

2018

METIS CHILD AND FAMILY SERVICES AUTHORITY ANNUAL REPORT



Metis
CHILD & FAMILY
SERVICES
Authority



APRIL 1, 2017 – MARCH 31, 2018

STAFF*

Chief Executive Officer.....	Billie Schibler
Executive Assistant	Cindy Monkman
Receptionist	Norma-Anne Zoppa
Chief Communications Specialist.....	George Kolomaya

SERVICE

Chief Quality Officer	Karla Hildebrand-Eden
Practice Leader	Gregory Besant**
Education and Training Coordinator	Robin Jackson
FASD Specialist	Leilani Buschau
Service Specialist.....	Kathy Cote
Service Specialist.....	Desirée Gillespie
Service Specialist.....	Jason Orchyk**
Service Specialist.....	Scott Maksymyk**
Service Specialist.....	John Anthony
Service Specialist.....	Kirra Noble
Service Analyst.....	Dianna Cadotte
Policy Analyst.....	Caroline Corbin
Administrative Assistant	Denise Bloch

FINANCE

Chief Financial Officer.....	Louis Nault
Director of Finance	Muhammed Amjad
Finance Manager	Alam Khan
Finance Officer	Emilyn Canete
Junior Finance Officer	Brenda Kochalyk
Finance Clerk.....	Diana Broek
Finance Clerk.....	Stephanie Chartrand
Finance Clerk.....	Kelly Dejonckheere
Finance Clerk.....	Fred Ducharme
Finance Clerk.....	Heydy Hernandez
Finance Clerk.....	Janel Marion
Finance Clerk.....	Ivy Reyes
Finance Clerk.....	Cheryl Smith
Finance Clerk.....	Grace Wang
Facilities Manager.....	Danielle Richard
IT Officer.....	Kyle Reid
Network Technician	Tristan Gabriel

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Chief Human Resources Officer.....	Katherine Short
Human Resources Manager.....	Allyson Wutke
Human Resources Manager.....	Heather Jaeb (Dauphin)
Human Resources Advisor	Dione Truthwaite
Human Resources Advisor	Lauren Glen
Human Resources Administrator.....	Bonnie Mongeon (Dauphin)
Human Resources Assistant.....	Nicole Versluis

BOARD OF DIRECTORS*

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Member	Eleanor Welton
Member	Harry Tootoo
Ex-Officio/Minister	Minister Judy Mayer
Ex-Officio/ Associate Minister	Carol Laramée
Elder.....	Lucy Guiboche
Elder.....	Reid Hartry
Elder	Mitch Bourbonniere

* as of March 31, 2018

** assumed executive management roles at Metis Child,
Family and Community Services Agency

A New Vision, Mission and Guiding Principles

With Manitoba's child welfare legislation under review and the federal government making greater investments in Indigenous child welfare, there is hope for changes that would allow Indigenous child and family services agencies to provide services in a manner that better suits our respective cultures and community needs as well as capture the spirit of what was originally intended through Devolution.

It is in this spirit that Metis Child and Family Services Authority changed our Vision, Mission and Guiding Principles. Our hope is to better reflect this changing landscape of child welfare and the input we received from our Métis citizens through community consultations in March 2018.



Our Vision

Strong and vibrant Métis and Inuit families with safe and healthy children.

Our Mission

Metis Child and Family Services Authority contributes to strong and healthy Métis and Inuit families and communities through culture, values and heritage supported through the wisdom of our Elders.

Our Guiding Principles

- ∞ Ensure daily practice is guided by asking ourselves
"Is It Good For The Children?"
- ∞ Change the landscape and history of child welfare practices through recognizing the importance of reconciliation, culture and family.
- ∞ Recognize the responsibility for decision-making stays with the family, extended family and community whenever possible.
- ∞ Provide community-based supports to our agencies that mirror the needs of the children and families.
- ∞ Recognize the importance of reflecting family values through our service delivery.
 - ∞ Apply the wisdom of Elders to guide our decisions and service practices that we know will impact future generations.
 - ∞ Respect and honour the diverse individuality of all people.
- ∞ Support our agencies to build capacity within the original family unit to care for and provide a safe environment for their children.



MESSAGE FROM THE CHAIRPERSON

On behalf of the Metis Child and Family Services Authority Board of Directors, I am pleased to present the Authority's annual report for the fiscal year ending March 31, 2018.

In last year's report, I wrote that I felt blessed to witness our people entering this new era with change on the horizon, and this year the pace of those changes has accelerated and put Indigenous child welfare front and centre on the national stage.

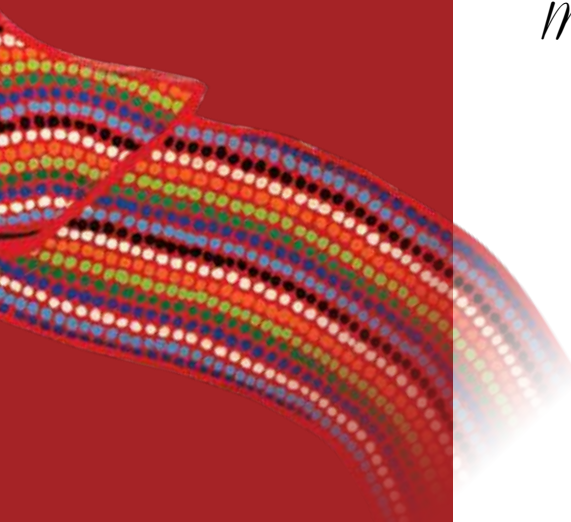
It is very rewarding to see mainstream governments coming together to finally acknowledge and address the serious disrepair that exists in our child and family services systems in Canada. Our hope is that they continue working together with Métis, Inuit and First Nations leadership to bring about major change in the way we work with our families who face so many challenges after generations of being torn apart by residential schools, the 60s Scoop and the CFS systems.

It is time to find ways to better help our families heal, strengthen and come back together - connected to their communities, with pride in our culture and who we are as Métis people.

Meegwetch!



Rita Cullen
CHAIRPERSON



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

As the fiscal year closed there was an historic flurry of activity in child welfare reform both provincially and federally. Center stage was the state of Indigenous child welfare in our country. There has been recognition that while Devolution of child welfare has taken place in Manitoba, our child welfare agencies have been forced to serve children and families with little change. However, I believe long-awaited change is on the horizon.

Métis-led provincial and national consultations clearly showed that a majority of Métis people see child welfare today as being akin to generations of wrongdoing where our children were snatched from their homes and sent to Residential and Day Schools or adopted out across North America and beyond in the 60s Scoop. Like others in Canada, today we find ourselves repeating historic damage to our families as we continue to apprehend children and separate families, sometimes over many generations.

As a Métis child welfare system, we understand the impact of this trauma. Yet, we have been stymied by limited prevention funding.

Our front-line child welfare workers at our Métis agencies want to practice differently. We continue to hear that our

Métis system is innovative and is known for our good work with families ... but we can do better, and we want to do better.

We want to work to strengthen families and keep children in their homes. In order for us to achieve this, we need to work without the confines of the current funding model. We need to move into a flexible funding model as the entryway to use our Child Maintenance dollars creatively.

A message that was strong and clear from the communities was a collective "No More"! They want Métis service providers to stop waiting for someone else to give approval or write the rules. The Metis Child and Family Services Authority needs to use our authority. This annual report lays out our top priorities for the changes that must come! And through the spirit of the children, the voice of our communities and the guidance of our Elders, we will make that change!

We thank our staff and management at the Authority and agencies for their commitment and our Métis Government for its strong leadership in helping pave the way.

Meegwetch!



Billie Schibler
CHIEF EXECUTIVE OFFICER



David Chartrand
LL.D (HON), O.M.



MESSAGE FROM THE PRESIDENT

This year we participated in important provincial and national initiatives to plan for the future of our children and their families. These initiatives reflect the proactive and preventative mindset and good work being done by our Métis Child & Family Services Authority and our Métis Government. These are some of the necessary steps being taken to move forward in developing models for Indigenous Child Welfare Reform.

Since January, we took leading roles in Canada's Emergency Indigenous Child Welfare Meeting held in Ottawa led by federal Ministers Philpott and Bennett, the provincial Métis Legislative Review Community Consultations in Winnipeg and Dauphin, as well as the Métis National Council-hosted Métis National Child Welfare Summit in Winnipeg.

The direction to governments is clear: the Métis Community must have full jurisdiction and authority to ensure the safety of our children. Promoting the health of our families is key to making this happen.

It is also clear that our child welfare workers on the front-line as well as our management and policy makers are leaders in innovating and bringing best practices to the care of our children and the strengthening of our families. The MMF, as your government, continues to advocate for the legislative and policy tools of preventative and customary care to achieve positive outcomes.

I would like to thank our Minister Judy Mayer; Chairperson Rita Cullen; Chief Executive Officer Billie Schibler; and all our staff, families, neighbours and friends for their determination on making a safe, secure, and loving future for all of our children.

Meeqwetch,

MESSAGE FROM THE MINISTER AND ASSOCIATE MINISTER OF METIS CHILD AND FAMILY SERVICES

It has been an historic year for Indigenous child and family services in Canada.

The most important thing that is happening today in child welfare is that both the provincial and federal government have joined us in recognizing that the CFS system in this province and in our nation does not work, especially for Indigenous families.

While Devolution was intended to return the care of our children and youth to our Métis, Inuit and First Nations communities, we ended up more than doubling the number of young people in care in Manitoba since its launch about a decade and a half ago. Our Métis Government and Métis CFS leaders have long been vocal about our inability to do Métis specific programs that were “outside the box” and “more preventative” because the way we were funded by the province never changed.

Furthermore, our Métis people are saying – ENOUGH! We will be the catalyst for change – and that is what we have been seeing strongly, especially in 2018. The above being said, we will work congenially, but strongly, with our community and with all levels of government to make positive change!

Thank you to our Authority C.E.O. Billie Schibler, the management and board teams at the Authority and agencies, and every worker for your continuing hard work and dedication to improving lives for children and youth. It is greatly appreciated.

In the spirit of Riel, let's continue to move forward!

**At the time of printing, Minister Mayer took over a new portfolio as Minister of Constitution, Metis Rights and Metis National Agenda/Governance. Mona Buors was appointed as Minister to the Metis Child and Family Services portfolio, with JoAnne Remillard serving as Associate Minister.*



Judy Mayer

MINISTER OF METIS CFS



Carol Laramée

ASSOCIATE MINISTER
OF METIS CFS

BLVD. of
BROKEN DREAMS

Stolen
CHILDREN,
Stolen
IDENTITIES
60's Scoop

CANADA
TRAFFICKED
INDIGENOUS
CHILDREN ALL
OVER THE WORLD!
WE WANT
JUSTICE! 60's
SCOOP
#NOTANYONE

A NEW hope for
a new ERA

Remembering & Honouring the Spirits of our
Missing & Murdered Indigenous Women



2018

THE YEAR OF THE RIGHTS OF THE MÉTIS NATION CHILD

It has been a monumental year of change at the provincial and federal level for Métis children and families. As many will be aware, when our governing body, the Manitoba Métis Federation (MMF), won major Supreme Court verdicts in the last few years involving Métis Rights and Land Claims, the Federal Government promised to move swiftly in negotiating “government to government” to settle these long outstanding issues with our Métis leaders. This fiscal year has been a whirlwind of activity.

Since January we have attended an emergency Indigenous child welfare meeting in Ottawa called for by Federal Indigenous Services Minister Jane Philpott to address the Indigenous child welfare crisis. We have had the Prime Minister’s announcement on February 14, 2018 of a new initiative which will lead to the creation of a “Recognition and Implementation of Rights” Framework, as well as an unprecedented recognition of Métis people in the federal budget. Métis-led national summits have taken place on health, education and child welfare.

The Metis National Council’s (MNC) National Métis Child Welfare Summit took place in Winnipeg on March 26 – 28, 2018. It followed two MMF-led Métis Child Welfare Legislative Community Consultations that took place earlier in March in Winnipeg and Dauphin, Manitoba.



The purpose of the provincial consultations was to provide a Métis specific, distinctions-based perspective to the provincial government on the child welfare legislative reform process that the Province announced last October. Metis Health Minister Frances Chartrand was appointed by the MMF to the seven-person provincial review committee.



Winnipeg Consultations

The community consultations provided Métis citizens from across the province opportunities to provide direct input to their Métis Government and our Metis CFS Authority and its agencies' management on the issues that affect them as it pertains to current child welfare legislation. Participants were able to speak of their hopes and needs for the future and provide opinions on what they felt should be included in the changes.

Some of the consultation topics included apprehensions, child protection and prevention, kinship and customary care options, family group conferencing, legal perspectives, and strengthening families and youth. They also showcased some of the shining examples of Métis-created services like the nationally-applauded L.I.F.E. program (Live In Family Enhancement) and the MMF sponsored Metis Spirit Program that work well for our families and young adults despite funding shortfalls. Both programs are currently being delivered by our Metis CFCs Agency.



Dauphin Consultations

MMF President David Chartrand and Provincial Government Families Minister Scott Fielding attended both two-day gatherings along with MMF Ministers, provincial government delegates, and Metis CFS Authority and agencies' management. Dialogue with community members and officials at both events was meaningful, emotional and productive. It is our hope that their voices will be heard and felt strongly in the legislative changes to come!

This momentum carried into the Métis National Summit just over a week later as participants from other provinces came together in Winnipeg to discuss how child-welfare systems serve Métis families and the factors that contribute to the overwhelmingly high over-representation of Indigenous children and youth in child welfare systems across the nation. We were able to share successful and innovative Métis services

being delivered in each province. Collaboratively, we looked for input on a unified strategy to address the issues so that Métis children can have better outcomes. Direction was sought from Métis citizens on how the Metis National Council and other Métis governing bodies like the MMF should be working with the federal and provincial governments toward ensuring that the accelerated momentum of discussion will result in an overhaul of Indigenous child welfare services.

As the only province with mandated child welfare agencies governed by the Métis, we were ideally positioned to share our experiences and expertise. Our Authority and two agencies worked to provide CFS expertise, background and snapshots of our Métis CFS system. We also invited youth, families and Elders with lived CFS experiences to share their perspectives and experiences with attendees.

The common themes that arose from the gatherings were that people felt child welfare is like the new residential school and 60s Scoop, where a new group of people, our own people, is again taking away their children. Many of the families involved with CFS have experienced the trauma of having children removed over generations. These parents and families can't erase and heal trauma if we, as child welfare organizations, continue creating new trauma. The community wants child welfare to "Bring Our Children Home" and help the parents and grandparents to heal from past wrongs so we can move forward. Then, they want us to help "Keep Our Families Together" by working to strengthen and preserve our families, and help them build capacity to become better parents to their own children.

Another message that was strong and clear was a collective "No More"! The community is more than disheartened with having others decide their fate and determining what is best for Métis families. They want Métis people and our child and family servicing agencies to stop waiting for someone else to give approval or write the rules. Métis Government needs to create our own legislation ...



And then we were told clearly that the Metis Child and Family Services Authority needs to exert our authority for determining the service delivery to Métis and Inuit children and families.

During the consultations, it also became obvious that most Métis people don't know that our Métis CFS system has the mandate to serve Inuit children and they are very perplexed as to why Métis people should decide what is best for the Inuit people.

Just in advance of the March Métis consultations, MMF President David Chartrand met with Crown-Indigenous Minister Carolyn Bennett to discuss why Métis people were left out of the October 2017 federal government \$750-million-class-action settlement. The settlement was earmarked for compensation to First Nations and Inuit people who had been impacted by the 60s Scoop. As we know, many of our Métis families have been impacted as well. Our child welfare system works with families who personally experienced the 60's Scoops. These are discussions that continue through our Métis leadership on a federal level.

Sandwiched between the Métis provincial consultations and the Métis National Summit, the Province of Manitoba introduced initial amendments to The Child and Family Services (CFS) Act on March 19, 2018 which will lead to the development of Culturally-Specific Models of Customary care and allow



MMF President David Chartrand



What is the 60s Scoop?

Beginning in the early 1950s, and for the following four decades, thousands of Indigenous children were removed from their families and communities by Provincial child-welfare services. Many of these children were adopted out to non-Indigenous families across Canada and around the world under the watch of the federal government, in what became known as the 60s Scoop.

Indigenous communities to create care plans for children that recognize and reflect their unique customs. Once passed and proclaimed, Bill 18 will see these needs ingrained in all care decisions related to First Nations, Métis and Inuit children. Indigenous families would be able to request customary care services and supports from their CFS agency. Communities would be able to work with agencies to identify customary caregivers, assist with the design of care plans for children and share in the responsibility for keeping children safe. The Bill would enable CFS support for children who live with customary caregivers and allow sharing information for the purpose of customary care.

Never in child welfare history has so much positive movement taken place in so short a time. Since January 2018, everything related to child welfare, provincially, nationally, and in particular, through our Canadian Métis Leadership, has moved toward an Indigenous child welfare reform.

The themes that emerged from our Métis Communities Consultations in March underlined that our hopes and plans for the future are in sync with our Métis people. Our Authority and agencies, with the advocacy and support of our Métis Government and other governments, want to strongly focus our efforts on a number of key strategies.

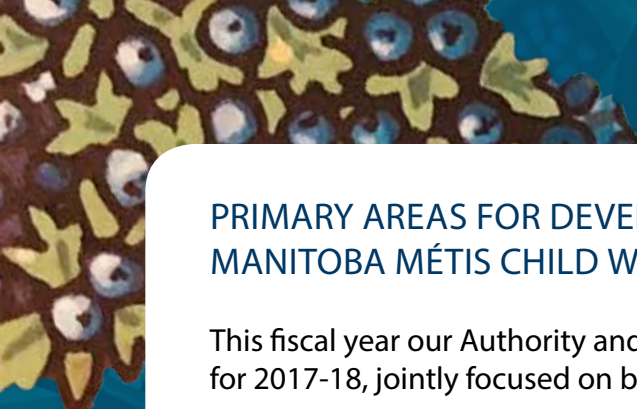


Elders Panel



Youth Panel





PRIMARY AREAS FOR DEVELOPMENT IN MANITOBA MÉTIS CHILD WELFARE SERVICES

This fiscal year our Authority and two agencies, in completing our individual strategic plans for 2017-18, jointly focused on beginning our work toward fulfilling the following key areas:

- ∞ Advocate that Inuit people receive their own independent mandate to provide child and family services to their Inuit communities;
- ∞ Engage in Customary Care to keep our children within family and community;
- ∞ Expand our RAILS (Rosedale Adolescent Interdependent Living Services) program to have two facilities under each agency (one for 15 – 18 year olds and one for 18 – 21 year olds). Also 2nd Stage Housing for Youth (21 – 25 year olds) to provide safe, stable housing and achieve better outcomes toward addressing the “End Youth Homelessness” Initiative;
- ∞ Supported living for families healing from addictions where they can reside with their children;
- ∞ Enhance our “Bringing Families Together” model (i.e. Family Finders) to ensure that we continue to unify children to extended family when they are unable to return to their parents;
- ∞ Continue to shift practice away from apprehensions unless as a last resort when every other options has been exhausted (as per our Directive – Dec ’17);
- ∞ Welcome supports from other MMF Department Services such as Metis Employment and Training, Metis Community Liaison Department, Health, Justice and Housing.
- ∞ Have our Métis Government continue advocating for increased core funding based on the size of our agency case loads. Our Métis agency management are stretched beyond their capacity;
- ∞ Have governments consider covering the prescription deductibles for youth up to the age of 25 who are leaving our child welfare system. Many youth who require prescription medication for health and mental health needs are unable to afford the costs when they are making minimum wage. They leave our system where their meds are covered, go out on their own as employed youth and are either forced to drop their medication, or drop their jobs to go on social assistance for prescription coverage.

We completed and submitted our strategic plans to the Province the first week of May 2018.

Is it Good for the Children?

Our Metis CFS Authority launched its series of 4 Métis sign cards at the March child welfare consultations. The two-sided cards feature a different iconic Métis or Inuit image on each side with the words "Is It Good For The Children?" The cards now stand in all reception areas, boardrooms and meeting rooms across our Métis CFS System. They can also be used as bookmarks. Each employee has also received one. They are placed on desks throughout our offices to remind us to ask ourselves daily in our decision-making ... "Is It Good For The Children?"

OTHER MATTERS

THE 2016-17 ANNUAL REPORTS

Our Metis Child and Family Services Authority, Metis Child, Family and Community Services Agency and Michif Child and Family Services Agency all released last year's annual reports at their Annual General Meetings in September 2017 at the Clarion Hotel in Winnipeg. Digital copies of those reports can be found on our websites.

CHANGES TO THE AUTHORITY BOARD OF DIRECTORS

Mitch Bourbonniere completed his term as an Authority Board Member in 2017 and we are pleased to announce that Mr. Bourbonniere agreed to accept an appointment to our Authority Board as an Elder Advisor.

CHANGES TO THE METIS CFS AUTHORITY'S ANCR REPRESENTATIVES

In February 2018, Nolin Turenne was appointed by the Manitoba Metis Federation as our new Child and Family All Nations Coordinated Response Network (ANCR) representative for the Metis CFS Authority. Nolin is a bilingual social worker who is currently an Action Therapist and Mental Health Clinician. He takes over for Sherry Smith who moved out of the province. We greatly thank Ms. Smith for her service to the ANCR board. Nolin joins our current Metis ANCR Representative Tanis Kolisnyk.





THE CENTRALIZATION OF HUMAN RESOURCES

The centralization of Human Resources took place on Monday, April 3, 2017. Human Resources is now one department offering HR delivery to all staff in our Métis CFS system. The majority of HR staff are down the hall from our Authority office in the Métis Government Building. HR staff also remain in Dauphin to serve the needs of staff in Northern and Southwestern Manitoba.

ADVOCATING FOR ADDITIONAL CORE FUNDING

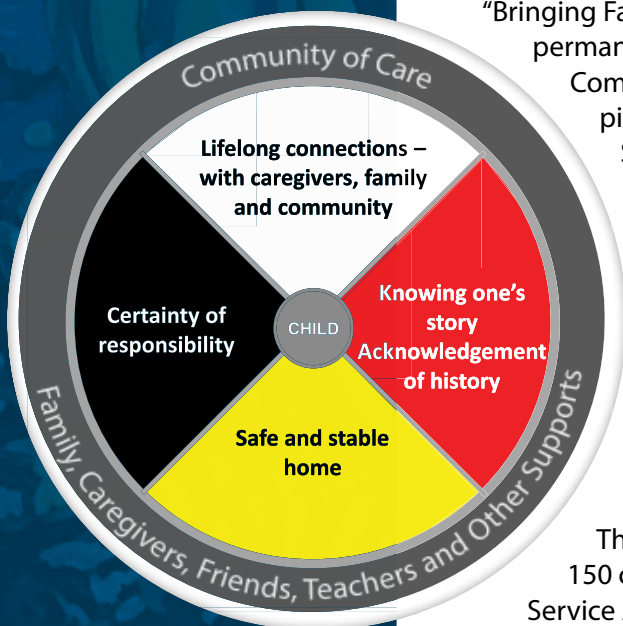
We have long advocated for the Province to recognize the disparity of funding that exists for case counts that exceed the criteria of large agencies. Metis Child, Family & Community Services Agency carries more than double the caseload of a large agency, as defined by Provincial Standards. Michif Child and Family Services Agency covers about three-quarters of the province. It can take a worker a full day just to visit one family. This is, by far, the largest geographic area of any agency in the province. We have hope that the new provincial government will recognize the service merits of applying core funding that recognizes size of caseloads beyond large as well as vast geographic service areas.

BRINGING FAMILIES TOGETHER PILOT PROJECT

“Bringing Families Together” is a two year pilot with the objective of increasing permanency opportunities for children in care. Our Metis Child, Family and Community Services Agency successfully participated in this pilot. The pilot explores additional ways that the Manitoba Child and Family Services system can engage with children, families and communities to establish lifelong connections and create a strong sense of belonging for children in care.

“Bringing Families Together” recognizes that all children have a right to be connected to their family, community and culture and that these connections are vital to one’s sense of belonging and identity. Child welfare has too often disrupted these connections and needs to work in partnership with families and communities to maintain and strengthen these connections.

The pilot went live in September 2016 and has served approximately 150 children to date from agencies across the four Child and Family Service Authorities, the vast majority of whom have been sibling groups



and/or children in Winnipeg's emergency care system. Our Metis Child, Family and Community Services Agency was the agency with the largest number of participants in this pilot.

This leading practice approach shifts how we work with families. As a part of this practice approach these dedicated workers use specific skills and strategies to locate and engage family and community connections who are or have been significant in the child's and family's lives which may have been disrupted as a result of the child coming into care, and include them in planning for the child's future. The goal of this process is to restore the child's natural family and community support network and ensure these supports are lifelong and are not dependent on long term child welfare service.

While the pilot is coming to an end and will not be funded by the Province, our Metis CFS system recognizes "Bringing Families Together" as a "best practice model. It is our hope to continue this initiative at both Metis and Michif agencies.

REVIEW OF MICHIF CFS AGENCY'S SHELTERS COMPLETED

In last year's annual report, we advised that we planned to review our shelters in the Michif CFS Agency jurisdiction. This review was completed and we appointed John Anthony, one of our Authority's Service Specialists, to assist Michif in implementing the review's recommendations. These largely centred on staffing, staff training and structural compatibilities for the ages of the children placed in the facilities.

LE TRAVAIL POUR NOTRE PLAN STRATÉGIQUE QUINQUENNAL DES SERVICES EN FRANÇAIS SE POURSUIT. WORK CONTINUES ON OUR FIVE YEAR FRENCH LANGUAGE SERVICES PLAN

Depuis que la Régie des services à l'enfant et à la famille des Métis a signé son plan de services en français, la Régie continue de sensibiliser davantage son personnel à ses obligations en vertu du Règlement sur les services en français du gouvernement du Manitoba et d'évaluer ses capacités, ses forces, ses défis et ses ressources en matière de langue française. De plus, étant donné que la Régie et ses organismes ont restructuré et centralisé leurs fonctions financières et de ressources humaines depuis que le plan original a été approuvé et présenté à Santé en français, le plan fait actuellement l'objet d'une mise à jour et d'une nouvelle traduction.





Since the Métis Child and Family Services Authority signed its French Language Services Plan, the Authority continues to work on creating more staff awareness across our system of our obligations under the Manitoba Government French Language Services Regulation and toward assessing our current French language capabilities, strengths, challenges and resources. In addition, as the Authority and its agencies have undergone restructuring and centralization of their finance and human resources functions since the original plan was approved and submitted to Santé en français, the plan is being updated and re-translated.

WE ROCKED OUR CFS SYSTEM – NOT ONCE BUT TWICE!



On May 16, 2017, the Métis Child and Family Services Authority hosted a Robb Nash Project Concert for youth in our Métis CFS System. The Robb Nash Project engages young people through the power of music and storytelling to inspire hope and encourage positive life changes. Hundreds of youth have changed their mind and given Robb Nash the suicide notes they carry in their pockets. Robb's message of "Just For Today" resonates with our young people. As a result, hundreds more have given Robb their razor blades and bottles of pills – Just For Today – and hopefully many more days to come, as they see their self-worth and their spirits strengthen.

After successfully hosting the May concert, we invited the other three authorities and various community groups to send youth to a bigger, bolder concert at the beautiful Burton Cummings Theatre in Winnipeg on September 13, 2017. Unlike a school, where classrooms are emptied and students come to the school gym to see Robb's concert, it took exceptional coordination to get our diverse youth from across the province to attend and share in Robb's message as a community.



Neither event would have been possible without the support of Thompson Dorfman Sweatman LLP (TDS), our Authority's legal firm. TDS sponsored the cost of the initial event so that we could be the first CFS organization in Canada to host a Robb Nash concert. In addition to the powerful impact the concert had on our young people, the ability to host this event made it possible for our Métis CFS system to shine on the national stage. CBC reported on our event online as well as on radio and television locally and nationally.

The Winnipeg Free Press carried a feature story in their Saturday edition and Richard Cloutier interviewed Robb Nash and Authority CEO Billie Schibler on his CJOB afternoon radio show. Richard also posted the story for CORUS radio stations across Canada to air... so thank you very much TDS!

Thank you as well to VOICES-Manitoba's Network of Youth in Care for bringing out their youth and for doing interviews with media to give a voice for youth about our event.

At the end of the September show, Billie Schibler, Authority CEO, presented Robb with an honorary Métis sash as a thank you for his work on behalf of our youth. Thank you to the Manitoba Metis Federation for being a major sponsor of the province-wide event! Thank you to the Provincial Government for their support and encouragement!

With the increasing number of youth in despair who are ending their lives, it is so inspiring to see the level of commitment so many professionals showed in collaborating to address such an incredibly important issue.



10 years of service

MMF RECOGNIZES EMPLOYEES WITH 10 YEARS OF SERVICE

The Manitoba Metis Federation celebrates employees who have served within its departments and affiliates for ten years by presenting them with gifts of acknowledgment at the MMF AGA.

MMF Minister Will Goodon presented recognitions to Authority employees Karla Hildebrand-Eden (Chief Quality Officer) Cindy Monkman (Executive Assistant), Greg Besant (now Metis CFS Agency Executive Director). Robin Jackson (Education and Training Coordinator, Metis CFS Authority) and Amanda Glossick (Office of the CFS Standing Committee Administrative Assistant) were also recognized. Further names of employees with 10 or more years of service have been forwarded to MMF for future recognition.



Karla Hildebrand-Eden



Gregory Besant

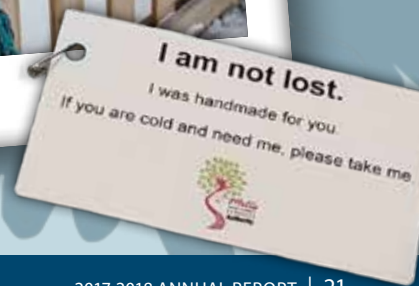


Cindy Monkman



THE MÉTIS RED HEART GARDEN CEREMONY

Across our nation, Heart Gardens are planted to honour the children and families affected by Residential and Day Schools, as well as the legacy of the Truth and Reconciliation Commission of Canada. Each heart planted represents the memory of these children and the lingering trauma that the schools have had on our families. In late June, the Metis Child and Family Services Authority hosted a Red Heart Garden Ceremony to recognize our Métis and Inuit Survivors. We planted an apple tree in front of the MMF Building to serve as a commemorative reminder of the ceremony. This single apple tree bears the fruit of four different apple varieties. Symbolically and literally, the apples are there to help feed our community who have lost their way through the generational effects of residential and day schools. In the winter, while the tree is dormant, scarves, toques and mitts are lovingly knitted by Authority staff and their families. They are donated to adorn the tree and the surrounding fence and are there for those in need to take.





Tracey Como Wins Artwork!

HELPING YOUTH & FAMILIES AT CHRISTMAS

For the third consecutive year, our Authority raffled off a print of the original artwork created for the front cover of our Annual Report by local artist Nicole LeClair. The raffle raised \$1,250 – a new record! It was won by Tracey Como. (Shown Top: 2nd from right) Also for the third consecutive year, our governing body, the Manitoba Metis Federation, donated matching funds. We purchased \$2,500 worth of gift cards and supported 50 youth in Independent Living situations across the province to use for food, necessities and, in some cases, presents for their own children. We thank the MMF for matching the funds and staff at the two agencies for personally distributing the gift cards and helping youth to do their shopping. Authority Executive Management, Service, Finance and Human Resources teams each put together a Christmas hamper for a family who is involved with Métis CFS. Staff found much joy in shopping for, donating, and putting together many meaningful, beautiful toys, gifts and food items.



Decorating our Authority



Collecting for Hampers

GREG BESANT IS THE NEW METIS CFCS AGENCY EXECUTIVE DIRECTOR

Greg Besant was hired by the Metis Child, Family and Community Services Agency's Board of Directors on October 23, after serving as the Acting Executive Director at the agency briefly. Greg has been a member of our Métis CFS system for a decade, half of which has been spent as the Practice Leader at our Authority. He has sat on a number of Inter-Authority committees and provincial working groups, contributing knowledge on Standards, Special Investigations into child deaths and child abuse. Prior to this, Greg worked in child welfare and children's mental health for close to two decades in Alberta and British Columbia.

COMPLIANCE RECOGNITIONS

Our Authority's CEO, Billie Schibler presented a Compliance Certificate of Achievement to Metis Child Family and Community Services' Winnipeg team led by Melody Chateauneuf. Michif CFS Agency's team led by Kaylee Phillips in Portage La Prairie also earned a certificate. The certificate recognizes a service team at each agency with the highest standard of compliance in funding criteria, digital photos, and face to face contact, while maintaining the lowest number of Waiting Closure files for the fiscal year.

Top from left: seated; Agency E.D. Greg Besant, Melody Chateauneuf, Billie Schibler; Standing; Bree Anderson, Lauren Paluck, Stacey Campbell, Courtney Wrightson, Jamie Munro, Rachelle Fray, Tina Shumilak, Jannelle Wentz-Chisholm

Lower from left: Sarah Bath, Billie Schibler, Maggie Marin, Kaylee Phillips, Quinton Sanderson, Authority Chief Quality Officer Karla Hildebrand-Eden, Susan Anderson and Kaitlyn Cowie. Missing: Camille Giesbrecht



Metis Agency's Winnipeg Team D



Michif Agency's Portage La Prairie Team

EDUCATION & TRAINING

This fiscal year the Metis CFS Authority provided education and training opportunities to more than 680 participants, which included, but was not limited to staff, care providers, board members and collaterals. Training is based on the trends taking place in child welfare.

TUITION WAIVERS

During the 2017-18 fiscal year, we assisted 16 students to receive Tuition Waivers to attend post-secondary education.

Assiniboine Community College	1
Red River College	5
University College of the North	3
University of Manitoba	4
University of Winnipeg	3

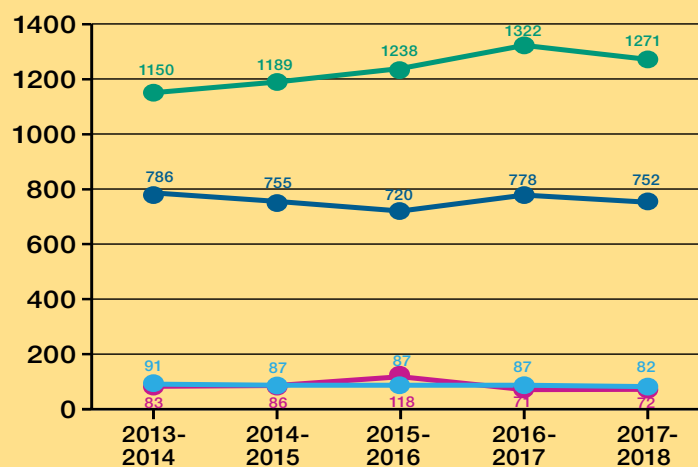
TRAINING THEME	2017-2018
Addictions	12
Attachment	35
Child/Youth Care Support	55
Crisis Intervention/Prevention	55
Cultural Awareness	58
Family Enhancement	24
FASD	28
Gang Awareness	31
Health and Safety	72
Investigating Child Abuse	39
Orientation to CFS	18
Standards	7
Strengthening Relationships	66
Suicide Prevention and Intervention	52
Trauma	123
Professional Development*	5
TOTAL	680

*The Manitoba CFS Joint Training Team (JTT) defines this category as "Other".

TOTAL NUMBER OF CASES

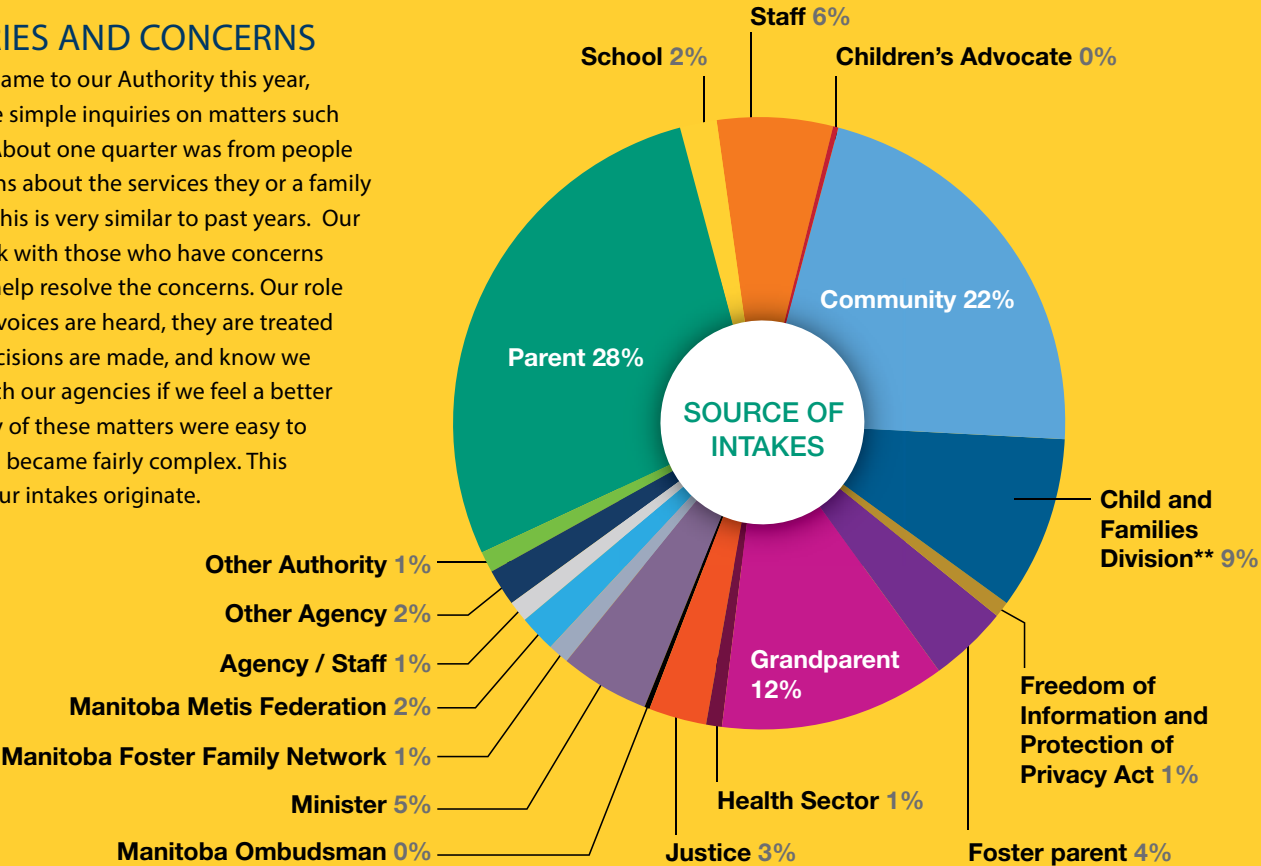
There were 2,177 cases in our Métis Child and Family Services System as of March 31, 2018.

- Child in Care
- Protection
- Voluntary Family Service
- Family Enhancement



INTAKE – INQUIRIES AND CONCERNS

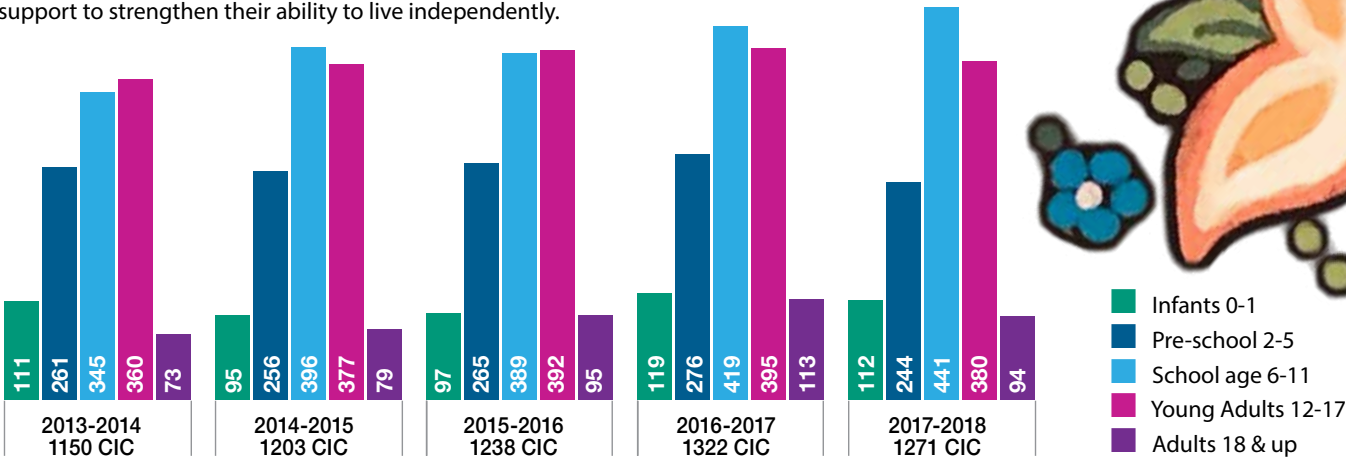
Of the 294 inquiries that came to our Authority this year, about three quarters were simple inquiries on matters such as information requests. About one quarter was from people who had issues or concerns about the services they or a family member were receiving. This is very similar to past years. Our Authority Intake staff work with those who have concerns and our two agencies to help resolve the concerns. Our role is to ensure that people’s voices are heard, they are treated fairly, understand why decisions are made, and know we will advocate for them with our agencies if we feel a better solution is possible. Many of these matters were easy to resolve and some of them became fairly complex. This graph shows you where our intakes originate.



*0% appears in sectors where the number of inquiries is less than 0.5%.
**Formerly the Provincial Child Protection Branch

AGE GROUPS OF CHILDREN IN CARE (CIC) AS OF MARCH 31, 2018

We celebrate that our agencies extended the care of 94 young adults in order to provide them continued support to strengthen their ability to live independently.



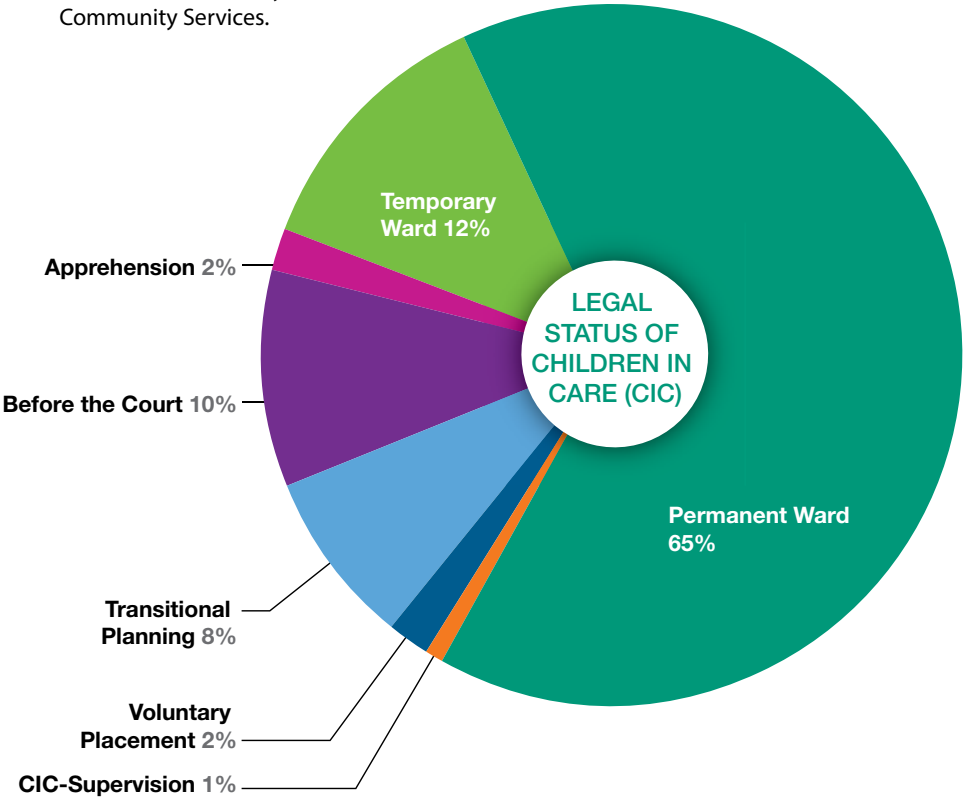
CHILDREN IN CARE TERMS

- **CIC-SUPERVISION:** An agency can return a child to a parent or guardian and seek a supervision order in order to ensure continued supportive work with the family.
- **BEFORE THE COURT:** A further legal order is being sought as the agency is not confident that the child(ren) will not be in need of protection if returned home. A further order may also be sought when parents require additional time to complete the requirements of the case plan outlined by the agency before the children can return safely home.
- **PERMANENT WARD:** Refers to a child who is under the permanent guardianship of a child and family services agency. The guardianship rights of the child's parents or guardians have been terminated.
- **TRANSITIONAL PLANNING:** When all children in care reach 15 years of age, a detailed transition "out of care" plan is to be outlined by the agency and worked on collaboratively with the youth prior to them leaving care.
- **TEMPORARY WARD:** Refers to a child who is under the temporary guardianship of a child and family services agency. Most Temporary Orders are granted for three months, six months, or one year orders.
- **UNDER APPREHENSION:** an agency has apprehended a child who they believe to be in need of protection. This is often the point of first entrance into the child welfare system and the child's legal status remains "under apprehension" until a petition for an order is filed in court, or the child is returned back to their family.
- **VOLUNTARY PLACEMENT AGREEMENT:** The Child and Family Services Act provides for a parent, guardian or other person who has actual care and control of a child, to enter into a voluntary placement agreement with an agency for the placing of a child without a court order or relinquishing guardianship.



CHILDREN IN CARE

On March 31, 2018, there were a total of 1,271 children and youth in care of the Metis CFS Authority's two agencies, Michif and Metis Child Family and Community Services.



ANNUAL REPORT 2017/18 – FINANCIAL REVIEW

With the increased Federal and Provincial focus on Indigenous Child Welfare, the 2017/18 fiscal year has provided new challenges and opportunities for the Finance Team. Participation in the MMF-led Metis Child Welfare Legislative Community Consultations has solidified our understanding of the positive and negative impacts finance can have on the services provided to our children and families. With this knowledge we find the strength and endurance to reach our goals and strive for excellent service to our system.

The collaborative focus on Child Maintenance has continued throughout 2017/18. The Authorities and the Province have been meeting consistently throughout the year to discuss Child Maintenance Processes.

One of the main topics regarding Child Maintenance is the Block Funding Pilot Project which began in the summer of 2017. The Pilot is part of the Province's Four Pillars of Child Welfare Reform, promising flexible funding and enhanced capabilities to find innovative solutions. Work has been done to enhance the Child Maintenance Expenditure Process to improve the finance environment for Block Funding. This required a system-wide shift, improving the timeliness of information and strengthening of Child Maintenance Process. While our agencies are not currently participating in the Pilot, we have actively participated in the discussion in anticipation of the direction the Province is moving in.

Our Finance Team has taken on this additional work in stride and continues to work hard to support the variety of changes resulting from Child Welfare Reform process, as well as the continuous improvement of our internal processes and systems.

2017-18 FINANCIAL REVIEW	2016/2017	2017/2018	
2017-18 AUTHORITY OPERATIONS			
Authority Total Operating Revenues	\$ 3,456,279	\$ 3,853,762	
Authority Total Operating Expenditures	\$ 3,043,569	\$ 3,496,908	
Surplus/(Deficit) from Operations	\$ 412,710	\$ 356,854	
2017-18 AUTHORITY KEY VARIANCES			
Salaries and Benefits	\$ 2,553,131	\$ 2,921,790	14%
Office and Staff Expenses	\$ 307,884	\$ 354,785	15%
Agency Education and Training	\$ 92,644	\$ 96,236	4%
Board Expenses	\$ 56,691	\$ 61,603	9%
Information Technology	\$ 50,235	\$ 45,129	-10%
2017-18 AGENCY CORE AND OPERATIONAL GRANTS			
Metis Child, Family and Community Services Inc	\$ 10,055,963	\$ 10,981,885	
Michif Child and Family Services Inc	\$ 5,443,070	\$ 5,486,304	
CHILD MAINTENANCE EXPENDITURES			
Child Maintenance Expenditures	\$ 42,429,273	\$ 42,492,287	
Total Days of Care	440,996	449,705	
Average Cost Per Day of Care	\$ 96.21	\$ 94.49	

Further financial information on the Metis Child and Family Services Authority can be found in our audited financial statements.

ABOUT THE ARTIST



Nicole LeClair

Born in Winnipeg, Nicole works in a mix of gauche, oil and acrylic painting. Her bold florals and pointillism represent the traditional Métis art of beading. She cultivates inspiration through organic shapes and animals.

"Warm hands, hearts and all of the seasons" is a reflection of the support that MCFSA provides throughout the year. The two hands interlacing represent the caregiver (whoever that may be) and child coming together. The fire is a visual representation of MCFSA keeping the fire warm and honouring the relationship between caregiver and child. The eagle feather is a sign of respect and is centred within the painting to anchor all the parties together to ask "Is It Good For The Children?" at every stage of care.

Visit metisart.ca



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