

DECEMBER NEWSLETTER



MESSAGE FROM THE PRESIDENT

December 7, 2017

Dear ASWCO Staff, Consultants, Contractors and Board Members,

As we approach the end of 2017, I would like to share some wonderful initiatives that have taken place within our organization, which have increased our capacity and ability to do what we do best – expanding opportunities for sport and wellness for our youth and communities. Our organization has grown by leaps and bounds, and together, with the support of the Ministry of Tourism, Culture and Sport, we have achieved many milestones and look forward to establishing strong foundations and a model of sustainability, to ensure our continued success.

I would like to highlight four key developments, over the last three years that have allowed ASWCO to grow from a modest budget of \$200,000 and 2-staff organization to a budget of \$2 million with 15 staff:

- a. Raising over 20 million dollars in program funding.
- b. Demonstrating true organizational reconciliation through the building of a diversified and talented staff of both Indigenous and non-Indigenous professionals.
- c. Expanding our program offerings from serving 10-19 year old youths through sport programs and related services, to an organization that now serves all ages through sport, recreation, leadership and wellness programs, within an Indigenous cultural framework.
- d. Expanding the scope and reach of ASWCO from three regions to six regions, with the hiring of six Indigenous regional staff members, to conduct community development activities and act as regional representatives.

With such rapid growth and transformation, change, and even a little turbulence, is inevitable. Often, these changes can be hard to adjust to. It will take time, teamwork, the support of communities and partners and a solid commitment to ensuring that our staff and board has the resources and tools it requires to complete its very important work, to emerge from these changes, as an even stronger organization. Our mandate is simple and remains unchanged: deliver programs and opportunities, based on sport and wellness, for Indigenous youth and communities across Ontario that make a positive impact on people's lives.

Thank you to all of you for your continued dedication, input and hard work.

Sincerely,

Marc Laliberte

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MONTHLY UPDATE

Following the submission of a comprehensive report to its Board of Directors after the 2017 Annual General Meeting of Members, and a review of the values of the organization, the Aboriginal Sport and Wellness Council of Ontario (ASWCO) has made a series of personnel decisions:

- ASWCO is pleased to welcome to the team, **Peshaunquet Shognosh**, who has joined the organization as Manager, Culture, Protocol and Events. Peshaunquet is from Walpole Island First Nation and will provide much-needed Games experience. A familiar face to ASWCO, Peshaunquet recently served as Manager, Culture and Protocol for the Toronto 2017 North American Indigenous Games Host Society.
- ASWCO is also excited to welcome back another familiar face, **Georgia Laforme**, who will assist the Masters Games 2018 unit with media, marketing and communications. Georgia, who comes from Mississaugas of the New Credit First Nation, completed a Marketing and Communications summer internship with the Toronto 2017 NAIG Host Society, and is currently finishing her studies at the College of Sports Media.
- ASWCO is in the process of bringing the guidance of an **Elder or Elder Advisory group** to the organization and will have an announcement on this decision in the near future.
- An important aspect of this organizational direction, and to complement the initial work to draft Human Resource Policies, ASWCO is attempting to contract a suitable HR consultant. An announcement on this decision will be shared in the near future.
- As part of this new direction, please be advised that **Steven Tooshkenig** is no longer with the organization, and consultant **Jeff Carmichael** will not have his contract renewed. The Board of Directors would like to thank Steven and Jeff for their service and contributions and wish them well in their future endeavours.
- Vanessa Lodge has resigned from her management position at ASWCO. She has been a part of the organization for almost 6 years working diligently on all aspects of the organization. She will be greatly missed, but we wish her the best in her future endeavors.
- ASWCO is immediately advertising for a new Indigenous Senior Manager of Community Relations and Policy Renewal. The individual will be part of the ASWCO management team and responsible for: community relations, urban community planning, policy development and human resource management. A detailed job description, along with competition timelines, will be posted on the website shortly.

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PROGRAM AND INITIATIVE UPDATE

Below is a list of items that are currently being worked on and a brief update for each:

Policies (HR, Financial and Cultural)	Committees have been established and are meeting to finalize the details of each policy.
Strategic Plan Update	The next phase of ASWCO's strategic plan is being worked on by staff and board members.
Indigenous Girls and Women Initiative	A committee from the staff has been established to discuss this strategy. The video done by Gleam Media is finalized and posted on our Facebook.
Cultural Initiatives	Kim Wheatley is working with Great Lakes Cultural Camps for ASWCO's Cultural Committee.
Masters Indigenous Games	Michael Cvitkovic and Peshauquet Shognosh (from NAIG 2017) have been hired for the Games.
Sponsorship	There have been very positive initial discussions with CBC, as the Masters Games 2018 Premier Media Sponsor. Negotiations are on-going.
New Head Office	ASWCO will be moving from the current office to a new facility located at 1090 Aerowood Drive, Mississauga. With ASWCO's continued growth, the organization has outgrown its current facility.
Program Developments	ASWCO is working on hockey and basketball sport camps, coaching initiatives, Youth Leadership and Mental Health and many more.
Youth Leadership and Mental Health Program	The Youth Leadership and Mental Health Program will be hosting a session with key stakeholders on December 7 th to gather their feedback and discuss future events for the program.

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Tom Longboat Awards	The TLA's were given out this past week by the ASC at Canada's Sport Hall of Fame Induction Ceremony. The winners were Joy Spearchief-Morris and James Lavallee.
Aboriginal Sport Circle	Staff and ASWCO Board Members attended the ASC meetings in Yukon. The ASC is interested in working with all PTASB's on their organizational strategic plans and NAIG expenditures.

NOTES

ASWCO is looking for new representatives at all levels, including coaches, volunteers, students, staff and board members. A call for these positions will be published in the coming weeks.

Please note that the ASWCO offices will be closed from December 22 to January 5 and will reopen on Monday, January 8, 2018.