

2012



Annual Report



**Manitoba Child Care
Association**

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Winnipeg, Manitoba R2V 4J6
Ph: 204-586-8587 or Toll Free 1-888-323-4676
www.mccahouse.org



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 Skaftfeld

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 – Kim Perring

Member at Large – Maxine Balbon

Member at Large – Lois Johnson

Member at Large – Tracy Cosser

Financial Advisor – Raymond Desrochers



Regional Chairpersons

Central Region – Janice Delf

Interlake Region – Tami Karsin

Parklands Region – Florence Burdeny

South Central Region – Kim Riehl

Thompson Region – Janet Wheaton

Westman Region – Tara Mills

MCCA STAFF

Pat Wege, *Executive Director*

Karen Gander, *Professional Development Manager*

Doug Yaholkoski, *Finance & Accounting Manager (Jan.-Oct.)*

Kathleen Hockley, *Finance & Accounting Manager (Nov.- Dec.)*

Teresa Capizzi, *Professional Development Administrator*

Dianne Jones-Pearson, *Records & Registration Assistant*

Lisa Maloney, *Administrative Assistant*



Kathleen Hockley joined MCCA in November 2012 as the Finance & Accounting Manager.

EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

Pat Wege, Executive Director & Julie Skaffeld, President

The Manitoba Child Care Association is a voluntary professional association for the early learning and child care workforce in Manitoba. We work for our members to promote child care as a profession and the advantages of a public investment in developing a system of high quality accessible and affordable child care services. MCCA is proud to be the largest provincial child care organization in Canada and an affiliate of the Canadian Child Care Federation. We continue to be at the forefront of the explosive growth and changes happening in early learning and child care and we are pleased to provide this Annual Report, which showcases our achievements and milestones in our 38th year of operations.

Neuro-science has raised the profile of the early years, and the pressure on service providers and the organizations that support them has increased exponentially. Child care is in transition and all those involved in early learning and care have to know more, learn more, do more. That's why an MCCA membership is an investment in your credibility as a professional, and in your personal career development. MCCA keeps our fingers on the pulse of advances and changes in the industry and gives you access to the resources and information you need to 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 to be successful.

Do you know that six provinces in Canada have already introduced a professional development requirement for Early Childhood Educators, in addition to the base ECE diploma or degree? Manitoba is not yet one of them, but we are certain this is on the horizon and is an initiative we would encourage and support. Many provinces have also developed policy frameworks for early learning, that include child care as part of education and full day learning programs for four and five year olds. These changes will eventually be introduced here in Manitoba and we must be ready to adapt to ensure the best outcomes for children and families remain at the heart of all matters.

A great change is coming over childhood in the world's richest countries. Today's rising generation is the first in which a majority is

spending a large part of early childhood in some form of out-of-home child care. At the same time, neuro-scientific research is demonstrating that loving, stable, secure, and stimulating relationships with caregivers in the earliest months and years of life are critical for every aspect of a child's development. Taken together, these two developments confront public and policy makers in OECD countries with urgent questions. Whether the child care transition will represent an advance or a setback – for today's children and tomorrow's world – will depend on the response.

The Child Care Transition, UNICEF 2008

MCCAs highlights for 2012 include progress and enhancements in our key focus areas:

1. To have all members know and understand what MCCA does and be engaged in the direction of the Association:

In 2012, in addition to four issues of Child Care Bridges, our website, and Annual Report we created a new "Members Guide" that explains what MCCA does, the benefits of membership, what services we offer to members, how to borrow resources from our library and much more. We also have a separate "Regional Members Guide" especially for those located outside of Winnipeg. Our Executive Directors Guide is updated annually and mailed to all centres that are members of MCCA. All member guides are available for download on our website. We introduced a "What's New" page for Child Care Bridges, to inform our members on what MCCA is doing on a regular basis.

2. To create a respectful and inclusive relationship between education and early learning and care sector, working together to promote early human development and healthy communities.

MCCA is recognized by leaders in the education system as the voice of the child care sector in Manitoba and our representatives are invited to attend meetings and consultations on topics we have in common. As an example, we recommended to the Oversight Committee responsible for the reduced class size initiative that child care programs occupying surplus school space not be displaced.





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

3. To advocate for a high quality early learning and child care system in Manitoba.

Child care centres and family child care providers were pleased to receive a funding increase in 2012. This was one of many of our recommendations made annually to the Government of Manitoba. It is encouraging that the province announced in advance there will be another funding increase in 2013, and one we expect will help close the gap between current and market competitive compensation. MCCA makes annual recommendations to Government, writes letters on issues, arranges meetings with policy makers, participates on many external committees in order to promote child care as a service and a profession. We are recognized as the "voice" of child care in Manitoba and are often in the media and contacted by the public for information.

4. To provide a wide variety of professional development opportunities across Manitoba.

MCCA is well known for our fall and winter workshops, annual conferences and financial support to regional branches for local professional development. We will also help bring professional development to your door, for child care centres that need help with onsite professional development events. Recognizing that child care

funding is tight, we work hard to keep the cost of our events low so participation is affordable. In addition we also:

- Published our Market Competitive Salary Guideline Scale for Early Learning and Child Care Centres 2012.
- Established a new Pension Plan Advisory Committee, to ensure oversight of the SMPPP we make available to members is in compliance with Capital Accumulation Plan Guidelines.
- Participated in the consultation on wages announced by the Province of Manitoba, as the first step in developing standardized wages for the child care workforce.
- Continued to meet our objective to introduce cost containment measures into our group benefits plan with HealthSource Plus.

As you read this annual report, we hope you will be as proud as I am of the accomplishments of our organization due to the wisdom and leadership of our Board of Directors, volunteers, regional branches, and employees. A strong membership base enables us to concentrate on our mission and provide a wide range of programs. Our success depends on your support! Thank you!

DIRECTOR OF BRANCH SERVICES REPORT

Tami Karsin

As Director of Branch Services on the MCCA board, each day is a learning experience for which I am privileged to be working alongside the MCCA staff, board members and regional volunteers and has been very rewarding for me personally and professionally. The MCCA staff and Board of Directors work endlessly to ensure that as members, our voices are heard in regards to wages, benefits, pension, licensing regulations and the list goes on. We are lucky to be part of such a proactive professional association.

The active MCCA Regions of our province consist of Parklands, South Central, Interlake, Central, Thompson and Westman. We have two inactive regions (Eastman and Norman). These regions flourish only with dedicated volunteers who take the time to plan events within their local communities. The active regions

have done a great job this year offering many professional development opportunities as well as celebrations for special events. MCCA ensures that the members of the inactive regions also have the opportunity to attend professional development in their own regions by organizing at least one event for them each year.

Be a proud member by making an effort to stay informed. Read your **Child Care Bridges**, check out the MCCA website regularly and make sure the MCCA office and your local regional board have your email address so they can share information with you. In this day and age of technology, email and internet are the way to stay in the loop!

I look forward to 2013 and another year of serving in my position as Director of Branch Services.



REGIONAL BRANCH REPORTS

Central Region

Chairperson: Janice Delf

Treasurer: Lori Carpenter

Secretary: Shari Clements

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



In 2012 the Central Branch hosted several activities throughout the year. Our region hosted three evenings of training for anaphylaxis and asthma through our local Public Health department. On March 13th, 19th and April 3rd. On these same evenings our local dietician, Janelle Botterill came and spoke on nutrition and healthy cooking/lifestyles.

On Saturday April 14, we provided an opportunity for child care professionals to attend a full day workshop and offered "Handle with Care: Building Block 2" in the morning followed by "Beautiful Stuff –Learning with Found Materials" in the afternoon. Michele Grant was the facilitator for both workshops and a total of 19 participants were in attendance.

On April 27th we celebrated Week of the ECE at the Royal Canadian Legion in Portage with 29 ECEs and CCAs in attendance. There was a meat draw and door prizes provided.

On June 6, 2012 Ethics Part IV was offered to a small group in Gladstone. Guides for this workshop were Barb Weirckx and Lori Carpenter.

Our region also ventured to try a different form of professional development by purchasing books written by Jon Gordon and the video from the Ooey Gooey Lady "If Today Was Your Only Day". We now have some copies of the Energy Bus and the No Complaining Rule in our region if members would like to borrow them. We had a Book Club night at the Café on Prince to talk about the Energy Bus and will host another night to focus on the No Complaining Rule.

This year two members of our region were recognized at the Awards Banquet at the Provincial MCCA Conference in Winnipeg. Carrie Rose received recognition for 15 Years of Service and Janice Delf received recognition for 20 Years of Service.

In the fall we organized a professional development day and offered the Handle with Care Building Block 4 workshop in the morning and a wellness session on massage therapy in the afternoon.

Our region is always looking for new members to join our regional board. We continue to meet in the evenings and would like to see more people around the table to network with and share their insight into opportunities that we can provide for our members. We look forward to the new year and let us know what we can do for you by email wedc8010@mymts.net or by phone 204-857-8910.

Eastman & Norman Region

Requires new volunteers for regional board.

Although these two regions do not have an active board, professional development events were planned for each region in 2012.

On Saturday March 29th, 29 members of the Eastman region had the opportunity to spend the day with Marc Battle. He presented two workshops that day, "The Background Noise" and "Play Stories", and as always his workshops received rave reviews. We want to thank Marc for stepping in at the last minute to provide the afternoon workshop.

On Saturday October 13, 2012 Gretchen Kinnell (a favourite conference presenter) made her way to The Pas, MB to present "Building Our Skills To Build Children's Skills" to our Norman members. 32 participants were in attendance that day and all the evaluations came back with 100% kudos for Gretchen.

On Monday, October 15, 2012 Ruth Lindsey-Armstrong facilitated "Making Sense of Science" to members in our Eastman region. Ten people were in attendance at the workshop.

Interlake Region

Chairperson: Tami Karsin

Vice Chair: Cynthia Thomsen

Treasurer: Sharon Waluk-Green

Secretary: Lori Malcolm

Members at Large: Nienke Schutz-Kolster

Another year has come and gone and our MCCA Interlake region has had a successful year providing professional development to our members and some non members as well.

Our Spring Mini Conference was held April 28/12 in Stonewall at the Stonewall Children's Centre





REGIONAL BRANCH REPORTS *cont'd*

and Starting Blocks. Thank you to the staff of those two centres for doing such a great job hosting these events. The workshops offered were Behaviour Basics and 1 2 3 Play with Me (Donna Tom-Brannan), Preschool Nutrition (Anna Pohorecky) and Handle with Care Building Block #1: Trust Between the Practitioner and Child (Michele Grant). We had a wonderful Subway lunch, snacks and refreshments throughout the day and some draws for door prizes. We also held our Annual General Meeting during the lunch hour. All of our board members chose to remain on for another year, what a great group of volunteers to work with; you all did such an awesome job!

The region had organized a presentation by Priti Shaw on How to Deal with Difficult People and Employees which was geared toward directors and supervisors. It was held in Stonewall at Stonewall Children's Centre on October 19th. We had 20 participants and they said that they were able to take a lot away from this presentation.

On October 27th we enjoyed a full day with Marc Battle discussing the topics of: The Risk of No Risk and Natural Play Spaces. A wonderful presentation by Marc as always! This event was held in Winnipeg Beach and was very well attended with over 80 participants. We had morning refreshments and snacks throughout the day as well as a great lunch of homemade soup and sandwiches. We would like to thank Val Reykdal and Melori Kapuska for setting up and organizing the food for the day, as well as any of the other Winnipeg Beach staff that helped out. Thanks also to Riverton and Teulon for bringing the morning snacks.

This fall we also sponsored in part (by way of morning snacks and beverages) the Teacher Talk Training which was hosted in Gimli, MB. This event was facilitated by Darlene Devlin (Speech Pathologist IRHA).

Our Board of Directors are in the process of recruiting some new board members and trying to organize some committees (not necessarily on the board). We have our region's 10th anniversary coming in 2014 and we need a committee to plan this special event as well as other things we have been discussing. If you are interested or have question, please contact one of the board members any time!

Parklands Region

Chairperson: Florence Burdeny

Vice Chairperson: Natalie Archambault

Secretary: Brooke Pederson

Treasurer: Janie Inkster

Members at Large: Judy Chachula, Brenda Deneer, Gloria Korman, Francine Paul, Teresa Prokipchuk, Debbie Telfer, (Jessica Abraham and Caitlin Durston resigned in April 2012).

Our Annual General Meeting was held in May in Dauphin with a small attendance. This year the Parklands Board had some energetic board members who planned some amazing events.



On April 27th we held our third annual Week of the ECE Bowling night which was well attended. Many prizes were given out. Hope to see you next year.

On April 28th members in Swan River hosted a session on stress.

In November, board members planned a mini information night on the topic of child abuse. Pizza and pop were provided and the attendance was overwhelming. The information should be a help to all who attended.

Once again, thank you to all our program planners this past year.



REGIONAL BRANCH REPORTS *cont'd*

South Central Region

Chairperson: Kim Riehl

Vice Chair: Tracy Vandermeulen

Treasurer: Brenda Grindell

Secretary: Lisa Rey

Members At Large: Holly DeGraeve, Christine Grenier, Glenda Wiebe.

South Central's AGM and Annual conference was a great success held again at Carman Collegiate on April 21, 2012. We would like to thank everyone for their support and hard work.

The Region held a contest to allow centres the opportunity to enhance an area in their centre. TLC Centre in Carman received the funds to enhance their library area in the Toddler Room.

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)

On March 20, 2012, MCCA and UCN Year two ECE students worked in partnership to host a "Children's Healthy Eating" workshop. We had approx. 21 participants from local centres and family child care providers in attendance. The students invited a dietician from the BRHA as a guest speaker to talk about portion sizes, healthy choices and discussion of Canada's Food Guide. The second half of the workshop provided a hands-on component where participants were able to make their own healthy snack and make it fun, appealing and inviting to encourage children to try new foods.

During Week of the ECE, April 25, 2012 we hosted a bowling & pizza night evening, we had approximately 27 participants who attended this fun event.

On October 13, 2012 our region hosted a fall one day workshop "A Time to Grow". Donna Tom-Brannan facilitated two workshops: Child Care 101 and Team Building. We had approx.

35 participants who attended this professional development event. During this time we held our AGM and presented our 6th annual Cheryl Brockington Award. This year's recipient for this award was Terri Tretjak. Terri is the Director of KAO Daycare in Thompson, MB.



Westman Region

Chairperson: Tara Mills

Vice Chairperson: Anna-Kay Gordon

Treasurer: Melainie Maxwell-Heinrichs

Secretary: Rebecca Grabel

Members at Large: Pat Weertz, Jennifer Jonasson, Deanna Way, Janet Berezowecki, Debbie Phythian, Nancy Smith, Bev Sanderson

MCCA Westman was fortunate to be able to use Kokum's Early Enrichment Program for many of our meetings. KEEP graciously provided meals for everyone who attended our meetings. With a consistent location, date and time we hoped to see more members come out to the meetings, however, we continue to struggle with low attendance at the meetings.

With our small committee we were able to offer Best Choices Ethics Part I - IV to Westman members as well opening it to other regions. Ethics workshops continue to be in constant demand for our region and the most requested professional development workshop. We were able to work with ACC to provide extra sessions of Ethics I & II during the week by combining with the first and second year classes. This allowed many new ECEs to begin their ethical journey.

We are encouraging professionals in our region to send us proposals for professional development. We want to take advantage of our local talent as well as from other regions.

The current board is in their last year with their positions. Next year will see some new faces at the table.





TREASURER'S REPORT

Chairperson: Sheila Argue

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

MCCA Staff: Doug Yaholkoski & Pat Wege

This past year our registrations increased and the additional 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 2012. We were pleased about the funding increase to child care facilities in 2012, which meant there was more money to spend on professional development.

We were challenged by the unexpected departure of our Finance & Accounting Manager in the late fall of 2012. We welcomed Kathleen Hockley into the finance chair at the busiest time of year and thank her for working hard to bring our financial information up to date. It has taken a few months to get back on our schedule for the year.

With a membership of over 3800 strong in 2012 (2011 - 3809) MCCA will continue to be your

leader in advocacy, provide you with high-quality conferences and workshops, maintain a top of the line resource library for you and continue to link together your early childhood education field.

"The MCCA vision is 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. "

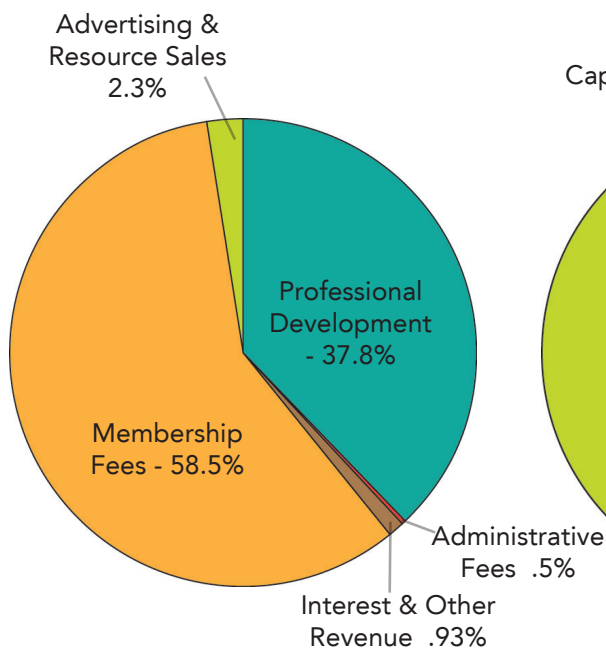
Without your fees and support, MCCA would not be able to achieve this vision or meet any of our goals. Thanks for supporting our work and recognizing that an MCCA membership is a valuable asset to enhance all aspects of your professional life.

I would like to thank the Finance Committee or their hard work, great decision making and valuable input through out my second year on Board of Directors. Thanks to the other members of our Board for their dedication to our profession.

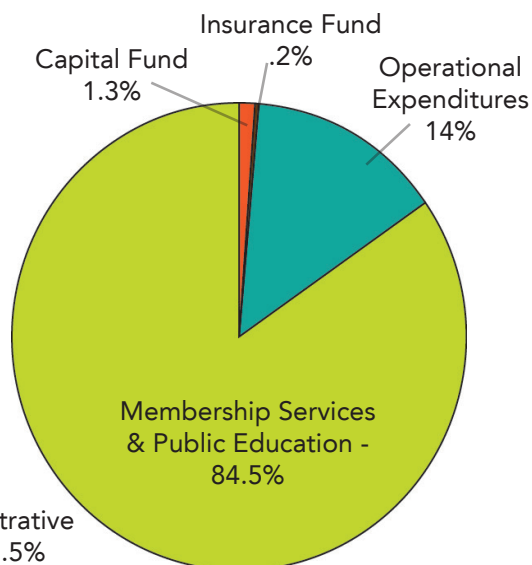
I would like to extend a special thank you to all the MCCA staff for their support and helpfulness this year and every year.

2012 REVENUE & EXPENSES

REVENUES

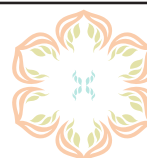


EXPENSES



OUR MEMBERS

Full Time/ Part Time	From Previous Year	December 2012	December 2011
Professionals	↓	1571	1587
Child Care Assistants	↓	1272	1434
Associates	↓	119	125
Students		32	32
Facilities			
Full/Part Time Centres	↑	482	472
Family Child Care	↑	333	320



MORRIS INSURANCE BROKERS

Liability Insurance Programs Through MCCA

Your insurance program continues to provide centres and family child care providers with excellent coverage and service. Our MCCA insurance team has maintained a commitment to ensuring that claims are handled quickly and efficiently and have been pleased at the positive feedback provided by many directors confirming that the level of service has been excellent.

At the end of December 2012 overall enrollment included 399 centres (some of which are multi-location facilities), 298 centres enrolled in the Directors and Officers Liability Insurance Program and 319 family child care providers. The overall program saw 31 new claims filed in 2012 which is consistent with the past couple of years.

One significant change to the program in 2012 was the mandatory introduction of Retail Sales Tax on insurance premiums which took effect on July 15, 2012. For more information, please visit the Government of Manitoba's website at: <http://www.gov.mb.ca/finance/taxation/bulletins/061.pdf>

Dave and Brian were able to visit approximately 20 centres this past year and look forward to more visits in 2013.

If there are any questions or concerns about the insurance program, we would be pleased to hear from you. You can reach us at our Charleswood office at 204-885-7582.

Dave Morris, Brian Kelly & your MCCA Insurance Team.





PROFESSIONAL DEVELOPMENT AND MEMBERSHIP EVENTS

The professional development events were well attended in 2012. MCCA strives to bring its members high quality workshops, seminars, and conferences at an affordable price.

<u>Event</u>	<u># of Participants</u>
Winter workshop series	883
Live. Learn. Play! MCCA's 35th Early Childhood Education Conference	1197
Striving For Excellence – 13th Annual Director's Conference	93
Fall workshop series	941

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

- Knox Day Nursery
- YMCA/YWCA of Winnipeg
- Magical Memories Learning Centre
- Growing Minds Child Care Centre
- Aboriginal Head Start
- Island Lake Tribal Council

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 we planned two bingo bowling evenings. This event is always popular and the theme this year was 80's night.



Dianne Jones-Pearson celebrates her 10th anniversary with MCCA.



Deanne Crothers presents a Member's Statement to the Manitoba Legislative Assembly on May 31, 2012.



Live. Learn. Play! MCCA'S 35TH ANNUAL PROVINCIAL CONFERENCE

Here are a few pictures from the conference.



13TH ANNUAL DIRECTORS CONFERENCE STRIVING FOR EXCELLENCE



"The Newbies" - first time Directors to the conference.



*On your mark, get set, go!
Directors in the Minute to Win It Challenge.*



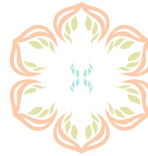
All decked out for the Mardi Gras social evening.





COMMITTEE REPORTS

Board Operations and Development Committee



Chairperson: Wanda Bruenig

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

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 2012, 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 2012/2013 Board of Directors

Child Care Benefits Committee

Chairperson: Jodie Kehl

Committee Members: Maxine Balbon, Julie Skatfeld, Kim Perring, Marita Rempel, Laurinda Neyron, Debra Rempel-Page, Karen Ohlson, Diana Metrik, Sharon Allen

MCCA Staff: Pat Wege, Doug Yaholkoski (resignation received in October 2012)

Our relationship with Morris Insurance Brokers (who saw a name change in 2012) remained steadfast. Dave Morris and Brian Kelly continue to visit programs on a regular basis. The program remained viable with over 16,000 children insured under the plan. Although there was a \$5.00 rate change for family child care, there was no change to centres' rates. Morris Insurance graciously donated a Winnipeg Jets Jersey for MCCA's Annual Conference, and sponsored a coffee break.

Our Group Benefits Plan under Health Source Plus (HSP) continued to flourish in 2012, with several new centres joining. The committee remained assured in the integrity and transparency of HSP. The reports, knowledge and detailed review of plan utilization reinforced the confidence in the plan. HSP's Winnipeg-based team was diligent in their communication with members sending out regular information flyers on plan pricing, e-claims remittances and Claimsecure updates. The committee distributed a member survey in March 2012. The results were shared with Rob Carducci, Senior Benefits Consultant, and Lorna

Struch, Client Manager. Noteworthy concerns regarding the submission of claims were addressed immediately at the Groups Benefits Renewal meeting held at MCCA in April. An additional follow up was communicated to all members.

Price stability remains a priority for the committee. The plan went to market in 2012. HSP negotiated a renewal with SSQ, realizing a minimal overall increase of only 1.22%.

The Province introduced a retail sales tax on Insurance Premiums in 2012. Both Morris Insurance and HSP addressed this immediately on remittance forms.

My appreciation goes out to the committee members for their continued knowledge and commitment.

Conference Committee

Chairperson: Marilyn Valgardson

Committee Members: Sheila Argue, Cindy Lamoureux, Kisa MacIsaac, Adam Manicom, Joanne Mitchell, Lynda Raible, Bernadette Rozybowski, Tracy Slonowski, Lisa Vieweg, and "retiring members" Darla Croall. We welcomed Val Comack back in September 2012.

MCCA Staff: Karen Gander

The 2012 Conference Committee spent the past year planning, preparing, reviewing and evaluating in order to present "**Live. Learn. Play!**" to the membership. We used the conference title and theme as motivation in bringing together a line up that would be lively, offer meaningful learning opportunities and allow delegates to embrace a playful spirit.

The overall response throughout the 2 1/2 day event proved that we had "hit the mark". Under the skilled leadership of Karen Gander, MCCA's Professional Development Manager, this group of dedicated and playful volunteers planned and executed an awe inspiring event!

"**Live. Learn. Play!**", MCCA's 35th annual conference spanned 2 and a half days in May and was well attended by members and visitors from across Canada. We were fortunate to be able to have internationally acclaimed speakers including Lillian Katz, Ellen Galinsky and Jodi Urquhart. Delegates participated in sessions on topics ranging from literacy games to nature-inspired environments. We heard information that was mixed with years of research and experience, got



COMMITTEE REPORTS *cont'd*

to be involved in hands on learning and shared a laugh or two or three. We often hear from delegates and presenters that our conference is one of the best that they've been to. We are proud of this! We want you to experience our best each and every year.

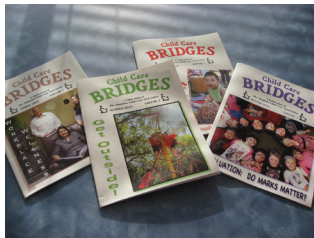
We have reflected on the event, gathered and reviewed each and every evaluation and feedback form and made some adjustments to the 2013 *"UNLEASH your mind"* conference. We look forward to welcoming our members back again in May and hope you find that the sessions meet your needs and spark your interest.

Editorial Committee

Chairperson: Brenda Bachinsky

Committee Members: Cathy Addis, Bonnie Brown
MCCA Staff: Karen Gander

It just keeps getting better... 2012 brought another year of creativity and evolution of articles for *Child Care Bridges* and the Editorial Committee. Every



year we strive to keep our members connected by offering inspiring, educational and informative child care related articles. In Spring 2012, we focused on building better teams in our Workplace Wellness issue. Get Outside! was our summer issue where we explored ways of bringing our indoor classrooms out and enjoying Mother Nature and all its benefits. Moovin & Groovin into fall we looked at Music and Movement and how to keep it fun in your program. We finished the year off with Evaluation (do marks matter?) assessing ourselves and taking stock of our programs.

"Difference Makers" continues to acknowledge and appreciate the people and programs within our communities who are making a change and a difference in their acts of kindness.

Thanks to everyone who contributed during our 2012 year! We're thankful for all the passionate writers out there who are willing to share their stories. Thank you to the committee for volunteering your time and coming up with creative ideas on articles and topics that keep our readers interested. Finally to Karen Gander, we appreciate all your insight & experience!

If you are interested in joining this committee, please contact Karen Gander, Professional Development Manager.

Ethics Committee

Chairperson: Barbara Wierckx



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

MCCA Staff: Karen Gander

The mandate of the Ethics Committee is to advance the integrity of the early childhood field by the development and promotion of ethical practice.



The Ethics committee used a number of strategies to educate the ECE workforce about ethical practice, the MCCA Code of Ethics and decision making. First and foremost, the Ethics Committee continued to make the *Best Choices: The Ethical Journey* workshop series accessible to ECEs throughout the province. The four part workshop series was also offered specifically for centre directors, Aboriginal groups and college students.

There is more to ethical practice than workshops, though, so the committee worked hard to keep ethical practice a priority in the field. Ethics guides contributed articles to *Child Care Bridges*, arranged an Ethics game and planned a networking evening at the annual MCCA Conference.

The ethics committee also met throughout the year to maintain the integrity of the *Best Choices: The Ethical Journey* workshop series. Regular debriefing of workshops and problem solving sessions allowed guides to maintain consistency between workshops.

In September, the Ethics Committee attended a two day renewal session. One of our goals at the session was to look at our role as guides, and to focus on leadership skills that can help us do that better. Eleanor Thompson of Urban Circle presented the committee with an inspirational description of the development of Urban Circle program which came to be out of very humble origins. Eleanor exemplified a very gentle,





COMMITTEE REPORTS *cont'd*

respectful style of leadership that fits well with our approach as guides. For the remainder of the retreat, the group worked hard to fine tune a strategic plan and develop a work plan that will ensure that the committee stays true to its mandate and will remain effective in the coming years.

Family Child Care Committee

Chairperson: Cheryl Tremblay

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

MCCA Staff: Teresa Capizzi

The committee members completed work on the 2013 calendar and began work on the 2014 calendar. We completed a review of the Family Child Care regulations in the Child Care Standards



Act and discussed recommendations and modifications we would like to see. We will continue to work on the resource calendar and address

any family childcare related issues or concerns that arise in the coming year.

Public Policy and Professionalism Committee

Chairperson: Janice Delf

Committee Members: Maxine Balbon, Ron Blatz, Wanda Bruenig, Tracy Cosser, Michele Henderson (resigned in Sept. 2012) Fernanda Hodgson, April Kalyniuk, Jodie Kehl, Caryn LaFlèche, Laurinda Neyron, Karen Ohlson, Julie Skafffeld

MCCA Staff: Pat Wege

The Public Policy and Professionalism Committee has had a very busy year. The year began with a meeting with the new Minister of Family Services and Labour, the Honourable Jennifer Howard. The meeting was very positive and she has a good grasp on the current workforce issues and recognizes the field has been overloaded. We will continue to act on our Recommendations for Early Learning and Child Care and promote the Market Competitive Salary Scale to the minister and our members. We have strongly emphasized to the government the need for sufficient funding so that all centres can follow the most current Market Competitive Salary Guideline Scale providing competitive wages to well deserving staff.

The PPPC also arranged a meeting with Margaret Ferniuk and Kris Piche from MELCC to discuss the provincial wage scale. Our committee strongly suggested using the MCCA Market Competitive Salary Scales that already exist and raised valuable recommendations as to how it would be best implemented, as well as issues that may arise with a provincial wage scale.

The committee has also been paying close attention to the reduced class size initiative and advocated to the Minister of Education that child care not be displaced. Another pressing issue has been the implementation of full day care kindergarten and how this initiative will affect child care programs and nursery school programs.

In the fall, the committee arranged to meet with Carmelle Meilleur and other staff from MELCC to discuss changes to the Inclusion Support Program. Various concerns with funding, inconsistencies, liability, and the functional assessment form were shared.

In November some members of the committee participated in the Early Years Study 3 presentation. The seminar was very helping in providing valuable information that could help shape the development of early learning and care in Canada.

All in all we have had a busy, challenging year and we are sure that 2013 will be the same. Thank you to the members of the committee for their time, dedication and input into making recommendations and discussions that will promote early learning and child care across the province!

Awards Nomination Committee

Chairperson: Caryn LaFlèche

Committee Members: Teresa Capizzi, Karen Gander, Fernanda Hodgson



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 the nominations, scores the nominations and then recommends a slate of recipients to the Board of Directors.

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

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*

Pension Plan Advisory Committee

Chairperson: Jodie Kehl

Committee Members: Julie Skaftfeld, Caryn LaFlèche, Lois Johnson

MCCA Staff: Pat Wege
Doug Yaholkoski (*resignation received in October 2012*)

The mandate of this recently developed committee is to oversee MCCA's grouped RRRP 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.

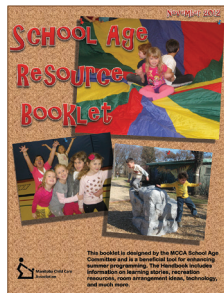
Under the guidance and direction of Andrea Krueuzer (People Corporation) and Eric Baron (Industrial Alliance), this committee defined the roles and responsibilities of the Plan Advisor, Service Provider and CAP Sponsor. As part of its responsibility, the committee reviewed a Governance and CAP Plan Monitoring Checklist in 2012.

Thank you to the committee members for their willingness to embrace the responsibilities of this group.

School Age Committee

Chairperson: Brenda Still

Committee Members:
Corine Anderson,
Candice Bell, Mariella Carr, Szilvie Carriere, Becki Cross, Suzanne Otte, Francene Perehinec, Matthew Pesclovitch, Balwinder Khangura



MCCA Staff: Teresa Capizzi

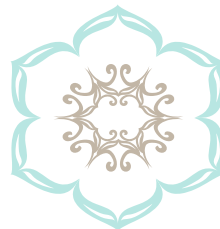
The MCCA school age committee members are dedicated school age practitioners who meet eight to nine times a year to advocate for school age programming within Manitoba. Our meetings are a time to network, gain support from other professionals, and learn about current issues related to school age childcare.

Our plans for 2012 were built off of a PATH that was developed by the committee. Our overall vision was to increase the awareness of school age programming within the child care community.

We started out the year with a complete review of Manitoba Child Care Regulations from a school age perspective. Later in the year we invited Pat Wege to share her knowledge and experience as it relates to all-day kindergarten. She shared with us the possible impact that all-day kindergarten might have on school age child care programming.

In the summer we invited school age child care programs within Winnipeg to take up the challenge and collect non-perishable food items for Winnipeg Harvest. Several programs took part and we were able to provide hundreds of pounds of food to Winnipeg Harvest. We hope to use the knowledge we gained to make this event even more successful in 2013.

Our annual School Age Resource Evening saw a change in venue; we hosted this educational event at the Victoria Inn and were able to provide an excellent professional development evening. The topics covered were: Technology with Brian Harrison, Learning Stories by Aimee Braun, Recreational Games/Individual Achievement with Suzanne Otte, Inclusion with Donna Freeman, and Roll-A-Way Programming with Brenda Still. Thank you to all the presenters for their hard work and dedication to school age programming. Proceeds generated from the school age resource evening are used to purchase educational and resource materials that support school age programming. This past year we were able to acquire the supplies to put together a geo-caching kit. This kit will be available for loan through the MCCA library.





Congratulations

On May 25th, 2012 as a part of MCCA's **"Live. Learn. Play!"** Early Childhood Education Conference we celebrated the accomplishments of fellow colleagues by honouring them at the MCCA Awards Banquet.

Dr. Gretta Brown Scholarship Award
Fanta Diané (Université de Saint-Boniface)

Dr. Gretta Brown Scholarship Award
Crystal Dueck (Red River College)

Graduate Research Bursary
Ruth Lindsey-Armstrong

Volunteer of the Year
Penny Daigle (Garden Grove Child Care)

Exceptional Family Child Care Provider Award
Jennifer Martin

Exceptional Caregiver Award
Connie Yeryk (Little People's Place)

Exceptional Early Childhood Educator Award
Tracy McDowell (Day Nursery Centre)

Leader of the Year – Lisa Hrechkosy
(Stanley Knowles 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.

15 Years

Ruby Monkman (Day Nursery Centre)
Carrie Rose (Westend Day Care Centre)

20 Years

Janice Delf (Westend Day Care Centre)
Veronica Orellana (Day Nursery Centre)

35 Years

Joan Sansregret (Day Nursery Centre)

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
Child Care Human Resources Sector Council
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 Council
Regulatory Review Committee
Social Planning Council

Our Thanks

The Manitoba Child Care Association graciously acknowledges the support and financial assistance provided for the 2012 **"Live. Learn. Play!"** Early Learning and Child Care Conference.

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

