



Ongwanada

*Support, Respect, Choices
Appui, Respect, Choix*

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Dear Ongwanada Staff,

As the holiday season approaches, we encourage everyone to embrace the spirit of community and belonging. The relationships you've built with the individuals we support are meaningful, and this time of year offers a wonderful opportunity to celebrate those bonds. Maintaining these connections across homes fosters a sense of community for everyone, regardless of your current placement. Your care and thoughtfulness during the holidays have a lasting impact.

In addition to visits from Santa, we've planned several activities to celebrate the season, including:

- **Service Delivery Holiday Activities:** Home visits, hot chocolate drop-ins, virtual fun programming, holiday calendars, boxed lunches, and more.
- **Senior Leadership Team/Director Visits:** Leadership will visit homes on Thursday, December 19, and Friday, December 20 to spread some holiday cheer.

In the midst of change at Ongwanada, we are committed to keeping you informed. We will send weekly updates, with the possibility of reducing frequency as progress is made. This ensures a steady flow of information while preventing overload.

We acknowledge that growth is needed to meet the changing demands of the sector. While our mission remains the same—to provide the best possible supports for those we serve—we are adapting to ensure we continue to meet evolving needs. Key changes include:

- **Leadership Team Complement:** We have filled key leadership roles, strengthening our foundation for future success.
- **Reorganization of Direct Services:** We are improving the way we deliver services and restructuring teams to meet the needs of those we serve more effectively.
- **Leadership Training:** We are equipping our leaders with the skills and tools necessary to guide their teams through this period of change.

Our goal until April 1, 2025, is to stabilize and strengthen our foundation. In the new year, we will begin a strategic planning process, with input from staff, supported individuals and community members, to guide our future priorities. We will keep you informed of progress as it happens.

You can access these updates via email or the staff login area on the Ongwanada website.

Thank you for your ongoing commitment to our mission. Together, we will strengthen our foundation and ensure Ongwanada continues to meet the needs of those we serve.

Warm regards,

Senior Leadership