

ANNUAL REPORT

Métis Child and Family
Services Authority



2022
2023

WHO WE ARE



OUR VISION

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

OUR MISSION

Métis 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.

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 honor 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.



A photograph of four diverse children sitting in a forest, smiling and laughing. The image is overlaid with a blue tint. The text "TABLE OF CONTENTS" is written in large, white, bold, sans-serif capital letters across the center of the image.

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MESSAGE FROM THE PRESIDENT

DAVID CHARTRAND



The future of the Red River Métis is held in the hearts and dreams of our children. Throughout the Child and Family Services and the Treaty consultations across the Homeland and beyond, the message we heard was the same; this is for our next generation, our children are our future. Our Child and Family Service Authority and agencies are key in creating positive futures for thousands of Red River Métis children. It is our responsibility as a government to make sure our child and family services system is able to ensure the health and well being of these children and the families they belong to.

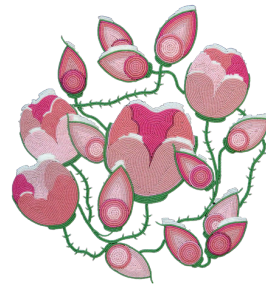
On July 6, 2021, the MMF signed a landmark Métis Self-Government agreement that immediately recognizes the MMF as the National Government of the Red River Métis. This agreement, among other things, acknowledges that our inherent right to self-government includes child and family services. The MMF and Canada are taking steps towards finalizing a Modern Treaty that uses the July 6, 2021, agreement as a base to build upon. This will be a significant next step that will further entrench our collective inherent right of self government and self-determination over the future of our families.

I would like to extend my sincerest thank you to the Metis Child and Family Services Authority Board of Directors, chaired by Chairperson Barbara Bruce, and staff, led by Chief Executive Officer Karla Hildebrand-Eden and Associate Chief Executive Officer Desirée Gillespie, for their hard work and dedication to support your Métis Government as we enter into this new era of child and family services.

I would especially like to thank Minister Mona Buors for her experience, guidance, and leadership she brings to her role as Minister Responsible for Métis Child and Family Services.

Meeqwetch,

David Chartrand, President
Manitoba Métis Federation



MESSAGE FROM THE MINISTER RESPONSIBLE FOR MÉTIS CHILD AND FAMILY SERVICES

MONA BUORS

I am extremely honored and proud to be the Minister Responsible for Child and Family Services for the Red River Métis at a time when the Red River Métis people will realize our long-held hope of creating our own child welfare system founded on our traditional values. The Métis Child and Family Services Authority has spent countless hours over this past year to achieve this all the while continuing to provide outstanding support to the Métis community and to the Métis agencies.

Our coordination agreement discussions with Manitoba and Canada are still ongoing as we look to fully return to the Métis people the jurisdiction and authority to care for our children, youth, and families. Every day we are getting closer to completing these discussions and further revolutionizing child welfare in Manitoba.

Through all of this work towards the future, the Authority has worked closely with the agencies to ensure a high quality of service for the families and children they work with today. Recognizing the importance of wrap-around services and the importance of family and community in Red River culture, the Authority has worked to connect children in care to the MMF through citizenship.

I would like to thank the Authority's Chief Executive Officer, Karla Hildebrand-Eden, Associate Chief Executive Officer Desirée Gillespie, as well as all staff members who have worked with the utmost professionalism, dedication, and passion to ensure our children and families are safe and have supports to improve their quality of life. I would also like to thank Métis CFS Authority's Chairperson, Barbara Bruce, along with the rest of the Board of Directors for providing strong leadership and wisdom, supporting and guiding our Authority and ensuring our practices remain in touch with our culture. And finally, I would like to thank President David Chartrand and the rest of the Manitoba Métis Federation's Cabinet for their support as we continue forward into these new times. There is a lot of collaboration and hard work that goes into providing wrap-around supports for our children, youth, and families.

Let us move forward together with pride in what we have achieved and with confidence that this can just be the beginning of what we can accomplish for the betterment of our families and communities.

Merci,

Mona Buors
Minister Responsible for Métis Child and Family Services
Manitoba Métis Federation



MESSAGE FROM THE BOARD CHAIR

BARBARA BRUCE

I am very honoured to be representing the Métis Child and Family Services Authority Board as their Board Chair. Our accomplishments within Métis Child and Family Services make me proud to be on the side of real and effective change, and makes me proud to be a Red River Métis.

Some of the major successes our Métis CFS System can celebrate from this past year includes preparing for *Bill C92: An Act respecting First Nations, Inuit and Métis children, youth and families* which allows us to implement Laws designed by Red River Métis for Red River Métis children, youth and families. We also celebrate the Registered Education Savings Plans for current and former youth in care to help them receive better access to education as they enter adulthood. Lastly, the various programs and initiatives our Métis CFS System provides which includes our Métis/Michif CART Programs, Métis Connect Programs, and our Agreements with Young Adults.

On behalf of the Board of Directors of the Authority, I would like to express my appreciation and gratitude and thank the Manitoba Métis Federation (MMF), our National Government of the Red River Métis Nation. The Métis Child and Family Services Authority Board of Directors appreciates the support of President Chartrand and his Cabinet. As MMF is our Indigenous Governing Body, we would like to acknowledge their contribution in the continued pursuit of the betterment of Red River Métis children, youth, and families.

I would also like to thank our Board members, management and staff. None of these accomplishments would be possible without the tireless commitment they put forth. Every day, we work to improve the lives of Red River Métis children, youth, and families and the importance of your dedication cannot be overstated.

Lastly, I acknowledge and thank the children, youth and families who continue to be the core of who we are as a Nation. We will continue to help bring a voice to our children, youth and families and mend the wounds of our past.

Chi Marrsii! Miigwech! Thank you!

Barbara Bruce
Métis Child and Family Services Authority Board Chair

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



KARLA HILDEBRAND-EDEN



I am not only honoured but filled with excitement to present the 2022/23 Métis Child and Family Services Authority's Annual Report because we continue to witness positive changes in our Métis CFS System.

This year, the Métis CFS Authority has focused primarily on the planning and preparing for the transition to the Federal Child and Family Services Legislation known as *An Act respecting First Nations, Inuit and Métis children, youth and families*. This historical legislation will allow for the Red River Métis CFS System to not only deliver necessary protection services, but true wrap-around services to our children, youth and families. These are the wrap-around services that have been envisioned by President Chartrand and Cabinet since before Devolution and will finally be realized.

Family is the pillar of the Red River Métis. By moving to this new way of delivering child and family services, the Red River Métis Child and Family Services System will be able to welcome, nurture, support and protect all members of the family wherever they are on their journey. True prevention services will be provided so that our children, youth and families are able to access service prior to coming to the attention of child welfare. Access to resources that in the past, have often required a child to come into care to receive service will no longer occur. Families will be able to access these resources without the fear of child welfare intervention.

The future of the Red River Métis Child and Family Services System will be one that will ensure that the wrongs of past child welfare practices are no longer carried out and that children, youth and families feel safe and confident to bring their needs to Red River Métis Child and Family Services.

I would like to take this opportunity to thank our President, David Chartrand, our Minister, Mona Buors, our Board Chairperson, Barbara Bruce, our Board of Directors, and our staff for their continued support and dedication to improving child and family services.

Karla Hildebrand-Eden
Chief Executive Officer

BOARD AND EXECUTIVE MANAGEMENT

EXECUTIVE MANAGEMENT

Desirée Gillespie

Associate Chief Executive Officer

Alam Khan

Chief Finance Officer

Cindy Marykuca

Executive Assistant



OUR BOARD

Barb Lavallee

Vice Chair
Interlake Region

Marg Bagley

Director
Southwest Region

Ron Chartrand

Treasurer
Northwest Region

Charlotte Nolin

Director
Winnipeg Region

Cathy Fidierchuk

Secretary
The Pas Region

Reid Harty

Elder Advisor
Winnipeg Region





MANITOBA MÉTIS FEDERATION



We would like to thank our Indigenous Governing Body, the Manitoba Métis Federation. Without your tireless support and generous contributions to child welfare, our Métis CFS System would not be able to provide the necessary services that our Red River Métis children, youth, and families need.

Our communities continue to grow under your leadership, and thanks to the MMF, Red River Métis children can grow up within family units that respect their history and culture.



Our office is located on the 2nd floor of the Manitoba Métis Federation building located at 150 Henry Ave.

Phone: 204-949-0220

Email: info@metisauthority.com

Website: www.metisauthority.com



ORGANIZATIONAL CHART

Karla Hidebrand- Eden
Chief Executive Officer

Desirée Gillespie
Associate Chief Executive Officer

Alam Khan
Chief Financial Officer

Dianna Cadotte
Director of Service

Kyle Reid
Manager of Information
Technology

Danielle Richard
Manager of Facility
Operations

Tim Kandie
Comptroller

Susan Anderson
MK Help Desk Analyst

Robin Jackson
Training Specialist

Tim Young
Quality Assurance Specialist

Caroline Corbin
Service Specialist

Kathy Cote
Service Specialist

Leilani Buschau
Service Specialist

Kirra Noble
Service Specialist

Rob Sarmiento
Federal Notification Officer

Majola Vergara
Policy Analyst

Candice Parthenay
Policy Analyst

Denise Bloch
Administrative Assistant

Tristan Gabriel
Network Technician

Victor Almeida
Network Technician

Colin Jackson
Social Media Specialist

Stephanie Chartrand
Financial Analyst

Kelly Dejonckheere
Finance Clerk

As of March 31st, 2023.





Cindy Marykuca
Executive Assistant

Joyce Luyun
Director of Finance

Samer Barahmeh
Finance Manager

Corralie Smith-Champagne
HR Manager

Joyce Caballero
Finance Clerk

Fred Ducharme
Finance clerk

Ashley Andrews
HR Coordinator

Norma-Anne Zoppa
Receptionist

Ivy Reyes
Finance Clerk 2

Heydy Hernandez
Finance Clerk

Ashley Catcheway
HR Advisor

Rolando San Pedro
Finance Clerk

Brenda Kochalyk
Junior Finance Officer

Paul Duguay
HR Advisor

Cheryl Smith
Finance Clerk

Pritpal Sandhe
Finance Clerk

Hettiarachchige Rodrigo
HR Administrator

Amanda Thom
HR Coordinator



YEAR IN REVIEW



PARTNERSHIPS WITH MMF DEPARTMENTS /AFFILIATES AND REGIONS

The Métis CFS Authority has been meeting with various MMF Departments, Affiliates and Regions to prepare for the prevention ask under *An Act respecting First Nations, Inuit and Métis children, youth and families*. This work has evolved into some great immediate partnerships and collaborations.

MÉTIS JUSTICE INSTITUTE (MJI)

The Métis CFS Authority and agencies have partnered with MJI to have a Justice Worker work with the youth and families of the Métis CFS system to navigate the court system. This worker will also be able to assist workers who may not be familiar with the court system and what MJI can offer our youth and families through their department. The ability to use other MJI services for our families such as mediation and diversion will be a great resource to utilize that is culturally-appropriate and Métis specific.

MEDO AND ED SIMARD GENERAL STORE

Métis Child and Family Services has partnered with MEDO to support a winter clothing drive through the Ed Simard General Store. All donations of winter clothing went to families supported through our CFS agencies. Winter items such as socks, toques and mitts, winter boots, men's jackets, infants and children's jackets were dropped off at the ESGS at 150 Henry or 205 Eaton Avenue in Selkirk, MB and delivered to our Child and Family Services agencies for distribution to our families.

NORTHWEST METIS COUNCIL - GENDER BASED VIOLENCE TRAINING

The Métis Authority, Michif CFS Agency and Northwest Metis Council staff developed a partnership where Gender Based Violence Training will be delivered throughout the regions as well as co-facilitating information sessions to the Locals.

MÉTIS AUTHORITY TRAINING

The Métis CFS Authority has created a Red River Métis Governance training. This training is mandatory for all staff, boards and foster parents. The Authority Board of Directors, both agencies' Boards of Directors, and Executive Management from the Authority and agencies have been trained along with numerous staff. Louis Riel Institute's General Manager has joined our Authority trainer to co-facilitate sessions. LRI also partners with our agency to deliver our Cultural Training.

LOUIS RIEL CAPITAL CORPORATION (LRCC), ECONOMIC DEVELOPMENT AND HOUSING

The Métis CFS Authority has been partnering with LRCC and Economic Development on developing standardized leases, assisting with our capital needs for the Federal Ask and are actively looking for buildings to meet Métis Child and Family Services system's future needs.

MÉTIS CFS LAWS

Work on the Red River Métis Child and Family Services Laws continues. Updates to reflect the language in the Treaty, the potential for services outside of Manitoba and the recent changes to the Manitoba CFS Laws are being made. The language within the Laws is also being updated to match the language changes happening in the field.

CENTRAL REGISTRY OFFICE

The Métis CFS Authority and the agencies have been working directly with the Central Registry Office (CRO) in obtaining Citizenship for our children, youth, families and staff. CRO has been working with our Citizenship Liaison Officers (CLO) at the Authority and both agencies to navigate the registration process. The Central Registry Office has a designated staff person in their office to train and be a point of contact for the CLOs.

MMF POLICY UNIT

The Métis CFS Authority works closely with MMF's Senior Policy Unit on *The Act respecting First Nations, Inuit and Métis children, youth and families* initiatives. As Indigenous Governing Bodies give notice, the Métis Authority has been asked to monitor all Section 12 Notifications received by our Métis Government.

**THE AUTHORITY HIRED A
FEDERAL NOTIFICATION OFFICER
AND TO DATE HAS TRACKED AND
FOLLOWED UP ON OVER 1500
NOTIFICATIONS.**



YEAR IN REVIEW



MMF ANNUAL GENERAL ASSEMBLY

The Métis CFS Authority was the Sector Lead for the MMF's Annual General Assembly Registration and General Information. The Métis CFS Authority staff were responsible for these two areas. This included ordering and gathering all of the items for the Volunteer Appreciation bags and printing and organizing all of the lanyards for general registration and staff registration.

The MCFCS and MCFS agencies' staff assisted in the Elders' Lounge throughout the AGA as well as organizing and assisting the Elders for the evening of entertainment.

COORDINATION AND FINANCIAL AGREEMENTS RELATED TO THE FEDERAL ACT

Discussions continue towards finalizing a coordination and funding agreement between the Métis, federal and provincial governments for child and family services. These meetings continue to take place regularly.

We remain hopeful that both a funding agreement and a coordination agreement will be completed in the near future.

STRATEGIC PLANNING SESSIONS

In January 2023, the Minister Responsible for Métis Child and Family Services, MMF's Senior Policy Analyst, Métis CFS Authority Board of Directors and the Executive Management from the Authority attended a Strategic Planning Session where the Priorities in the Minister's mandate letter were reviewed and a plan was developed to ensure these Priorities are delivered on.

In February 2023, the Board of Directors for the Authorities and agencies along with their Executive Management teams, met to build on the Strategic Plan developed in January 2023 at the Authority Strategic Planning Session.



SERVICE DATA

AGREEMENTS WITH YOUNG ADULTS

An Agreement with Young Adults (AYA) for support services is offered to youth who are under a permanent order at the time they turn 18 years of age and whose further planning meets the criteria below. These agreements maybe renewed up until the age of 21 years. The reasons for an agreement include:

- Educational Goals
- Transition to Adult Services
- Transition to Independent Living
- Employment Training
- Treatment Programs
- Other services that will provide an opportunity for the young adult to achieve safety, success, and better outcomes, while being supported through culturally appropriate services

148 Youth
with AYA's

59 First-time
Youth
with AYA's

NOTICES OF SIGNIFICANT MEASURES

Section 12 of the Federal Act is a requirement to provide a Notice of Significant Measure to an Indigenous child's parent, caregiver and relevant Indigenous Governing Body before service providers (including provincial CFS agencies) take any significant measure regarding the provision of child and family services to the child.

1 Adoption	55 Removal of Child	7 Placement on Adoption Registry
1329 Court Proceedings	14 Return to Family	
2 Information Only	169 Section 30	16 Removal from Foster Home
67 Not CA Placement	51 Section 42	1 Request for Change of Authority
204 Petition Filed	5 Section 49	
		367 Transfer to ongoing Agency

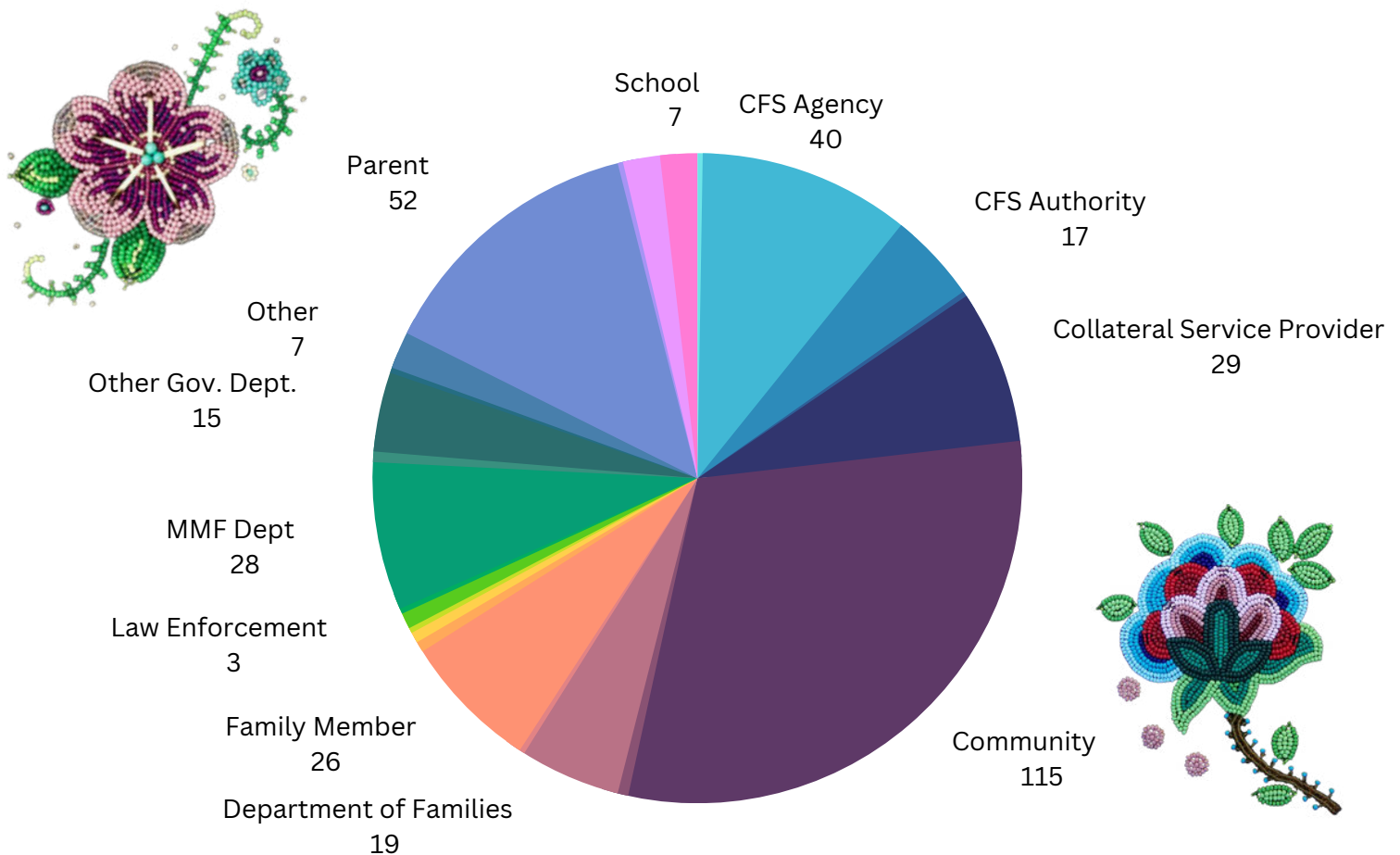
SOURCES OF NOTIFICATIONS

2 Adoptions Options	2 Children's Aid Society of London and Middlesex	1 Peel Children's Aide Society (Ontario)
466 ANCR		1 Porter Law Office (Binbrook Ontario)
8 Animikii CFS	14 Eastern CFS	10 Southeast CFS
12 CFS of Central Manitoba	6 Family and Children's Services of the Waterloo Region	1 Ronning Law (Kenora Ontario)
18 CFS of Western Manitoba	6 Interlake CFS	139 Winnipeg CFS
2 Child and Family Services of Grand Erie	3 Intertribal CFS	10 West Region CFS
1498 Métis CFS Agency	80 Michif CFS Agency	2 Western CFS of Manitoba
		2 Yukon Family and Children's Services

COMMUNITY INQUIRIES

Our role at the Authority is to ensure that community voices are heard, that the families we serve are treated fairly, that they understand why decisions are made, and know we will advocate for them with our agencies if we feel a better solution is possible. The graph below demonstrates where Community Inquires originate from.

SOURCES OF INQUIRIES





SUPPORTING YOUNG ADULTS (SYA)

15

10

5

0

**Total
Grants (12)**

**Total
Individuals
(7)**

Funding is available under the SYA grant program until March 31, 2024 to support young adults transitioning out of the child welfare system. The SYA grant enables child and family services agencies to provide assistance to young adults who would normally not be eligible for an Agreement with Young Adults (AYA), either due to legal status or age. Young adults between the ages of 18-21 who are ineligible for an AYA due to legal status or young adults over the age of 21 (up to age 26) who have received continuous supports from their CFS agency are eligible to receive grant funding.

TRANSFERS OF GUARDIANSHIP

25

20

15

10

5

0

**Transfer
In (22)**

**Transfer
Out (12)**

**Denial
In (5)**

**Denial
Out (0)**





OUR AGENCIES

IMPLEMENTATION OF THE FEDERAL ACT (BILL-C92)

In 2020, the MMF was the first out the gate in requesting negotiations with Canada on the implementation of their new federal legislation, *An Act respecting First Nations, Inuit and Métis children, youth and families*. Initially, negotiations had significant delays from both levels of government, but we are proud to be moving forward quickly and in the best interest of our Red River Métis children and families. This means new Laws – ones that are designed for the Red River Métis by the Red River Métis and account for our history and way of doing things.

REGISTERED DISABILITY SAVINGS PLANS (RDSP)

Over the past four years, the agencies have been working towards having eligible children in care receive government funding owed to them through the Registered Disability Savings Plans (RDSP). Once deposited into these plans, the federal government matches these funds again through other grants and benefits resulting in the amount deposited being tripled. Each child in care with a disability would ultimately receive approximately \$12,000 per year (after grants) into their RDSP.

CHILDREN'S SPECIAL ALLOWANCE (CSA)

On May 18, 2022, the Manitoba judicial system ruled that the misappropriation of benefits for children in care was unconstitutional and discriminatory against Indigenous foster children. This was a long and hard-fought battle from our Métis CFS system along with other Indigenous child welfare agencies.

MÉTIS CART

The Métis Community Addiction Response Team (Métis CART) is an initiative that recognizes that intergenerational trauma affects parenting. Parents who have experienced trauma often struggle with substance misuse and mental wellbeing. This program is an early intervention service program for approximately 30 families at any given time with co-occurring parental substance misuse and/or mental health struggles with children at risk of coming into care. The program is comprised of a team including a caseworker, family mentor, addictions worker, and a mental health worker. The team also works closely with our Métis Connect team to ensure that family and community are welcomed to participate in network gatherings where they are able to talk about how they can support the family.

REGISTERED EDUCATION SAVINGS PLAN (RESP)

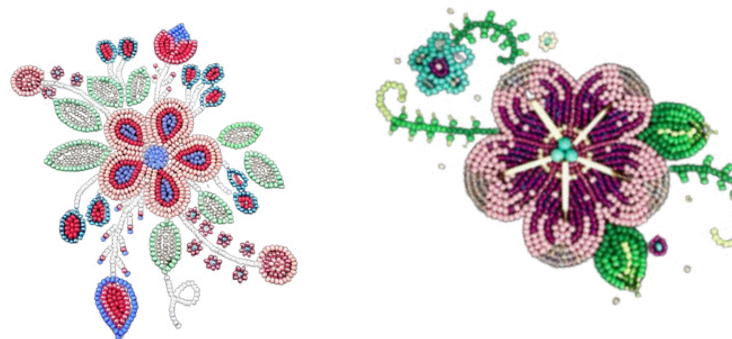
We are pleased to announce that all children in ongoing care have had Registered Education Savings Plans created for their future use. The importance of education in breaking the cycle of poverty, which affects so many families we are involved with, is vitally important.

Currently, these RESPs contain federal grant funding only. Our children in ongoing care have received about \$250,000 in Registered Education Savings Plan dollars thus far. Unlike the vast majority of other post-secondary level supports for children formerly in care, an RESP is in the control of the Youth themselves, and can be used at a broad range of educational institutions.

MÉTIS/MICHIF CONNECT

The goal of the Métis/Michif Connect Programs are to support staff with a shift in practice where MCFCS and Michif CFS staff consistently honor and welcome family and community as partners in support, planning and decision-making for their children. The Métis Connect Mentor coaches MCFCS workers in a "Family Seeing" approach of being with families that includes searching for, connecting with, and welcoming family. This program helps ensure that families have strong networks of support around them and that children in care have a sense of belonging through connection with family, identity, community, and culture.

Over this past year, the Métis Connect program has worked with almost 200 families involving over 300 children. They were also able to participate in over 300 network meetings for families and children and almost 1000 total network meetings since its inception!





OUR AGENCIES

CONTINUED SUPPORT FOR YOUNG ADULTS

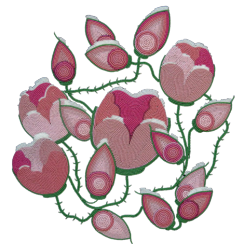
Our agencies continued to offer Agreements with Young Adults to all youth exiting care, even if they were not attending post-secondary education. The youth also continue to be supported by both the Métis Spirit and Skills for Life Programs which offer one-to-one and group supports to youth and young adults. These programs develop and improve life skills and practice problem solving skills when navigating various other necessary services.

BECOME A CAREGIVER

Our agencies are always looking for caregivers who can offer a loving and supportive home. No previous experience is required and we provide options between long-term and short-term care. Our agencies look to connect children-in-care with members of their immediate family, extended family, or members of the community. Please contact us today to help impact our Red River Métis communities, and help grow our children's future.

YOUTH CELEBRATIONS

Our agencies continue to host youth celebrations for our youth leaving care. Although these youth are entering adulthood, they are still able to access resources provided by our agencies through Agreements with Young Adults and other programs. These celebrations include food, music, jigging, speeches, and much more. Our Métis CFS System is so proud of all our youth, and we cherish these moments to shed a light on their amazing accomplishments and wish them well as they enter the next chapter of their lives.





FINANCIAL REVIEW

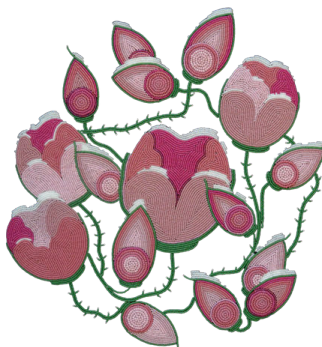
FINANCIAL REVIEW

Our audited financial results for the current and previous year indicate the usage of accumulated surplus and this is expected to continue in the coming year.

We continue to work with the other CFS Authorities on the calculation of amounts related to the transfer of children in care between the agencies across the system. Based on this, transfer of funds have been initiated and will continue as the transfers occur.

During the year, we worked in collaboration with MMF and put together a funding proposal which is being negotiated with Canada. The proposal covers the costs for the changes to be implemented in the Métis Child Welfare system as we transition to *Bill C-92: An Act respecting First Nations, Inuit and Métis children, youth and families*. The proposal includes the additional staffing, operations, IT infrastructure and capital requirements for system.

We appreciate the effort and support from MMF in negotiating the funding with Canada. Providing the relevant information and assistance to MMF in this regard continues to be our priority.





KEY FINANCIALS

	2022/2023	2021/2022
2022-23 AUTHORITY OPERATIONS		
Authority Total Operating Revenue	4,817,110	4,471,815
Authority Total Operating Expenditure	5,782,526	5,196,863
Surplus/(Deficit) from Operations	(965,416)	(725,048)
2022-23 AUTHORITY KEY OPERATING COSTS		
Salaries and benefits	4,075,232	3,745,238
Amortization of capital assets	521,269	384,597
Information technology	370,477	405,435
Office Expense	365,375	357,395
2022-23 AGENCY FUNDING		
Metis Child, Family and Community Services	34,660,635	35,371,509
Michif Child and Family Services	11,735,684	13,649,705



**Proud Affiliate of the
Manitoba Métis Federation**

2022
2023