

Metis

CHILD & FAMILY
SERVICES

Authority

Annual Report
2012 - 2013



Staff

Chief Executive Officer - Billie Schibler
Chief Financial Officer - Judy Rumpel
Chief Administration Officer - Robbyn Rempel
Chief Quality Officer - Karla Hildebrand-Eden
Change Manager - Mark MacKay-Chiddenton
Service Specialist - Kathy Cote
Service Specialist - Desirée Gillespie
Service Specialist - Frank Daniels
Service Specialist - Christine Richardson
Service Analyst - Dianna Cadotte
Practice Leader - Greg Besant
Education and Training Coordinator - Robin Jackson
Policy Analyst - Caroline Corbin
Policy Analyst - Caitlin Pringle
Finance Officer - Yolanda Roulette
Executive Assistant - Cindy Monkman
Administrative Assistant - Marc Beghin
Administrative Assistant - Carla Clemons
Fund Developer - Moriah Davis
Communications Coordinator - Dustin Rodgers
Information Technology Officer - Kyle Reid
Network Technician - Tristan Gabriel
Network Technician - Alex Reidman

Board of Directors

Rita Cullen - Chair
Jessica Lacasse - Vice-Chair
Mitch Bourbonniere - Secretary/Treasurer
Don Samatte - Member
Eleanor Welton - Member
Marg Bagley - Member
Carol Laramée - Member
Barb Lavallee - Member
Judy Mayer - Ex-Officio
Leonard Vandale - Elder
Beryl Bouvette - Elder
Lucy Guiboche - Elder

Vision

Building healthy and vibrant Metis and Inuit communities through love, respect, honour, strength, culture and heritage with guidance from our Elders and families.

Mission

The Metis Child and Family Services Authority is committed, accountable and responsible for the Child and Family Services system to the Metis and Inuit people of Manitoba. The Metis Authority contributes to a strong and healthy Metis Nation and Inuit Homeland through the strength of Elders, family, children, culture, values and heritage.

Guiding Principles

- ∞ Metis and Inuit families and communities are the cornerstone of the Metis Nation and Inuit Nunaat (homelands) and the service delivery system must reflect this vision.
- ∞ Responsibility for decision-making regarding Metis and Inuit children and families lies with the family, extended family and community whenever possible.
- ∞ The organizational structure promotes and supports community governance at all levels.
- ∞ The service delivery system will encompass both formal and informal elements.
- ∞ The service delivery system must be operated in an efficient and effective manner.
- ∞ The service delivery system will be outcome-based and will reflect the core guiding principles of its agencies.

MESSAGE FROM THE

President

The level of expertise, dedication and accomplishments demonstrated by the Metis Child and Family Services Authority (Metis Authority) ensures strong and healthy Metis families form the building blocks of a strong and secure future for Metis generations to come. The commitment of the Metis Authority is a model of success and a source of pride for not only the Metis Nation, but by all other Child and Family Services across the province as well.

For the Metis, family has always been the center of our Nation. Family is part of a larger community that can help our best efforts to raise our children. We are all responsible for ensuring that children are raised in our Nation that does not just talk about family values, but acts in ways that values the family. It was the vision of our Elders and our past leaders who wanted to see us look after our children. They understood that strong families create a strong nation.

By staying true to that vision, we are able to honour the sacrifices of those before us and hold tight to the unity of purpose that will carry us forward.

Metis have always relied on the strength of the family and Metis Authority follows that tradition. The child and family services that we provide today is a model that is strongly based on the Metis tradition of respect for our Elders, our fathers, mothers, sons and daughters.

Our unique philosophy has enabled us to build strong partnerships throughout the communities of Manitoba and now the Metis Authority has become recognized as the service provider of choice for those families in need.

We have always been known as “the people who own themselves” and through hard work and commitment;



we are on the true path of maintaining that strength and healing the wounds of the past. We knew the challenges would be immense when Child and Family Services came under our control, but we also realized that our strong culture and the wisdom of our ancestors would be the legacy to guide us to positive solutions for our families.

There is no greater gift than to see the light and happiness in the eyes of our children and there is no greater purpose than for our Metis Nation to make sure that it always remains.

Believe in yourself, Believe in Metis!

Meeqwetch,
President David Chartrand



MESSAGE FROM THE

Minister of Metis CFS

On behalf of the President and the Provincial Board of Directors of the Manitoba Metis Federation, I am honoured to send you a message on behalf of the Metis government.

As always, we must acknowledge our Elders for their wisdom and guidance, staff and volunteers for their commitment, dedication, and the outstanding services that are provided for our Metis children and families.

I would like to acknowledge and thank a strong Metis mother and grandmother - the new CEO of Metis Child and Family Services Authority, Ms. Billie Schibler for her dedication and tireless work on behalf of the Authority. The Metis government continues to be committed to our efforts in lobbying the provincial government for funding allocations that will enhance and expand our services, programming and resources to the level that our clients are justified in receiving.

I would like to acknowledge the Metis Child and Family Services agencies, our northern agency, Michif Child and Family Services, as well as Metis Child Family and Community Services for their committed and continued pursuit of creating strong, safe and independent Metis and Inuit communities across Manitoba.

In closing, I would like to once again thank our agencies' Board members and the Regional Leadership Training Program participants for their dedication and continued support of Metis children and families across the province.

Judy Mayer,
Minister of Metis Child
and Family Services



MESSAGE FROM THE

Board of Directors

Within the last year, the Metis Authority has continued to refine its role as the service provider of choice for Metis and Inuit families in Manitoba. The hard work of staff to meet and exceed expectations has been a point of pride for us, and we would like to thank everyone involved for their dedication to our vision.

On behalf of myself and the Board of Directors, we are honoured to welcome Ms. Billie Schibler as the new Chief Executive Officer at the Metis Authority. Ms. Schibler is a prolific member of the Metis community, a Kookum Council member, and the former Children's Advocate of Manitoba. The insight that she brings to the role of CEO is an excellent asset, and we look forward to the years ahead.

Despite the turmoil that the child welfare system has experienced over the past year, the Metis Authority has remained steady. Thanks in part to Ms. Schibler's guidance, the uncertainty and instability that has presented itself within other organizations has been absent from the Metis Authority. That gives me great confidence that we are on the right path.

To the families working alongside the child and family services system, the Metis Authority and its agencies are working hard to deliver the highest level of safety and care. Every year, we believe that we move closer to fully supporting the needs of Metis and Inuit families across Manitoba, and we are proud to be part of such a strong organization.

Rita Cullen,
Chairperson



MESSAGE FROM THE

Chief Executive Officer

I was honoured to join the Metis Child and Family Services Authority as Acting Chief Executive Officer in October of 2012. My personal and professional life as a Metis woman, a mother, and a grandmother, has given me greater understanding and insight into the needs of children and families, and into the services currently provided by the child and family services system in Manitoba.

As the former Children's Advocate for Manitoba, I believe that the needs and expectations of our children and families should be everyone's concern. I further believe that it is essential for the Manitoba Child Welfare System to continue building on its strengths in efforts toward the ongoing improvement of the services and support provided to children and their families.

In February 2013, the Board of Directors asked that I become the permanent CEO of the Metis Child & Family Services Authority. I saw this as an opportunity for me to continue to affect change in the way Metis and Inuit children are protected and their families are supported in this province. I graciously accepted the Authority Board's offer, and I thank them for allowing me to contribute to the Metis vision for child and family services.

Since joining the Metis Authority, I have been very encouraged by the hard work and dedication I have witnessed from the staff and management of the Authority and its agencies. I know that we can continue working together to affect positive change for our service delivery to children and families, and in our work toward the Metis vision of strong, proud, and healthy communities for today and tomorrow.

Billie Schibler,
Chief Executive Officer





On March 25, 2011, Attorney General Andrew Swan announced that the Honourable Ted Hughes would conduct an Inquiry to examine the circumstances surrounding the death of Phoenix Sinclair and in particular to inquire into:

- ∞ The child-welfare services provided or not provided to Phoenix Sinclair and her family under The Child and Family Services Act;
- ∞ Any other circumstances apart from the delivery of child-welfare services, directly related to the death of Phoenix Sinclair; and
- ∞ Why the death remained undiscovered for several months.

The Phoenix Sinclair Inquiry consisted of three Phases and a concluding segment of Final Submissions by those who presented at the Inquiry. Phase I examined the circumstances surrounding Phoenix Sinclair's death and what child welfare services were or were not provided to the family. Phase II focused on the child welfare system's response to the tragedy, examining the recommendations that came from several reports into Phoenix's death and how the child welfare system responded to those recommendations. Phase III examined the broader socio-economic context in which Phoenix's death occurred. Final Submissions was the final opportunity for those granted standing at the proceedings to make known their recommendations to improve the child welfare system.

PHOENIX SINCLAIR INQUIRY

Phase III

The Metis Child and Family Services Authority (MCFSA), in conjunction with the Manitoba Metis Federation (MMF), applied for Intervener Status for Phase III of the Inquiry.

The MMF and the MCFSA formed a working group to develop a paper that looked at the reasons why Aboriginal people, in particular, the Metis, come into contact with the child welfare system. The paper, "What Matters: Metis Children and the Child Welfare System: An Urban Perspective," also known as "The Metis Paper" was the final product that was submitted to Commission Counsel in Phase III.

On April 30, 2013, Minister Judy Mayer of the MMF and Ms. Billie Schibler, CEO of the MCFSA, presented and spoke to the content of The Metis Paper at the Inquiry during Phase III.

On July 12, 2013, a final submission was made to Commission Counsel by counsel for the MMF and the MCFSA, which summarized the important points made at the Inquiry by Minister Mayer and Ms. Schibler along with five recommendations:

- ∞ A distinction based approach must be applied to services provided to Metis children and families. Funding must be available in order for these services to be provided;
- ∞ The Authority must have the capacity to develop and deliver comprehensive support and preventative services to Metis children and families in accordance with The CFS Act. The current funding model needs to be reviewed in order to ensure this occurs;
- ∞ The Authority must have the resources to ensure support for promoting, strengthening and preserving Metis culture and heritage;
- ∞ The funding model must evolve to a direct transfer of financial resources from the Manitoba Government to the Authority over the next three years. Put another way, full implementation of Devolution must occur; and
- ∞ Full implementation of the Manitoba Metis Policy must occur.

It is expected that the Commissioner's Final Report on the Phoenix Sinclair Inquiry will be completed and delivered in December 2013.

2012/2013

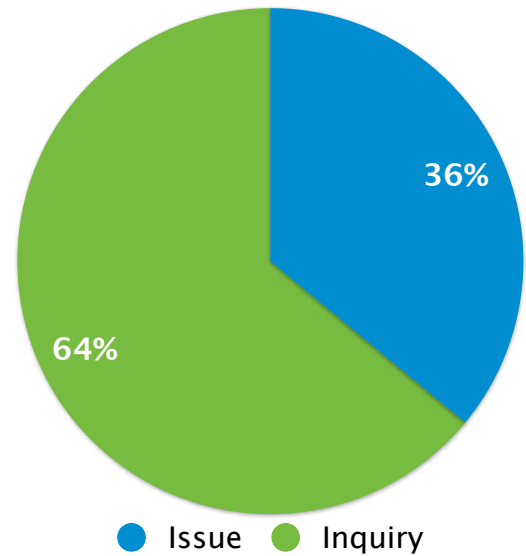
Issues and Inquiries

As part of our daily operations, the Metis Child and Family Services Authority responds to inquiries. Every contact with the Authority is recorded, logged, and analyzed to identify possible trends or patterns. In doing so, we are better able to meet the needs of the communities we serve.

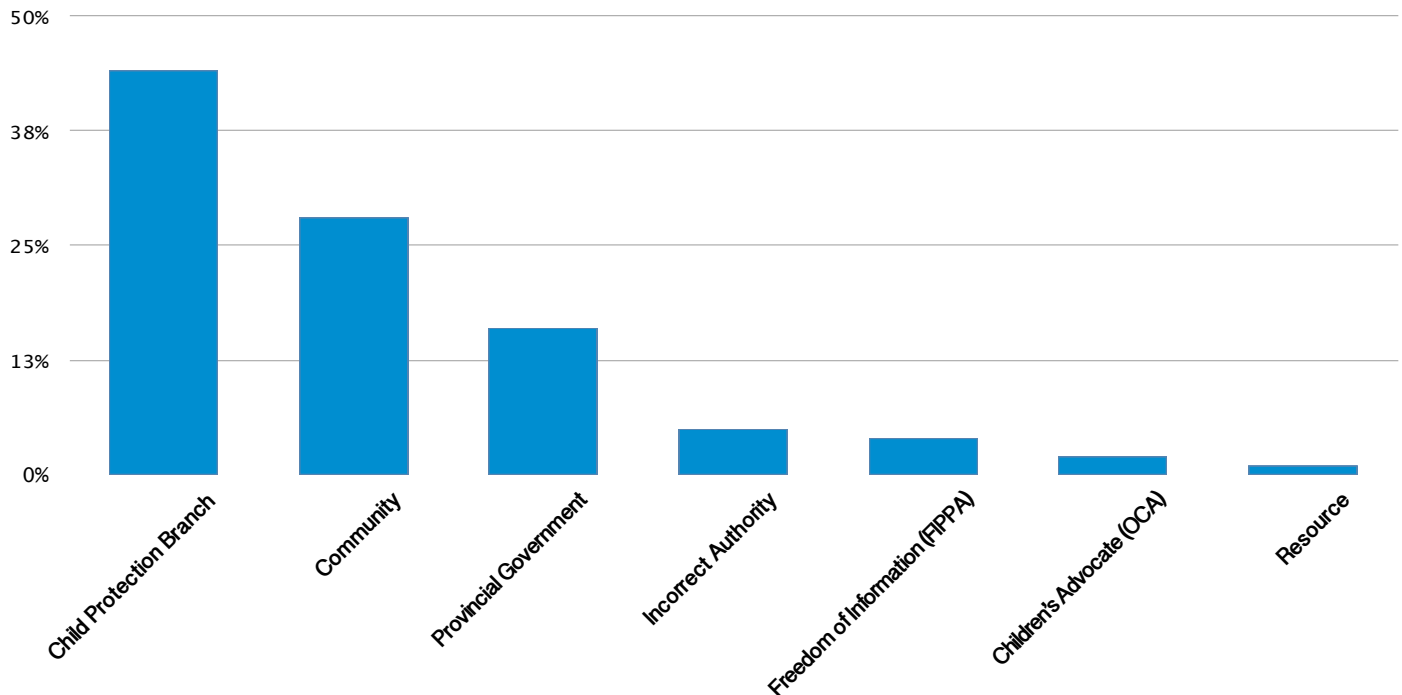
In the 2012/2013 fiscal year, the Authority recorded 160 separate requests. In total, 58 were categorized as issues and 102 as inquiries.

As demonstrated in the chart below, the majority of requests received came from the Child Protection Branch.

ISSUES & INQUIRIES 2012/2013



2012/2013 SOURCE OF INQUIRIES MADE TO THE AUTHORITY



2012/2013

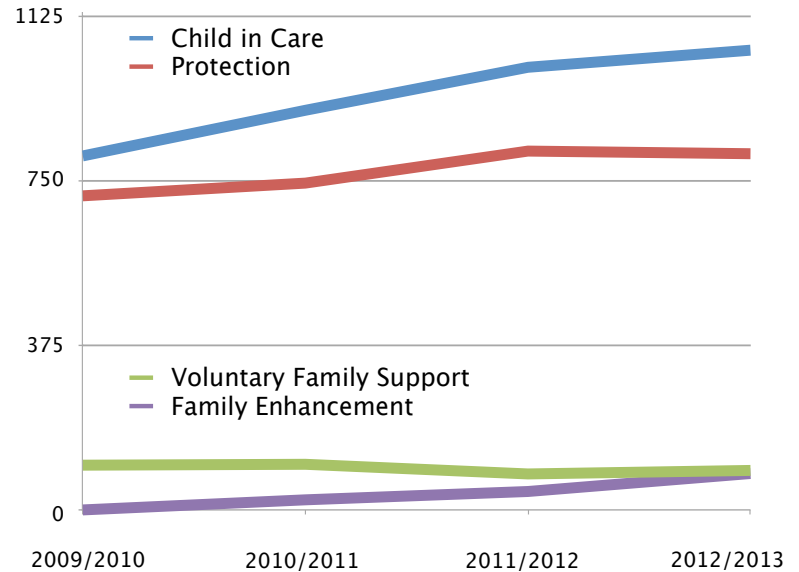
Children In Care

On March 31, 2013, there was a total of 1048 children in the care of the agencies under the Metis CFS Authority. This was an increase of 3.9% from the previous year (1009 children in care as of March 31, 2012).

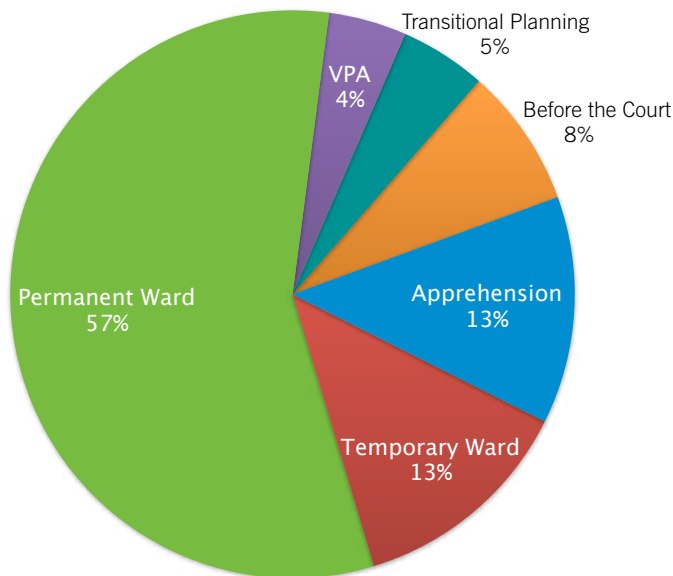
The Family Enhancement program, which began in 2009, uses a strength based, solution focused approach to working collaboratively with families. This program has a positive impact on the way services are provided to families, and in many cases individuals report feeling hopeful, respected and engaged. In the 2012/2013 year, the number of Family Enhancement cases grew by 97.6%.

CASE TYPE COUNT BY FISCAL YEAR

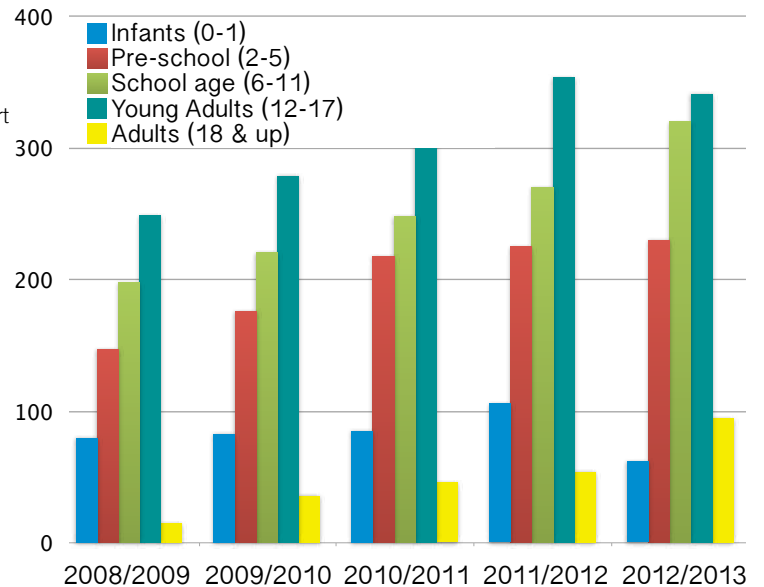
TOTAL NUMBER OF CASES AS OF MARCH 31, 2013: 2030



LEGAL STATUS OF CHILDREN IN CARE



AGE GROUPS OF CHILDREN IN CARE



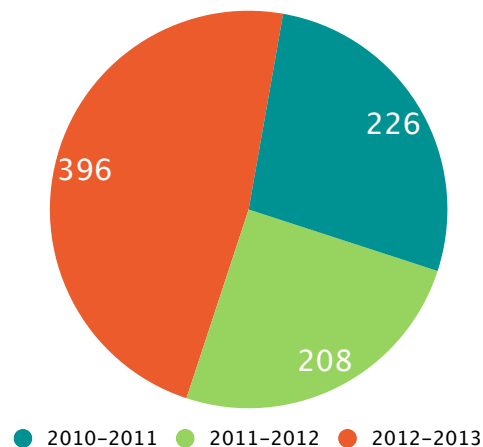
2012/2013

Education & Training

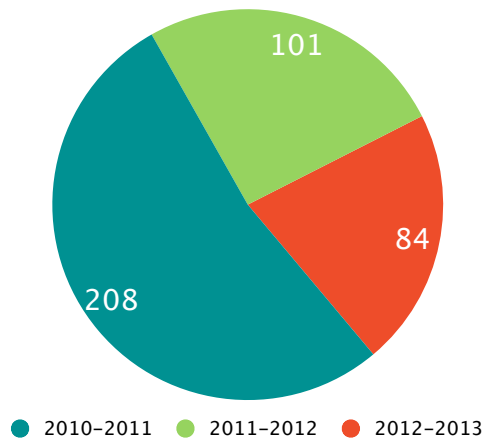
During 2012/2013, the Metis Child and Family Services Authority continued to provide education and training opportunities for Authority and Agency staff, management, care providers, and collateral organizations. In addition to providing training related to suicide, addictions, Fetal Alcohol Spectrum Disorder (FASD) and crisis intervention, there has also been much focus this year on developing training opportunities related to trauma, worker safety, and attachment.

The Metis Child and Family Services Authority was also successful in advocating for the University of Manitoba Faculty of Social Work Distance Education to provide the Bachelor of Social Work degree program in Dauphin, Manitoba. Courses commenced in January 2013.

PARTICIPANTS IN DIFFERENTIAL RESPONSE TRAINING



PARTICIPANTS IN STAFF & CAREGIVER FASD TRAINING



TOTAL PARTICIPANTS IN TRAINING

Training Themes	2011/2012	2012/2013
Addictions:	12	115
Child/Youth Care:	40	30
Crisis Intervention:	75	61
Family Violence:	3	17
Health & Safety:	64	93
Investigating Child Abuse:	27	21
Leadership Training:	48	12
*Orientation to CFS:	0	15
Professional Development:	86	41
Standards:	44	57
Suicide Prevention & Intervention:	67	49
*Trauma:	0	49
Total:	597	561

*New Category

	2010/2011	2011/2012	2012/2013
Differential Response:	226	208	396
FASD:	208	101	84

2012/2013

Highlights

THE FUNDING MODEL

In August of 2011, the Authority was notified by the Department of Family Services and Housing that a new funding model implementation process would be rolling out over the next few years. This funding model design is based on specific criteria completion in the Provincial database known as the Child and Family Services Information System (CFSIS).

The expectations for cases to be funded, is that each case must have specific requirements present on CFSIS within specific timelines in order to be eligible for funding during that fiscal year.

Through hard work and dedication, the agencies have continued to raise their compliance over the last year. Though this funding model does not replace the previous regulations for file requirements, it has added an extra level of accountability to which the agencies have been striving to achieve.



COMPLIANCE RECOGNITION



The Metis Authority presented Margaret Bartlett's Family Service Team from Michif CFS with a Certificate of Recognition for improved compliancy in attaching case recordings to CFSIS.



The Metis Authority presented Kyle Chernetz's Family Service Team from Metis CFCS with a Certificate of Recognition for improved compliancy in reducing the number of Waiting Closure files.

2012/2013

Financial Review

In the 2012/2013 fiscal year, as in previous years, the Metis CFS Authority staff have worked diligently to develop and grow the Metis and Inuit CFS system to achieve the goal of providing stronger and more efficient supports to Metis and Inuit families.

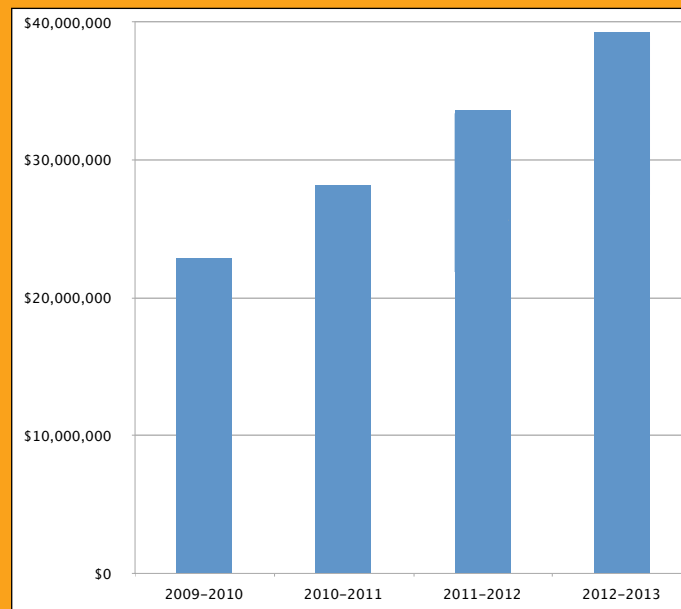
It is the Metis Authority's objective to keep the Metis and Inuit CFS workforce fully informed and knowledgeable of all merging issues related to child welfare. With that in mind, the Communications Coordinator and IT personnel, with the support of outside professionals, have developed an intranet website. This along with the replacement of an outdated phone system has driven up communication costs for the year.

At the beginning of the 2012/2013 fiscal year, Authority and Agency staff came together to be trained on Signs of Safety. Other joint training and professional development costs increased for the year showing the continued commitment to developing a well-trained and professional workforce.

Salary and employee benefits costs increased for the year due to the addition of a Change Manager and Fund Developer to the Authority staff team.

The biggest financial pressure for the child welfare system in Manitoba is the rising cost of child maintenance. Both agencies under the Metis Authority will carry deficits forward into the new fiscal year due to the amounts being deducted from maintenance payments starting with the implementation of the Individual Rate Adjustment Protocol (IRAP) in June 2012. Initial negotiations between the Authority, the agencies and the Province suggest that these shortfalls will be covered. The Authority will continue working to resolve this issue and ensure the best use of child maintenance funds in the future.

CHILD MAINTENANCE EXPENDITURES



Fiscal Year	Total Expenditures	Children Receiving Service
2009/2010	22,881,306	1073
2010/2011	28,112,943	1182
2011/2012	33,568,963	1132
2012/2013	39,245,017	1425

2012/2013 AUTHORITY OPERATIONS

Authority Total Operating Revenues:	2,295,662
Authority Total Operating Expenditures:	2,295,662

AGENCY CORE & OPERATIONAL GRANTS

Metis Child, Family & Community Services:	10,065,288
Michif Child and Family Services:	4,445,043

AUTHORITY KEY VARIANCES

	2012	2013	% Change
Communications:	11,096	41,995	+ 279%
Information Technology:	19,593	55,874	+ 185%
Training (System Wide):	128,264	172,803	+34.7%
Salaries & Benefits:	1,255,236	1,628,219	+28.9%



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Printed in Canada
Designed by **Dustin Rodgers**