



Annual Report 2009 | 2010



Dilico

Anishinabek Family Care

Cover photo:  
Path to Old Whitesand

Photography by:  
Donald Auger  
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Firedog Communications

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The purpose of this Annual Report is to present the Dilico membership and its partners with a clear and informative account of the activities and expenditures of Dilico Anishinabek Family Care between April 2009-March 2010. This report and those of previous years are available on the internet at: [www.dilico.com](http://www.dilico.com)







Shores of Lake Superior, Fort William First Nation, Ontario

## 1.0 Message from the Board of Directors

*Community means strength  
that joins our strength to do  
the work that needs to be  
done. Arms to hold us when  
we falter. A circle of healing.  
A circle of friends. Someplace  
where we can be free.*

*Starhawk*

Looking back on the past fiscal year as Board members, there are two things that come to mind; the achievements that occurred and the challenges that we faced while creating change and development.

The economic situation in our country affected Dilico's government funding and yet in spite of funding shortfalls, the Board had to make certain that essential services were delivered during a time of need. Dilico always put our children and families in the middle of the circle, even as we were confronted with difficult circumstances.

The role of the Board, under the guidance of the Executive Director and Senior Directors, was advocacy and dialogue with our Chiefs, elected government officials and political advisors. By working together, our goal was to ensure that services to our children and families were not affected. The agency remains optimistic that we are achieving this goal by promoting practices that create efficiencies.

The strategic priorities remain the focus of the agency and the Board of Directors. The Community Drug Strategy Plan proved that we can learn from one another by connecting and collaborating with our communities. Dilico will provide communities with the resources and assistance they require to make healthy, productive communities.

The primary focus of the Board of Directors, Executive Director, Senior Directors, Chiefs and communities will be to support and strengthen relationships and to create innovative and necessary programs and services that will allow us to better fulfill the needs and obligations of our mandate for Health, Mental Health & Addictions and Child Welfare.



## 2.0 Cultural Committee Report

The Cultural Committee had an active year with meetings held each quarter in both Thunder Bay and the District. Community elders who attended meetings included: Proteus Goodchild (Ojibways of Pic River), Chief Roy Michano (Ojibways of Pic River), Gilbert Legarde (Long Lake #58), Alan Towegishig (Long Lake #58), Dorothy Comstock (Fort William), and Gerry Baxter (Fort Hope).

Seven hand drums were made and distributed to various Dilico sites. Each drum was named after the Seven Grandfathers and a drum keeper was appointed during a drum birthing ceremony.

Dilico produced a video about the making of these drums to provide a valuable cultural resource for community members.

Cultural Committee members helped coordinate fall, winter, spring and summer feasts at nine Dilico locations and organized several 'lunch and learns' for staff throughout the year.

An employee Cultural Skills Resource binder was developed and planning commenced for the Committee to host informational booths at powwows held in the First Nations affiliated with Dilico during the summer of 2010.



## 3.0 About Dilico

### 3.1 Vision, Mission and Core Values

#### Vision

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

#### Mission

Dilico embraces a holistic approach in the delivery of Health, Mental Health, Addictions and Child Welfare Services to complement the strengths, values and traditions of Anishinabek children, families, and communities.

#### Core Values

- Client centred services based upon teamwork.
- Quality service 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.

### 3.2 Northern Superior First Nations

(in alphabetical order)

Animbigoo Zaagi'igan Anishinaabek First Nation  
 Biingitiwaabik Zaaging Anishinaabek (Rocky Bay First Nation)  
 Bingwi Neyaashi Anishinaabek (Sandpoint First Nation)  
 Fort William First Nation  
 Ginoogaming First Nation  
 Kiashke Zaaging Anishinaabek (Gull Bay First Nation)  
 Long Lake #58 First Nation  
 Michipicoten First Nation  
 Pays Plat First Nation  
 Pic Mobert First Nation  
 Pic River First Nation  
 Red Rock (Lake Helen) First Nation  
 Whitesand First Nation





## Community Member Profile

*"Starting out as a young single mother, I felt really isolated and not sure whether I could overcome different challenges in my life. Dilico helped me connect with other young mothers and develop my skills as a parent.*

*I now feel stronger, more confident and am moving forward in a positive direction. I've been able to graduate from college and I'm now in university. My daughter and I are very lucky to have a lot of positive people around us.*

*I enjoy being a mother and I know my daughter and I have a very bright future ahead of us."*

Candace Hardy, Family Preservation Services Client



## 4.0 Service Reports

### 4.1 Health Services

Over the past year Health Services continued to work diligently and collaboratively to provide a wide range of health care services to our children, families and communities.

We continue to develop important partnerships with local and district health organizations including the Thunder Bay District Health Unit (TBDHU). The dental screening and varnishing program was delivered to children 0 to 6 years of age and we launched a new pilot project, *Nitam Giigidowin*, which brings speech and language services to preschool children living in the First Nations of Fort William, Ginoogaming and Long Lake #58.

### Community Health Services

Considerable time and effort was devoted to supporting our communities in the preparation and management of the H1N1 influenza pandemic. Strong partnerships between Dilico Health Services, other health care providers and organizations, and community health staff resulted in the successful management of the H1N1 pandemic in our communities.

Key activities included:

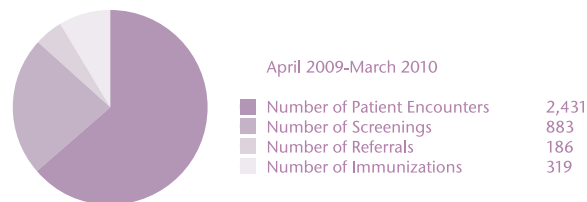
- Immunization clinics
- Education and awareness building
- Home visits
- Ongoing assistance with community pandemic planning

Community Health Services	April 2009-March 2010
Immunizations	523
Community Health Nurse Home Visits	304
Community Health Referrals (Internal)	50
Community Health Referrals (External)	102
Nursing Assessments for OTC Drugs	102

### Dilico Family Health Team (FHT)

The team was successful in the following ways:

- Recruiting two family physicians and a social worker, allowing us to broaden our range of primary care services
- Enrolling 2,630 patients in 2009-2010, whose records are now managed electronically
- Obtaining a new electronic medical record management system
- Strengthening partnerships both internal and external to the agency
- Developing a new screening initiative to screen and refer children to appropriate mental health or development services in collaboration with Dilico's Infant and Child Development Services
- Launching a Healthy Weight program to help individuals develop healthier lifestyle management skills thanks to a new partnership with the Heart and Stroke Foundation.
- Continuing to host residency students from Lakehead University and the Northern Ontario School of Medicine.
- Working further on the development of a traditional healing program that will incorporate traditional medicines, healing practices and cultural traditions into our practice.



## 4.0 Service Reports

### Home & Community Care and Community & Personal Support Services

These programs continue to support the health and well-being of Anishinabek adults and the elderly. Our partnership with the Centre of Education and Research on Aging and Health (CERAH) brought education on palliative care to our First Nation communities. A venue was provided for communities to come together to talk and learn about end of life concerns and issues. The Adult Life Enrichment (ALE) program continues to provide a variety of socialization, exercise, and health promotion and education activities to the elderly living in our communities. Our team of Personal Support Workers upgraded their knowledge and skill sets by participating in various training opportunities including diabetes prevention, and stroke prevention and education.

Home & Community Care Services	April 2009-March 2010
Average # Clients/Caseload	259
Hours of Care Management	4623 Hrs
Hours of Nursing Care	7395 Hrs
Hours of Professional Therapies	2517 Hrs

Community & Personal Support Services	April 2009-March 2010
Average # Clients/Caseload	113
Hours of Assisted Living	11393 Hrs
Hours of In Home Respite	846 Hrs
Hours of Personal Care	2097 Hrs
Hours of Speech Therapy Delivered (School)	1342 Hrs

### Infant and Child Development Services (ICDS)

It has been a busy and rewarding year for (ICDS) as they continue to play a leading role in the implementation of the Triple P Positive Parenting Program in Thunder Bay and the district. Triple P experienced considerable growth in the Longlac, Nipigon and Heron Bay area communities. ICDS staff worked with Community Health Services to enhance our Aboriginal Healthy Babies/Healthy Children program and continued to promote healthy children and community living at several health fairs, powwows and other community events throughout the year.

Infant Child Development Services	April 2009 - March 2010
Number of Children who Received Service	159
Average Number of Children on Waitlist	57



## 4.0 Service Reports

### 4.2 Mental Health and Addictions Services

#### Adult Services

Dilico continued to pursue program improvements in its Adult Residential Treatment Centre, Aftercare Programs and District Services by moving forward with the three-year work plan that reflects the direction of the National NNADAP Renewal Process and input from our communities. Key activities accomplished this year included:

- Moving to closed five-week treatment cycles
- Establishing a mandatory Alcohol and Drug Assessment prior to intake
- Incorporating strength-based programming to address mental health issues
- Developing a pre-treatment protocol that includes a checklist, video and assessment
- Training of staff in concurrent disorders, gender-based programming, motivational interviewing, and strength-based and solution-focused approaches
- Training in the Alcohol and Drug Assessment Tool (ADAT) was offered to relevant workers in all communities with the aim of getting their clients into the treatment program more quickly
- Developing continued solid linkages with the Adult Residential Treatment Centre and our In-city and District Aftercare programs
- Rotating District Case Managers on a schedule to the district communities to help community members become more aware of the specialized mental health services Dilico can provide in Concurrent Disorders, Crisis, Forensic, Dual Diagnosis, and Early Psychosis Intervention
- Re-activation of the Dilico Drug Strategy Committee with strong representation from our communities. The main goal is to support each community in developing their own drug strategy to fit with their individual community needs.

#### Children's Services

District Services hosted the fifth annual Empowering Girls Camp and the second Empowering Boys Camp. Although some of our specialized funding has been reduced, Dilico is committed to making this event continue.

Staff training was held for the clinical assessments in TAPP-C (The Arson Prevention Program for Children). Arrangements were made to train the community's Fire Prevention Officer in TAPP-C so that he can provide training to fire fighters who will deliver the educational part to children and families after the clinical piece is conducted by Dilico staff.

In October 2009, the new position of Assistant Director of Children's Mental Health Services was created. We are pleased to announce that all of our Children's Mental Health Services moved to Dilico's new Heath Park site. The official opening, held in December, was attended by many visitors, including Red Rock Indian Band members, community partners, local community members, elders, media, and political dignitaries.

The Youth Suicide Prevention Protocol was signed in April by Dilico and several other mental health agencies in Thunder Bay. A successful fan-out exercise was held in June. Dilico continues to be a leader in this area as it supports the needs of community members as they arise.





## 4.0 Service Reports

### Children's Services

#### Assessment & Brief Treatment Residential Services (ABTRS)

It was another challenging year for ABTRS. The program was successful at receiving its licensing with no terms and conditions. This means it received an excellent review!

The manager of ABTRS continues to represent Dilico on the Suicide Task Force, which has resulted in stronger community partnerships and the development of new initiatives for the future.

#### Counselling & Clinical Support Services (CCSS)

These services led the agency-wide Suicide Prevention and Intervention Training last year. A suicide manual was developed by Dilico and distributed to participants. CCSS staff continues to provide innovative counselling approaches, which include Dialectical Behaviour Techniques and incorporate cultural opportunities. Dr. Peter Braunberger continues to provide excellent child psychiatric care and we feel very fortunate to have someone who is so genuine in the work he does with community members.

#### Day Treatment Services

The Triple P Parenting Program and Educational Lunch sessions were provided to parents of participants of this program. Topics included: Self Care, Navigating the School System and ADHD, among others. The staff work with children and their parents towards the successful completion of programming and a successful transition back to community schools.

#### Youth Outreach Services

Youth Outreach was involved in numerous community initiatives, including the Aboriginal Youth Suicide Consultation Program. Youth Outreach Workers (YOWs) were part of the Youth Voice Conference and contributed considerable time and effort to ensuring the success of this initiative.

#### Family Preservation Services

Presentations were made to various community agencies to increase awareness of the program. Family Preservation staff is consistently bringing forward ideas to address referral trends, including individuals who are struggling with raising grandchildren and great-grandchildren. Planning has begun to start a First Nations Support Group for these families. Staff also delivered the Triple P Positive Parenting Program to help parents develop their own successful parenting strategies.





# Changing Directions: A Community Drug Strategy

## Mission Statement

Each First Nation will develop its own mission statement that will reflect the vision of its community members.

## Objectives

- To stop, or reduce, the flow of legally and illegally obtained drugs and addictive substances into the community.
- To engage the police and other community partners in the fight against drugs.
- To stop, or reduce, the use of drugs and other addictive substances in the communities.
- To stop, or reduce, the addictive behaviours that lead to the use of drugs and other addictive substances.
- To educate community members about the harmful effects of prescription drug abuse and how they can help restore the health of the community.
- To stop, or reduce, the harmful effects of the abuse of addictive substances.
- To help people address their addictive behaviours.
- To make people “whole” again.



## Goals

- Education
- Prevention
- Treatment
- Aftercare



## 4.0 Service Reports

### 4.3 Child Welfare Services

The year 2009-2010 has been a challenging time for Dilico's Child Welfare program.

The program restructuring and development that was initiated in 2008-2009 was completed however, Dilico was advised that funding would not increase. This lack of funding left the Child Welfare program with an approximate deficit of \$3,500,000.

In response to the funding and projected deficit issues, Dilico made the following decisions:

- To complete a comprehensive budget review to determine if and where money could be saved
- To review staffing levels and programs to ensure efficiency
- To initiate a Section 14 Review (this is a formal request made to the Ministry for a review of the funding decision)
- To ensure that our Chiefs and Councils, politicians, media and communities were aware of our funding pressures
- To request support and advocacy from those in a position to help.

During the year, the budget review was completed and a work plan was developed and implemented. Successful changes include:

- Staffing levels and programs have been reviewed and planning is in place to address identified issues
- The Section 14 submissions were made in early November 2009 although results were not provided until February 2010. Dilico was unsuccessful in obtaining funds through this process
- Senior Management and the Board of Directors worked closely with our Chiefs & Councils, the Union of Ontario Indians and our local politicians
- The Child Welfare program was successful in reducing its deficit through various cost saving measures identified above. In addition, one-time mitigation funding was received from the Ministry of Children and Youth Services in recognition of the unique issues faced by Aboriginal agencies.

### According to research...

Fewer foster children graduate from high school than the general population.

Less than 5% go on to post secondary education.





## 4.0 Service Reports

### Crown Ward Educational Championship Team

In 2007, Thunder Bay was selected as a pilot site for the Crown Ward Educational Championship Team, which was formed to improve educational outcomes for children in care through collaboration with community partners. Both Dilico and the Children's Aid Society of the District of Thunder Bay are working closely with the local school boards, Confederation College and Lakehead University to achieve this goal.

The Team delivered a number of programs to children in care in 2009-10. The focus has been youth outreach with the primary purpose to encourage our youth to go to school. Successful initiatives have included: self-esteem building workshops; peer tutoring; providing information regarding college and university including the supports both institutions offer to promote student success.

A school attendance survey was completed by the Crown Ward Education Championship Team regarding the school attendance of Dilico's Crown Wards aged 16 to 21. The results showed that, of the 62 children surveyed, 58 were either in high school, post secondary education or learning a trade. Dilico is very pleased with the efforts of the Crown Ward Educational Championship Team, our foster parents, other care givers and our workers in encouraging and supporting children to complete their education. Most of our children are doing better in school and some are going on to college and university.

### Tutoring Towards Success Program

This program is a 3 year research project that has developed from the work of the Thunder Bay Crown Ward Educational Championship Team. Its goal is to determine whether or not educational outcomes for youth and children in care are improved through tutoring.

### Community Partnerships

The Protection program works closely with community partners. For example, the program participates in the Thunder Bay Infant Response Plan; a group of community partners that provides services to young mothers with children under the age of 3 years. These mothers may have their own personal issues or the child may be ill or delayed. The purpose of the group is to support the mother in caring for her child so that an admission into care may be prevented. The Protection program also works closely with the Violence Against Women sector to help keep women and children safe.

#### Children in Care:

April 1, 2009 - March 31, 2010

Total admissions	282
Discharges	258
Total CIC at year end	541
Total children served	799

#### Alternative Care:

April 1, 2009 - March 31, 2010

Homes Available at Beginning of Year	250
Home Studies Completed	60
New Approved Homes During Year	40
Homes Closed During Year	13
Beds Available at Beginning of Year	1107
New Approved Beds During Year	176
Beds Closed During Year	74



## 4.0 Service Reports

### Number of Children Served

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Total admissions	313	333	293	347	368	346	320	323	282
Discharges	336	308	258	341	295	260	328	270	258
Total CIC at year end	223	248	289	299	376	463	463	518	541
Total children served	467	471	492	533	610	681	725	736	748

### Child Welfare Protection Services Care:

April 1, 2009 - March 31, 2010

Investigations at Beginning of Year	161
New Investigation During Year	856
Transferred to Ongoing	158
Investigations Closed During Year	653
Investigations at End of Year	146
Ongoing Protection at Beginning of Year	170
Transferred from Investigation	158
Ongoing Protection Closed During Year	205
Ongoing Protection at End of Year	333





*Heath Park Site - Photo taken April 2010*

## December 2009



## Dilico and Red Rock First Nation Announce Opening of the Heath Park Site

In December of 2009, Dilico, together with Red Rock First Nation announced the official opening of Dilico's Heath Park Site. The announcement marked another successful partnership aimed at improving the health and well-being of Anishinabek children and families residing in the District of Thunder Bay. The move to Heath Park will help make services more accessible to clients and ensure that Dilico continues to deliver the best care possible.



## 5.0 Support Services Reports

### 5.1 Communications

Dilico's Communications unit continues to create, manage, and deliver information that reflects the vision and mission of the agency. Several initiatives this year focused on raising awareness about the positive work we do in our communities and ensuring our many stakeholders have timely access to agency information and resources.

#### Media Relations

Various programs and initiatives were launched through proactive and positive media relations strategies including the Triple P Positive Parenting Program, the StepUp October Child Abuse Prevention Campaign, and the Heath Site Grand Opening.

#### Information Sharing

Working together with other agency services, several resources were developed and distributed including five Your Dilico newsletters, the Changing Directions booklet series, and various other promotional and informational materials.

#### Resource Development

Communications led the production of two videos: *Awakening Past Voices*, a cultural resource for community members about the significance of traditional hand drums; and, a Type 2 diabetes prevention video, which featured the stories and experiences of individuals and families living in the First Nations affiliated with Dilico.

#### Education & Awareness

Many initiatives focused on raising awareness among key stakeholders about the issues and challenges facing Dilico and our communities. Communications assisted in drawing greater attention at both a provincial and regional level to the funding inadequacies in child welfare. This was accomplished through the development of a media plan that included key messages for Dilico's First Nation leaders, and through our involvement in OACAS's Public Engagement Campaign—a campaign focused on educating Ontarians about the positive role of Children's Aid Societies. Both a previous Crown Ward of Dilico and a foster parent were featured in this provincial campaign.

#### Outreach & Engagement

Dilico aimed to involve the community in the good work we do for our children and families. During our October 2009 Child Abuse Prevention Campaign we called upon businesses, schools, community organizations, and political dignitaries in Thunder Bay and the district to "Step Up" for the safety and well-being of children in our communities. The City of Thunder Bay officially proclaimed October, Child Abuse Prevention Month. Dilico's Christmas hamper campaign also successfully matched local businesses with over 200 families in need of help.

#### Collaboration

Dilico's Communications unit continues to support many other agency initiatives, including the newly established Dilico Children's Foundation. Communications also has an ongoing active role on the Prescription Drug Abuse Committee and work has begun on the development of a communications and resource toolkit to support First Nation community-level action plans.

#### 2009-2010:

Dilico received 75 positive news hits in Thunder Bay and District outlets.

This figure almost doubled from the previous year.



## 5.0 Support Services Reports

### 5.2 Human Resources

The teachings of the Medicine Wheel recognizes that all aspects of our nature; the physical, emotional, mental and spiritual must be equally developed to create and sustain a healthy, well balanced individual, family and community. It is the goal of Human Resources to foster a work environment that embraces this teaching and reflects the Vision, Mission and Core Values of the Agency.

The Negotiations for the renewal of the collective agreement with C.E.P. Local 7-0-1 commenced in April of 2009. The majority of the non-monetary issues have been settled, however, the majority of the monetary issues remain outstanding and the parties have reached an impasse. The parties agreed to settle the outstanding issues at the bargaining table through binding interest arbitration. This agreement prevents the parties from engaging in a strike or lockout for the current round of bargaining. As a result, there will be no disruption to services to the children and families the Agency serves for the current round of bargaining.

An Application for Judicial Review and Reconsideration of the Canadian Industrial Relations Board ruling that the labour relations at Dilico are within federal jurisdiction has been filed based on errors in fact and law preserving the Agency's right to challenge the decision.

Human Resources worked with the Joint Health and Safety Committee to develop and implement policies and to provide training to Agency employees that would facilitate fostering a safe work environment at the Agency. A Hazard Management and Return to Work Program was developed for the Agency and received approval by the Workplace Safety Insurance Board (WSIB). The plan includes the implementation of a Return to Work Policy, Musculoskeletal Disorders Control and Motor Vehicle Injury Control. Hazardous Inspection training was held seeing twelve employees trained in identifying hazards in the workplace. The Health and Safety Policy Committee completed a review of the Agency's Health and Safety Policies. The Health and Safety Policies and Staff Safety Manual have been updated.

Recruitment initiatives with special emphasis on attracting First Nation candidates continue. Dilico once again participated in Career Fairs at Lakehead University, Confederation College, Matawa First Nation, Dennis Franklin Cromarty High School and the Thunder Bay Chamber of Commerce Holiday Career Fair. The Cultural Committee will be setting up information booths with recruitment information at ten of the Robinson-Superior First Nation Community powwows over the summer of 2010.

The Personnel Committee of the Board of Directors conducted a review of the recruitment policies and practices of the Agency. The review concluded with all five of the Committee's recommendations being implemented.



## 5.0 Support Services Reports

### 5.3 Finance & Administration

Another year has passed and it is again time to reflect on the accomplishments that have been achieved as well as the challenges we have faced.

#### Expenditures

The continued and rapid growth of Dilico has created an increased need for the monitoring, analysis and reporting of expenditures for internal and external users.

- During 2009-2010, we processed approximately 25,000 cheques and payroll payments totaling over forty million dollars.
- The Finance unit continues to ensure that processing of payroll and supplier payments occurs on a timely and accurate basis.

#### Additional Financial Support for Children and Youth

During the year Dilico initiated two new forms of financial assistance to support children and youth.

- Individual Registered Education Savings Plans (RESPs) for certain children in care are now in place to fund future post secondary education costs. We have approximately \$685,000 in a separate RESP account which will be allocated to approximately 400 children when administrative requirements have been completed.
- Ontario Child Benefit equivalent funds of approximately \$670,000 have been set aside in a separate bank account and will be used to fund additional needs for children that include cultural and social activities and to establish individual savings accounts for eligible youth.

#### Deficit

Our most difficult challenge in 2009-2010 was managing the projected Child Welfare deficit of \$3,500,000.

- As a result of cost containment, cost cutting and a \$1.4 million mitigation payment from the Province of Ontario, our accumulated Child Welfare deficit increased by approximately \$80,000 this year to \$590,000 at year end.

#### Property

The Property unit continues to be involved in ensuring a safe work environment for staff and clients visiting our buildings and in dealing with our spacing pressures.

- Several office relocations and moves occurred during the year.
- The Heath Park site was completed and Children's Mental Health and Child Welfare Permanent Care units were relocated from the Anemki and the Mountain Road locations respectively.
- Health services also moved into the first floor of the Anemki location from the second floor.

#### Information

The Information Services unit had an extremely demanding and challenging year with ongoing software and hardware upgrading, and routine maintenance of computer systems. All Agency sites now have high speed Internet connections and are equipped with video conferencing facilities. Our IT help desk responded to approximately 12,000 emails and telephone calls for help during the year.







Students of C.D. Howe School help launch the 2009 StepUp campaign at George's Market in Thunder Bay

October 2009

*"Education is one of the most useful tools to prevent child abuse, and our staff will be visiting local elementary schools presenting to students and educators about how they can help."*

Susan Verrill, Director of Child Welfare  
Dilico Anishinabek Family Care



*Community  
Member Profile*

*“We need to find a way to find the balance in our  
lives. Going out on the land helps to show us that.”*

Gilbert Legarde, Elder, Long Lake #58 First Nation

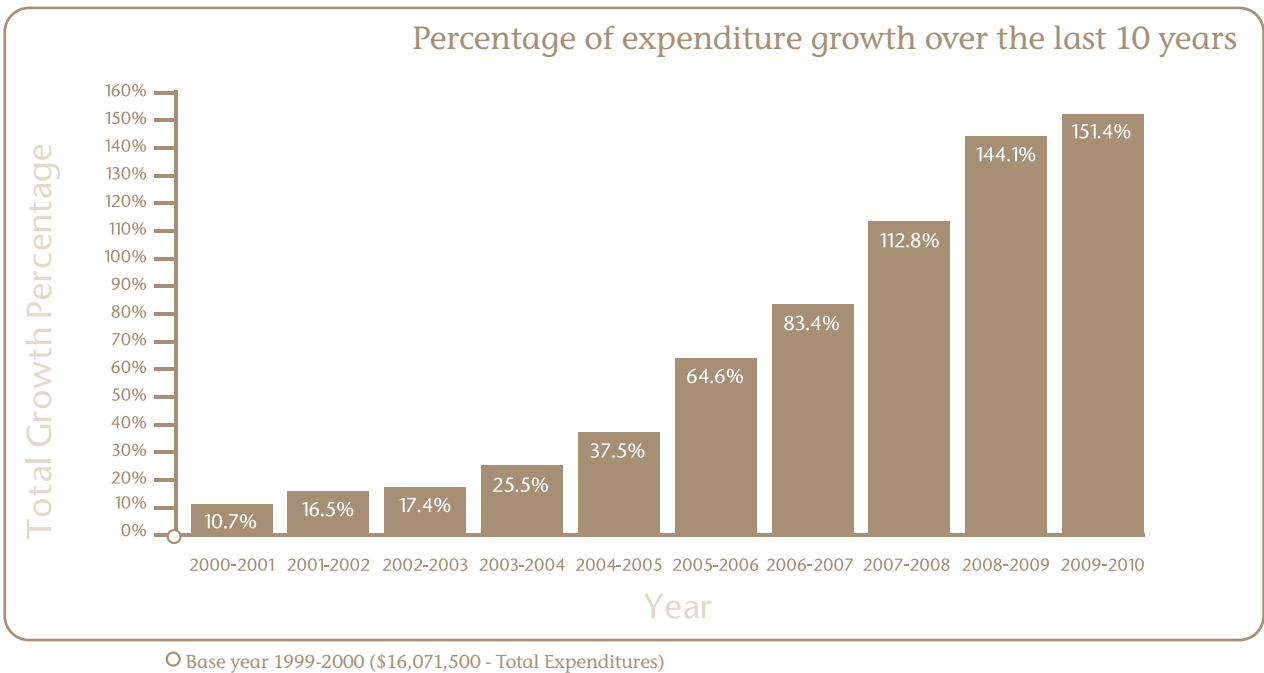
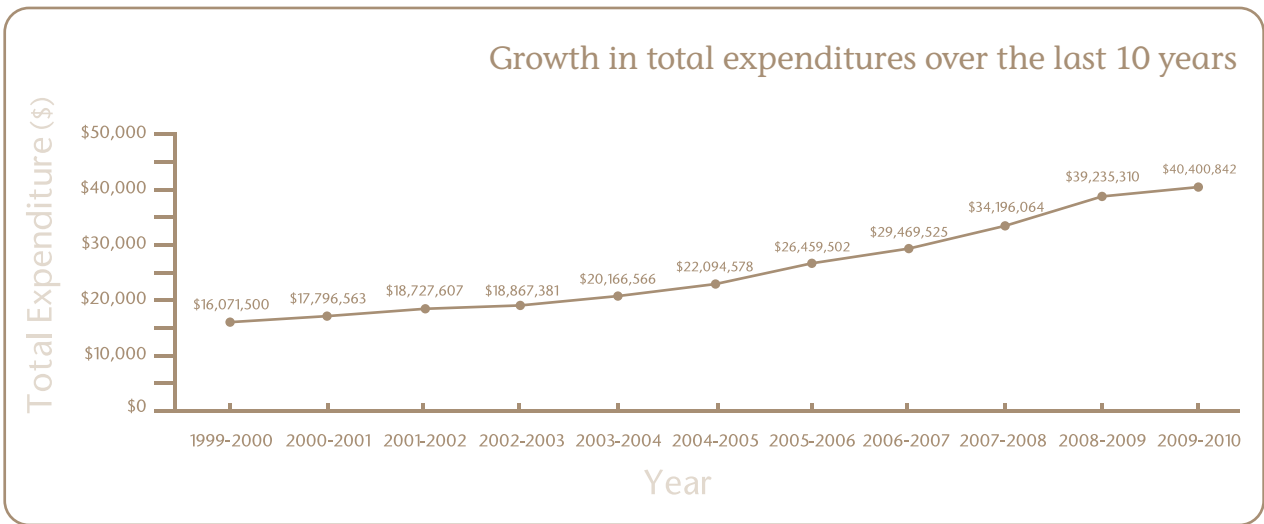
## 6.0 Financial Summary

Statement Of Operations		
Year ended March 31	2010 (\$)	2009 (\$)
<b>Revenues</b>		
<b>Province of Ontario</b>		
Ministry of Community and Social Services	30,098,121	29,219,333
Ministry of Health and Long-Term Care	3,068,024	2,999,440
<b>Government of Canada</b>		
National Health and Welfare	4,445,961	4,164,601
Children's Special Allowance	1,605,333	1,523,747
Other	1,029,313	1,088,449
	40,246,752	38,995,570
<b>Expenditure</b>		
Amortization of capital assets	545,069	794,368
Salaries	16,057,927	14,760,782
Benefits	2,734,723	2,404,317
Interest on long-term debt	18,415	8,848
Travel	1,811,368	1,784,639
Training	161,753	226,486
Purchased services	1,395,993	1,524,737
Office and administration	1,144,460	1,052,469
Program	16,531,134	16,678,664
	40,400,842	39,235,310
<b>Excess (Shortfall) Of Revenues Over Expenditure</b>	<b>(154,090)</b>	<b>(239,740)</b>

Full audited financial statements are available at Dilico Anishinabek Family Care



## 6.0 Financial Summary







*Mayor Lynn Peterson of the City of Thunder Bay, speaks at the StepUp 2009 October Child Abuse Prevention Campaign launch*

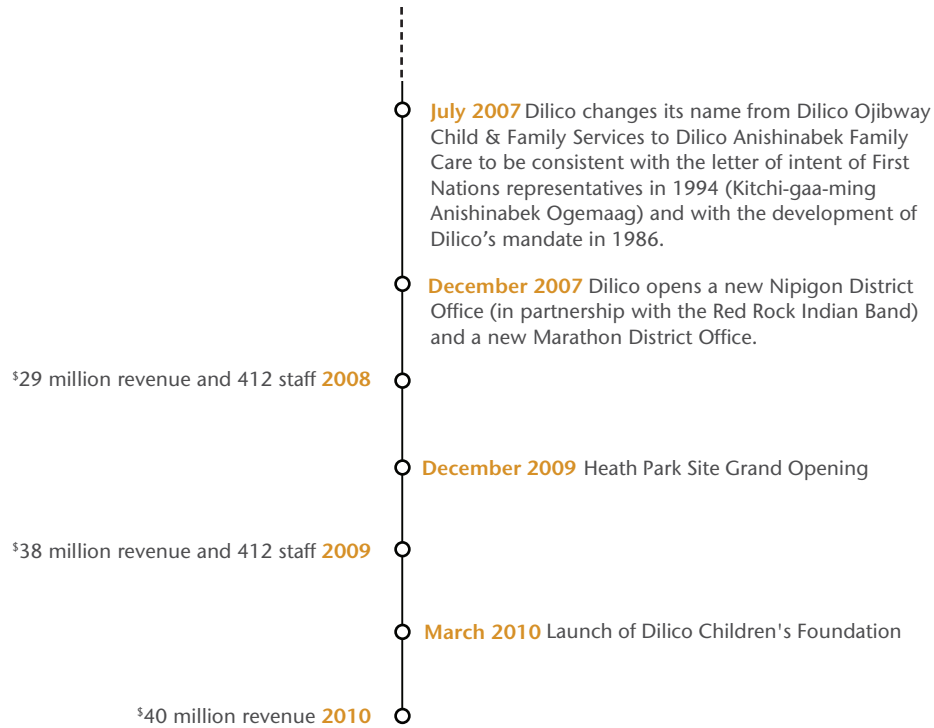
October 2009

In October 2009, Dilico Anishinabek Family Care and The Children's Aid Society of the District of Thunder Bay asked community members to StepUp in support of Child Abuse Prevention Month. At a news conference, the two organizations launched their annual campaign, communicating a very important message to the public—we are all responsible for the safety, health and happiness of children in our community.

## 7.0 Milestones



## 7.0 Milestones



# Annual Report 2009 | 2010

## Board of Directors 2009-2010

### Executive Committee

Blythe Haynen  
President  
Animbiigoo Zaagi'igan Anishinaabek

Garry Gustafson  
Vice-President  
Whitesand First Nation

Andrea Michano-Mitchell  
Secretary/Treasurer  
Ojibways Of The Pic River First Nation

Nowegijick, Miles  
Personnel Chair  
Kiashke Zaaging Anishinaabek (Gull Bay)

Michael Esquega  
Services Chair  
Biinjitiwaabik Zaaging Anishinaabek

### Services Committee

Xavier Thompson  
Chief  
Pays Plat First Nation

Scott Desmoulin  
Long Lake #58 First Nation

Johanna Desmoulin  
Chief  
Pic Mobert First Nation

### Personnel Committee

Omer Belisle  
Red Rock (Lake Helen) First  
Nation

Sherry Pelletier  
Fort William First Nation

Myrtle Swanson  
Michipicoten First Nation

### Finance Committee

Laura Airns  
Bingwi Neyaashi Anishinaabek  
(Sandpoint)

Celia Echum  
Chief  
Ginoogaming First Nation

