

# TEWATOHNHI'SAKTHA Review

2009 JULY - OHIARIHKÓ:WA



## KAHNAWAKE TO RECEIVE US \$3.4 MILLION THROUGH CONTINENT 8

**T**hrough Onkwawista, an Isle of Man company, Tawatohnhi'saktha and the Mohawk Council of Kahnawake (MCK) together hold 40% of Continent 8, headquartered in the Isle of Man. For fiscal year ending March 31, 2009, Kahnawake will receive \$3.4 million US, which will be divided equally between Tawatohnhi'saktha and MCK. Tawatohnhi'saktha will be using a portion of these funds to offset some of its operational costs and setting the balance aside for business investment.

brought on by pricing pressures, which, combined with depressed capital markets, makes an initial public offering in the near future a remote likelihood. Despite this, Continent 8 will continue to remain a profitable venture for the foreseeable future.



Continent 8 Technologies data center in Douglas, Isle of Man.

Looking forward, Continent 8 continues to focus on expanding data centers in multiple locations as its principle strategy to retain market share in an increasingly global competitive environment. Even this strategy, however, cannot compensate for projected decreases in revenues

We will continue to keep you up-to-date on Continent 8 and business investments as developments occur.

**W**elcome to summer! Hope you are all enjoying it so far.

In this issue, we report good news that, through Continent 8, Tawatohnhi'saktha will be receiving US \$1.7 million that will be used for operations and business investments.

Key Success Measures for final Quarter 4 are reported on page 2 and we are pleased to report that in most cases, we met and even surpassed our annual targets. Don't forget about our upcoming Business Golf Tournament on August 21st at Lafleur Golf Club. Spots are limited so be sure to register early—it's first come, first serve.

As we swing into a busy summer of youth programming, we couldn't accomplish everything without our own capable summer staff. Meet Kimberly, Alan John and Cole.

Nia:wen to all contributors to this issue.

Remember, if you want to share your comments, feedback on the *Review* or any other topic, please contact us at [feedback@kcdc.biz](mailto:feedback@kcdc.biz).

Hope you enjoy our quick updates and until next time...

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## NEW FACES FOR THE SUMMER



This summer, 43 students are employed through the KSSEP. Tawatohnhi'saktha is employing three educated and ambitious university students to work with the *Heads Up* Program and the *KSSEP*. (Left to Right) *Heads Up* Facilitators are Alan John Rice (19), Kimberly Cross (19) and the Youth Programs Assistant is Cole McComber (23).

the opportunity to meet all the KSSEP. "It's a good way to spend the summer, and meet new people," he admits. "Interacting with the other summer students has been the best part of my job so far."

It is Kimberly's 5<sup>th</sup> year participating in the KSSEP and says, "I will be participating in it as long as I can; it's a great way to learn new things and to test out jobs that you may like to do as a career." Alan John says, "The KSSEP is a really good program. It gives students a chance to get a job. Trying to find a job without this program is really hard, I know, I tried."

All three of our summer students want to stress the importance of staying in school. Kimberly's advice is, "Stick to it and be what you want to be, don't let anything get in your way!" AJ adds, "It's worth it, you get a lot of experience and learn a lot of new things." **Lastly Cole says,**

**"When school feels too tough to finish, hang in there."**

Good luck and keep up the great work! Tawatohnhi'saktha welcomes Alan John, Kimberly and Cole and hope they enjoy their experience with us.



Kimberly, recently completed her first year at Concordia university. She chose Tawatohnhi'saktha for summer employment because the job she applied for was suitable to things she enjoys doing. She also believes that, "Tawatohnhi'saktha is making a great initiative with the *Heads Up* program and I wanted to be a part of that."

Alan John said the job, "Seemed interesting and felt that I can learn a lot from it."

Cole, a 7-year KSSEP participant, coordinates the Career Development Workshops and has

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

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**KEY SUCCESS MEASURES (KSM'S) - QUARTER 4**

THE FOLLOWING CHART ILLUSTRATES THE KEY SUCCESS MEASURES AND THE TARGETS TEWATOHNI'SAKTHA ACHIEVED IN THE FOURTH QUARTER OF 2008/2009 (JANUARY 1<sup>ST</sup> TO MARCH 31<sup>ST</sup>, 2009). THE KSMS MEASURE HOW EFFECTIVELY WE ARE ACHIEVING OUR VISION AND MISSION. IT IS OUR SCOREBOARD OF OUR PROGRESS.

<b>Revenue Generation (Net Income Excluding Depreciation): (Office of the CEO)</b>				
<b>KSM</b>	<b>Quarter 4 Target</b>	<b>Quarter 4 Results</b>	<b>Annual Target</b>	<b>Annual Results</b>
Tewatohnhi'saktha Consulting	\$5,000	\$67,341	\$25,000	\$73,499
Billboards	\$2,400	\$2,400	\$9,600	\$9,600
Continent 8	\$1,700,000	\$1,700,000	\$1,700,000	\$1,700,000
Room Rentals	\$15,700	\$17,175	\$55,100	\$60,743
Business Complex	\$27,019	(\$15,283)	\$53,489	\$56,993
Office Complex	\$49,372	\$20,298	\$98,756	\$239,568
<b>Small Business Services: Business Creation/Expansion</b>				
<b>KSM</b>	<b>Quarter 4 Target</b>	<b>Quarter 4 Results</b>	<b>Annual Target</b>	<b>Annual Results</b>
# of new businesses started or expanded	See annual target	9 Micro 3 Small 1 medium	6 micro 4 small 1 medium	13 Micro 4 Small 2 Medium 2 Large
# of jobs created by new businesses/expansions	4	18 Part-time 7 Full-time	Min: 19 Max: 30	31 Part-Time 34 Full-Time
New loans under TBLF	\$75,000	\$12,615	\$300,000	\$300,000
<b>Small Business Services: Operational Measures</b>				
<b>KSM</b>	<b>Quarter 4 Target</b>	<b>Quarter 4 Results</b>	<b>Annual Target</b>	<b>Annual Results</b>
Total client contacts	400	336	1,000	873
Dollar value by year - products	\$49,000	\$98,295	\$199,000	\$199,012
Total clients served	50	169	250	347
New Clients	5	12	20	32
<b>Employment &amp; Training and Small Business Services Divisions: Job Creation &amp; Capacity Building</b>				
<b>KSM</b>	<b>Quarter 4 Target (in Quarterly FTE*)</b>	<b>Quarter 4 Results (in Quarterly FTE*)</b>	<b>Annual Target (in Quarterly FTE*)</b>	<b>Annual Results (in Quarterly FTE*)</b>
Jobs created (unsubsidized) (SBS)	28.5	123	28.5	54.7
Jobs created (subsidized) (E&T)	17	6.2	17	15.6
Jobs maintained after subsidy ends	5	1.4	5	2.7
Clients attain employment (unsubsidized)	25	39.4	25	36.5
Clients attain employment (subsidized)	20	8.7	20	17.9
*FTE=Full Time Equivalents (number of items that full time employment (468.75 hours/quarterly or 1,875 hours/year) were achieved)				
<b>Employment &amp; Training Division: Operational Measures</b>				
<b>KSM</b>	<b>Quarter 4 Target</b>	<b>Quarter 4 Results</b>	<b>Annual Target</b>	<b>Annual Results</b>
Total clients served	150	370	600	1,114
Total client contacts	600	604	2,400	2,127
New clients	38	49	150	235
Dollar value by year – products	\$312,500	\$205,332	\$1,250,000	\$1,057,703
<b>Organizational Services Division (HR): Employer of Choice</b>				
<b>KSM</b>	<b>Quarter 4 Target</b>	<b>Quarter 4 Results</b>	<b>Annual Target</b>	<b>Annual Results</b>
Employee satisfaction	Carry out 8 to 10 activities that will be perceived by employees as satisfiers	16	Carry out 32 to 40 activities that will be perceived by employees as satisfiers	72
Employee retention	0	0	Target is 0 but turnover of no more than 3 is acceptable for the size of our organization	0
Increase overall Staff Satisfaction Survey average rating of 5.4/7 to 5.5/7	5.50	6.24	5.50	6.24
<b>Organizational Services Division (Communications): Stakeholder Satisfaction</b>				
<b>KSM</b>	<b>Quarter 4 Target</b>	<b>Quarter 4 Results</b>	<b>Annual Target</b>	<b>Annual Results</b>
Increase knowledge of External Stakeholders with programs, services and activities	Carry out 8 to 13 PR/Communication activities	22	Carry out 51 to 67 PR/Communication activities	94
External Stakeholder Survey completed in Quarter 3 and baseline determined	TBD	2.36/5 23% Very Familiar with programs, services & activities	TBD	2.36/5
Increase satisfied Internal Stakeholders with the level of internal PR/Communications	Carry out 49 to 79 PR/Communication functions/activities	196	Carry out 198 to 318 PR/Communication functions/activities	611
Internal Staff Communication of March 2009 indicated an average overall level of satisfaction at 4.0/5	4.0/5.0	4.0/5.0 19% Excellent; 62% Very Satisfactory	4.0/5.0	4.0/5.0

## Tewatohnhi'saktha Business Golf Challenge 2009

**When:** Friday August 21, 2009

**Where:** Lafleur Golf Club

**To benefit:** The Turtle Bay Elder's Lodge & the United Church

**Deadline to register:** Friday, August 14, 2009

**For More Information:** Contact Lisa Lahache

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