

# 2007 December Tsothóhrha Tawatohnni'saktha Review

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

**H**appy New Year! We wish everyone a healthy and prosperous 2008.

Board, Management and staff are hard at work to complete our strategic planning sessions for Year 3 of our Strategic and Operational Plans. We identified our accomplishments, challenges and learnings of the past year and looked at future trends. We continue to work on your behalf to fulfill our vision, mission and goals (see page 2 for Key Success Measures).

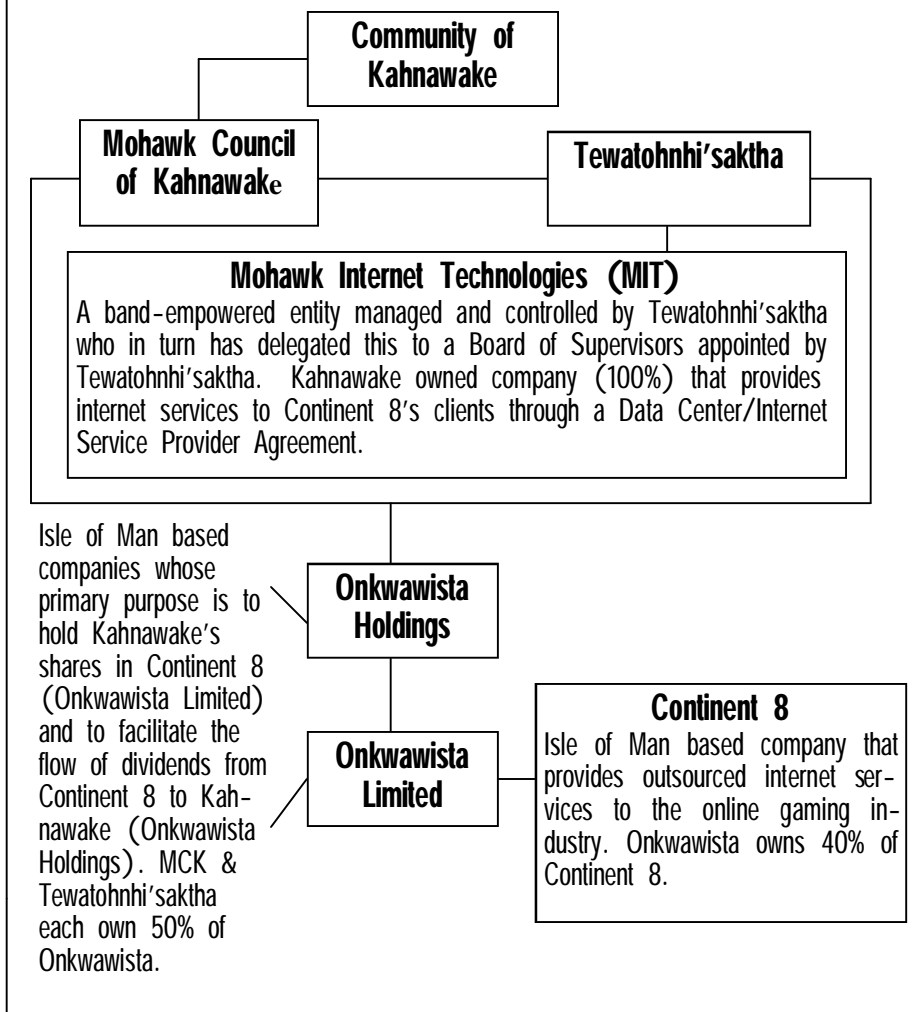
We also want to continue to communicate as much information as we can so you will be well informed on our responsibilities as an organization. We have included in this edition of the Review, a chart of the relationship between Kahnawake, Mohawk Internet Technologies, Continent 8 and Onkwawista Limited & Onkwawista Holdings.

A recent study compared Kahnawake and other groups (jurisdictions) for the Human Development Index (HDI) and Community Well-Being Index (CWB). The Kahnawake information was based on the 2005 household survey and other information provided by MCK Housing. The information below shows that Kahnawake as a community is doing well as compared to other First Nations.

Lastly, congratulations to the 14 recent graduates of the latest Entrepreneurship Course held last fall (see page 2).

Hope you enjoy our quick update and until next time.....  
Bonnie Jacobs, editor

## REVIEW OF RELATIONSHIP FOR TEWATOHNNI'SAKTHA AND ITS RELATED ENTITIES



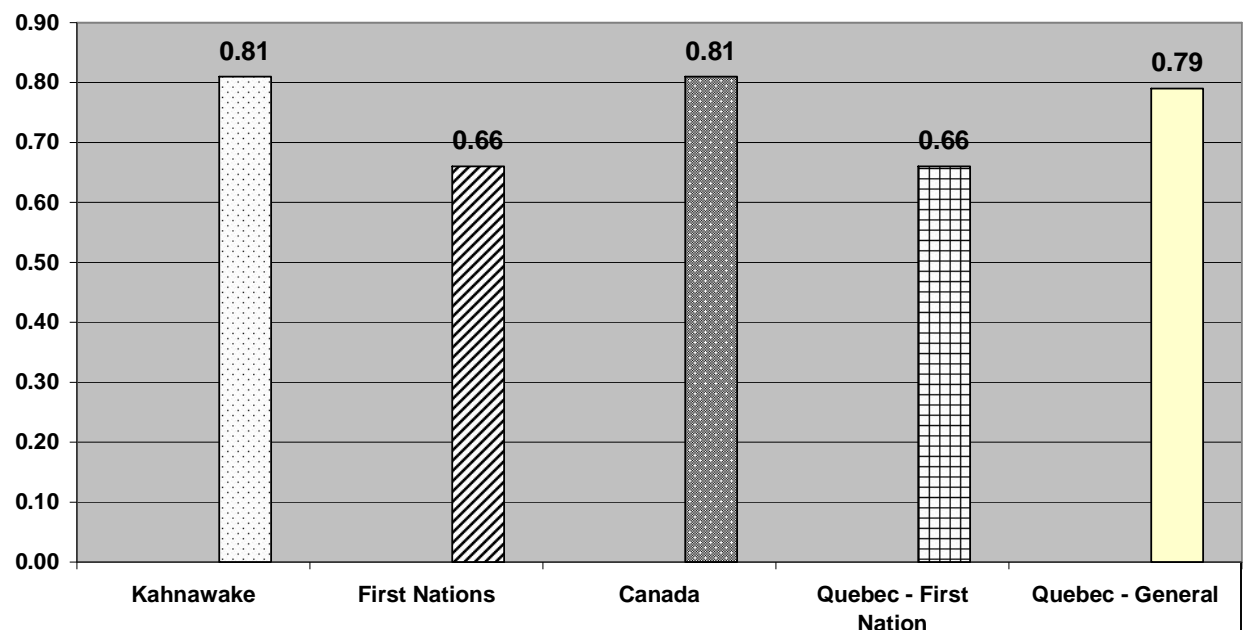
## Community Well-Being on par with Canadian Average

One of Tawatohnni'saktha's Strategic Action Items was to quantify Kahnawake's well-being in comparison to other First Nations, Quebec and Canada. Using an Indian and Northern Affairs methodology (which in turn is partially based on the United Nations Human Development Index) modified to fit the data collected by Tawatohnni'saktha in year 2005, Kahnawake's Community Well-Being Index was initiated. It is

based on the following indicators combined to form a single index score: Education; labour force participation and employment; income; and housing.

For the year 2005 for Kahnawake, in comparison to other groups for which 2001 Census Data was used (the only data that was available at the time the report was prepared), here is a sampling of the results:

**KAHNAWAKE WELL-BEING INDEX (KCWB) VS CANADA & QUEBEC**  
The Kahnawake CWB actually calculated to 0.81164, Canada is 0.81, and all First Nations is 0.66. All CWB scores are shown to two decimal places.



**TEWATOHNNI'SAKTHA**

**Kahnawake Economic Development Commission**  
P.O. Box 1110  
Kahnawake Business Complex  
—3rd Floor  
Kahnawake Mohawk Territory

Tel: 450.638.4280  
Fax: 450.638.3276  
E-mail: kedc@kedc.biz  
www.shopkahnawake.com  
Questions?  
Contact: bonnie.jacobs@kedc.biz

# Key success measures (k sm)

The following tables illustrate the key success measures and the targets Tewaohnnhi'saktha wants to achieve in this fiscal year. The KSMs measure how effectively we are achieving our vision, mission and values on a year-by-year basis. It is our scoreboard for continuous improvement of success.

## Tewaohnnhi'saktha Quarterly Reporting

FY 2007  
Quarter 2 Results  
July - September 2007

SBS = Small Business Services  
E&T = Employment & Training  
OSD = Organizational Services Division

Revenue Generation			
Key Success Measures	FY 2007 Targets	FY 2007 Targets Quarter 2	FY 2007 Quarter 2 Results
Tewaohnnhi'saktha Consulting	\$46,652.00	(\$19,067.00)	\$33,263.00
Billboards	\$9,400.00	\$2,400.00	\$2,400.00
Continent 8	TBD	TBD	\$0.00
Room Rental	\$16,000.00	\$4,000.00	\$4,586.52
Business Complex	\$2,636.00	\$11,072.00	\$11,489.62
Office Complex	(\$33,360.00)	\$13,589.00	(\$24,734.76)

Business Creation/Expansion (SBS)			
Key Success Measures	FY 2007 Targets	FY 2007 Targets Quarter 2	FY 2007 Quarter 2 Results
# of new businesses started or expanded	4 micro 3 small 2 medium	n/a	4 Micro 0 Small 0 medium
# of jobs created by new businesses/expansions	Min: 20 Max: 49	4	4 Part-time
New loans under TBLF	\$250,000	\$50,000.00	\$90,443.00

Micro: 1 employee Small: 2 - 5 employees Medium: 5 - 10 employees  
Expansions: Increase in # of employees; increase in physical size of businesses; 2<sup>nd</sup> loan; additional product line/service; new market/location

Operational Measures (SBS)			
Key Success Measures	FY 2007 Targets	FY 2007 Targets Quarter 2	FY 2007 Quarter 2 Results
Total client contacts	1650	400	186
Dollar value by year - products	\$175,000.00	\$30,000.00	\$25,243.00
Total clients to be served	170	30	44
New Clients	20	5	6

Job Creation & Capacity Building		
Key Success Measures	FY 2007 Quarter 2 Targets (in Quarterly FTE*)	FY 2007 Quarter 2 Results (in FTE*)
Jobs created (unsubsidized)	15	20.3
Jobs created (subsidized)	20	36.4
Jobs maintained after subsidy ends	2	4.9
Clients attain employment (unsubsidized)	24	24.2
Clients attain employment (subsidized)	25	40.1

\*FTE=Full Time Equivalents (number of times that full time employment (468.75 hours/quarterly or 1,875 hours/year) were achieved.

Operational Measures (E&T)			
Key Success Measures	FY 2007 Targets	FY 2007 Targets Quarter 2	FY 2007 Quarter 2 Results
Total clients served	600	150	314
Total client contacts	2400	600	938
New clients	150	38	53
Dollar value by year - products*	\$1,200,000.00	\$300,000.00	\$342,245.00

\*Represents tuition, allowance and child care expenses issued to clients.

Employer of Choice (OSD)		
Key Success Measures	FY 2007 Targets	FY 2007 Quarter 2 Results
Employee satisfaction	5.4 (or better) on 7 (rating scale of 1 to 7; 7 being the highest rating)	TBD*
Employee retention	Turnover of no more than 3	(1)

Employee satisfaction is measured in 4 categories: Employee Benefits; Employer of Choice; Performance Management Program; Level of Engagement

\*Employee satisfaction to be re-measured in June 2008.

Stakeholder Satisfaction (OSD/Communications)		
Key Success Measures	FY 2007 Targets	FY 2007 Quarter 2 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 July 2007 indicated an average overall level of satisfaction at 3.7/5.0. (rating scale of 1 to 5; 5 being the highest rating)	

## BUDDING ENTREPRENEURS LEARN THE ROPES

Each year, interested individuals who want to learn more about running their own business take part in a 13-week course offered at Tewaohnnhi'saktha. This introduction course is designed to help them research opportunities and discover if they are entrepreneur oriented.

Training course topics begin with the exploration of business ideas and potential as an entrepreneur (9 hrs) and Strategy Development & Business Plan (30 hrs). Clients have an opportunity at the end of the first 9 hour training session, to confirm if they want to continue the training for the additional 30 hours.

In the fall of 2007, 14 out of 19 individuals completed the course. It is taught by Tom O'Connell, (seen standing in photo). Tom is a Professor at Concordia University and owns his own consulting firm. Also included in the photo are (L to R): Glenna Jacobs, Corleen Montour, Colin Rice and Sheila Whitebean.

If you would like more information on the entrepreneurship training, please refer to our web site [www.kedc.biz](http://www.kedc.biz) or call 450.638.4280 to speak to one of our Business Services Officers.

