

# Annual Report 2003-2004



## Dilico

Ojibway Child and Family Services

*Balancing Tradition, Family and Community*





## Executive Director and Board President's Report

### **Dilico Ojibway Child and Family Services**

#### **Vision**

Our vision is balance  
and well-being for  
Anishinabek children,  
families and communities.

#### **Mission Statement**

Dilico Ojibway Child and  
Family Services embraces  
a wholistic approach in the  
delivery of Health, Mental  
Health, Addictions and  
Child Welfare services to  
compliment the strengths,  
values and traditions of  
Anishinabek children,  
families and communities.

We live in complex times. For many First Nations children and families, extreme stress and hardship have become a part of everyday living, and consequently many children and family members are troubled by chronic ill health, abuse, mental illness, drug and alcohol use, and spiraling alienation.

Over the past year, we've celebrated successes and faced obstacles related to the ongoing delivery of services to our community and the continual development of our role of improving the lives of First Nations people. While we are challenged by the complexities of our responsibilities, the team at Dilico Ojibway Child and Family Services has progressed positively and remain committed to our Mission Statement.

The three-year Strategic Plan that Dilico developed and adopted in 2002 has provided a consistent foundation for a best practices approach to service and management.

We're pleased to jointly report on Dilico Ojibway Child and Family Services for the fiscal period 2003 – 2004.

Some of the highlights and accomplishments of our work as a service agency and as a local, regional, provincial and national advocate for children and their families include:

### **Child Welfare Program**

- Development of three year Strategic Plan that includes measures to reposition dispute resolution outside of the courtroom.
- Restructuring of Dilico's Child Welfare Program into two directorial positions. Lori Watts accepted the position as Director of Residential Services and Susan Verrill accepted the position as Director of Protection Services.
- The Director of Residential Services manages Residential Care, Permanent Care, Child Welfare training, and Child Welfare services in the communities of Armstrong and Nipigon.
- The Director of Protection Services manages Intake and Protection, and Child Welfare Services in the communities of Longlac and Pic Mobert.
- In continued dialogue with the Ministry of Community and Social Services and Ministry of Children's and Youth Services, Dilico played a major role to add the First Nation agenda to the regional level.



- Dilico participated with a provincial working group to invite the government, the child protection sector and the justice sector to consider models of mediation in resolving child protection matters.
- Dilico was a key participant in developing service relationships between the child protection and children's mental health services providers.
- Under the direction of a Chief's Task Force, Dilico worked with the Union of Ontario Indians to begin to move First Nations Child Protection services from the provincial realm to federal.
- Developed protocols with our First Nation service providers to work together in cross-jurisdictional child protection matters.
- Took a leadership role in assisting, training and consulting with pre-mandated First Nation agencies in their quest to receive a child welfare mandate.
- Accepted an advisory role to the Child Welfare Secretariat of the Province of Ontario in its efforts to improve child welfare services.

Dilico is committed to working in partnership with our communities and other organizations to ensure that children and families have every opportunity to lead happy, healthy and productive lives.

### Children's Mental Health and Treatment Program

- Welcomed Rose Pittis as the most recent recruit to the senior management team in her position as Director of Treatment.
- Transferred operation of residential Treatment Centre nutrition services to Health so the focus would be to introduce nutritional issues to clients.
- Children's Mental Health (CMH) sector engaged in strategic planning with the Child Welfare (CW) sector to address the continuum of services for "at risk" families.
- Taking the lead from our communities, we developed a strategy to begin to tackle the difficult issue of prescription drug abuse.
- Partnered with Algoma Child and Family Services to develop and coordinate clinical leads resources for mental health services for children aged 0 – 6.
- Established by the Province of Ontario as a Single Point of Access (SPA) for Children's Mental Health within the City and District of Thunder Bay.
- Participated with the regional task force process to assist in establishing mandatory core service functions of Children's Mental Health providers.



Four Key Strategies of  
Dilico Ojibway Child and  
Family Services include:

#### **Wholistic Service Continuum**

To establish a system that  
practices cooperative and  
collaborative service delivery.

#### **Shared Values and Beliefs**

To implement a process that  
fosters a common appreciation  
and understanding of our  
organizational culture based  
upon our Vision, Mission and  
Core Values.

#### **Knowing our People**

To ensure services are responsible  
to evidence based needs.

#### **Developing our Future**

To expand and share through  
a process of training, capacity  
building, community and  
organizational development.

## **Health Program**

- A service initiative with special emphasis for children ages 0 – 6 was launched through a partnership between our Health and Children's Mental Health Services.
- Expanded our Long Term Care program to include community based support services under its new name Home and Community Care Services.
- Developed submissions for increased funding to support expanded services for our primary care program.
- Conducted an internal evaluation of health services to continue to increase access to health services for the most "at risk" children and families and to eliminate duplicating efforts.
- Began quarterly video conferencing meetings with Health Canada's First Nations Inuit Health Branch to monitor our Health Transferred services and maintain a responsible relationship with Health Canada.
- Participated in the National Health Transfer evaluation to review the Health Transfer Policy Initiative and the transferred services.
- Worked with the Canadian Council on Health Services Accreditation to develop national child welfare standards.

## **Human Resources Program**

- The Human Resources Program responsibilities were separated from Finance and Administration to respond to increased human resource demands and to develop standardized human resources practices throughout Dilico.
- The new program resulted in Jerry Woods recruitment as Human Resources Director, a new position to the senior management team.
- Launched a strategic plan for human resources that included policy review, improved reporting and standardized systems.





### Finance and Administration Program

- Working with the province we eliminated the deficit in the Child Welfare Program.
- Seamlessly assumed the responsibility of portions of the payroll function in early 2004.
- Administration support unit provided necessary support to all staff in the agency.
- The Armstrong district office connection was upgraded to satellite. This provides staff with faster access to information, including the electronic database and e-mail.
- Began implementing a document imaging system in March 2004. This initiative will continue in 2004-2005 and will ensure Dilico has a secure electronic storage and archival system for client files.
- Property and purchasing continued to help ensure that all staff and clients visiting our buildings enjoyed a safe environment.

We wish to commend the Dilico Ojibway Child and Family Services staff for their dedicated efforts in the past year. We also extend our sincere thanks to all the foster parents and caregivers for your open hearts. By working together, we can realize significant improvements in the quality of life of the children, families and communities in our care.

We are part of the healing, let us lead the way.

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Respectfully submitted,

Joyce Pelletier  
Executive Director

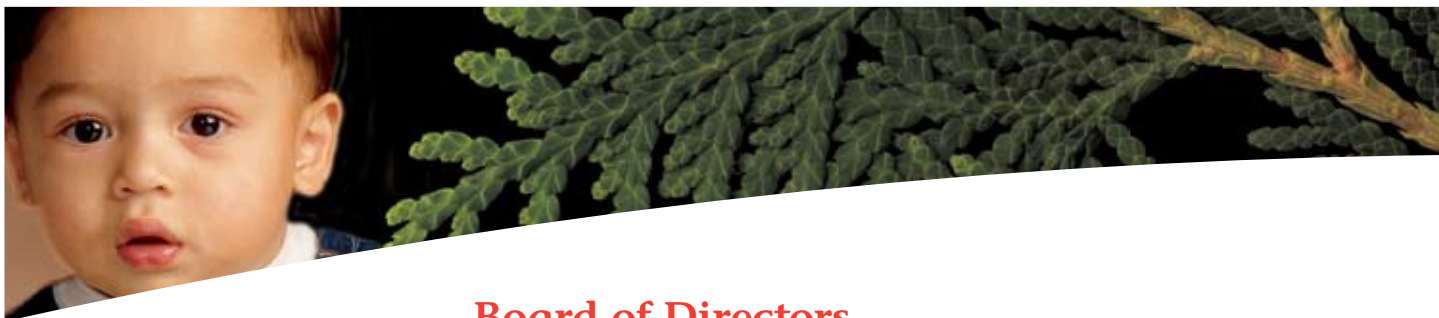
Dilico Ojibway Child  
and Family Services



Frank Onabigon,  
President

Dilico Ojibway Child  
and Family Services





## Board of Directors

### Core Values

Dilico Ojibway Child and Family Services values:

- Client centred services based upon teamwork
- Quality delivery that is ethical, caring, compassionate and sensitive
- Partnerships that advance the well-being of the Anishinabek
- Role models who demonstrate positive leadership
- An environment that creates positive morale
- Effective and accountable management
- Long-range strategic planning

### Frank Onabigon

Long Lake #58 First Nation  
President

### Therese Willoughby

Whitesand First Nation  
Vice President/Services Chair

### Blythe Morrisseau

Animbiigoo Zaaq'ing  
Anishinaabek First Nation  
Secretary/Treasurer

### Karen Bannon

Fort William First Nation  
Personnel Chair

### Ida Wanakamik

Pays Plat First Nation  
Services Committee  
[Appointed April, 2004 to replace  
Claudette Goodchild]

### Albert Gladu

Sand Point First Nation  
Services Committee

### Andrea Michano-Mitchell

Pic River First Nation  
Services Committee

### Michael Esquega (Chief)

Biinjitiwaabik Zaaqing  
Anishinaabek First Nation  
Services Committee  
[Appointed June 2004 to replace  
Chief Victor Lesperance]

### Blaine Martin

Ginoogaming First Nation  
Finance Committee

### Jeff Desmoulin

Pic Moberg First Nation  
Finance Committee

### Harold Sault (Chief)

Red Rock (Lake Helen) First Nation  
Personnel Committee  
[Appointed April 2004 to replace  
Lionel Laframboise]

### Emile Neyland

Michipicoten First Nation  
Personnel Committee

### Rita King

Kiashke Zaaq'ing  
Anishinaabek First Nation  
Personnel Committee

## Senior Management

### Joyce Pelletier

Executive Director

### Susan Verrill

Director of Protection Services  
(Child Welfare Program)

### Lori Watts

Director of Residential Services  
(Child Welfare Program)

### Sharon Pitawanankwat

Director of Health

### Rose Pittis

Director of Treatment

### Peter Myllymaa

Director of Finance and  
Administration

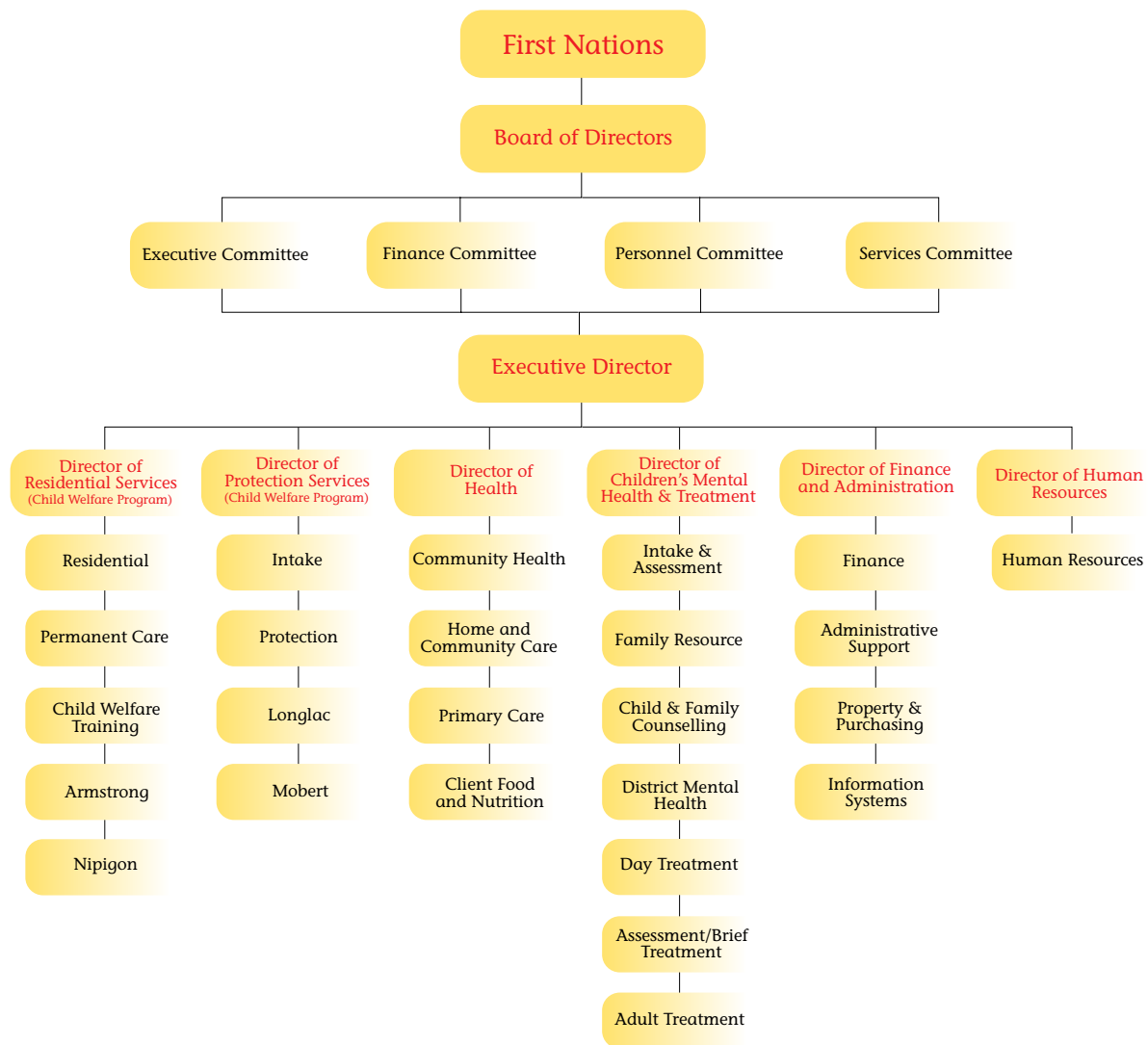
### Jerry Woods

Director of Human Resources

### Patti Fero

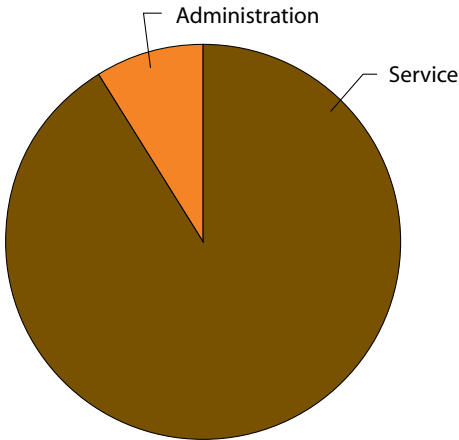
Executive Secretary

## Organizational Chart

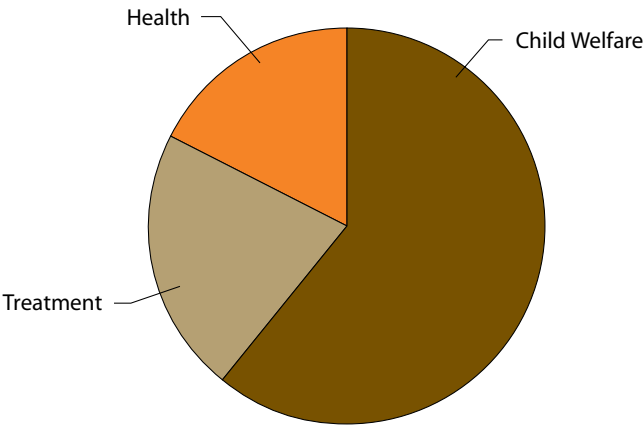




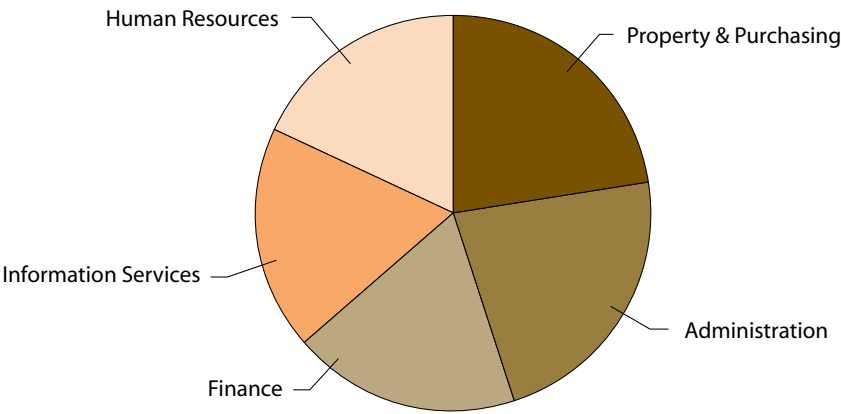
# Financial Highlights



TOTAL EXPENDITURES



SERVICES EXPENDITURES



ADMINISTRATION EXPENDITURES







Governance



## **AUDITORS' REPORT**

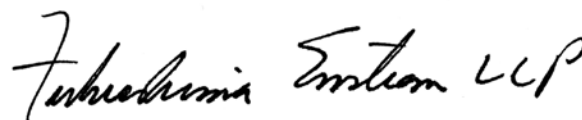
To the Directors of  
**Dilico Ojibway Child and Family Services**

We have audited the statement of financial position of **Dilico Ojibway Child And Family Services** as at **March 31, 2004** and the statements of operations, fundraising operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance that the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial information.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at **March 31, 2004** and the results of its operations and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Thunder Bay, Ontario  
June 14, 2004



**Chartered Accountants**

# DILICO OJIBWAY CHILD AND FAMILY SERVICES

## STATEMENT OF OPERATIONS (Full Audited Financial Statements available at Dilico Ojibway Child and Family Services)

Year ended March 31	2004 \$	2003 \$
<b>REVENUES</b>		
<b>Province of Ontario</b>		
Ministry of Community and Social Services	14,129,204	12,873,770
Ministry of Health and Long-Term Care	1,451,746	1,592,349
Ministry of Public Safety and Security	14,349	--
<b>Government of Canada</b>		
Indian and Northern Affairs	115,552	146,600
National Health and Welfare	3,200,883	2,912,468
<b>Canada Mortgage and Housing Corporation</b>	--	909
<b>Childrens Special Allowance</b>	605,449	511,489
<b>Other</b>	736,542	855,895
	<b>20,253,725</b>	<b>18,893,480</b>
<b>EXPENSES</b>		
Amortization of capital assets	294,604	345,267
Salaries	8,231,820	7,879,856
Benefits	1,234,276	1,153,120
Interest on long term debt	29,266	33,786
Travel	873,023	743,365
Training	139,621	53,742
Purchased Services	798,538	713,392
Office and administration	597,661	725,444
Program	7,967,727	7,219,409
	<b>20,166,536</b>	<b>18,867,381</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>87,189</b>	<b>26,099</b>
<b>RECONCILIATION FOR FUNDING PURPOSES</b>		
Excess of Revenue over Expenditures	87,189	26,099
Add:		
Amortization of capital assets	294,604	345,267
Procedds from disposal of capital asset	1,177	
Less:		
Prior period deficit funding	(93,593)	
Capital expenditures	(174,681)	(384,564)
Amortization of building equal to principal reduction of related long term debt	(21,598)	(21,529)
Lease payments	(93,098)	(58,866)
<b>EXCESS (SHORTFALL) OF REVENUES OVER EXPENSES FOR FUNDING PURPOSES</b>	<b>0</b>	<b>(93,593) *</b>

\* This entire deficit is attributed to the Child Welfare Program for the 2002-2003 operations. This deficit is a result of the prescribed provincial funding framework of the Ministry of Community and Social Services. Funding for this deficit was provided in the fiscal year ended March 31, 2004 by the Ministry of Community and Social Services.



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