

Annual Report 2011



Dilico

Anishinabek Family Care

Board of Directors 2011

Services Committee

Johanna Desmoulin
Chief
Pic Mobert First Nation

Scott Desmoulin
Long Lake #58 First Nation

Raymond Goodchild
Pays Plat First Nation

Michael Esquega
Biinjitiwaabik Zaaging Anishinaabek

Therese Willoughby
Whitesand First Nation

Personnel Committee

Omer Belisle
Red Rock (Lake Helen) First Nation

Phil Pelletier
Fort William First Nation

Roderick Wigwas
Kiashe Zaaging (Gull Bay) Anishinaabek

Myrtle Swanson
Michipicoten First Nation

Finance Committee

Dorothy Cheesequay
Animbigoo Zaagi'igan Anishinaabek

Celia Echum
Chief
Ginoogaming First Nation

Cora-Lee McGuire-Cyrette
Bingwi Neyaashi Anishinaabek

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

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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 2010-March 2011. This report and those of previous years are available on the internet at: www.dilico.com





Photo Credit: Celeste Pedri

1.0 Message from the Board of Directors

“Be the change
you want to see
in the world.”

Mahatma Gandhi

Growth, expansion, development and success can best describe Dilico Anishinabek Family Care in 2010 – 2011. Dilico has, and continues to respond through programming and services to the First Nations communities and individuals it serves.

The Board of Directors attended a retreat with the focus of learning our roles and responsibilities as First Nations representatives on the Board and to establish strategic priorities.

The Finance, Personnel and Services Committees of the Board of Directors will continue to meet twice a year to work on identified issues or concerns under their committee mandates.

Like any successful organization Dilico Anishinabek Family Care evolves through learning, experiments and growth to ensure that it can keep up with the changes that are occurring. An example of this would be the work the agency and the First Nations have done in dealing with the drug epidemic occurring on the First Nations. Dilico assisted the communities by compiling reports on the misuse of prescription drugs amongst community members and from this data the *“Changing Directions: New Beginnings – Community Drug Strategy Action Plan Template”* was developed. This tool has been introduced to community leaders and community members by Dilico staff and the feedback and success stories to date have been encouraging.

There were financial challenges in some areas this year but by working with the senior team on alternative solutions the agency was able to sign a new Collective Agreement and address shortfalls in some program areas while maintaining and being aware of the agency’s primary objective to ensure that client services remained unaffected. It was also encouraging to know that expenditures in all program areas were fully funded and that no funding deficits arose during the fiscal year.

Dilico’s Board of Directors, Management and Staff will continue our commitment to our communities to ensure the children can be successful and be the future of their First Nations. The agency looks forward to celebrating the 25th Anniversary of Dilico Anishinabek Family Care with our community partners in the fall of 2011.



2.0 Cultural Committee Report

Highlights:

- Visits by committee members to several First Nation communities including Red Rock (Lake Helen), Gull Bay, Fort William, and Michipicoten.
- Several “Lunch and Learns” featuring cultural teachings and videos for staff at Dilico’s Main and District Offices.
- Development of various electronic cultural resources files for staff access via Dilico’s intranet.
- Powwow booths were successful in each community last summer.
- Smudging baskets for clients were assembled and delivered to each office. Smudging booklets & prayers were also compiled.
- Ongoing cultural teachings at Dilico’s Adult Residential Treatment Centre. Committee members go out frequently to share teachings with staff and clients.
- Drumming, summer teaching, and smudge ceremony to celebrate National Aboriginal Day.
- Committee will be having one ‘face to face’ meeting and will meet via video conference for three other meetings.
- Cultural Committee Terms of Reference were revised May 2011.

Elders who attended meetings: Oliver Poile (Gull Bay), Terry Bouchard (Red Rock), Gerry Baxter (Anemki), Charles Solomon (Fort William), Dave Swanson (Michipicoten).



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
 Biinjitiwaabik 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



DID YOU KNOW?

- Our community health nurses have conducted approximately 285 education presentations and administered over 400 vaccinations/immunizations.
- Our Family Health Team serves over 2600 active patients and dedicates clinic time to our children in care everyday!
- Our Infant Child Development Service has served 145 children and our intake included 93 new referrals.
- Over 50% of the services we deliver are to children in care.
- Our Home and Community Care nurses coordinate home care services for approximately 270 community members.

4.0 Service Reports

4.1 Health Services

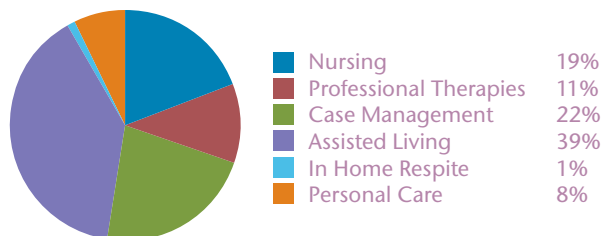
Highlights

- Community and Personal Support Services now have six PSWs who have successfully completed the Feet for Life training. Our newly established basic foot care policy and procedures assist in helping our clients keep their feet healthy. We are able to better help the clients we support in their homes to keep their feet healthy and to report any conditions that require follow-up or treatment.
- Nitam Giigadowin, a new pilot initiative that brings together three of our First Nation communities and the Thunder Bay District Health Unit, continues to bring about more speech and language services to children up to age six on reserves. This pilot is proving to be successful and has resulted in more children being served and receiving follow-up speech and language therapy in their own communities.
- Our community health nurses and support staff planned, coordinated and conducted many community events to address the chronic disease of Type 2 Diabetes, which is prevalent throughout our First Nations. These activities included screening events, community gardens and planters, community education series, an awareness/prevention video called “Weweni Bimaadiziwin” and the development and distribution of nursing diabetes kits for our community health nurses.
- Our Infant Child Development Program is a local and district leader in bringing Triple P Parenting Program to Thunder Bay and our First Nation communities.

Our Home and Community Care (HCC) and Community and Personal Support Services (CPSS) provide services to help our community members stay in their homes with the appropriate supports in place.

Home & Community Care Services	April 2010 - March 2011
Average # Clients/Caseload	120
Hours of Care Management	4739
Hours of Nursing Care	4074
Hours of Professional Therapies	2327

Community & Personal Support Services	April 2010 - March 2011
Average # Clients/Caseload	270
Hours of Assisted Living	8448
Hours of In Home Respite	346
Hours of Personal Care	1633
Hours of Speech Therapy Delivered (School)	1032
Hours of Adult Life Enrichment Program	228



A photograph of two bald eagles perched on the branches of a bare tree against a clear blue sky. The eagles are facing away from the camera, looking towards the right. The tree's branches are dark and intricate, creating a complex pattern against the sky.

DID YOU KNOW?

- Children's Mental Health workers served 2396 clients last year.
- District Mental Health and Addictions staff made 40 community presentations and over 300 visits to First Nation Communities.
- Child Psychiatry and Telepsychiatry served 174 children last year.

Photo Credit: Georgina Redsky

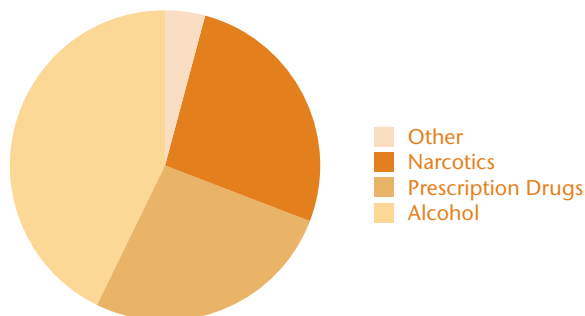
4.0 Service Reports

4.2 Mental Health and Addictions Services

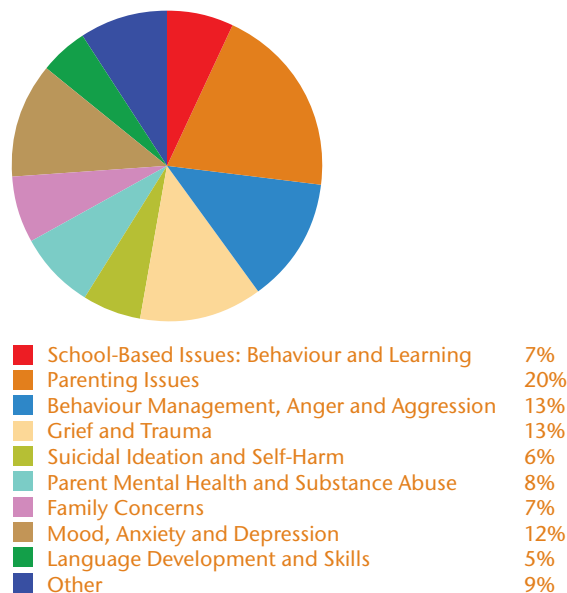
Highlights

- The Adult Residential Treatment Centre moved forward in its programming, and finished the production of a pre-treatment information video. It increased the length of its treatment session from five to seven weeks to accommodate the additional withdrawal and pre-treatment needs of clients that are addicted to prescription drugs.
- The District Mental Health and Addictions Program provided extensive training for First Nation community workers and Dilico district staff in an intensive community treatment program called Matrix.
- The Children's Mental Health Program staff have been trained in the Strength-Based approach to working with their clients. Children are helped to identify their strengths to find solutions to problems rather than defining themselves in a negative way.

Substances Used By ARTC Clients



Children's Mental Health Presenting Problems





October 1, 2010, Thunder Bay ON

Dilico Anishinabek Family Care and The Children's Aid Society of the District of Thunder Bay asked the community of Thunder Bay to StepUp in support of Child Abuse Prevention Month. This past fall, the two organizations came together at City Hall to launch their annual campaign, announcing various initiatives and activities happening within the community throughout the month of October.

Pictured (L to R) – Susan Verrill, Director of Child Welfare Services, Dilico; Bill Mauro, MPP, Thunder Bay – Atikokan; Rob Richardson, Executive Director, Children's Aid Society of the District of Thunder Bay; Former Thunder Bay Mayor Lynn Peterson.



useyourvoice.ca
Child Abuse Prevention Month

4.0 Service Reports

4.3 Child Welfare Services

The purpose of the Child Welfare Program is to ensure the best interest, protection and well being of the children we serve. Our belief is that, whenever possible, children should remain at home. Children remain at home with more than 75% of the families we serve.

When the safety issues are so severe that children cannot remain in the care of their parents, whenever possible, they are placed with extended family or community members. This occurs through Customary Care and Kin-in-Care arrangements. During the last year, 149 children were placed in Customary Care and 37 children were placed in Kin-in-Care arrangements.

When protection concerns are severe, children may also be removed from their parents but not brought into care. These children are placed with extended family members and community members who undergo an assessment process. This is a Kin Service arrangement. There were 190 children who were not brought into care but placed in Kin Service arrangements over this past year. In Kin Service arrangements, 60% of the caregivers are grandmothers.

Children Served

Total Children Served	6,126
Children Served In Their Own Home	5347
Total Number of Children in Care During the Year	815

Children in Care

Number of Children at the Beginning of the Year	541
Number of Children Brought Into Care	274
Number of Children Discharged From Care	300
Number of Children at the End of the Year	515
Percentage of the Total Children Served Placed in Care	13

2581 Investigations Were Opened for the Following Reasons

Caregiver Capacity	1025
Harm by Omission	673
Emotional Harm	524
Physical/Sexual Harm	248
Abandonment/Separation	111

Other Service Was Provided 1430 Times for the Following Reasons

Requests for Assistance	1198
Foster Care Services	198
Request for Adoption Services	4
Request for Counseling	3





Biinjitiwaabik Zaaging Anishinabek
Photograph by Celeste Pedri

5.0 Support Services Reports

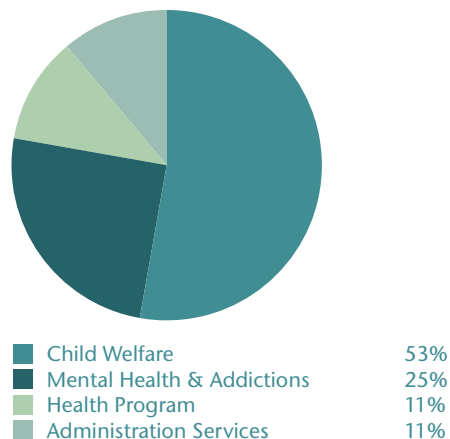
5.1 Human Resources

With approximately 450 employees Dilico Anishinabek Family Care is one of the top 15 major employers in the Thunder Bay area employing professionals to provide services in Child Welfare, Mental Health and Addictions, Health and Administration. Dilico employs 360 employees at its four locations in Thunder Bay and on Fort William First Nation. There are 90 employees providing services to our communities out of the district offices located in Longlac, Marathon, Nipigon and Armstrong.

The workforce at Dilico Anishinabek Family Care is diverse and Dilico is committed to fostering a work environment where all employees are valued for the diversity they bring to the agency. While the workforce at Dilico is diversified, recruiting First Nation employees to the agency is a priority. Approximately 63% of the managers at the agency are First Nation employees and 46% of the full time employees of the agency have First Nation status. Recruitment initiatives include participating in career fairs at the Robinson Superior First Nation Communities, Dennis Franklin Cromarty High School, Matawa First Nation, Lakehead University and Confederation College.

Dilico is committed to fostering a work environment that is healthy, respectful and equitable in order to attract and retain excellent employees. To facilitate developing employees to their full potential Dilico is committed to promoting life-long learning and professional development through the granting of educational leaves to employees who wish to upgrade qualifications relative to the work they perform at the agency.

Service Programs



February 2011

Dilico Children's Foundation announced the See Us, Hear Us project. This was a community-based project involving students from the elementary and secondary schools in the First Nation communities of Ginoogaming and Long Lake #58. Youth attending the 5/6 class at Migizi Wazisin Elementary and the Communications class at Niimiki Migizi Secondary were involved in the project, which began February 3, 2011.

The Photovoice project was made possible through a grant from the Trillium Foundation.



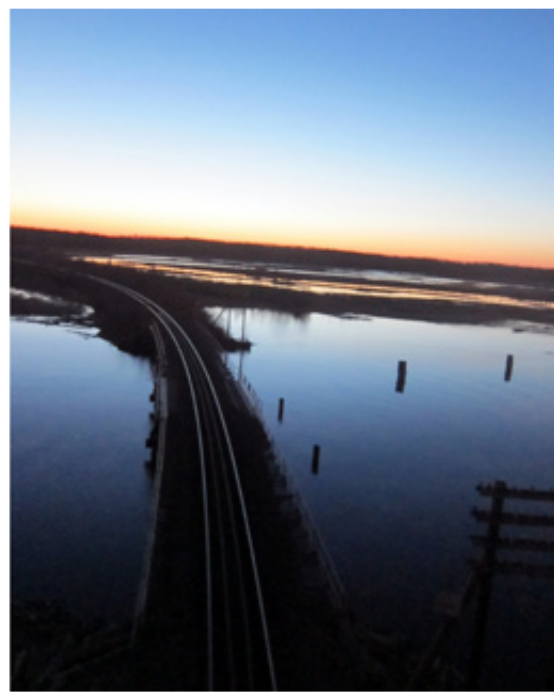
"Beadwork" by Selena Bouchard (Mazinakouskang)
Migizi Wazisin Elementary School



"Loneliness" by Madison Messon
Migizi Wazisin Elementary School



"Friends" by Marty Waboose
Migizi Wazisin Elementary School



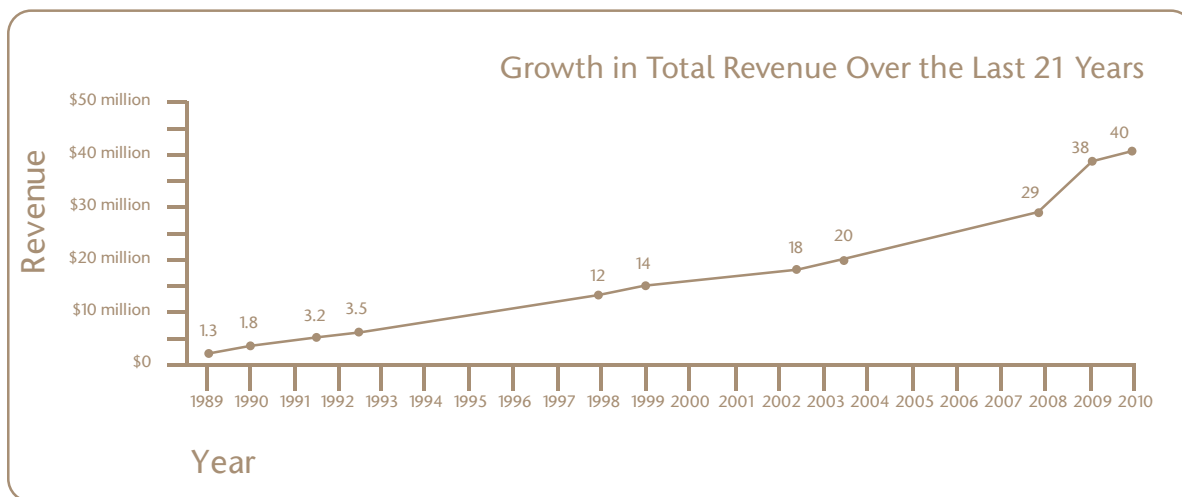
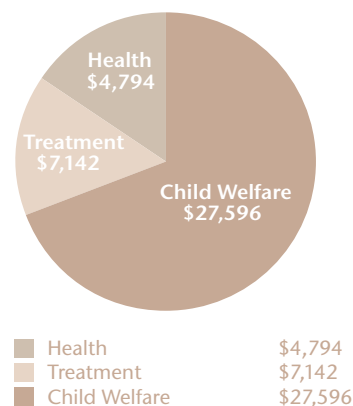
"Pathway" by Tasha Shebagabow
Niimiki Migizi Secondary School

6.0 Financial Summary

Condensed Financial Information		
Year ended March 31	2011 (\$)	2010 (\$)
Revenues		
Government of Ontario	32,706	33,166
Government of Canada	5,802	6,051
Other	1,149	1,029
	39,657	40,246
Expenditure		
Child Welfare	27,596	28,368
Treatment	7,142	7,169
Health	4,794	4,863
	39,532	40,400
Accumulated Surplus From Operations	710	617

Full audited financial statements are available at Dilico Anishinabek Family Care

Funding by Service



As a result of increasing volumes of paper files, which are causing storage and information retrieval problems, we have started a project to scan and store our files in electronic format. It is our expectation, through the use of scanning systems and procedures, to produce electronically imaged documents that will be accessible, reliable and satisfy the high standards set out in the Ontario Evidence Act should those documents be required in a court of law.



This image shows a single page of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page, leaving small margins at the top and bottom. There is no handwriting or other markings on the paper.



Annual Report 2011



Dilico

Anishinabek Family Care

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www.dilico.com