



Manitoba Child Care Association

Annual Report

2025



Thank You

To our **121**

Volunteers of 2025

Without your dedication and support, the Manitoba Child Care Association would not have accomplished all we were able to do!

You are truly VIPs - Very Incredible People!
Thank you!

OUR MEMBERS

Full Time/ Part Time	From Previous Year	December 2024	December 2025
Professionals	↑	1791	2071
Child Care Assistants	↑	1660	1840
Associates	↓	137	128
Students	↓	230	58
Retirees			57
Facilities			
Full/Part Time Centres	↑	598	608
Family Child Care	↑	355	366

OBJECTIVES

- Maintain financial independence
- Provide resources and services to members on a province wide basis
- Promote and develop Manitoba's early learning and child care profession
- Promote high standards of practice that support human development in early learning and child care
- Advocate as a non-partisan, non sectarian organization at all levels of government for a quality early learning and child care system
- Educate the public about early learning and child care as a profession and as a service
- Work in partnership with those involved with the care and education of children
- Encourage the development and expansion of early learning and child care training, research, and educational resources



BOARD of DIRECTORS

President – Cathy Gardiner
Past President – Lynda Raible
Secretary/Treasurer – Fernanda Hodgson
Director of Board Operations – Adam Manicom
Director of Public Policy – Caryn LaFlèche
Director of Branch Services – Brenda Gill
Director – Tracy Cosser
Director – Laureen Brandson
Director – Mariëlla Carr
Director – Michelle Normandeau
Director – Janice Delf
Director – Susana Lam
Member at Large – April Kalyniuk



REGIONAL CHAIRPERSONS

Central Region – Janice Delf
Eastman Region – Lorraine Milan
Westman Region – Becky LeBlanc
Interlake Region – Cynthia Thomsen
Parkland Region – Florence Burdeny
South Central Region – Paula Wilson
Thompson Region – Lynn Martin

MCCA VALUES

- Professionalism
- Inclusion
- Connection
- Inspiration
- Influence

MCCA STAFF

Jodie Kehl, Executive Director
Karen Kowalski, Assistant Executive Director
Mandeep Sharma, Finance & Accounting Manager
Kayla Mauricio, Program Services Administrator
Ashley Peters, Membership & Management Assistant
Debbie Crampton, Membership & Registration Administrator
Rosel San Miguel, Administrative Assistant



MCCA IN 2025 EXECUTIVE DIRECTOR & PRESIDENT REPORT

Jodie Kehl, Executive Director & Cathy Gardiner, President

As we reflect on 2025, we are incredibly proud of the work accomplished by the Manitoba Child Care Association. MCCA continues to be a leader, amplifying its members' voices and offering professional learning opportunities of excellence.

We want to take a moment to consider all that we have accomplished together. It has been a year of growth, resilience, and meaningful impact.

We are deeply grateful for the dedication, professionalism, and hard work demonstrated by everyone at MCCA. The commitment of our staff, Board of Directors and volunteers continues to make a lasting difference to child care in Manitoba.

There were numerous key achievements throughout the year:

- **Government Relations:** MCCA welcomed Tracy Schmidt as the newly appointed Minister of Education and Early Childhood Learning; over the past 12 months, MCCA continued to build and enhance its relationship with the Ministry and Division staff.

- **Historic Investments into the Early Learning & Child Care Sector:** MCCA's Provincial Conference (May 2025), the Governments of Canada and Manitoba made a significant workforce announcement. In addition to a considerable index to the wage grid, Minister Schmidt announced an increase to five paid professional development days (over the next three years) to support Educators' learning. For the first time, in 18 years, the Provincial and Federal Governments acknowledged MCCA's Market Competitive Salary Guideline Scale (MCSGS). The 2025-2026 ELCC wage grid had some positions that were in line with the MCCA recommended scale.



- **Federal Election:** Ahead of the 45th Canadian federal election, MCCA ensured its members were informed and engaged. Information on all party platforms and questions for candidates were among the many resources provided.
- **Probe Research:** Between February – April 2025, MCCA partnered with Probe Research to deploy four province-wide surveys (MCCA Members/ELCC Workforce, Parents, Business Leaders and Manitobans). Building upon the previous work Probe Research undertook with MCCA in 2016, there were notable improvements in workforce satisfaction:
 - ECEs are staying longer, and mostly staying put. The average tenure in the industry is 17.2 years, up significantly from 2016, when the average tenure was 14.7 years

- Family Child Care Providers are also staying longer in their roles. More than 83% have been offering licensed care for more than four years, and most (59%) plan to remain in their roles for another four years.
- Job satisfaction is strong and stable. 81% are satisfied with their job overall.
- 54% have seen a noticeable increase to their wages (even before the wage grid announcement in May).

- **Quality Project:** MCCA launched a 6-week campaign for its members on quality; this encouraged Early Childhood Educators to meaningfully reflect on: what is quality, why does it matter, what role do ECEs play, and what should families look for. At the end of the six weeks, MCCA members were invited to share their quality journey.



- **Indigenous Engagement and Relations:** MCCA began a journey with Joanna White (former Indigenous Curriculum & Cultural Advisor for the Department of Community Services at Red River College Polytechnic). This important work supports MCCA's work in advancing Truth and Reconciliation and includes meaningfully embedding Indigenous teachings, fostering respectful relationships with Indigenous communities and aligning organizational practices with the Truth and Reconciliation Commission's Calls to Action.
- **Advocacy Efforts:** Throughout the year, MCCA was involved in various occasions to share the voices of Early Childhood Educators:
 - Federal Minister of Families, Children and Social Development, Jenna Suds, was in Winnipeg in February to announce the creation of hundreds of new spaces in partnership with the St. Boniface Hospital
 - MCCA continued with its quarterly meetings with the Deputy and Assistant Deputy Minister, in addition to meetings with the Minister
 - MCCA is grateful to hold a permanent space on the Minister's Consultation Table where it shares recommendations and information to support future initiatives
 - MCCA was asked to speak at the workforce announcement in May
 - Data from the Probe Research surveys were made public at the beginning of September; MCCA shared several media releases about the data and spoke to the opportunities for child care in Manitoba
 - MCCA partnered with the Child Care Coalition of Manitoba in a Day of Action to bring awareness on the issues of accessibility and the effects of child care on parental employment

MCCA IN 2025 EXECUTIVE DIRECTOR & PRESIDENT REPORT *cont'd*

Jodie Kehl, Executive Director & Cathy Gardiner, President

- While in Ottawa, MCCA met with Members of Parliament to discuss the Canada-wide plan, it's gaps and opportunities.
- **Directors Desk:** MCCA partnered with Curbridge Consulting in 2025 to begin the development of an online Human Resource portal for ELCC centres in Manitoba; this innovative resource will be instrumental in supporting and promoting best practices in HR with customizable templates, access to HR experts, forums and webinars.
- **Sharing MCCA's Voice:** MCCA represented its members throughout the province as well as in other provinces. Karen and Jodie connected with members in Brandon, Gimli, Thompson, Ile des Chênes and Morden in 2025. In addition, Jodie was in Ottawa several times to meet with the Canadian Child Care Federation and its Affiliates, Child Care Now (Educators Matter Project) and to attend the Child Care for all Summit 2.0.



- **Professional Development Opportunities:** The offering of professional learning continued to flourish; 2025 included: two workshop series, the 47th annual provincial conference, a 5-day rural Managing and Leading program, The Child Care Whisperer, Dan Wurori (author of The Daycare Myth), the Directors' Conference, the 6th Pedagogical Institute, School-age Resource evening, Board Governance Webinar(s).

MCCA reached a momentous threshold in 2025, exceeding 5000 members. We want to extend our sincere appreciation to our valued members for their continued trust, engagement, and support. Your partnership strengthens our collective voice and fuels the progress we strive to achieve.

Together, we have built momentum that will carry us confidently into the year ahead.

Thank you for being such an essential part of our shared success.



MORRIS INSURANCE BROKERS

Liability Insurance Program Through MCCA

Over the past year I have continued the conversation with many centres about the importance of reviewing their limit of content coverage and have been pleased with the results of these discussions. Many centres are performing inventories for the first time and there have been dozens who have increased their limit of coverage after taking time to analyze their exposure. If any centre would like a copy of the inventory spreadsheet we have on file and/or would like to discuss their current limits of coverage, please give me a call or email.

At present, enrollment numbers are as follows:

- 400 Centres (many of these have multiple locations which when taken into consideration, brings the total number of insured locations to 607)
- 347 Centres carry Directors & Officers (D&O) Liability
- 355 Licensed family child care providers

If your centre does not currently carry Directors and Officers (D&O) Liability, I strongly urge you to consider purchasing this affordable protection for your board members.

Brian Kelly, B.A., CAIB
Commercial Lines Manager & MCCA Account Executive



TREASURER'S REPORT

Brenda McCarthy and Fernanda Hodgson

Finance Committee

Chairperson: Brenda McCarthy

Committee Members: Fernanda Hodgson (Board Treasurer), Angela Hanischuk, Cathy Gardiner, Laureen Brandson, Caryn LaFlèche

MCCA Staff: Jodie Kehl and Mandeep Sharma

MCCA's 2025 fiscal year has been, eventful, busy and highly successful. As of December 31, 2025 MCCA, realized an un-audited surplus of \$112,693 (LY: \$102,073). MCCA will allocate this surplus across the following fund accounts: Building, Insurance and Project; which are all for future projects.

MCCA had a strong membership of 5,121 by year end. The staff and board of MCCA consistently work hard to lead and advocate for the Early Learning and Child Care profession and its members. MCCA's mission "to advocate for a quality system of child care, to advance early learning and child care education as a profession, and provide services to our members" is reflected in the significant work and financial activities this past year.

Revenue

Membership fees represent 50.4% of revenue, an increase of \$93,000 from the prior year. High quality professional development opportunities, that are designed specifically for the needs and interests of its members continue to be provided and made

accessible. The Fall/Winter/Spring workshops netted profits of \$82,418, the Annual Conference netted a profit of \$76,939, Personalized PD profited \$22,312! Miscellaneous revenue rounds out the remaining 3.0% - which includes: promotional items, donations, interest, Bridges advertising, etc.

Expenses

Membership Services represents 46.6% of expenses with an increase of \$33,911 from the prior year.

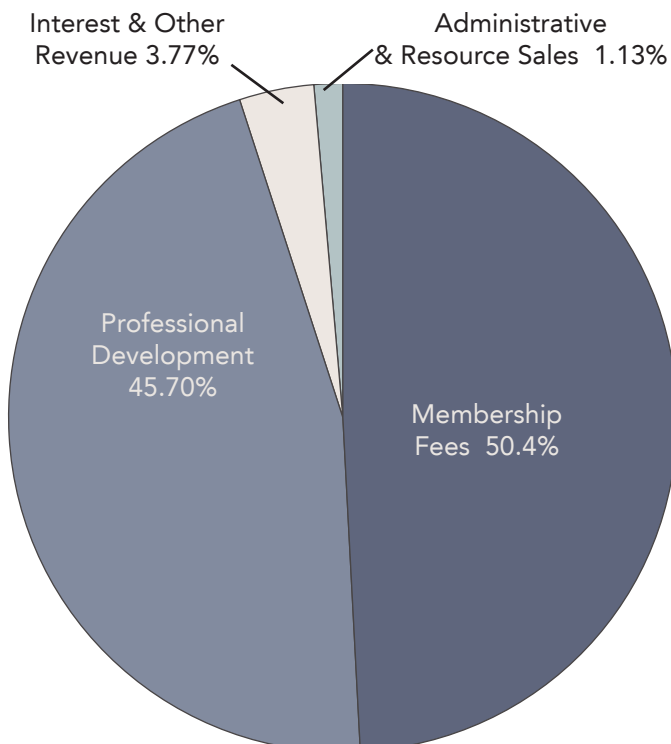
Salaries Expense increased this year by \$50,364 mainly due to full year expenses of the new pay scale adopted in October 2024 and increases to benefits, mainly the RRSP benefit as all employees became eligible in 2025. Membership Program & Services expenses increased by \$78,564 this year mostly due to the Pedagogical Institute in the fall of 2025 which is held every other year. Resource and Promo Expenses increased this year due to purchasing more promo items such as sweat shirts. All other expenses remained consistent with prior years with slight inflation increases throughout.

Fund Accounts

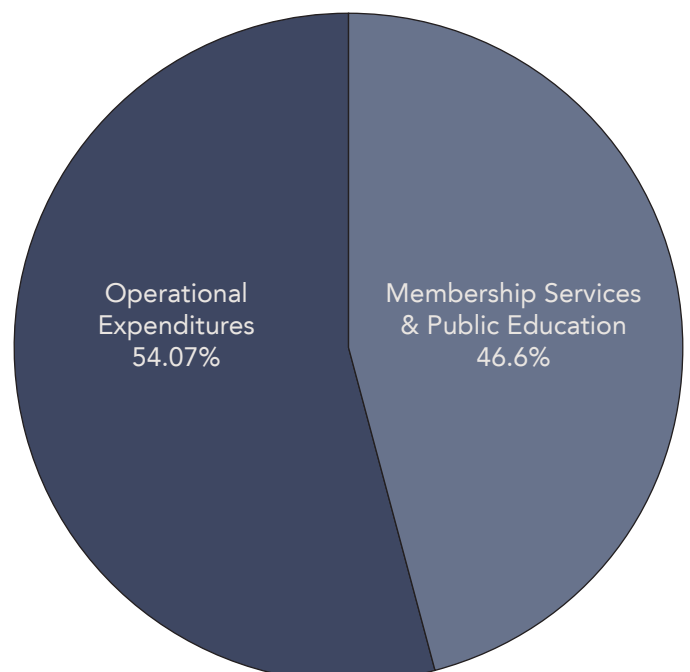
In 2025, \$47,048 of the Project Funds were used for the Ethics Project and for Probe Research project. The Capital Fund in 2025 was used for the purchase of two new computers.

The Finance Committee meets quarterly to review the financial statements, approve the budget, review finance policies, review investments and approve additional expenditures that may come up. In closing, we would like to recognize and thank the Finance Committee, Jodie, Mandeep and the staff of MCCA, for their collaboration, their commitment and their hard work that has helped MCCA to be in a sound financial position.

2025 REVENUE



2025 EXPENSES



PROFESSIONAL DEVELOPMENT EVENTS

The professional development events were well attended in 2025. We continue to offer workshops in person and virtually. MCCA strives to bring its members high quality workshops, seminars, and conferences. We appreciate those who attend, provide feedback and suggestions for future professional development events.

Event	# of Participants
Winter Workshop Series	1374
Managing and Leading 2.0 (Winnipeg)	25
MCCA's 47th ECE Conference: The Brilliance of Play: Adventure Awaits	1282
Managing and Leading 2.0 Rural Edition	26
MCCA's 25th Annual Directors Conference: Illuminating Paths of Leadership	123
Fall Workshop Series	2160
6th Pedagogical Institute: Reclaiming Care: The Sacred Work of Early Childhood	203

We are extremely grateful for the Winnipeg Foundation who provided a grant to MCCA to offer professional development workshops at a reduced rate for our members. This funding allowed us to offer all of these different workshops at a reduced price to our members: Revitalize Your Work and Life (Virtual) What If Today Was Their Only Day (Virtual), Lisa Murphy on Being Child Centred (Virtual), Lisa Murphy on Play (Virtual), The Daycare Myth, and Managing and Leading 2.0 and our most popular single event in 2025, A Morning with the Child Care Whisperer.

In addition to the professional development events MCCA hosted, we also organized many personalized professional development events.



STRATEGIC PLAN

Strategy #1

Ensure diversity and inclusion are embedded and reflected in the mission and vision of MCCA in all aspects.

- Added pronoun option to conference name tags
- Partnership with Inclusion Committee to offer free inclusion workshops as part of the Canada-Manitoba ELCC agreement: From Behaviours to Relationships, Building Partnerships for Quality Inclusion, Every Child Belongs: Advancing Inclusion in Early Childhood
- Offered the following workshops: Generations at Work: Bridging the Gap and Gender in the Learning Environment
- Accessibility Checklist – “Report Card” on all social media posts
- Partnered with Melenie Olfert to offer a Diversity, Equity, Inclusion and Reconciliation Framework, to help teams develop and implement DEIR practices.
- Offered the following conference workshops: Creating an Inclusive and Accessible Child Care Program and Supporting Children Who Are English Language Learners
- Offered Bias-Free Beginnings: Fostering Inclusion in Early Childhood Education at the Directors Conference

Strategy #2

Recognize truth and reconciliation in the work of MCCA and ensure it is carried out with humility.

- MCCA contracted with Joanna White to assist MCCA in Indigenous Engagement and Relations
- MCCA began the work to create a land acknowledgement for the organization
- Joanna White attended the ethics committee to ensure that we incorporate indigenous teachings into the new Code of Ethics workshop series. Joanna White attended the Pedagogical Leader community of practice to discuss Indigenous language and terminology
- MCCA Staff, Ashley Peters, completed the University of Alberta Indigenous Canada course
- MCCA Staff, Debbie Crampton, completed the Indigenous Awareness training course from the First Nations University of Canada
- We hosted a Land Based Teachings full day workshop at the MCCA conference
- MCCA offered workshops to create opportunities for Indigenous Learning: The Painted Feather and The Beaded Poppy
- Added new resources to the library on Truth and Reconciliation

Strategy #3

Provide increased value to our members.

- Secured partners for the MCCA reward program in Winnipeg and regions
- Offered discounted ticket prices to MCCA members for Winnipeg Jets, Manitoba Moose, Sea Bears, Blue Bomber Tickets and Manitoba Stampede, and Disney On Ice
- Provided pro-rating membership fee on YourMembership
- Offered Managing and Leading 2.0 Rural Edition for 26 Directors and Assistant Directors
- Hosted the first free Networking Walk & Talk
- To acknowledge 50 years career milestones, MCCA created a 50 year pin
- Data from Probe Research indicates that 69% of MCCA members say that MCCA is achieving its mission

MCCA 2025

Strategy #4

Advocate for a high quality early learning and child care system.

- Meeting with new Minister of Education and Early Childhood Learning
- Jodie Kehl invited to WRHA announcement regarding new spaces with Jenna Suds
- Probe Research membership survey launched and releases data on parents and the workforce
- 6 Week Quality Project – launches and MCCA provides hands-on ideas, team reflections and ways to elevate children's voices
- MCCA part of Canada-MB ECE announcement on wages and professional development days. Jodie Kehl participated in many of media interviews

Strategy #5

Empower ECEs to be proud and excited to belong to a progressive and respected profession.

- MCCA Westman and Eastman Region re-activate their regions and both hold AGMs
- Karen, Kayla and Jodie speak to several student groups about membership, benefits, advocacy and the child care sector
- Jodie and Karen visit several regional conferences, AGMs and Managing and Leading participants in Brandon to bring greetings from the Provincial office: Eastman, Westman, South Central, Thompson
- Launch Membership Unpacked: Unlocking the Opportunities & Benefits of Your MCCA Membership
- Almost 500 ECEs attend Child Care Whisperer presentation on a Saturday
- Provide budget friendly PD with the assistance of funds from The Winnipeg Foundation
- Public Policy and Professional Committee announce MCCA award nominations
- Ashley and Karen visit centres to discuss membership opportunities
- MCCA recognizes the awesome work done by its 121 Volunteers
- MCCA (Winnipeg and regions) hold ECE week events to celebrate Week of the ECE.



DIRECTOR OF BRANCH SERVICES REPORT

Brenda Gill

In 2025, MCCA's regions experienced a truly remarkable year, marked by the reactivation of Eastman and Westman regions and significant progress to reactivating the Norman Region in early 2026. This achievement brings all Manitoba regions to an active and vibrant status. Over the year, regional chairpersons shared a wealth of activities at our bi-monthly meetings, ranging from conferences, workshops, and guest speakers to communities of practice for both educators and directors/supervisors. Most regions had a full calendar of engaging social and online events, such as bowling nights, craft sessions, centre tours, Halloween costume contests, and Christmas door decorating. On June 18, 2025, regional

chairpersons met in person in Winnipeg and later attended the Directors Lunch and Learn at The Gates. Another milestone was the announcement of an increased regional rebate, now up to 10%. In the fall, Janice Delf was welcomed as the new Regional Mentor, further strengthening regional support and communication among chairpersons, the Director of Branch Services, and MCCA. In November, each region received a customized MCCA banner to proudly display at all local events. Demonstrating a strong commitment to connection, the MCCA team pledged to travel and attend an event in each region. I am so excited to see what 2026 has in store for Manitoba Child Care Association and our provincial educators.

REGIONAL BRANCH REPORTS

Central Region

Chairperson: Janice Delf

Secretary: Brittany Thiessen

Treasurer: Sydney Dubetz-Zacharias

Members at Large: Pam Anderson, Alexis Johnson, Alanna Ferguson, Kris Henry, Heather Roy

2025 proved to be a successful year for the Central Region. We provided our members with the opportunity to participate in a variety of workshops over the course of the year. This included Janet Berezoweki from Powered by Play & Innovation - Mash, Bash and Crash in May with 50 participants. We also offered Beyond Inclusion: Creating Truly Accessible and Affirming Childcare for All Children with Ali Puumala in September, and we had 28 signed up for this one. In October, Lyndsay Seafoot from Curbridge Consulting provided Directors, Assistant Directors and Supervisors with the presentation Effective Hiring and Retention. This was followed by a Seeds of Empathy Presentation with Colleen Wiebel and Penny Helgason. We had 29 participants attend this workshop. We celebrated Week of the ECE in April with a fun evening that included a meal and door prizes. Following an opportunity for socialization, individuals were then given the option to participate in a bowling event or a yoga class, 48 individuals took part networking and celebrating their profession. We had Pro Image sign company once again post a mini billboard in celebration of this week.

In June, the Graduates from Red River Polytech Workplace Training Program were recognized with a small gift from the Central Branch on their Graduation Day. In the fall, a couple of our branch members attended Lakeview Children's Centre 35th anniversary celebration in Langruth and the Tiger Hills Community Resource Centre's 20th anniversary celebration in Treherne. To end the year, the region had a Holiday Door Decorating Contest in December. This was an opportunity for members from all across the region to participate in a fun event. There were three prizes awarded from the 12 entries. We are always looking to provide high quality workshops that members would like to see offered

and ways to increase workshop attendance. Feel free to reach out to our region to provide feedback and suggestions. Our branch continues to meet a minimum of five times per year in the evening to share information from the MCCA Provincial Board Meetings in Winnipeg as well as ideas or concerns to be taken back to the Provincial Board from our region.

Eastman Region

Chairperson: Lorraine Milan

Secretary: Phyllis Demasson

Treasurer: Rachele Muller

Members at Large: Melissa Marion, Christine Wiens, Miranda Keele

Eastman Region is back in action! We re-activated our region with MCCA and held our first AGM in May where we elected wonderful people from our region as members of the Board. We offered two contests to engage the members in our region. We held a Halloween costume contest as well as a Christmas decorating contest and received many entries. We were quite pleased with the participation and hope that this will entice the CCAs and ECEs in the Eastman region to connect with us now and in the future. We were also busy planning for our conference and are happy to announce that the first annual Eastman Region Spring Conference – From Vision to Action! will take place on Saturday, April 25th, 2026 at the Niverville Friendship Center. Our goal is to promote more professional development by engaging the peers in our region and by providing workshops that respond to the needs and wants of the centers in our region. We need your ideas, cooperation and support to help achieve our goal!

Interlake Region

No Report.

Norman Region (*inactive region*)

Members began talking about re-activating the region.

REGIONAL BRANCH REPORTS

Parkland Region

Chairperson: Florence Burdeny (Resigned Dec.)
Interim Chairperson: Karen Yuriy
Vice Chairperson: Judy Chachula (Resigned Dec.)
Treasurer: Janie Inkster
Secretary: Kiara Payne
Members at Large: Cori Hudyma, Cherie Robertson (Resigned June), Gloria Korman (Resigned Dec.)

Professional development opportunities in our region throughout 2025 included: Best Choices; Ethics Part I & II, PD Day with three options of workshops: Work Ethic, Guiding Children's Behaviour, or School Age Activities, and Fire extinguisher training and FISH workplace philosophy. These events were planned throughout our region, including Dauphin, Swan River and Minitonas. We benefited from a mix of local presenters, and support from Winnipeg MCCA for the Ethics workshops. Our region's AGM was held June 3, at the Watson Arts Center in Dauphin. Our guest speaker shared a lively outlook on living every day with laughter. We invited our members to enjoy a bowling night May 3, 2025, to celebrate Week of the ECE. We express appreciation for our newly retired members' years of service. They have volunteered through several roles on the board, as executive and members at large and have contributed in planning almost all the events in our area for the past decade!

South Central Region

Chairperson: Paula Wilson
Vice Chair: Emily Friesen
Secretary: Adam Jeffers
Treasurer: Danielle Monchamp
Member At Large: Kirill Churikov

MCCA had another successful year with a lot of learning and growth around the region. We held our annual conference with a new location at the Westside Community Church in Morden on June 13th, 2025. 210 participants enjoyed a full day of professional learning from a diverse lineup of workshops. Morning sessions included Best Choices: Ethics Part III with Mariëlla Carr and Michele Grant; Soothing the Soul with Kim Hanna; Who's in Charge Here Anyway with Melanie Glaser and Arthur Mateo; They Are Real People! Making Infant Care Meaningful with Jenna Poborsa; and Learning Without Tears with Margaret Loepky. In the afternoon, we had Handle with Care – Building Block I: Developing Trust Between Practitioner and Child with Michele Grant; Experiences in Music for All with Kim Hanna; Collaborative Storytelling for School Ageds with Melanie Glaser and Arthur Mateo; and Infant Pedagogy Made Simple: Understanding How Infants Learn and How to Apply It with Jenna Poborsa. The conference also featured a full-day workshop, Teams that Really Work, facilitated by Rolande Kirouac. We held our Annual General Meeting at lunchtime and were honoured to have a visit from Jodie and Karen from MCCA to kick off the day. On October 17, we held a fun bowling night in Winkler with 26 participants dining on pizza and salad and having fun on the lanes with Bingo Bowling.

Thompson Region

Chairperson: Lynn Martin
Vice Chair/Treasurer: Chelsea Kirkey
Secretary: Kaitlyn Urbanowski
Publications: Brenda Gill
Members at Large: Kaitlynn Flett, Michelle Petricone, Alyshua Keeper

2025 was a busy and exciting year for the Thompson Region. Our ECE Coffee House and Leadership Exchange continued every other month through the year. We held our AGM on February 24 with a great pot luck. We celebrated our accomplishments and welcomed one new board member. Cara and Lyndsay from Curbridge joined us virtually to present Supervisor 101 to our Northern Leaders. 28 Directors and Supervisors had an opportunity to be inspired by this great learning experience. On April 16, we joined Alysia Ferguson to learn about implementing Land Based Learning. We celebrated ECE week recognizing the amazing work and dedication from our northern educators at our 2nd annual awards night. Many ECEs and CCAs were presented with years of service pins, Rachana Palta was recognized for her contributions receiving the Cheryl Brockington award and a special dedication was made to Vanessa Fitzpatrick, ECE and UCN instructor, who passed after long, hard, battle with cancer. At the 2025 MCCA conference in Winnipeg, which was attended by nearly 50 northern educators, we celebrate two outstanding educators at the Awards Banquet. Lynn Martin received the MCCA Leader of the Year award and Maureen Alarcon (Maui) received the Gretta Brown Scholarship award. We ended the year on a high after pulling off our 3rd annual Thompson Region Conference. Over 120 educators attended this amazing event facilitated by Jodie Kehl, Kisa Maclsaac, and Curbridge Consulting.

Westman Region

Chairperson: Becky LeBlanc
Vice Chair: Krystal Negraeff
Treasurer: Meagan Doan
Secretary: Nicole Unger
Members At Large: Melanie Heinrichs, Tammy Hall, Celine Krantz, Sharla Neufeld, Val Podobni, Kendra Stothers, Sarah Alle and Rena Vanhove

MCCA Westman Region reactivated this year and we hosted our first AGM on June 10, 2025. Westman region set up a booth at the Westman Early Years Conference on October 25, 2025, where we collected ideas from members on what kind of Professional Development, they would like to see brought to Westman. We were very excited to host our first professional development opportunity, Best Choices: Ethics Part IV on November 18, 2025, facilitated by Jenn Cullen and Keri Waterman. A big thank you to Westman board members for all of their hard work, reactivating the Westman Branch.



COMMITTEE REPORTS

Board Operations and Development Committee

Chairperson: Adam Manicom

Committee Members: Lynda Raible, Cathy Gardiner, Susana Lam, Tracy Cosser and April Kalyniuk

MCCA Staff: Jodie Kehl

This committee's mandate is to ensure that MCCA maintains a diverse, highly skilled Board capable of fulfilling its mission.

The committee is responsible for nominating and electing members who represent our sector and serve as Directors on the Board. The Board brings extensive knowledge of early learning and child care, along with a wide range of perspectives, while ensuring that MCCA's mission, vision, and values are consistently reflected in its operational practices.

Child Care Benefits Committee

Chairperson: Adam Manicom

Committee Members: Diana Metrik, Karen Ohlson, Laurinda Neyron, Melanie Fraser, Sharon Allen, Tracy Cosser, Wanda Bruenig, Brenda McCarthy, Sue Sydorчук, Shannon Trickett, Cathy Gardiner

MCCA Staff: Jodie Kehl & Mandeep Sharma

The Benefits Committee meets quarterly with representatives from HUB Financial and Morris Insurance to evaluate the effectiveness and cost-efficiency of MCCA's benefits and insurance programs and to ensure they continue to meet the needs of our members.

With support from HUB Financial, the Committee regularly monitors utilization of the comprehensive benefits plan. While monthly usage may vary, overall utilization has increased. This trend reflects strong member engagement and demonstrates the value of the benefits offered.

Guided by HUB Financial and with a focus on maintaining the long-term financial strength of the plan, premium increases were avoided across all areas except the retiree division, which experienced a 30% increase in health premiums effective July 1, 2025.

Morris Insurance continues to maintain a strong and collaborative relationship with MCCA and its members, providing ongoing support and expert guidance for the organization's insurance needs.

The Committee extends its appreciation to MCCA staff and the volunteer members of the Benefits Committee for their continued commitment to balancing member needs with

responsible cost management in a challenging economic environment.

Conference Committee

Chairperson: Melanie Glaser

Committee Members: Allison Boxshall, Sheila Argue, Aricelle Taylor, Tracy Bijl, Danielle Bedard, Diana Metrik, Melodie Meakin, Lorraine Milan, Lanny McDonald, Shawna McKenzie, Sara MacPherson, Marilyn Valgardson & Pina Zammito

MCCA Staff: Karen Kowalski & Kayla Mauricio



The Manitoba Child Care Association's 47th Annual Conference, The Brilliance of Play: Adventure Awaits, was truly a work of heart. MCCA staff and volunteer committee members watched with pride as the conference reached record attendance, with Friday sessions filling up just days after registration opened.

Planning this year's conference required every committee member to dig deep—exploring new workshop ideas, engaging presenters, and meaningful field trips. Each year, our hope is to offer delegates an experience they will carry with them into their daily practice, and this year was no exception.

A special highlight was the visit from Minister of Education and Early Childhood Learning, Tracy Schmidt, who delivered greetings and announced a new wage grid to support retention and recruitment in the early learning field. This exciting news added to the already vibrant energy of the conference.

Throughout the event, it was humbling to see so many dedicated educators committed to supporting the children and families of Manitoba. That collective passion filled every space and conversation.

As soon as the conference concluded, the committee—alongside Karen and Kayla—got right to work planning the 48th Annual Conference, carrying forward the momentum, heart, and excitement built this year.

Editorial Committee

Chairperson: Brenda Bachinsky

Committee Members: Bernadette Rozybowski, Susana Lam, Sheila Lund, Ruth Lysecki

MCCA Staff: Karen Kowalski & Kayla Mauricio

COMMITTEE REPORTS

Child Care Bridges serves as a regular update of the Manitoba Child Care Association's work towards quality care, advocacy and of issues and developments. Each MCCA member receives a copy of *Child Care Bridges* as one of their membership benefits. Every theme in each issue comes together after much planning by the committee. We will brainstorm themes and article ideas that are relevant in the field and of interest to its readers. We search for different contributors for each issue that are able to provide the most current information in early learning and child care. As a committee we pledge to keep our readers connected and engaged.

"Let's Talk Food" was the title of the Spring 2025 issue. This issue was all about food; from going on edible adventures to cooking with children in nature to a perspective on eating practices in child care. We shared some great articles on A Food-Neutral Approach in Early Childhood Education, Navigating Meal Times; Tips for Feeding Kids with Food Sensitivities and Aversion. Finally, we shared how to manage food costs in child care.

The Summer issue, "Moving Stress to Wellness", provided readers with information on the topic of self-care and wellness. We provided articles on Lessons from Burnout, Building Your Happy and Healthy Self-Care Kit, and Simple Ways to Stay Active and Relieve Stress.

The Fall issue topic was "Beating Cabin Fever", all things winter. We offered articles on partnerships for outdoors, collaborating winter projects, and identifying animal tracks and animal safety in the winter. We also provided proactive strategies to help understand seasonal affective disorder.

Our final theme and Winter issue of *Bridges* in 2025 was "Minding your Ps - Professionalism & Professional Development", an issue that is beneficial to us all. In this issue, we discussed the importance of boundaries in our professional relationships. We challenged our readers to rethink their role as an educator in advocacy as a professional responsibility and encouraged readers to visit the new code of ethics. We looked at what shapes a culture in the workplace, dos and don'ts when applying for a job, empowering inclusive practices, and mentoring and professionalism.

Special thanks and "bravo" to all the contributors during the 2025 year, we appreciate your time & effort. Thank you to the committee members for your continued commitment in sharing the values and mission of Manitoba Child Care Association and its publication of *Bridges*.

And finally, thank you to our editor, Karen Kowalski, for always bringing fresh ideas and positive energy to the committee which helps to better serve our readers.

Ethics Committee

Chairperson: Mariëlla Carr



Committee Members: Mariëlla Carr, Gines Combiadakis, Jenn Cullen, Shannon Curtaz, Melanie D'Souza, Christine Enns, Michele Grant, Monica Lytwyn, Kisa Maclsaac, Chantel McRae, Sarah Nick, Sina Romsa, Tracy Smith, Michelle Vesey, Keri Waterman

MCCA Staff: Karen Kowalski & Ashley Peters

As we reflect on the accomplishments of the past year, the Ethics Committee is proud to share the meaningful progress achieved in support of Early Childhood Education (ECE) professionals across the province. Our commitment to ethical practice and professional reflection remained strong, particularly through the continued delivery of the highly regarded four-part series, Best Choices: The Ethical Journey. This year, we offered participants the opportunity to complete the series they had previously begun.

This was a landmark year for the Ethics Committee. Following the ratification of the revised Code of Ethics by the MCCA membership on May 22, 2025, work began on updating and revising ethics-related workshops. While this work is ongoing, a new workshop, "What? A New Code?!" was developed to serve as a bridge between the former and revised Codes of Ethics. This was specifically designed for participants who have completed the four-part ethics series.

Michele Grant and Monica Lytwyn continue to lead the development of updated ethics workshops, supported by a dedicated sub-committee. In addition, Award Policies have now been updated to reflect and integrate the revised Code of Ethics into their criteria.

Ethics Committee members also contributed regularly to *Bridges* throughout the year, offering thoughtful articles that encouraged reflection and dialogue on a wide range of ethical issues relevant to the field.

The achievements of 2025 were made possible by the dedication, passion, and collaborative spirit of our Ethics Committee members. As we look ahead to the coming year the MCCA Ethics Committee remains steadfast in its commitment to advancing ethical practice and supporting the

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caring professionals who work alongside children, families, and communities.

We extend our heartfelt gratitude to Karen Kowalski, whose guidance, wisdom, and unwavering support have been instrumental to the work of the Ethics Committee. As 2026 will be Karen's final year supporting our committee prior to her retirement, we wish to acknowledge her lasting impact and thank her for her years of leadership, encouragement, and dedication. We also sincerely thank Ashley Peters for her ongoing support and collaboration.

Family Child Care Committee

Chairperson: Annette Henzel

Committee Members: Cheryl Tremblay, Shannon Trickett, Michelle Normandeau, Jean Gutierrez-Sangalang, Rosalyn Rodriguez, Fatuma Yuma, Lydia Mulimbwa, Karen Komarnicki

MCCA Staff: Kayla Mauricio



The Family Child Care Committee's mandate is to act as a resource/support to MCCA members providing family child care. In 2025, the Family Child Care Committee was very busy! The committee completed the new and improved 2026 Child Care and Record Keeping Resource Calendar. The new calendar was created to support the family child care provider by making it customizable for each individual business. In November, the committee hosted their first Lunch & Learn for Family Child Care Providers. It was a great success, and we will be providing workshops on a regular basis. We have written a few articles for Bridges and we will continue to have a regular presence. It has been an exciting year for the committee and our accomplishments will continue to push us forward in 2026.

Governance Support Committee

Chairperson: Tracy Cosser

Committee Members: Adam Manicom, Doug Brown, Kristen Fisher and Sheila Page

MCCA Staff: Jodie Kehl

The Governance Support Committee began in October 2022 with a focus on providing a forum for board members with an interest in effective board governance to come together to

discuss issues facing boards of non-profit centres in Manitoba. During the past year, the committee continued to utilize funding received through the Canada-Manitoba ELCC Agreement to engage People First HR Services. People First HR Services met with Executive Directors and Boards of Directors, responded to ad hoc inquiries from centres, assisted with the customization of governance manuals as requested, and provided training to Board members.

The funding was also used to develop two workshops for Executive Directors and Boards of Directors. The first workshop, Governance Training for Child Care Centres in Manitoba, was delivered in the fall. This session clarified the respective roles of the Executive Director and the Board of Directors, addressed conflicts of interest, and focused on effective board meetings. The second workshop is scheduled to take place in 2026.

All initiatives completed during the year were provided at no cost to centres.

The committee continues to examine board governance issues affecting Manitoba and to explore future initiatives to support non-profit child care centres across the province.

It has been a great pleasure to work with this committee and I am excited about future projects we will continue to develop over the next year.

Public Policy and Professionalism Committee

Chairperson: Caryn LaFlèche

Committee Members: Lynda Raible, Cathy Gardiner, Fernanda Hodgson, Marilyn Valgardson, Wanda Bruenig, Connie Cava, Mariëlla Carr, Ron Blatz, Ruth Lindsey-Armstrong, Susan Prentice, Susana Lam, Laurinda Neyron, Lois Johnson, April Kalyniuk, Corine Anderson

MCCA Staff: Jodie Kehl

The mandate of this MCCA committee is: To develop and implement strategies which advocate for, promote and advance early learning and child care as a profession.

During 2025, the committee continued to provide policy recommendations to the provincial government. In addition with a permanent seat on the MCT (Minister Consultation Table), the PPP committee offered input and feedback on Manitoba's Action Plan under the Canada-MB ELCC Agreement.

MCCA provided budget recommendations and was invited to the provincial public budget meeting in February. We worked with Probe research in developing and implementing child care surveys.

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MCCA was present for the announcement by the province on the wage grid increase in May, recognizing the work done by MCCA on the Market Competitive Salary Guideline Scale. More work to come!

MCCA participated in Child Care Now Education Matters policy table on workforce in Ottawa and sat on a panel discussion regarding working conditions. We also participated in the Child Care Summit 2.0 hosted in partnership by Oxfam Canada.

MCCA and the Child Care Coalition of Manitoba held a joint media event at the Legislative Assembly. This was the annual Day of Action for Child Care.

School Age Committee

Chairperson: Melanie Glaser
Vice Chairperson: Andrea Campbell

Committee Members: Candice Bell, Szilvie Carriere, Kris Mateo, Marni Manchulenko, Brayden Jackson, Amanda Ament, Karlee Sossai, Marnelli Ebreo-Villarante, Lika Lushevsky, Morgan Versteeg, Lisa Klassen, Noelle Palsson, & Susan Pridham

MCCA Staff: Kayla Mauricio

This year has been a meaningful and productive one for the School Age Committee. As Chairperson, I am continually inspired by the dedication, creativity, and generosity of the educators who volunteer their time to this committee. Their commitment to school-age children, families, and the broader early learning community is at the heart of everything we accomplished.

One of our key focuses this year was the development of new school-age curriculum kits. These kits were thoughtfully created to support engaging, developmentally appropriate experiences for children and are available for MCCA members to borrow at no cost. The goal was simple but powerful: to remove barriers, spark creativity, and support educators in their daily practice. The collaboration, discussion, and hands-on work that went into these kits truly reflects the strength of this committee.

In addition to curriculum kit development, the committee hosted a Make and Take networking night, which brought educators together to connect, share ideas, and create practical materials they could immediately use in their programs. This event highlighted the importance of community, peer support, and shared learning within the school-age sector.

Looking ahead, the committee also dedicated time to planning our School Age Conference for fall 2026. This forward-thinking work ensures we continue to offer meaningful professional learning opportunities that reflect current practice, emerging ideas, and the voices of school-age educators.

I would like to extend my sincere gratitude to every committee member for their time, energy, and passion. Volunteering on this committee is no small commitment, and the impact of this work reaches far beyond our meetings—it directly supports educators and enriches the experiences of school-age children across our community.

Retirement Plan Advisory Committee

Chairperson: Cathy Gardiner

Committee Members: Janice Delf, Lois Johnson, Lynda Raible, Mariëlla Carr, Susana Lam, Wanda Bruenig

MCCA Staff: Jodie Kehl & Mandeep Sharma

The mandate of this committee is to oversee MCCA's group RRSP and SMPPP for MCCA centre members and make recommendations to the Board of Directors. This committee also acts as an advisory to the providers of Manitoba Child Care Association's SMPPP and group RRSP. The purpose is to ensure that both plans are managed in accordance with the best practices and guidelines recommended for Capital Accumulation Plans (CAP).

In 2025, the committee worked in partnership with, and under the expertise of, People Corporation, Leanne Rae, Kristy Winther and Neil Gibbons Consultants, Group Retirement Solutions, Jasmeet Bola Associate Managing Consultant GRS, Lynn Van Ryssel, Client relationship manager and Eric Vachon, Senior Investment Strategist.

The committee reviewed the record keeping of Industrial Alliance and ensured all governance checklists and Certificate of Compliance were complete. Key trends for 2025 were reviewed and discussed in detail. With latest updates from CAPSA (The Canadian Association of Pension Supervisory Authorities) the focus for 2025 shifted towards governance documentation, member outcomes and decumulation solutions.

A review of MCCA's Group Retirement Plan Policies was conducted. Emphasis was placed on the Statement of Plan Purpose and its importance. Roles and responsibilities outlined in the retirement plan policies include ensuring that members familiarize themselves with the plan. The committee reviewed the plan design for SMPP and RRSP, plan assets, financial reporting checks and balances, member activity, as well as usage and trends. A review of Investment Utilization and disbursements by asset categories and individual funds was completed. Finally, we reviewed the investment funds currently used as part of our plans. Thank you to the Retirement Plan Advisory Committee members for their contributions.



MCCA 2025 AWARD RECIPIENTS

The Awards Selection committee is a sub-committee of MCCA's Public Policy & Professionalism committee. The committee sets the award criteria, accepts and reviews the nominations, and selects the recipient in each award category. The list of recipients is sent to the MCCA Board of Directors for approval.

Congratulations!

In 2025, as part of the MCCA Provincial conference the awards banquet was held on May 23, 2025, we recognized and honoured 9 recipients, celebrated many career milestones and 135 guests were in attendance.



Leader of the Year

Lynn Martin

Exceptional Early Childhood Educator

Susan Pridham

Exceptional Caregiver

Melanie Orvis

Children's Service Recognition Award

Sina Romsa

Dr. Gretta Brown Scholarship Awards

Ho Kan Hogan Lau
Red River College Polytechnic

Andrée Labossière
Université de Saint Boniface

Friends of Child Care

Anne Grewar

Volunteer of the Year

Hollie Boychuk

MCCA Student Award

Maureen Alarcon

We also recognized the many MCCA members who celebrated a career milestone from 5 years to 40.

Our Partnerships

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

- Canadian Child Care Federation
- MB School Boards Association
- ECE Training Institutions
- Fédération des parents de la Francophonie Manitobaine
- Manitoba Association of School Superintendents
- Canadian Centre for Policy Alternative (MB Chapter)
- Probe Research
- Manitoba Education and Early Childhood Learning
- Advanced Education and Training
- MB Chamber of Commerce
- People First HR Service
- Social Planning Council of Winnipeg
- Child Care Coalition of Manitoba
- The Winnipeg Foundation
- Child Care Now