

METIS
CHILD, FAMILY
AND COMMUNITY
SERVICES

ANNUAL REPORT APRIL 1, 2010 TO MARCH 31, 2011





VISION STATEMENT

The Metis family and community is the cornerstone of our Nation and is built upon love, respect, honour, strength and heritage.

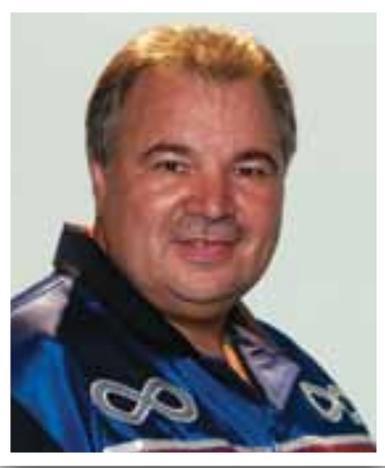
MISSION STATEMENT

Metis families and communities have the right and responsibility to care for children. Metis Child, Family and Community Services will work to strengthen the capacity of families to care for children through culturally relevant community-based programs. We believe in the inherent strength of our families and in the need to build on the capacity of our community to care for and nurture Metis children.

GUIDING PRINCIPLES

- 1 Metis families and communities are the cornerstone of the Metis Nation and the service delivery system must reflect this vision.
- 2 Responsibility for decision-making regarding Metis children and families lies with the family, extended family and community whenever possible.
- 3 The organizational structure promotes and supports community governance at all levels.
- 4 The service delivery system will encompass both formal and informal elements.
- 5 The service delivery system must be operated in an efficient and effective manner.
- 6 The service delivery system will be outcome based and will reflect the core guiding principles of MCFCS.

MESSAGE FROM THE PRESIDENT



Welcome to everyone who is interested in the future of our children, which is to say, everyone I know.

From the very beginning of our Nation, our children were the most important part of our lives. The children of voyageurs and First Nations mothers became the ancestors of all of us today. The care and instruction they received from both European and Indigenous cultures became a unique culture and heritage in the world.

Today, we can do no less than to provide the best future we can for our own children and grandchildren. When the responsibility to care for our own became a reality several years ago, we knew there would be challenges. We also knew that the responsibility always was our own passed on from our ancestors.

Today, I thank all of our partners, stakeholders, grandmothers, grandfathers, mothers, fathers, aunts, uncles, brothers, sisters, cousins and friends for the countless hours of hope and prayer. We are on a path that will hopefully not only heal our children but also heal some of the wounds of our people as a whole.

The Child and Family services we now provide has taken years of blood, sweat and tears. As we move forward on this journey, please remember with me the sacrifices of those who worked for this vision in the past. And let's unify our strength to carry forward in the future.

For if the history of the Metis Nation has taught us anything, when we are united, the Metis people can withstand anything.

Believe in yourself, believe in Metis!

Meeqwetch,
David Chartrand
President

MESSAGE FROM THE MINISTER



I am extremely honored to bring a message on behalf of the Metis Government. This year we have seen some challenges for Metis Child, Family and Community Services. As the Agency continues to grow and expand we restructured ourselves to accommodate the growth.

We will now have visibility in the north which speaks to the growth of our agency and the strength of our staff and the services we offer to those who have chosen our agency. There has been some staff turnover but the staff we have in place have taken up the challenge of ensuring our clients' security and services are ongoing.

The vision of the Metis Citizens to have an agency which encompasses our philosophy of caring for our own and anyone else who chooses us continues to prosper. Our numbers are tripling as we have become the Agency of choice.

Staff continue to create programs which have in the past and still today continue to showcase across our nation as being innovative.

Once again, as the Minister responsible for Metis Child and Family, we continue to build partnerships internally and externally to enable us to care for our children and families.

On behalf of the Provincial Board of Directors I thank the past Agency Board of Directors for their time and commitment. I welcome the new Agency Board of Directors and look forward to working with and on behalf of them for the betterment of our children and families.

Respectfully,

Judy Mayer

Minister of Metis Child and Family

MESSAGE TO THE 2010-2011 BOARD OF DIRECTORS

The Staff and Management of Metis Child, Family and Community Services Agency would like to take this opportunity to recognize the contributions of the Agency Board of Directors for the year 2010-2011. We wish to extend a heartfelt thank you and congratulations for your many accomplishments over this past year. Board work associated with an agency as large and complex as Metis Child, Family and Community Services requires considerable commitments of time and personal resources; of which this Board contributed willingly and sincerely.

The Agency thanks:

BOARD OF DIRECTORS

Chair:	Mona Buors (Interlake Region)
Vice Chair:	Lisa Halcrow (The Pas Region) (Past)
Vice Chair:	Karen Beaudin (Winnipeg Region)
Secretary/Treasurer:	Marcella Vezina (Southeast Region)
Members:	Brandi Braun (Southwest Region) Harold Delaronde (Northwest Region)
Ex-Officio Members:	Chantell Barker Evelyn Nepinak (Past) Rita Cullen

REGIONAL LEADERSHIP TRAINING PROGRAM (RLTP)

To ensure a governance structure that is based in community representation, the Regional Leadership Training Program (RLTP) was created. The goal of the program is to develop a pool of qualified, educated and prepared Metis and Inuit candidates to serve on the Board of Directors for Metis organizations including regionally appropriate Metis and Inuit Child and Family Services Agencies.

RLTP members are appointed by the Manitoba Metis Federation Regional Vice Presidents (4 members) and the Metis Women of Manitoba Board of Directors (1 member per region). Training relevant to leadership, Board governance and child welfare in Manitoba is facilitated by the Metis Child and Family Services Authority. RLTP members are not responsible for reporting to any individual or organization. The Metis Child and Family Services Authority is the reporting body.

RLTP members appoint from among themselves, individuals to sit on the Board of Directors. Appointment terms for Directors are staggered to ensure continuity of leadership for the Agency.





MESSAGE FROM THE ACTING EXECUTIVE DIRECTOR

A challenging transition was presented to the entire Agency at the end of the 2010-2011 year. Many an organization might struggle in facing, and overcoming, the circumstances resulting from changes like this, where the ripple effects could result in a setback of considerable proportion.

I came to the Agency very close to the end of this reporting period, in March 2011. Although my comments come from what I observed at the start of the new reporting period, they are relevant in that the outcomes for the Agency after the changes that occurred at this time are a direct result of that which was built and maintained over this past year and beyond.

Without first hand evidence, it was difficult for me to quantify my belief in the inherent capacity and resilience of the service providers, caregivers and support staff who are employed by MCFCS when I came to the Agency late in the year; but I did believe it. It was this belief that made my work for the Agency at this time possible, and to a large extent, meaningful. This belief was confirmed early on. In the Agency staff I witnessed a remarkable, but not surprising, complete dedication to the imperatives of their work with their children and families, directly or indirectly, which took precedence over their feelings of uncertainty, discomfort, sadness and sense of loss. While these feelings existed, were acknowledged, and were processed, they did not impact on the quality of their work; this is just the way things are here; our families and children rely upon us, and we respond in the best way we know. This is not an organizational culture that just happens; it is modeled, encouraged, nurtured, and celebrated; because of this, it endures notwithstanding the unexpected and the challenging.

In the pages to follow, you will experience the 2010-2011 MCFCS year through the words and pictures of the management and staff of the Agency who were engaged in a great number of initiatives, projects and activities as well as the important day to day work that defines this agency. The ongoing commitment to service improvement is reflected in our work to compliment our strength-based approach to service by employing the principles of the Signs of Safety model in case planning. New assessment tools are being incorporated to ensure consistency in service provision. Our Differential Response / Family Enhancement project continues to show promise. New ways to respond to the care needs of our children and youth have resulted in the establishment of our RAILS program and Gladys Cook Home. These and many other important initiatives have kept our staff well occupied this past year. All of these activities are contemplated, created, and implemented with our Vision, Mission, and Guiding Principles clearly and emphatically in the forefront.

Our Parkland/North regions were granted a mandate on February 1st of this year from the Metis Child and Family Authority to form Michif Child and Family Services on February 1st of this year. Much work is underway and will continue in preparation for their operational date of October 1, 2011. We look forward to a different, but still a close relationship, with the teams in these regions and wish them all the best.

As the Agency is transitioning to a new era, I would like to acknowledge our Metis government, and the leadership of President Chartrand, who personally offered his ongoing support, and to the leadership of Minister Mayer and the Manitoba Metis Federation Board of Directors; and of note, the Metis Child and Family Services Authority and the Authority Board, whose support was instrumental in helping to guide this transition thanks to Bernice Cyr, Chief Executive Officer of the Authority.

Mark MacKay-Chiddenton
Acting Executive Director

STRENGTHENING FAMILIES THROUGH ENGAGEMENT AND COLLABORATION



Metis Child, Family and Community Services provides a wide range of services as set out in the Child and Family Services Act and the Adoptions Act to Metis and Inuit families throughout the province of Manitoba.

What sets this agency apart in many ways is our approach to ensuring that these mandated services are provided effectively. With our Vision, Mission and Guiding Principles serving as our foundation and framework for service delivery, we draw upon the inherent strengths of our families and communities in our efforts to protect our children while supporting their families and their extended families within the context of community.

While our Vision, Mission and Guiding Principles ensure consistency in our approach to our work with children and families, our approach to practice relies upon recognizing the unique and individual needs of our families and addressing these needs in a responsive and productive manner. Our ongoing implementation of Signs of Safety has complemented the Agency's strengths based method of practice. Our children and families are responding significantly to the inclusive nature and processes of Signs of Safety; this, along with the introduction of the Structured Decision Making (SDM) and the Probability of Future Harm (PFH) tools, are helping our staff work with our children and families with increasing consistency and purpose.

The Agency is persistent in its efforts to reflect a genuine traditional and cultural dimension to its service delivery model. We provide a number of cultural programs, promote traditional methods in problem solving, and deeply respect the cultural needs of our children and families.

Our Differential Response/Family Enhancement (DR/FE) pilot project continued throughout the year. DR/FE is a means of working with families at the early stages of involvement with the Child and Family Services system where our DR/FE staff work closely with families to involve them in a process that works to keep their children within the family.

As we continue to interact with our children and families, guided by the belief that there lies great strength in family and community systems, we will fulfill our responsibilities to them, mindful of the Metis Spirit and Metis Heritage, with respect and commitment.

THE YEAR AT A GLANCE

Case numbers coming to MCFCS continued to grow at a pace that considerably challenged the resources available to the Agency in 2010-2011. Despite recognition by the Province that our agency is not resourced at a level that recognizes the continuing influx of new cases, and the high needs associated with those currently being managed, our funding situation is not appreciatively different than it was last year, and in years previous. Much discussion has been had regarding the establishment of a new funding model, and we remain hopeful that this fiscal year the Agency will be funded in a way that allows us to be responsive to ongoing and incoming needs without continuing to over-extend our resources.

Regions	Protection Cases	Voluntary Family Cases	Family Waiting Closure	Total Families	Children In Care Cases	CIC's Waiting Closure	Total Cases
Central	10	1	19	30	19	8	57
Interlake/Eastman	29	7	1	37	92	10	139
North	44	7	14	65	57	6	128
Parkland	110	23	27	160	91	18	269
Western	44	11	8	63	36	4	103
Winnipeg	515	53	79	647	613	168	1428
Total	752	102	148	1002	908	214	2124

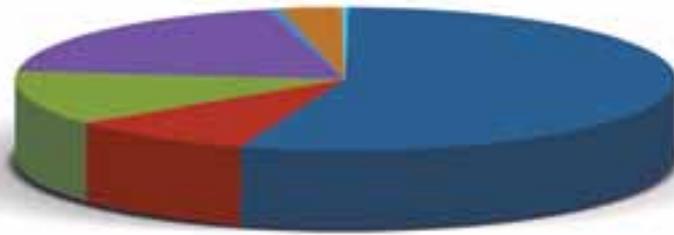
Children In Care

As was reported in years previous, Permanent Wards continue to represent a majority of our children in care. Culturally Appropriate Authority case transfers of permanent wards continue at a steady rate. Our Permanency Planning Committee meets regularly with the responsibility to establish long term plans for these children that support their emotional developmental, social and cultural needs. With a belief that children are inseparable from family, family inseparable from community and therefore children, family and community form the foundation of the Metis Nation, we regard this as fundamental to how we approach planning for our permanent ward children. Whatever the circumstances, it is critical that family and extended family relationships are established and maintained.

Our programs and services continue to grow to meet the constantly evolving needs of our children in care. It remains our responsibility to ensure that our children have access to opportunities that maximize their potential and help realize their goals and aspirations.

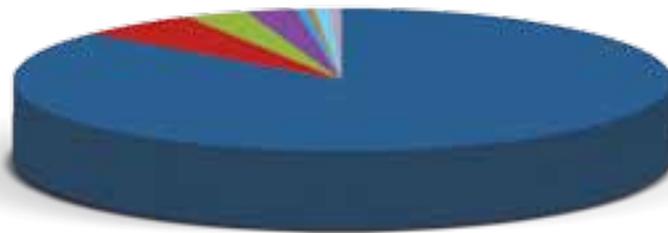


Legal Status of Children in Care



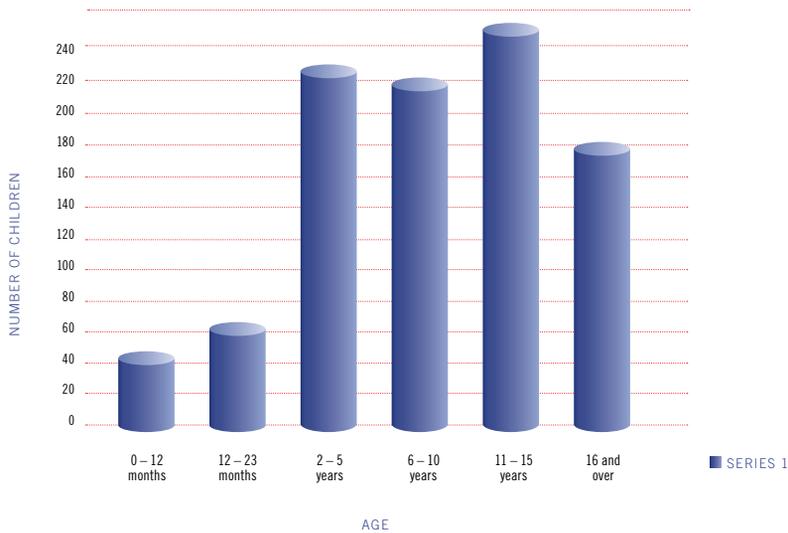
- Permanent Ward
- Temporary Ward
- Voluntary Placement Agreement
- Apprehension/Further Order
- Courtesy Supervision
- Transitional Planning
- Voluntary Surrender/Guardianship

Placement Information for Children in Care



- Foster/Kinship Care Homes
- Licensed Group Home
- Parental Home
- Independent Living
- Correction / Health / Mental Health
- Out of Province
- Adoption Probation
- AWOL

Ages of Children in Care



KEEPING THE SASH AROUND THE FAMILY

Our programs and services continue to focus on acknowledging, and building upon, each family's capacity to care for and nurture their children. Our programming continues to grow and evolve in ways that are responsive to the challenges and needs presented to us by our children and families.

Relationship building, collaboration and the recognition and encouragement of strengths provide the basis for our approach with our children and families. In developing individual support networks for families, we turn to extended family and community members to participate in planning, sharing circles and other activities that address a family's needs.

Our programs and services are inclusive and respectful of the cultural needs and practices of our families and communities and support and honour the heritage of the Metis people.



STRENGTHENING OUR FAMILIES THROUGH OUR CULTURE

Tradition, Heritage and Culture play important roles in today's Metis Nation. Metis Child, Family and Community Services must be responsive to this in the many ways we look to include these in all aspects of our programming. The continued development of a truly cultural component to our daily practice is seen as fundamental to our way of delivering a complete service to our children and families.

Cultural Services encompass:

Staff Development and Foster Parent Training

- Aboriginal Awareness Training
- Participation in cultural ceremonies such as smudging and sharing circles.

Critical Incident Debriefing

- Provide culturally relevant support to families, foster parents and staff following critical incidents.
- Provide culturally relevant loss and grief support to families.

Family Group Decision Making

- The Elder and the Facilitator provide family members and extended family members the opportunity to actively participate with the Agency in developing case plans for their family.

Family Programming

- Aboriginal Awareness Programs
 - Offer families opportunities to learn about their culture and connect to their ancestry through participation in cultural programming.
 - Provide support and education related to the impact of residential schools on the individuals and families.
- Sharing circles
 - Led by an Elder, the circle includes traditional practices and provides an opportunity for participants to share their stories and concerns in order to understand each other better, to heal relationships and to create a plan in a collective manner that is meaningful and relevant to the family.
- Healing circles
 - The decision to hold a healing circle is made between the family and an Elder. It can be used when a family has

experienced a trauma or there are issues within a family that need to be addressed in order for the family to support each other in a healthy manner. The healing circle provides families with a forum to address individual and family issues in a supportive and culturally relevant manner.

- Feasts
 - Family feasts to celebrate significant achievements such as reunification of children to parents.
- Individual Support and Counseling
 - Provide individual support and counseling provided to families through the use of holistic traditional healing methods.

Youth Programming

- Aboriginal Awareness Programs
 - Offer youth opportunities to learn about their culture and connect to their ancestry through participation in teachings.
- Provide individual Support and Counseling
 - Individual support and counseling provided to families through use of holistic traditional healing methods.
- Cultural Activity Programming
 - Offer regular programming to allow children and youth the opportunity to participate in cultural activities that incorporate fun activities and teachings. Some examples include: jigging classes, drumming and making drums, sash weaving, making smudging containers, dream catchers and regalia outfits, sweat ceremonies.
 - Metis winter and summer Culture and Heritage Camps
 - Metis fiddling classes



EMPOWERING OUR FAMILIES THROUGH OUR SERVICES

The Agency has family services teams throughout Manitoba. These teams respond to families who have been determined to be in need of ongoing services at the intake level. Our family services teams ensure the safety of children while working together with their families to ensure that the children receive safe and nurturing care. Where children are placed away from their families, our family services teams work collaboratively with families, extended families and others, to maintain strong family connections. Case plans reflect the individual needs of the children and their families and our family services teams work actively to advocate for the needs of their children and families.

Differential Response / Family Enhancement (DR/FE)

This has been an exciting year in DR/FE. We officially completed our pilot projects in Winnipeg and received support from the province to extend the Parkland DIA project. We are currently awaiting the formal external evaluation. 58 out of 103 families served were interviewed. The vast majority of the families found the service helpful and would recommend it to a friend or family member who was in need.

One of the goals of a DR system is that families are more likely to engage in receiving prevention services. The preliminary findings are suggesting this is occurring in the projects. Workers have continued to use Signs of Safety and the Structured Decision Making assessment tools in their approach to working with families. Staff have worked incredibly hard in stretching their clinical and child protection skills and are to be commended for their pioneering efforts in this area.

The work of the units is continuing, with the Province committing to ongoing prevention funding through creating a new category of service, Family Enhancement. There is still much work to complete at the Inter Authority level but there is a commitment and a structure to proceed and indeed we are. In the meantime, MCFCS is continuing to offer our multi-disciplinary Metis approach to working with families that includes the services of Family Enhancement Workers, Mentors and our Cultural worker.

"At first, I didn't agree with CFS involvement. But after meeting the worker, I adjusted and found them really helpful. The worker helped to ease the pain and helped me move forward."

"... the workers put themselves in my shoes and helped me in whatever way they could."

"It seemed a lot different than when I was growing up. I felt it to be more helpful and less intrusive. I didn't feel threatened to have my kids picked up."



Back Row:

Leanne Huska (Social Worker), Nicole Smukowich (Social Worker), Vanessa Ivaniski (Family Mentor), Wanda Ferland (Cultural Worker), Julie Reichert (Social Worker), Anoka Salisbury (Social Worker)

Front Row:

Mona Hwang (Social Worker), Bill Nadurak (DR/FE Coordinator), Tracy Oleschak (Supervisor), Alissa Rusak (Administrative Assistant), Lilian Bonito (Family Mentor)

SUPPORTING OUR FAMILIES THROUGH OUR PROGRAMS

MCFCS continues to develop a range of programs that serve families by focusing on strengthening their capacity to care for their children. MCFCS strives to maintain focus on families in a strength based practice model, emphasizing the importance of culture in the delivery of all programs and services. The goal of each program is to strengthen families, enhance family functioning and maintain family connectedness. Over the past year our staff have been incorporating the Signs of Safety philosophies and approaches into their work with families and children.

Family Support Program

The Family Support Program is designed to provide in-home support services to families to enhance their ability to care for their children, strengthen family functioning and prevent possible family disruption. The program focuses on the unique

needs and challenges of each family and walks beside them to support and build on their existing strengths in order to allow children to remain safely in their own homes or to be reunified with their families. The family support program works in conjunction with the family service worker, the family and the extended

family to strengthen the parents' competencies, their parental capacity and build on their existing strengths as individuals and as a family. Parent education and support, respite and supported family time are the key service components of this program.

Our agency is committed to the ongoing professional development of our staff and we have developed a training curriculum for our family support staff that includes non-violent crisis intervention, suicide intervention, attachment issues, impact of abuse and neglect on child development, general observation and documentation skills, responding to abuse disclosures, FASD and inclusive model of care. This program is currently being extended to all other Regions served by the Agency.

In the past year the Family Support Program has provided services and resources to 157 families. 80 families were supported to engage in Family Time and 77 families were provided with parent education and support. In addition, 59 families received respite services. There are many success stories of children reunifying with their families as a result of the supports provided by staff from this program.

Parent Education and Support

MCFCS believes that, at times, parents need to come together with other parents in a supported learning environment. Although families are regularly referred to community based parenting programs, MCFCS has developed programming to augment the services offered in the community and offers parenting support and education programs such as Triple P Parenting, Nobody's Perfect and the Moms and Kookums Program.

This past year the Nobody's Perfect and Moms and Kookums programs provided supportive services to approximately 25 young women. The women speak proudly of their participation and the skills they have gained.

Supported Family Time Program

Many of the families that utilize this program are comfortable coming to the Agency to use the space. The program offers 10 well appointed rooms for age appropriate activities and toys in a warm friendly environment. The program also provides nutritious snacks for families to share together. The Supported Family Time Worker provides supportive, teaching, coaching and mentoring to families to respond to their children's distinct needs. This program continues to grow and is a true success story of our agency.

We have seen a healthy increase in fathers participating with their children in the Supported Family Time Program. We have had 12 fathers involved over the last year compared to 3 in the previous year. It is very exciting to see these fathers interacting and bonding with their children and we hope to see this number continue to grow.

Over the past year the Supported Family Time Program has hosted 3,371 children over a total of 659 family times.



Family Mentor Program

The Family Mentor Program provides the Metis and Inuit community with the opportunity to fulfill their traditional roles by allowing community involvement in strengthening and supporting families. Many families and youth may be isolated within their communities and do not have an adequate support network to rely on.

The program matches a trained mentor with a family or young person to develop a supportive relationship that builds upon the family or youth's strengths. The Mentor is guided by the family to provide support and assistance toward developing long-lasting strategies to overcome existing and future challenges. The Mentor coaches, guides, role models and advocates using a non-judgmental, solution focused, supportive approach. Mentors strive to identify and focus on the existing strengths of youth and families throughout their relationship.

Family Mentors volunteer with families 3-5 hours per week and receive ongoing training, support and supervision. MCFCS currently has 12 Family Mentors who are actively engaged with youth and families. They have clearly demonstrated the positive impact of the gift of their time.

This year the program launched the 'Man Up Campaign' in order to promote and expand the recruitment of male mentors. A new training and orientation manual was also completed.

Transportation Program

This program is another opportunity for the Metis and Inuit community to fulfill the vision of the Agency of empowering the community to support children and families. The volunteer and paid drivers help to safeguard the continuation and maintenance of family relationships by facilitating an increase in the frequency of family contact when children are unable to live with their parents. They also support family attendance at therapy, recreational activities and other important appointments.

The program has continued to grow and currently has 25 volunteer and 4 paid drivers who fill a critical gap within the Agency and are an incredible resource. During the past year the volunteers completed 1,961 drives to facilitate children and youth's attendance at family times and appointments. This is an overall increase of 207 drives from the last year.

Partnership with Community

The Agency continues its partnership with Community Financial Services to assist our families and youth with appropriate and helpful banking and budgeting services. Many of our families and youth are utilizing these services to become first time members of a banking institution and to attend workshops that provide information on budgeting skills. The Agency also became a member of the Employment and Income Assistance Advocacy Committee which provides opportunities to work in partnership with EIA to advocate for our families and youth.



EMPOWERING CHILDREN AND YOUTH

Metis Child, Family and Community Services continues to develop and create programming that is responsive to the many challenges facing our children, youth and their families. These programs reflect creativity and resourcefulness when assessing needs, and responding to these needs in appropriate and effective ways. Our programs are compatible with our Vision, Mission and Guiding Principles and demonstrate our

commitment to them. Those who are associated with the delivery of these programs do so with great enthusiasm; they strongly believe in their value to the children, youth and families who participate in them. These programs have proven to be important and supportive components in overall case planning, and provide important opportunities for children, youth and families for positive experiences and growth.

SUPPORTING OUR CHILDREN AND YOUTH THROUGH OUR PROGRAMS

FASD Infinity Education Support Program

The Fetal Alcohol Spectrum Disorder (FASD) specialist position is part of the Manitoba FASD Strategy and is funded through the Changes for Children Initiative. The FASD specialist strives to provide service in accordance with the Vision, Mission and Guiding Principles of the Agency. Service delivery is based on best known FASD practice; is child and/or family centered, culturally appropriate, inclusive, and strength based.

The 7 areas of responsibility held by the FASD specialist include; consultation, education, support, capacity building, community networking, implementation of the Provincial FASD Strategy as it pertains to the Changes for Children Initiative and creation of FASD standards.

During 2010-2011 the FASD specialist performed a total of 418 formal consultations with social work staff for 87 children. Of the 87 FASD files included in this report:

- 40 were opened for children residing in Winnipeg.
- 11 were opened for children residing in the South Eastman region.
- 9 were opened for children in the region served by Thompson.

- 8 were opened for children in the region served by Brandon.
- 7 were opened for children residing in the Interlake region.
- 7 were opened for children residing in the Parkland region (Dauphin and Swan River).
- 5 were opened for children residing in the Central region (Portage and Morden).

A total of 263 in-home, in-school/daycare or telephone consultations were held with alternative caregivers, school staff and daycare staff. Of the 263 consultations:

- 55 or 21% were foster, kinship or natural family members.
- 27 or 10% were school staff.
- 1 or .08% was daycare staff.

The 8 week FASD Infinity Education and Support Program was offered to caregivers twice this year. A total of 8 caregivers participated.

Workshops delivered specifically for MCFCS staff, caregivers and collaterals were held in 4 communities for 97 MCFCS staff and collaterals and 51 alternative caregivers.

In addition to the foundational training, participants in the Metis Spirit Program received 2 hours of FASD prevention education. Ecole La Source staff received a full day workshop and St. Laurent School received a half day workshop.



Circle of Life – Children and Youth Support Program

The Circle of Life program is a solution focused, grass roots, strength-based program. The program provides healthy role models to guide, support, advise and teach our youth healthier ways of dealing with life's challenges. They assist youth in areas such as addictions, attendance and participation at school, dealing with emotions, peer pressure, self image, cultural identity and a sense of belonging. The focus is on teaching youth how to become strong, healthy, positive individuals within their families and the community. The staff participate with the youth in community based activities including exposure to nature, education, music, crafts, arts, dance, sports and other physical and recreational activities. Participation in cultural activities is a vital part of the program. The youth have been given opportunities to engage in cultural camps, fishing, hunting, planting gardens for families to use, fiddling lessons and ice sculpting. Through the mentorship of the staff and participation in a number of related activities the program builds on the strengths of the youth and their families to encourage growth and to assist them to become confident, assured and caring individuals.

Over the past year the program has provided services to 81 youth. Due to their participation in the program a number of these youth have become re-engaged in school and jobs and have become more positively engaged with family and the community.

SASH Program – Youth Outreach Workers

The SASH program focuses on meeting the needs of high risk, at risk youth who demonstrate their needs through chronic running, sexual exploitation, gang involvement, addictions or being perpetrators or victims of violence. A relationship-based, non judgmental, approach with the youth, family members, peers and significant individuals in their lives, plays a key role in connecting with the youth. The program is dedicated to returning youth to a safe environment through activities in 3 program stages; safety, stabilization and prevention. Staff develop safety plans with youth, their families and involved community members, followed by action plans and risk assessments as part of the process for keeping them safe and stable. Staff have developed partnerships with numerous community based organizations and are active members of the Street Reach and Winnipeg Outreach Network Teams. These are community based outreach committees that work in a collaborative

partnership to keep at risk youth safe. The SASH program's unique approach has resulted in a number of situations where youth have stabilized. Over the past year the SASH program provided services and supports to 41 youth.

Skills for Life Program

This program provides support, assistance, education and training for youth in the development of life skills necessary to transition successfully into adulthood. Staff utilize structured learning sessions to promote the development of life skills. The program provides one to one support services to youth leading up to entry into interdependent living and offers ongoing support and mentoring while youth are on their own. The program supports youth in developing strong family and community ties in order to ensure long term support networks are available as they transition into adulthood. Program staff also support and mentor caregivers to assist youth with their skills development.



In collaboration with the Metis Spirit program, bi-weekly group sessions are provided that include the youth from the Skills for Life program as well as young adults who have aged out of the care of the Agency. These groups provide a positive, supportive networking opportunity for youth and young adults and afford them the opportunity to learn from each other.

The group offers educational information as well as opportunities to practice skills development. The Agency has facilitated the development of these groups within other regions.

Program staff have expressed concern about the inordinate pressure, sometimes forceful, on our youth to join and participate in gangs and the very low housing vacancy rate of .8%. Our goal is to start working with youth at an earlier age and to have foster parents actively participate in the Life Skills teaching. Over the past year the SFL program provided services to approximately 40 youth.

Metis Spirit Program

During the past year the Metis Spirit Program continued to provide outreach and supportive services to 68 young adults through various means consisting of; one to one support, phone calls, text messages, emails and support groups. The program has gained a very positive reputation for the services provided to youth after care in Manitoba and in other provinces. The Metis Spirit Worker, accompanied by two young adults, traveled to Ontario to make a presentation to the Weechiitwin Agency.

Assistance was provided to young adults in a multitude of areas such as:

- Connecting young adults to community resources and establishing partnerships with services such as, VOICES, EIA, FASD Life Journeys, medical services, program/training, employment and educational opportunities, financial institutions, housing and MYTEAM.
- Providing bi-monthly support groups for youth and young adults.
- Facilitating Focus Groups for youth in Winnipeg, Brandon and the Parkland regions, thus giving youth an opportunity to use their voice and share the experience of their time with MCFCS. In addition, focus groups were facilitated for caregivers and youth to share their insights into how our agency can better prepare our youth for transitioning to adult living. A focus group was also coordinated for young adults to participate in the Children's Advocate Research Project.

Life Long Connections Program

This program actively searches for family and community members who are willing to make a commitment to become part of a long term support network for children and youth who are permanent wards of MCFCS. The program seeks to ensure that all permanent wards have the opportunity to maintain positive family relationships and that no youth leaves the care of the Agency without an adequate support network. Too frequently, extended family members have not felt that they had a role in the lives of the children once they were in the care of a child and family services agency. This program seeks to reconnect children and youth with their family members and ultimately to expand the circle of supportive individuals in their lives.

Families are given the unique opportunity to reconnect through family sharing circles and planned family time set up by the Life Long Connections Worker and Social Workers. Over the past year the program has actively sought out families for 34 children, held 7 sharing circles and 4 Declarations of Commitments to children were signed.

Honouring Our Youth

MCFCS continues to host quarterly celebrations to honour our youth in care when they turn 18. Each celebration offers the youth an opportunity to celebrate this significant milestone with their friends, family and support network. Each youth is honoured and their individual accomplishments are recognized through speeches. Recently these speakers have been young adults who have left the care of MCFCS and are participating in the Metis Spirit Program. Over the past year the Agency has celebrated a total of 35 youth with approximately 375 family and friends in attendance. Of significance is the fact that the majority of those who currently attend are family members of the youth and previously celebrated youth are now the MCs of the event.

CONGRATULATIONS

to our youth who celebrated significant achievements this year!
You can be very proud of your successes!

Jordan	Culinary Arts College Program: 1st year completion
Alex	High School Graduate
Fateama	High School Graduate
Kyle	High School Graduate
Lacey	High School Graduate
Mariah	High School Graduate
Monica	High School Graduate
Sarah	High School Graduate; employed with the Boys & Girls Club of Winnipeg, CSI Program
Brandon	Wrestling Tournament: Gold and Silver Medalist
Martika	Wrestling Tournament: Medalist
Alyssa	Certified Babysitting Course
Danielle	Certified Babysitting Course
Renee	Certified Babysitting Course

ALTERNATIVE CARE

At MCFCS pride in our program has grown as we have seen the results of our commitment in 2010-2011. We remain committed to developing homes throughout Manitoba that represent our vision as an agency. Our goal has always been to attempt to develop kinship/foster families from within the Metis community and/or homes that will commit to an awareness and appreciation of the Metis culture and heritage. Our alternative care program has also endeavored to ensure those who explore fostering with us understand fully the commitment and expectations on families to provide nurturing and developmentally stimulating environments for children that help them to know and celebrate their family backgrounds whenever possible. We have also developed a comprehensive training program to continue to ensure caregivers stay well informed and educated to prepare themselves for the unique challenges inherent in caring for our children and youth.

MCFCS continues to celebrate the strength of families with our Annual Caregiver Appreciation Dinner. The Resource Team gratefully acknowledges the role all caregivers continue to provide for Metis and Inuit children.

Kinship Care Program

The Kinship Care Program provides support utilizing existing familial resources when parents are unable to provide care for their children. Traditionally, when a member of our family needed support other parts of the family would step up, whether that be grandparents, aunts and uncles or the community, until our family member was able to parent once again. In this way the child could remain connected with their family, culture, school and community with less stresses to the child related to separation. There are presently 176 Kinship Homes in the province.

Through this they can also identify the resources that they need and we can assist in bringing to them. Culture is an integral part of everything we do.

Our workers bring a wealth of knowledge about Metis history and pride in continuing to deliver this very integral part of MCFCS' development. There is also great pride taken in the ability to develop the many positive relationships with our caregivers.

Region	Foster Care Homes (General & Specialized)	Kinship Care Homes	Total Homes
Thompson	0	5	5
The Pas	2	3	5
Parkland	13	17	30
Western	13	3	16
Winnipeg (Includes Interlake & Eastman)	132	143	275
Other	0	3	3
Total	160	174	334

General Foster Home Program

Inquiry is the first way people reach out to offer their help by exploring fostering with our agency. This year we spoke to 107 individuals who wished to learn more about becoming foster parents. Of these, 50 identified as Metis and 1 identified as Inuit. We were able to offer 5, two-part orientation sessions, which provided information to 89 prospective foster parents (in one and two parent families). Evaluations of our orientation sessions have let us know that we are on the right track by encouraging people to take pause and digest the enormous responsibility fostering with our agency calls for, with respect to treasuring our children and their families to best serve the vision of our agency.



Over the past year Kinship Care has been involved in every aspect of MCFCS' growth. In Winnipeg, a once a month Bannock & Tea Support Group was implemented with the hope to continually bring our Kinship Care Providers together to connect and build on resources from each other.

At MCFCS we believe support to our homes is vital. With a bit of reorganization, Foster Care Workers were assigned to the geographical areas they were familiar with to assist and provide better services and training to the foster parents within their own communities. Since these changes there have been two additional Foster Family Support Groups formed in the Steinbach and Interlake areas along with the Winnipeg Connector Group. These collectives come together to experience speakers, videos and the amazing support and information of one another to enhance their fostering with reenergizing supports. The support groups have been a great success and have allowed foster families and agency staff to have more productive, reciprocal working relationships for the betterment of our children in care. Presently there are 98 general foster homes in the province with 47% identified as Metis, First Nation or Inuit.

Specialized Foster Home Program

MCFCS specialized resources have continued to develop and grow over the past year. Currently there are 60 specialized foster homes providing care to 111 children. More than 50% of care providers are Metis. The clinical goals of the specialized placement continue to be: a) contain the behaviour; b) challenge the negative working model and c) provide positive opportunities for change. An inclusive model of foster care is supported by the members of the resource team in a variety of forms from telephone contact to family time in the foster home. A regular support group offers another avenue for caregivers to connect and support each other.

LIFE Program (Living in Family Enhancement)

The objective of this program is to work with the family as a whole towards reunification and/or to prevent children from coming into care. The family agrees to live with their child in care for up to one year with a foster family. The program builds capacity, strength and positive self-reliance in Metis families who are committed to remain together but due to a variety of circumstances find themselves on the brink of family disruption, resulting in their children coming into care. The program restores and builds capacity in Metis families where the adults have made life transformations that bring them to the point of being reunited with their children.

The LIFE program provides supported, culturally responsive living arrangements for families who access this program.

Families will be matched with a trained foster parent to support, guide, model and team with, to develop new skills and a direction for their parenting future. The family members will be eligible for individual supports and will have an opportunity to enrich their lives through the unique programming offered to them.

All support staff and foster parents provide a relationship based method of coaching, mentoring, advocacy, support and guidance in a non-judgmental, solution focused, strength based, and supportive approach. LIFE is available in Winnipeg and rural Manitoba.

Emergency Placement Resource - EAGLES NEST

Eagles Nest is a 0-90 day assessment emergency unit for four male youth ages 12-17. All youth have an individualized day program to attend, school, if applicable, and recreational activities. Families of the youth are welcome at the facility.

Weekly assessments are completed for the purpose of providing clear information on the best long-term placement for the youth to the social worker and the placement desk. This assessment is modeled after the "Looking After Children" Dimensions and is created by all staff in contact with the youth.

RAILS Program

(Rosedale Assisted Interdependent Living Services)

RAILS is a two-phase program facilitated under the guidance, mentoring and programming of trained support staff, mentors, Elders and other professionals. Youth receive a limited amount of support per day.

The first phase addresses nurturing, physical and emotional well-being, education or employment plans, decision making, child-hood development, birth control, communal and individual living needs, life skills and planning.

The second phase addresses community resources, communal and individual living needs, life skills development, education, employment, housing, safety, planning and transition to independence outside the residential apartment units. Youth pay their own bills; shop, etc., as though they were living on their own.

This is not an emergency program. Each apartment has a program designed specifically around the needs of the youth or the two youth co-habiting. The apartment block is co-ed. This program accepts “in-care” mothers/fathers who need extra support to parent their children.

Gladys Cook Home

Gladys Cook Home opened in January 2011 and is a long term facility for three girls from the ages of 12 – 17 years. The facility was named for Gladys Cook who played an integral part in the education and guidance of Metis people across Manitoba and particularly with Metis Child, Family and Community Services.

The Gladys Cook Home supports, guides and meets the needs of each youth in an individual way in terms of school, homework, health and wellness, cooking, household tasks, planning, programming, relationships, in gaining life skills that will help them in their future and to support them in finding activities to do in the community.

The Gladys Cook Home also encourages the youth to have their families visit them. If possible, staff look for opportunities to help family members by providing information that would encourage them on their journeys.



OUR REGIONS AT A GLANCE

Winnipeg Region

The Winnipeg Region is the largest service centre for Metis Child, Family and Community Services. A full range of services is provided to the Winnipeg Region including family services, alternative care and resource and cultural programming.

The Agency's Executive Core, Human Resources, Operations, Finance and Information Technology Departments are based in Winnipeg.

Offices:

2000 Portage Avenue 927-6960

1261 Main Street 697-1118

408 McGregor Avenue 697-1118

Executive, Operations and Finance/I.T. Teams

Executive Team

Our Executive team provides leadership for the Agency and is responsible for ensuring all services and programs reflect the Agency Vision, Mission and Guiding Principles.



Back Row:

Pat Alphonso Cox (Director of Resources), Lou Beaugard (Director of Finance), Carol Sparling (Executive Assistant)

Front Row:

Lena McAlinden (Director of Human Resources), Mark MacKay-Chiddenton (Acting Executive Director), Crystal Moshenko (Acting Director of Services)
Missing: Heather Edinborough (Director of Services), Andrea Klyne-Lavallee (Director of Services), Brian Normand (Director of Cultural Services)

Operations Team

The Operations Team is responsible for the daily operational needs of the Agency and provides a vital support role in the fulfillment of the Agency's mandate and its provision of programming.



Back Row:

Leilani Buschau (FASD Specialist), Allyson Wutke (Human Resources Administrator), Michelle Beaudin (Office Manager), Beth Benoit (Human Resources Coordinator)

Front Row:

Greg Besant (Training Specialist), Jennifer Alvarez (Receptionist), Carrie Clemons (Receptionist)

Missing:

Karen Love (Administrative/Quality Assurance Coordinator), Kathie Gagnon (Paralegal), David Kabestra (Cultural Worker)

Finance and I.T. Team



Left to Right:

Lou Beaugard (Director), Danielle Richard (Finance Clerk), Julia Higgins (Child Maintenance), Tristan Gabriel (Network Technician), Jennifer Nishikawa (Accounts Payable), Ivy Reyes (Child Maintenance), Lana Daniels (Payroll), Heydy Hernandez (Travel/Payroll), Alex Reydman (Network Technician), Brenda Kochalyk (Finance Clerk), Pat Donaghy (Child Maintenance).

SERVICE AND RESOURCE TEAMS

Our Family Services Teams respond to the needs of our children and families according to our mandate under the Child and Family Services and the Adoptions Acts. Using a strengths and relationship based approach, they work with children and families in ways that encourage family

involvement and preserve family dignity. The Signs of Safety model is increasingly being employed as a means to further involve families and extended families in the development of their case plans, and engage them as active participants throughout their involvement with the Agency.

Winnipeg Family Service Teams

Family Service Team 1 - Holloway



Back Row:

Claudia Colosimo (Social Worker), Lilah Demerais (Social Work Assistant), Jennifer Maffiola (Social Worker), Natalie Sanderson (Social Worker), Tanya Handel (Administrative Assistant)

Front Row:

Amber Teichroeb (Social Worker), Angela Holloway (Supervisor), Marla Rees (Summer Social Work Assistant), Katrina Castillo (Social Worker)

Missing:

Nikki Von Riesen (Social Worker), Laura Orvis (Social Work Assistant)

Family Service Team 2 - Taylor



Back Row:

Darlene Meissner (Social Work Assistant), Jennifer Rye (Social Worker), Michael Taylor (Supervisor), Tina Buus (Social Worker)

Front Row:

Ashley Brown (Social Worker), Karen Alexander (Social Worker), Nadine Trimble (Social Worker), Melanie Joss (Social Work Assistant)

Missing:

Donna Ranville (Administrative Assistant), Julianne DeFehr (Social Worker), Devyn Nelson (Social Worker)

Back Row:

Trish Bedard (Administrative Assistant), Laura Rowbottom (Social Worker), Candyce Harris (Supervisor), Cheryl Hudson (Social Work Assistant), Kara Abraham (Social Worker)

Front Row:

Amy Sanderson (Social Work Assistant), Dana Gauthier (Social Work Aid), Jennifer Michaluk (Social Worker), Tanis Thompson (Social Worker), Sonya Kuik (Social Worker), Marni Scott (Social Worker)

Missing:

Amanda Wutke (Administrative Assistant)

Family Service Team 3 - Harris



Family Service Team 4 - Sherlock



Left to Right:

Ken Genlik (Social Worker), Shauna Walsh (Social Worker), Stacy Sherlock (Supervisor), Jamie Munro (Administrative Assistant), Stacey Campbell (Social Worker)

Permanent Ward Services

The permanent ward team experienced many staff changes over the last year however they continue to provide excellent support and service to children, youth and families. While we say goodbye to our colleagues who have moved on to new and exciting experiences we take this opportunity to welcome our new team members. In addition to the ongoing regular work with children, youth and families the team has been quite busy preparing transfer summaries on approximately 65 child in care files that will transfer to our Eastman and Interlake teams. With this restructuring the Winnipeg permanent ward team

will provide services to those children residing in Winnipeg. As mentioned in other reports our philosophy with respect to family connections remains vital in our practice as this provides an avenue for children and youth to stay connected with their family and extended family. The contact maintained has provided positive outcomes in many ways for both the children and their families. Because of their commitment to their children our agency has been successful in rescinding permanent orders. Huge thanks to all the moms, dad, aunts, uncles, grandparents, big sisters and brothers for allowing us to walk along side you.

Permanent Ward Team - Vergara



Back Row:

Holly Fosseneuve (Social Worker), Norma Lagimodiere (Social Worker), Majola Vergara (Supervisor), Anita Krohn (Social Worker), Janice Klassen (Social Worker), Quinton Sanderson (Social Worker), Olivia Chubb (Social Work Assistant)

Front Row:

Suelynne Yewchyn (Social Worker), Sherry Culbreth (Administrative Assistant), Kiersten Nord (Social Worker), Nicole Duhamel (Social Worker), Annetka Jendras (Social Work Assistant)

Resource Teams

Resource Team - Magnowski



Back Row:

Karolina Rylka (Resource Development Worker), Craig Collins (Resource Development Worker), Eileen Sanderson (Kinship Care Worker), Don Smith (Kinship Care Worker), Sandra Friesen (Placement Desk Coordinator), Tammy Aime (Resource Development Worker)

Middle Row:

Vivien Watson (Resource Development Worker), Cheryl Lee-Ranville (Kinship Care Worker), Barbara Magnowski (Supervisor), Michele Brown (Resource Development Worker)

Front Row:

Vanessa Bodie (Administrative Assistant), Sharon Welty (Resource Development Worker), Bev Wiebe (Past Director of Resources), Sharon Spinks (Resource Development Worker), Sharon Abgrall (Resource Development Worker)

Programs Team

Resource Team - Alphonso Cox



Back Row:

Rick Presonka (Outreach Worker), Vern Dano (Program Coordinator), Janice Petit (Supported Family Time Worker), Dana Gauthier, Jorge Fagerstrom (Family/Youth Care Worker), Minnie Budge (Volunteer Coordinator), Cindi Madden (Family Support Worker), Larry Friesen (Family Support Worker)

Middle Row:

Pat Alphonso Cox (Supervisor), Michelle Lyon (Administrative Assistant), Melanie Murray (Family Mentor Coordinator), Joanne Nobess (Skills for Life Worker), Suzanne Genest (Life Long Connection Worker), Linda Fleury (Family Support Worker), Robin Genaille (Family Support Worker)

Front Row:

Dianne Cross (Metis Spirit Worker), Heather Derksen (Family/Youth Care Worker), Arlie Link (Family Support Coordinator), Kristy Pitcairn (Outreach Worker)

Missing:

Monica Tourand (Family Support Worker)

Interlake and Eastman Region

This team continues to service children, youth and families residing in the Interlake and Eastman regions. With the permanent ward transfers the team has added additional social work positions to meet the service needs of the children, youth and families. Like most of the other teams the team attended training on Signs of Safety, a new approach we are all learning about when engaging with families. The team has 204 active files within their vast regions and 21 cases in

Winnipeg. The distance between communities is certainly a challenge for staff as many hours are spent on the road. With the support and guidance of their Supervisor the team works jointly with families accessing resources through the family support program that enhance the strengths of the family.

Office:
408 McGregor Avenue, Winnipeg, Manitoba 697-1118

Interlake and Eastman Team



Back Row:
Satria Duval (Support Worker), Lyn Chartrand (Administrative Assistant), Karen LeVasseur (Supervisor), Allison Buffie (Social Worker)

Front Row:
Bridget Mwanza (Social Worker), Heather Pappin (Social Work Assistant), Sandra Ovid (Social Worker), Annette Choquette (Social Worker)

Missing:
Therese Denoyer (Social Worker), Grace Micklefield (Social Work Assistant), Michelle Plett (Social Worker), Camille Reid (Social Worker)

Western Region and Central Region

Western Region
Office: 141 Rosser Avenue,
Brandon, Manitoba 727-8540

Central Region
Office: 25 – 3rd Street S.E.,
Portage la Prairie, Manitoba 857-8751

These units have 113 active files combined and with four full time social workers. The staff have been very busy over the last year with ongoing service work and continuing to develop the family support program based on the needs identified by families. In addition, the staff in both teams attended training in Signs of Safety (SOS) and in Structured Decision Making (SMD). Both of these new practice models have received positive responses and over the next year ongoing training and implementation will occur.

Western Team



Back Row: Crystal Genaille (Supervisor), Katriana Miller (Administrative Assistant), Rachel Westlake (Resource Development Worker), Tammie Aikens (Social Worker), Kristy Chartrand (Social Worker), George Ducharme (Social Worker)

Front Row: June Ruckle (Social Work Assistant), Melanie Pompana (Social Worker)

Left to Right:
Londa Green (Social Worker), Crystal Genaille (Supervisor), Scott Maksymyk (Social Worker)

Central Team



Parkland Region

Family Services Office: 13 – 1st Avenue, S.W.,
Dauphin, Manitoba 638-7896

Intake Services Office: 611 Main Street,
Dauphin, 622-3520

After Hours and Emergency Services – 866-834-4242

Resource Services Office: (108-110) – 220 Whitmore
Avenue, Dauphin, 638-4003

Family & Intake Services, Resource Office: 605 Main
Street, Swan River, 734-3974

The Parkland Region is the second largest service provision area for MCFCS. The Parkland Region provides ongoing family services and acts as the Designated Intake Agency providing Intake and After Hours services for the region. MCFCS has offices in both Dauphin and Swan River to meet the needs of the families and communities.

We are proud to announce that MCFCS is continuing with the Family Enhancement / Differential Response program. We have received positive feedback on the program and are looking forward to its continued success. We have also expanded our staffing with a supervisor in Swan River and a youth support worker and family support worker attached to each of the ongoing service teams. These new additions have allowed MCFCS to better support our dedicated staff and the families we serve. Our front line service workers endeavor to provide culturally relevant services to protect children and build on the strengths of the families while developing partnerships with community service providers to better achieve these goals. All programs have experienced staffing and other changes associated with the Agency's continued growth and expansion of service delivery.

We look forward to our next significant change on becoming part of Michif Child and Family Services later this year and hope this will allow for us to continue with our goal of better meeting the needs of our families and communities.

Parkland DIA Statistics

Authority	Agency	Cases Transferred
First Nation North	Cree Nation	40
	Kinosao Sipi Minisowin	1
	Awasis	1
	Nisichawayasihk Cree	1
	Total	43
First Nation South	DOCFS	1
	Anishinabe	1
	Sandy Bay CFS	2
	Southeast CFS	4
	Sagkeeng	4
	West Region CFS	96
	Total	108
General Authority	CFS Western	2
	Parkland Regional Office	45
	Winnipeg CFS	3
	Total	50
Metis Authority	Metis CFCS	258
	Total	258
Total Cases Transferred		459

Northern Region

The Pas Region

Office: 456 Fischer Avenue, The Pas 623-5897

Thompson Region

Office: 59 Elizabeth Drive, Thompson 677-6570

Over the past year the northern teams have been busy with the growing number of cases in the regions. We have also been implementing the Signs of Safety mapping tool with our families and children and are working towards incorporating all components of Signs of Safety.

The Pas Region consists of two Social Workers and one Social Work Assistant who also assists Elder Brian Normand with cultural events in Winnipeg and other areas within the province. The Thompson Region has two Social Workers and one Social Work Assistant. This year Christmas parties were held in both The Pas and Thompson for the children and were well attended by staff. Summer and winter culture camps, facilitated by Elder Brian Normand, were a great success and enjoyed by our children in care. 2011 has been a very exciting time for both the Pas and Thompson Regions as a new agency is in the process of being created for the North and Parklands areas. Michif Child and Family Services will come into existence in October of 2011. We are working hard to prepare for the transition to the new agency.

The Northern Regions of the Agency are looking forward to the future and are grateful to Metis Child, Family and Community Services for their support.

