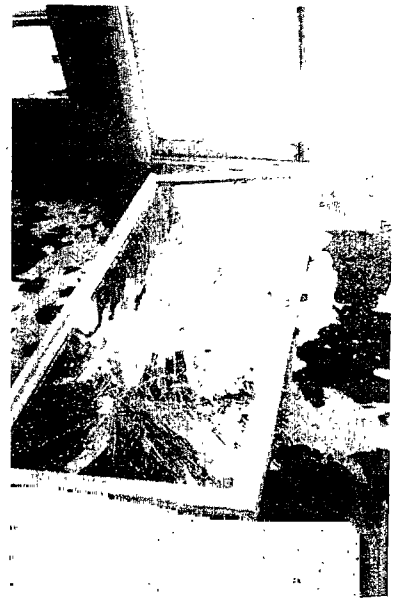
found in the living room area. Fire damage to the fireplace area almost reached the ceiling and amounts of straw were found scattered across the floor.

Pete Burns' son-in-law Steve Cook had been residing in the home prior to being evicted by Burns. Cook, a former employee of Burns' Casino-Bingo, has not been charged in connection with the crime.

Sources told Indian Time that William Ray is a business associate of Steve Cook. Neither could be reached for comment.

As this issue of Indian Time goes to press, it was also learned that Peter Burns' son-in-law Steve Cook has also been charged in connection with the crime. Cook had been living in the house prior to being evicted by Burns.

Sources told Indian Time that Ray is a business associate of Steve Cook. They're scheduled to appear in court May 11. Neither could be reached for comment.



Mohawks Defy New York: Claims Negotiations Suspended

The Akwesasne Mohawk Land Claims Committee held a press conference April 28 at the offices of the St. Regis Mohawk Tribal Council to announce it had suspended its multi-million dollar land claims negotiations with New York State.

Citing New York Governor Mario Cuomo as the main reason for their withdrawal from the five year long negotiations process the Committee representatives said Cuomo had tabled an "insulting" settlement proposal at an April 27 session in Albany.

The Committee members said they had tried to find a reasonable settlement to a claim they estimated to be worth over \$600,000,000.

New York, they said, offered only a total of \$16,000,000 which included "less land than was offered in 1979".

The Mohawk decision apparently caught New York completely off guard at the Albany meeting. New York's principal negotiator, Robert Batson of the Office of Rural Affairs, was quoted as saying he believed the state offer to the Mohawks was fair.

The dispute involves land taken by New York from the original Akwesasne reservation from 1818 to 1845. The Mohawks claim the loss of land was in violation of the 1790 Federal Non-Intercourse Act which specifically prohibits states from extinguishing native land title without the participation and approval of the U.S. Congress.

Approximately 11,600 acres of land was lost including land now in the towns of Massena and Fort Covington, N.Y. as well as parts of the town of Boonbay, the hamlet of Hogansburg and former meadows on either side of the Grasse River.

The Mohawks are also seeking title to Barnhart Island, the location of a three hundred million dollar power dam.

New York maintains the Mohawk lands were lost according to legitimate purchase. In addition New York argued Barnhart was lost when the St. Regis Tribal Council brought a land claims suit before the state courts in 1958 and lost.

The Mohawks said they had tried hard to avoid removing non-natives from the disputed lands but now that the talks were suspended other, more direct, strategies would have to be considered. A possible lawsuit against the state was one of the options mentioned.

Tribe's Computer Manager also Aspiring Musician

Jeff Heme of Akwesasne is the son of Bruce and Doreen Heme of Constable N.Y. He is presently employed by the St. Regis Mohawk Tribal Council as the tribe's computer manager.

Jeff is pursuing a Bachelor's of Science Degree in computer engineering and is hoping to continue this avenue in his education.

In addition to Jeff's computer wizardry he is also a professional musician who is adept and skilled in the string instruments, including the ranges of guitar.

Jeff is as magical on the guitar strings as he is on the keyboards of his computer. Playing the guitar for 14 years and seriously in performances beginning 4-5 years ago, he has played in bands such as Crossfire (out of Malone-Plattsburg area) and in the band called Sorcerer (from the Tampa-St. Petersburg Fla. area.)

Jeff played blues and classical rock throughout college, and later gained a repertoire and knowledge of top 40 hard rock. Jeff attributes his move to its marketability within the communities that he has lived. Jeff has written many musical scores in the top 40 mainstream rock category and lists 30-40 scores of his creation that have been used for recording purposes.

During his work as guitarist in the group Sorcerer, an album was produced using Jeff's compositions and multiple guitar tracks.

The album entitled "Fantasy" ran a limited edition but may still be available through Tri-city records out of Tampa, Florida. Jeff's group "sorcerer" was one of 12 bands participating in a Rock Against Drugs concert (R.A.D.) at the Florida Sundome in Tampa. It also featured celebrities such as Peter Cetera, Kenny Loggins, and Boston.

Jeff is currently working on a new album, a solo project incorporating his compositions, guitar playing, and lyrics. He is also looking at a fall release date and will most likely sell locally. Jeff is looking to form a new area top 40 rock band or possibly joining an existing one.

This multi-talented, hard-working individual is self-motivated and feels that life is what you make of it.

He feels that music is a wonderful gift within his possession and that it is his responsibility to fine-tune and develop this gift to the best of his abilities.