

Dilico
Anishinabek Family Care
Honouring Our Journey

Annual Report 2022/2023





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Honouring Our Journey

Annual Report 2022/2023

Much like the vibrant transformation of nature, Dilico Anishinabek Family Care's journey has been one of continuous transformation and growth. As a team, we've embraced change as we adapted to new challenges and opportunities, and forged a path forward together. For over four decades, Dilico has been at the forefront of connecting Child Welfare, Health Services, and Mental Health and Addictions, focusing on families and community needs.

Guided by the teachings of the past, Anishinabek culture, we strive to support families and children on the path of their journey to healing and a healthy wellbeing. The Dilico Integrated Model of Care stands as a testament to this commitment, bringing a comprehensive array of services and programs.

Our journey has always been rooted in culture and guided by the seven grandfather teachings and our core values. Together, they define our purpose and inspire us to always continue to do better.

Families are the heart of our journey. Dilico is not just an organization, but a family that cares for each other, bound by a shared spirit embodied in our names Animkii Binesi (Thunder Bird) and Migizi (Eagle).

As we reflect on our path, we honour our roots and celebrate our growth. Dilico has transitioned since its inception in 1986, and has made significant milestones along the way, including the endorsement of the Mikinaak Service Model in 2012.

As you read through this report, join us in Honouring Our Journey, and see the changing leaves of Dilico's narrative as we move through the seasons of commitment, growth and unity. The pages you will read are more than a reflection, but a testament to the dedication of our staff, recognizing the challenges overcome, the milestones achieved, and the aspirations that guide us into the future.

The Story of the Leaf

Leaves hold symbolism in many cultures, representing a journey of growth, renewal, revival and change. A leaf begins its journey as a tiny bud, emerging from a branch which is the start of life within a tree. Taking in sunlight and making it into energy, it supports the tree to thrive. Throughout the year, each leaf undergoes a remarkable transformation, changing colours, and making way for new growth. Fallen leaves then become nourishment for the forest floor to support more life. Throughout the journey, leaves adapt to conditions, showing nature's resilience in the face of challenges. Each leaf represents a tree's health, vitality and ability to nourish and sustain itself.

Message from Senior Leadership

We are pleased to jointly report for the fiscal period of 2022-2023. Dilico Anishinabek Family Care, in collaboration with First Nation Leadership, has been dedicated to developing an integrated model of care that specifically addresses the needs of families and children. This commitment reflects a comprehensive approach and involves a combination of cultural, social, and health and wellness services that are tailored to the unique needs and values of the Anishinabek. We remain committed to ensuring operations and services meet national standards of excellence. Program restructuring was implemented to enhance the user experience, streamline services, and align them more effectively with the diverse needs of our communities.

Child Wellness services work tirelessly to ensure the highest level of support and care for children, families and communities. We have been engaging with Health and Social Directors along with representatives from First Nation teams. Western practices and ideologies are over-represented within child welfare services for Indigenous Peoples. To address this, Biidaabin Miikana “New Light, new life pathway” training was developed for Dilico’s child and family wellness staff to integrate Indigenous knowledge to support Indigenous families whose lives are affected by child welfare. The child welfare transformation working committee began work with an agreement to continue to move forward together collaboratively.

Our mental health and addictions programming saw a change in leadership and continue to observe increased utilization. Dilico co-hosted a forum to discuss and collaborate on housing and homelessness issues with the Thunder Bay District Social Services Administration Board. To increase outcomes and address needs, we have secured additional funding to support youth transitioning to and from supportive housing programs. A tender was coordinated, and construction began to renovate an existing space to house the new program.

A new Health and Wellness centre was established and centrally located to increase access to a wide variety services for client to utilize including an expansion of walk-in clinic services. Health services have secured funding to host bi-monthly traditional healing

clinics. Our successful personal support worker training program continued with another class of trainees studying to help increase capacity within First Nation communities.

We have new leadership for our Finance and Corporate services. We have renewed our focus on recruitment and retention utilizing new strategies to increase the number of valuable individuals working together. Many of our existing facilities have received updates to provide staff with a comfortable environment and safe space to work in. A new office space was opened in Wawa to increase services to Michipicoten First Nation and local members. We have made updates to our sunset lake site to enhance land based programming. We have dedicated a significant amount of time and resources to privacy updates, training and recommendations.

A refreshed external newsletter has been developed and will be distributed quarterly. All Staff Virtual Update meetings were introduced offering staff an opportunity to ask questions and hear regular organization wide updates. Our 13th year of the step up campaign saw us launching a new children’s book. “How I found my voice” to encourage children and youth to find courage to speak up for themselves and others. Dilico’s annual Christmas wish campaign was another great success with 800 children receiving wish bags. The children’s mental health team partnered with the Mazinaajim children’s foundation to host Dare to Dream Day celebrating children’s mental health awareness week.

Our theme for this year’s AGM is “Honouring our Journey” to reflect on a deep appreciation for the collective efforts and accomplishments that contribute to the success of children, families, and communities. Leadership plays a pivotal role in guiding Dilico towards its goals and we wish to say Meegwetch to our Chiefs and Board for their unwavering commitment. We extend our heartfelt gratitude to the Elders Committee and Youth Council for their invaluable contributions that greatly enrich and guide our journey as an organization.

Respectfully Submitted,
Shirley Tyance, President
Darcia Borg, Executive Director



Senior Management

Kevin Green
*Director of Finance and
Corporate Services*

Natalie Paavola
Director of Health & Wellness

Darcia Borg
Executive Director

Vanessa McLaughlin
Director of Child Welfare

John Dixon
Associate Executive Director

Board of Directors

Dilico Anishinabek Family Care's Board of Directors are responsible for setting the long-term vision for Dilico and providing guidance for operational efficiencies. All directors are independent from management and represent the First Nation communities in Dilico's service area.

2022/2023 Board of Directors



Shirley Tyance
Long Lake First Nation



Michelle Ward
Netmizaaggamig
Nishnaabeg
(Pic Mobert First Nation)



Donald Humphries
Michipicoten First
Nation



Vacant
Biigtigong Nishnaabeg
(Pic River First Nation)



Chief Michele Solomon
Fort William First
Nation



Kelly Fortier
Ginoogaming First
Nation



Chief Wilfred King
Kiashke Zaaging
Anishinaabek
(Gull Bay First Nation)



Tracy Gibson
Bingwi Neyaashi
Anishinaabek
(Sand Point First
Nation)



Chief Theresa Nelson
Animbiigoo Zaagi'igan
Anishinaabek



Raymond Goodchild
Pays Plat First Nation
(Pawgwasheng)



Edward Wawia
Red Rock Indian Band



Diana Nayanokeesic
Whitesand First Nation



Vacant
Biinjitiwaabik Zaaging
Anishinaabek





Who We Are

Dilico Anishinabek Family Care provides a range of responsive individual, family and community programs and services for the complete life journey of all Anishinabek people. Dilico cares for the welfare of children and families, physical health, the mental health and the health of the communities where Anishinabek people live by promoting wellness, preventing illness and trauma, and providing diagnosis, treatment and rehabilitation. On September 21, 1994 the Robinson Superior Chiefs gathered to recognize that the child welfare system had been adversely affecting the quality of life within their Nation. The respective First Nations participated in a traditional ceremony on the Fort William First Nation to express their intent and recognition of jurisdiction of the citizens within their Nation in regards to child welfare matters regardless of residency.

Mission

Dilico promotes healing and wellbeing of the Anishinabek people using an integrated holistic approach in a way that honours values, culture and traditions.

Vision

To be identified as a self-governed organization that is recognized as a leader in the research and delivery of child welfare, mental health and addictions, and health services. Delivery of community based services that enhance the well-being of Anishinabek children, families and communities in a culturally safe manner.

Core Values

- Client centered 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.



Service Area

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

First Nation communities in Dilico's jurisdiction are:

1. Animbiigoo Zaagi'igan Anishinaabek (Lake Nipigon)
2. Biigtigong Nishnaabeg First Nation (Pic River)
3. Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay)
4. Bingwi Neyaashi Anishinaabek (Sandpoint)
5. Fort William First Nation
6. Ginoogaming First Nation
7. Kiashke Zaaging Anishinaabek (Gull Bay)
8. Long Lake #58 First Nation
9. Michipicoten First Nation
10. Pays Plat First Nation (Pawgwasheeng)
11. Pic Mober First Nation
12. Red Rock Indian Band
13. Whitesand First Nation



Years of Service Staff Listing



5 Years

Angela Robinson
Tessa Lesschaeve
Jessie Wing
Mikko Hymander
Lisa Bishop
Deborah Abbott
Valerie Kennedy
Vanessa Patola
Melissa Brady
Douglas Bedwash
Sharon Olivier
Jamie Sabourin
Arlene Morris
Sara Shaw-Patience
Andrew Patience
Jordan Shaw
Yvonne Banning
Erika Halverson
Stacey Fiddler
Jenna Grace
Shannon Finlayson
Nathan Berry
Kendall Hughes
Melissa Dicarlo
Christopher Mushquash
Victoria Dahl
Claudette Indian
Marie Wilkes
Danielle Pelletier

10 Years

Shirley Roussy
Catherine Draper
James Lee
Lisa Stacker
Angela Bombay
Nancy McGuire
Courtney Prystay
Kimberly Nuttall
Sarah Pelletier
Jennifer Maki
Angel Onofriechuk

20 Years

Kim Legacy
Patricia Machendagoos
Cathy Owca

25 Years

Rachel Adduono
Thelma Atkins
Tracy Clapp

15 Years

Stacey Doran
Tamarra Arthurs
Georgina Redsky
Pamela Kaartinen
Rachelle Munson
Crystal Bouchard
Lorna Hardy
Gavin Maxton
Valerie Hill Walmark
Suzanne Fitzpatrick
Gisele Tilson
Rhonda Smith
Sarah Niles
Darlene Salvador

30 Years

Connie Syrja
Dana Gray

Retired
Mona Rowan
Claudie Moore
Louise Annie Culligan
Denise Collins

*We honour Doreen Sault,
retired on July 22nd,
2022, and passed away
November 2022.*

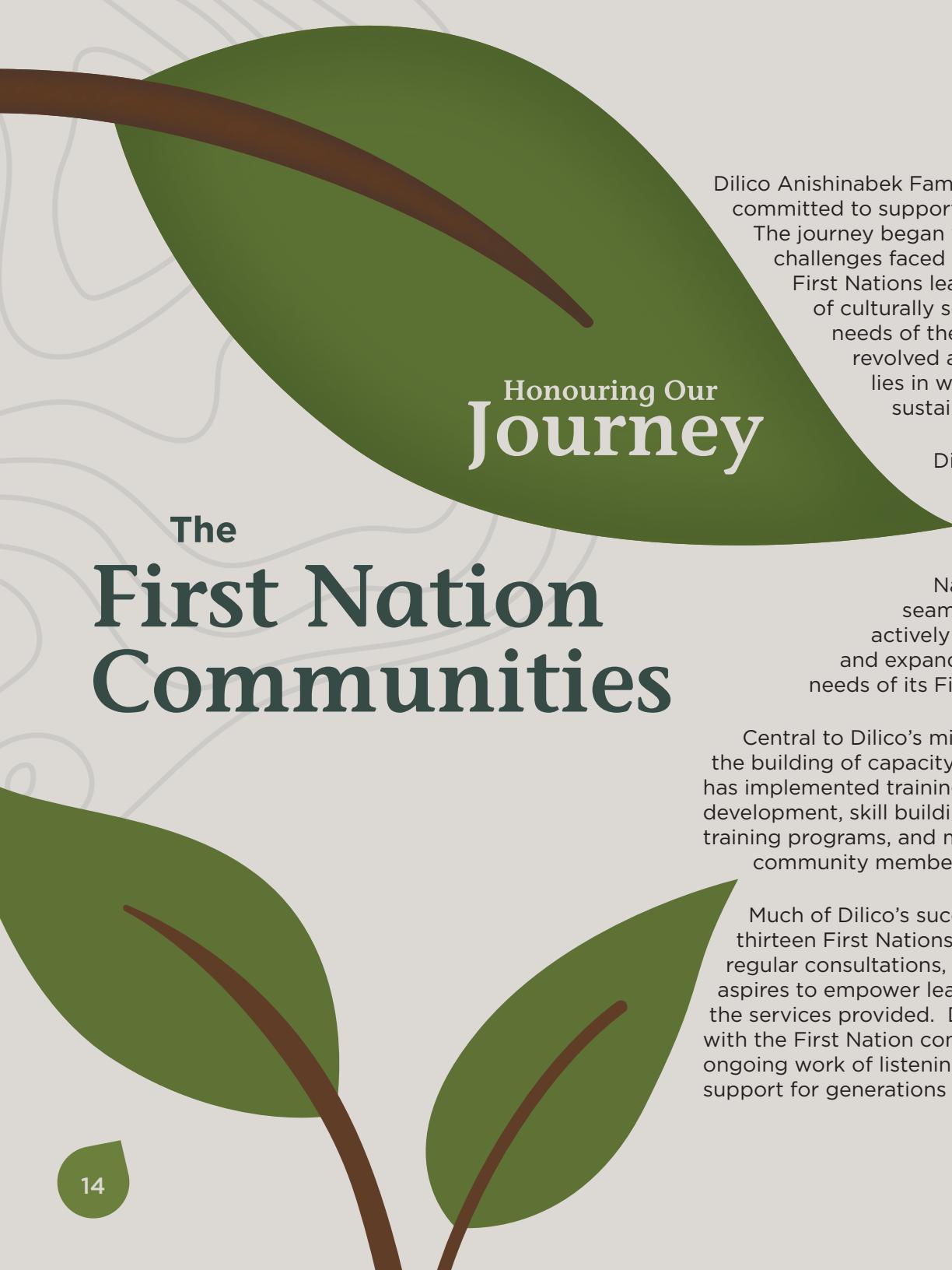
The Effie Zoccole Annual Cultural Award

The Effie Zoccole Annual Cultural Award was introduced in June of 2016. The award recognizes employees for their dedication and promotion of Anishinabek culture within Dilico. Effie was instrumental in promoting culture and shared her knowledge and wisdom with so many people throughout her 27 years of employment.



The 7th Annual Effie Zoccole Award was awarded to Laura Parise. Laura brings awareness and healing to the families she works with by providing cultural teachings and opportunities for land-based healing. Laura is a prime example of what it looks like to walk a healthy path in life and learn traditional ways of the Anishinabek People.





The First Nation Communities

Honouring Our Journey

Dilico Anishinabek Family Care services thirteen First Nations that are all deeply committed to supporting the diverse needs of children, youth and communities.

The journey began with a shared and profound understanding of the unique challenges faced in the child welfare system. Together, Dilico alongside First Nations leadership, have worked to develop and implement a range of culturally sensitive programs and services that address the evolving needs of the communities. From the very beginning, the approach has revolved around collaboration and recognizing the key to success lies in working hand-in-hand with community members to build sustainable solutions.

Dilico Anishinabek Family Care's commitment to holistic well-being is reflected in the variety of services that have been built over the years. From educational initiatives that celebrate and preserve Indigenous culture, to health programs that prioritize specific needs of First Nations people, the organization has aimed to create a seamless system that wraps services around families. By actively listening to the voices served, Dilico continues to adapt and expand to ensure services and programs align with the evolving needs of its First Nation communities.

Central to Dilico's mission is the belief that true empowerment comes through the building of capacity within the First Nations served. Over the years, Dilico has implemented training and mentoring initiatives that focus on leadership development, skill building, and fostering community strength. Through workshops, training programs, and mentorship opportunities, Dilico works side by side with community members delivering programs and services.

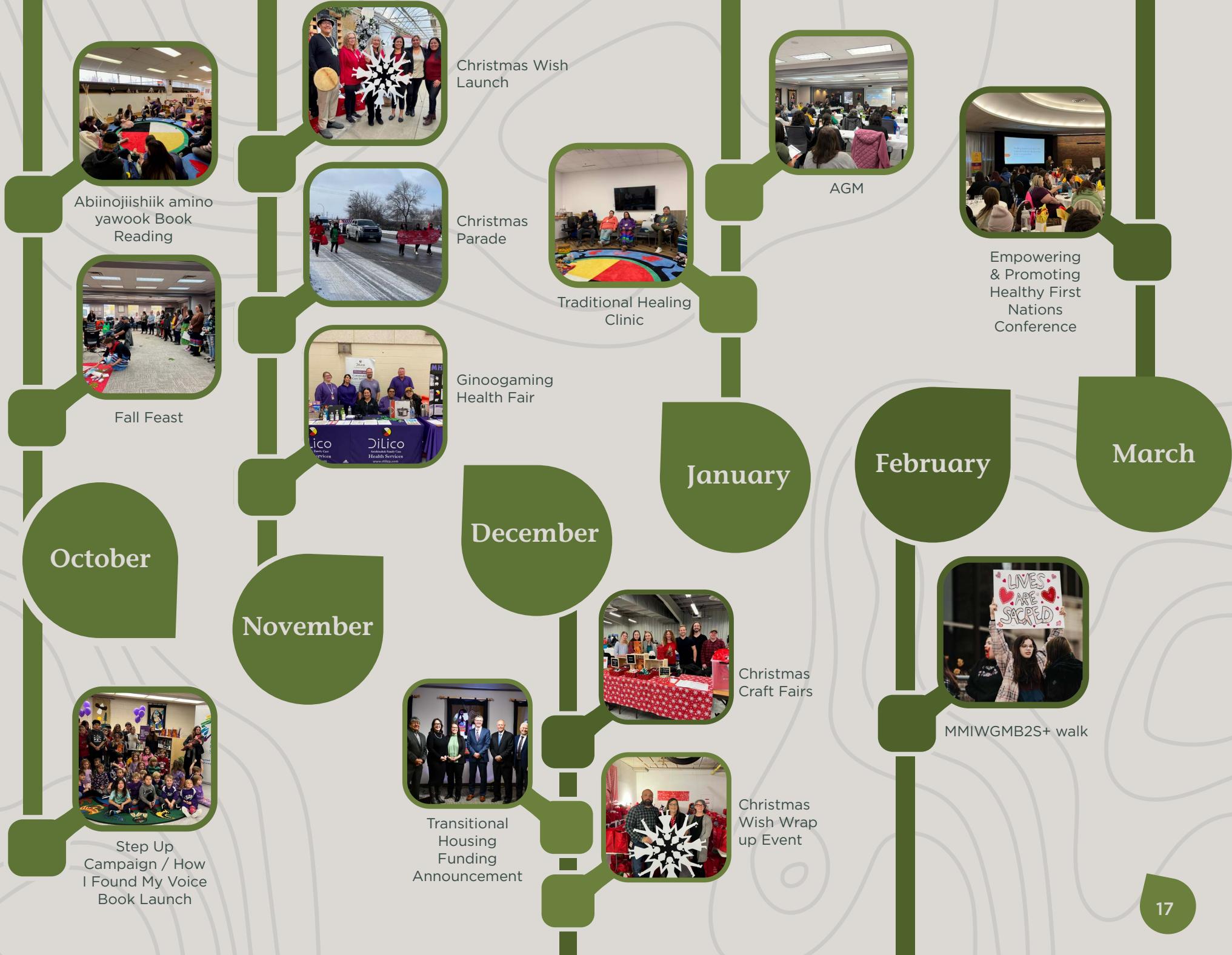
Much of Dilico's success stems from the strong working partnerships with the thirteen First Nations it supports. Through community engagement forums, regular consultations, and a collaborative decision-making process, Dilico aspires to empower leaders and community members to shape the direction of the services provided. Dilico is proud of the positive impact the collaborations with the First Nation communities have resulted in, and remains dedicated to the ongoing work of listening, learning and adapting, in order to continue to provide support for generations to come.



Year In Review

2022 -2023





Honouring Our Journey

Culture

Nurturing the Evolution of Cultural Programming at Dilico

At the heart and core of Dilico's mission is a dedication to honour and value culture and tradition. Recognizing the importance that culture has on the well-being of communities, Dilico has crafted and designed a wide array of advanced cultural programs to enrich the lives of families and children. From holistic educational programs to immersive cultural events, Dilico is rich in traditions, history, and values that aim to provide spaces and opportunities for children, families and communities to reflect, learn and forge meaningful connections.

What sets the programming apart is the shared wisdom bestowed by Elders, who are guiding lights for Dilico's cultural journey. Elders are actively involved in Dilico's programs, as their teachings, knowledge, and resources are valued. Elders have been the driving force of making cultural teachings available since the beginning of Dilico, sharing their wisdom and knowledge throughout the organization for many years.

Since 2005, annual cultural camps have been coordinated for children and youth to receive land-based teachings. In 2010 the first Cultural Manager was hired to increase opportunities for

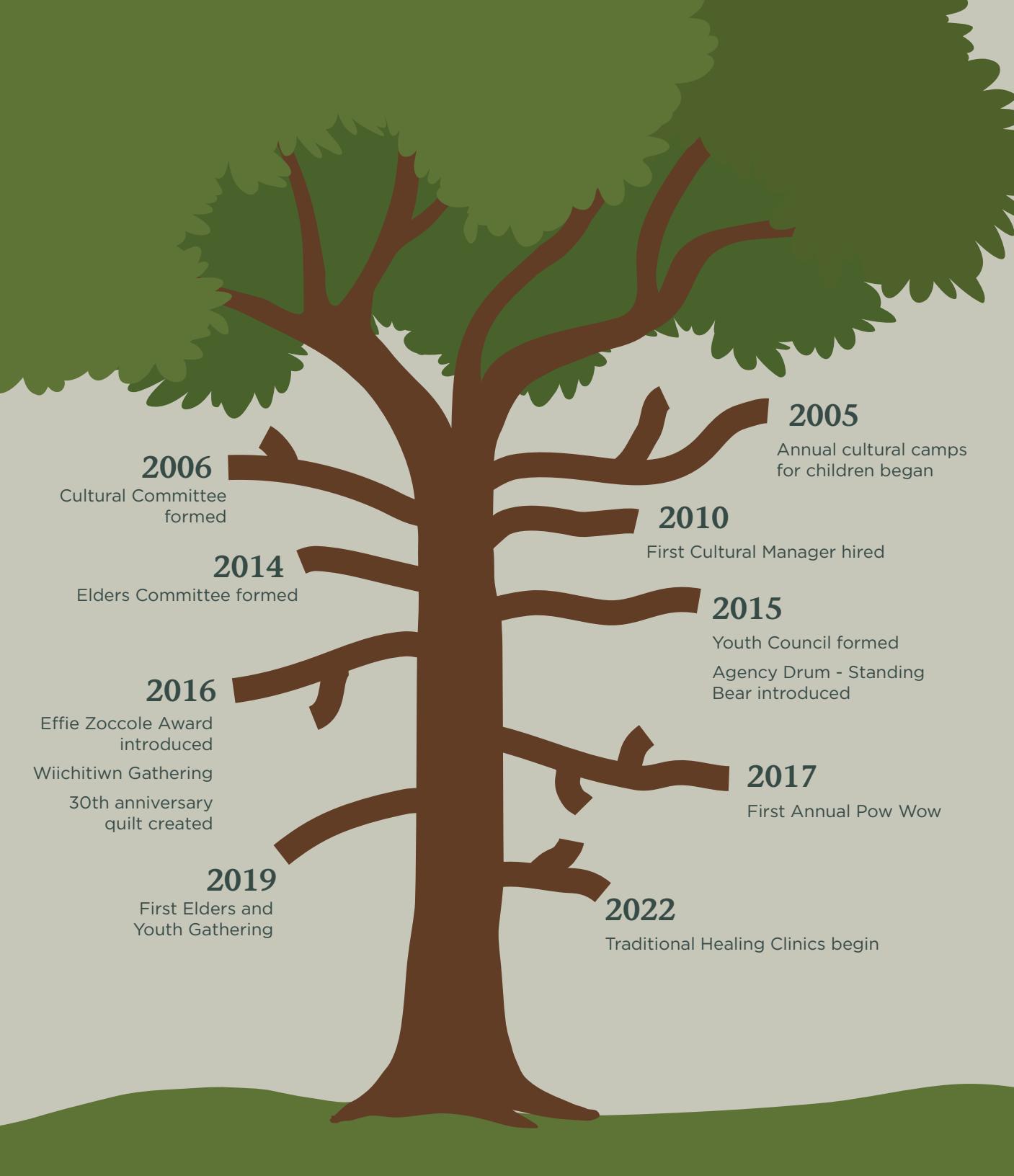
children and families to connect to teachings. Through the cultural program, families can be connected to several supports including sweat lodges, drum teachings, traditional counselling and specific ceremonies.

Over the years, Dilico has seen the addition of knowledgeable staff members who bring diverse perspectives and expertise to its cultural programs. These individuals not only have a deep understanding of Anishinabek culture, but contribute new ideas and innovative approaches to teaching, sharing and delivering programs.

In 2015, Gaa Nii ba wich Makoo (Standing Bear) drum was birthed and continues to be a powerful resource to facilitate cultural teachings. Utilizing culture knowledge and resources in staff's everyday work is highly encouraged throughout Dilico and in 2016 the Effie Zoccole award was introduced to recognize employees for their dedication and promotion of Anishinabek culture.

Furthermore, a ceremony led by our Elders in 2019 retrieved Dilico's Spirit Names: Animkii Binesi (Thunderbird) and Migizi (Eagle). These names are used and shared in every Monday morning and Friday afternoon smudge and countless cultural events. Dilico continues to deliver many annual cultural events that includes regalia making, Gakina Maamawedaa (Everyone together) Pow Wow, and the Ikwewag Berry Fast Rites of Passage gathering. Through the measured growth in staff and program offerings, the organization aims to continue to develop inclusive and accessible programs for families, and children to connect and embrace their cultural identity.





Bimaadiziwin Wiidookaagewin (Good Life Helper)

After a 2-year delay due to the pandemic, the Regalia-Making Program (funding by the Ontario Arts Council) started again in April 2022 with 5 youth & 2 adult participants. In June, the program ended with a feast and mini pow wow where the youth learned basic dance steps from invited dancers. Our 4th Annual Gakina Maamawedaa (Everyone All Together) Pow wow was rained out on August 24, but we had a mini pow wow in the Anemki boardrooms.

With the pandemic winding down, virtual programming also started to decrease, with the last Ojibwe session held in July and the last Grandfather drumming in August; Teachings and Tea Two Kookom's continued until August at Kookom's Place; Teachings and Tea with Grandma Bea, Hand-drumming with Bea and Storybook Time with Bea continue to be shared on Facebook Live (The hand-drumming (Christmas Songs) received 2,300 views).

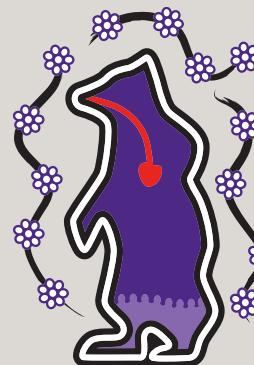
Monthly Foster Parent teachings (Seven Grandfathers, Clans, Water, Pow wow) continued via Zoom; There was continued support for the One-Year Berry Fasters via Zoom which ended with a Berry Fast Sweat Lodge ending their one-year berry fast; The Virtual Youth Empowerment Camp was supported with hand-drum teachings; The Monthly Noonde-kendaan (I Want to Learn) sessions continued virtually for staff on topics, e.g., jingle dress, hand-drum, medicine wheel, tobacco, self-love, storytelling, and water; Traditional Parenting (Training of Trainers) was held in January and February via Zoom with 7 staff.

During the year, clients were taught how to make jingle dresses, ribbon shirts, skirts, mittens, moccasins, hand-drums, pink shirt day pins, medicine pouches, gathering items for their bundle. At the men's night there were teachings about healthy relationships, bundles, feathers, and the grandfather drum.

Cultural support programming continued at the Treatment Center (ARTC), the ARTC Aftercare Program, Mission Rd Residence, Oshkiniig Residence, and the Family Healing Wellness Centre. New referrals came in for Dilico school-based services at St. Jude and the Boys & Girls Club and monthly programming started in September. Tobacco, sage and sweetgrass were harvested with clients and staff at the ARTC in September.

83 appointments were made for clients for traditional healing. This equated to 63 clients and their families, for a total of 188 participants.

Cultural staff supported the Dare to Dream Day in May at the Davinci Centre with dancing, drumming and teachings. In June, the cultural team travelled to the Eagle Nest school in Longlac for a mini pow wow to share protocols, drumming, regalia and their dancing journeys and demos with the students and teachers. Drumming socials were held at Kookom's Place in July & August.



Bimaadiziwin Wiidookaagewin CULTURAL PROGRAM

Full moon ceremonies were held at Anemki monthly from June to January. A Water Ceremony was held at Sunset Lake at the end of June for the Infant Child Development Program.

In September, an opening ceremony and elder support was provided to the Rocking Recovery at Marina Park; some cultural staff attended the Association of Native Child and Family Services Elder's Gathering at Manitoulin Island; staff also attended the NAN Student Orientation and shared information about our Bimaadiziwin Wiidookaagewin Cultural Program. Standing Bear (Grandfather Drum), and hand-drummers provided cultural support at the Honouring Our Children's Run (September 30) at Boulevard Lake. A presentation was also done for staff about reconciliation, and the importance of building healthy, genuine, and caring relationships, and ongoing learning about

colonialism and colonization. In-person drumming started in September at our Court Street location.

All Dilico buildings were smudged in May and October. A small spring feast was held at Anemki in our Traditional Healing Room attended by the coordinators in May; a summer feast was held in June at the ARTC, and a fall feast in October at Anemki. The old tobacco-cedar ties were taken down and replaced with new ones. In October, the 3rd Annual Cultural Exchange Days for cultural staff was held at the Family Healing Wellness Centre; cultural support was also provided at the Homeless Forum with an opening, prayer, and smudge; 13 cultural staff attended the Kairos Blanket Exercise (Training of Trainers).

During the year, there were 83 sweat lodges held at the Treatment Center, Oshkiniig Residence, Family Healing Wellness Centre, Anemki and Whitesand. 584 participants attended in total.

In December, some cultural staff travelled to Nip-Rock High school to share teachings & their stories on spirit names and colours. Over the year, numerous clients received their names & colours by attending the Anemki and ARTC sweats.

In January, helped with the Building Connections Youth and Elders Gathering sharing prayers, making spirit dishes, and sharing teachings on pow wow protocols, drums, land-based - hunting and medicine gathering, and participated in making Seven Generations art murals. There was also a sacred fire and sweat lodge.

In January, a Kairos Blanket Exercise was held with the ARTC staff, and in February, the first session was held with clients;

the Indigenous Authorized Worker pilot training was supported in January to March with opening prayers, sacred circles and teachings.

In March, a Book Club Reading Through Healing helped clients and staff come together through stories.

In the district, monthly women's circles continued in Longlac with cultural support to help abstain from addictions by keeping the women active in the community, taking them out on the land to make food offerings and asemaa, and pick cedar. In April, teachings about traditional cooking of moose meat and fried bannock at the Geraldton High School. In September, attended the Pic Moberg Warrior Dance Ceremony to support some elders and clients. In November, helped with a 5-day Grieving Workshop focusing on what the community was dealing with at the time. Cultural support was also provided for the Grief and Recovery program in March. In May, in the Armstrong area, Mental Health Week activities included a fireside chat with the students and teachings on the fire, four directions and medicine wheel, and in the summer, teachings on the seven grandfathers, sacred medicines, medicine bags, vision quest and sun dance ceremonies to summer students. A sweat lodge was built in August in Whitesand. In October, a presentation on history and treaties & local impacts. In November, National Addictions Awareness Week, activities included a sweat lodge, addictions fair, and men's sharing circle. In February there was a Community Drums Feast Gathering and 2 young men took responsibility to care for the community drums. Cultural support was provided to clients with behavioral issues at school, talking about home & school situation, dealing with, and managing anger, dealing with loss, smudging, and sweat lodge.





Cultural Activity Statistics

Client Service
Referrals

187

Non-Client
Service Referrals

324

89

Cultural Orientation-Staff

1600

Ceremony-Smudging

836

Ceremony

1

Ceremony
Gi-we-goo-zi-win

386

Ceremony
Spring & Fall Feasts

584

Ceremony-Sweat Lodge

1205

Cultural Crafts

3524

Grandfather Drum

16,936

Hand-drum

0

Rites of Passage
Gathering

11,905

Traditional Teachings

188

Traditional Healing

638

Traditional One-on-One

52

Traditional Parenting -
Training of Trainers

1301

Service Coordination

609

Service Consultations

347

Sacred Sharing Circle

215

Supportive Visits

21

Intervention

625

Land Based Activities

402

Regalia Making

593

Grief Funeral Support

10

Number of BW Cultural
Team Meetings

3

Number of Integrated
Cultural Team Meetings

20,438

Facebook Live
Programming



Honouring Our Journey

The Integrated Model

Evolution of Support: Dilico's Integrated Model of Care and Holistic Empowerment of Families

Embarking on a journey of support and empowerment, Dilico Anishinabek Family Care has a long history of fostering the safety and wellbeing of children, youth and families. Back on September 21st, 1994 the Kitchi-Gaa-Ming Anishnabek Ogemaag was signed

1979

Northern Ontario Indian Bands express concern about the high number of Native children in the care of Children's Aid Societies.

1981

65% of the children of Thunder Bay CAS were of Indigenous descent.

1986

Dilico was incorporated to provide child welfare services to 13 First Nations communities in the Robinson Superior Treaty Area.

1987

Dilico Ojibway Child and Family Services was established to develop and implement a child welfare system to strengthen, maintain and support Anishinabek children and families.



by First Nation leadership. As a foundational document of Dilico, this historical document marks when Dilico received its First Nations Mandate.

Under the direction of innovative community leaders, Dilico has undergone significant growth, adapting to the changing landscape of family needs and service delivery. Changes in structure and staffing aimed at strengthening Dilico's connection with First Nations, resulted in a decentralization of Dilico's service delivery structure. District offices were established in Nipigon, Longlac, Armstrong, Marathon and Fort William First Nation, to enable greater local control with community input and consultation on child welfare matters.

Since designation on April 1st, 1995, Dilico's child welfare program has used traditional teachings, wisdom and practices of customary care. In 2012 several Elders gathered from Robinson Superior Treaty Area and named the customary care model Mikinaak, which means turtle in Ojibway. The Mikinaak Service model for customary care was developed with active involvement

of a child's community members working in partnership by assisting parents in the care of their children in times of need. It involves drawing on local traditions of caring in order to ensure that children remain a part of the family, extended family, and community. Today, the Mikinaak model of care is still the guide Dilico follows, utilizing the wisdom and strength and a culturally appropriate response to child protection matters.

In 2015, the Dilico Integrated Services Model was established to ensure Child Welfare, Mental Health and Addictions and Health Services were working collaboratively to identify, assess, and provide intervention to children and families who were involved in Dilico services. The Dilico Integrated Model of Care is about more than child welfare. It's a circle of support that brings together a wide range of individual, family and community services and programs to address issues related to child welfare, mental health and addictions and primary health. Over the years, the Integrated Model has demonstrated a commitment to continuous improvement by consistently expanding its range of services to create a more comprehensive and supportive environment for children, youth, and families.

1994

Chiefs sign Kitchi-Gaa-Ming Anishnabek Ogemaag, a foundational document of Dilico (First Nations Mandate).

District offices were established in Nipigon, Longlac, Armstrong, Marathon and Fort William First Nation.

1995

Dilico was designated as a Children's Aid Society.

2012

Mikinaak Service Model of Customary Care developed.

Memorandum of Understanding signed, committing to transferring jurisdiction of Indigenous children and families from Thunder Bay CAS to Dilico.



Child Welfare

Education Liaison

The Education Liaison (EL) role at our agency continues to be a full-time position that now works out of the Child Welfare Program as of June 2022. The EL continues to support child welfare workers and clients who are in the care of or receiving services from the agency. The program continues to service and offer supports to the city of Thunder Bay and District, including our 13 First Nation communities that form the governance of the agency, and our demographic that focuses on Indigenous children and youth or affiliated individuals.

Protocols

Dilico Anishinabek Family Care continues to engage with First Nation communities in the development of protocols in order to best serve the individual communities we work with. The development of protocols with First Nation communities provides insight and guidance when working with children and families. It further helps to maintain the relationships with our First Nation communities and provide services that are specific to individual needs.

Protocol development with partners throughout the Robinson Superior Treaty and the City and District of Thunder Bay continue to be updated. Working with community partners in the health, education and justice fields will ensure that children and families are receiving the most appropriate services.

Highlights

Reporting Period April 1, 2022, to March 31, 2023

5969

Inquires/Reports Received

545

Completed Investigations

195

Investigations Completed in Ongoing Services

375

Families Receiving Ongoing Services

258

Customary Care Arrangements

Step Up Campaign

This year's Step Up campaign focused on inspiring Indigenous children and youth to find their voices. Dilico Anishinabek Family care staff participated in the development and writing of a children's book called *How I Found My Voice*. *How I Found My Voice* is a children's book that teaches children to find their voice and raises awareness on keeping children safe within the community. Dilico staff attended several book readings at elementary schools and libraries to engage and empower children and youth to speak out against child abuse. The Step Up campaign also hosted a public scavenger hunt for children throughout the month of October which had a great turnout.

Indigenous Authorized Worker Training/ Child Welfare Training Program

Dilico's Child Welfare Training program staff continue to support and educate staff within the Agency. This year, Dilico's trainers completed 26 in-service education sessions, which vary in topics from purposeful home visits to safety assessments with 98 Child Welfare Staff attending the training.

Dilico continues to work on the development of the Indigenous Authorization Worker program. This program will provide cultural knowledge and teachings and how to implement into daily Child Protection work. While the IAW program is under development, Dilico continues to train staff under the Pathways to Authorization Worker training series. There were two training series this year with 15 staff successfully completing the training program.

Child Welfare Referral Statistics

Physical Harm - Primary Caregiver	193
Abusive Sexual Activity	157
Inadequate Supervision	329
Neglect of Child's Basic Needs	1157
Caregiver Response to Child's Physical Health	44
Caregiver Response to Child's Mental, Emotional and Developmental Condition	97
Caregiver Response to Child Under 12 Who Has Committed a Serious Offence	0
Child Exposed to Partner Violence	543
Caregiver Has History of Abusing/Neglecting/Exploiting	77
Caregiver has problem and is unable to care for child	1128
Total	3725

144

Children in Care with a Legal Status

110

Continued Care and Voluntary Youth Support

48

Approved Kinship Homes

97

Kinship Service Placements



Honouring Our Journey

Health & Wellness

Advancing Holistic Healthcare in First Nation Communities

For Dilico Anishinabek Family Care, a transformative healthcare narrative is unfolding, breaking down barriers and fostering a new era of well-being. At the forefront of this evolution, the organization is not just a healthcare provider but also a catalyst for change, being committed to enhancing the quality of life. Dilico's primary care initiatives have evolved to strengthen inclusivity and community-centred approaches to health. From dedicated physicians and nurse practitioners to personal support workers, midwives, social workers, and nurses — they create a united front addressing not just the physical health but also the socio-cultural aspects within communities.

At Dilico, the pursuit of excellence takes centre stage through participation in the globally recognized Accreditation process. The rigorous evaluation ensures that services not only meet but exceed standards, amplifying the efficiency and effectiveness of Dilico's healthcare system. Ensuring community input and involvement is fundamental to planning processes and Dilico is proud of the feedback and collaboration received in its most recent five-year health transfer evaluation.

Dilico's Health and Wellness journey embraces a holistic approach for Anishinabek people throughout all stages of life, and welcomes the integration of allied health services. These services encompass a range of interconnectedness of physical, mental, social and the spiritual dimensions of health with a network that extends beyond conventional boundaries. Multidisciplinary teams, seamlessly intertwined, offer a more comprehensive range of care creating a culturally safe support for the diverse health needs of individuals, families and communities.

Additionally, strong efforts have been made to extend healthcare to remote and underserved areas to deliver essential healthcare in convenient places close to their home and communities. Through innovative approaches, including primary care travelling teams, mobile health units and telehealth services, Dilico has broken down geographical barriers to make healthcare more accessible for everyone. This strategic outreach recognizes the diverse healthcare needs of First Nation communities and seeks to eliminate gaps in access, which promotes accessibility, equity and excellence in healthcare.

1996

Health Transfer and Long-Term Care Agreements initiated service responsibility for Community and Mandatory Health Nursing, Primary Care and Community Long-Term Care Services.

2004

Expanded our Long-Term Care program to include community-based support services under its new name Home and Community Care Services.

2007

Family Health Team was created focused on providing primary care services.

2015

Diabetes and Chronic Disease Management Program was developed.

2016

Dilico Discharge Planner starts working in the hospital.



2017

Indigenous Midwifery Program was developed.

2018

A new Primary Care Travelling Team was created to increase access to quality healthcare in First Nation communities.

2019

Mental Health Nursing expanded into its own program.

2020

Assisted Living services expands to the Indigenous peoples living within the City of Thunder Bay.

2021

Dilico offered a fully funded Personal Support Worker Training Program. Graduates were offered job placements within the program.

Health Services

New Highlights

With the Covid-19 Pandemic winding down, the residual mental health trauma has impacted retention of health human resources for all healthcare organizations. Dilico Health Services was affected by these unprecedented challenges for retaining health staff but through it all managed to provide full services to all clients while experiencing severe constraints.

As part of the solutions to HHR retention of Health Services and Children's Mental Health and Addictions have amalgamated to provide well-rounded services to our clients and for the team to better supported.

Dr. Aislin Mushquash, Associate Professor in Psychology at Lakehead University, and her team are receiving \$100,000 to evaluate an e-mental health solution that supports transitional-aged youth in Northwestern Ontario.

Dilico Anishinabek Family Care and The District of Thunder Bay Social Services Administration Board partnered on a forum on Building Connections: Mental Health, Addictions, and Homelessness in October 2022. This provided an opportunity for attendees to learn about existing programs, services, and partnerships; brainstorm solutions to the challenges faced in our District and connect with community partners to improve existing services

Personal Support Worker Training Program

The second cohort of the Personal Support Worker Training Program commenced in September 2022. Graduates included 5 Personal Support Workers and 3 Home Support Workers. All 5 PSW graduates have been retained and are now employed with the organization and service the communities. The program has been a remarkable success, and we are excited to offer a barrier-free program to help build capacity within First Nation communities.

Health & Wellness Centre

Dilico opened a new Health & Wellness Centre in a central location within Thunder Bay. This centre site provides Health Services, Mental Health and Addictions, additionally houses a Child Welfare intake team. The Health and Wellness Centre offers many services to our clients such as counselling services, walk-in clinics both for primary care and counselling, traditional healing, training programs and various group programs for clients.

Home & Community Care

The Home and Community Care Program has expanded home care nursing, and this allowed Dilico to offer a better continuum of service for our clients without outsourcing client care.

Home and Community Care services provide a range of in-home healthcare and support services to clients who have acute, chronic, rehabilitative, or palliative care needs from birth to end of life. The Home and Community Care Program provides case management, personal support, and professional in-home health care that may be required on a periodic or ongoing basis. This service provides alternatives to institutional care for community members of all ages whom, because of short-term illness, physical challenge, aging, or long-term illnesses need help to function as independently as possible in their own homes.

Community Health Services

Community Health Nurses continue to provide Covid 19 immunizations and are continually working to ensure that all immunizations are up to date for clients. The Community Health Services Program provided foot care training to all of the nurses within Dilico.

Our registered nurses hold Diabetes Educator Designation or are being trained to receive the Diabetes Educator Designation. All programming continues as expected providing immunizations, communicable disease care, Indigenous Healthy Babies Healthy Children, foot care, diabetes education, and medication management. Community Health Services continue to offer holistic care services through clinical visits, home visits and now through secure virtual visits such as video dialogues. Community Health Nurses and Diabetes Educators work closely with all health disciplines to ensure patients receive safe and culturally appropriate care.

Primary Care

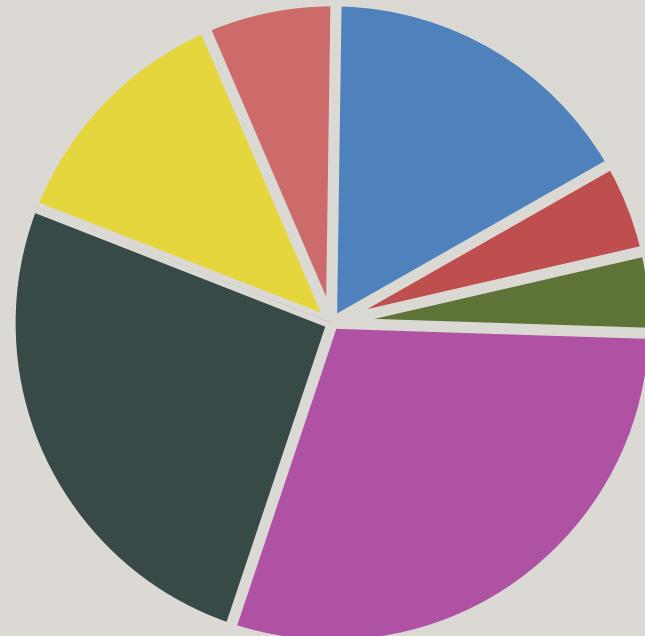
The Family Health Team has expanded the walk-in clinic service to meet the needs of clients. The Family Health Team is now recognized through the Association of Family Health Teams of Ontario. Dilico was able to obtain funding to hold bi-monthly Traditional Healing Clinics. The four-day events include sweat lodge, ceremonies, feasts, traditional medicines, education, and activities. The Family Health Team has been offering legal clinics in partnership with Lakehead University Law program. Supports provided through this service include housing, employment and birth certificates. We have introduced the Anishinabek Kwe Clinic to each of the communities. Women are being supported with pap tests, STI tests, birth control, and sexual health education. The Midwifery program continues to expand into the district seeing several expecting mothers. The Rapid Access Addictions Medicine (RAAM) clinic in Longlac was opened in partnership with Dilico, NorWest Community health Centres, People Advocating of Change through Empowerment (PACE) and North of Superior Counselling. The Nurse Practitioners - Addictions Specialists have been supporting the Adult Residential Treatment Centre with intake, discharge, and helping clients to transition back into community with support. Wellbriety, a culturally based 12 step program, had been well attended.

Mental Health Nursing

Dilico was successful in obtaining funding to continue to provide children and adolescents with mental health support. Mental Health Nurses continue to offer crisis support as needed throughout communities. Our team provides culturally safe care and will see clients in the home, the clinic, over the phone, or virtually, to build trust and to provide clients a comfortable space to receive mental health and health services. We provide mental health support to those living with grief, anxiety, depression, emotional dysregulation, as well as pre/post - addiction services and assistance.

Health Client Encounters

2022/23 (over 56,344)



13,289	Family Health Team
1942	Diabetes Chronic Disease
2042	Community Health Services
7729	Community & Personal Support Services
2887	Mental Health Nursing
2730	Primary Care Travelling Team
11785	Home & Community Care



Community and Personal Support Services

Personal Support Workers have been able to restart the Adult Life Enrichment programming throughout communities. By utilizing a pre and post program survey Dilico was able to meet the needs of the clients and improve the programming for the Elders. Community and Personal Support Workers empower clients to develop and reach their goals. We continue to provide excellent support to palliative care clients and continue to provide end-of-life support to families.

Quality Assurance

Health Services was rewarded with a decision of Accredited with Commendation. We have gone beyond the requirement of Qmentum accreditation program and are being commended for our commitment to quality improvement. The Client and Family Advisory Committee (CAFAC) meets on a regular basis to plan and discuss changes that will help improve the safety and quality of care for clients receiving health services at Dilico. Client satisfaction surveys are continually used to obtain feedback on the quality of the client and family care experience.

Children's Mental Health and Addictions

Children's Mental Health provided mental health intervention to 185 children between the ages of 6-18. 75% of these children and youth presented with complex assessed needs which are defined in that their needs range across multiple domains including trauma, social, or emotional. With the support of the case managers and family counsellors, 127 children and youth were discharged from the program after successfully completing their treatment goals. Throughout the past year, the most common presenting issues included trauma, anxiety, emotional regulation and grief and loss. The Ministry of Health ensures that clients we work with report on the positive experience with the service system and to ensure positive outcomes. This program also supports the weekly walk-in clinics on Tuesday's.

Infant Child & Development

Our Infant Child and Development program continues to support infants and toddlers from birth to age 6. Throughout the past year, ICD workers in the city and district supported 135 children and families. The primary referral reason is developmental concerns. Families are engaged in services for a longer time with this service to support and monitor the milestones. Through community partnerships, Dilico was also a partner in the Monitoring the Milestones campaign to promote early screening and development. Our Indigenous led EarlyOn program continues to see an increase of infants, toddlers, parents and extended family attending. They participate in many different activities including beading, snacks, crafts, ribbon skirt making, dad's drop in or traditional mom and tots programming.

Clinical Counselling Services

Via our partnership with Toronto Sick Kids, we continue to support referrals to access Child Psychiatry in a timely manner. Our Clinical Services program has supported 189 referrals for quicker access to a Child Psychiatrist. Toronto Sick kids has also provided regular training for staff and community partners. A social worker and nurse have been hired to help support and case manage these higher risk clients and families. Clients, workers, parents, and foster parents have been successful in accessing support from Dr. Mushquash. 141 referrals were received requesting comprehensive learning assessments, support with Developmental services Ontario, intervention, or consultation. With the support of the Psychometrist, more children and youth can access psychological services in the city and district. As the Indigenous Hub for Autism assessments, Dilico has been fortunate to support these queries via observation, screening, and thorough assessments. In addition to a visiting Pediatrician who also supports our hub.

Access Network

Access network continues to be the main contact for families and workers in the City and District for any of our Mental Health programs. Our new E-referral system received 2268 referrals during the past fiscal year. Of these 151 were made for Child Psychiatry; 244 for Children's mental health; 154 for Family Preservation services; 92 for Triple P; 41 for Circle of security; and 108 for Infant Child development. Top referral reasons include trauma, behavior management, emotional regulation, parenting issues or acting out at home.

Family Preservation

Family preservation services provided 156 families intensive services in the home or community. Referral reasons include parenting struggles, trauma and family support lacking. Workers support parents with access to ID clinics, food banks, parenting tips via Triple P, medical appointments, screening, and support for any other challenges families face.

Research Committee

The Research committee continues to meet quarterly to discuss projects and any updated research and evidence regarding services and programs offered to our clients. The Joy Pop research project was successful in securing funding to support older youth ages 12-25. The goal is to evaluate the impact of a mobile mental health app for youth waiting for mental health treatment. In partnership with Lakehead University, staff were trained on a Strengths Assessment Inventory, by assessing an individual's strengths and placing emphasis on these strengths, it becomes more likely that the individual will draw on their strengths during difficult times.



Honouring Our Journey

Mental Health & Addictions

Building Wellness. Dilico's Client-Centred Approach to Mental Health and Addiction Services

From the get-go, the commitment of Dilico's Mental Health and Addiction Services department has been clear: responding to the diverse needs of individuals, families and communities. Over the years, comprehensive services and programs that aren't just culturally safe, but also welcoming and accessible have been developed. Dilico has made countless advancements in the delivery of specialized treatment programs for addictions, school based intensive, youth behavioural and families. With all services rooted in Indigenous cultural approaches to healing, they also offer case management, life skill programming, harm reduction and relapse prevention skill building.

1995

Assumed responsibility for Adult Residential Treatment Centre.

1996

Launched Adult & Children's Mental Health Care programs.

2003

Developed a strategy to begin to tackle prescription drug abuse.

2005

Empowering First Nation Girls Camp began.

2009

Official opening of the Heath Park Site.

Counselling and Clinical services have also grown over time, adding many esteemed clinical professionals to the team. Psychology, telepsychiatry and autism screening and assessment are all provided. Addressing the rise of prescription drug use, in 2005 more community based supports were developed that offered more outpatient based services to First Nation communities. Meanwhile, as the agency moved away from older treatment models, Dilico embraced evidence informed and client centred models. In 2010, the first Manager of Cultural Services was hired for the program, and as it continues to evolve, coordinators at every district office were also incorporated.

To create more stability for clients, Dilico goes beyond treating symptoms, working towards fostering resilience and supporting individuals with the tools they need to navigate challenges. Most recently, Dilico explored and designed post treatment and supportive housing services and programs, to provide individualized support to those transitioning to independent living. Through client-centred, evidence based methods, Dilico has become a dependable provider of mental health and addiction services, offering strong support and treatment services, assisting people with complex mental health issues, substance abuse problems and the challenges of daily life.



Mental Health & Addiction Services

Integration of Health, Mental Health & Addictions and Child Welfare resources remains a top priority. There are many internal initiatives ongoing that involve the leveraging of resources and expertise in all areas to ensure client and family care is of highest quality. This includes the development of specific service pathways and internal mechanisms that ensure workers come together to strategize and provide integrated care.

The Organization, Health Services and Adult Addiction Services, including the Adult Residential Treatment Centre, underwent an accreditation evaluation through Accreditation Canada. The site visit took place in mid June. For ARTC, the accreditors focused on the 'Aboriginal Substance Misuse' set of standards. Dilico received "Accreditation with Commendation".

The Strengths Assessment Inventory (SAI) tool was introduced to all Mental Health & Addictions staff for service wide rollout. Training was completed for the tool earlier in the fiscal year. The assessment will be implemented throughout all MHA programs and services. The purpose of the tool is to measure specific strengths in individuals, helping to clearly identify their talents, skills, and commitments in different areas of their daily lives. The tool will be administered at time intervals during service. The assessment tool is validated and owned by Dilico.

Dilico hosted the Annual Boys and Girls Camp within the District, which was held over the course of four days/evenings last fall.

Included, were several Traditional Cultural Teachings, along with evidence -based/age-appropriate addiction prevention and education discussions that were all interactive. By offering this

program, Dilico hoped to promote self-esteem, values, awareness and empowerment. The intent was encouraging the youth to make right choices to lead a healthy and responsible lifestyle as reflected in our Drug Strategy and Responsible Gambling Strategy. While the goal is to increase Youth awareness that gambling has the potential to cause harm to health, social and financial well being. This knowledge will build community capacity amongst our youth and future leaders, along with the current frontline staff by promoting long term resiliency within their families and communities. It will also support the development of new and existing prevention programs in the First Nations by improving awareness of where to access support for gambling and Mental Health related issues.

In response to the issues arising because of the current toxic substance supply in circulation, Dilico procured funding to purchase a large number of Naloxone kits for distribution to our First Nation communities. Administration of Naloxone training will be provided to the First Nations' Dilico staff and community members. Staff training and the kit distribution plan is underway, and the kits are making their way out to the First Nation communities. In addition to the Naloxone kits staff are providing education sessions on harm reduction and current substances.

Dilico Anishinabek Family Care hosted the 10th annual "Empowering and Promoting Healthy First Nation Communities" conference at the Davinci Centre on March 29 and 30, 2022. 150 individuals attended the training.

The conference featured topics including:

- Harm Reduction Principles & Planning
- Grief and Loss from a Cultural Lens
- Brain Architecture Model
- Strengthening Indigenous Trauma Informed Care in Adults & Children
- Finding Balance in Supporting Individuals, Families & Communities

Adult Mental Health & Addictions Services

The Adult Residential Treatment Centre received a high number of incoming applications throughout this fiscal year. Planning with Dilico affiliated First Nation communities continued with some, requesting specialized services to target specific community needs/trends. 201 individuals completed residential treatment during this year. An average of 40 people attend the weekly Aftercare Program. This number is at an all-time high. Many individuals that graduated from treatment attend the group continuously in an alumni capacity. 89% of the individuals that entered treatment successfully graduated from the program. This is evidence to support the efficacy impact of attending the Adult Residential Treatment Program.

The Post Treatment Programs, Three C's Reintroduction Centre, Seaway Apartment Complex and Post Treatment Services remain in high demand. All programs have been operating at full capacity throughout the year. Four additional stabilization beds were added to the Post Treatment Unit to provide pre-treatment supportive services for those awaiting residential treatment. Program feedback for all Post Treatment services continues to be favorable. Individuals continue to express their appreciation for the variety of Cultural programming offered throughout the continuum of care.

The Transitional Aged Youth Supportive Housing Program was able to successfully house 19 youth transitioning into adult services. Program staff worked in collaboration with youth on life skill enhancement, employment readiness, financial planning, and transitions into independent living. Construction for the new, larger site was expected to be completed in Fall 2023. The site will have the ability to house 20 Transitional Aged Youth.

The Family Healing and Wellness Centre entered its third operational year in 2022-2023. Staff at the Centre continued to cultivate relationships with local agencies, police services, First Nations, School boards and social housing. Several in-services were delivered to ensure information on the program was readily available. The program received referrals from 52 families interested in attending residential treatment. There has been an influx of applications coming in from First Nation communities. The applicants from the family cohorts varied in structure and needs.

The Transitional Discharge Workers situated at the Thunder Bay Regional Hospital provide brief transitional support services for individuals who are being discharged back into the community from inpatient services in Adult Mental Health and Children and Adolescent Mental Health units.

ARTC Intake has processed

690

applications received for the Adult Residential Treatment Centre

336

Adults were provided Addiction Aftercare Services

492

Individuals both in-city and district were provided Adult Case Management Services and Adult Mental Health Services

Three C's Reintroduction Centre provided post treatment services to **52** individuals, Seaway **21** individuals and Post Treatment Unit provided services to **18** housed individuals.

154

Applications were submitted for Post Treatment Services.

The Transitional Discharge Workers serviced

97 individuals.

The RAAM Program has seen

522

individuals in the last fiscal year

The Family Healing & Wellness Centre received referrals for **52** families throughout this fiscal year. **9** families successfully completed the Family Treatment program & **6** families completed pre-treatment services.



Honouring Our Journey



Celebrating Fourteen Years of Dilico's Children's Foundation

Over the course of its remarkable fourteen-year journey, Mazinaajim Children's Foundation, definitely has a story to tell. Previously known as Dilico Children's Foundation, it has transformed into inspiration and unwavering support for the Anishinabek community. Born out of a commitment to address shortfalls and make a positive impact, the foundation has consistently demonstrated perseverance to enhance the lives of children, youth, and families.

From humble beginnings in 2009, it has evolved to develop youth bursaries and a varied offering of successful projects to contribute to community well-being.

In its initial years, the foundation embarked on essential initiatives like Christmas Hampers and Gift Boxes, spreading festive cheer to families during the holiday season. As the years progressed, the organization expanded its scope, venturing into innovative and creative initiatives like the Photovoice project, providing a platform for self-expression through the art of photography. The See Us, Hear Us initiative provided youth with new, creative, and impactful ways to express their issues, needs, and potentials so that key individuals and groups would

2009
Established.

2010

Family Hamper program launched.

2011

See Us, Hear Us Photovoice project created.

2015

Renamed Mazinaajim, which means to design or create any kind of story.

notice and take action. Meanwhile, the Dare to Dream Day, the foundation's signature event, was also established. It provides an opportunity for children, youth and families to dream big and experience a free and magical day full of fun and inspiration.

The foundation's journey has also been marked by meaningful collaborations, like partnerships with Tim Horton's for Smile Cookie Day, which engages the broader community in supporting its mission. The foundation's commitment to recognize its supporters is evident in the creation of a creative donor wall, a tribute to those who have played a pivotal role in its success.

Furthering its reach, in 2022, the foundation introduced its newest initiative that engages an even larger community on the National Day of Truth and Reconciliation. The "Honouring Our Children Run" is an educational and fundraising event that attracts hundreds of runners and participants, while amplifying the foundation's impact. The first annual run raised over \$51,000.

As the Mazinaajim Children's Foundation continues to grow and adapt, its legacy serves as a meaningful reminder of the power of community-driven initiatives, enriching lives for a brighter future for Anishinabek youth. It remains a symbol of resilience, inspiration, and dedication.

2016

First Dare to Dream Day hosted.

2020

Installation of Donor Wall.

2022

First Annual Honouring our children run.



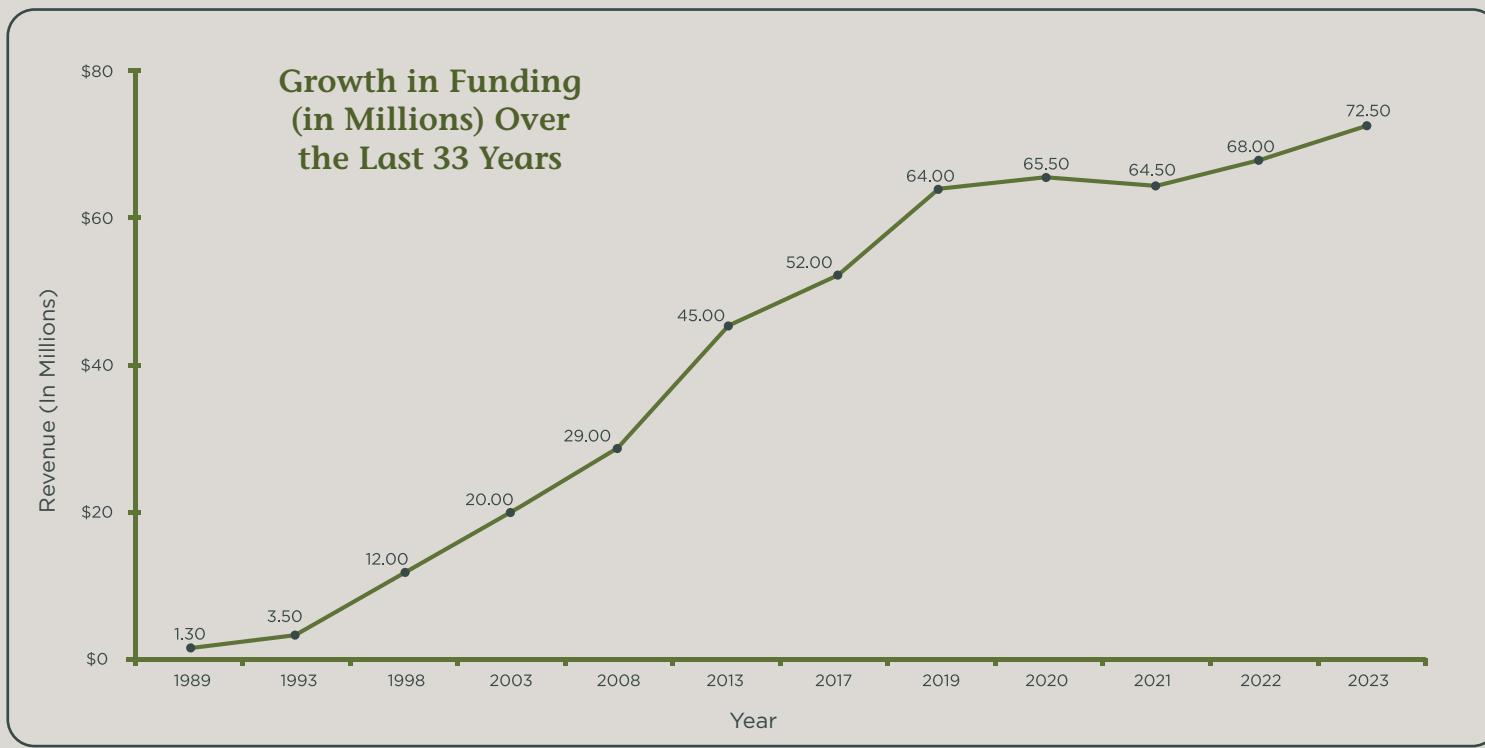
Finance & Corporate Services

Fiscal responsibility is a key factor to ensuring program success at Dilico Anishinabek Family Care. With a continued focus on our integrated services model, the agency continues to find ways to deliver services without incurring deficits. Program budgets have continued to be monitored closely and adjusted as required given the many changes in service delivery and demands.

With a staff complement of over 700 people, the Human Resources Department continues to support staff throughout the region. With the current employment market Dilico

will continue to focus on recruitment and retention by utilizing new recruitment strategies and continuing with the development new partnerships to help ensure our programs are staffed with strong, highly qualified individuals.

Many of Dilico's facilities have received several upgrades to ensure staff have a comfortable and safe space to work in. New facilities are being developed, and current leases renewed to ensure program stability for years to come.



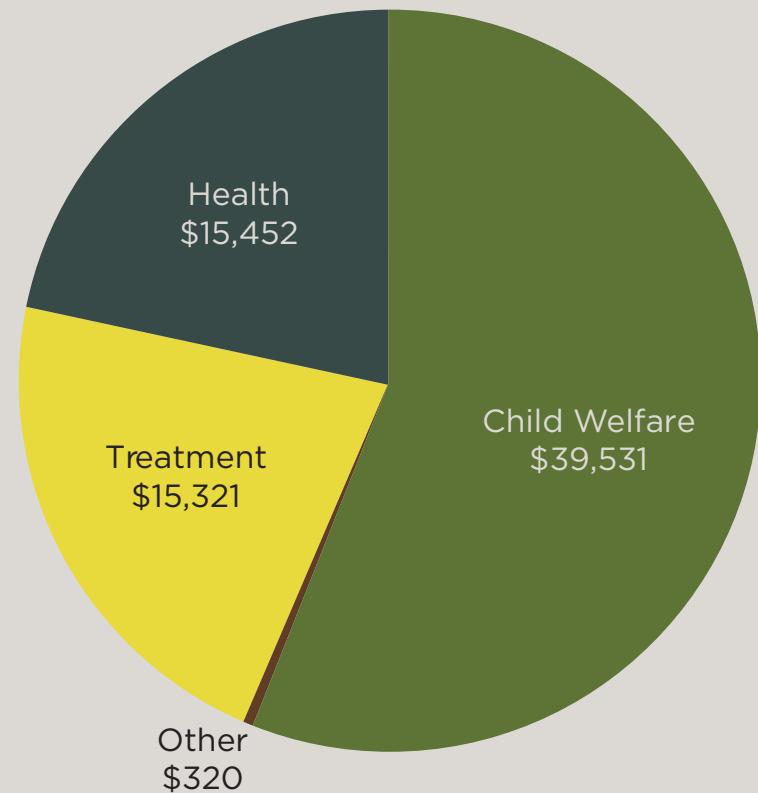
Condensed Financial Information

Statement of Operations - Year ended March 31,		
	2023 (in thousands of dollars)	2022 (in thousands of dollars)
REVENUES		
Government of Ontario	\$50,543	\$48,016
Government of Canada	\$13,171	\$11,034
Other	\$8,782	\$8,934
Total	\$72,496	\$67,984
EXPENDITURE		
Child Welfare	\$39,531	\$38,027
Other	\$320	\$297
Treatment	\$15,321	\$14,714
Health	\$15,452	\$13,907
Total	\$70,624	\$66,945
EXCESS FROM OPERATIONS	\$1,872	\$1,039

(Extracted Summarized information from our financial statements that are audited by Grant Thornton LLP. Actual Statements are available upon request)

2023 Expenditure By Service

(in thousands of dollars)



Notes



Anishinabek Family Care

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