



MONTHLY REPORT

Region: 4 (Kootenay)

By: Debra Fisher

Report Date: November 2020

SUMMARY

WHAT GOALS OR RESULTS DID YOU AND/OR YOUR TEAM ACCOMPLISH? WHAT MADE YOU PROUD? KEEP THE LIST SHORT, JUST 5-7 ITEMS.

- Restructuring Metis Nation BC Children and Families
- Secondment of Senior Director for Metis Nation BC Children and Families
- Establishing relationship with all our five (5) MCF Service Providers
- Secondment of a high-level Social Worker for Metis Nation BC Children and Families
- Establish high profile engagement of the BC MCF Minister
- Establish high profile engagement of the Canadian Government
- Building a strong working relationship with CEO

CURRENT PROJECT/INITIATIVES

WHAT PROJECTS OR INITIATIVES ARE YOU WORKING ON? WHAT IS THEIR CURRENT STATUS? WHAT ARE THE CURRENT CHALLENGES?

Project/Restructuring of Metis Nation BC Children and Families

Status: ongoing

Challenges: The process of our Nation not having continuity and smooth transitional practices is a sign of how healthy we are as a governance organization and nation. These practices are dangerous, dysfunctional and shows lack of prior upper leadership understanding or ability to lead the process of building a healthy nation.

Lack of long-term strategy and planning for developing essential funding for MNBC Children and Families

No historical information given from one portfolio holder to another even with numerous sources available. Absolutely no data to draw from: files, contacts, practices, regulations, messages, partnerships, MOU's

This creates distrust and lack of ability to believe in the work that is needed going forward. With no past... you have no present and creates turmoil for the future. (DF)

HR Issues and complicated decisions having to be made by a brand-new board of directors who were not given the any transitional information

CEO is new to position and finding his place and yet expected to be the expert in every ministry. Rather unfair for him, board, and the nation.

Not his doing but he is paying the consequences of prior leadership style. Again, I question our leader's skills. **Leadership is not a position or title...it is an action and example. (FNESC)**

Project/ Secondment of high-level Metis Social Worker to be the Senior Director of MNBC Children & Families. This is brilliant thinking on our CEO's part as it is outside the box thinking and I respect that kind of leadership. We will not move to our full potential without looking at best practices every day.

Status: ongoing and successful at the same time!

Challenges: Supporting prior staff who were used to only one way of doing things.

Building trust that "thinking outside the box and best practices" works. It creates open, honest, and productive responses and will help build a strong nation because everyone has a voice and is respected.

Project/Initiative: Establishing strong and supportive relationships with all our five (5) MCF Service Providers as a new Minister

Status: ongoing and successful at the same time!

Challenges: As we do not have transitional practices, we are setting up our Ministers for failure or delay by wasting time on trying to figure out the system ourselves. COVID interferes with those true face to face and heart to heart discussions. I want to be able to look them in the eye when advocacy and thanking them for the hard work they are doing on behalf of us.

Project/Initiative: Secondment of high-level Social Worker to work with the Senior Director and support the process of rebuilding this department

Status: ongoing

Challenges: Finding the right person.... but we will!

Project/Initiative: Establish high profile engagement with the BC Minister of Children and Families Services to proportionately fund MNBC Children and Families. We are s 35 peoples and the province of British Columbia have a moral and legal duty to provide MNBC Children and Families with funding with the same dedication as First Nations across this province. We have much work to do to get caught up and every delay will cost the lives of our Metis children and their future.

Challenges: COVID interferes with those true face to face and heart to heart discussions. I want to be able to look them in the eye and ask WHY THEY ARE NOT FUNDING US FOR SUCCESS?

Timing of the provincial election has forced a delay until December at the earliest

Project/Initiative: Establish high profile engagement with Canada to proportionately fund MNBC Children and Families. We are s 35 peoples, BC and Canada have a moral and legal duty to provide MNBC Children and Families with funding us with the same dedication as First Nations across this country. We have much work to do to get caught up and every delay will cost the lives of our Metis children and their future.

Challenges: COVID interferes with those true face to face and heart to heart discussions. I want to be able to look them in the eye and ask WHY THEY ARE NOT FUNDING US FOR SUCCESS?

Project/Initiative: Reestablish trusting and genuine working relationship with our CEO

Status: ongoing

Challenges: After a rough start that was not fair to him, staff, our board or me and ultimately for our citizens whom we all work for.

Being able to have those heart to heart talks that really matter, put the real issues on the table and let us talk honest and sort it out together. We need to be able to stand up for each other because when it push comes to shove... we need to all be on the same page.

PLANS AND NEXT STEPS

WHAT ARE YOU PLANNING TO ACCOMPLISH OVER THE NEXT 30 DAYS?

- Meet with the new Senior Director and go over our dreams with the magic feather for MNBC Children and Families. Ask what worked and what did not, I do not want to repeat mistakes. Focus on the work needing to be done to build our Children and Families to the level of service that this Ministry should be
- Understand the process and how to advocate for the Senior Director and team so they can focus on their work
- Establish meeting with BC and Canada to begin talks with my magic feather requests
- Meet with all our service providers and with the Ktunaxa Children and Family Services who have the jurisdiction in Region 4 (Kootenay). I have concerns...
- Begin Region 4 monthly zoom meeting at the beginning of the month and a personal Regional Report at the end of the month.

KEY ISSUES

ANY GENERAL CHALLENGES OR NEGATIVES? SHARE CONCERNS OPENLY.

What the heck is happening at the National Level? All the silence from our President is causing me concern. The elephant is in the room can we please talk about it like adults.?

KEY FUTURE DATES

TRAVEL PLANS AND UPCOMING MEETINGS IN THE NEXT 30 DAYS.

None for me currently. COVID rules unfortunately. I did talk about doing a fun bead project as a Region 4 Zoom Class.