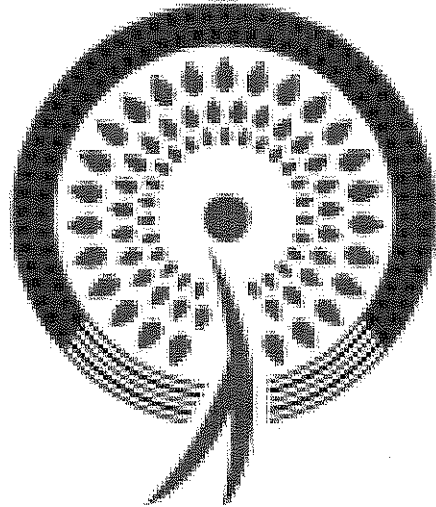


# Michif Child & Family Services



## 1st Annual General Meeting

September 22, 2012

Clarion Hotel

Winnipeg, Manitoba

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## **Michif Child and Family Services Annual Report 2011-2012**

### **Vision Statement:**

The Metis and Inuit Family and Community are the cornerstone of a strong nation and are built upon love, respect, honour, strength and heritage.

### **Mission Statement:**

Metis and Inuit Families and Communities have the right and responsibility to care for children. Michif Child and Family Services will work to strengthen the capacity of families to care for children through culturally relevant community based programs. We believe in the inherent strength of our families and in the need to build on the capacity of our community to care for and nurture Metis and Inuit children.

### **Guiding Principles:**

=Metis and Inuit families and communities are the cornerstone of the Metis nation and Inuit homelands and the service delivery system must reflect that vision.

=Responsibility for decision making regarding Metis and Inuit children and families lies with the family, extended family and community wherever possible.

=The organizational structure promotes and supports community governance at all levels.

=The service delivery system will encompass both formal and informal elements.

=The service delivery system must be operated in an efficient and effective manner.

=The service delivery system will be outcome based and will reflect the core guiding principles of the Michif Child and Family Services Agency.

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**MESSAGE FROM THE PRESIDENT:**

On behalf of your Metis government, I am very pleased to welcome all of the very dedicated board members, staff and invited guests and I am also very proud to send greetings for the first time and acknowledge our Metis government's newly formed Michif Child and Family Services Agency. These new services that we provide, in partnership with the province, will better assist Metis citizens in the North and ensure more immediate accessibility to programs of support.

This new milestone in the incredible success story that Metis Child and Family Services has become is yet another model of excellence that will deepen the connection to our communities, families and **citizens.**

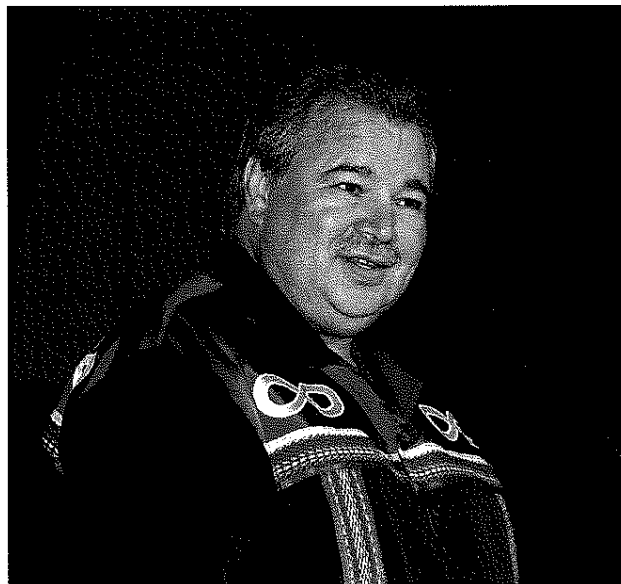
Our unique philosophy of family care has enabled us to build strong partnerships throughout the communities and in just a few short years has elevated our Metis Child and Family Services to become recognized as the Agency of choice for those families in need.

Once again, I congratulate you on behalf of all Metis citizens of Manitoba in your mission to heal our families, honour our ancestors and help to build a strong foundation for our Metis nation.

Believe in yourself, believe in Metis!

Meeqwetch

David Chartrand  
President, Manitoba Metis Federation



**Message from the Minister:**

On behalf of the President and Provincial Board of Directors for the Metis Government, I am proud to recognize the hard work and dedication of the Michif Child and Family Services Agency throughout their inaugural year.

The creation of the Michif CFS Agency is the result of a shared vision for a renewed commitment to Metis and Inuit families in northern Manitoba. I would like to acknowledge the Elders, board members, staff, and volunteers who were committed to realizing this vision and thank them for their outstanding **service.**

I would also like to recognize the Michif CFS Agency Executive Director, Josie Mcivor, for her leadership this year. The stability that you bring to this agency is a key element to realizing the Metis vision of strong, healthy communities across Manitoba. In addition, I would like to recognize the former Michif CFS Agency Executive Director, Heather Edinborough, for her role in launching the agency and we wish her the best in retirement. Thank you for taking the first steps of this journey with us.

It is true that the challenges our families face are great, and we must continue to support them in ways that respect the family, the community, and our culture. These beliefs are at the core of the Metis and Inuit child and family services system, and it's what our services are renowned for.

Congratulations to the entire Michif CFS Agency team on a successful first year of operation. We will continue to advocate on behalf of all our child and family services agencies, and together we will build upon the strengths that have embodied the Metis Nation and Inuit Nunangat (Homeland) for years to **come.**

Judy Mayer  
Minister of Metis Child and Family



## **Message from the Chairperson of the Board of Directors**

Hello and greetings from the new Michif Child and Family Services Agency Board of Directors. My name is Donna Sanoffsky and I am the chairperson of the newly appointed board. The creation of the Michif CFS Agency is the start of many new and exciting things happening for families in the northern regions of Manitoba, and I believe we have gotten off to a great start. Our new office is very warm and relaxing in The Pas region, and we have satellite offices located in key communities throughout the rest of our service area. We, as a board, are excited to be working with the new Executive Director, Josie Mcivor, and are thrilled to be a part of making the Michif CFS Agency a great success.

### **Michif Child and Family Services Board of Directors:**

Chair: Donna Sanoffsky

Vice Chair: Mildred Dorion

Secretary: Celesta Church

Treasurer: Chrissy McNichol

Member: Ethel McKay

Member: Linda Barker

Ex-officio: Don Samatte

Ex-officio: Jessica Lacasse

## **Message from the Executive Director-Josie Mcivor:**

'New' seems to be the theme throughout the entire organization. Michif Child and Family Services were newly established, received its mandate and became operational in October, 2011. I was hired in May, 2012 as the incoming Executive Director and I am pleased to be serving the North. We have also had to hire new Executive Management and brought on board a lot more staff during this last year due to the growing number of families we serve.

Michif Child and Family Services have offices in Thompson, Swan River and Dauphin. The head office is located in The Pas. We also provide services to the surrounding areas. The purpose of this northern based Agency is to provide services specifically to Metis and Inuit children, youth and families. It was recognized that our needs were slightly different and unique in the North and addressing these issues has been the focus for the Agency.

At this time, I would like to acknowledge and thank those who have been instrumental in establishing Michif Child and Family Services as a separate Agency.

Metis Child and Family Services Authority: Bernice Cyr, Chief Executive Officer and her team of experts and practice leaders who all provided the oversight, guidance and support.

Metis Child, Family and Community Services: Josie Hill, Executive Director, Executive Management & Staff. All of whom were very supportive, extremely helpful and patient as the Agency began the separation process and all of whom continue to be patient as we find our way through this process.

Michif Child and Family Services: former Executive Director Heather Edinborough who was a guiding light for management and staff in this process. Her unwavering dedication and support to the team was instrumental. She brought along her expertise in the field of child welfare and shared her knowledge and guidance throughout. Not to mention her eternal optimism in spite of numerous growing pains and setbacks the Agency experienced as they began to form their identity and make a mark in this field. We would like to formally thank Heather for everything she has done for this Agency and wish her well in her retirement. In addition, we would also like to thank the past and present Executive Team members and staff who were also there in the beginning, to assist in the development of this Agency.

Finally, we would like to thank the Boards who govern us in all three organizations, including the Metis Government-Manitoba Metis Federation because without their support and advocacy, we would not be where we are today.

Welcome to Michif Child and Family Services:

Head Office

456 Fischer Ave.  
P.O Box 1288  
The Pas, Manitoba  
R9A 1L2  
204-627-2060  
Toll Free: 1-855-627-2060

Sub-Offices:

309-83 Churchill Drive  
Thompson, Manitoba  
R8N 0L6  
204-677-0120

505 Main Street South  
Dauphin, Manitoba  
R7N 1L3  
1-866-834-4242  
204-638-7896

605 Main Street  
Swan River, Manitoba  
R0L 1Z0  
204-734-3974

Shelters:

Sunrise House  
Swan River, Manitoba

Four Winds  
Dauphin, Manitoba

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## **Building Michif Quality Care:**

### Community based care:

With our Vision, Mission and Guiding Principles as our foundation for service delivery, Michif Child and Family Services believes children are best protected by building on the strengths within our families and communities, and by supporting families and extended families within their communities.

Michif Child and Family Services have faced many challenges over our first year and has experienced many successes as well. We experienced significant growth in staff and service delivery and look forward to continued growth.

Michif CFS recognizes that each region within our Agency is unique and has endeavored to build our services to be reflective of the communities we serve.

The Parkland Region is the largest services provision area within MCFS. The Parkland Region provides ongoing family services and acts as the Designated Intake Agency (DIA) for the region, providing intake and after hours services. MCFS have offices in both Dauphin and Swan River to better meet the needs of the families and communities.

The Northern Region has offices in The Pas and Thompson. Each office houses its own unit and has a supervisor on site to allow for services to be offered and developed that meet the needs and challenges of those areas.

Michif Child and Family Services offer services such as family support. Support services may be provided to families to strengthen family functioning and prevent possible disruption. The program is designed to focus on the unique strengths and needs of each family, and supports the family by building on their strengths to address their needs and challenges to provide a safe environment for the children to **remain in, or be returned to.**

Being a new agency, MCFS has been given the opportunity to create and build our resources and alternative care program from the ground up. In our first year, we have seen this program grow and expand with much of our focus being on foster home recruitment and training, as well as the development of our Kinship Care Program throughout the Agency.

### Differential Response:

Differential Response/Family Enhancement (DR/FE) means working with families in the early stages of involvement with the Child and Family Services System. Social Workers work closely with the families to involve them in a process that is designed to address the family's needs while keeping the children at home.

The pilot project in relation to our Designated Intake Agency ended in March, 2012. An external evaluation of the DR/FE Pilot Project was undertaken. The overall feedback we have received from the

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families who participated in the project was positive, with most families stating they found the services helpful and would recommend it to others.

The Agency is now expanding the spirit of the program agency-wide by building on our prevention services offered to families through Family Enhancement. We are implementing the Signs of Safety Practice Model throughout the Agency at all levels of service and continue to use the Structured Decision Making assessment tools to help guide staff in decision making. The staff worked very hard this past year to continue to build on their skills in an effort to provide the best services to families possible and we applaud their efforts.

**Designated Intake Agencies:**

Michif Child and Family Services acts as the Designated Intake Agency for the Parkland Region. Our Intake and After Hours workers continue to work hard to provide timely and comprehensive responses to requests for service, despite the recurring challenges of work volumes and a large geographic area.

Our Intake workers have embraced the Structured Decision Making assessment tools and are also implementing Signs of Safety into their practice. For families who choose the Metis Authority, this will mean they will receive a more consistent and collaborative service right from the first contact.

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<b>Michif Agency</b>					
<b>October 3,2011</b>	Dauphin	Swan River	The Pas	Thompson	<b>Total Michif</b>
Child in Care	58	36	29	31	<b>154</b>
Protection	51	48	19	27	<b>145</b>
Voluntary Family Services	18	11	2	7	<b>38</b>
Family Enhancement	28	0	0	0	<b>28</b>
<b>Total</b>	<b>155</b>	<b>95</b>	<b>50</b>	<b>65</b>	<b>365</b>

<b>Michif Agency</b>					
<b>November 28,2011</b>	Dauphin	Swan River	The Pas	Thompson	<b>Total Michif</b>
Child in Care	57	38	29	30	<b>154</b>
Protection	51	53	19	27	<b>150</b>
Voluntary Family Services	18	12	3	7	<b>40</b>
Family Enhancement	18	0	0	0	<b>18</b>
<b>Total</b>	<b>144</b>	<b>103</b>	<b>51</b>	<b>64</b>	<b>362</b>

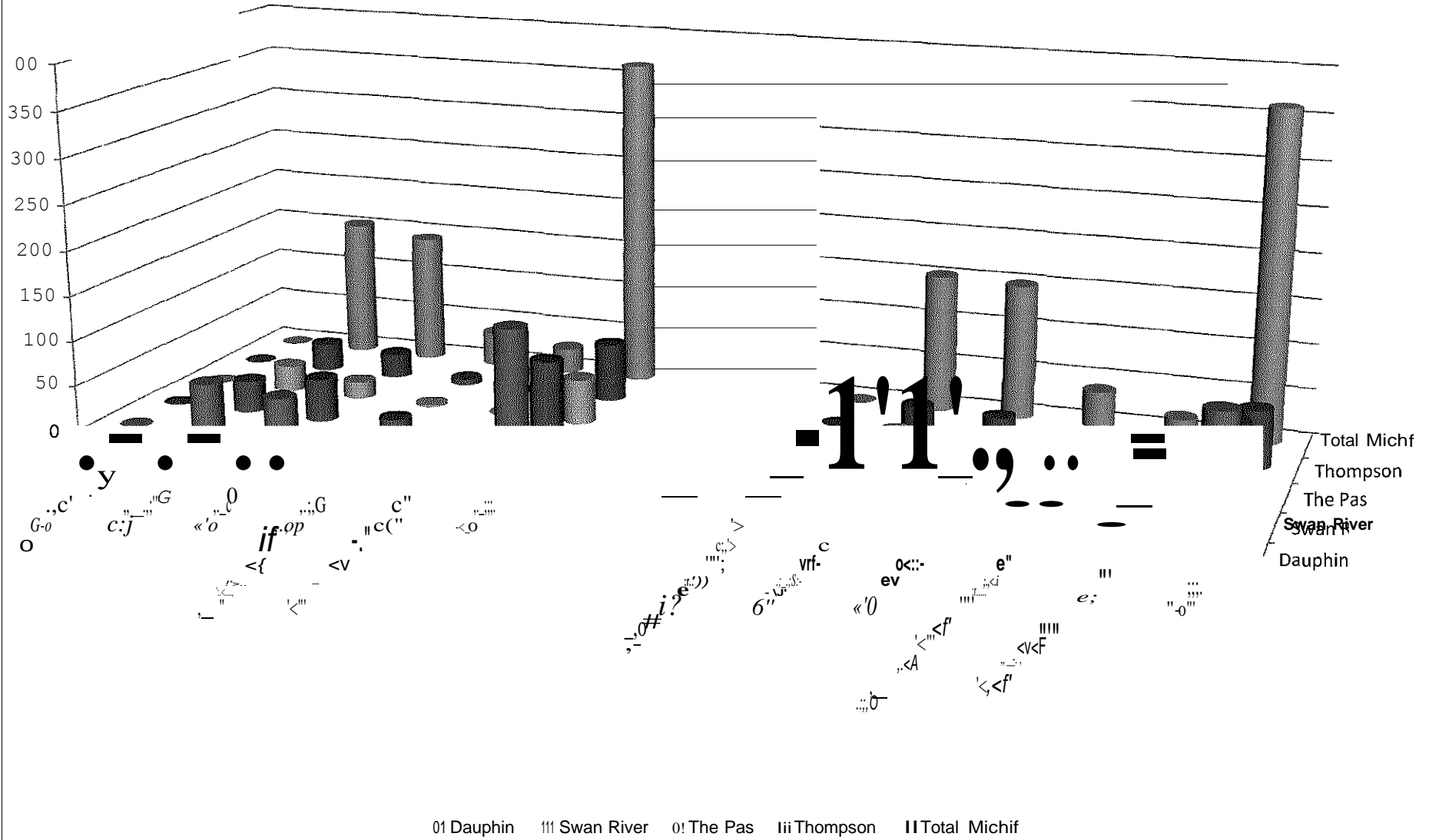
<b>Michif Agency</b>						
<b>Dec 15,2011</b>	Dauphin	Dauphin DIA	Swan River	The Pas	Thompson	<b>Total Michif</b>
Child in Care	57	1	44	29	30	<b>161</b>
Protection	54	5	56	23	21	<b>159</b>
Voluntary Family Services	16	0	14	3	6	<b>39</b>
Family Enhancement	18	0	0	0	0	<b>18</b>
<b>Total</b>	<b>145</b>	<b>6</b>	<b>114</b>	<b>55</b>	<b>57</b>	<b>377</b>

<b>Michif Agency</b>						
<b>Jan 18,2012</b>	Dauphin	Dauphin DIA	Swan River	The Pas	Thompson	<b>Total Michif</b>
Child in Care	57	1	44	29	30	<b>161</b>
Protection	54	5	56	23	21	<b>159</b>
Voluntary Family Services	16	0	14	3	6	<b>39</b>
Family Enhancement	18	0	0	0	0	<b>18</b>
<b>Total</b>	<b>145</b>	<b>6</b>	<b>114</b>	<b>55</b>	<b>57</b>	<b>377</b>

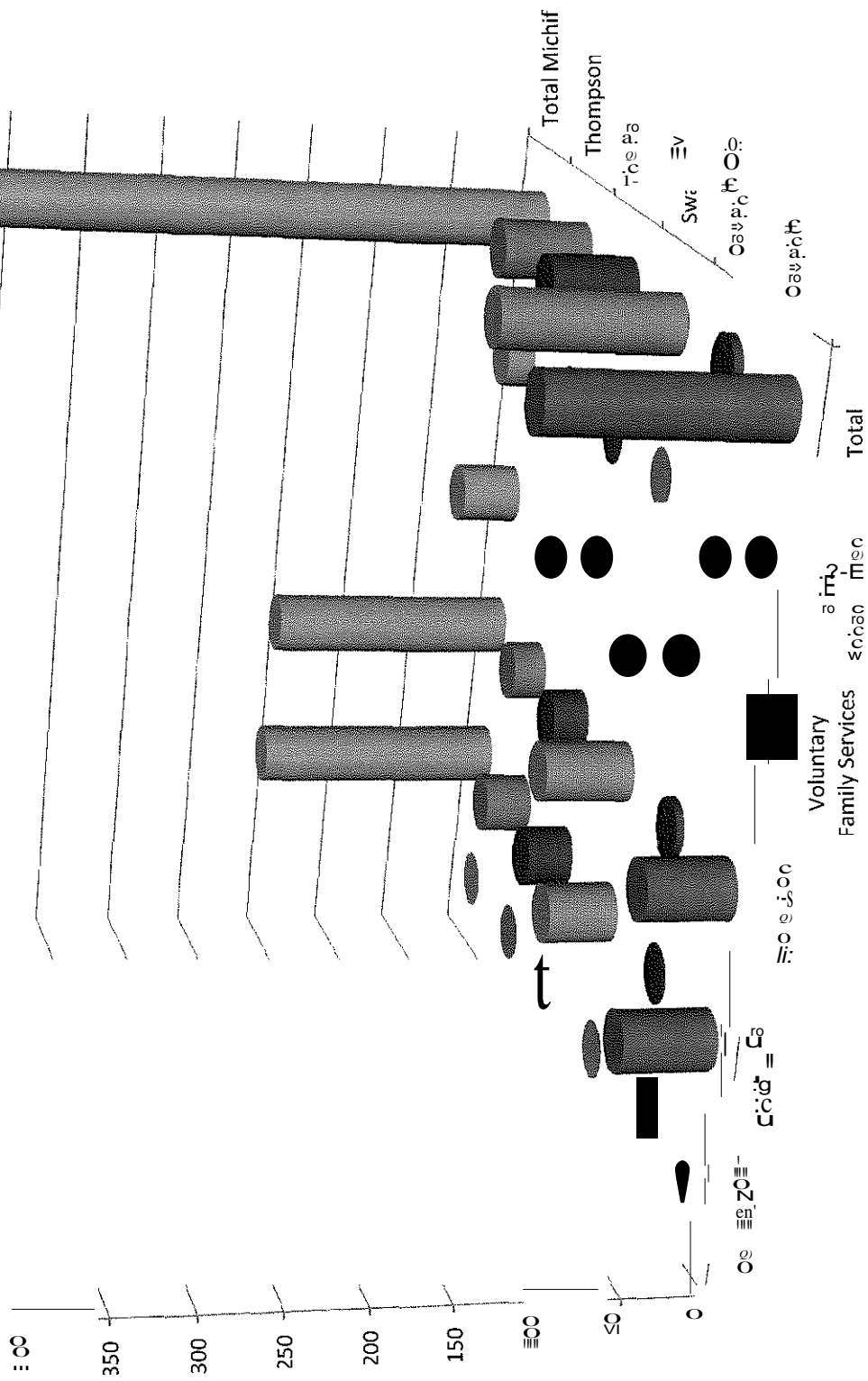
<b>Michif Agency</b>						
<b>Feb 17,2012</b>	Dauphin	Dauphin DIA	Swan River	The Pas	Thompson	<b>Total Michif</b>
Child in Care	61	5	47	28	38	<b>179</b>
Protection	61	10	57	20	26	<b>174</b>
Voluntary Family Services	16	0	11	2	4	<b>33</b>
Family Enhancement	21	0	0	0	0	<b>21</b>
<b>Total</b>	<b>159</b>	<b>15</b>	<b>115</b>	<b>50</b>	<b>68</b>	<b>407</b>

<b>Michif Agency</b>						
<b>Mar 16,2012</b>	Dauphin	Dauphin DIA	Swan River	The Pas	Thompson	<b>Total Michif</b>
Child in Care	66	3	43	23	35	<b>170</b>
Protection	63	5	55	20	22	<b>165</b>
Voluntary Family Services	18	0	12	1	3	<b>34</b>
Family Enhancement	18	0	0	0	0	<b>18</b>
<b>Total</b>	<b>165</b>	<b>8</b>	<b>110</b>	<b>44</b>	<b>60</b>	<b>387</b>

# Case Types Oct 3 - Nov 28 2011

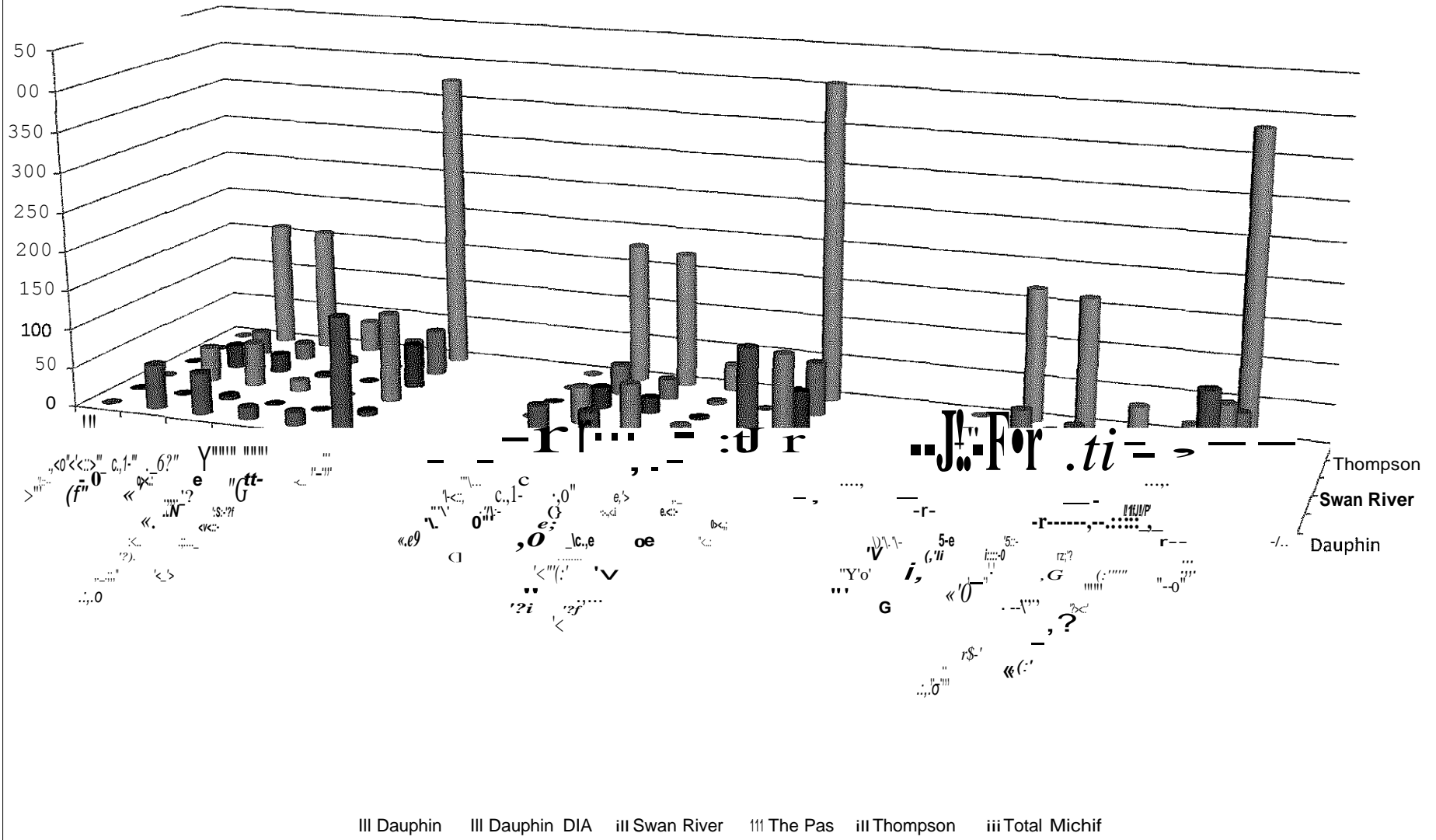


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- ▧ Diagonal Lines
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# Case Types Jan 18 - March 16, 2012



Ages	WorkGroup					Total
	Michif-Dauphin	Michif-Dauphin DIA	Michif- Swan River	Michif-The Pas	Michif-Thompson	
Age 0	3	0	5	0	2	10
1	3	0	4	0	2	9
2	3	1	2	1	2	9
3	5	0	1	1	3	10
4	0	1	1	2	2	6
5	3	0	5	0	4	12
6	4	0	2	0	2	8
7	5	0	4	1	1	11
8	2	0	2	1	1	6
9	3	0	0	1	1	5
10	2	0	2	0	3	7
11	6	0	0	1	2	9
12	3	0	1	1	1	6
13	5	0	1	4	1	11
14	4	1	4	1	2	12
15	7	0	4	5	3	19
16	5	0	2	1	3	11
17	2	0	2	2	0	6
18	1	0	1	1	0	3
Total	66	3	43	23	35	170

Legal \*WorkGroup Crosstabulation

Count		WorkGroup					Total
Legal Status		Michif-Dauphin	Michif-Dauphin DIA	Michif- Swan River	Michif-The Pas	Michif-Thompson	
Legal Not Listed		0	0	0	0	1	1
PET		9	0	7	0	4	20
PW		31	0	6	18	18	73
TP		1	0	1	1	0	3
TW		9	0	12	1	5	27
UA		7	3	7	2	7	26
VPA		9	0	10	1	0	20
Total		66	3	43	23	35	170

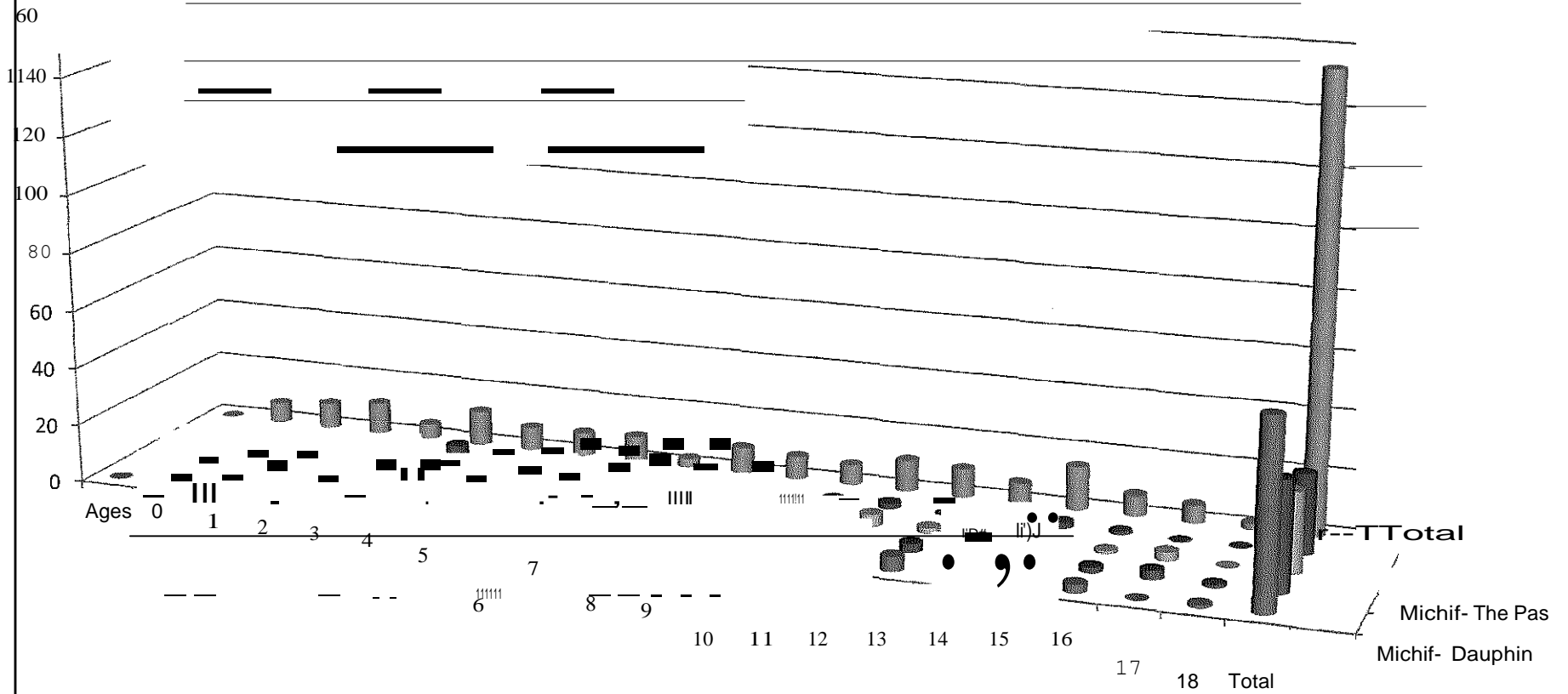
Placement\* WorkGroup Crosstabulation

Count

Placement Types		WorkGroup					Total
		Michif-Dauphin	Michif-Dauphin DIA	Michif- Swan River	Michif-The Pas	Michif-Thompson	
Placement	Not Listed	0	0	0	1	0	1
	FH	40	0	19	11	13	83
	FH-Sp	1	0	1	0	5	7
	IL NK	2	0	0	0	0	2
	OHR	1	3	1	0	1	6
	POS	7	0	6	1	7	21
	RES	12	0	14	8	8	42
<b>Total</b>		3	0	2	2	1	8
		66	3	43	23	35	170

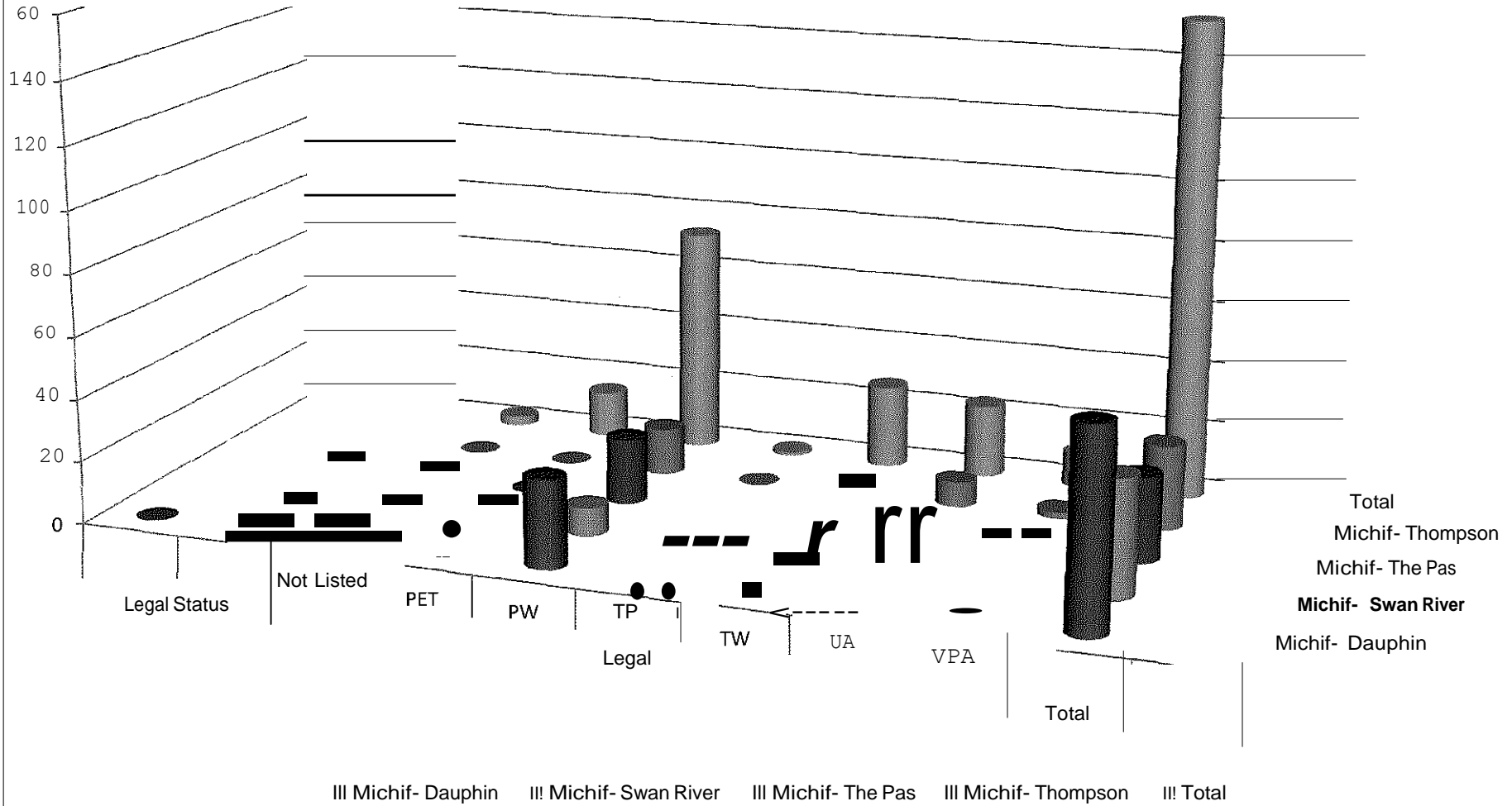


# Oct 4, 2011 CIC Ages Information

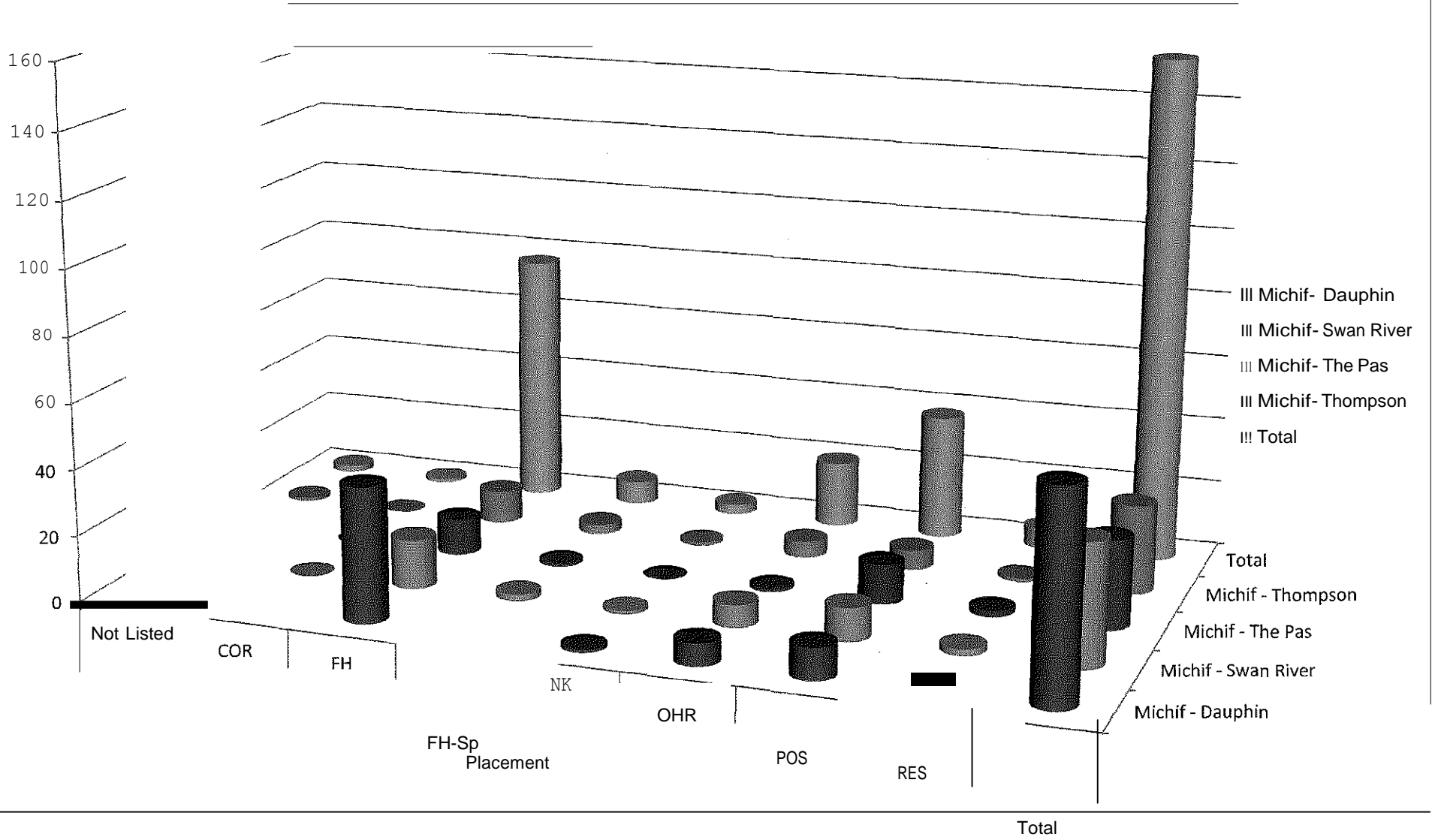


--- Michif- Dauphin    ||| Michif- Swan River    . Michif- The Pas    || Michif- Thompson    Total

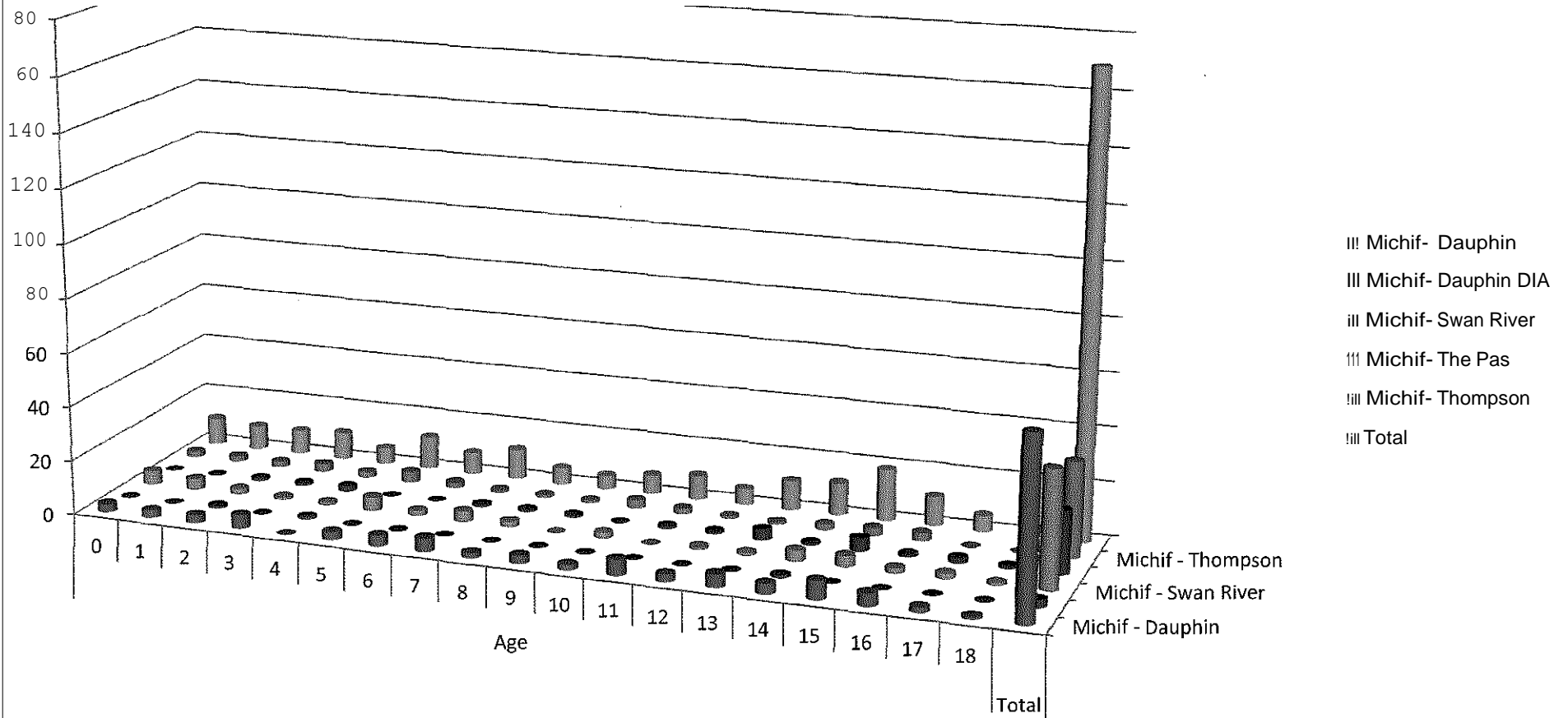
# Oct 4 CIC Information- Legal Status



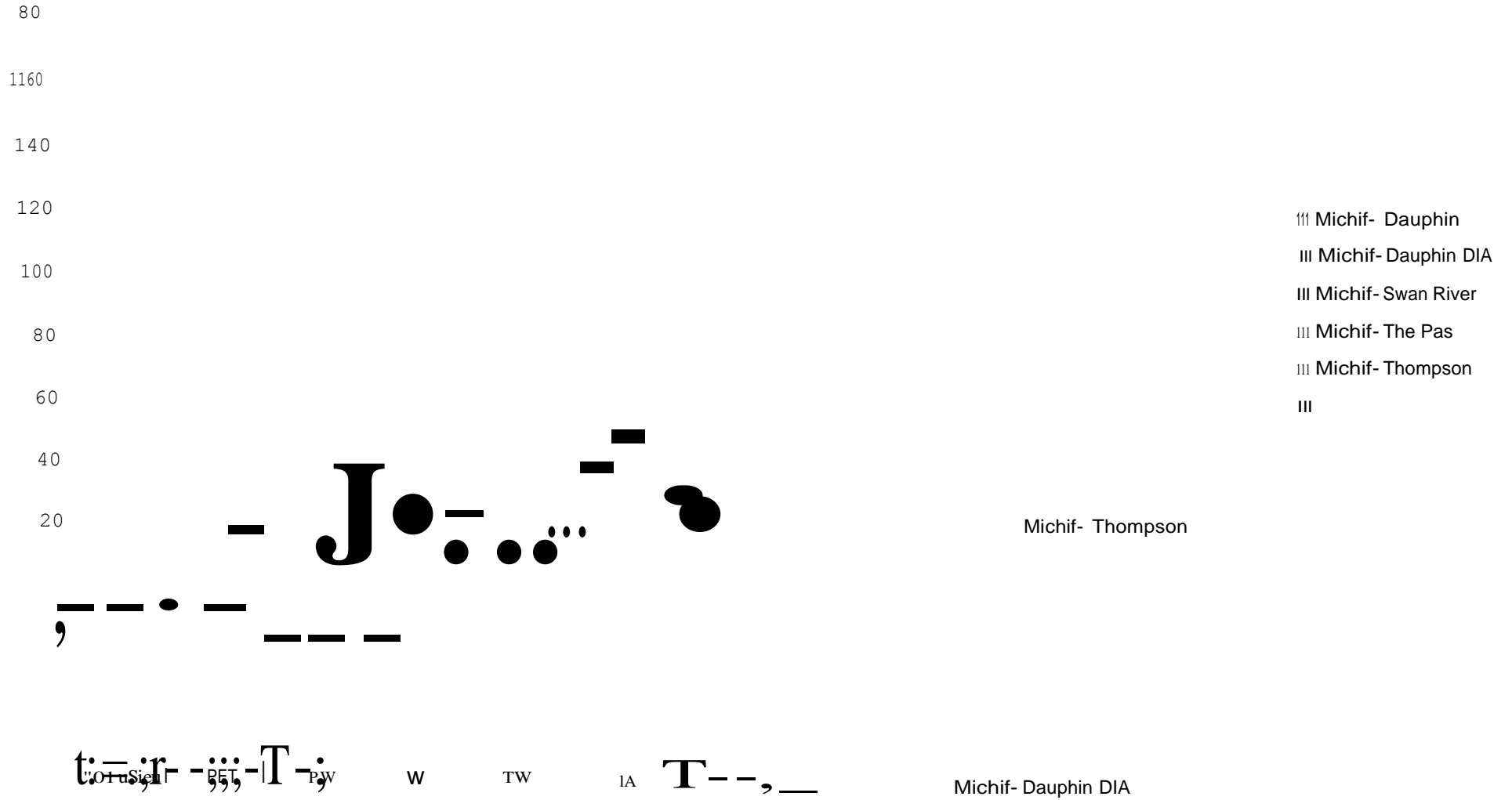
# Oct 4 CIC Information- Placement



# March 31 CIC Information- Ages

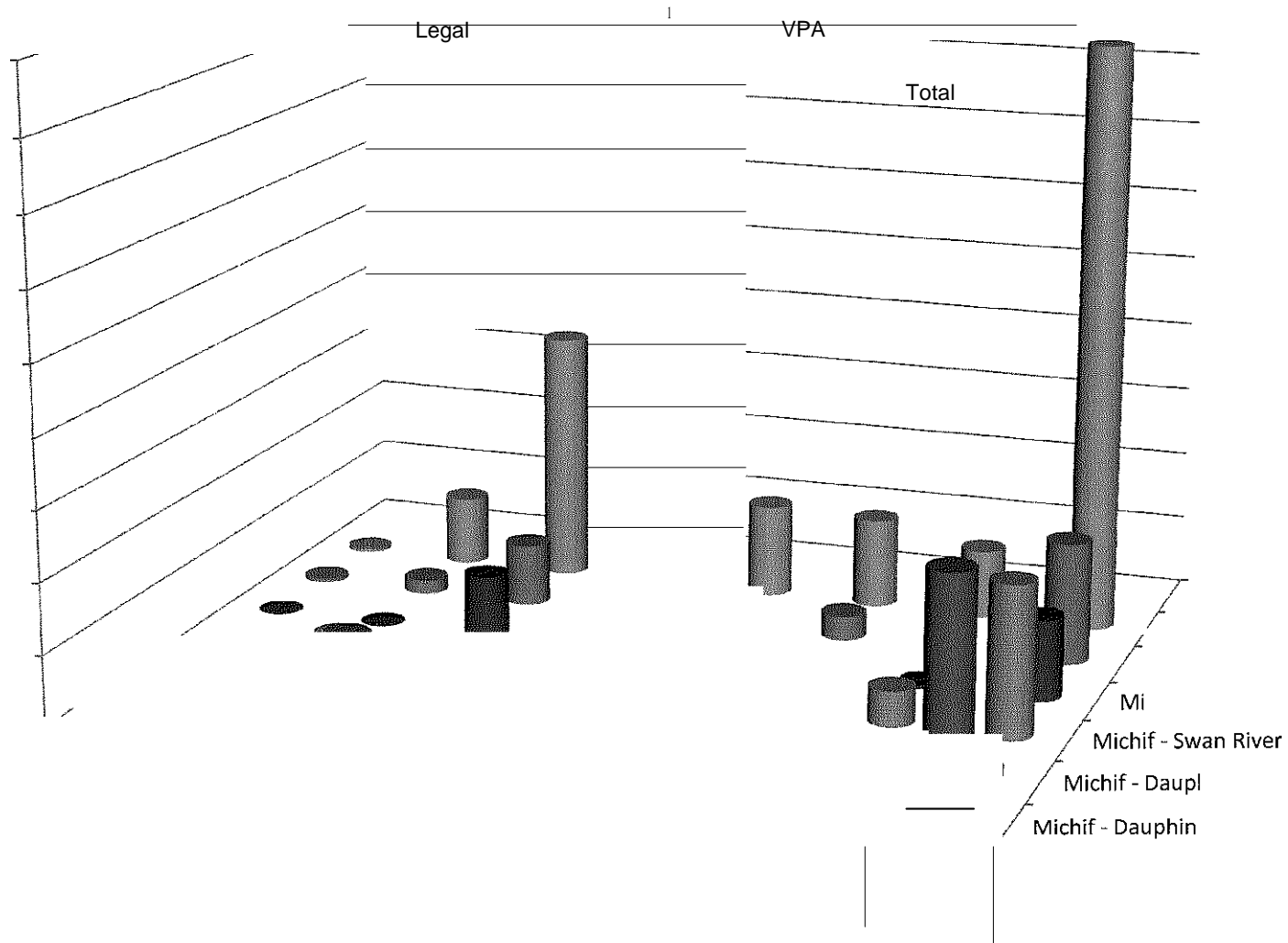


# March 31 CIC Info - Legal Status

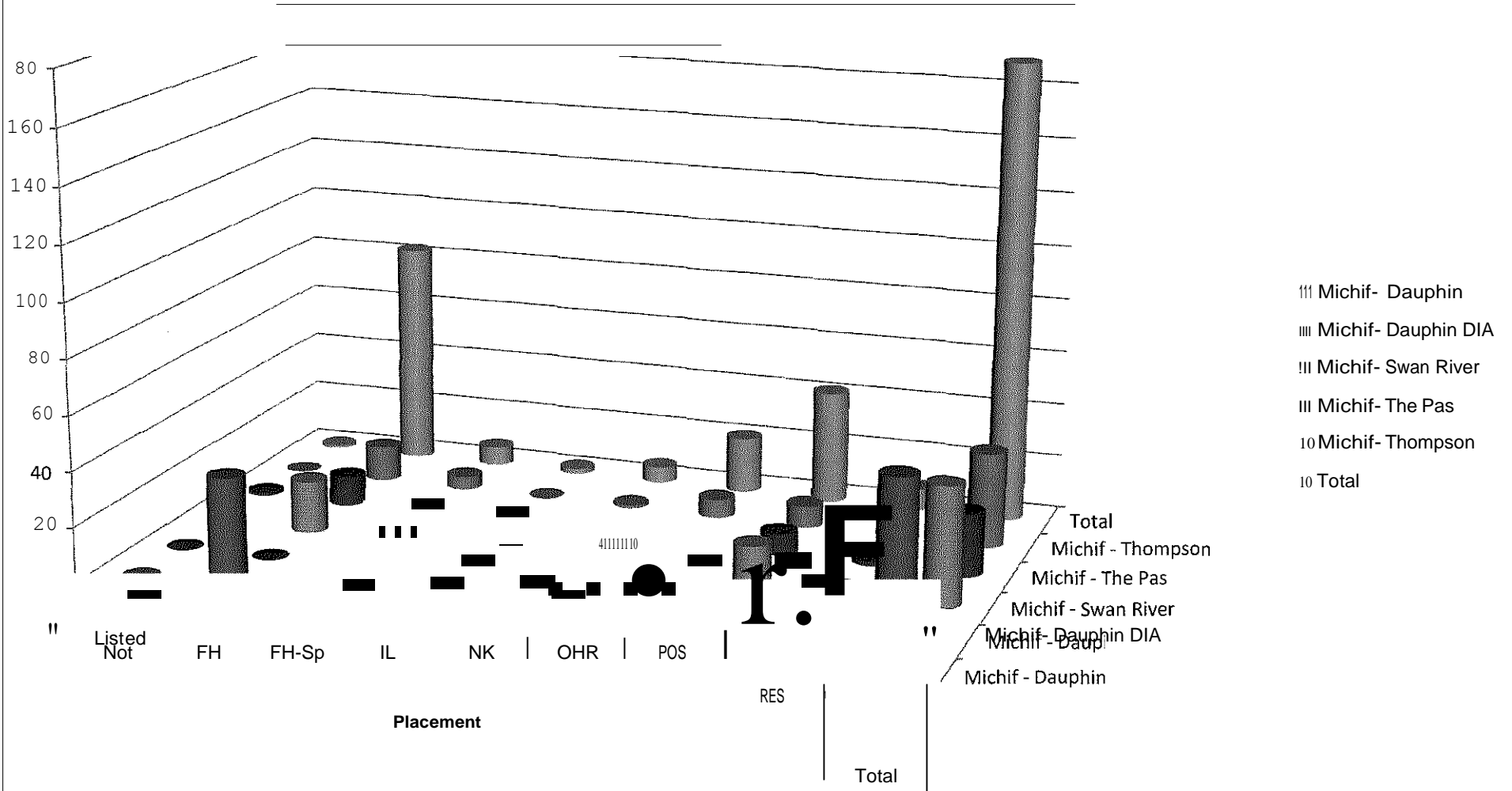


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Michif- The Pas



# March 31CIC Information - Placement Types



## **looking Ahead:**

Priorities for the coming year:

We will be working with a change management firm to improve upon the organization. One priority is in relation to recruiting and retaining staff. Second, is to improve existing resources, which includes focusing on recruitment, development and licensing regular foster homes and finally, another priority will be continuing to improve our service delivery by working on implementation of the Signs of Safety Model.

Michif CFS continues to be committed to serving Metis and Inuit families in the North and we will strive to improve upon existing services.

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# Michif Child and family Services

## Grand Opening



May 3, 2012  
The Pas, Manitoba

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