



Ongwanada

*Support, Respect, Choices
Appui, Respect, Choix*

Resource Centre, 191 Portsmouth Avenue, Kingston, ON K7M 8A6
Centre des ressources, 191, avenue Portsmouth, Kingston, ON K7M 8A6

Phone/ Téléphone
(613) 548-4417

Fax/ Télécopieur
(613) 548-8135

www.ongwanada.com • info@ongwanada.com • facebook.com/Ongwanada1 • twitter: [@ongwanada.com](https://twitter.com/ongwanada.com)

January 16, 2023.

Upcoming retirements and senior management vacancies have presented an opportunity for the organization to review and revise its organizational structure. In 2019, following an extensive organizational review and consultation process, Pesce and Associates recommended the structure we are now implementing to address some of the issues raised throughout the consultations. Also, this organizational structure is consistent with other developmental service agencies similar to Ongwanada in both size and services provided.

The structure comprises of two Executive leadership positions, namely Chief Operating Officer (COO) and Chief Finance and Administration Officer (CFAO), reporting directly to the CEO. The Chief Operating Officer has overall responsibility for the provision of supports and services for the individuals we support. The Chief Finance and Administration Officer has overall responsibility for the provision of “back office” support services.

New director-level positions, reporting to one or other of the above-referenced positions, have been developed for various portfolios within the organization as follows:

- Director, Human Resources, reporting to the CFAO
- Director, Community Services, reporting to the COO
- Director Planning and Social Services, reporting to the COO
- Director, Clinical Support Services, reporting to the COO

The Director of Psychological Services will report to the COO, and the Director of Pharmacy Services will report directly to the CEO; both positions currently exist.

Recruitment for the position of Chief Operating Officer is underway, and internal postings for the Director positions will occur in the near future.

Sincerely,

A. Alastair Lamb M.Sc. MPA
CEO