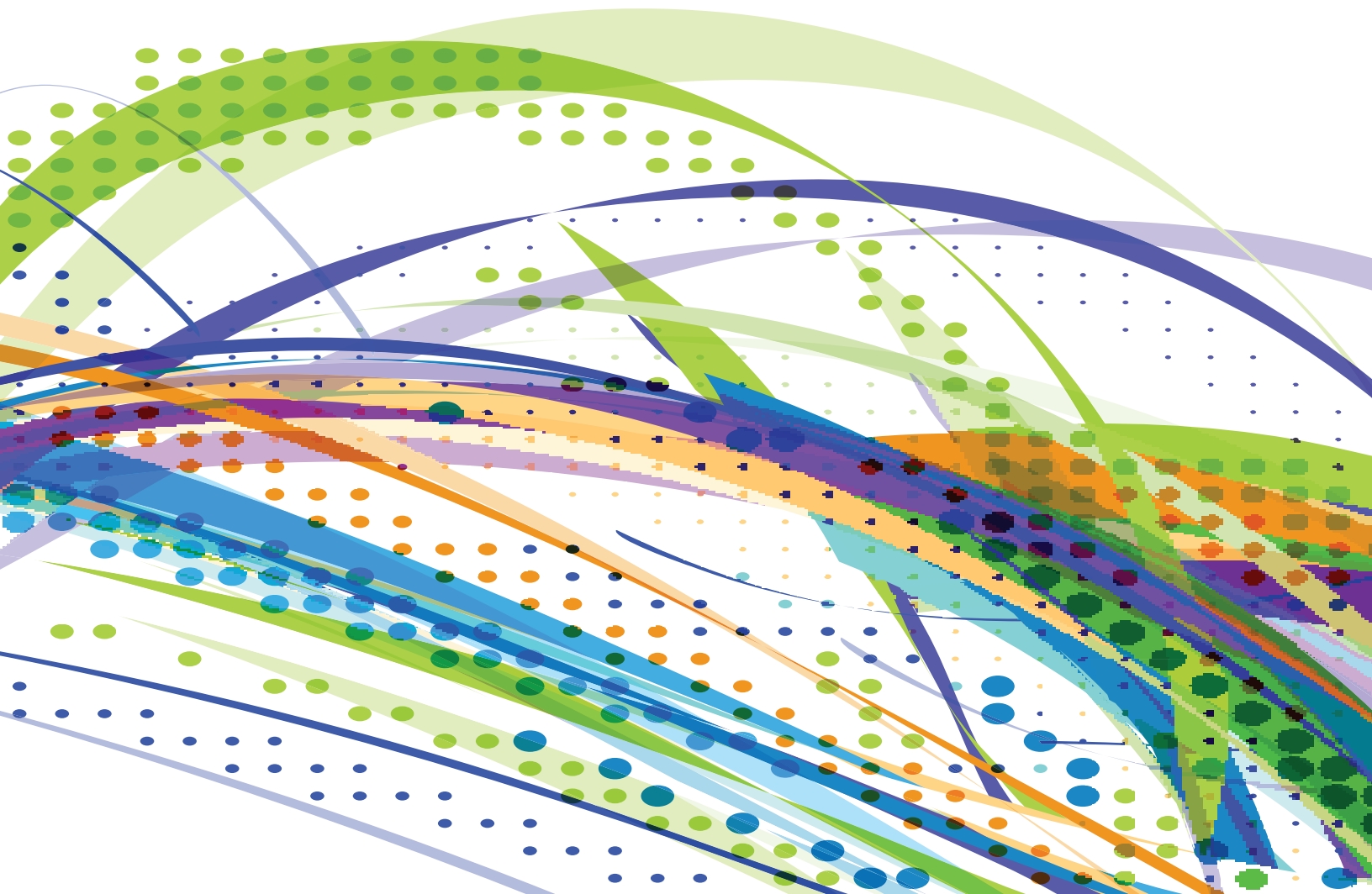


Manitoba Child Care Association

2350 McPhillips Street, 2nd Floor,
Winnipeg, Manitoba R2V 4J6
Ph: 204-586-8587 or Toll Free 1-888-323-4676
www.mccahouse.org

Annual Report 2013



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

- 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 – Jodie Kehl

President Elect – Caryn LaFlèche

Past President – Julie Morris

Secretary/Treasurer – Sheila Argue

Director of Board Operations – Wanda Bruenig

Director of Public Policy – Janice Delf

Director of Branch Services – Tami Karsin

Director – Laurinda Neyron

Director – April Kalyniuk

Director – Lois Johnson

Director – Tracy Cosser

Member at Large – Fernanda Hodgson

Financial Advisor – Raymond Desrochers



Board of Directors

MCCA STAFF

Pat Wege, Executive Director

Karen Houdayer, Professional Development Manager

Kathleen Hockley, Finance & Accounting Manager

Teresa Capizzi, Professional Development Administrator

Dianne Jones-Pearson,

Records & Registration Assistant

Christina Skinkoway,

Administrative Assistant



Christina Skinkoway joined MCCA in February 2013 as the Administrative Assistant.

REGIONAL CHAIRPERSONS

Central Region – Janice Delf

Interlake Region – Cynthia Thomsen

Parklands Region – Florence Burdeny

South Central Region – Kelly Unrau

Thompson Region – Bonnie Caddy

Westman Region – Tara Mills



EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

Pat Wege, Executive Director & Jodie Kehl, President

In 2013, MCCA continued to provide a wide range of member services, worked to educate government and stakeholders on the importance of high quality early learning and care; listened to suggestions, represented the sector and lobbied for change, attended community meetings on topics related to children's health and wellbeing. We are proud that MCCA is viewed as the voice of child care, respected for our work and opinions, has the support of a majority of the child care workforce in Manitoba, and that so many loyal volunteers lend their time and talent to strengthen the organization.

An Annual Report is our opportunity to share our accomplishments. We are pleased to boast about what we were able to achieve because of the support of our members, the expertise of our board of directors, the skills of our employees, and the wisdom of our advisors. We have provided a summary of our most noteworthy achievements in 2013. Details are available further in this document.

Professional Development & Membership Events:

MCCA keeps in touch with new research, advances in early learning, and seeks out new expertise to ensure you have access to workshops and conferences to help you remain current, to learn, to connect with your peers, and share ideas. Regardless of your job title within the child care workforce, ongoing learning and engagement is essential in order for you to keep up with new information, best practices, and be successful. In 2013 we:

- held an information session and webinar on the updated CCHRSC Occupational Standards
- published 4 issues of Child Care Bridges: Celebrating Us and our Field; Humor & Laughter; Diversity; Emotional Wellness
- continued Pedagogical Community of Practice meetings
- organized customized workshops for child care centres
- financially supported the work of 6 active regional branches: Interlake; Central; Parklands; South Central; Thompson; Westman
- planned winter and fall workshops
- organized the 14th annual directors conference
- hosted the 36th annual provincial conference
- continued our affiliate membership with the Canadian Child Care Federation for all MCCA members
- bought new books and resources for our library

- had April 21 – 27, 2013 declared the Week of the Early Childhood Educator and organized celebrations for our members
- introduced Director Lunch and Learns and hosted 3 events
- contracted with Smarter U which gives us the capability to introduce our own online webinars in 2014
- held information sessions for our Health Source Plus group benefits plan and for our SMPPP with Industrial Alliance
- our employee assistance plan with Ceridian offered 12 webinars and podcasts on a variety of topics of interest to Directors and Supervisors and 13 new podcasts of practical advice for everyone

MCCA Committees and Regional Branches: Member volunteers and MCCA staff on our 4 standing committees, 7 member services committees, and 7 active regional branches are dedicated to achieving mandates, completing goals, responding to member needs and interests. Highlights for 2013 include:

- an Ethics Committee Retreat for guides
- presenting awards to 8 distinguished members
- honoring 7 members for their career milestones
- establishing a new Friends of MCCA Award
- thanking 114 members during Volunteer Appreciation Week
- hosting a resource and development meeting for regional branch chairpersons
- updating our Market Competitive Salary Guideline Scale for Early Learning and Child Care Centres 2013-2014
- organizing another awesome School Age Resource evening
- achieving our cost containment objective by ensuring no or minimal rate increases for group benefits, family and child care centre liability insurance, and Directors and Officers liability insurance
- ensuring compliance with Capital Accumulation Plan guidelines for our pension plan programs with Industrial Alliance
- following our policy review schedule to ensure the board of directors fulfilled its responsibilities
- publishing the Child Care Activity and Record Keeping Resource Calendar





EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT *cont'd*

Advocating for child care as a service and a profession: MCCA plays an important role in shaping legislation, regulation, and influencing issues that directly impact on our community of members. In order to achieve this, here are some of activities in 2013:

- met with Hon. Kevin Chief, Minister of Children and Youth Opportunities, to promote the need for a provincial strategy on early learning and child care
- successfully lobbied for changes to the requirements for infant nap room supervision
- made a submission to All Aboard: Manitoba's Poverty Reduction and Social Inclusion Strategy, 2013
- initiated a lobby of school trustees in advance of a motion that could have seen many child care programs displaced by their school
- did television, radio, and print media interviews on a variety of topics in order to raise public awareness and keep child care in the news
- submitted recommendations to the provincial consultation on early child development & hosted a consultation session with Minister Chief
- submitted recommendations to the provincial consultation on early learning and child care and participated in a session with Deanne Crothers, MLA for St. James
- met with Hon. Jennifer Howard, the Minister of Family Services & Labour
- participated in Pre-Budget Consultation 2013
- wrote letters to government on a variety of issues
- launched Manitoba Child Care Campaign in partnership with the Child Care Coalition of Manitoba

Together we're better: MCCA is regularly invited to represent early learning and child care on external committees, groups, or organizations whose mandate includes the health and wellbeing of children, or family support. This provides an opportunity for us to educate about the importance of quality child care, and engage others to join our advocacy efforts. In 2013 we:

- participated on the Child Care Nutrition Strategy and assisted with the development of posters
- attended meetings of the Child Care Regulatory Review Committee, the Educaring Committee, the Provincial Healthy Child Advisory Committee, RRC ECE Advisory Committee
- attended the National Child Day Summit on Early Child Development
- co-hosted Taking Kindergarten into Nature with the Early Child Education Unit, Manitoba Education
- Partnered with Health Canada to offer a workshop Chemicals and Your Health; Working with Refugees
- assisted Campaign 2000 with the development of the Poverty Report Card

Keeping MCCA strong: Our 6 employees are the backbone of our success and all are dedicated to working as a team, fulfilling job descriptions, ensuring quality print materials, keeping organized, and meeting member needs. Highlights of 2013 include:

- welcoming Christina as our new Administrative Assistant
- upgrading our computer server
- refurbishing our staff room
- upgrading the MCCA display and MCCA brochures
- starting a total re-do of our website
- offering surveys on a wide variety of topics for members to provide information and share opinions
- organizing photos and newspaper clippings to prepare for our 40th anniversary
- supporting our members and each other throughout another busy year

It's great to reflect on our efforts and feel proud of our accomplishments. MCCA will celebrate our 40th anniversary in 2014 and we look forward to the best year ever. Thank you for your membership support!

DIRECTOR OF BRANCH SERVICES REPORT

Tami Karsin

As I saw 2013 come to a close and spent time reflecting on the busy year that had just flown by, my thoughts were "Wow, this group of volunteers did an amazing job to make sure our regions have the same professional development opportunities that the rest of the MCCA members have.

As in many other organizations it is getting harder to find volunteers to share the responsibilities necessary to make these efforts a success. Many of our regional volunteers have been working hard for several years to enhance the membership opportunities within their region. We truly need some help from the younger generation (or any generation for that matter) to keep these opportunities alive. Contact a member of your regional board and ask what is involved. It may be less time that you think and the feeling of fulfillment is incredible. Our profession wants, needs and deserves as many professional

development and networking opportunities as possible.

The regional boards work along with MCCA, the staff there are always looking for new ways to make all of this possible. They are a pleasure to work with and show support for what we are trying to accomplish.

Throughout the regions there have been numerous workshops, ECE week celebrations, networking and some regions even offer their own awards. As regional boards we are also the bridge for communication between MCCA and our local members.

I am proud to be a part of such an amazing professional association, don't miss out on your opportunity to be a part of MCCA...we can't do it without you!



REGIONAL BRANCH REPORTS

Central Region

Chairperson: Janice Delf

Treasurer: Lori Carpenter

Secretary: Shari Clements

Members at Large: Pam Anderson, Carrie Rose, Natalie Verwey

In 2013 the Central Branch hosted several activities throughout the year that provided knowledge and fun to both members and some non-members. Our region hosted three evenings of training in April for anaphylaxis/ asthma and seizures through our local public health nurse, Monica Gullet. Following the training we had the local fire department provide a fire extinguisher course as well.

On May 10th, our region planned a "Progressive Party" to celebrate the Week of the Early Childhood Educator. Individuals had the opportunity to visit Wee World for appetizers, Portage Day Care for the main course, Westend Day Care for dessert, and Tornadoes Restaurant at the end for networking. Door prizes were drawn at each destination. Participants had the opportunity to tour each centre and ask questions, take pictures, etc. We can always learn from each other.

This year our region recognized Allison Ritchie from Westend Day Care at the MCCA Awards Banquet at the MCCA Provincial Conference. Allison was recognized for 20 year career milestone.

In November we planned a professional development day on Island Park in Portage La Prairie. In the morning we had Mark Essay speak to the members about "Living the Big Life". In the afternoon we had Kim Hannah present "Group Time Gatherings". Both presenters provided a wealth of information and were enjoyed by all participants.

Our Central Branch continues to meet 6 times a year to plan workshops and network about what is happening in child care. Each board member deserves a pat on the back for all their volunteer time in organizing these events and attending MCCA Regional meetings. Your work is truly appreciated and it is great to see participation at all events to ensure the time and effort of these volunteer board members is recognized and appreciated!

If you are interested in becoming a board member or would like to see a specific workshop offered please let one of our Board Members know.





REGIONAL BRANCH REPORTS *cont'd*

Eastman & Norman Region

Requires new volunteers for regional board.

We want to plan professional development events for these regions please email Karen Houdayer at khoudayer@mccahouse.org with your suggestion for topics and presenters.

Interlake Region

Chairperson: Cynthia Thomsen

Vice Chair: Cindy Einarson

Secretary: Lori Malcolm

Treasurer: Sharon Waluk Green

Members at large: Nienke Shutz-Kolster, Shara Selkirk, Rachelle McKay

Tami Karsin remains on the workshop and 10th anniversary committee.

Our region has successfully wrapped up another year.

Our spring workshop was held Saturday, April 27th, 2013 in Stonewall, with Starting Blocks and Stonewall Childrens Centre generously offering their centres for our event. The morning was a choice of 1) Trading Spaces in caring spaces with Kim Hanna and 2) Decoding - Controlling and aggressive behavior in Children with Joanne Brown.

We held our AGM at lunch, where Tami Karsin stepped down as Chair as she will be Director of Branch services with MCCA, but the rest of the board remained, and we added two new members.

The afternoon was a choice of 3) Group time gathering songs and fingerplays with Kim Hanna and 4) Handle with Care #4 Relationships with Other Children with Michele Grant. The event was well attended and the feedback was very positive.

Our Fall workshop was held in Teulon on Saturday October 19th 2013 at St Cyprian Anglican church. Our morning session was From Boring to Spectacular with Janet Berezowecki and Chantel Colli and the afternoon was Making Sense of Science with Ruth Lindsey-Armstrong. Once again we had very positive feedback and a feeling of enthusiasm to return to our centres brimming with new ideas.

Our board met to discuss positions and had some new faces to look forward to. The enthusiasm of the "new" board was very encouraging as we gear up for our 10th anniversary in 2014.

Parklands Region

Chairperson: Florence Burdeny

Vice Chairperson: Debbie Telfer

Treasurer: Janie Inkster

Secretary: Natalie Archambault

Members at Large: Rosie Bishop, Judy Chachula, Brenda Deneer, Gloria Korman.

We would like to thank the following board members who resigned as of April 2013, Brooke Pederson, Francine Paul, and Teresa Prokipchuk.

Once again during the Week of the Early Childhood Educator we celebrated with a bowling night. There was pizza and prizes for all. As well, the planning committee was able to put together two mini professional development opportunities this year. A workshop on emergent curriculum (for some new information and for some just a refresher) was held on June 17 and was well attended. On November 2nd, we held a regulation review network meeting in conjunction with our child care coordinator, to bring us up to speed on the regulations. Again, we had good attendance.

It seems these mini workshops fit well into our busy lifestyle and the planning committee hopes to continue with these this year. Please call with your suggestions for workshops.

South Central Region

Chairperson: Kelly Unrau

Vice Chair: Holly DeGraeve

Treasurer: Lisa Rey

Secretary: Brenda Grindell

Members At Large: Kim Riehl, Kristy Lewis – joined May 2013, Dallas Davies – joined May 2013, Glenda Wiebe and Christine Grenier both stepped down May 2013.

At the beginning of 2013 we held a contest for all centres in the region that are MCCA members. The contest was called 'Enhance an Area'. This year the contest was specifically for enhancing staff rooms/areas. We were able to give out 3 prizes. Miami Children's Facility was 1st place and won \$500. La Garderie Arc-en-Ciel was 2nd place and won \$300. TLC Daycare was 3rd place and won \$200.

Our annual workshop was held on April 20th in Carman. We offered 5 different workshops. The workshops we offered were:



REGIONAL BRANCH REPORTS *cont'd*

Best Choices: Ethics Part IV, The Great Outdoors - facilitated by Kim Hanna, Risk - facilitated by Marc Battle, Music in the Community - facilitated by Kim Hanna and Marc Battle, and Wee Hands - facilitated by Karen Cairns. There were a total of 66 participants that day.

Thompson Region

Chairperson: Janet Wheaton

Vice- Chair: Barb Carlson

Secretary: Bonnie Caddy

Treasurer: Terri Tretjak - resigned

Bridges: Vanessa Fitzpatrick - resigned

Members at large: Palwinder Deol, Crystal Chubb, Thi Minh Duong, Anne-Marie Bosters, Brenda Gornik (resigned)

In the spring our region hosted a movie night, 36 people were in attendance and the viewed "Meeting the Challenge Series": Children Who Use Challenging Behaviours

On April 18th MCCA partnered with the University College of the North Early Childhood Education program to offer a family night and practicum appreciation night. This was well attended by all child care program staff, parents and children. Each child care program received a plaque in appreciation for providing a placement for the students attending the Early Childhood Education program at University College of the North.

We celebrated Week of the ECE by hosting a bowling and pizza night, 29 members were in attendance.

The children and staff of T2 Thompson Toddlers Day Care held their 1st Annual Outdoor Challenge June 21 – 25. The parents donated or loaned tents, tarps, umbrellas, etc. and a few helped set up the area to make the week even more incredible. This was an interesting experience for everyone involved because we ate, slept and played outdoors – rain or shine while the centre was open!

On Sept. 7, 2013, T2 Thompson Toddlers Daycare Inc. took part in the first time fundraiser for Cancer Society "Terry Toddle" for Cancer. The child care program raised \$2113.45. Plans are to make this an annual event.

Westman Region

Acting Chairperson: Deanna Way (October to current)

Chairperson: Tara Mills (stepped down in October)

Vice Chairperson: Anna-Kay Gordon (stepped down at AGM in May)

Acting Vice Chair - Deanna Way (May to October) and the position was vacant for the rest of the year.

Treasurer – Melanie Maxwell Heinrichs (stepped down at AGM in May) Bev Sanderson (June to current)

Secretary: Becky Gable

Members at Large: Janet Berezowecki, Nancy Smith and (effective May 2013) Melanie Maxwell Heinrichs



TREASURER'S REPORT

Chairperson: Sheila Argue

Committee members: Ray Desrochers, Kim Perring, Tracy Cosser, Brenda McCarthy, Angela Hanischuk

MCCA Staff: Kathleen Hockley & Pat Wege

This past year our finances stabilized and we were able to avoid a projected deficit in 2013. The parent fee and operating grant increases to child care facilities in 2012 and 2013 means there was more money for professional development, and the additional conference and workshop revenue, along with some belt tightening and hard work by MCCA staff are the main reasons we were able to avoid a projected deficit in 2013. MCCA is entirely self-funded, and relies on membership and event revenues to fund our programs and services.

Our membership is stable with an average of 3900 in 2013. MCCA is your leader in advocacy. We need your input in order advocate on your behalf about the current needs or any developing issues in our profession. Thank you for your time taken to answer surveys or send us an email. We ask questions, we listen and we always try to act in the best interests of our members. Our association provides you with high-quality conferences and workshops, maintains a top of the line resource library for you and continues to link together the early childhood

education field by using your dues in a way that best benefits our profession.

Without your membership support, MCCA would not be able to achieve our mission or meet our goals. Thanks for supporting our work and recognizing that an MCCA membership is a valuable asset to enhance all aspects of your professional life.

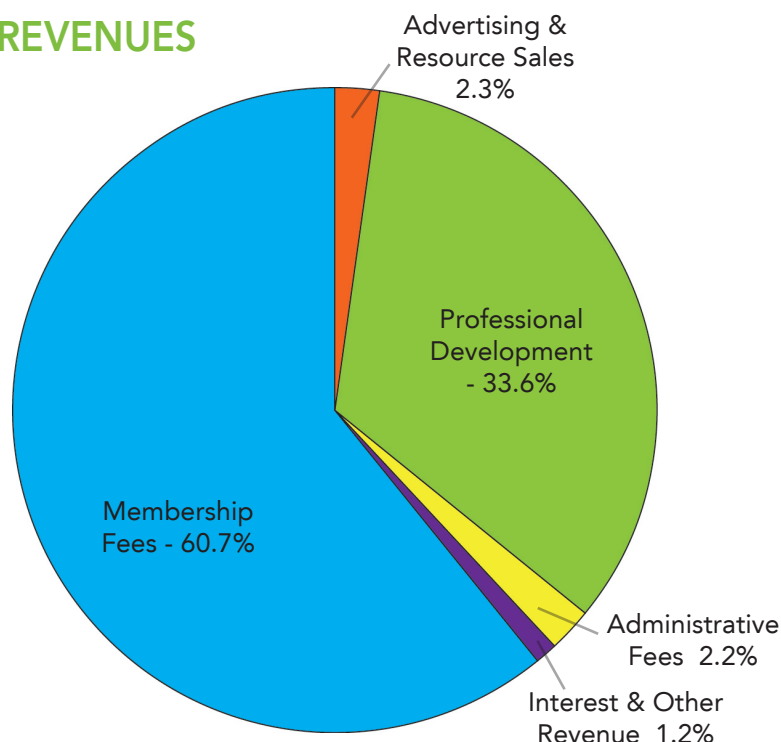
Our long term financial advisor, Ray Desrochers has retired this year and will no longer advise MCCA on financial matters. We are thankful for his thoughtful and knowledgeable support through the years. We hope to have our new financial advisor in place by April of 2014.

Kathleen Hockley, our finance and accounting manager, has worked hard this year to keep our financial information correct and up to date. A lot of preparation and work was done for the audit and our budget. Thanks, Kathleen! Thanks to the Finance Committee for their hard work, skilled decision making and valuable input throughout my third year on the board of directors.

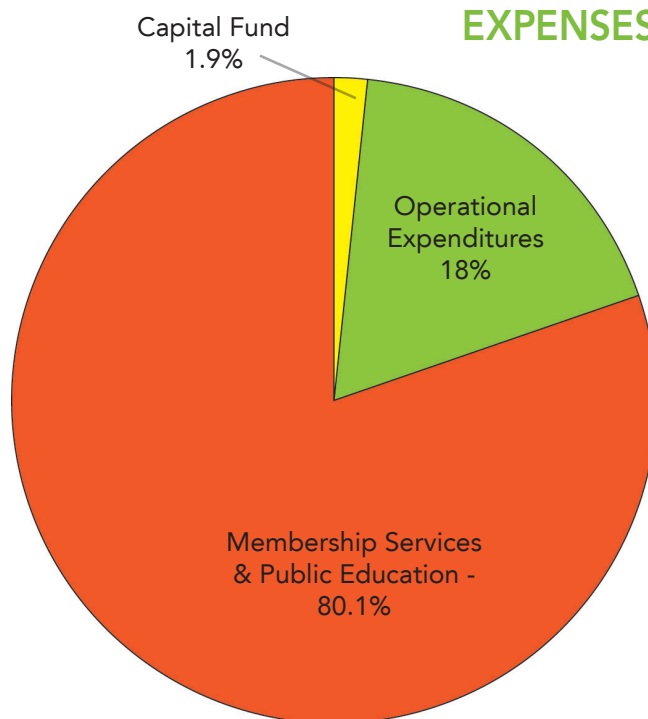
Thanks to the other members of our Board for their dedication to our profession. I'd like to extend a special thank you to Pat Wege and all the MCCA staff for their support and helpfulness this year and every year. The MCCA staff have been innovative in making the best use of our resources and are always cost conscious of purchases made to benefit the membership.

2013 REVENUE & EXPENSES

REVENUES



EXPENSES



OUR MEMBERS

Full Time/ Part Time	From Previous Year	December 2013	December 2012
Professionals	↑	1636	1571
Child Care Assistants	↑	1315	1272
Associates	↑	136	119
Students	↑	35	32
Facilities			
Full/Part Time Centres	↓	480	482
Family Child Care	↑	337	333

MORRIS INSURANCE BROKERS

Liability Insurance Programs Through MCCA

Another year has passed and the insurance program continues to deliver quality coverage and service to both child care centres and family child care providers. Our dedicated MCCA insurance team maintains a commitment to excellence to ensure that all of our clients receive the coverage they require and the attention they deserve.

Overall enrollment numbers are consistent with the past few years with the one exception being the Directors and Officers liability program. We are pleased to have seen a 7% increase in the number of centres opting to carry this coverage. We strongly recommend that every centre purchase this affordable protection for their board members.

We continue to monitor claims service closely to ensure that the high standards we have set over the years continue to be the benchmark for all future claims. We are pleased with the positive feedback received from family child care providers and child care directors when reviewing their claims experience.

Dave and Brian continue to visit numerous centres and enjoy the opportunity to speak with as many clients as possible.

The MCCA insurance program continues to provide the stability, coverage and service we have all come to expect and we look forward to another successful year in 2014.

If there are any questions or concerns regarding the program, please feel free to give our Charleswood Office a call at 204-885-7582.

**Brian Kelly, Dave Morris
& Your MCCA Insurance Team**



PROFESSIONAL DEVELOPMENT EVENTS

The professional development events were well attended in 2013. MCCA strives to bring its members high quality workshops, seminars, and conferences. We appreciate those who attend, provide feedback and suggestion future professional development events.

Event	# of Participants
Winter workshop series	684
<i>UNLEASH your mind</i> MCCA's 36th Early Childhood Education Conference	1162
MCCA's 14th Annual Director's Conference Leadership: Lessons for Leading Elkhorn Resort & Conference Centre	92
Fall workshop series	1059

In addition to the professional development events MCCA hosted we also organized 7 personalized professional events for the following centres/organizations:

- Parent/Child Coalitions – January 2013
- St. James Directors Support Group – March 2013
- Gillis Play & Learn Centre – March 2013
- Horizon's Children's Centre – June 2013
- Horizon's Children's Centre – October 2013
- Linden Meadows Child Care – November 2013

In addition to these events there were many professional development events hosted by regional branches throughout the province.

CELEBRATING WEEK OF THE ECE

This year a 50's Night Bingo Bowling was planned and Rumor's Comedy Night!



Minister Jennifer Howard signs the 22nd Annual Week of the Early Childhood Educator



The Proclamation



All dressed up for the 50's night Bingo Bowling at Academy Lanes



Waiting for the comedian to come on at Rumor's Comedy Club

UNLEASH *your mind*

MCCA'S 36TH ANNUAL PROVINCIAL CONFERENCE

Here are a few pictures from the conference.



14TH ANNUAL DIRECTORS CONFERENCE

LEADERSHIP: LESSONS FOR LEARNING

The Directors Conference was held at the beautiful Elkhorn Resort & Spa in September. 92 Directors, Assistants Directors, and Supervisors attended this event. David Hartley was the speaker for the two day event.





COMMITTEE REPORTS

Board Operations and Development Committee

Chairperson: Wanda Bruenig

Committee Members: Lois Johnson, Jodie Kehl, Caryn LaFlèche, Julie Morris

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 2013, the committee:

- Reviewed the by-laws to ensure that they were current and up to date
- Reviewed policies, creating some new ones and amending others throughout the year
- Secured a slate of nominees for the 2013/2014 Board of Directors

Child Care Benefits Committee

Chairperson: Jodie Kehl

Committee Members: Julie Morris, Kim Perring, Marita Rempel, Laurinda Neyron, Debra Rempel-Page, Karen Ohlson, Diana Metrik, Sharon Allen; the committee said good-bye to Maxine Balbon, who retired in 2013

MCCA Staff: Pat Wege, Kathleen Hockley

The Child Care Benefits Committee is an advisory committee to the Board of Directors. It is responsible for providing background information and making recommendations to the Board of Directors on the establishment, management, coverage and plan review for all MCCA insurance programs.

In 2013, we commemorated our relationship with Morris Insurance Brokers. At MCCA's 36th Annual Conference (Awards Banquet), MCCA was pleased to honour Morris Insurance with the very first "Friends of Child Care Award". This award recognizes and celebrates the long standing relationship between the Association & Morris Insurance Brokers.

Dave Morris and Brian Kelly continue to be extremely active in visiting programs and supporting centres. In February 2013, they were the invited hosts of one of MCCA's Lunch and Learn sessions. This was a great opportunity for Directors to hear about the liability insurance program, ask questions and

network with Dave & Brian. There was no increase to either the Family Child Care Providers' or Centres' liability premiums for 2013. In addition, there was no increase to the Directors & Liability premium for the year.

Our Group Benefits Plan under HealthSource Plus (HSP) continued to grow this year with an increase of 61 members since December 31, 2012. Under the guidance and expertise of Rob Carducci, Partner/Senior Benefits Consultant, and Lorna Struch, Client Manager, the Child Care Benefits Committee remained vigilant in overseeing the plan.

Cost containment of the plan is a fundamental priority of the committee. 2013 saw a 0% increase to the plan for its members. Over the past 4 years, on average, the plan has only increased by 1.45%!

In collaboration with HSP, the committee continues to be innovative with the overall design of the plan. Components such as extended health and dental care for retirees, flexible options, and wellness initiatives are being examined to ensure our members have a comprehensive plan.

Thank you to all committee members for the passion and expertise that they bring.

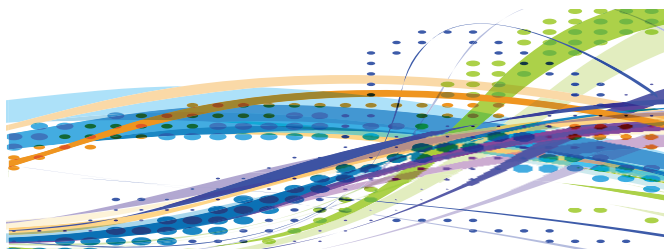
Conference Committee

Chairperson: Marilyn Valgardson

Committee Members: Sheila Argue, Val Comack, Cindy Lamoureux, Kisa MacIsaac, Adam Manicom, Joanne Mitchell, Lynda Raible, Bernadette Rozybowski, Tracy Slonowski, Lisa Viewig left the committee in June and we welcomed returning member Darla Croall and a new member Melodie Meakin in September.

MCCA Staff: Karen Houdayer

The 2013 Conference Committee once again would like to thank you for providing us with your feedback and evaluations as we prepared for the 2013 conference, "**UNLEASH Your Mind**". We used many of your suggestions to help make the event a more meaningful experience. Hosting an event like our conference each year is no small feat. We begin by meeting in June, only 2 weeks after the conference to review and evaluate and then begin planning the slate of workshop sessions and presenters in August. Going forward from then, we meet monthly to plan and prepare for your arrival. This year we hosted speakers who were full of energy and enthusiasm, who inspired and challenged our thinking and who really encouraged us to be open-minded, problem solve and generally think "outside"



COMMITTEE REPORTS *cont'd*

the box. We were truly asked to **"UNLEASH Our Minds"**. I have heard from many delegates that they came away from conference excited and refreshed and ready to take on the demands of their jobs again. It makes me happy to know that we have reached our goal – to provide our delegates with something to make their job a little bit better.

As in the past, each year we try to offer something new and exciting and 2013 was no exception. The conference brochure was reformatted and had a different look, we hosted a 2 day Institute on pedagogical practice, there was even a fun evening of conference games. We had first time presenters and many new topics. I can say without a doubt that the folks that volunteer on the Conference Committee and MCCA's Professional Development Manager and our leader, Karen Houdayer, are always up for change and ready to try something new. While we value change and new things, we also recognize some of the tried and true presenters and topics that you ask for over and over and so we included those for you as well. We hope that your 2013 conference experience was a memorable one and that you had a chance to **"UNLEASH Your Mind"**

We look forward to hosting you at the 2014 conference,

Wisdom begins with Wonder.

Editorial Committee

Chairperson: Brenda Bachinsky

Committee Members: Cathy Addis,
Bonnie Brown

MCCA Staff: Karen Houdayer

MCCA's Editorial Committee is dedicated to offering publications that ignite its readers' passion and enthusiasm for Early Learning and Child Care.

What better way to find inspiration and to reconnect ourselves through a celebratory spring edition, "Celebrating Us!" We honoured ourselves as ECEs, acknowledged achievements within the field of Early Learning and Child Care, reminisced on the history of MCCA, and remembered why we do the job we do.

When was the last time you laughed, like a real belly laugh? Our Summer 2013 issue, "Humor & Laughter", encouraged us to bring humour back into our lives and remember it's ok to have fun in the work place and that there IS power in play!

"Celebrate Our Sameness, Honour Our Differences", our fall issue, focused on diversity and culture. We asked readers to reflect on the importance of diversity within their programs, what it may look like and how to celebrate and embrace the differences that already exist.

We wrapped up the year looking for ways of "Nurturing Your Head & Heart" with the winter edition, Emotional Wellness. This gave all members insight into ways in which to fulfill their lives in correlation with their beliefs and values.

Thanks to all the contributors for sharing their time, knowledge and insight through varying articles during the 2013 year. As always, thank you to the committee for being so enthusiastic and diligent in finding topics that keep our readers interested. Finally, thanks to Karen for providing support and leadership to our committee.

Did you know that MCCA is celebrating its 40th Anniversary in 2014? Stay tuned for upcoming excitement in *Bridges*!

If you are interested in joining this committee, please contact Karen Houdayer, Professional Development Manager at Karen Houdayer at khoudayer@mccahouse.org or 204-336-5062.

Ethics Committee

Chairperson: Michele Grant

Committee Members: Sharon Balasko, Janet Berezowecki, Sheila Bogoch, Mariella Carr, Jenn Cullen, Heather Deamel, Melanie D'Souza, Christine J.Enns, April Kalyniuk, Monica Lytwyn, Donna Riddell, Kisa MacIsaac, Mandy Plett, Sina Romsa, Tracy Smith, Cecilia Speers(resigned), Keri Waterman, Barbara Wierckx

MCCA Staff: Karen Houdayer

To fulfill our responsibility to the organization and the membership, dedicated committee members continued to assess and develop creative ways to engage the early childhood care and education field in the discussion of ethical decision making. The *Best Choices: The Ethical Journey* workshops were offered both in Winnipeg and throughout the province, committee members contributed articles regularly to *Child Care Bridges*, an informational insert was placed into the conference delegate packages and members were invited to participate in a "games" night at the annual MCCA Conference. We review all workshop evaluations and surveys looking for ways to bring the membership together to discuss beliefs, values and ethics in today's busy world.

Recognizing the importance of self-assessment, committee members look for ways to strengthen their personal understanding. Through regular debriefing we identified specific areas of interest for professional development. At the renewal session this past fall Melenie Olfert, the Diversity and Intercultural Training Program Coordinator for Manitoba Start spoke to our group and gave us concrete suggestions on the ways we can meet the language needs of our workshop participants.





COMMITTEE REPORTS

The committee continues to follow our work plan to meet our goals and complete all of the work we have assigned for the year ensuring we *advance the integrity of the early childhood field by promoting ethical practice.*

Family Child Care Committee

Chairperson: Cheryl Tremblay

Committee Members: Karen Holyk, Christa Greaves, Michelle Normandeau, Shannon Trickett, Mieke Wernham

MCCA Staff: Teresa Capizzi

The committee members completed work on the 2014 calendar and began work on the 2015 calendar. We discussed the possibility of planning a Family Childcare Resource evening but felt our committee was too small so we began actively attempting to recruit new members to join our committee. We will continue to work on the resource calendar and address any family child care related issues or concerns that arise in the coming year.

Public Policy and Professionalism Committee

Chairperson: Janice Delf

Committee Members: Ron Blatz, Wanda Bruenig, Tracy Cosser, Fernanda Hodgson, April Kalyniuk, Jodie Kehl, Caryn LaFlèche, Julie Morris, Laurinda Neyron

MCCA Staff: Pat Wege

The Public Policy and Professionalism Committee has had a busy but productive year. We strongly encouraged all the members and community to participate in the Government of Manitoba's Public Consultation to ensure that government heard that early learning and child care is valued, important and a public priority. We also had lengthy discussions with Deanne Crothers and Minister Kevin Chief to identify problems, solutions and priorities for early learning and child care. The Public Policy and Professionalism committee felt that their participation was essential to help the government develop a multi-year plan for early learning and child care.

PPPC strongly advocated for a positive provincial wage scale for all individuals in the child care profession. This committee felt very strong about ensuring the Minister was aware that the child care community expected market competitive wages. We strongly recommended the provincial wage scale be indexed annually and the need for wages to remain competitive and the

funds be available to recruit, retain and fairly compensate all personnel in the child care field. Centres who were members received a copy of the Market Competitive Salary Scale and it was available on the MCCA website.

Every year MCCA forwards recommendations for Early Learning and Child Care in Manitoba to the Minister Of Family Services and Housing.

Our committee partnered with the Child Care Coalition of Manitoba to develop a joint sign on letter addressed to the Hon. Kerri Irvin-Ross, the Hon Kevin Chief and MLA Deanne Crothers. We invited groups and individuals to sign on to our recommendation that Manitoba establish a commission on an integrated early learning and child care system for Manitoba, with the mandate and resources to develop and propose a multi-year plan for early learning and child care.

Throughout the year PPC has also paid close attention to all the changes within the education system that may pose complication for the child care field, such as full day kindergarten. Ongoing communication with the education system has occurred to ensure the concerns of our field are known.

Our group will continue to be very busy as the challenges of providing quality Early Learning and Child Care grow and the need for our voices to be heard and acted upon never cease to exist.

Awards Nomination Committee

Chairperson: Caryn LaFlèche

Committee Members: Teresa Capizzi, Fernanda Hodgson, Karen Houdayer

This committee is a sub-committee of the Public Policy and Professionalism Committee and meets in March to review all of the submitted nominations for the MCCA awards. The committee reviews each nomination, scores the nominations and then recommends a slate of recipients to the Board of Directors.

The committee also ensures that the nomination process is effective and that the nominations are accurate on a yearly basis.

The committee also recommends potential recipients for the Children's Services Recognition Award and Caring For A Living Award. The committee will also set the criteria for any new awards.



COMMITTEE REPORTS *cont'd*

A new award which was created this year was the Friends of Child Care Award, which honours an individual or group whose achievements have promoted the MCCA's mission and/or vision and partnered with MCCA on events or programs which enhance the development of quality child care as a service and as a profession. The first recipient of this award was given to Dave & Nancy Morris of Morris Insurance Brokers.

Retirement Plan Advisory Committee

Chairperson: Jodie Kehl

Committee Members: Julie Morris, Caryn LaFlèche, Lois Johnson

MCCA Staff: Pat Wege, Kathleen Hockley

The mandate of this committee is to oversee MCCA's grouped RRSP and SMPPP for MCCA centre members and make recommendations to the Board of Directors. The purpose is to ensure that both plans are managed in accordance with the best practices and guidelines recommended for Capital Accumulation Plans.

In 2013, the committee continued to work in partnership with, and under the expertise of, People Corporation (Andrea Kreutzer, VP Group Retirement Solutions) and Industrial Alliance (Eric Baron, Customer Relations Manager).

An annual pension committee meeting was held in December 2013 where the committee reviewed the record keeping of Industrial Alliance and ensured all governance checklists were complete.

In addition, the committee has worked closely with the advisors to develop communication regarding the Manitoba SMPPP/pension legislation. This has been shared with all MCCA members so they are informed of the fiduciary duties of employers as a sponsor of an SMPPP or pension plan.

A heart felt thank you to the Retirement Plan Advisory Committee members for their contributions.

School Age Committee

Chairperson: Brenda Still

Committee Members: Candice Bell, Mariella Carr, Szilvie Carriere, Francene Perehinec, Balwinder Khangura, Suzanne Otte

MCCA Staff: Teresa Capizzi

The MCCA school age committee members are early childhood educators (ECE) that work in school-age child care programs throughout the city of Winnipeg. Our meetings are a time to network, gain support from other professionals, and learn about current issues related to school age child care. This year some of the topics covered were Commit to Kids, Essential Touch in School-Age, Nature Education, and Groove Education. Our meetings occur primarily at MCCA, but this past year we met at two centres in Winnipeg: Discovery Children's Centre, and Voyageur In-school Program.

Our members make their expertise in the area of school-age child care known beyond the committee. This past year the Child Care Human Resources Sector Council published a School-Age Care Profile, an addendum to the Occupational Standards for Early Childhood Educators. Szilvie Carriere, a member of the school-age committee, contributed to the publication. As well, Brenda Still represented the committee at one of the public discussions, "Starting Early, Starting Strong," hosted by Kevin Chief, Minister of Children and Youth Opportunities and Chair of the Healthy Child Committee of Cabinet that was held at MCCA.

The School-age Resource Evening took place on November 13, 2013 at the Victoria Inn. The committee chose to reduce the number of presenters from five down to four. This gave each presenter more time for their presentation. This year the topics that were covered were: Supporting Mental Health in Children, by Laurie McPherson; Aggression and Anger Management, by Joanne Brown; Staffing Dynamics of School Age Care, by Brenda Still; and Outdoor Nature, by Mariella Carr. The committee was encouraged by the fact that this event was sold out. This past year the School Age Committee approved a motion to allocate excess funds to be transferred to general workshop or conference revenue for MCCA. In 2013 \$2,512.00 was transferred.





CONGRATULATIONS

On May 24th, 2013 as a part of MCCA's "UNLEASH Your Mind!" Early Childhood Education Conference we celebrated the accomplishments of colleagues by honouring them at the MCCA Awards Banquet.

Dr. Gretta Brown Scholarship Award

Ouerdia Haddadi (Université de Saint-Boniface)

Dr. Gretta Brown Scholarship Award

Melody Seaton (Red River College)

Exceptional Family Child Care Provider Award

Floura Kothari

Exceptional Caregiver Award

Kathy Galbon (S.P.L.A.S.H Child Care Inc.)

Exceptional Early Childhood Educator Award

Michelle Kymanick (O.K. Before & After School Child Care Centres Inc.)

Leader of the Year – Donna Freeman
(Discovery Children's Centre)

Once again we honoured those MCCA members who have reached career milestones for 5+ years working in the child care industry. Individuals submitted their names and years of service for recognition and received flowers and a special award service pin.

5 Years

Melony Frieze (Souris Co-op Day Care)

10 Years

Jadcquie Friesen & Val Podobni (Souris Co-op Day Care)
Cassandra Acland (Fines) (Day Nursery – Kennedy Unit)

20 Years

Allison Ritchie (Westend Day Nursery)

25 Years

Suzanne Otte (Garden Grove Child Care Program)

We also recognized MCCA Board Member Maxine Balbon (family child care provider) who after 29 years retired in August 2013.



OUR THANKS

The Manitoba Child Care Association graciously acknowledges the support and financial assistance provided for the 2013 "UNLEASH Your Mind!" Early Learning and Child Care Conference.

- Canadian Union of Public Employees
- HealthSource Plus
- Industrial Alliance
- Manitoba Family Services & Labour
- Morris Insurance Brokers
- To the numerous businesses and organizations who donated services and products for our silent auction which was held during our awards banquet.



MCCA PARTNERSHIPS

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
ECE Training Institutions
Educaring Committee
Healthy Child Manitoba
The Manitoba School Boards Association
Manitoba Early Learning and Child Care
Provincial Council of Women
Provincial Healthy Child Advisory Committee
Child Care Regulatory Review Committee