



## A well-deserved retirement for Steven O. Horne, Director of Employment and Training



*Tewatohnhi'saktha Staff Picnic.*

*By Allison Jacobs*

After 19 years of dedicated service to the community and Kahnawà:ke Economic Development, Steve has set his sights on family time and a well-deserved retirement. Steve began his tenure at Tewatohnhi'saktha as the Director

of Employment and Training on June 10, 2000. He also represented Kahnawà:ke regionally on the First Nations Human Resource Development Commission of Quebec and the First Nations Adult Education School Council.

He was instrumental in developing many of the Labour

Force Development programs and services that are available to our community today. He led a collaborative and dedicated team and promoted innovation in the services provided to the community.

In his final year at Tewatohnhi'saktha, Steve eased into retirement while supporting his successor, Angie Marquis. As Special Projects officer during his remaining time, Steven made sure to leave his mark on Tewatohnhi'saktha. On behalf of our entire organization, Tewatohnhi'saktha thanks Steven for his incredible leadership and wish him all the best for the years to come!

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*Tewatohnhi'saktha Dragon Boat Team.*



TEWATOHNHI'SAKTHA  
Kahnawà:ke's Economic  
Development Commission

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

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# Q-1 Key Success Measures (April 1 - June 31, 2018)

Our Key Success Measures are our outcome measures of success. They measure how effectively Tewaohnni'saktha is achieving our vision, mission, and values on a year-by-year basis. It is our scoreboard for continuous improvement of success.

Revenues Generated (Net Income Excluding Depreciation)				
KSM	Quarter 1 Target	Quarter 1 Results	Annual Target	Results to date
Billboards and other leases <sup>1</sup>	\$31,918	\$31,918	\$127,672	\$31,918
Cellphone towers	\$21,637	\$21,637	\$86,547	\$21,637
Meeting room rentals	\$5,620	\$6,079	\$22,480	\$6,079
TBLF client loan interest	\$10,000	\$9,594	\$40,000	\$9,594
Kahnawà:ke Business Complex	\$7,546	\$8,122	\$48,472	\$8,122
Kahnawà:ke Office Complex	\$58,614	\$123,979	\$272,290	\$123,979
<sup>1</sup> Includes Diabo Auto, Letrage Express, Restaurant Autrefois, Bell Media and Wild Wild West.				
<sup>2</sup> The two towers are located next to Maddie's Place and next to the Kahnawà:ke Office Complex				
Business Creation/Expansion				
KSM	Quarter 1 Target	Quarter 1 Results	Annual Target	Results to date
# of new businesses started or expanded <sup>3</sup>	2 Micro 1 Small	2 Small	14 Micro 3 Small 1 Medium 1 Large 2 Expansions	2 Small
New jobs created by new businesses/expansions	6	4 Full-time	26	4 Full-time
New loans under TBLF	\$50,000	\$1,705	\$250,000	\$1,705
<sup>3</sup> Micro=1 employee, Small=2-5 employees, Medium=6-10 employees, Large=11+ employees, Expansion=increase in # of employees, second loan, additional products/services, or new market/location				
Business Services Operational Measures				
KSM	Quarter 1 Target	Quarter 1 Results	Annual Target	Results to date
Dollar value by year – products <sup>4</sup>	\$40,000	\$45,381	\$210,000	\$45,381
<sup>4</sup> Represents all loans and grant funds				
Job Creation & Capacity Building				
KSM	Quarter 1 Target	Quarter 1 Results	Annual Target	Results to date
Clients attain employment (unsubsidized) <sup>5</sup>	35	41.2	35	41.2
Clients attain employment (subsidized) <sup>5</sup>	25	141	25	141
<sup>5</sup> Reported in full-time equivalents (FTE's). 1 FTE=468.75 hrs worked in one quarter. (Can be made up of combined hours worked by several clients)				
Employment & Training Operational Measures				
KSM	Quarter 1 Target	Quarter 1 Results	Annual Target	Results to date
Total clients served	150	235	600	234
New clients	27	74	110	74
Dollar value by year – products <sup>6</sup>	\$705,842	\$418,913	\$2,823,367	\$418,913
<sup>6</sup> Represents tuition, financial grants, and child care.				

## Q-2 Key Success Measures (July 1- Sept. 30, 2018)

Revenues Generated (Net Income Excluding Depreciation)				
KSM	Quarter 2 Target	Quarter 2 Results	Annual Target	Results to date
Billboards and other leases <sup>1</sup>	\$31,918	\$31,918	\$127,672	\$63,836
Cellphone towers	\$21,637	\$21,637	\$86,547	\$43,274
Meeting room rentals	\$5,620	\$6,079	\$22,480	\$14,774
TBLF client loan interest	\$10,000	\$9,594	\$40,000	\$19,322
Kahnawà:ke Business Complex	\$7,546	\$40,836	\$48,472	\$48,958
Kahnawà:ke Office Complex	\$58,614	\$146,447	\$272,290	\$270,426
<sup>1</sup> Includes Diabo Auto, Lettrage Express, Restaurant Autrefois, Bell Media and Wild Wild West.				
<sup>2</sup> The two towers are located next to Maddie's Place and next to the Kahnawà:ke Office Complex				
Business Creation/Expansion				
KSM	Quarter 2 Target	Quarter 2 Results	Annual Target	Results to date
# of new businesses started or expanded <sup>3</sup>	2 Micro 1 Small	3 Micro	7 Micro 1 Small 1 Expansions	3 Micro 2 Small
New jobs created by new businesses/expansions	6	2 Part-time 4 Full-time	26	2 Part-time 8 Full-time
New loans under TBLF	\$100,000	\$14,187	\$250,000	\$15,892
<sup>3</sup> Micro=1 employee, Small=2-5 employees, Medium=6-10 employees, Large=11+ employees, Expansion=increase in # of employees, second loan, additional products/services, or new market/location				
Business Services Operational Measures				
KSM	Quarter 2 Target	Quarter 2 Results	Annual Target	Results to date
Dollar value by year – products <sup>4</sup>	\$25,000	\$36,402	\$210,000	\$81,783
<sup>4</sup> Represents all loans and grant funds				
Job Creation & Capacity Building				
KSM	Quarter 2 Target	Quarter 2 Results	Annual Target	Results to date
Clients attain employment (unsubsidized) <sup>5</sup>	13	14	42	49
Clients attain employment (subsidized) <sup>5</sup>	33	34	228	158
<sup>5</sup> Reported in full-time equivalents (FTE's). 1 FTE=468.75 hrs worked in one quarter. (Can be made up of combined hours worked by several clients)				
Employment & Training Operational Measures				
KSM	Quarter 2 Target	Quarter 2 Results	Annual Target	Results to date
Total clients served	130	131	520	365
New clients	25	38	135	112
Dollar value by year – products <sup>6</sup>	\$705,842	\$625,842	\$2,823,367	\$1,044,829
<sup>6</sup> Represents tuition, financial grants, and child care.				

# Employment & Training Client Success Story

## *ACE Program Social Enterprises Sweet and tasty Success!*



*Tota Ma's Coffee made with Kanoronhkwáhtshera.*

*By Jordan Standup*

Tota Ma's Café is a social enterprise project created under the supervision of the Achieving Concrete Essentials Program, which is a part of Tawatohnhisaktha, Kahnawake's Economic Development Commission. It is an indigenous-owned and operated low waste café, located in Kahnawake. Tota Ma's Café works to provide indigenous owned & produced coffee, food products, and retail items, while also operating within the values of low waste, language and culture, and environmental responsibility.

The Achieving Concrete Essentials program was structured to take interested youth and give them the training and skills needed to begin social enterprises. A social enterprise is a business that benefits the community, people, or environment, and those benefits are just as important as profitability. A social enterprise would not sacrifice its social components for profit; they are an integral part of its existence. Each member of the ACE team has received training in business and social enterprise operations.

Tota Ma's Café opened on July 20th, 2018, to enthusiastic support. In order to take care of our Mother Earth, we are focused on low waste operations. In order to aid in these operations, customers are encouraged to bring their own containers. We also provide the option of purchasing a re-usable mason jar, for customers who

prefer not to bring their own. This is in keeping with our values, as traditional disposable cups are made of non-biodegradable materials.

Tota Ma's Café is always looking to improve itself, and in doing so, help local and surrounding communities. Our coffee is provided by Moccasin Jo Coffee Roasters, based in Kanehsatake. We also sell Birch Bark Coffee. A portion of the proceeds from each bag of Birch Bark Coffee we purchase goes to help provide clean drinking water to homes in First Nations, Metis, and Inuit communities across Canada.



The Baba Soups business consists of three co-owners, George Pilon, Jari Homer, and Toby Pilon who were all employed through the Achieving Concrete Essentials program (A.C.E) from July 29, 2018 until December 21, 2018. During their employment with the A.C.E Program the three entrepreneurs participated in professional trainings such as the Start-a-Business Course, Bookkeeping, Social Entrepreneurship, Communication Skills, Working in Groups, Basic Project Management, Proposal Writing and much more. These trainings,

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# Employment & Training

## *New Counsellor in Training Program*

By Kara Paul, Career Program Coordinator

The summer of 2018 marked a significant partnership between Tewaohni'saktha and the Kahnawà:ke Youth Center as the organizations partnered to launch the new Counsellor in Training Program.

The Counsellor in Training program is a stepping-stone to help children transition from being a camper to a camp leader. The goal of the camp is to teach life and leadership skills, childcare and supervision skills, to local youth; all while having age-appropriate fun. The youth CIT's participated in all the activities the standard campers do, but also received certifications in First Aid intervention skills and CPR, as well as participated in team-building activities. The Kahnawà:ke Youth Center facilitated many of the workshops that had been offered, while Tewaohni'saktha's Employment and Training Counsellors offered training on CV writing, interview skills as well as leadership development.

A total of 19 youth had been hired to participate in the Summer Counsellor in Training Program and all received their certifications. The program was an overall great success. Many students expressed that they can now see a future for themselves in child care, special care counselling or recreational therapy, while others gained valuable work and life skills that they will carry forward throughout their lives.

Tewaohni'saktha would like to thank the Kahnawà:ke Youth Center for this unique opportunity to partner and for the families of Kahnawà:ke for allowing their children to again participate in this fantastic initiative.



## *Ace Program Social Enterprises*

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the assistance of A.C.E Program funding and most importantly the hard work and dedication from these individuals contributed to the success of their new business venture. It was George Pilon who developed the Baba Soups idea which was inspired by Subway. The original Baba Soup idea was intended to be a “build-your-own-soup”, but then shifted to a three-soup menu including Corn Soup, Chicken Noodle Soup and Tomato Beef Noodle and Fry Bread. After finding a location at the Kahnawà:ke Youth Center, the dynamic trio added a set menu; visit their facebook page for more information!

# Business Services Success Story

## *Traditions showcases Kahnawà:ke talent*



*Strawberry Basket by Tekaronhiahkhwa Margaret Standup.*

By Jordan Standup

A unique shop located in the Jacobs Mall is helping shine a light on Kahnawà:ke's talented artists and crafters. Traditions, owned and operated by Tekaronhiahkhwa Margaret Standup, officially opened its doors on August 28, 2018.

"It's an art store where I sell my art as well as other artists from the community on consignment. I also do paint nights and beading classes," Standup explained.

"The whole thing just kind of happened; it wasn't a planned idea," she admits. "I left my job last year; I didn't renew my contract. When I decided to leave I had no idea what I was going to do."

A few weeks after deciding not to return to her job, Standup noticed that a unit was available for rent at the mall.

"I thought for a minute like 'Can I open my own place?' then I thought 'No,'" she confided. "Then I scrolled through Facebook and the posting for the unit came back up so I called, I got the information, I checked out the place and then I had a store."

She had quickly become a proud local entrepreneur.

Standup was pleased to report that the store actually came together pretty quickly with little effort.

"The only thing I was nervous about was not having enough items to sell. By the last week before opening, all of a sudden everyone showed up with more items to sell and the store filled up!" she asserted.

Standup offered her thanks to the community for the support and feedback that she has received since opening the blossoming business.

"This store isn't just about me and my work, it's become something for all of our artists within the community to share and showcase their work," she said. "We have so many talented people in our community and I'm really happy to be part of this process in helping them show and sell their creations."

Standup also wanted to say *niá:wen'kowa* to her family and friends.

"I've had so much support, whether it be financial, emotional or whatever!

So many people have helped build this store and I am truly grateful to everyone for all the love and support!" she said.

Paint night and beading class schedules, along with items available for purchase in store are posted on the Traditions Facebook page.

Traditions carries a wide variety of items, including shirts, baskets, beadwork, moccasins, paintings, coffee mugs, woodwork and even Christmas ornaments, among many other things.

# Business Services

## *Business Retention and Expansion Function*



*By Coreen Delormier,  
BRE Officer*

The objective of the Business Retention and Expansion (BRE) function is to engage, build and retain strong relationships with the local business community. It serves in assisting business owners to develop

and implement any expansion activities they may be planning. It also is working closely with businesses to identify their workforce needs and assist in either matching or training individuals to meet those needs.

For Tewaohni'saktha, business retention and expansion provides an effective means of systematic customer contact within any market area. Systematic customer contact is, at its core, a sales and marketing function. It allows economic and workforce development professionals to understand unique client circumstances, needs and expectations. One size does not fit all. There is no single recipe for success here. There are a number of approaches that, individually or collectively, will allow you to achieve desired results.

A example of how the BRE function works is to meet with a business owner and start to get to know each other. An assessment of the business is then carried out together. The information gathered from this meeting and subsequent meetings will be used to create a baseline of information that will help us to better support our local Entrepreneurs.

In my new role as Business Retention & Expansion Officer, I will learn more about businesses in Kahnawà:ke and link businesses with services within Tewaohni'saktha so that we can best support them. Our definition of expansion is jobs created. Therefore, I will be gathering pertinent information from Businesses that will overall help us to gear programs and services towards Workforce Development and Economic sustainability.



Visit [www.tewa.ca/jobs](http://www.tewa.ca/jobs) and check out current job postings in & around the community

# Tourism

## *Kahnawà:ke Tourism reports on the Corn Festival*

By Kimberly Cross,  
Tourism Development Agent

The annual Corn Fest co-hosted by Kahnawà:ke Tourism and Maison LePailleur in Chateauguay, took place September 8, 2018. This event is an attempt to establish a growing relationship with the neighbouring communities of Kahnawà:ke and Chateauguay. Both locations hosted performances, activities and vendors selling crafts and/or food, with a shuttle bus available. This new event seemed to have had a better outcome than the first in 2017, including media coverage by CBC and a mention in the Chateauguay council meeting.



*Kimberly Cross serves up smiles at the annual Corn Fest!*

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## *Kahnawà:ke Tourism Team networks at KWE!*



*A snapshot of the “KWE!” meeting.*

Kimberly Cross and Emma Ouimet, attended “KWE! A Meeting of Aboriginal Peoples”, a public event celebrating the cultures, traditions and contemporary life of First Nations and Inuit, from August 30 to September 3, 2018, at Place de l’Assemblée-Nationale in Quebec City. The public was welcomed to learn more about First Nations and Inuit in Quebec through a range of attractions, workshops, performances, and discussions on issues affecting indigenous peoples.