



Ongwanada

MEMO

To: All Ongwanada Staff
From: Alastair Lamb, CEO
Date: September 5, 2023
Re: CEO Retirement

I wish to inform all staff that on August 31 2023, I notified the Board of my intent to retire my position as CEO of Ongwanada effective March 29, 2024. The board has struck a committee and retained the services of a recruitment firm to commence a search for my replacement. It is anticipated this may take a few months; I have committed to remain in my role until my replacement has been recruited and a suitable period of transition and orientation fulfilled.

In light of the above, and in discussion with the Board, it was decided not to proceed with recruitment of a Chief Operating Officer at this time. Decisions around that role will be made with input from the new CEO.

I must acknowledge the support from the Board, the leadership team, managers, supervisors and staff that I have enjoyed during my tenure with the organization as Chief Human Resources and Information Services Officer and more recently as Chief Executive Officer. Along the way there have been many challenges, many accomplishments and the occasional setback; but no matter what, upholding the mission of the organization and the values of Support Respect and Choices has been paramount.

Yours sincerely,

Alastair