



Kahnawá:ke Ratítsénhaiens

Mohawk Council of Kahnawá:ke

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Enhsakotò:kénhte Nitiotié:ren Tsi Ietsenhaiéntákhwa

Tsi Nahóten Karihwanákere No'nenk News Release

Group hired for Independent Review of *Kahnawá:ke Membership Law*

For immediate release

(Kahnawá:ke – 8, Kentenhkó:wa/November 2007) The Mohawk Council of Kahnawá:ke announced that it has contracted the services of Organizational Development Services (ODS) to conduct an independent review of the *Kahnawá:ke Membership Law*. Specifically, ODS will investigate the processes, actions and authorities of the Council of Elders and offer recommendations.

The decision to select an independent group comes after concerns were raised in a report prepared by the MCK's Membership Department and presented to both Chief & Council and the Council Elders. It has also been made available to interested community members at the Social Development Unit (at the Services Complex) or online at kahnawake.com (under Services > Public Documents: *Membership Report* - October 2007).

A substantial number of people will be interviewed, including Chief & Council, current and former members of the Council of Elders, and people who have gone through the reinstatement process; this should be completed by late-January. The final document should be presented to all parties by the beginning of March 2008.

Kahnawá:ke-based Organizational Development Services provides consultant services for both private and public-sector entities across Canada. It has been in operation since 1993.

(Attachments enclosed)

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For more information, please contact:
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Project Terms of Reference

The following Terms of Reference are based on the information provided to Organizational Development Services (ODS) when requested to develop these Terms of Reference (TOR).

1. The project will be identified as an Operational Review with the Focus on the Kahnawake Membership Law Component Dealing with the Council of Elders
2. The review will not be overseen by a steering committee (project authority), once contracted, ODS will operate independent of the Mohawk Council of Kahnawake and Social Development Unit (SDU)
3. The scope of the review will cover:
 - Identify Council of Elders structure, authorities, accountability, roles & relationships, goals, objectives, policies and procedures
 - Assess alignment of Council of Elders to structure, authorities, accountability, roles & relationships, goals, objectives, policies and procedures
 - Identify any impediments to alignment
 - Identify any developmental requirements
 - Identify any social impacts stemming from current process
 - Consultation with those involved in the development of the Kahnawake Membership Law and those involved in implementing the Kahnawake Membership Law. This will include Mohawk Council Chiefs Consultation with applicants (those denied, approved, pending and incomplete)
4. The review will include the following major activities:
 - Communications to regularly inform the community of the project
 - Research/literature review
 - One on One interviews
 - Validation Activities
5. The time line for the review is approximately 3 ½ months. The start date will be November 12, 2007 with a target end date of March 7, 2008.
6. The consultant team will ensure complete transparency with the community and media on the project status. The project will practice transparency in terms of methodology and activities planned but all interviews will respect confidentiality of participants
7. The project team will provide a final report to SDU

Organizational Development Services is proprietor to the material contained in this proposal. Prior written consent must be secured from ODS to reproduce and/or distribute the contents in whole or in part except for the purpose of the project submitted. Specifically the material contained in the proposal cannot be released to any third party without prior approval from ODS. In the event that the Mohawk Council Social Development Unit does not enter into a contract with ODS for services contained in the proposal, no further use of the proposal or any of its component parts are authorized for any other use or purposes. The proposal will be in effect for 10 working days from the closing date of the request for proposals/date of submission.

A Brief description of Organizational Development Services

Kahnawá:ke-based Organizational Development Services provides consultant services for both private and public-sector entities across Canada. It has been in operation since 1993.

The team has over fifty years of combined experience in process consulting, service programming and community development.

ODS provides consulting services from a First Nation community development perspective. They believe that all their clients deserve personalized and professional services. They have built a reputation on meeting those needs in a confidential and respectful manner. The philosophy of ODS is that capacity building is crucial and necessary to successful self determination; as capacity building helps individuals, families, organizations and nations develop to their full potential.

The ODS team offers a vast amount of experience and knowledge suited for this project. As an example the scope of their work, within the past two years (2005-2007) has been to carry out local and regional projects in the areas of training, governance, strategic planning, facilitation, moderation, program evaluation, gaps and overlaps assessment, needs assessment and restructuring.

They can be contacted at 450-632-6880.