

Métis Addictions
Council of
Saskatchewan Inc.

Annual Report

2013-2014

Focus and Commitment

Métis Addictions Council of Saskatchewan Inc.
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2013-2014 Annual Report
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July 2014



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Highlights of the Year

These are complex times in the field of substance addictions. 2013-2014 required that the Métis Addictions Council of Saskatchewan Inc. team maintain focus on our vision, mission and guiding values. Here are a few highlights of the year that illustrate our ability to maintain focus and accomplish the tasks at hand:

Bridging gaps...

The Regina Centre, in partnership with Regina Qu'Appelle Health Region, continued to foster a successful model of transitional services. We are determined to bridge the gaps faced by those with addictions.

Creating partnerships...

Prince Albert Centre focused on strengthened partnerships and innovative approaches to meet client needs. We will continue to work with others for the betterment of clients.

Evaluating service...

The Saskatoon Centre offers a unique harm reduction model of service through Tools of Discovery Day Program. We will continue to assess, evaluate and improve services.

Heartwarming moments...

Over the Holiday Season all three MACSI Centres remained open and provided excellent care, gifts, celebrations, singing and special times for clients. This heartwarming holiday experience instilled hope for MACSI employees and clients alike. This is the heart of the matter.

Linking policy and practice...

Through enhanced policy development and policy training MACSI set out clearer expectations and guidelines. MACSI is committed to provide consistent policy to guide employees in daily practice.

Showing accountability...

Financial statements and work plans for all departments are made public and available on the MACSI website. We pledge to be accountable in all we do.

Serving our province...

Agency evidence validates the diverse and complex lived experiences of MACSI clients from all regions of the province. MACSI aims to rise to the challenge of meeting the diverse needs of Saskatchewan citizens.

Embracing culture...

MACSI strives to enhance cultural programming through Elder support, cultural teachings, attendance at community cultural events and participating in cultural recreation and leisure pursuits.

Executive Director's Message

Over the past year it has been an honour to guide the MACSI team in our quest to imagine a world for all people free of the harmful effects of addictions. There were days when I was overcome by the enormity and ambitious nature of our vision. Fortunately, during times of feeling overwhelmed, I needed only to look beyond myself. When I looked to others I was able to gain a renewed sense of commitment and ability to focus on what is important. The individuals we serve at our three MACSI treatment centres offer the greatest point of focus. They are our purpose, our reason for being. Although they are tested daily with a complex array of challenges related to substance addictions they do not give up hope and offer a good example of commitment and focus. During the past months, one of the greatest challenges I, and other members of the MACSI team, have had to face is the challenge of maintaining focus and staying true to our organizational vision, mission and guiding values.

Each day the commitment and hard work of those around me pushes me to foster excellence, accountability and persist in asking questions and seeking answers. MACSI is currently in the second year of a three year strategic plan. During our annual gathering to review and assess the strategic plan, it occurred to me that as a whole we seemed to be experiencing a renewed sense of focus and commitment. Team members expressed a willingness to move beyond planning, to take action and work for change.

Certainly in 2013-2014 advances were made, actions taken and change was mobilized. For example, this past year saw continued

commitment from our Board of Directors. The development and regular reporting on work plans maintained focus on stated goals. Continued commitment to strong leadership practices through regular meetings encouraged teamwork and improved communication between and among team members supported quality service delivery.

This annual report captures highlights, successes and challenges of the past fiscal year. As I reflect on the year, I want to express gratitude to the Government of Saskatchewan Ministry of Health for the ongoing financial assistance that allows MACSI to be a key partner in the field of substance addictions treatment in Saskatchewan. Finally, I want to thank the MACSI team for all you do and for your focused commitment to serve the people of our province.

With regards,

Shauna Lafontaine

Shauna Lafontaine

"When I looked to others I was able to gain a sense of hope and the ability to focus on what is important."

Board of Directors

As a charitable not for profit agency, Métis Addictions Council of Saskatchewan Inc. (MACSI) is led and governed by a volunteer Board of Directors. The Board of Directors, guided by a set of governance bylaws, policies and protocols, assumes responsibilities for oversight in the development and application of MACSI's vision, mission, values and policy. The Métis Nation-Saskatchewan (MN-S) appointed Chair and other board members represent varying perspectives and regions. Throughout the year the Board of Directors gathers for regular meetings. Board Members use their unique set of skills and knowledge to direct the path of substance addictions services in our province. The leadership of the Board of Directors is invaluable and contributes to the successful functioning of MACSI.

Role Member Name

Chair	Marlene Hansen
Vice Chair	Jackie Kennedy
Treasurer	Lawren Trotchie
Secretary	Patricia Tait
Director	Lloyd Shoenthal

"Board Members use their unique set of skills and knowledge to direct the path of substance addictions services in our province."



Leadership Team

MACSI's Leadership Team is comprised of an Executive Director along with Directors Finance and Administration, Programming, Human Resources, Community Relations and Outreach and Regional Directors at each of our three treatment centres. The leadership team provides guidance to a full complement of office staff, addictions counsellors, addictions workers and support staff.

"The entire team works together to ensure that each facility runs smoothly and client needs are addressed."

Current Leadership Team

Shauna Lafontaine, Executive Director

Adon Hoffman, Director of Finance and Administration

John Welden, Director of Human Resources

Beverly Palibroda, Director of Community Relations and Outreach

Curtis Brad, Director of Programming

Lana Blondeau, Regional Director, Regina Centre

Karen Menard, Regional Director, Prince Albert Centre

Lorena Bear, Assistant Regional Director, Prince Albert Centre

Cindy Fiddler, Assistant Regional Director, Saskatoon Centre

About MACSI

Métis Addictions Council of Saskatchewan Inc. (MACSI) is a provincial community based addictions agency. We have three treatment centres across the province, one in each Saskatoon, Regina and Prince Albert. For over four decades MACSI has supported Saskatchewan citizens on the road to recovery.



Strategic Directions

1. Enhance Organizational Accountability
2. Establish Community Outreach
3. Develop Dynamic Funding Strategy
4. Honour our Metis Culture

Vision

MACSI values our Métis heritage, embraces our future and envisions a world for all people free of the harmful effects of addictions.

Mission

To empower individuals to make healthy choices in our communities through a continuum of addictions services including education, treatment and after care to restore a balanced harmonious, productive lifestyle.

Values

Client-Centred Practice -We put the client at the centre of what we do.

Family Sensitive -We recognize the needs of families and the critical role supporting people with mental health and addictions problems.

Holistic View of Health -We believe in understanding and helping the whole person in ways that are holistic and focused on recovery.

Respect-We believe that treating people with respect is a key guiding principle for any effective and healthy organization.

Continuous Learning-We foster creativity, discovery, learning and sharing of ideas.

Partnership-We build respectful, collaborative and effective partnerships.

Evaluation and Accountability-We will improve, monitor and evaluate services. We will be accountable to our stakeholders.



Community Partners

The problems associated with substance addictions are far too complex and vast to be faced alone. We value the community connections and partnerships that help us reach our vision and mission.

Métis Nation–Saskatchewan (MN-S)

represents the province's Métis citizens and affiliated agencies. The MN-S Legislative Assembly has the authority to enact legislation and resolutions regarding the affairs and conduct of the Nation.

MACSI is a proud affiliate of the MN-S and values this connection with the Métis people of our province.



Government of Saskatchewan Ministry of Health provides annual funding that allows MACSI to deliver a continuum of addictions services. With three locations and a unique model of service delivery MACSI fulfills our

Saskatchewan

Healthy people
A healthy province

provincial mandate and offers addictions services throughout all regions in our province.

MACSI has established a number of other important connections in rural areas, towns and cities across the province. We have especially strong ties in the cities where we have treatment centres: Prince Albert, Regina and Saskatoon. Whether it is the

inpatient, outpatient, field services, stabilization, family or day program, each service offered is improved by the contributions of other community organizations. For instance, an important partnership has been developed with the Regina Qu'Appelle Health Region Transitional Outreach Team, we have established a working protocol with Prince Albert Parkland Health Region to ensure client needs are met, and strong relationships with agencies serving youth in Saskatoon.

This past fiscal year MACSI worked closely with the Mental Health and Addictions Action Plan (MHAAP) Commissioner and her team. MACSI core office and each treatment centre participated in the MHAAP activities.

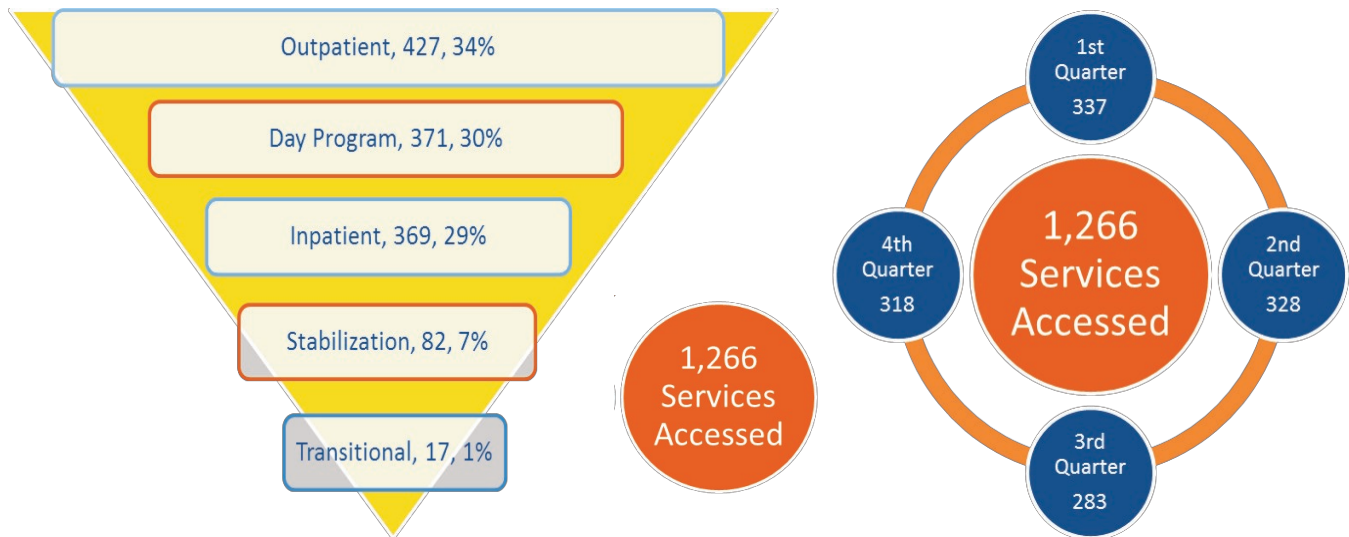


www.health.gov.sk.ca/powerful-voice

“We were proud to lend our voice to the process and raise concerns related to issues of mental health and addictions in Aboriginal populations.”

Services Delivered

During the 2013-2014 fiscal year **1,266** services were accessed through a continuum of MACSI programs.



MACSI outpatient services represents the highest proportion, **34%**, of services accessed; this trend is in keeping with National findings that non-residential treatment is the most common type of service accessed (National Treatment Indicators, p 15).

Similarly, **30%** of services accessed are through the flexible, drop in Day Program offered at MACSI Saskatoon Centre. Clearly, many Saskatchewan citizens find a good fit in the less intensive approach to seeking information, support and treatment services.

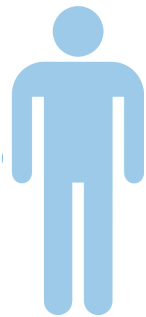
29% of services accessed were through MACSI's Inpatient program. The more demanding model of inpatient treatment remains a significant service for individuals with more complex treatment needs, long term, chronic addictions or those from rural, remote and isolated communities.

While Stabilization in Prince Albert and Transitional Services in Regina are smaller departments, these two services meet a range of unique client needs and in fact help clients to fully access other services. MACSI will continue to enhance these services in the coming year.

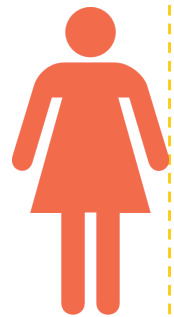
Who we Serve

MACSI welcomes Aboriginal and Non Aboriginal people seeking treatment for substance addictions. Of services accessed,

25% Non Aboriginal
75% Aboriginal (13% of those Métis)



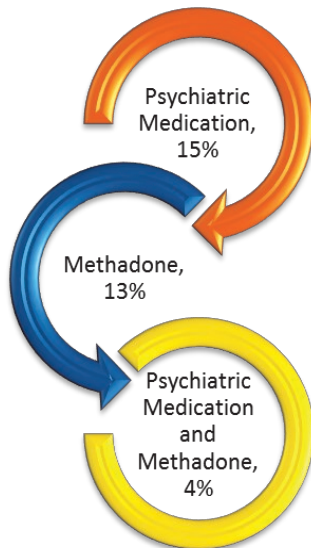
58%



42%

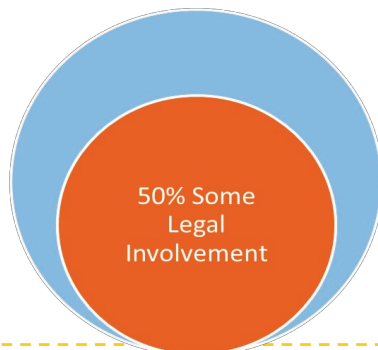
In keeping with National trends, MACSI tends to serve a greater percentage of males than females, however MACSI does serve a greater percentage of females than other treatment service providers. Of note, over the past year we served 41 females with a confirmed or possible pregnancy.

MACSI sees high rates of prescribed methadone, prescribed psychiatric medication or both. This is evidence of the complex needs, vulnerability and marginalization of MACSI clientele.



Data related to legal involvement speaks to the complexity of lives and the harms associated with problematic alcohol or drug use.

Approximately 50% of the individuals who access MACSI services have some type of current legal involvement.



Alcohol continues to be the most cited presenting problem. MACSI has seen an increase in clients identifying drugs as problematic. MACSI consistently serves a greater proportion of previous or current injection drug users.

41% of services accessed were accessed by those with current or prior injection drug use. These individuals may have longer term struggles, may have advanced from other methods of ingesting substances to more dangerous practices and may experience risks of overdose and health risks associated with needle use.

Finance and Administration

MACSI is a community-based not for profit agency with a budget of over 3 million dollars. We are proud of a strong partnership with our funder, the Saskatchewan Ministry of Health. We will continue to build on this foundation in order to serve our province well into the future.

To follow are a number of accomplishments in facility administration from the past fiscal year:

Treatment centres have been improved through installation of air conditioning. This was a much needed upgrade.

Advances to computer equipment and software programs have been initiated and are still in process at our centres. Improved computing systems and software is crucial to streamlined service delivery.

The Prince Albert Centre had several problems with appliances that were needed to be improved, but overall the facility has been upgraded to meet daily needs.

Saskatoon Centre has been fully operational with only minor building repairs needed.

Regina Centre received upgrades for computer equipment, beds, bedding and interior painting at the centre.

Delivery of a continuum of substance addictions services is a costly endeavour. A significant portion of the budget is allocated to for food, shelter, recreation, transportation and programming needs for inpatient, outpatient, stabilization, field services, family and day programs.

Program costs, office supplies and transportation were over budget this year, although this can be attributed an increase in employees, additional programming initiatives and an increase in community based recreation and activities.

MACSI works diligently with the Union and the funder to offer fair and competitive wages and benefits for all employees. Clearly, when considering allocation of budget, these costs comprise a major portion but are essential to our organization. The 2013-2014 fiscal year saw several vacancies and replacements in positions, leading to many of the unfilled shifts falling to overtime hours, bringing in new hires which leads to higher orientation costs. This resulted in overall over-budget factor in wages. The positions included Regional Director, Assistant Regional Director and Field Educator and several counsellors and addiction workers across the province. However, even with personnel changes, MACSI continued to offer our full slate of services and meet all reporting requirements. The Director of Human Resources and Director of Finance and Administration have been working together to identify trends in employee wage and training costs. The Directors are evaluating scheduling and recruitment processes for the organization alongside our Executive Director.

Audited financial statements accompany this report as evidence of MACSI's sound financial practices, implementation of uniform financial policies and balanced budget.

Finance and Administration

Management's Responsibility

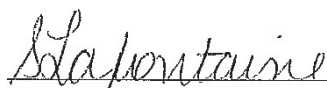
To the Members of Metis Addictions Council of Saskatchewan Inc.:

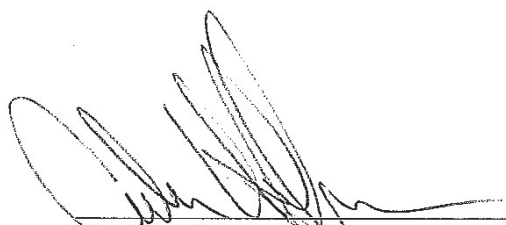
Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibility for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and proper records are maintained to provide reliable information for the preparation of financial statements.

The Board of Directors (the "Board") is comprised entirely of Directors who are neither management nor employees of the Organization. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities. The Board fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Board is also responsible for recommending the appointment of the Organization's external auditors.

External auditors are appointed by the Board to audit the financial statements and report directly to the members; their report follows. The external auditors have full and free access to, and are available to meet periodically with, both management and the Board of Directors to discuss their audit findings.


Management


Management

Finance and Administration



Independent Auditors' Report

To the Members of Metis Addictions Council of Saskatchewan Inc.:

We have audited the accompanying financial statements of Metis Addictions Council of Saskatchewan Inc., which comprise the statement of financial position as at March 31, 2014, the statements of operations, including supporting schedules, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2014, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Saskatoon, Saskatchewan

June 6, 2014

MNP LLP

Chartered Accountants



Best
Employers
in Canada
by Aon Hewitt

ACCOUNTING › CONSULTING › TAX

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Finance and Administration

Metis Addictions Council of Saskatchewan Inc.

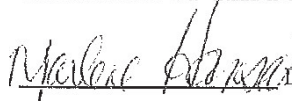
Statement of Financial Position

As at March 31, 2014

	March 31, 2014	March 31, 2013
Assets		
<i>Current</i>		
Cash	78,266	219,072
Accounts receivable	4,292	6,248
Goods and Services Tax receivable	31,990	25,763
Prepaid expenses	17,497	67,784
	132,045	318,867
Capital assets (Note 3)	1,047,305	1,070,054
	1,179,350	1,388,921
Liabilities		
<i>Current</i>		
Accounts payable and accrued charges	231,189	244,096
Accounts payable Ministry of Health (Note 4)	95,753	228,890
Deferred contributions (Note 5)	41,140	38,250
Current portion of long-term debt (Note 6)	-	11,060
Current portion of term loans due on demand (Note 7)	-	9,957
	368,082	532,253
Deferred contributions (Note 5)	626,486	552,232
	994,568	1,084,485
Contingencies (Note 8)		
Lease commitments (Note 9)		
Net Assets		
Invested in capital assets	709,627	711,518
Externally funded	(524,485)	(407,082)
	184,782	304,436
	1,179,350	1,388,921

The accompanying notes are an integral part of these financial statements.

ON BEHALF OF THE BOARD:

 Director

 Director



Programs and Services

The Director of Programming oversees client care and service delivery for all three treatment centres and for all programs and services. What follows is a brief description of MACSI programs and services as well as comments on accomplishments from the past fiscal year.

Inpatient Treatment is a 28-day residential option for adults. Inpatient services provide an abstinence-based healing environment where individuals can focus on recovery from substance addictions. Individuals participate in holistic programming, therapeutic group workshops, one to one counselling, educational sessions, self-help meetings, cultural teachings, recreational programming and more. The supportive and structured environment of inpatient treatment fosters a return to a healthier life. This year over 20 presentations were developed in order to provide visually stimulating, current and consistent messages and teachings over time and location.

Outpatient Services offers a good fit for many people. Outpatient counselling is a helpful approach for those in all stages of recovery as the counsellor can provide addiction screening, assessment, pre-treatment readiness counselling, relapse prevention, after care counselling and community referrals. Outpatient counselling is an effective way for community members to explore how substance addictions may influence their spiritual, mental, emotional and physical well-being. MACSI addressed barriers to service and wait times through improved referral forms and by making the forms accessible on our website. The extensive formatting and revising of MACSI forms and documents reflects the professionalism and quality of our services.

Through Field Services, MACSI offers holistic, flexible support and promotes principles of harm reduction. The Director of Programming oversaw the revision of several presentations for use in this department.

Day Program offers a flexible, drop-in, harm reduction approach to recovery and well being. The Director of Programming supported an ongoing evaluation process throughout the year and will be involved in implementing recommendations or changes to the program.

In response to counsellor needs and daily concerns issues such as self harm, suicide risk and management, concurrent mental health and addictions and improved group process were addressed this year. Training in trans theoretical model of change, motivational interviewing as well as online and webinar training was accessed by counsellors and addiction workers. A highlight of the year occurred when MACSI received a series of Mental Health and Alcohol and Drug Misuse Services Resources produced by the Government of Saskatchewan. Following a careful review of these documents work began on implementation of the teachings.

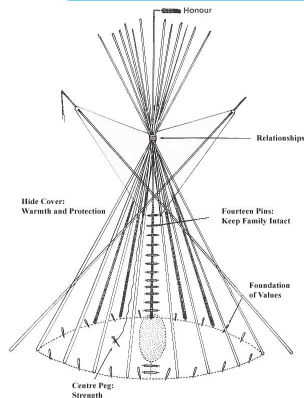
Other initiatives completed included organizing and creating a resource library at core office, developing improved processes for file management, tracking completion of intake and discharge forms and hosting a one day in-service for cooks from all centres. The in-service will help cooks to apply an improved understanding of nutrition as well as helping them to maintain the annual budget.

Programs and Services

TIPI TEACHINGS

The poles represent:

1. Obedience
2. Respect
3. Humility
4. Happiness
5. Love
6. Faith
7. Kinship
8. Cleanliness
9. Thankfulness
10. Share
11. Strength
12. Good Child Rearing
13. Hope
14. Ultimate Protection
15. Controls Flaps From Wind



Over 20 presentations were developed this year. The presentations will help to ensure consistent messages and teachings.



Clinical Principles for Alcohol and Drug Misuse Services in Saskatchewan

A highlight of the year occurred when MACSI received a series of Mental Health and Alcohol and Drug Misuse Services Resources produced by the Government of Saskatchewan.

MACSI's Assessment Package

is now online!

Métis Addictions Council of Saskatchewan

A New Beginning

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- Prince Albert Centre
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- Work with MACSI
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Learn More

How do I Make a Referral?

MACSI Treatment Centres work with other service providers throughout the province to meet a range of addictions treatment needs.

To access Inpatient Services at the MACSI Centres, we require a completed assessment package. Download the Assessment Package by clicking on each of the links to a PDF document. You will need Adobe Reader to open the documents. Print the PDF documents, fill out the forms and submit to the MACSI Centre of your choice. For contact information see the page of each centre.

If you have trouble opening the documents in Firefox, click the download arrow and save to your computer; in Chrome click the save icon and save to your computer. If you still need assistance, please contact Core office or a MACSI Centre.

- Provincial Screening Tool [LINK](#)
- Primary Assessment [LINK](#)
- Referral Form [LINK](#)
- Medical Form [LINK](#)
- Inpatient Checklist [LINK](#)

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 In Saskatoon: ☎ 306-651-3024
 Toll Free: ☎ 1-800-396-0904
 FAX: 306-651-2639
macsi@shaw.ca

“ In response to counsellor needs and daily concerns issues such as self harm, suicide risk and management, concurrent mental health and addictions and improved group process were addressed this year. ”

Human Resources

The 2013-2014 Human Resource work plan set out several goals intended to address workforce issues such as absenteeism, recruitment, retention and employee appreciation. In the past year the Director of Human Resources was assigned to also serve as Regional Director of the Saskatoon Centre. Due to the added responsibilities some aspects of the work plan will be carried over, however during this fiscal year three major factors became evident:

- ✓ The market place is still an employee's market especially in the addictions field. There seems to be a good deal of competition during these strong economic times.
- ✓ Retention is a major concern in all positions but especially in casual positions. Given high rates of vacancies in several positions it is obvious that casual employees are necessary and valued. Unfortunately, casual employment involves unpredictable hours and short notice call ins and is a role that is not suited for all people. Retention has also been an issue at a management level. The greatest task of the coming year will be to hire the right individuals for the management positions, train them adequately and onboard them to the MACSI team.
- ✓ Finally, it has become clear that an effective onboarding program is necessary and worthwhile. It is thought that onboarding will create a sense of commitment, competence and loyalty and will improve retention. It is extremely difficult to put an onboarding program into place with the continual change in management. Despite several methods of trying to put a finger on the problem it would seem that this past year we have had little success in obtaining and keeping a strong management team. The next year must focus on achieving better results in this area.

Work plan items that were successful included:

- ✓ Hosting employee appreciation events at each of the three treatment centres. Feedback from employees was positive and implies that this is a valuable approach to encourage employee satisfaction.
- ✓ An enhanced policy manual was developed and launched throughout the entire organization. Since policy guides all daily practice it will be critical to provide ongoing policy training and invite opportunities for questions and feedback to ensure policy is informed by front line practices.
- ✓ As always, throughout the year the Director of Human Resources offered support to all centres in HR related matters such as interpreting policy, applying policy and understanding aspects of the Collective Bargaining Agreement. Related to the Collective Bargaining Agreement, the Director of Human Resources had meetings with union representatives and since the current collective agreement expired at end of quarter, notice to bargain has been served. Work was initiated to prepare for the collective bargaining process.

Human Resources



Métis Addictions Council of Saskatchewan

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In Saskatoon: ☎ 306-651-3021

Toll Free: ☎ 1-800-236-5204

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macsioffice@shaw.ca

Work with MACSI

Have you considered a career in addictions treatment services? With three busy treatment centres, Métis Addictions Council of Saskatchewan Inc.(MACSI) might just be the place for you. MACSI has been supporting recovery for Métis, First Nations and Non Aboriginal people for close to 45 years.

MACSI offers casual, part time and full time hours at each of our three locations (Prince Albert, Saskatoon and Regina) and an excellent employee benefit package.

If you are interested in supporting Saskatchewan citizens to seek safer, healthier lives free of the harmful effects of substance addictions, you can view our current openings on SaskJobs.ca.



Community Relations

2013-2014 marked the first full year of the role of Community Relations and Outreach Director. A yearly work plan set out several goals and objectives many of which were accomplished however some were carried over into the next fiscal year. What follows is an overview of accomplishments of the year:

Enhance Partnerships and Community Relations—A key opportunity to raise MACSI's profile and enhance our community relations with stakeholders arose through work with the Mental Health and Addictions Action Plan committee. Throughout the fall of 2013 the Director of Community Relations participated in and supported several activities of this initiative including a meeting with the Commissioner of MHAAP, support in promotion of community consultation, identifying Métis and Aboriginal stakeholders and facilitating participation of MACSI treatment centres. The Director also attended a series of meetings and focus groups related to the Prince Albert Alcohol Strategy. Macsi's participation in this community initiative was also essential.

Coordinate MACSI's approach to Outreach and Fieldwork—A descriptive document outlining MACSI's outreach and field services was prepared. This document identifies the target audience, program philosophy, program goal, planned objectives and intended outcomes. Achieving the goal of documenting and describing this service is a critical step as it offers clarity, direction and parameters of service and will be useful in delivering coordinated services.

Develop Informational and Educational Resources—A number of print resources were developed and in many cases the resources incorporated Métis cultural elements. The resources will inform, educate and raise MACSI's profile and several were made available on the MACSI website in order to reach a broader audience. The resources include new brochures for core office and all centres, day program brochure, day program poster and appointment card, MACSI highlights sheet, MACSI Annual Report and MACSI's position paper submitted to Mental Health and Addictions Action Plan.

Initiate and Support Public Education and Awareness—A number of presentations were developed and formatted for use with youth, adults and members of the public. Each MACSI centre took on initiatives designed to improve community relations such as hosting events for FASD Awareness day, meeting with community groups or participating in community events. Due to understaffing of field positions not all public education and awareness activities were realized however this will be ongoing work.

Explore approaches to Research, Program Evaluation and Community Needs Assessment—Evaluation was an important endeavor this past year and a highlight was the preparation of a descriptive day program document along with a completed Day Program Evaluation and Power-Point presentation. A proposal for day program expansion and community meetings working toward expansion were also completed. MACSI participated in an interview with First Nations University of Canada regarding development of culturally safe and appropriate practices in provincially funded addictions services.

Community Relations



A Position Paper on

Addictions and Mental Health Services in Saskatchewan

Introduction

This document is a result of a community consultation process. The purpose of the consultation was to gather input from the community on the current state of addictions and mental health services in Saskatchewan and to develop a position paper on the future of these services.

About MACSI

MACSI is a provincial community based addictions agency with three treatment facilities, one in each Saskatchewan, Regina and Prince Albert.

We serve all Métis, First Nations and Non Aboriginal people who want to live safer, healthier lives free of the harmful effects of addictions.

Over the years, diverse clients have been served. They are and will continue to be a significant part of our identity. We are committed to providing excellent service to all.

Core Office

#1-2220 Northridge Drive
Saskatoon SK S7L 6X8
In Saskatoon: 306-651-3021
Toll Free: 1-800-236-5204

www.macsi.ca



Highlights from Metis Addictions Council of Saskatchewan Inc.

A New Beginning



Metis Addictions Council of Saskatchewan Inc.



Annual Report

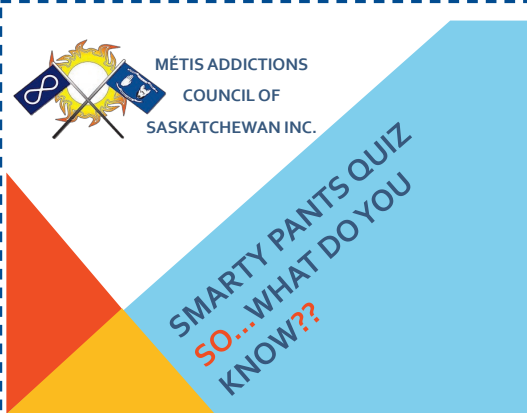
2012-2013

Be Willing, Be Inspired

A Day Program presentation served as a useful tool to inform and enlighten members of the MACSI team and selected stakeholders about evaluation results.



During November MACSI recognized Addictions Awareness Week by distributing 125 posters and brochures.



DRINKING GAMES ARE DANGEROUS!!



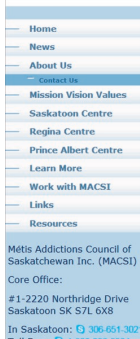
Our bodies are not meant to consume large amounts of alcohol in a short time. Why? It is deadly and dangerous.

The liver can only pass through so much alcohol at one time.



Métis Addictions Council of Saskatchewan

A New Beginning



Métis Addictions Council of Saskatchewan Inc. (MACSI) is a provincial community based addictions agency with locations in three cities across the province, Saskatoon, Regina and Prince Albert. We welcome Métis, First Nations and Non Aboriginal people who are seeking support to live safer, healthier lives free of the harmful effects of addictions.

MACSI's programs and services are unique. They are informed by a broad spectrum of influences. This includes knowledge of our Métis heritage, traditional Aboriginal teachings, the 12 step recovery model, Saskatchewan's Clinical Principles for Alcohol and Drug Services, up-to-date research and emerging trends in the field of addictions.



External communication has been improved through enhanced use of the MACSI website and regular updates to content.

MACSI Prince Albert

MACSI's Prince Albert Centre offers individualized treatment, hope and empowerment through Inpatient Treatment, Stabilization Services, Outpatient Services and community based Field Services for youth and adults. During much of 2013-2014 the centre ran with a single management position and vacancies in other positions offered challenges. Support from other centres and core office ensured that all departments continued to run efficiently and at satisfactory capacity. The following chart outlines the services accessed throughout the year:

Prince Albert Treatment Centre	
Inpatient	147
Outpatient	83
Stabilization	82
Total Services Accessed	312

Through the past year, the MACSI Prince Albert team worked to accomplish the objectives set out in the annual work plan. Highlights of the fiscal year include: Quality Support—The goal of quality support will always be central however this year, the growth and development of the team has been encouraged through improved communication strategies and an ever present commitment to helping clients in their recovery. For example for the latter half of the year, weekly Elder visits and

monthly sweats were held for Inpatient clients, all clients attended a community based round dance and a pow wow, the team developed a quiet room for clients to enjoy a more undisturbed reading and crafting area and counsellors improved delivery of tipi teachings and increased skill and knowledge of holistic service.

Community Relations—Prince Albert MACSI is committed to the broader strategic goal of improving community relations. To achieve this relationships were strengthened with outside agencies and have significantly increased the number of organizations that visit the centre as resource agencies. Redeveloped relationship with Prince Albert Addictions Services, meetings and tours at brief and social detox

Improved service delivery through cooperation, smoother transitions between services

Recruitment and Retention—Like the other two MACSI centres, recruitment and retention has been a serious challenge over the year. Approaches such as completion of employee evaluations, seeking feedback regarding orientation, identifying training needs and onboarding plans were implemented.

Community Needs—Over the past year, MACSI has delivered programming to the Prince Albert Community Training Residence. This partnership has been a successful model of responding to a community need, implementing service, reviewing the service, asking questions, making changes and moving forward. Several meetings were held to identify possible partnering opportunities and explore the option of expansion of day program to Prince Albert.

MACSI Prince Albert



This year the team created a quiet area for meditation, crafts and relaxation. The clients enjoy this peaceful corner.



The Métis flag flies proudly at the MACSI Prince Albert Centre.





MACSI Regina

MACSI's Regina Centre offers individualized treatment, hope and empowerment through Inpatient Treatment, Outpatient Services and community based Field Services for adults. MACSI Regina experienced vacancies in several positions throughout the year and as a result the Regional Director spent an abundance of time addressing staffing needs.

Fortunately the team was able to work together so that inpatient and outpatient departments continued to run efficiently and at satisfactory capacity. The latter half of the year saw improvements and allowed each counsellor to focus on the assigned department. The following chart outlines the services accessed throughout the year:

Work plan goals for the 2013-2014 that were accomplished included hosting an appreciation barbeque, increasing the number and type of recreation and leisure activities on weekends and increased involvement in community networking. The Appreciation Barbecue was to show our appreciation for community agencies that we have a working relationship with. We invited MACSI staff from Saskatoon and Prince Albert, MACSI Board Members, and past clients as well. We had approximately 35 people attend the centre. Some of the agencies that attended were from Addiction Treatment Centre, Oxford House, YWCA, Eagle Moon, SSILC (South Sask. Independent Living Centre), Salvation Army, Work Prep, APSS (AIDS Program South Sask.), and one MACSI Board member – Lloyd Schoenthal. We did this to thank people for the hard work that they do to help the clients we service and for the good working relationships we have with our community. The turnout was great and the help from staff was wonderful to make this event a success.


All of our centres stayed open this year over Christmas, Regina centre had 9 clients in over the Christmas holidays. Some of our plans for the clients included a Christmas and New Year meal, movies, games, Christmas goodies, bowling and they attended Alcahion Meetings & dance throughout the holidays. Two Counsellors also took the clients out to Muscowpetung First Nation for a meal and speaker meeting. The centres were a safe place for clients to be as this is a difficult time of the year for them.

Many of the community networking activities were slated to occur through field services. Staffing concerns limited this department however our Centre did deliver services to Wakamow Manor, Regina Correctional and Regina Detox. We also participated in FASD Awareness Day, Addictions Awareness poster distribution, and served as a key partner planning and volunteering for events for Saskatchewan Addictions Awareness Week in November. MACSI clients attended a pancake breakfast and the sober dance where they had fun and enjoyed the events. We also attended quarterly meetings with RQHR-Transitional Outreach Team. This partnership has been in place since November 2013. There is a need in our community for the transition of clients that need a safe place to stay while moving from program to program, or clients just needing to be in transition a little longer so they can get their needs met.

MACSI Regina

Regina Treatment Centre

Inpatient	86
Outpatient	152
Transitional	17
Total Services Accessed	255



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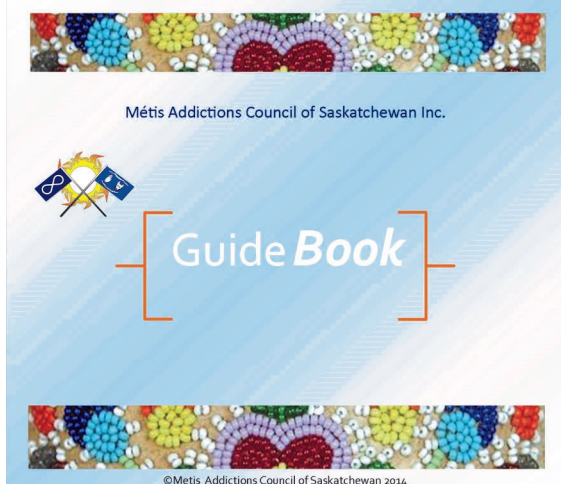
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Regina Centre

329 College Avenue East
Regina, SK S4N 0V9
306-522-3681
Toll Free: 1-866-815-6515
www.macsi.ca



Once a year inpatient clients attend Big Muddy and pick sage with Elder, Leo Desnomie. As part of our Cultural Program we like to introduce this teaching to the clients and staff so they understand the protocols of picking sage. This teaching can then be used as part of an individual journey if needed.



MACSI produced a Guidebook containing a range of print materials, policy and forms. This book was implemented at the Regina Centre in February 2014.

MACSI Saskatoon

MACSI's Saskatoon Centre offers individualized treatment, hope and empowerment through Inpatient Treatment, Outpatient Services, Day Program and community based Field Services for youth. During 2013-2014 vacancies in positions offered challenges however all departments continued to run efficiently and at satisfactory capacity. Outpatient Services has been particularly successful with a consistent high demand for screening, assessment and individual counselling at all stages of recovery. The following chart outlines the services accessed throughout the year:

Saskatoon Treatment Centre	
Inpatient	136
Outpatient	192
Day Program	371
Total Services Accessed	699

A key objective of the Saskatoon Centre work plan was to provide counsellor training. Training was offered to counsellors from all departments in order to foster improved group process, effective one to one counselling and improved facilitation skills. This objective was successfully accomplished and the Inpatient program has benefitted greatly.


Additionally, throughout the year the Saskatoon team established improved approaches to communication, documentation, time management and efforts to maintain daily routine and structure. On occasion the Day Program Counsellor is utilized in other programs. These approaches improve daily practice and ensure quality client care.

Saskatoon Centre has for a number of years offered an array of youth targeted Field Services. During this fiscal year the program was expanded to include services to adults in order to improve relations with the community at large. The payoffs have been fruitful both in creating alliances with like organization as well as increases in client numbers. As a result we started a community cares group to work on greater relationships, better communications and coordination of services, as well as preventing the competition that often follows this type of human services.

In keeping with priorities of the strategic plan and the annual work plan, cultural programming was strengthened in a variety of ways including regular Elder visits, a sage picking outing and attendance at community cultural events. One highlight of the year was a visit from Joseph Naytowhow, Elder, storyteller and actor. His discussion of his healing journey was valuable to clients.

During this fiscal year MACSI was open during the Christmas and holiday season. The Saskatoon Centre was at full capacity and planned a variety of in house and community based activities. Along with regular programming the special activities helped clients to remain in treatment during a difficult time of the year. Employees and clients felt that remaining open was a great success but recommend increased staff for next year to reduce risk due to number of people and families in the facility.


MACSI Saskatoon



Métis Addictions
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*Tools of
Discovery Day
Program:*

Learning and Sharing
about Addictions



Saskatoon Centre
335 Avenue G South
Saskatoon, SK S7M 1V2
306-652-8951
Toll Free: 1-877-652-8951
www.macsi.ca

Saskatoon Centre is unique in the delivery of Tools of Discovery Day Program. This program receives many referrals from justice and social services.

98% of participants suggest that Day Program has helped them make progress in achieving or maintaining a sober life.

35% (23 individuals) identify that they completely abstain from substance use.

57% (37) individuals indicate they use less often since coming to Day Program.



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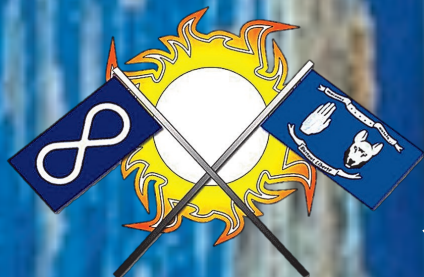


**Saskatoon
Centre**

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In September MACSI Saskatoon Centre hosted the 12th annual FASD Awareness Walk.





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