



Metis
CHILD & FAMILY
SERVICES
Authority



.....
**ANNUAL
REPORT**
.....

APRIL 1, 2018 – MARCH 31, 2019



WHEN
THE PATH
IS DARK AND GRAY
AND YOU CANNOT
FIND YOUR WAY
THOUGH LIFE IS FULL OF ROCKY PATHS
CREATION'S GIFT OF LIFE WILL GET PAST THAT

WHERE DIRECTION IS LOST OR SWAYS
AND YOU ARE NOT ROOTED IN THE WAYS
EVEN WHEN YOUR LIFE IS LED ASTRAY
CREATION'S GIFT OF LIFE WILL SHOW THE WAY

ONCE LIFE'S LUSTRE HAS LOST IT'S BRIGHT
AND YOU CANNOT SEE THE LIGHT
THOUGH THE MAKERS' BEADS ARE BY DESIGN
CREATION'S GIFT OF LIFE WILL SPARKLE AND SHINE

WHEN LIFE'S TIES BECOME UNWRAPPED
AND THE SOUL KNOWS NOT WHERE IT'S AT
EVEN WHERE BINDINGS ARE UNTIED AND FRAIL
CREATION'S GIFT OF LIFE WILL LACE UP FOR THE TRAIL

WHERE THE SOLE IS THINNING AND FRAYED
AND YOU AREN'T SURE IF YOU'VE STRAYED
THOUGH STEP IS TIRED AND HARD TO PROCEED
CREATION'S GIFT OF LIFE WILL GUIDE YOU TO SUCCEED

ONCE THE SPIRIT IS WANTING AND WONDERING FOR HOME
AND YOU HOUSE FEELINGS FOR FAMILY AND MOOSHOM
EVEN WHEN UNCERTAIN OF WHAT LEAVES BEHIND
CREATION'S GIFT OF LIFE WILL JOIN THE TIES THAT BIND

CREATION'S GIFT OF LIFE WILL REMAIN DOWN PATH
YEAH! BUT IT'S A LOT MORE THAN THAT
BUT NOT WANTING TO LEAVE YOU FEELING FLAT
THEREFORE IT WILL FOREGO PASSING THE HAT

CREATION'S GIFT OF LIFE WILL REMAIN DOWN PATH
THE SPIRIT POINTS AND DIRECTS OUR WAY
THAT KEEPS US WARM
AND AWAY FROM HARMS WAY
LIGHTENING OUR BURDENS
BY INSPIRING US TO PRAY
FOR THE
LOST MOCCASIN
TO COME HOME
AND STAY

- Donald Roulette

Thank you to Don Roulette for the use of his poignant poem, "Lost Moccasin." Its message resonates in the distant gaze of the Kookum on our front cover artwork, especially its last line, "inspiring us to pray for the lost moccasin to come home and stay." This sentiment is reflected in the artwork created by talented Metis Artist, Nicole LeClair, which is why she has named this painting "Awaiting The Return...". This is the fifth consecutive year that Nicole has created original artwork that captures milestone moments in the evolution of child welfare for Metis in Manitoba and in our nation.



THANK YOU TO ALL STAFF AND BOARD MEMBERS WHO SERVED
OUR AUTHORITY BETWEEN APRIL 1, 2018 AND MARCH 31, 2019

STAFF

Chief Executive Officer.....	Billie Schibler
Executive Assistant.....	Cindy Monkman
Chief Quality Officer.....	Karla Hildebrand-Eden
Chief Communications Specialist.....	George Kolomaya
Chief Human Resources Officer.....	Katherine Short
Chief Financial Officer.....	Louis Nault
Education and Training Coordinator	Robin Jackson
Addictions Specialist	Leilani Buschau
Service Specialist.....	Desirée Gillespie
Service Specialist.....	Kathy Cote
Service Specialist.....	Caroline Corbin
Service Specialist.....	John Anthony
Service Specialist.....	Kirra Noble
Quality Assurance Specialist.....	Tim Young
Service Analyst.....	Dianna Cadotte
Administrative Assistant (Service).....	Denise Bloch
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/Joyce Cabellero
Finance Clerk	Ivy Reyes
Finance Clerk	Cheryl Smith
Finance Clerk	Grace Wang
Administrative Assistant (Finance).....	Ines Rendulic
Facilities Manager	Danielle Richard

IT Officer.....	Kyle Reid
Network Technician.....	Tristan Gabriel
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/Brian Gautron
Receptionist	Norma-Anne Zoppa

BOARD OF DIRECTORS

Chairperson.....	Rita Cullen
Vice Chairperson	Marc Boyer
Treasurer	Ron Chartrand
Secretary.....	Lorraine Laramée
Member	Barb Lavallee
Member	Marg Bagley
Member	Don Samatte
Member	Eleanor Welton
Member	Harry Tootoo
Ex-Officio/Minister	Mona Buors
Ex-Officio/ Associate Minister.....	JoAnn Remillard
Elder.....	Lucy Guiboche
Elder.....	Reid Hartry
Elder.....	Mitch Bourbonniere

METIS REPRESENTATIVES TO THE ALL NATIONS
COORDINATED RESPONSE (ANCR) BOARD OF DIRECTORS

Rev. Tanis Kolisnyk and Nolin Turenne



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.



IN MEMORY OF THOSE WHO SERVED OUR METIS CFS SYSTEM



Moment of silence at Joint Board of Directors Meeting in December 2018 for those who had passed



John Laplante, Michif CFS Agency Board Elder from San Clara graciously served as a Michif Board Elder Advisor for three years. He will be remembered for his kindness and commitment.



Pat (Patricia) Donaghy began as a finance clerk at our Metis Child, Family and Community Services Agency in 2008 and we were honoured to have her join our centralized Finance team at the Authority. Pat is deeply missed.



We were greatly saddened to say goodbye to Metis Child Family and Community Services Agency Board Chair **Loretta Boulard**. Loretta had been very involved with our Metis CFS System for many years and we are grateful for her service on the Agency Board.

THIS YEAR A NUMBER OF OUR METIS CFS SYSTEM FAMILY PASSED AND WE DEVOTE THIS SPACE IN OUR ANNUAL REPORT TO HONOURING AND REMEMBERING THEM FOR THEIR DEDICATED SERVICE TO OUR CHILDREN, YOUTH AND FAMILIES.

They will be remembered with great fondness and respect.



David Chartrand

LL.D (HON), O.M.



MESSAGE FROM THE PRESIDENT OF THE MANITOBA METIS FEDERATION, OUR GOVERNING BODY

The Metis Child & Family Services Authority has grown substantially since its inception in the early 2000s. The Metis CFS Authority is a key component of the Manitoba Metis Federation's dream of a strong and healthy Metis Community. The Metis CFS Authority also plays an important role in the attempt to work through the effects of historic injustices committed on the Metis community, including Residential Schools and the 60's Scoop.

Today the Metis CFS Authority offers a vast array of services and programs through its agencies that rely on cultural knowledge in the building of a strong Metis community in Manitoba. These services include vital supports for fathers and mothers in the building of a strong family. An environment that provides opportunities to strengthen Metis households is a requirement in the forging of a strong Manitoba Metis Community.

In the past year the Metis CFS Authority has made historic leaps forward. The federal government, in passing Bill C-92, recognized the Metis inherent right and constitutional jurisdiction to look after our own children and families using both a proactive and preventative approach. Bill C-92 also allows the Metis to solve issues in our own way that follows our traditional and cultural approaches. The Manitoba Metis CFS System was put into the national spotlight as a result of its success with the Live In Family Enhancement (LIFE) program.

I would like to thank the Elders, Minister Mona Buors, Associate Minister JoAnne Remillard, and Chairperson Rita Cullen. Last but not least I would also like to thank the staff, from those on the front line to the CEO, that help the MMF work towards our mission of building a Manitoba Metis Community that can rise above hardships to emerge strong, healthy, and independent.

Miquetch

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

It has been more than a year since I was assigned to Métis Child and Family Services (CFS), along with my Associate Minister JoAnne Remillard. It is a portfolio that I take very seriously and hold dearly to heart.

It is important to believe in yourself, your family, and the Métis Nation. It is with this philosophy that the Métis Government provides services to Métis Citizens. Some of those services are geared to support our children. We all want to see Métis youth participate in our culture, and grow into respectful, thoughtful, and energized young adults. Toward that end, our Elders provide advice, guidance, and wisdom. It is the knowledge that we have family support through our grandparents, parents, aunties, uncles, cousins and community that strengthens us. Our Métis CFS System provides strength to our Nation, and the quality of services that our Métis CFS System provides is among the best in this country.

It was a very proud day when we took control back through devolution and the development of Métis CFS. However, we must remain vigilant and never take our achievements for granted. It is with great dedication that we work to protect the future of the Métis children, just as our forebears did. It is the Métis children who will carry the fire of our beliefs into the digital age and beyond.

I thank the staff and boards of our Authority and its two agencies, for their dedication to improving the services offered to our children, youth and families, and their efforts to keep families together and safe. They deliver services with passion and compassion. We are particularly grateful for their work locating extended family so more children can stay connected to their descendants and community. The innovation and quality of our Métis CFS programs has earned us national accolades.

Let us continue to move forward with pride in our past. We bring a never-ending ambition for improvement so we can do the best work possible for our children, youth and families.



Mona Buors

MINISTER OF METIS CFS



JoAnne Remillard

ASSOCIATE MINISTER
OF METIS CFS



Rita Cullen

CHAIRPERSON

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, 2019.

We have seen monumental changes for Metis people over the last few years and this year has been particularly historic as our Metis Government, the Manitoba Metis Federation, works with the federal government on many important initiatives for Metis people. Of utmost importance to us is the work being done on Indigenous Child Welfare and the historic Bill C-92. I did not believe I would see the day come when our people's hard work would see these changes finally occur for our Metis communities.

I thank President David Chartrand for his drive and leadership. Change has come from his never ending care and vision for our people. Thank you to our Metis Minister Mona Buors and Associate Minister JoAnne Remillard for always taking up our cause at government leadership tables. Thank you to the Board Members of our Authority and agencies for their dedication to our Metis CFS System. Last but not least, thank you to our Authority Chief Executive Officer, Billie Schibler and our Agency Executive Directors and their staff for their leadership and hard work each and every day.

I feel blessed to witness our people entering this new era with change on the horizon. This year the pace of those changes has accelerated and put Indigenous Child Welfare front and centre on the national stage.

Mügwetch!

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

I am greatly honoured to present our Annual Report for the 2018-2019 fiscal year.

Our Metis Child and Family Services Authority has been working very hard with our agencies to prepare for some of the exciting changes that will occur over the next few years.

Provincially, we will be moving to Single Envelope Funding which suggests that we will have the control and flexibility we need to create and provide services that are more reflective of our history, our culture, and our community needs.

On a Federal level, I was honoured to speak in Ottawa before the Senate Standing Committee to welcome and support Bill C-92. This legislation will alter the historic relationship between our people and the Federal Government on important Child Welfare matters, while solidifying a stronger and meaningful relationship into the future. It clearly identifies and recognizes the history and true issues that exist for the Indigenous Peoples of Canada. Most importantly, it acknowledges the significance of working together to accept and address the Truth and Reconciliation Commission of Canada's Call To Action.

Our Metis Child Welfare System continues to work hard to make positive change happen. I am grateful for the strong leadership at both our Metis CFCS agency and our Michif CFS agency. Providing quality services to our families is their priority and I commend them for working collaboratively and creatively to do so.

I thank my Board Chairperson, Rita Cullen, and our Authority Board of Directors for their continued support and belief in my leadership.

I also thank President Chartrand, Minister Buors and our Manitoba Metis Government for their strength and perseverance in their government to government negotiations and their work in keeping child welfare discussions at the forefront.

I am appreciative for everyone at our Authority and agencies from front-line to management and Boards of Directors for their hard work as well as continuing to commit that all of our actions be guided by asking, "Is It Good For The Children?"

Miigwetch!



Billie Schibler

CHIEF EXECUTIVE OFFICER

YEAR-IN-REVIEW

2018-19

AWAITING THE RETURN...

IS 2019 THE YEAR WHEN
RECONCILIATION BEGINS?

In June 2015 the National Centre for Truth and Reconciliation publicly released its Calls To Action. This past fiscal year saw many federal and provincial organizations create their public strategies to demonstrate how they will revamp their services to reflect their commitment toward specific articles from the Calls To Action.

We need to ask ourselves some important societal questions. How will these legislative and funding changes proposed by the federal and provincial governments affect each of us, our families, our communities and our country as a whole? Are these the changes that we have been waiting for?

We know that today's child welfare system sits upon the tragic history of our Indigenous Peoples of Canada. (The effects of Colonization, Residential and Day Schools, 60s Scoop, Murdered and Missing Indigenous Women, and the social stigma of continued racism.) The increasing number of Indigenous children in the care of the child welfare system is the result of these tragedies, furthering social conditions that have existed for decades.

As we go forward into this new era where people are looking to turn the tide through "Truth and Reconciliation", we must ask ourselves...

How then do we undo these effects?

And how long will this take?



The current mental health of Indigenous Peoples and the escalating addictions crisis are further symptoms of generational pain and the blood memory from trauma. If we are still living out these effects, how does the child welfare system shift from a protection mindset and practice?

There is no doubt that based on the safety concerns that come forward to our current child welfare system, there is a need for aggressive child protection and intervention. We cannot turn a blind eye to the fact that there are serious, severe maltreatment and atrocities being inflicted on children and youth at the hands of trusted adults and caregivers in their lives.

How do we move to reconciliation without a focus on **Healing**? What does “**Healing**” look like? From your own individual value base it may look different. Is it an apology? A Residential School payout? Changes in legislation?

Healing is the process of becoming healthy but it isn’t “one size fits all”, and does not happen overnight. It needs to be offered through positive solution-planned options that support healing.

Healing is the purging of emotional pain caused by generations of trauma. Healing and the anticipated transformation that accompanies it, needs to be recognized as a journey.

There needs to be accountability and support from each level of government for the funding and provision of these services.

There needs to be jurisdictional accessibility to these services.

There needs to be a clear distinction and agreed interpretation as to what is understood as being in the “best interest” of the child. Who determines this? How much weight is given to identity, culture and belonging when determining “best interest”?





MOVING FORWARD...

We have unique options for services that are designed to preserve families, help them to safely purge and heal their pains of trauma, and help them to remain together as a family unit through strong supports.

Our agencies currently offer our LIFE (Live In Family Enhancement) philosophies and practice where we foster the entire family unit.

Our agency's Metis Connect Team is bringing families together for reunification and preservation where they locate and connect extended family members to children who are in need of protection or who are in the care of our agencies.

We are currently working on an addiction wrap-around service that prevents the separation of families as they heal together from their addictions.

With funding supports toward prevention and preservation, we can do so much more. We know that children raised in the child welfare system is NOT the answer. But Child Welfare is only one service. It needs the connections and support through similar legislative changes that relate to Health, Justice, Education, and Mental Health. These related services cannot continue to address the same issues in the same increasing numbers with little evidence of success. None of these services can work as stand-alone services.

But most importantly, none of these other services can be effective for our families without the acknowledgement of the history, the truth, the trauma, and the healing journey toward reconciliation. We all need to change together collectively if we want to see a different future for the coming generations.

In our actions, We ALL need to ask ourselves....
Is it Good for the Children?



WHAT DOES RECONCILIATION MEAN TO OUR METIS FAMILIES AND TO OUR METIS CHILD WELFARE SYSTEM?

Last year, in introducing our new Vision, Mission and Building Principles, our Authority focused on its first guiding principle: *"Is It Good For The Children?"*

This year, as a Métis organization, we committed to review our own services to determine whether they reflect our second guiding principle: to *"change the landscape and history of child welfare practices through recognizing the importance of reconciliation, culture and family."*

We are an Indigenous organization. Many of us have personally seen generational struggles within our own families through an involvement with the child welfare system, through the effects of residential/day schools and as a result of the 60s Scoop. Despite our personal efforts to rebuild our own Metis identity, culture and community, we know that we are also part of a system whose past represents historic damage to families. It now becomes our responsibility to repair the scarring done by past child welfare practices.

Reconciliation is a restoring of balance between Indigenous and non-Indigenous people. In our situation, it is about restoring the balance of an Indigenous system providing services to our families in a way that does not repeat historic damage, but instead results in a more positive outcome for the well-being of children.

We have begun the process at the Authority by leading and supporting our agencies in taking a different direction around apprehensions, guardianships and adoptions.





WALKING THE PATH...

Our policies on these matters are clear. They are designed to create an environment where we look at every option available to help support parents to continue providing care to their children before apprehension is even considered.

If an apprehension becomes necessary, our agencies have already been working hard to find family members in the community who are familiar to the children and can be trusted with their care.

No adoptions can take place without the authorization of our Authority. The practice of adoption seldom takes place anymore as a practice towards permanency. They only take place if the adoptees are family or if the biological parents request adoption for their children.

These practices keep the possibility for family reunification open for as long as possible. These are big steps in what will be an important journey toward reconciliation. A long road remains ahead of us.



OUR PRIMARY GOALS AND FOCUS MOVING FORWARD

Our goals in the coming years will be to:

- ∞ Continue a shift in Metis Child Welfare toward providing restorative services to families in order to redress the sad and tragic history and legacy of child welfare, which manifests in social setbacks such as addictions, poverty, family violence and generational childhood trauma.
- ∞ Continue addressing our commitment to reconciliation of the history of the Child Welfare System and its tragic legacy through the development of mandatory training for staff, management, caregivers and Boards of Directors.
- ∞ Prioritize a continued service shift toward prevention, preservation and reunification of families in order to reduce the number of children in care. A Director of Practice and Innovation was hired and a Metis Connect team established at Metis Child, Family and Community Services to train staff to identify and recruit family caregivers in order to keep families together.
- ∞ Continue to make every effort, despite geographic challenges and funding hurdles, to provide mirrored services across Manitoba and throughout our Metis CFS jurisdiction.
- ∞ Both the Metis and Michif agencies, as brother and sister agencies, are providing service supports to one another. Both Executive Directors work collaboratively to provide coverage and resources to each other wherever possible.
- ∞ Our Metis CFS Authority provides support and guidance to each agency as we work strategically in collaboration toward improved services.
- ∞ Continue efforts to create a resource for second stage housing for our youth aged 21 – 25 as part of addressing Winnipeg's Homelessness Initiative.
- ∞ Develop our own culturally-appropriate resources to eliminate our reliance on Provincial Group 2 Resources.
- ∞ Create our own Métis/Inuit Three-Tier Emergency Placement Resources.
- ∞ Continue discussions with the Province for the Inuit to obtain their own mandate during this time of child welfare reform and reconciliation.
- ∞ Welcome continued support from Manitoba Metis Federation Departments and Affiliates such as Metis Employment and Training, Metis Community Liaison Department, Health, Justice, Housing and Louis Riel Institute.
- ∞ Work jointly with our agencies to create and harmonize our strategic plans.
- ∞ Continue working toward the creation of an Addictions Specialist and team to develop and deliver supportive addiction services to the families served by our agencies. The intent is for families to be supported in their journey from addiction while their children can reside safely with them rather than be removed. We are relying upon some positive movement toward addiction and mental health resources for our families to access, as committed to through to the Province's \$2.7 million response to the Virgo Report.



OTHER MATTERS

A NEW VISION, MISSION AND GUIDING PRINCIPLES FOR A NEW ERA IN CHILD WELFARE

In last year's annual report, we proudly launched our new Vision, Mission and Guiding Principles which we based on feedback from the Metis communities and from the priorities of our Metis, provincial and federal governments. It is with this same spirit that we shared our vision and plans for the future with staff from both our agencies in a series of visioning sessions that took place in late May and early June with staff from Winnipeg, Beausejour, Brandon, Portage La Prairie, Dauphin, Swan River, Thompson and The Pas. Many staff were very engaged in the discussions. They were eager to hear about and contribute ideas on how we can move forward in ways that better help our families to heal and bring them together. Thank you all!





THE 2017-18 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 on September 20, 2018 at the Clarion Hotel in Winnipeg. Digital copies of those reports can be found on our websites.

THE JOURNEY OF CHILD WELFARE DISPLAY CREATED

Before entering the meeting room, those attending the Metis CFS AGMs were taken on a journey of the painful past of Indigenous people by a display that chronicled the Residential/Day School Experience, the 60s Scoop, Missing and Murdered Indigenous Women and the CFS Experience. The journey ended with hope for the future by showcasing some of the remarkable changes that are currently taking place in child welfare provincially and nationally for Métis people.

B & L HOMES REVIEW

Considerable time and resources were spent in the last half of the fiscal year addressing the circumstances leading up to the Provincial B&L Homes Review, conducting the review and implementing improvement strategies such as foster home reviews and sign-off by the children and youth on their case and safety plans. Our Authority also ensured the distribution of Children's Rights pamphlets based on the U.N. Convention on the Rights of Child and the U.N. Declaration on the Rights of Indigenous Peoples pamphlets to all of our school-aged children and youth. Importantly, the reviews that were conducted strengthened our resolve to provide and oversee our own caregiver resources, shifting away from third party providers.





KNOW YOUR RIGHTS (Ages 10-17)

This book belongs to _____

My Worker is _____

Phone # _____

Other adults who can help me _____

Phone # _____

DESIGNATED INTAKE AGENCY (DIA) REVIEWED

This year, the Metis CFS Authority completed a full review of the Designated Intake Agency (DIA) in Parklands under Michif Child and Family Services agency. The review looked at compliance with Provincial Standards for Intake agencies and how the DIA was operating overall. The Authority made 10 recommendations to improve the services to children and families.

SAFETY QUESTIONS TEMPLATE AND YOUTH RIGHTS PAMPHLETS CREATED

A template of questions was created for agency workers to use when conducting face-to-face meetings with children and youth to discuss their rights and provide them with safety plans that the youths themselves sign off on.

THE CREATION OF APPREHENSION PAMPHLETS

Just as important was the creation of Apprehension Pamphlets for families receiving our services and for use as a community resource. While apprehension is always a last resort, it is essential for us to provide parents with detailed information on the legal process, what they can expect from our agencies in terms of services, as well as our commitment to them and their child/children.

When Children are Removed by Child and Family Services

INFORMATION FOR PARENTS



WORK BEGAN ON AGENCY CASE REVIEWS

Currently, there are two Metis system-wide case and service reviews occurring through our Authority. One is a review of all foster care management files. The other is a review to ensure that all children in alternative care homes licensed by our agencies are interviewed about their experiences in their foster homes. A final report should be completed by the end of 2019.



FEDERAL CHILD WELFARE COMMITMENT

We were pleased to be invited to attend Ottawa to lend our expertise around the development of legislative child welfare reform for our Metis people. We were excited that the federal government tabled and passed Bill C-92 to pave the way for new federal Indigenous Child Welfare Legislation.

AUTHORITY BY-LAWS UPDATED

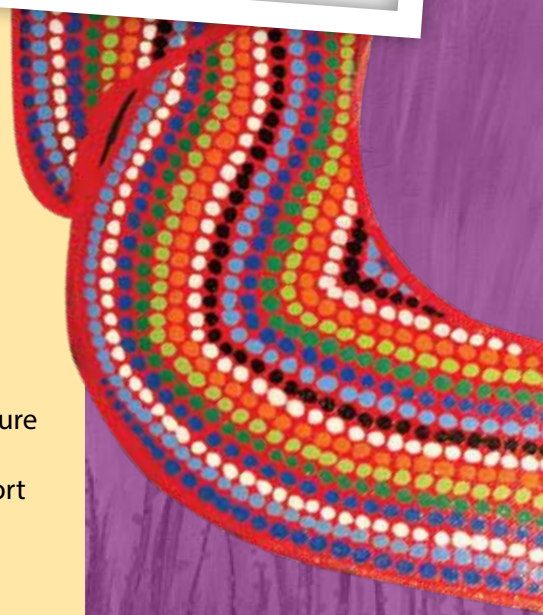
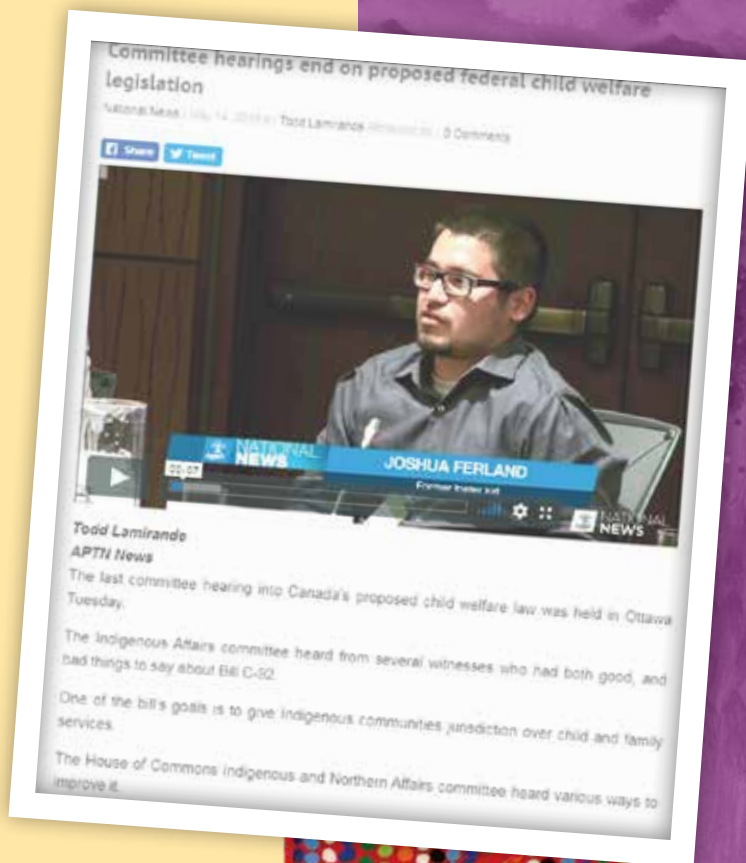
A series of meetings were held throughout the fiscal year to update the Authority's By-Laws. The committee consisted of representatives from the Authority Board of Directors and staff and the Manitoba Metis Federation Cabinet. The revised bylaws were brought forward at our September 2018 AGM, where our governing body, the MMF Board of Directors, voted in favour of accepting the amendments. Thank you to committee members for their hard work on this important project.

CHILD WELFARE LEGISLATIVE REVIEW COMMITTEE SUBMITS REPORT TO GOVERNMENT

After 4 months of consultation by a provincially-appointed Legislative Review Committee on child welfare in Manitoba, a final report and recommendations were submitted to government and made public on September 19, 2018. The review committee included MMF Health and Early Learning Child Care Minister Frances Chartrand.

Many recommendations focus on safely and successfully reuniting families when possible, and finding community-based solutions when it is not possible. The report highlights the need to strengthen connections to culture and community, particularly for First Nation, Métis and Inuit families.

The report suggested the province establish a new, more equitable funding structure that incentivizes reunification and better outcomes, as well as regular legislative reviews to increase accountability in the system. We invite you to read the full report and recommendations at www.gov.mb.ca/fs/child_welfare_reform/index.html.



CHANGES TO THE AUTHORITY BOARD OF DIRECTORS

We were pleased to welcome Marc Boyer to the Board in May 2018. Marc joined as a Director and was later elected as our current Vice-Chairperson.

Don Samatte completed his term as an Authority Board Member in December 2018. We thank him for his 11 years of dedication to the children, youth and families served by our Metis CFS System. In gratitude, at his last official Board meeting in December 2018, we presented Don with a framed print of the original artwork used for an Authority Annual Report cover. The art was created by talented Metis artist, Nicole Leclair.

We were also sorry to see our much-loved Elder Advisor Lucy Guiboche retire from the Authority Board of Directors after providing more than seven years of dedicated service and wisdom to our Metis Authority and agencies.



*Authority Board
Chairman
Rita Cullen (r)
welcomes Mark
Boyer (l) to the
Authority Board
of Directors.*



*Authority Board Vice-Chairman Marc Boyer
(l) and Authority Chief Communications
Specialist George Kolomaya present
parting gift to Elder Lucy Guiboche.*



*Rita Cullen (l) and Billie Schibler (r)
present parting gift to Don Samatte.*

HELPING YOUTH & FAMILIES AT CHRISTMAS

For the fourth consecutive year, our Authority Social Committee raffled off a print of the original artwork created for the front cover of our Annual Report. The raffle raised \$1,730 – a new record! It was won by Metis CFS Associate Minister JoAnne Remillard. (Shown 2nd from right) Also for the fourth consecutive year, our governing body, the Manitoba Metis Federation, donated matching funds. We purchased gift cards to 50 youth in Independent Living across the province to use for food, necessities and presents, especially for those with children. We thank the MMF for matching the funds and the staff at the two agencies for personally distributing the gift cards and helping youth to do their shopping. Funds raised were also banked for emergencies where youth or families suddenly and urgently need our help. On these occasions we know their need is outside of our provincial funding boundaries to bill back the province, so this enables us to provide help through our Authority's Social Committee.



Associate Minister Remillard (2nd from right) wins annual artwork raffle

HOLIDAY HAMPERS

Autumn months are a time when our team members show so much extra compassion. They make huge efforts to fundraise, donate, collect, shop and put together beautiful, thoughtful and personalized hampers of food, toys and goodies for the families we serve. This year, our Authority provided three hampers for our families as well as one for our Metis Spirit youth to share. Most of Metis Agency's teams and Michif's offices also put together hampers. Workers deliver them to their families personally, much to the surprise and delight of the families, especially the children. Huge thanks and appreciation goes out to every person who makes the holidays brighter for our children and families!



Our Métis CFS System quarterly newsletter receives many accolades and continues to grow in popularity. The newsletter is distributed to all Metis CFS employees and boards, to all MMF ministers, caucus members, departments and regional offices, to members of our provincial and federal government, to the other authorities and to the Department of families, as well as other collaterals and partners.



LE TRAVAIL POUR NOTRE PLAN STRATÉGIQUE QUINQUENNAL DES SERVICES EN FRANÇAIS SE POURSUIT.

Notre administration continue de travailler pour sensibiliser davantage notre personnel à nos obligations en vertu du Règlement sur les services en français du gouvernement du Manitoba et pour évaluer nos capacités, forces, défis et ressources actuels en français. Nous avons également commencé à traduire certains de nos documents en français.

WORK CONTINUES ON OUR FIVE YEAR FRENCH LANGUAGE SERVICES PLAN

Our 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. We also began to translate some of our documents into French.

YEARS OF SERVICE RECOGNITIONS

At its Team Day in December, the Authority paid tribute to staff who were celebrating milestone years of service with us in 2018. Thank you for your dedicated service.



Desirée Gillespie

15

YEARS OF
SERVICE



Allyson Wutke

10

YEARS OF
SERVICE



Ivy Reyes



Dianna Cadotte



Leilani Buschau

KUDOS TO OUR AGENCIES

METIS CONNECT

Metis Child, Family and Community Services Agency is doing wonderful work with their newly-created Metis **Connect Program**, which began in October 2018. This team uses innovative, creative and extensive measures to locate family members that could care for children who might otherwise be placed with strangers or outside of their community. They also train other agency workers to use these practices in their own casework. Workers have really embraced the involvement of family in case planning.

LIFE FAMILIES

Metis Child, Family and Community Services Agency has received national attention over the last few years for its LIFE Program (Live In Family Enhancement). In it, rather than removing children from their homes, the whole family moves in with a Mentor Family to acquire stronger life and parenting skills - building capacity in parents so their family can remain together.

Thirty-eight families have entered the LIFE program. The majority of families who complete the program are able to stay united as a family.

Most recently, our Authority's Chief Executive Office, Billie Schibler, (2nd from left) spoke about LIFE when she was asked to be a panelist at a gathering of Indigenous Innovators from across Canada. They were brought together in Toronto by Canada's Indigenous Services Minister Seamus O'Regan (left) in Spring 2019

Congratulations Metis Agency for the wonderful work you do on this program!



We are so pleased to see that Michif Agency is joining in the practice of celebrating youth by having their first-ever Age of Majority Celebration on May 25, 2018 in Brandon



A University of Manitoba program that had evaluated the Metis Child, Family and Community Services Agency's LIFE (Live In Family Enhancement) Program provided it with a glowing review. In the study, they wrote, ***"The findings show a significant set of benefits to families such as stronger attachment between parents and children, improved parenting skills, strengthened social support for families, newly acquired household management skills, successful completion of employment training, and significantly improved trust in social workers and the agency. Many of these factors are correlated in research with increased rates of family reunification. The paper documents these findings, and recommends that this approach be expanded for use in prevention as well as reunification."***

"Your work and the unique LIFE Program is the type of innovative model to support families that is needed across many communities...The benefit to Indigenous children and families is significant and will continue to have a remarkable impact as you continue to implement this strong vision – *The Honourable Seamus O'Regan, P.C., M.P., Minister of Indigenous Services*

***We always
need more LIFE
Mentor Families.
Please enquire!***

BECOME A CAREGIVER

We need our **Métis** Citizens to step forward and open their homes to our children, especially school age and young teens. If you think you might be willing to make the commitment to care for your family's children or your community's **Métis** children:

In Winnipeg, the Interlake and Southeast Regions, contact:
Alternate Care Intake, Metis Child, Family & Community Services | 204-927-6811

In Southwest, Northwest, The Pas, and Thompson Regions, contact:
Nina Crawford, Michif CFS Agency | 204-622-3536 or 204-734-3974

Collect Calls Welcome!

COMPLIANCE RECOGNITIONS

Our Authority's CEO, Billie Schibler and Karla Hildebrand-Eden, our Chief Quality Officer, presented a Compliance Certificate of Achievement to Metis Child Family and Community Services' Winnipeg team led by Carla Burton. Michif CFS Agency's team in Thompson, led by Kisty Argue, 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.



From left: seated; Greg Besant, (MCFCS Agency E.D.), Billie Schibler, Carla Burton, Karla Hildebrand-Eden

Standing; Jillian Dueck, Melissa Fast, Adetoro Eludipo, Marlee Yusim, Melanie Troia, Alina Kratsberg, Marla Rees, Savannah Tabin, Scott Maksymyk (Agency Director of Services)

From left: seated; Billie Schibler, Kisty Argue, Karla Hildebrand-Eden

Standing; Shana Mcleod, Kyra Dookheran, Maggie Marin (Michif Agency E.D.) and Leanne Rab



EDUCATION & TRAINING

The Metis CFS Authority did more training this year than ever before. This fiscal year, we provided education and training opportunities to 1043 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.

TRAINING THEME	2018-2019
Addictions	88
Attachment	8
Child/Youth Care Support	66
Crisis Intervention/Prevention	24
Cultural Awareness	99
Family Enhancement	93
FASD	8
Health and Safety	263
Investigating Child Abuse	49
Orientation to CFS	37
Suicide Prevention and Intervention	34
Trauma	88
Professional Development*	186
TOTAL	1,043

*External training, workshops & conferences

TUITION WAIVERS

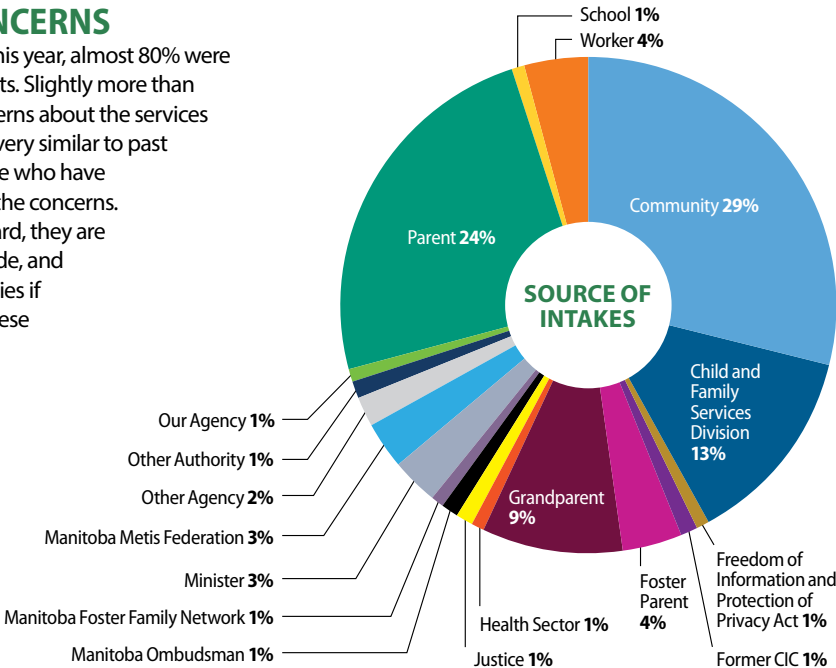
During the 2018-19 fiscal year, we assisted 13 students to receive Tuition Waivers to attend post-secondary education.

POST-SECONDARY EDUCATION

Assiniboine Community College	2
Red River College	2
Brandon University	1
University of Winnipeg	3
University of Manitoba	5
TOTAL	13

INTAKE – INQUIRIES AND CONCERNS

We had 295 inquiries come into our Authority this year, almost 80% were inquiries on matters such as information requests. Slightly more than 20% were 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, yet some of them became fairly complex. The graph below shows where our intakes originate.



SERVICE CASE TERMS

- **PROTECTION FILES:** A protection file is opened when there are safety concerns for children within their family home whereby an apprehension of the child/children is warranted, or where child welfare intervention is required to mitigate further risk in order to avoid an apprehension. Services are provided to assist and strengthen the family so the child/children can return home and/or remain at home.
- **VOLUNTARY FAMILY SERVICES FILE:** A file is opened when a family requests assistance from child and family services to voluntarily intervene and support the family to strengthen or to access resources that can assist in on-going or temporary support. An example of this could be parent-teen conflict.
- **FAMILY ENHANCEMENT FILE:** An FE file is opened to help parents meet the needs of their children before problems escalate to where a child may become in need of protection and intervention. This is also a voluntary service that is intended to be short-term with a focus on strengthening the family.
- **CHILDREN IN CARE:** A Child in Care (CIC) file is opened when a child has been deemed in need of protection and has been removed from their parent/caregivers.
- **AGREEMENT WITH YOUNG ADULTS:** These are agreements with former permanent wards who have chosen to continue to receive supports from the agency once they have reached age of majority. Please refer to the section on Agreements with Young Adults.
- **IN PROCESS OF REUNIFICATION:** These are children in care who have been returned to their caregivers' home while still under the supervision of the agency during the process of reunification.
- **SUPERVISED ADOPTIONS:** A supervised adoption file is opened when a child has been placed in a potential adoptive home while the agency is still providing services until the adoption is finalized.

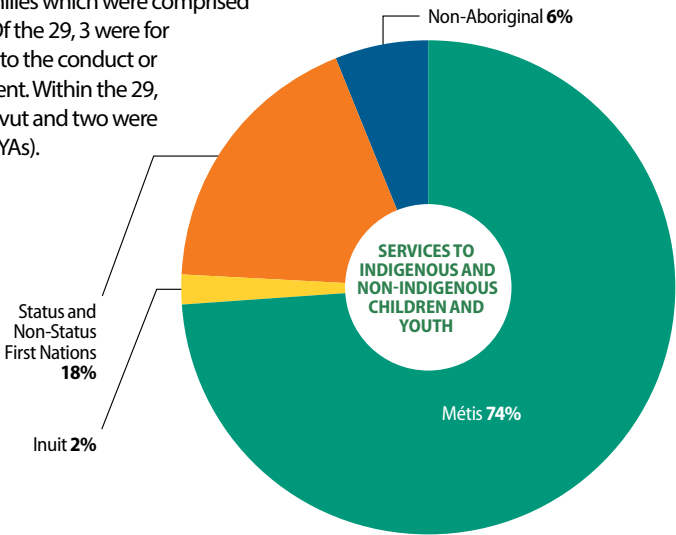
NOTE: You may notice that the reported case numbers are different from previous years. Although our Children In Care (CIC) numbers appear to have decreased, it is in fact due to a different reporting requirement where our 18 to 21 age group has been separated out. This age group is still receiving services and interventions from workers. Please refer to our section in this report on Agreement with Young Adults (AYAs).

TOTAL NUMBER OF CASES

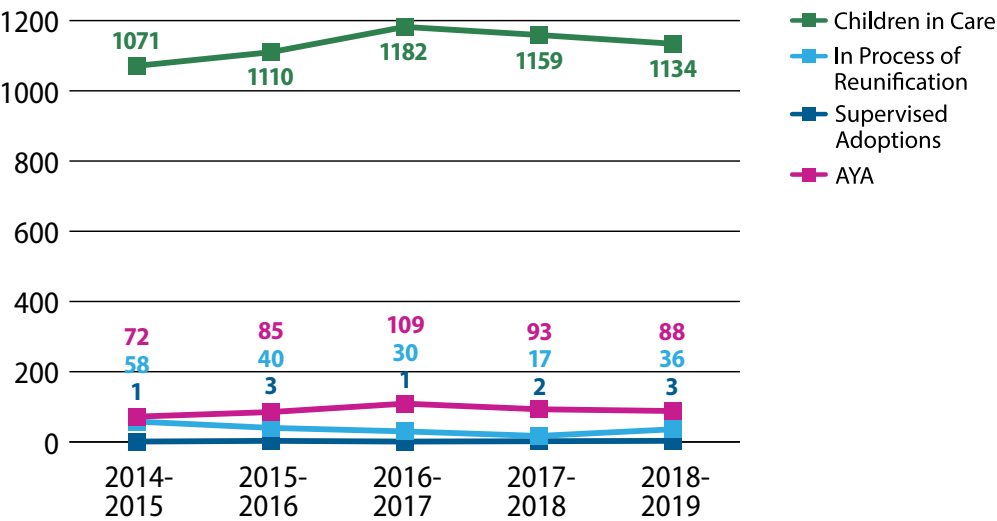
There were 2,070 cases in our Métis Child and Family Services System as of March 31, 2019.

SERVICES TO INDIGENOUS AND NON-INDIGENOUS CHILDREN AND YOUTH

Our agencies serviced 15 Inuit families which were comprised of 29 children and young adults. Of the 29, 3 were for medical reasons and 26 were due to the conduct or condition (mental health) of a parent. Within the 29, six were courtesy service for Nunavut and two were Agreements with Young Adults (AYAs).



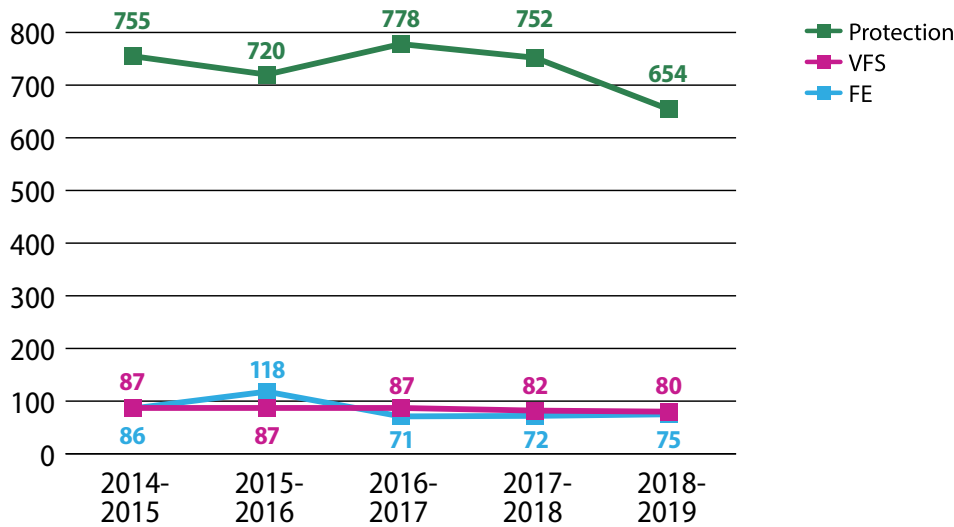
SERVICES TO CHILDREN CASES



CHILDREN IN CARE TERMS

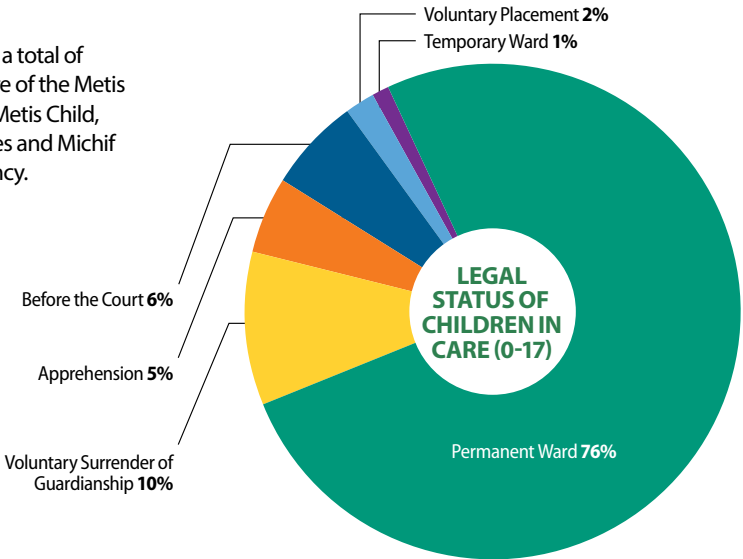
- **CIC-Supervision:** An agency can return a child to a parent or guardian under a supervision order as an alternative to temporary or permanent guardianship.
- **Before the Court:** A further legal order is being sought as the agency is not confident that the child(ren) will not be in need of protection 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.
- **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.
- **Temporary Ward:** Refers to a child who is under the temporary guardianship of a child and family services agency. Most Temporary Orders are granted through 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 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, 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 agreement with an agency for the placing of a child into care without a transfer of guardianship.

FAMILY SERVICE CASES

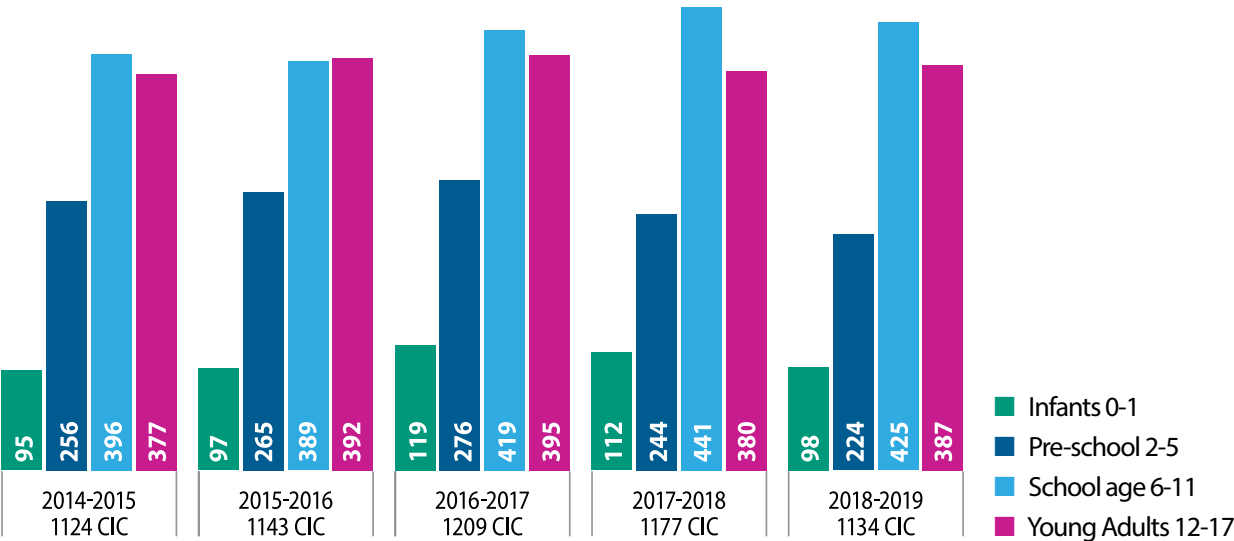


CHILDREN IN CARE

On March 31, 2019, there were a total of 1,134 children and youth in care of the Metis CFS Authority's two agencies, Metis Child, Family and Community Services and Michif Child and Family Services Agency.



AGE GROUPS OF CHILDREN IN CARE (0-17)

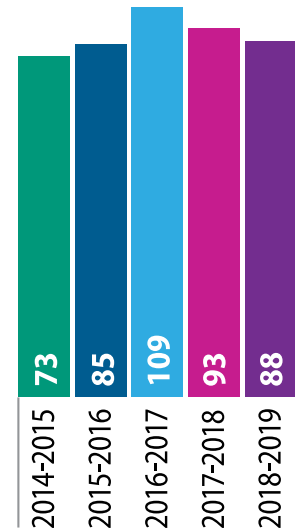


AGREEMENTS WITH YOUNG ADULTS (AYA) (FORMERLY KNOWN AS EXTENSIONS OF CARE)

An agreement for support services is offered to a youth who is under a permanent order at the time they turn 18 years of age and whose further planning meets the criteria below. These agreements may be renewed up until the age of 21. An agreement may be signed between a young adult and an agency to support the following:

- Educational goals.
- Transition to adult services.
- Transition to independent living.
- Employment training.
- Treatment programming.
- Other services that will provide an opportunity for the young adult to be safe, achieve success for a better outcome and well-being, including culturally appropriate services.

We had 88 AYAs this fiscal year. This is a positive statistic as these are young adults who recognize that they require additional supports and services to assist in their success and to help them achieve independence from the care of child and family services up until the age of 21.



EXCEPTIONAL CIRCUMSTANCE FUNDING/ LEVEL 5 FUNDING

Of the 1,134 children in care (CIC) under the Metis Child and Family Services Authority's agencies, 48 children in care qualify for Exceptional Circumstances Funding also known as Level 5 Funding. In order to qualify for Level 5 Funding, a child must reach a score of 44 on the provincially approved Child Assessment Format (CAF). The child is evaluated on their overall emotional, mental, physical, and behavioural health. The funding is then based on the individual needs of the child.

Shown at right is the cost breakdown per day of the children in our Metis child welfare system who receive Exceptional Circumstance/ Level 5 Funding.

**In addition, we also have children within our care who exceed these costs and whose care is paid for directly to Third Party Services by the Province.*

BREAKDOWN	# OF DAYS	COST
# of CICs \$100 - \$199/Day	5	\$850.00
# of CICs \$200 - \$299/Day	18	\$4,622.38
# of CICs \$300 - \$399/Day	17	\$5,728.12
# of CICs \$400 - \$499/Day	1	\$477.45
GROUP CARE COSTS		
# of CICs \$300 - \$399/Day	1	\$374.09
# of CICs \$500 - \$599/Day	0	\$0.00
# of CICs \$600 - \$699/Day	1	\$629.09
# of CICs \$700 - \$799/Day	0	\$0.00
# of CICs \$800 - \$899/Day	1	\$814.40
# of CICs \$900 - \$999/Day	1	\$944.02
# of CICs \$1000 - \$1100/Day	3	\$3,219.18
TOTAL	48*	\$17,658.73/DAY

ANNUAL REPORT 2018/19 - FINANCIAL REVIEW

With the continued Federal and Provincial focus on Indigenous Child Welfare, the 2018/19 fiscal year has provided many challenges and opportunities for the Finance Team.

In February of 2019, the Provincial Government announced system-wide block funding for Child and Family Services in Manitoba. This is an extension of the Child Maintenance Block Funding Pilot Project from the prior 2017/2018 fiscal year, and extends to the operations funding for the Metis Authority and our Agencies. We are working diligently to ensure that block funding is a success for our children and families by building on existing and new relationships, focusing on collaboration, and ensuring continuity of services.

The new funding arrangement is part of the Province's Four Pillars of Child Welfare Reform promising flexible funding and enhanced capabilities to find innovative solutions. This new funding arrangement requires a system-wide shift improving the timeliness of information exchange and continued strengthening of Child Maintenance Process.

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.

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

2018-19 FINANCIAL REVIEW	2017/2018	2018/2019	
2018-19 AUTHORITY OPERATIONS			
Authority Total Operating Revenues	\$ 3,853,762	\$ 3,771,890	
Authority Total Operating Expenditures	\$ 3,496,908	\$ 3,509,042	
Surplus/(Deficit) from Operations	\$ 356,854	\$ 262,848	
2018-19 AUTHORITY KEY VARIANCES			
Salaries and Benefits	\$ 2,921,790	\$ 2,812,409	-4%
Office and Staff Expenses	\$ 354,785	\$ 370,295	3%
Agency Education and Training	\$ 96,236	\$ 106,771	11%
Board Expenses	\$ 61,603	\$ 71,380	16%
Information Technology	\$ 45,129	\$ 38,670	-14%
2018-19 AGENCY CORE AND OPERATIONAL GRANTS			
Metis Child, Family and Community Services Inc	\$ 10,981,885	\$ 9,855,587	
Michif Child and Family Services Inc	\$ 5,486,304	\$ 5,347,522	
CHILD MAINTENANCE EXPENDITURES			
Child Maintenance Expenditures	\$ 42,492,287	\$ 40,370,642	
Total Days of Care	\$ 449,705	\$ 446,093	
Average Cost Per Days of Care	\$ 94.49	\$ 90.50	

ABOUT THE ARTIST



Nicole LeClair

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

Visit metisart.ca



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