



Annual Report

2004 – 2005





Vision

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

Mission

Dilico 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.

“All human beings have the capacity to grow and change.

The four aspects of our nature (the physical, the mental, the emotional, and the spiritual) can be developed when we have a vision of what is possible and when we use our volition to change our actions and our attitudes so that they will be closer to our vision of a happy, healthy human being.”

The Sacred Tree

Phil Lane Jr.

Judie Bopp

Michael Bopp

Lee Brown

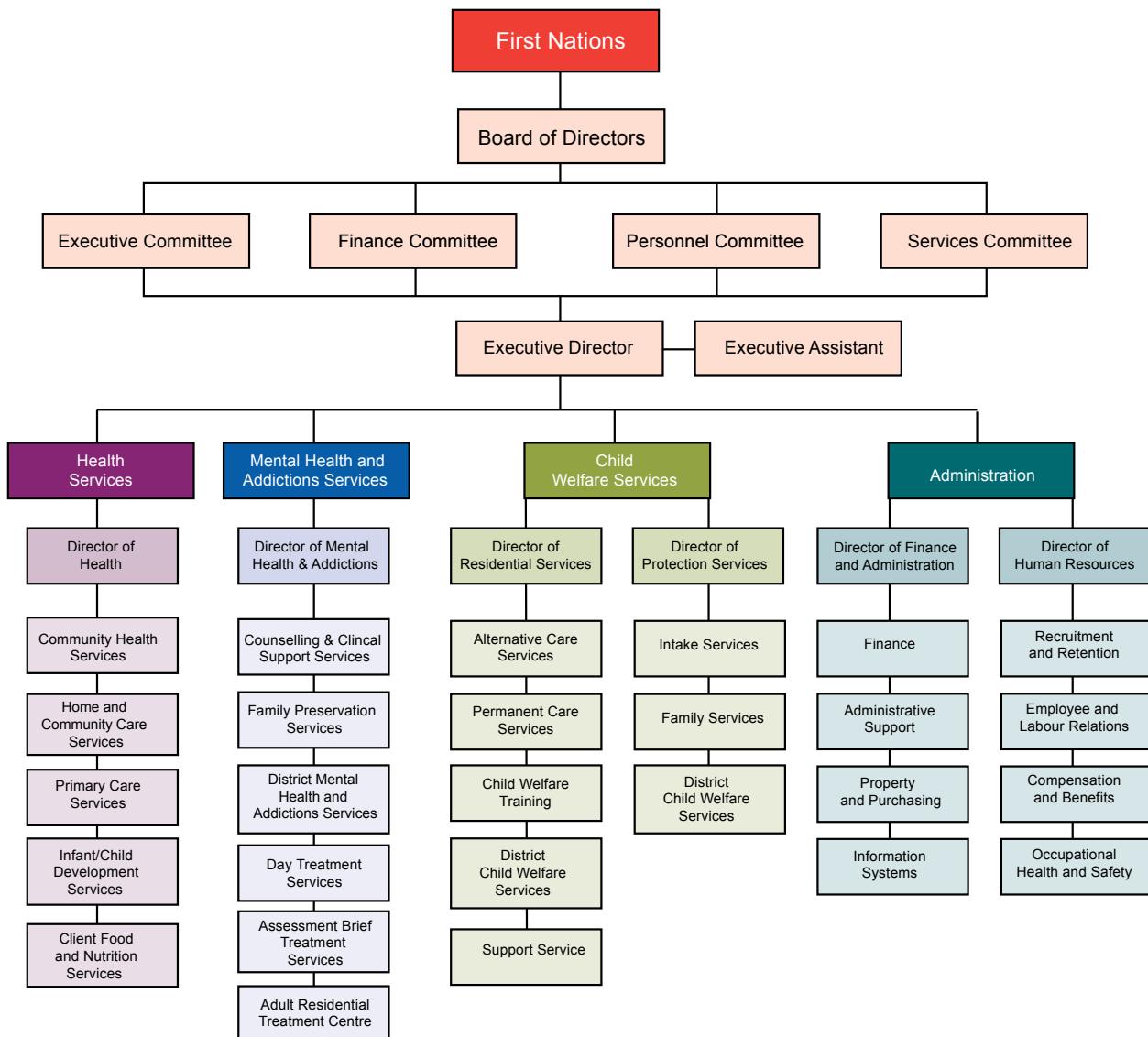
and elders

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Organizational Chart

For Dilico communities in the Robinson-Superior jurisdiction.



Executive Director and Board President's Report

The wide spectrum of health services that Dilico provides reflects the complexities and pressures of the modern world. Health service delivery, community networks, family members and individual behavior can affect an individual's health. While the broader global population experiences many health issues, others are distinctive to First Nations people. As an integral provider of health services, Dilico offers responsive, accountable and effective programs and services for the evolving needs of First Nations health.

The effects of multi-generational health issues can entangle and debilitate individuals, families, friends and, ultimately, communities. Addressing difficult issues frequently overshadows our parallel commitment to support and strengthen First Nations families and communities to help individuals lead healthier lives.

Education plays a central role in health behavior change. Through Dilico's resources and assets, we are reaching out to inspire significant, measurable changes in knowledge, attitudes, and practice. Our service area from the Fort William First Nation, with an urban aboriginal population of approximately 2,000 people, to the vastness of the Robinson-Superior Band communities, with a population of 15,000 people, 5,000 of who live on reserve. We have a lot of territory to cover. However, by focusing on Dilico's core competency, we can improve our leadership role and deliver a consistent, focused message, the message of health – good health for individuals, for families, for communities – for all First Nations people. To strengthen our message, Dilico plans to establish a catalyst to ensure excellence in First Nations health for all First Nations people in the Robinson-Superior jurisdiction.

People and communities are the agents of change. To foster a supportive environment of individuals, families and communities, Dilico provides multiple services through a caring, knowledgeable and experienced workforce, and partnerships with health and community services to help First Nations people do more; feel better about themselves, and, to live longer. We are determined to embrace a rigorous focus of reaching out, creating discussion and participating in the preservation and strengthening of First Nations people. We can generate health equity to sustain and enrich lives and ensure that each individual can participate fully in life.

Aboriginal people have a distinct identity with incredible potential. Taking ownership of health facilitates this potential creating balance and well-being for Anishinabek children, families and communities. At Dilico, we believe that First Nations people and their experiences and expertise are part of the solution. We are committed to making a lasting difference in the communities where we work, serve and live by helping First Nations people become vital participants in their own health.

Miigwech.

Respectfully submitted,



Joyce L. Pelletier
Executive Director



Frank Onabigon,
President

Ojibway Health Services

Ojibway Health Services provides individual, family and community health programs and services for the life journey of all First Nations people. Opportunities to reinforce and learn positive health attitudes and behaviors are provided through information sessions, clinics, screenings, home visits and a spectrum of health educational tools.

Community Health Services

- Policies and Procedures approved.
- The Prenatal Health and Maternal and Newborn Health Milk Voucher Incentive Program has increased clientele and the program has encouraged access to health programming in all communities.
- Diabetes Health Education hosted a 2nd Annual Diabetes Conference with attendance from Dilico's area of service.
- Community Health co-facilitated Pandemic Influenza Training with Health Canada, First Nations Inuit Health Branch for each of the Dilico communities.

Home and Community Care Services

- Policies and Procedures approved for the Care Managers and Community and Personal Support workers.
- Elders Conferences approved through Adult Life Enrichment and Recreation Services.

Primary Care Services

- Expansion of the Primary Health Care Clinic from one to two fully equipped clinic rooms.
- Consultation with the physician has increased from 1/2 day to a full day due to increased referrals and client complexity.

Infant/Child Development Services

- Development of interagency protocols with other Infancy to Age 6 Service Providers in Thunder Bay and the District.
- Staff trained to deliver "You Make the Difference", a parent child interaction program.
- On-going parent education session delivered on reserve.

Client Food and Nutrition Services

- Terms of Reference approved.
- Policies and Procedures approved.
- Reorganization of the Day Treatment Centre.
- Development of quality assurance checklists.

Ojibway Mental Health and Addictions Services

Ojibway Mental Health and Addictions provides strong support and treatment services, equitable access and responsive options for individuals, families and communities. Assisting people with complex mental health issues, substance abuse problems and the challenges of daily life addresses short and long term health problems.

A recent review of all Mental Health programs was conducted with funding from the Ministry of Community and Social Services / Ministry of Children and Youth Services. Clinical practices and the integration of cultural teachings were commended.

Children's Mental Health Services

- The Tele-Psychiatry Program with The Hospital for Sick Children has continual high usage with all Dilico programs.
- Initiation of the Empowering First Nation Girls Camp in June of 2004.
- In partnership with Sheridan College, participation in study on Empowering Girls.

Intensive Family Services

- Introduction of a new service, Family Preservation Services, to provide an in-home program that assists families-at-risk due to stress caused by a child's behaviour. Developed in consultation with the Ministry of Child and Youth Services and other Ministry-funded agencies.

Assessment Brief Treatment Services

- Clients with multiple and complex issues; aggression, suicide ideation and behaviours were predominant.
- A significant rise in the use of the emergency bed.

Residential Adult Treatment Program

- Timely access to psychiatrists for adult clients is a continuing challenge.
- In-service training with facilitators from Lakehead University's Social Work Department and the Centre for Addictions and Mental Health.
- Referrals from the Balmoral Withdrawal Management Services led to program modification.
- Facility and equipment improvements to the Adult Residential Treatment Centre.

District Mental Health and Addictions Services

- Participation in a documentary film on prescription drug abuse with Long Lake #58, produced by St. Joseph's Care Group and the Centre for Addiction and Mental Health.
- Funding from the Ministry of Health and Long-Term Care for an Adult Case Manager for Nipigon.
- Development and staffing of the Crisis Intervention Service, funded by the province of Ontario and Health Canada to address the high level of mental health crises.
- Timely access to psychiatrists for adult clients is a continuing challenge.

The foremost issue continues to be prescription drug abuse, particularly the misuse of OxyContin. To address this problem, Dilico provides:

- Drug awareness presentations
- Support for community action committees
- Development of a case management strategy
- Community drug tapering activities with District physicians
- Proposals for service funding
- Partnerships with mental health professionals

Day Treatment Services

- Many children successful moved back into community schools.
- Increased advocacy for families to access services for children's special education needs. The prevalence of substance abuse and depression among clients presented challenges.

Ojibway Child Welfare Services

To ensure that the health, safety and well-being of First Nations children are upheld and protected, Ojibway Child Welfare Services works to promote and enhance family strengths. With a focus on prevention, early intervention and protection in partnership with individuals, families and communities, children are cared for with respect of their cultural background and overall quality of life.

Child Welfare initiatives to improve the communication between program delivery and First Nations communities are a response to the increased demand for services. All District offices began Collaborative Case Conferencing for community-based recommendations. In-City Child Welfare staff frequently communicates with the District offices regarding people from the communities living in Thunder Bay.

Dilico continued to offer an Agency-Based Training Program for new Child Welfare staff as a part of the Capacity Building Initiative for Aboriginal Child Welfare agencies. The perspectives of First Nation staff that attend the program with Dilico staff have enhanced the Agency-Based Training Program.

The Ministry of Community and Social Services / Ministry of Children and Youth Services commended Dilico's Permanent Care Service delivery. Ojibway Child Welfare Services received compliance ratings above the provincial average.

Protection

A protocol for providing services to women who are victims of domestic violence was completed and implemented. This protocol has enhanced partnerships with other agencies dedicated to preventing and reducing abuse.

In 2004-2005, there were 1189 Child Welfare investigations, an increase of 19% from the previous year. The most common reason investigations are initiated are alcohol abuse and mental health issues. The misuse of prescription drugs is increasingly prevalent.

Intake Services

- Intake Services was divided into two units to respond to the increase in investigations.

Family Services

- In response to the rise in caseloads a third Family Service Unit was added.

Each Family Service unit provides service to:

Family Service 1: Fort William First Nation, residents of Thunder Bay from Armstrong

Family Service 2: Residents of Thunder Bay from Longlac and Nipigon

Family Service 3: Residents of Thunder Bay from Pic River, Mobern and Michipicoten.

Residential

Residential focused on examining traditions of caring for children to ensure that Anishinabek children remain a part of their community. The benefits of the support and participation of a child's family and community in a child's well-being, are integral for good health.

- The development and implementation of the Customary Care program is designed to enable First Nations to maintain full involvement in protecting and caring for their children.
- Participation in the Adaptations Project of PRIDE curriculum including review of training modules for the foster parent training program, and participation in reviewing and recommending Anishinabek adaptations to the curriculum.
- Participation in research projects, including "Ontario Crown Wards Survey: Children's Disability Status, Profiles and Permanency Plans" and "Parent Child Access Survey".

Ojibway Administration

Finance and Administration

Finance and Administration is dedicated to providing leadership, technical support, information and advice in the development and administration of financial and information services. The preparation and management of capital and operating budgets and long range plans ensure the financial stability and viability of Dilico.

Finance

- Finance works closely with Property and Purchasing to plan and manage capital purchases.
- Completion of a draft report for tracking agency assets and other capital purchases.

Property and Purchasing

- Active involvement in ensuring a safe work environment.
- Completion of health and safety inspections for all Dilico facilities.
- Coordination of a significant upgrade to the Adult Residential Treatment Centre heating system, a project funded by Health Canada, First Nations Inuit Health Branch.

Administrative Support

- Effective provision of necessary staff support.
- Continued restructuring of the corporate file room.

Information Systems

- Upgraded the Pic Mobert District Office to a broadband connection for staff access to the electronic database and e-mail with a satellite connection.
- Continuation of the document imaging system for electronic access of files.

Human Resources

Human Resources enhances Dilico by fostering a healthy, equitable work environment that attracts and retains excellent employees and enables them to develop to their full potential. The development and implementation of policies, services and procedures serve all Dilico administrators, managers and employees by providing information, support and training.

Human Resources relocated to the first floor of Dilico's Main Office to ensure security and confidentiality of employee information and services. Significant administrative enhancements to the information management system resulted in more accurate and secure Human Resource information.

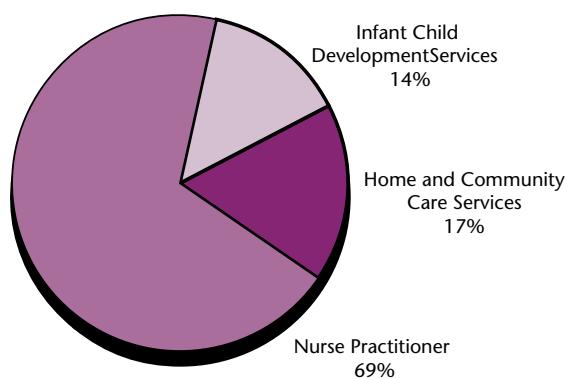
The roles and responsibilities of Human Resource staff were redesigned to improve program operations. As well, improvement of program procedures resulted in complimentary changes to procedures and forms.

The Health and Safety Committee continued improvements with the development of a Health and Safety Training package for managers, the launching of the Health and Safety Policies and Procedures and the implementation of training in Health and Safety for new employees.

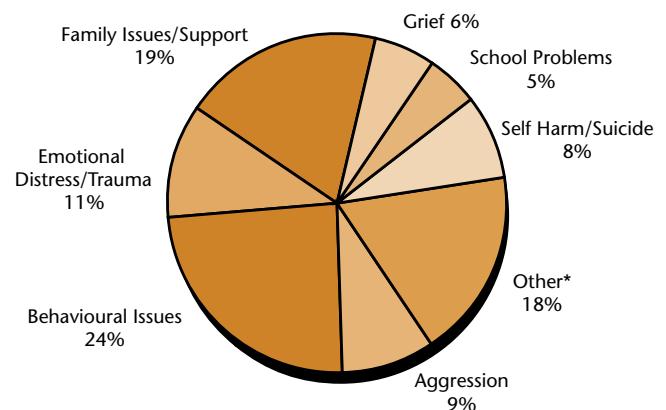
As a result of growth in a number of programs, Human Resources recruited significant numbers of qualified staff.

Dilico Services Statistics

Health Service Referrals

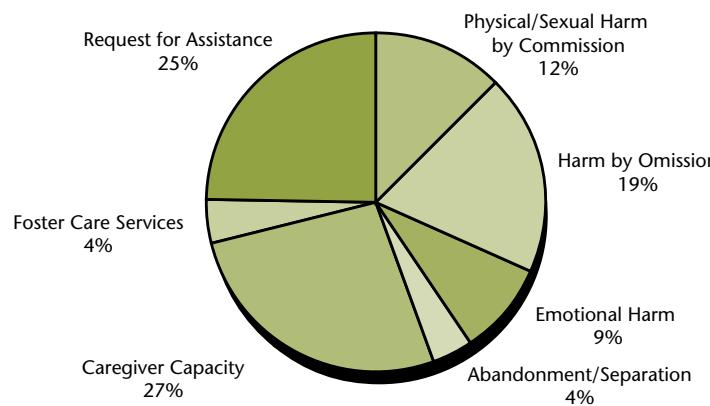


Children's Mental Health Services Referrals



* Other includes: fire starting, depression, and witnessed traumatic events.

Child Welfare Service Referrals



Board of Directors

Executive Committee

Frank Onabigon

Long Lake #58 First Nation
President

Therese Willoughby

Whitesand First Nation
Vice President

Blythe Morriseau

Animbiigoo Zaagi'igan Anishinaabek
Secretary/Treasurer

Andrea Michano-Mitchell

Pic River First Nation
Services Chair

Michael Esquega (Chief)

Biinjitiwaabik Zaaging Anishinaabek
Personnel Chair

Services Committee

Raymond Goodchild (Chief)

Pays Plat First Nation

Harold Sault (Chief)

Red Rock (Lake Helen) First Nation

Rita King

Kiashke Zaaging Anishinaabek

Personnel Committee

Karen Bannon

Fort William First Nation

Jeff Desmoulin

Pic Mobert First Nation

Emile Neyland

Michipicoten First Nation

Finance Committee

Blaine Martin

Ginoogaming First Nation

Roanna Morriseau

Sandpoint First Nation

Senior Management

Joyce L. Pelletier

Executive Director

Patti Fero

Executive Assistant

Ojibway Health Services

Carmen Blais

Director of Ojibway Health Services

Ojibway Mental Health and Addictions Services

Rose Pittis

Director of Ojibway Mental Health
and Addictions Services

Ojibway Child Welfare Services

Susan Verrill

Director of Ojibway Child Welfare
Protection Services

Lori Watts

Director of Ojibway Child Welfare
Residential Services

Ojibway Administration

Peter Myllymaa

Director of Finance and Administration

Jerry Woods

Director of Human Resources

Dilico Jurisdiction



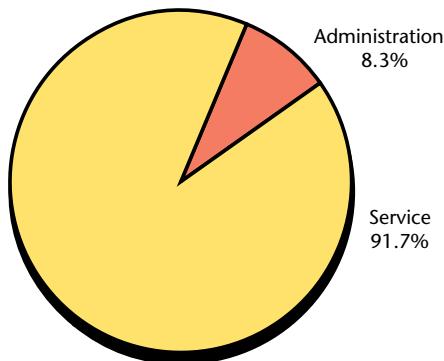
Dilico programs and services are available for aboriginal residents of any age in Dilico's jurisdiction and for children in the care of Dilico and their caregivers.

First Nations

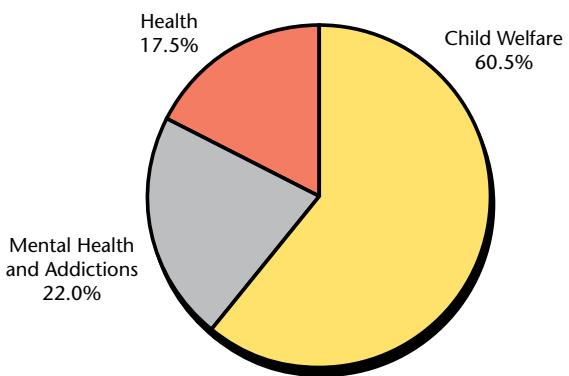
Fort William, Lake Helen, Whitesand, Kiashke Zaaging Anishinaabek, Long Lake #58, Animbigo Zaagi'igan Anishinaabek, Sandpoint, Biingitiwaabik Zaaging Anishinaabek, Ginoogaming, Pays Plat, Pic Mobert, Pic River, Michipicoten

Financial Highlights

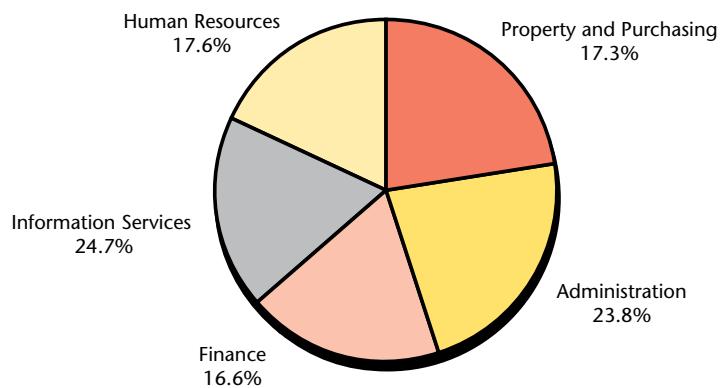
Total Expenditures



Services Expenditures



Administration Expenditures



**Fukushima
Enstrom LLP**
Chartered Accountants

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, 2005** 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, 2005 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Thunder Bay, Ontario
June 16, 2005

Chartered Accountants

Statements of Operations

DILICO OJIBWAY CHILD AND FAMILY SERVICES

(Full Audited Financial Statements available at Dilico)

YEAR ENDED MARCH 31	2005	2004
	\$	\$
REVENUES		
Province of Ontario		
Ministry of Community and Social Services	15,392,306	14,129,204
Ministry of Health and Long-Term Care	1,673,282	1,451,746
Minister of Public Safety and Security	0	14,349
Government of Canada		
Indian and Northern Affairs	0	115,552
National Health and Welfare	3,889,106	3,200,883
Childrens Special Allowance		
	693,007	605,449
Other		
	773,637	736,542
	22,421,338	20,253,725
EXPENDITURE		
Amortization of capital assets	351,649	294,604
Salaries	8,617,428	8,231,820
Benefits	1,307,636	1,234,276
Interest on long term debt	37,947	29,266
Travel	1,086,153	873,023
Training	218,033	139,621
Purchased Services	1,092,401	798,538
Office and administration	638,942	597,661
Program	8,744,389	7,967,727
	22,094,578	20,166,536
EXCESS OF REVENUE OVER EXPENDITURES		
	326,760	87,189
RECONCILIATION FOR FUNDING PURPOSES		
Excess of Revenue over Expenditures	326,760	87,189
Add:		
Amortization of Capital Assets	351,649	294,604
Proceeds from disposal of capital asset		1,177
Less:		
Prior period deficit funding		(93,593)
Capital Expenditures	(572,325)	(174,681)
Amortization of building equal to principal reduction of related long term debt	(23,282)	(21,598)
Lease payments	(82,802)	(93,098)
EXCESS OF REVENUES OVER EXPENSES		
FOR FUNDING PURPOSES		
	0	0

Dilico – Main Office

200 Anemki Place
Fort William First Nation
Thunder Bay, ON P7J 1L6
Phone: (807) 623-8511
Toll-Free: 1-800-465-3985

www.dilico.com

Dilico District Offices

Armstrong District Office

111 Queen Street
P.O. Box 306
Armstrong, ON P0T 1A0
Phone: (807) 583-2013
Toll-Free: 1-800-668-3023

Mobert District Office

General Delivery
P.O. Box 639
Mobert, ON P0M 2J0
Phone: (807) 822-1557
Toll-Free: 1-800-465-5306

Longlac District Office

121 Forestry Road, #2
P.O. Box 509
Longlac ON P0T 2A0
Phone: (807) 876-2267
Toll-Free: 1-800-465-0957

Nipigon District Office

177 Railway Street
P.O. Box 700
Nipigon, ON P0T 2J0
Phone: (807) 887-2514
Toll-Free: 1-800-361-7019



Dilico