

Mission Moment

Our Mission, Our Words



When staff helped shape our 2024–2028 Strategic Plan, one message came through loud and clear: it was time to refresh our Mission statement to reflect who we are today.

Janine Black, our President & CEO, visited eight sites in person and connected with staff online to gather input. That input was summarized and validated across the organization, and before publicly launching our new Mission, it was once again shared by Janine in person at those same eight sites and through personal visits to our teams on the frontline of care.

To really bring the Mission to life, we created a video — Our Mission, Our Words — to tell the story together. A total of 117 staff and volunteers took part, from appearing on camera and filming moments of care, to organizing video shoots behind the scenes. They were invited to join a virtual screening, complete with popcorn and nomination for best storytelling and best motion picture of the year.

This video is a reflection of who we are: united by purpose, inspired by compassion, and proud of the care we provide every day. To everyone who lent their time, voices, and hearts to bring our Mission to life — thank you. Your words and spirit embody what St. Joseph's Care Group truly stands for.

Submitted by Communications & Government Relations

Drive High-Quality People-Centred Care

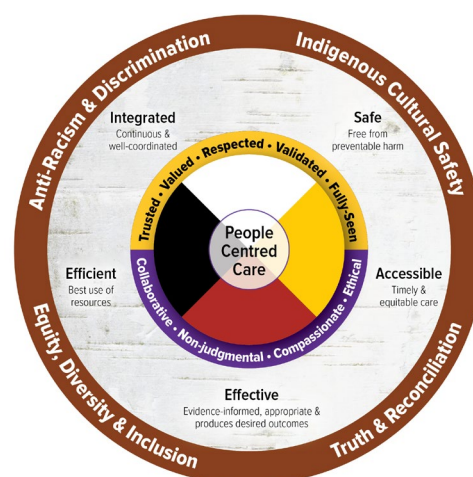
Embedding Two-Eyed Seeing in Quality

St. Joseph's Care Group's Quality & Safety Framework is grounded in Two-Eyed Seeing, bringing together Anishinaabe and Western knowledge to support wholistic, culturally safe care. Development of the Framework was informed by extensive engagement during the summer of 2025 with Indigenous communities, as well as a wide range of partners.

In September 2025, clinical managers from St. Joseph's Hospital, N'doo'owe Binesi, and the Quality team came together to prepare for the expansion of Quality staff huddles across the hospital site. Through collaboration and purposeful engagement, the group refined a comprehensive education plan to support staff.

The concept of Two-Eyed Seeing will be embedded in these huddles, building on teachings including Wake the Giant and Repairing the Sacred Circle, and supported through ongoing learning, ceremony, and opportunities to grow understanding via in-person events and the online Equity, Diversity, Inclusion, and Anti-Racism (EDIA) library.

St. Joseph's Hospital is on track to expand Quality staff huddles to all inpatient and outpatient areas in November 2025, continuing our journey of learning, reflection, and shared responsibility for quality care.



Nurture Our People

Talent Pool Builder

On September 22, 2025, St. Joseph's Care Group entered a new era in recruitment with the implementation of Talent Pool Builder. This enterprise system allows us to build, manage, and engage a pool of candidates for both internal and external recruitment in one centralized platform with the functionality of a true applicant tracking system. Additionally, we implemented the onboarding portion of the system, automating and digitizing much of the administrative work, streamlining processes and improving the candidate and employee experience.

For applicants, Talent Pool Builder provides a responsive and personalized experience. Anyone can join a talent pool easily, by creating a profile that includes their skills and qualifications, which allows us to actively track and reach out to candidates who have skills that match hard-to-fill vacancies. Automated alerts notify candidates when new opportunities matching their skills are available, which elevates our passive recruitment strategy. The platform reduces uncertainty, presents a professional and organized image of the organization, and helps build long-term relationships, even with those not immediately hired. Overall, the experience is proactive, transparent, and candidate-centric, enhancing our employer brand and keeping top talent engaged.

For managers, Talent Pool Builder offers real-time visibility into job competitions and onboarding of staff. They can see when postings go live, track applications, and manage the full recruitment process from a single platform. It's a two-way portal for communicating with candidates, scheduling interviews, issuing offers, and coordinating onboarding. By streamlining these tasks, managers gain control, reduce administrative work, and ensure a consistent and professional candidate experience.

With over 500 new employees joining St. Joseph's Care Group each year, more than 1,000 job postings annually, and over 1,500 employee transactions (such as transfers, extensions, alternate rate assignments, etc), Talent Pool Builder enhances our recruitment strategy, empowers managers, and supports a skilled, engaged, and culturally aligned workforce, ensuring we continue to deliver high-quality care to the communities we serve.

Lead and Enhance Regional Specialized Care

N'doo'owe Binesi Progress Report on Growth, Impact, and Walking with Humility



On Friday, September 26, 2025, as the four-day Sacred Fire came to a close, the community gathered together in ceremony and to Feast. Honouring the shared commitment of N'doo'owe Binesi and St. Joseph's Care Group, the day also saw the release of the Progress Report on *Wiidosem Dabasendizowin: Walking with Humility – Embracing the Teachings of the West*.

The report outlines significant strides in advancing culturally safe care for Indigenous Peoples. Key initiatives include the development of an Indigenous Client & Family Partner Committee, the integration of Two-Eyed Seeing into the Quality & Safety Framework, and the embedding of N'doo'owe Binesi into clinical services. Other actions include the Indigenous Client Journey Mapping Project and the launch of the N'doo'owe Binesi Employee Experience Project to enhance cultural safety and support. Collectively, these actions reflect a continued commitment to reconciliation, equity, and the integration of Indigenous perspectives in healthcare.

We are deeply grateful to Elders Charlotte and Ernie Kwandibens, and the members of Ogichidaa Onaakonigewin, for leading ceremony; to the Honourable Patty Hajdu who has walked with us throughout our journey; to all involved in planning for and hosting the Feast; and to the communities that we humbly serve.

N'doo'owe Binesi released *Walking with Humility* in partnership with St. Joseph's Care Group as a living document and long-term strategy reflecting our shared commitment to improving healthcare with Indigenous Peoples. It has been seven years since the release of our first *Walking with Humility* plan, and St. Joseph's Care Group and N'doo'owe Binesi remain committed to transforming healthcare together.

Strategic Enablers

Showcasing Regional Expertise and Integration: Ministerial Visit Highlights Our Strategic Role

On October 1, 2025, St. Joseph's Care Group hosted senior representatives from the Ministry of Health and Ontario Health North as part of their regional Listening Tour. Guests included Danielle Jane, Interim Assistant Deputy Minister, Hospital & Capital Branch; Laurie Bourne, Director of the Hospitals Branch; and Brian Kytlor, Chief Regional Officer of Ontario Health North, accompanied by key members of his leadership team.

Consisting of a brief tour and an open and generative dialogue, SJCG's leadership team offered meaningful insights into the organization's multifaceted role within Ontario's health system. The discussion provided an opportunity to illustrate SJCG's distinctive position as both a horizontal and vertical multisector service provider, spanning hospital, long-term, and community-based care. Leadership highlighted how SJCG not only delivers a broad continuum of services, but also provides formal and informal leadership across the region, contributing expertise, fostering collaboration, and advancing innovative approaches to address health human resource pressures and inequitable access to care. The conversation further underscored N'doo'owe Binesi's leadership in Indigenous Health, reflecting our deep commitment to partnership, reconciliation, and improving health outcomes for and with Indigenous Peoples.

This visit reinforced SJCG's strategic position as a trusted regional partner, providing expertise, leadership, and integrated solutions that advance equitable, high-quality health care across Northwestern Ontario.