



December 20, 2023.

Over the past year, there have been a number of changes in the organization – changes in organizational leadership, with the retirement of Christine Park, who has recently returned in an interim and part-time basis as Chief Operations Officer, the retirement of Karen Menzies, the retirement of Lisa Holmes, the departure of Ginette Denford, to name a few; to this can be added the departure of a number of long-serving staff at various levels throughout the organization; and my upcoming retirement will add to this.

These departures create a degree of upset, but also create opportunity – and it is to the opportunity created that we must aim our attention and our efforts. To help with this, recruitment is underway for a new CFO and a new CEO, with the hope that these positions will be filled soon – each will bring their skills, their abilities, and their vision to the organization. Vacancies resulting from the departure of Supervisors and Managers have created opportunities for other staff to step into and grow in these roles and add their skills, abilities, and perspectives to the activities of their respective areas and the organization overall. These kinds of change are part of the evolution, renewal, and growth of all organizations; and evolution, renewal and growth is the phase in which Ongwanada currently finds itself, and it is a phase from which the organization will emerge stronger and better able to meet the needs of the people it serves.

Throughout this time, the people we serve must remain at the forefront as the organization evolves, and it is up to all staff to ensure, as we look to the future and move forward, that remains the case.

But this time of year is usually a time for reflection; and as I reflect on the past year, indeed as I reflect on the past four years since I assumed the role of CEO, I am amazed at the changes that have occurred in the organization and the challenges that we have overcome, while through it all ensuring that the people we support are safe, secure and well cared for. For this, I extend my sincere gratitude to all.

And I will end by wishing everyone a wonderful holiday season, trusting that you will each have time to spend with your friends, your families, and those you love.

Sincerely,

A handwritten signature in blue ink, appearing to read 'A. Lamb'.

A. Alastair Lamb M.Sc. MPA  
CEO