



Ongwanada

Support, Respect, Choices  
Appui, Respect, Choix

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May 8, 2025.

Dear Team,

Over the past several weeks, we've made some very difficult staffing decisions to ensure Ongwanada remains sustainable and responsive to our mission. These decisions were not made lightly and followed thoughtful consideration of our operational needs, budget, and, above all, our responsibility to the individuals we support.

Those directly impacted have been informed through private conversations. We are sincerely grateful for their contributions to Ongwanada. As we move forward, we carry their legacy with us, reflected in the values we uphold and the work we continue each day.

We also recognize that change affects more than just those whose roles have been altered. It can bring uncertainty, sadness, or even guilt across the team. Please know you are not expected to carry these feelings alone. We are here to support one another through openness and transparency, listening, and the strength that comes from facing challenges together.

**Confidential Onsite Counselling – Friday, May 9 (8:00 a.m. – 12:00 p.m.)**

To support staff during this time, a professional counsellor from the Family Services Employee Assistance Program (FSEAP) will be on-site at the Ongwanada Resource Centre. FSEAP is an independent, third-party organization that provides short-term counselling, crisis support, and mental health services to staff and their eligible family members. Their services are entirely confidential and separate from Ongwanada.

**Schedule:**

- **8:00 a.m. – 10:00 a.m.:** Optional group drop-in session in the Auditorium – *no registration required*
- **10:00 a.m. – 12:00 p.m.:** Private one-on-one sessions available in the Senior Executive Boardroom – *advance reservation is required*

Please be aware that senior leadership will not attend the group drop-in session. This choice reflects our dedication to creating a welcoming and encouraging atmosphere where team members can freely express their ideas and experiences. While the leadership continues to be completely supportive and involved in the process as a whole, we also recognize the value of maintaining anonymity and establishing an environment that encourages open, sincere communication.

To **reserve a private appointment, please use the sign-up sheet posted on the Job Board in the ORC Atrium.** For privacy, please **do not** include your name or any identifying details; the sign-up sheet is only for the purpose of ensuring time slots are available.

Please continue to take care of yourselves and each other. What makes Ongwanada strong has always been the people, the values we share, and the commitment we bring to those who rely on us, especially during difficult times.

Sincerely,

Dr. Lak Chinta  
Chief Executive Officer