

2008 July - Ohiarihkó:wa Tewatohnni'saktha Review

"Our vision is a self-sufficient community that fosters a quality of life for Kanien'kehaka Ne Kahnawa'kehró:non and creates collective prosperity for future generations consistent with our cultural values."

Happy Summer to all Kahnawa'kehró:non!! We are now into our third and final year of our Strategic Plan and our 10th year of operations. All major components of the plan have been fine-tuned so they align with our vision and mission. All strategies have been reviewed and adjusted. We are very pleased with our results and are committed to achieving our organizational vision, mission and values.

In this issue: Mark the date of our next **Business Golf Challenge** and help support the **Kahnawake Youth Center**, the recipient of all proceeds from the tournament. If you haven't received your invitation, please contact Lisa Lahache 450.638.4280. Also, keep your eye on our new summer program, HEADS-UP. It's open to Kahnawake Youth aged 13-17.

Quarter 4 Key Success Measures are illustrated on page 2. "With the exception of Revenue Generation, we have obtained solid results against all major plan components. Revenue Generation's overall annual targets were not met because of business circumstances beyond our control. We expect a much better year going forward," states Bud Morris, CEO.

Tewatohnni'saktha is taking steps to **"GO GREEN."** We anticipate the small steps we take now and in the future will have a positive impact.

Don't forget, you can view this **Review** and all previous **Reviews** at www.kedc.biz.

Hope you enjoy our quick updates and until next time...
Bonnie Jacobs, Editor

Congratulations to **Charleen Schurman**, the lucky winner of the Tewatohnni'saktha Laser Pointer Pen!

Tell us what you think about the Review!
Drop us an e-mail at feedback@kedc.biz.



The 2008 Business Golf Challenge 2008 (an Office of CEO Initiative) will be held on **Friday, August 15th at the Caughnawaga Golf Club**. The annual tournament continues to be an attractive event for entrepreneurs from Kahnawake and neighbouring communities.

The objective of the tournament is two fold: To provide a forum in which entrepreneurs can network with others to enhance their business or provide new business opportunities; and provide an opportunity for a worthy cause to raise funds and we are pleased that over the years \$138,000 has been raised for several community service organizations.

This year, we are proud to announce that this year's beneficiary of the proceeds from the Challenge is the **Kahnawake Youth Center**. They are planning an exciting auction of items.



"The youth are our focus and our purpose is to assist in their positive growth into constructive, responsible members of our community."

David Diabo,
Executive Director, KYC

Invitations for the Golf Challenge have been sent out to the business community. For more information regarding the tournament, contact Lisa Lahache 450.638.4280 lisa.lahache@kedc.biz.

HEADS-UP SUMMER PROGRAM

make money. It is open to Kahnawake Youth aged 13-17 who don't have a summer job and are otherwise not involved with other youth oriented camps. This program is separate from the KSSEP and essentially gives youth their first real work experience.



Corleigh Beauvais & Kara Paul,
Program Youth Animators

"An opportunity to gain experience for your future!"



Week one of the program is designed to deliver interpersonal, professional, and life skills through fun and creative activities and lessons. Week two of the program consists of youth working in a business setting. They will keep all monies earned during this part of the program, and all business costs are covered by Tewatohnni'saktha.



TEWATOHNHI'SAKTHA

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Key success measures (k sm) - F Y 2007-2008

The following tables illustrate the key success measures and the targets Tewatohnhi'saktha achieved in the past fiscal year. The April 1, 2007 to March 31, 2008 KSMs measure how effectively we are achieving our vision, mission and values on a year-by-year basis. It is our scoreboard of our progress.

Organizational Services Division (Office of the CEO): Revenue Generation (Net Income Excluding Depreciation)				
KSM	Quarter 4 Target	Quarter 4 Results	Annual Target	Annual Results
Tewatohnhi'saktha Consulting	\$10,933	\$26,332	\$46,652	\$18,913
Billboards	\$2,400	\$2,400	\$9,400	\$9,400
Continent 8 (\$1.7 million generated to MCK)	\$0	\$0	\$0	\$0
Room Rental	\$4,000	\$6,512	\$16,000	\$19,885
Business Complex	\$9,072	\$7,083	\$2,636	(\$4,214)
Office Complex	\$44,729	(\$34,586)	(\$33,360)	(\$31,650)
Small Business Services: Business Creation/Expansion				
KSM	Quarter 4 Target	Quarter 4 Results	Annual Target	Annual Results
# of new businesses started or expanded	See annual target	3 Micro 1 Small 0 medium	4 micro 3 small 2 medium	11 Micro 3 Small
# of jobs created by new businesses/expansions	4	2 Part-time 4 Full-time	Min: 20 Max: 49	8 Part-Time 13 Full-Time
New loans under TBLF	\$75,000	\$0	\$250,000	\$219,818
Small Business Services: Operational Measures				
KSM	Quarter 4 Target	Quarter 4 Results	Annual Target	Annual Results
Total client contacts	400	251	1650	804
Dollar value by year - products	\$75,000	\$85,004	\$175,000	\$171,667
Total clients served	70	88	170	248
New Clients	5	8	20	25
Employment & Training and Small Business Services Divisions: Job Creation & Capacity Building				
KSM	Quarter 4 Target	Quarter 4 Results	Annual Target	Annual Results
Jobs created (unsubsidized)	15	17.4	15	21.6
Jobs created (subsidized)	20	7.6	20	18.4
Jobs maintained after subsidy ends	2	5.2	2	5.2
Clients attain employment (unsubsidized)	24	35.4	24	27.1
Clients attain employment (subsidized)	25	8.5	25	20.6
Employment & Training Division: Operational Measures				
KSM	Quarter 4 Target	Quarter 4 Results	Annual Target	Annual Results
Total clients served	150	165	600	967
Total client contacts	600	477	2400	2723
New clients	38	46	150	165
Dollar value by year – products	\$300,000	\$226,789	\$1,200,000	\$1,180,182
Organizational Services Division (HR): Employer of Choice				
KSM	Quarter 4 Target	Quarter 4 Results	Annual Target	Annual Results
Employee satisfaction	Carry out 6 to 8 activities that will be perceived by employees as satisfiers	20	Carry out 24 to 32 activities that will be perceived by employees as satisfiers	67
Employee retention	See Annual Target	0	Turnover of no more than 3	3
Organizational Services Division (Communications): Stakeholder Satisfaction				
KSM	Quarter 4 Target	Quarter 4 Results	Annual Target	Annual Results
Increase knowledge of External Stakeholders with programs, services and activities	External Stakeholders (Community Members, Businesses, Organizations – Public/Private) to be measured in 2008.			
Increase satisfied Internal Stakeholders with the level of internal communications	Internal stakeholder survey conducted in February 2008 indicated an average overall level of satisfaction at 3.9/5.0. (rating scale of 1 to 5; 5 being the highest rating)			

GOING GREEN

Tewatohnhi'saktha is very conscientious of the footprint our organization is leaving on Mother Earth. We are constantly looking into ways we can do our part by "GOING GREEN." Here are some of our present efforts:

- ① Buying biodegradable cleaning products
- ② Installing energy efficient hand dryers in all washrooms
- ③ Photocopying on both sides of paper
- ④ Using rechargeable batteries
- ⑤ Carpooling to meetings/training/conferences
- ⑥ Turning off computers, lights, etc when not in office and at end of the day

We will continue to adopt and sustain simple and cost-effective green practices in the work place by doing business in the most environmentally responsible ways we can.



Diane Stacey uses one of two recycling boxes for cans.