The Manitoba Child Care Association Inc.

MCCA's Annual Report 2009

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MISSION STATEMENT

Our mission is to advocate for a quality system of child care, to advance early childhood education as a profession, and to provide services to our members.

VISION STATEMENT

To promote and support an exceptional early learning and child care system by fueling our members to be proud and excited to belong to a progressive, respected profession.

OBJECTIVES

- Promote and develop Manitoba's child care profession
- Maintain financial independence as an organization
- Provide resources and services to members on a province-wide basis
- Advocate, as a non-partisan, non-sectarian organization at all levels of government for a quality child care system
- Educate the public about child care as a profession and a service
- Build broad coalitions, bringing together those concerned with the welfare of children
- Encourage the development and expansion of training, research, and educational resources to meet the community's child care needs
- Promote and participate in the ongoing development of standards and guidelines and maintain quality child care services

MCCA BOARD OF DIRECTORS

Michèle Henderson, *President*
Julie Skaftfeld, *President Elect*
Karen Ohlson, *Past President*
Caryn LaFlèche, *Director of Board Operations*
Laurinda Neyron, *Director of Public Policy & Professionalism*
Tami Karsin, *Director of Branch Services*
Brenda McCarthy, *Secretary/Treasurer*
Raymond Desrochers, *Financial Advisor*
Bev Snell, *Director*
Wanda Bruenig, *Director*
Jodie Kehl, *Director*
Janice Delf, *Member-at-Large*
Leila Klagenberg Kohut, *Member-at-Large*
Cheryl Crompton, *Member-at-Large*
Terry Smith, *Member-at-Large*
(resigned August 2009)

MCCA STAFF

Pat Wege, *Executive Director*
Karen Gander, *Professional Development Manager*
Monique Sutherland, *Finance & Accounting Manager*
Teresa Capizzi, *Professional Development Administrator*
Dianne Jones-Pearson, *Records & Registration Assistant*
Lisa Maloney, *Administrative Assistant*

Executive Director and President Report

Pat Wege, Executive Director & Michèle Henderson, President

Another year has gone by in a flash! Our Board of Directors, committees, regional branches, and staff had a busy and productive twelve months hard at work on a variety of activities that reflect our mission – to advocate for a quality system of child care, to advance early childhood education as a profession, and to provide services to our members. We continued to welcome new members to MCCA in 2009, closing the year with 3,735 members. MCCA is entirely membership funded, which means we rely on the support of our members to fund our programs and services. We are very thankful for the loyalty and dedication to professionalism of the childcare workforce in Manitoba!

Do you know that MCCA celebrated a 35th anniversary in 2009? We marked the occasion at the 2009 AGM with a PowerPoint presentation including music and photos from years gone by, followed by the cutting of an anniversary cake and coffee.

MCCA was started by volunteers in 1974. The purpose was to represent "child care workers, boards of directors of centres, parents, child care students, and other child advocates." MCCA has never deviated too far from that original purpose, which is very similar to our current mission statement.

Back in the early days, volunteers planned the workshops and conferences. They wrote the newsletter and printed it on a Gestetner. The first Executive Director was hired in 1981, thanks to funding support from the Winnipeg Foundation. That same year, office space was rented in St. Luke's Anglican Church for $100.00 per month. Membership dues were increased to $12.00 per month, which was "the first increase in 8 years."

Fast forward over the years, MCCA continued to expand, took on new programs and challenges, and became more sophisticated in operations and procedures. Insurance programs were offered, briefs and presentations made, workshops on every topic from A-Z provided, keynotes heard, issues debated, ideas and recommendations communicated, meetings held, politicians lobbied, conferences attended, colleagues met and friends made. MCCA amalgamated with the Family Day Care Association of Manitoba in 2000, and welcomed licensed family child care providers to our membership.

That Gestetner has long since been replaced with a series of increasing bigger and better photocopiers. Member records went from index cards to a computerized database. Member communications have transitioned from mail and phone, to fax, and are now primarily through email or website. Over the decades, there have been plenty of ups and just as many downs. Some years were exciting and much progress made; others scary and the future bleak. Some budgets balanced; others didn't and tough decisions made.

Our Board of Directors takes its fiduciary responsibility very seriously, and is diligent in ensuring members dues are prudently managed, programs evaluated and added, terminated, or enhanced when required, policies developed, goals and objectives identified and achieved.

For all those reasons and more, MCCA has continued to grow and evolve, and remains the largest and strongest provincial child care association in Canada! The combination of loyal members, outstanding volunteers, dedicated employees, a great cause – early learning and child care and a great profession – early childhood education - is good reason to be proud, and excited to belong to your association!

Executive Director and President Report

continued

In 2009, MCCA continued to work on our strategic plan while also providing high quality services and resources to our members including:

- promoting child care as a service and as a profession to provincial and federal government leaders
- implementing our new group benefits plan with Health Source Plus, which combines cost efficiencies along with a comprehensive wellness program and a management assistance program for plan managers
- continuing to offer and evaluate our liability and directors & officers insurance programs to ensure cost is affordable and coverage is compliant and comprehensive
- developing 4 issues of Child Care Bridges
- providing a provincial conference, Leaders Conference, and professional development workshops in Winnipeg, Eastman, and Norman
- providing financial support and resources to active regional branches in Manitoba, including Central, South Central, Westman, Interlake, Parklands and Thompson
- adding new library resources and lending books, DVDs and curriculum kits to members upon request
- recognizing the outstanding accomplishments of our members nominated by peers to receive awards
- celebrating the Week of the Early Childhood Educator including joint membership with the Canadian Child Care Federation
- developing the Market Competitive Salary Guideline Scale for Early Learning and Child Care Centres 2009
- creating a Guideline Pandemic Flu Business Continuity Plan for a Group Child Care Centres and Activity and Resource Calendar for Family Child Care Providers
- enhancing our website and capacity to communicate with members
- surveying to gather information on needs, issues, and opinions
- updated the Crisis Response Manual and began work on a guideline code of conduct
- evaluating our communications strategy and working to help members learn about MCCA's programs, services, and benefits
- MCCA volunteers and staff participate on committees, and attend conferences, meetings, and events to promote early learning and child care as an essential public service

We hope you find this Annual Report informative as you read in greater detail what MCCA is able to accomplish because of the support and participation of our members, volunteers, and staff!

Respectfully submitted,

Michèle Henderson, *President*
Pat Wege, *Executive Director*

Director of Branch Services Report

Tami Karsin

I have found my 1st year as Director of Branch Services to be a huge learning experience, one that is very exciting, challenging and enjoyable. All of the regional chairpersons work along with MCCA to ensure that communication, services and professional development reach all corners of our province. Each region is run by a volunteer board , the individual regions meet regularly to plan professional development in their areas, many have resources available to their members locally and do what they can to advocate for child care in their communities and provincially. If you are interested in knowing more about your region you can speak to MCCA to find out who to contact or ask your director. Find out what your region is doing for you or what you can do for your region. I know that they are always looking for new volunteers to join up; it is a very rewarding experience. We have two regions which are not active at the moment; they are Eastman and Norman regions. If you live in these areas and are interested in forming a board of directors, give MCCA a call to find out what is required.

The regional branch chairpersons meet with Pat Wege via teleconference four times and one in-person meeting per year. We use these opportunities to share what the regions have been doing, to discuss various current and future child care issues, and to stay informed as to what's happening at MCCA and in the child care field.

Technology has been improving at MCCA as it always does, the MCCA website has a section on MCCA's issues and Forums, take the time to log in and see all that is available. You will find topics such as General, Regions, Special Interest Groups and Management, a very valuable resource! The online surveys that MCCA sends out are very fast and easy to use and supply all members with useful information. Take the time to respond to these surveys, let your voice be heard.

MCCA, centres and family child care providers have been busy this past year with the Pandemic Plan, Inclusion Polices, the Child Safety Charter and Code of Conduct. MCCA and MCCP have supplied us with great training opportunities, resources and templates to use to help us through these challenges.

Here's to another great year working together to provide the best quality care for our children, families and staff. Thank you to all of the regions for their hard work and dedication over the past year.

Regional Branch Reports

Central Region

***Chairperson*: Janice Delf**
***Treasurer:* Lori Carpenter**
***Secretary:* Shari Clements**
***Members at Large:* Pam Anderson, Natalie Verwey, Kevin Rose, Carrie Rose, Lyndsey Simpson**

In 2009 the Central Region held several professional development opportunities throughout the year. In March we held a full day workshop at Red River College in Southport. Jo-Anne Metcalfe, a dietician spoke to us about heart healthy tips, ingredient substitutes, and food prep ideas. In the afternoon, Martha Elliot offered Science and Math Experiences for Children. In April our region offered members the opportunity to enjoy some pizza and participate in an Anaphylaxis/Fire Extinguisher Training Course. Some members from the region had also participated in the Manitoba Nature Action Collaborative for Children. The MNACC offers networking opportunities throughout the year to learn more about bringing nature back into the lives of the children we work with. In June child care professionals were offered Best Choices: Ethics Parts I & II in Treherne at the Tiger Hills Family Resource Centre. Lori Carpenter and Janet Berezowecki guided this workshop. Ethics Part III followed in November with Donna Riddell and Janet Berezowecki guiding us through. We were very happy with the number of participants and the Ethics

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Part IV will happen in 2010. Our fall workshop was a bookmaking workshop. Emily Wall and Marlene Maryniuk presented a workshop on making fun books with the children.

In September some members of our region travelled to Langruth to participate in the playground dedication for Tim Wilson. This was a beautiful day and the centre playground will be a wonderful experience for all children to enjoy.

Our region has now purchased a data projector. This eliminates the hassle of trying to find one when we host workshops in different parts of the region. We are also renting it out to groups as a means of offsetting the cost.

We want to thank all the participants from the region who volunteer their time in organizing and committing themselves to attend the workshops. Thank you as well to the centres who have hosted events for our child care members. Our region always wants to involve more members from various parts of the region. With technology we can also have conference calls to eliminate travel. In addition, if your centre would like to host a workshop please let our board know. For further information please contact Janice at 857-8910.

Eastman & Norman Regions

Requires new volunteers for regional board.

Interlake Region

Chairperson: **Tami Karsin**
Vice Chairperson: **Cynthia Thomsen**
Treasurer: **Heather Lowe**
Secretary: **Cynthia Thomsen**
Members at Large: **Nienke Shultz-Kolster, Arleen Kristofferson, Michele Broadhurst, Lori Malcolm**
Vice Chairperson: **Jackie Torgerson (resigned April 18/09)**

Our region hosted three sessions in 2009 of "Hands On" Fine Motor Control in the Classroom, Feb/09 in Teulon, March/09 in Selkirk, and May/09 in Stonewall. Attendance was full at each session and we heard nothing but good things about it. In Winnipeg Beach on April 18/09, we held our Annual General Meeting along with 3 workshops. We offered Ethics Part IV and I (facilitated by Mandy Plett and Keri Waterman), and at the same time we held 2 sessions of The Treasure of Teamwork facilitated by Liz Forbes and Cat Langdon from PEAK Professional Development. We had a total of 80 participants that day, our best turn out ever! We are sorry to say that Liz and Cat are no longer facilitating under PEAK Professional Development, we wish them all them best in their future endeavours.

In Petersfield on June 13/09 we held a full day for Ethics Part II & III (guided by: Mandy Plett and Michele Grant). In Gimli on Dec. 8/09 we held the inclusion workshop "Fear Factor" (facilitated by: Tracy Cosser)

We have added the following items to our library:

ECERS and ITERS DVDs
Well Beings
Reflecting Children's Lives

Parkland Region

Chairperson: **Florence Burdeny**
Vice Chairperson: **Gloria Korman**
Treasurer: **Brooke Pederson**
Secretary: **Janie Inkster**
Members at Large: **Karen Yuriy, Shannon Hudd, Teresa Russell, Judy Chachula, Joan Nadolny**

Although our region struggles to recruit volunteers to the our board we do have a dedicated bunch of volunteers who have worked many years together and I thank them for their efforts. This year, their combined efforts resulted in the following.

Our Annual General Meeting was held in April at the Super 8 in Dauphin. We had members from a number of surrounding communities come in for the meeting. Joan Nadolny, the outgoing chairperson played a number of games and gave away mini prizes. Stan Struthers, our local MLA was invited and attended our meeting. He listened to our stories of working in the field - some of us new and quite a few that have been around for a long time. I think he was amazed at the number of years of child care experience we had in this region. He listened to our concerns over a pension plan. He also heard from members about the concerns over the wage incentives for new staff but nothing for those with long term commitments in the field. We discussed the cost of

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meeting exemptions - for example - trained staff vs. the lower cost of having untrained staff on payroll. He really got an earful but was still smiling at the end. He applauded us on our commitment to children and child care.

On Saturday, December 5, we were pleased to host Marc Battle who facilitated "Play Stories" for our region's members. It was well attended by 40 of our members. Many of the comments were about his enthusiasm for natural play and just listening to children's conversations. Back to basics is sometimes just the incentive we need to stay motivated. Thanks, Marc.

In closing, I would like to hear from other Parkland regional members, what can we do for you, how can we entice you to join us. Please call Florence at 638-8260 or email me at dsadcinc@hotmail.com ; using a subject of MCCA (I do NOT open unknown emails). Remember, with today's technology, we can either have teleconference calls, or email responses to you. We certainly can consider traveling around the region if the interest for others to join the board is there. Hope to hear from you.

South Central Region

Chairperson: **Kim Riehl**
Vice Chairperson: **Kelly Enns**
Treasurer: **Tracy Vandermeulen**
Secretary: **Paula Wilson**
Members at Large: **Lisa Rey, Holly DeGraeve, Terry Ginter, Christine Grenier**

South Central's main event is our annual conference. We were pleased with the success of our conference this year and the turnout of participants. In the spring many areas in the south central region were still continuing to battle flood waters at conference time making it difficult to impossible for members from certain areas of the region to attend. We were however able to provide 50 participants from drier areas a great spring conference held on April 18, 2009 at La Garderie Arc-en-Ciel in Notre Dame, Manitoba. Our presenters were Cathy Spack who facilitated two Yoga Sessions, Yoga Kids and Itsy Bitsy Yoga. Kim Hanna rounded out the day with a morning session Thinking Postively About Change followed in the afternoon by Trading Spaces in Caring Places. Our AGM was held over the lunch hour.

Thompson Region

Chairperson: **Janet Wheaton**
Vice Chairperson: **Barb Carlson**
Treasurer: **Terri Tretjak**
Secretary: **Bonnie Caddy**
Bridges Liaison: **Vanessa Fitzpatrick**

On February 4, 2009 our region held its AGM and gave out the 2nd Cheryl Brockington Award. This year's recipient was Janet Wheaton who was nominated by Kathy Menard. Also in February, Janet and Terri presented a proposal to the Rotary club during a luncheon, requesting support form their organization for flight and accommodation costs for Ryan and Marina Smoluk to attend our "Shooting for the Stars" workshop on March 7, 2009. A letter was submitted to support the presentation.

On March 7th we hosted our "Shooting for the Stars" one day workshop. This workshop was a success, we had approximately 25 participants take part in this professional development event. There were participants from Thompson, Split Lake, York Factory, and God's Lake. There were five ECE students from UCN who also attended and provided volunteer services for the set-up and clean up of the workshop, which provided additional support throughout this day. Marc Battle started off the morning with his presentation on **"Men in Childcare"** and then moved into the topic **"Natural Playgrounds"**. Marc brought energy, enthusiasm, and passion to his presentations that the ECE participants enjoyed through laughter and reminiscing back to their own childhood experiences. Ryan and Marina Smoluk shared their experiences both from a child and an adult living with autism and also from a parent's experience of living with a child with autism and sharing the trials and tribulations, along with success stories. Workshop evaluations indicated that everyone enjoyed the one day workshop. There were requests made for more workshop opportunities, comments that they enjoyed the topics that were discussed; request to offering workshops for the whole weekend; and also some shared their disappointment of the lack of ECEs attending from local child care centres in Thompson.

We had invited our local MPs Nikki Ashton and Tina Keeper to attend our March 7, 2009 workshop so that

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child care professionals would have an opportunity to express their concerns and how they are feeling about the current child care situation, unfortunately, they were unable to attend due to other commitments.

April 27th, the Thompson region presented MCCA centre members and family child care providers with a box of donuts, a card that was made from the children at KAO Daycare and a poster in recognition of ECE week. The following centres and fccps were recognized: Thompson Children's World Daycare, Teekinakan Daycare, KAO Daycare, T2 Daycare, Riverside Daycare, Light of the North Day Care, Kiddies Northern Preschool, Joy Evenson (FCCP), Kristen Hartigan (FCCP), Linda Chartrand (FCCP) Isabel Thompson (FCCP).

On November 4th, 2009 we held our AGM and gave out the Cheryl Brockington Award. Approximately 10 people had attended both events. The current Board encouraged those who attended to become part of the Thompson region board of directors – 3 members expressed their interest. The 3rd recipient for the Cheryl Brockington award for **2010** is **Barb Carlson**. Barb was presented with the annual plaque that indicates who Cheryl was and the criteria of the award that Barb will keep for one year. After one year, Barb will then present this plaque to the next recipient for the award. Barb was also presented with a plaque to keep, which is engraved and indicates "in recognition of the Cheryl Brockington Award 2009" and was also presented with flowers for this special event.

On Saturday Nov. 21, 2009 we held a one day workshop on Fine Motor with Nancy Stillinger as the presenter; there were approximately 50 people who attended the workshop.

We had participants from local centres in Thompson and students who donated their time to set up and clean up of the workshop, Educational Assistants and Resource Teachers from Mystery Lake School Division, along with many participants from Leaf Rapids, Nelson House, South Indian and Split Lake. Surveys had been handed out after the workshop and we had an excellent response. Some comments were; they wished that it was longer than one day; enjoyed the hands on learning; enjoyed the presenters enthusiasm; indicated that it was well organized; enjoyed the lunch that was provided; enjoyed interacting with other professionals both from the ECE field and Mystery Lake School Division; a few requests for a full weekend of professional development. It was very successful!

Westman Region

In April we held our Annual General Meeting, we had a change in our executive which follows:

Chairperson: **Tara Mills**
Treasurer: **Melanie Maxwell Heinrichs**
Secretary: **Jennifer Jonasson**
Past Chairperson: **Dana Troke**
Members at Large: **Jacquie Friesen, Gill Robertson, Cora LaPierre, Marilyn Biletski, Kristina Janzen, Twyla Unger**

For Week of the ECE we held an ECE appreciation night at the Royal Oak Inn in Brandon. We offered prizes, games and a catered supper. It was a fabulous evening with lots of laughter and networking.

In October we held a regular meeting, during this meeting we discussed ways to increase member participation in our meetings. With much discussion, we decided to incorporate professional development into meetings and to plan a Spring Conference.

Our November meeting incorporated a presentation on H1N1. We received positive feedback from the information night.

In December we held a Christmas party and gift exchange at a restaurant in Brandon. We had about 10 members attend. We discussed our Spring Conference and brainstormed some ideas.

Treasurer's Report

Brenda McCarthy

I am honored to report that MCCA continues to be a financially strong non-profit organization with high standards for its membership. We ended 2009 with an impressive 3,698 membership database (2008 – 3,629 members).

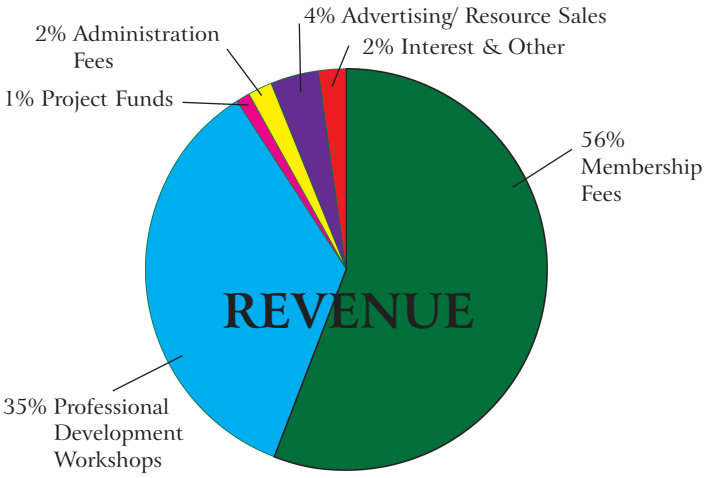
For the fiscal year 2009, we realized an un-audited surplus of approximately $39,860 which will be divided between our three fund accounts; Building, Project and Insurance. MCCA's revenue is made up of 56% of Membership fees, 35% of Membership Services (conferences, workshops and various other projects) and 9% of Other Misc. Revenue (interest and Resource sales, etc). Aside from regular operating expenses, MCCA purchased 4 new desktop computers, a laser printer, and developed an online payment application for WorkBench.

With your fees, MCCA is able to be a leader in advocacy, provide high-quality conferences and workshops, maintain a top of the line resource library and continue to link together our child care field through various ways such as with Child Care Bridges. I am proud to be a member of MCCA and hope you are too!

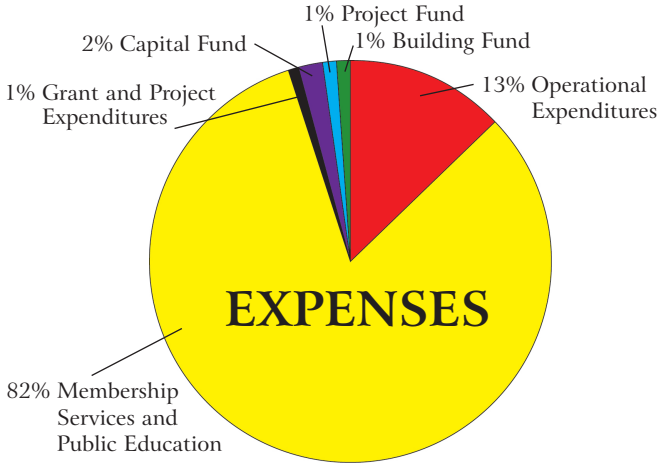
I would like to thank the Finance Committee members for attending and giving solid input at our quarterly meetings.

2009 Revenue and Expenses

The complete audited financial statements, including the auditor's report signed by Meyers Norris Penny LLP, Chartered Accountants, will be available at the MCCA Annual General Meeting in May 2010.



Membership Fees	56%
Professional Development Workshops	35%
Project Funds	1%
Administration Fees	2%
Advertising/Resource Sales	4%
Interest & Other	2%



Operational expenditures: Administration/Occupancy Costs/Supplies/Equipment/ Maintenance	13%
Membership Services and Public Education: Awards, Communications & Publications, Professional Development Workshops, Annual Conference, Educational Services, General Activities, Insurance Plans, Rebates to Regional Branches, Resource Library	82%
Grant & Project Expenditures	1%
Funds: Capital Fund	2%
Project Fund	1%
Building Fund	1%

Throughout

Our Members

Full/Part Time	From the previous year	December '09	December '08
Professionals	↓	1449	1464
Child Care Assistants	↑	1278	1171
Associates	↑	125	120
Students	↓	35	52
Facilities			
Full/Part Time Centres	↑	447	440
Family Child Care	↑	359	382

MCCA members enjoy the great outdoors at Birds Hill Park during one of our fall workshops.

Diana Rozos, Katheleen Smith, Michele Henderson pose with Minister Gord Mackintosh as he signs the Proclamation for Week of the Early Childhood Educator.

the year . . .

Winners of the "Mad Hatter" contest as the 10th annual Directors Conference held in Hecla.

The gang from Waverly Heights Child Care all decked out in their tiaras to celebrate ECE Week at the annual Bingo Bowling event.

MCCA Liability Insurance Programs

MCCA's liability insurance program continues to benefit all members both centres and family child care providers with excellent coverage and fast, fair claim service. As of December 2009, enrollment in the insurance program includes 362 family child care providers 385 centres (some of which are multi-centre locations), and 287 centres enrolled in the Directors & Officers liability program. There were a total of 30 claims submitted under the program in 2009 with a couple of major losses. Water claims continue to be the most frequent and severe in terms of damage and are often beyond the control of the centres. We are continuing to work closely with centres and family child care providers in dealing with issues that arise on a daily basis and also to give Aadvice on loss prevention. Please feel free to give us a call with any insurance concerns.

Dave Morris & The Staff of Cox Morris Insurance Brokers

Committee Reports

Board Operations and Development Committee

Chairperson: **Caryn LaFlèche**
Committee Members: **Michèle Henderson, Laurinda Neyron, Karen Ohlson, and Julie Skaftfeld**
MCCA Staff: **Pat Wege**

The mandate of this committee is to ensure MCCA maintains a diverse, well skilled board. It also ensures that operational procedures are developed in order to achieve our vision and mission.

In 2009, the committee reviewed the By-Laws to ensure that they were current and up to date.

The committee reviewed policies, creating some new ones and amending others throughout the year. The committee also secured a slate of nominees for the 2009/2010 Board of Directors.

Child Care Benefits Committee

Chairperson: **Karen Ohlson**
Committee Members: **Michèle Henderson, Laurinda Neyron, Julie Skaftfeld, Marita Rempel, Debra Rempel-Page, Marilyn Valgardson, Jodie Kehl**
MCCA Staff: **Pat Wege/Monique Sutherland**

This past year has been all about renewal for this committee. Our Group Benefits Committee members began the year with a new mandate and a new plan. Our new agents and company, Health Source Plus, offer dynamic and useful wellness programs and innovations we know our members employ to ensure members and their families are healthier. We know that the provision of a high quality group insurance program is one of the top reasons that people we recruit to work in our programs desire, and this plan and team of professionals are viewed as part of a total compensation package for our membership. We are satisfied that our new company is busy marketing the plan to the members throughout the whole province, provide all services in both English and French and provide services to members including Family Child Care Providers. The use of web-based technology to administer the plan allows programs to manage the plan independently as well as the ability to have assistance by a competent, professional staff over the phone.

This year we hosted an orientation evening to promote the multitude of wellness tools which was very well attended. Our initial plan reviews have all shown to provide useful and meaningful information to the committee to allow us to make informed decisions in advance to meet the needs of the members. In 2010 we were happy to announce the initiation of the MCCA Grouped Retirement Savings Plan.

Thank you to all of our Group Benefits Committee members for their professionalism, dedication and hard work over the past year.

Conference Committee

Chairperson: **Sue Sydorchuk (Jan. – June 2009)**
Marilyn Valgardson (July – December 2009)
Committee Members: **Treena Amos, Sheila Argue, Mariella Carr (resigned in Sept.), Val Comack, Wendy Kissick (resigned in Aug.), Kisa MacIsaac, Joanne Mitchell, Marita Rempel, Bernadette Rozybowski, Tracy Slonowski.**

In the fall of 2009 we welcomed new members to the committee: Shaun Becker, Audrey Crew, Adam Manicom, and Anne Schellenberg.
MCCA Staff: **Karen Gander**

Report from Sue

Manitoba Child Care Association's Annual Conference "Where the Rivers Meet"May 28 - 30, 2009 was an ENORMOUS success. Enormous being the key word as our conference went national this year with our co-hosts, the Canadian Child Care Federation.

Some key highlights of the conference included:

- "Green Goes with Everything", a 2 day event beginning May 27th with facilitators from Kansas.

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- A live video feed of Friday's Keynote to the conference delegates attending at the nearby Greenwood Hotel
- Three bus loads of tours showcasing Manitoba child care examples.

Thursday kicked off our conference with greetings from the MCCA President Michèle Henderson, the Honorable Gord Mackintosh of Family Services & Consumer Affairs, and Don Giesbrecht, president of the Canadian Child Care Association.

Delegates from far & near delighted in their professional development and networking opportunities, and enjoyed all of the fun and energy conference brings. The awards banquet splashed in hot pink & black décor was hot, hot, and hot! Congratulations to all the award recipients for 2009.

The Conference Committee along with Karen Gander, MCCA's Professional Development Manager truly excelled at hosting our conference this year. Didn't they look great "running in heels"? This group goes above & beyond the definition of volunteerism! A huge & heartfelt thank you!

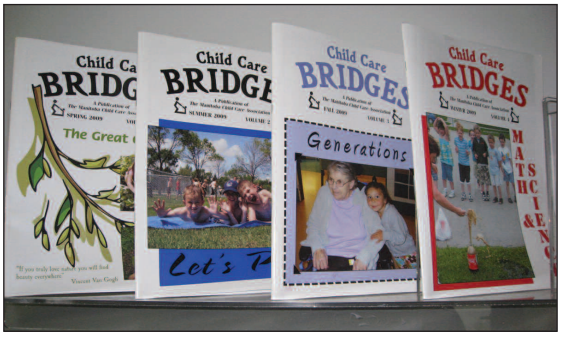
I will step down from the Conference Committee, but leave with a sense of pride and accomplishment, and warm thoughts of new friends.

Report from Marilyn

September took our committee down a new path, preparing for the 2010 conference and new adventures in volunteerism. With Sue Sydorchuk stepping away, I assumed the role of Committee Chair. We also said goodbye to some long term committee members as they moved on to other opportunities. We thank them for their energy and efforts and wish them well. Our committee is also opening a new door with the addition of 4 new members, including some recruits from our male colleagues. These new folks, along with our returning members have been hard at work preparing to "Open the Door to New Adventures" in 2010.

Editorial Committee

Chairperson: **Susan Emerson**
Committee Members: **Susan Atkins, Brenda Bachinsky**
MCCA Staff: **Karen Gander**



What another successful year for the editorial committee! We took MCCA members on quite a journey this past year beginning with **The Great Outdoors** in our spring issue. We followed that up with an informative issue on **Play** just in time for summertime. In the fall we spent some time exploring the subject of **Generations** – something that impacts all of us either personally or professionally. We capped off the year focusing our energies on **Math and Science**. The Editorial committee hopes that we were able to provide you with at least one piece of information that had you going "Ah-ha!".

After two years as Chairperson I will be stepping down to pursue other interests after the spring (2010) issue is completed. This creates a vacancy that will need to be filled on the committee. The editorial committee is very hands-on. We tend to see results right away and we typically receive feedback to keep us on track. We have a wonderful set of professionals that support us with their knowledge and humour. Please contact Karen to see if this committee might be the right fit for you.

In closing, I would like to thank the committee members Brenda Bachinsky and Susan Atkins for their dedication and creative ideas. Huge thanks also goes to Karen Gander for her guidance and enthusiasm. Lastly, I would be remiss if I did not mention those groups that contribute to Bridges time and time again. They include

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the staff of the Early Childhood Education Program at RRC, the members of the Inclusion Support Committee, as well as many MCCP Coordinators and college instructors throughout the Province of Manitoba. Together Bridges continues to be a successful publication for the ECE field.

Ethics Committee

Chairpersons: **Monica Lytwyn, Barbara Kinley Wierckx**
Committee Members: **Sharon Balasko, Janet Berezowecki, Sheila Bogoch, Suzanne Calder, Lori Carpenter, Mariella Carr, Jenn Cullen, Heather Deamel, Melanie D'Souza, Christine J. Enns, Michele Grant, April Kalyniuk, Donna Riddell, Kisa MacIsaac, Mandy Plett, Sina Romsa, Bernadette Rozybowski, Tracy Smith, Cecilia Speers, Gerri Thompson, Keri Waterman**
MCCA Staff: **Karen Gander**

Our first priority continues to be the education of the ECE community with regard to the MCCA Code of Ethics and its role in providing best practice in early childhood education. Committee members have guided the four-part Best Choices: The Ethical Journey workshop series across the province and interest remains high in Beyond Part Four. Since there is a benefit to attending workshops with those in a similar position, we decided to offer our workshops just for Directors. If the demand continues, we will continue to provide these types of workshops. Over 400 participants registered for one or more of the ethics workshops.

In June, two of our members had the opportunity to guide a group of Educational Assistants from Greenway school through Session I of the Best Choices workshop series. We are pleased that our field's commitment to Ethics and the quality of our workshops has been noticed by our partners in Education.

To further our mandate the committee, with help from Red River College, has produced five videos of child care related ethical dilemmas. We expect these videos will not only be entertaining, but stimulate discussion of ethics in the early childhood community. Watch for their release in 2010!

Family Child Care Committee

***Chairperson*:** **Cheryl Tremblay**
Committee Members: **Christa Greaves, Elizabeth Feere, Shannon Trickett, Paulette Desrochers, Katheleen Smith, Michelle Normandeau, Nympha Molen-Rivard, Gloria Bergen**
MCCA Staff: **Teresa Capizzi**

The committee members worked painstakingly on the 2010 calendar which focused on Plants, Animals and the Earth. We began making plans for the 2011 calendar and vowed it would have a less intensive topic.

Throughout the year we discussed various issues or concerns brought forward by various FCC providers and offered support and direction when necessary.

Finance Committee

Chairperson: **Ray Desroches**
Committee Members: **Sheila Argue, Angela Hanischuk, Brenda McCarthy, Pat Wachs**
MCCA Staff: **Monique Sutherland/Pat Wege**

See Report on Page 9.

Public Policy and Professionalism Committee

Chairperson: **Laurinda Neyron**
Committee Members: **Ron Blatz, Wanda Bruenig, Michèle Henderson, Fernanda Hodgson, April Kalyniuk, Jodie Kehl, Caryn La Flèche, Karen Ohlson, Julie Skaftfeld**
MCCA Staff: **Pat Wege**

The Public Policy and Professionalism Committee has had a very busy year. The year began with a meeting to brainstorm goals for the upcoming year. One of these goals included meeting with Minister of Family Services & Consumer Affairs, The Hon. Gord Mackintosh to discuss MCCAs 2009-2010 recommendations for Early Learning and Child Care in Manitoba.

Committee Reports

The committee invited Carla Kernested to a meeting in May to provide information on the Safety Charter in the hopes of offering the field some assistance with the daunting project ahead. Due to many setbacks including H1N1 the project ended up coming to completion in January of 2010. Betty Black from PeopleFirst worked with the committee to develop a Code of Conduct which included a technology policy, which will be added to MCCA's Human Resource Management Guide for Early Childhood Programs.

Late spring and early summer brought the H1N1 Pandemic Planning frenzy. The Committee worked quickly to complete a business continuity plan for facilities to assist with their pandemic preparedness planning. It was a very helpful tool and very much appreciated from the feedback from our field.
In the fall, members were provided with the same recommendations as were presented to the Minister as well as a copy of the 2009 Market Competitive Salary Scale for Group Child Care Centres. All Manitoba MLAs were also sent a copy of the wage scale along with MCCA's recommendations. Letters were sent out to the MLAs in the hopes of setting up meetings with them to discuss the recommendations but their lack of response prevented that from happening. We are also paying close attention to the newest trend, which is to incorporate the child care system into the education system. MCCA's recommendations are inclusive of a changing governance model. You can read more in Advocating for Quality on MCCA's website www.mccahouse.org. All in all we had a very busy, challenging year and we are sure that 2010 will be the same.

Plans for future activities:
The committee will remain in contact with the government to ensure they are informed of MCCA's recommendations. We hope to encourage the government to expand the system in tandem with the availability of the workforce. We will continue to put pressure on the government to provide sufficient funding so that all centre's can follow the most current Market Competitive Salary Guideline Scale and that licensed family child care providers earn competitive wages. We would like to work with the province in educating the public to raise respect for ECEs as well as the early learning field as a whole.

Thank you to the committee members for your time, dedication and valuable insight and visions for the early learning and child care field and all who work in it. Thanks to Pat whose vision keeps us moving forward and helps us to recognize the needs of the field.

School Age Committee

Chairperson: **Corine Anderson**
Committee Members: **Shannon Andruski, Teresa Buenviaje, Jean dela Cruz, Deanne Furgala, Kim Goerzen, Shona Murphy, Catarina Rapozo, Matthew Pesclovitch, Francene Santos, Balwinder Khangura**
MCCA Staff: **Teresa Capizzi**

The School Age Committee is committed to promoting school age child care and providing support as well as opportunities for professional development for school age care professionals.

To accomplish this goal we again hosted the School Age Resource Evening in November addressing the topics of: Problem Solving, Emerging Leadership, School Age Transitions, Staff Wellness, and Technology. Due to the overwhelming success of the Resource evening we decided to add a second evening in the spring 2010. Without the dedication of the members of the committee who volunteer their time to facilitate the resource evening it would not be possible. Thank-you for all your hard work!

The proceeds of the resource evening will go towards purchasing school age resources and a curriculum kit for the MCCA library.

We continue to hold meetings at various school age programs and invite guest speakers to attend our meetings. Our Networking sessions continue to be a popular portion of our monthly meetings.

After various requests to speak about school age care we have decided to develop a presentation about school age care.

The SASC committee is always interested in having new people join the committee and share their expertise.

BRAVO

Congratulations to these MCCA Award Recipients in 2009. Each year MCCA is proud to recognize the efforts of the many professionals committed to Manitoba's children, our field, and the MCCA. The following individuals were recognized for their achievements at our Awards Banquet on May 30, 2009.

Exceptional Early Childhood Educator Award

Linda Froese - Sister MacNamara Day Care

Exceptional Early Childhood Educator Award

Terry Bussey - Discovery Children's Centre

Exceptional Family Child Care Provider

Shannon Trickett

Volunteer of the Year

Lucia Melo - Stanley Knowles Children's Centre

Dr. Gretta Brown Scholarship Awards

Natalie Simpson - Collège universitaire de Saint-Boniface

Jennifer Didora - Red River College

Educaring Award

O.K. Before & After School Child Care Centres Inc. and A.E. Wright Community School & O.V. Jewitt Community School

"TOGETHER WE'RE BETTER"

MCCA works with a variety of groups and organizations to share information, develop policy, implement programs and activities.

Community Living Manitoba Inclusion Committee
Child Care Education Program Approval Committee
Campaign 2000
Canadian Child Care Federation
Child Care Advocacy Association of Canada
Child Care Human Resources Sector Council
Manitoba Education Research Network
ECE Training Institutions
Educaring
Family Centre of Winnipeg
Healthy Child Manitoba
The Manitoba School Boards Association
Manitoba Child Care Program
Provincial Council of Women
Regulatory Review Committee
Social Planning Council
Provincial Healthy Child Advisory Committee

Thank You

The Manitoba Child Care Association graciously acknowledges the support and financial assistance provided for the 2009 "Where the Rivers Meet" Early Childhood Education Conference.

Canadian Child Care Federation
Cox Morris Insurance Brokers
Manitoba Family Services & Consumer Affairs
Victoria Inn
Canadian Union of Public Employees
Lamontagne Chocolates
Vital Transit
Wintergreen Learning Materials

We would also like to thank the numerous businesses and organizations who donated services and products for our silent auction which was held at the Awards Banquet. Monies raised went to the purchase of new resources for our library.