

# 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](http://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**  
Julie Skaffeld

**PRESIDENT ELECT**  
Jodie Kehl

**PAST PRESIDENT**  
Michele Henderson

**SECRETARY/ TREASURER**  
Sheila Argue

**DIRECTOR OF BOARD OPERATIONS**  
Caryn LaFlèche

**DIRECTOR OF PUBLIC POLICY & PROFESSIONALISM**  
Laurinda Neyron

**DIRECTOR OF BRANCH SERVICES**  
Tami Karsin

Wanda Bruenig, Director

Janice Delf, Director

April Kalyniuk, Director

Kim Perring, Director

Maxine Balbon, Member-at-Large

Raymond Desrochers, Financial Advisor

### **Regional Chairpersons**

Central Region, Janice Delf

Interlake Region, Tami Karsin

Parklands Region, Brooke Pederson

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*

Teresa Capizzi, *Professional Development Administrator*

Dianne Jones-Pearson, *Records & Registration Assistant*

Lisa Maloney, *Administrative Assistant*

Introducing:

**Doug Yaholkoski**



*Doug Yaholkoski joined MCCA in September 2011 in the position of Finance & Accounting Manager.*

# EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

*Pat Wege, Executive Director & Julie Skatfeld, President*

This annual report is our opportunity to boast about our accomplishments, and your opportunity to learn more about the work of the Manitoba Child Care Association. We include information about our programs and services, the work of our committees, the progress on our strategic plan, our relationships, our successes, challenges, and finances. From various membership surveys we have conducted over the years, we have learned that you expect us to prioritize our core services such as advocacy, training and development, conference. As you read this annual report, I 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.

MCCA relies on our members to fund our operations. We thank all of you who recognize that an MCCA membership enhances your own personal professionalism and contributes to the development of a high quality early learning and child care system in Manitoba. 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!

One of MCCA's most important objectives is to educate the public and politicians about early learning and child care as a profession and as a service. Our job has been made far easier because of the crusade of the late Dr. Fraser Mustard who taught the world that early brain development sets the stage for health and wellbeing throughout life. When Fraser spoke his audience, whether businessman, politician, or economist, listened and was converted. His passing is a major loss for the early childhood community. We also lost another hero in 2011, and that was Jack Layton. No one had to convince Jack that Canada needed a quality early learning and child care system and we could always count on him to make sure that promise was included in every NDP federal election campaign.

Thanks to the work of these men and many others, it is now widely recognized that quality early learning and care is an essential ingredient in healthy child development that reduces the need for expensive intervention programs later on, it supports workforce attachment for parents, helps to generate millions in tax revenues for provincial and federal governments. It is encouraging that benefits of early learning are now promoted by researchers, policy makers, academics, more politicians, many economists, human service organizations, educators, parents, media, and other supporters.

The gap between the child care system and the education system continues to narrow. Manitoba Education is becoming more

involved in early learning. In 2011, they established an ECE Unit and began to hire staff. Almost half of the licensed child care centres in Manitoba are now co-located in schools, which means there must be more joint planning and collaboration in order to develop successful relationships. Many school divisions are independently introducing full and part time preschool programs and hiring ECEs, thereby adding new voices and new opportunities. MCCA is regularly invited to participate on various joint child care/education committees, as well as with other groups involved with the care and education of children.

To ensure our voice and perspective is heard and included, we published three important documents in 2011: A Briefing Note: Planning for the Future, Nursery and Full Day Kindergarten in Public Schools and Early Learning and Child Care for Manitoba; An Agenda for the Government of Manitoba, 2011; Market Competitive Salary Guideline Scale for Early Learning and Child Care Programs, 2011-2012. All are available on our website [www.mccahouse.org](http://www.mccahouse.org).

Here are some other examples of how MCCA made a difference in 2011. Details are available throughout this annual report.

- building relationships with people and organizations from the education system
- spreading the word about the importance of quality early learning and the need to adequately fund all licensed facilities
- ongoing lobby for competitive wages for the childcare workforce
- providing opportunities for leadership and professional development
- helping our members celebrate milestones and achievements
- enhancing the resources and educational materials and opportunities available for our members
- training and supporting pedagogical leaders
- keeping a close watch on our group benefits plan to ensure cost containment and affordability for members
- sharing wellness resources for members on the Ceridian Employee Assistance Program
- providing governance for the centres registered with MCCA's pension plan and sharing investment and finance resource for plan members
- supporting regional branches with operations and with their professional development planning and implementation
- working to strengthen governance of our own organization and within the industry

## EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT (CONT'D)

- being the “voice of child care of Manitoba” to government, stakeholders, and the media
- keeping our fingers on the pulse of early learning and care globally, nationally, and provincially and being ready to report, respond, recommend, communicate trends and issues
- making information available to our members, whether at meetings, by phone, email, on our website, or in our publications
- when you contact us, we are available, open, and helpful

At the conclusion of the third year of Manitoba's Five-Year Agenda for Early Learning and Child Care, we know everyone will agree that much has been accomplished. The rapid pace of expansion in our system, including the development of new facilities, initiatives such as the pension plan, Child Care Safety Charter, pandemic planning, enhanced safety plans combined with new respect for the importance of the early years have been both exciting and challenging.

And what of the future? 2011 was also a reminder that we at MCCA need to make some adjustments of our own. We have noticed that

the childcare workforce continues to grow, but a smaller percentage is actively engaged in professionalism, which includes having an MCCA membership and participating in professional development. We need to find out why respect for the profession is growing outside of the industry, but declining on the inside. At the same time, the downturn in the economy and increasing pressure on provincial resources has resulted in a freeze in operating funding to family child care homes and licensed child care centres. Money is tight and our members have less to spend on professional development and more choices available. For the first time in more than a decade, we ended the year in a deficit position and will need to cut some corners and tighten belts in 2012.

Going forward we will remember and take inspiration from words of the late Jack Layton. We will always be grateful to him for sharing our dreams for early learning and child care:

“Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful and optimistic. And we'll change the world”.

## DIRECTOR of BRANCH SERVICES REPORT

*Tami Karsin*

As 2011 came to a close, it was time again to reflect on the activities that were offered in the regions around our province. Our MCCA active regions are South Central, Central, Westman, Parklands, Thompson and Interlake. These regions have a volunteer board of Directors who work together to offer professional development in their own areas. We have two regions that are not active at this time and they are Eastman and Norman. These two regions are in need of a group of people that would make up an active board of directors to take the lead in offering workshops in these areas. This volunteer board is a very rewarding experience and is worth looking into. Karen Gander, Professional Development Manager of MCCA, plans and creates professional development throughout the year for these inactive regions. It would be great to see these two regions up and running on their own this coming year. It is the hard work and dedication of these volunteers that make it possible for our rural areas to get the high quality professional development that they need and deserve.

This past year the regions have offered learning opportunities in the areas of ethics, teamwork, positive workplace, self wellness,

inclusion, fun/healthy snacks for kids, Non-Violent Crisis Intervention, Handle With Care: Building Block Series, anaphylaxis/Epi pen training, fire extinguisher training, school age networking, and much more. The branch chairpersons from each region meet 5 times a year by teleconference and includes one in-person meeting to share our accomplishments, ideas, discuss challenges, work on advocacy strategies and to build relationships between the rural areas and the MCCA staff, Board and members.

I find being an active part of this organization and working alongside of these extraordinary people very rewarding and I welcome all of you to consider taking on a more active role in your profession as an ECE and CCA and showing pride for being in the child care field, you are all truly very special people.

I look forward to working along with everyone to support and offer professional development opportunities in our rural areas. Please feel free to contact me or your Regional Chairperson anytime if you have any ideas, questions or concerns about your region.

## REGIONAL BRANCH REPORTS

### Central Region

*Chairperson: Janice Delf*

*Treasurer: Lori Carpenter*

*Secretary: Shari Clements*

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

Central Region worked hard to provide a variety of professional development opportunities in 2011. In April we offered two sessions, one on anaphylaxis and one on fire extinguisher training. These were very well attended and we appreciate the local Public Health and Fire Fighters in assisting the association in carrying out these two events. Our branch donated \$150.00 to the Burn Fund in return for the training provided.

Also in April our branch acknowledged "Week of the ECE" by having a fun evening in Portage La Prairie at the Legion. We participated in the legion's Meat Draw followed by a wonderful variety of appetizers catered by Bill's Sticky Fingers. Many door prizes were awarded and everyone in attendance left with a small token. Early childhood

educators from our region were recognized at the MCCA Awards banquet for their career milestones they were Pam Anderson, Val Ricard, Margaret Nelisson and Natalie Verwey.

The region provided an Ethics Workshop in Gladstone in the spring as an attempt to move professional development opportunities in different areas of the region. A fall workshop was held in Portage on November 5, 2011. There were two choices in the morning. Lori Carpenter and Michele Grant guided Ethics Part III in the morning and Carly Gabler provided a nutrition workshop "Finding the Balance and What Powers You". The afternoon focused on "Creating a Positive Workplace", facilitated by Michele Grant.

The central region continues to host their meetings in the evening. If you have a staff member that would be interested in being on our board please approach us. We are eager to have representation and events in various locations to accommodate as many members as possible. If you have a workshop that you would like to organize in your area please let us know. We are open to ideas and would like to have participation grow in 2012.

### Eastman & Norman Region

*Requires new volunteers for regional board.*

Although these two regions do not have an active board, professional development opportunities were available to members in the Eastman & Norman region should send their professional development requests/suggestions to Karen Gander at [karengander@mccahouse.org](mailto:karengander@mccahouse.org).

On Saturday, October 22, two workshops were offered in Beausejour.

Decoding Controlling and Aggressive Behaviour in Children was offered by Joanne Brown and 25 participants attended and Sit & Sing, Choose to Chant, Relax and Rhyme was offered by Donna Tom-Brannan and 16 participants attended. A second professional development day was scheduled for Steinbach on Oct. 22nd as well but was cancelled due to low enrolment.

### Interlake Region

*Chairperson: Tami Karsin*

*Vice Chair: Cynthia Thomsen*

*Treasurer: Sharon Waluk-Green*

*Secretary: Lori Malcolm*

*Members at Large: Michelle Broadhurst, Nienke Shutz-Kolster*

Our Interlake Regional Board has worked hard to provide another awesome year of professional development for our local members. What a great group of people to work with, here's to another great year!

On April 9, 2011 we held our Annual General Meeting and Mini Conference in Winnipeg Beach, with approx. 80 people in attendance. We offered 2 morning sessions and 2 afternoon sessions. In the am: FASD/Sherisse Picklyk-Dear, Creating a Positive Workplace/Michele Grant and in the pm: Building Community through Song and ECE Jamboree/Marc Battle/Kim Hanna, School Age Care: Not Just Video Games/Donna Tom-Brannan. We thank the facilitators for their willingness to travel to our region and for their great presentations. This day also included morning snacks/refreshments, a soup/sandwich



## REGIONAL BRANCH REPORTS *(CONTINUED)*

### Interlake Region (cont'd)

and dainty lunch, candies on the tables, door prizes and our AGM held during the lunch hour. One exciting moment was when we all had to evacuate the school because the fire alarms went off. Marc and Kim serenaded us out of the building playing their instruments and singing. While we were waiting for the okay to go back inside, we all had a sing-a-long led by Marc and Kim. It was a great way to spend our time. Thanks to everyone for being such good sports!

On Oct. 15/2011 we held a full day workshop with Genella Macintyre from Partners in Discovery who presented, The Team Approach-What is Teamwork. We had approx. 40 people attend and it was an

awesome presentation. We highly recommend Genella for any of your professional development needs. We had morning snacks/ refreshments and lunch from Subway was served, another great day. I would like to give special thanks to the staff at Winnipeg Beach Tiny Tots and to Janet Goodman (Director of Stonewall Children's Centre) for working so hard to host these events. We all really appreciate all the effort that goes into doing this.

Our Interlake Regional Board is a pleasure to be a part of; everyone shares the load and helps out in so many ways, many thanks to all of them. Time now to get together to plan 2012, I am looking forward to it.

### Parkland Region

*Chairperson: Brooke Pederson*

*Vice Chairperson: Florence Burdeny*

*Secretary: Natalie Archambault*

*Treasurer: Janie Inkster*

*Student Representative: Jessica Abraham*

*Events and Workshops Coordinator: Gloria Korman*

*Members at Large: Caitlin Durston, Judy Chachula, Brenda Deneer, Debbie Telfer*

*Thank you to Teresa Russell and Joan Nadolny who resigned this year.*

Parkland MCCA has finished another year of workshops, social events and networking opportunities. We held our second Week of the ECE Bowling Night, where all those working in childcare were invited to share pizza, prizes and a night of bowling. 33 people attended the event. There were caregivers from 5 centres, one nursery school and a child care coordinator. It was a successful event and we look forward

to seeing everyone out again in the upcoming year.

The Parkland Assiniboine Community College graduated 9 students.



The recipient of this year's MCCA award was Meghan Halabisky.

A "Within Arms Reach" workshop was held in June, allowing participants to learn about water safety. As well, an "Invitations" workshop was held in Grandview Manitoba. The Parklands MCCA board looks forward to workshops being offered throughout

our area in the upcoming year.

Contact address for the Parklands MCCA is Box 102 Dauphin, Mb R7N 2T9. Thanks for a wonderful year. We look forward to the new year.

### South Central Region

*Chairperson: Kim Riehl*

*Vice Chair: Kelly Unrau*

*Treasurer: Tracy Vandermeulen*

*Secretary: Holly DeGraeve*

*Members at Large: Christine Grenier, Brenda Grindell, Lisa Rey, Glenda Wiebe*

We have been pleased with the good, continued turn out at our annual conference held in Carman during the month of April.

In 2011-2012 we are offering an "Area Enhancement" contest to hopefully give members a chance to find out a little more about us and offer the first and second place winners a chance to improve an area in their facility. We wish former member Angela Wall the best as she leaves the South Central Board to become the area child care coordinator.

## REGIONAL BRANCH REPORTS *(CONTINUED)*

### Thompson Region

*Chairperson: Janet Wheaton*

*Vice Chair : Barb Carlson*

*Treasurer : Terri Tretjak*

*Secretary : Bonnie Caddy*

*Bridges Liaison: Vanessa Fitzpatrick*

*Members at Large: Palwinder Deol, Brenda Gornik, Kiran Roy (retired), Christa Webb, Minh Duong*

The second year ECE workplace students in partnership with MCCA Thompson region hosted a movie night at UCN on April 19th, 2011 at 7:00pm. The movie that was shown was "Babies" and is based on 4 different cultural child rearing practises. There were approx. 35 participants for this event.

All Thompson Region members were invited to attend a night of bowling and pizza to celebrate the week of the Early Childhood Educator, April 25th – April 30th, 2011. It was an fun evening with time to network and and getting to know who is working in the childcare profession. This event took place on Thursday, April 28th, 2011 at the NC Crossroad Lanes (10 pin bowling), from 7:00 – 9:00. This event was FREE, bowling, shoes, pizza, pop, prizes and lots of FUN. We had approx. 28 early childhood educators attend this event. Gillam also

hosted a pizza and bowling evening for the ECEs of Gillam approximately 7 participated in this event.

Thompson Region hosted an annual fall workshop "Mind, Body and Soul", on Oct. 1, 2011. We held our Annual General Meeting and presented the 5th annual "Cheryl Brockington Award" the recipient was Kiran Roy. We had approx. 27 participants attend the full day workshop. Wendy Hoffman provided the keynote and discussed ways of creating and maintaining the attitude in the workplace. She also presented an inclusive environments workshops and discussed adapting your setting, she also discussed how you get from discussing inclusion to practice. In this workshop we looked at the environment and routine activities to make simple adaptations.



### Westman Region

*Chairperson: Tara Mills*

*Vice-Chairperson: Anna Kay Gordon*

*Treasurer: Melanie Heinrichs*

*Secretary: Rebecca Spraggs & Jennifer Jonasson*

*Members at Large: Janet Berezowecki, Sandy Fehr, Dayan Perrara, Bev Sanderson, Nancy Smith, Dana Troke, Deanna Way, Pat Weerts*

It was a busy 2011 for the MCCA Westman. We saw an increase in our members which helped us to provide more professional development events and benefits to our area.

We offered several sessions of Ethics I & II, III with Jenn Cullen and Janet Berezowecki as our guides through the journey. The turnout was great and we will offer Ethics Part IV and Beyond Part IV in 2012. We did make some changes to the registration process; payment must accompany the registration, credit will be offered towards the next professional development opportunity if anyone is unable to attend.

We received suggestions and requests for professional development

for 2012 which will use as our guide for the year. In September, Pat Wege and Julie Skaftfeld attended our monthly Director's meeting. It was a great way to encourage the new and veteran ECEs to stay involved with MCCA, to see what the future of early learning holds and all the advocacy work that MCCA does and continues to do.

To end 2011 we held a Christmas party at Clancy's Eatery & Drinkery in Brandon. It was a great night of networking and fun.

We would like to recognize all the members who attend our professional development events, offer suggestions and guidance. I would like to send a big Thank You out to everyone on our Board, without you we would not be able to offer professional development opportunities. Find us on Facebook to keep informed of upcoming professional development opportunities.

If you are interested in volunteering on our Board, would like to facilitate professional development or have any suggestions please contact Tara at [taramills@hotmail.com](mailto:taramills@hotmail.com) or at 483-2910.

## TREASURERS REPORT

*Chairperson: Sheila Argue*

*Committee members: Carla Borecky, Ray Desrochers, Angela Hanischuk, Brenda McCarthy*

*MCCA Staff: Doug Yaholkoski & Pat Wege*

This past year MCCA felt the repercussions of a tight economy and as a result as of December 31, 2011, MCCA realized an un-audited deficit of \$37,203.

This deficit was attributed to a less than anticipated participation in member program and services. With the current economic downturn continuing, professional development is adversely affected. For the first time in more than a decade the cost of member programs and services exceeded the revenue received from the programs/services.

MCCA has taken steps to improve upon the unexpected events of the past year. The Board of Directors has hired a new and well-experienced finance and accounting manager to manage finances and closely monitor the budget.

We have implemented a new Customer Relationship Management Software and with this software, back office costs are expected to decrease while efficiencies increase for the association.

With a membership of over 3800 strong in 2011 (2010 - 3,777) 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.

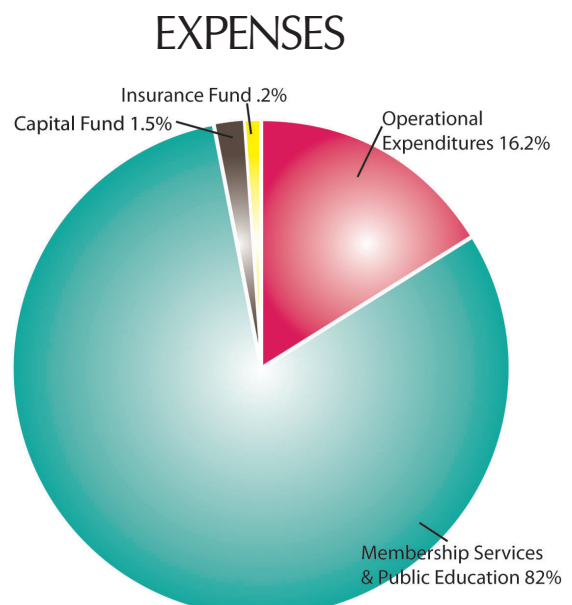
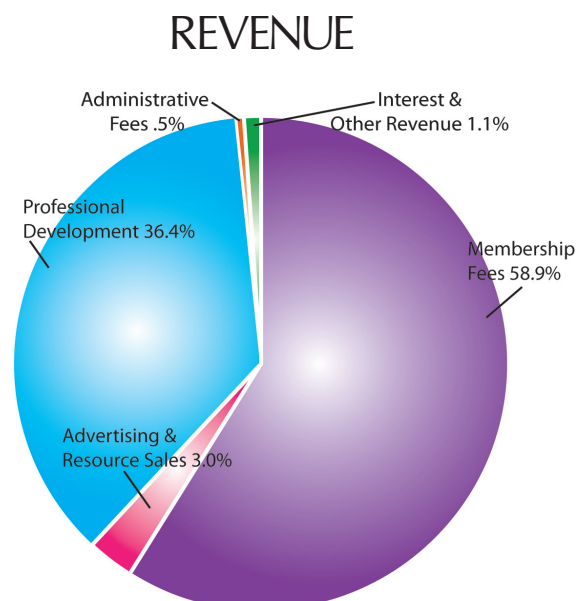
"The MCCA vision is to promote and support an exceptional early learning and child care system by fueling our members to be proud and excited to belong to a progressive, respected profession."

Without your fees and support, MCCA would not be able to achieve this vision or meet any of their goals. Thank you!

I would like to thank the Finance Committee and staff for their hard work, great decision making and valuable input through out my first year on Board of Directors. I'd like to extend a special thank you to all the MCCA staff for their support and helpfulness this year and every year.

## 2011 REVENUE and EXPENSES

The complete audited financial statements, including the auditor's report signed by Meyers Norris Penny LLP, Chartered Accountants, will be available at the MCCA Annual General Meeting May 24, 2012.





## OUR MEMBERSHIP

<i>Full Time/ Part Time</i>	From Previous Year	December 2011	December 2010
Professionals	↑	1587	1480
Child Care Assistants	↑	1434	1362
Associates	↑	125	103
Students	↓	32	39
<i>Facilities</i>			
Full/Part Time Centres	↑	472	457
Family Child Care	↓	320	336

## MORRIS INSURANCE BROKERS *(FORMERLY COX MORRIS INSURANCE)* 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 continues to work to ensure that claims service is provided quickly and efficiently and that all settlements meet the expectations of the program. At the end of December 2011, enrollment included 321 family child care providers, 393 centres (some of which are multi-location facilities) and 301 centres enrolled in the Directors & Officers liability program.

The overall program saw 29 new claims filed in 2011. While the actual number of claims appears to be holding steady, the final payout figures have been increasing over the past year, particularly when dealing with water related issues. On a positive note, we have received several emails from directors expressing their gratitude for the fast, effective claims service they have received which bodes well for the program.

Dave and Brian have been successful in visiting a significant number of centres over the past year to review the insurance program as well as to share ideas as to how to prevent/mitigate potential claim situations (ie. encouraging all centres to take an inventory of their contents and store this information off-site). We will continue with these efforts in 2012 at every opportunity and look forward to meeting more directors at various centres.

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 885-7582.

Dave Morris, Brian Kelly & your MCCA Insurance Team.

## PROFESSIONAL DEVELOPMENT AND MEMBERSHIP EVENTS

Event	# of Participants
Winter Workshop Series 2011	903
Early Learning and Care: Make the Connection - MCCA's 34th Annual ECE Conference	1148
Leadership Matters - Directors Conference	72
Fall Workshop Series	730

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

## *Celebrating Week of the ECE*



Bingo Bowling Mexican Style – Stanley Knowles Pre-School



Rumor's Comedy Club - Staff from Transcona Jaycees

## *Make the Connection* 34th Annual Early Childhood Education Conference



Dawn Wood modeling her creation from the Creativity Fair



Tracy Slonowski showcasing her chocolate creations from her "field trip" to Morden's Chocolates



## *A Closer Look: Caring for Infants and Toddlers April 2, 2011*



## *Leadership Matters, 12th Annual Directors Conference - Oct 6 & 7, 2011*



*Winners of the Cake Decorating Contest*

## *Learning Together With Infants And Toddlers October 14 & 15, 2011*



*Table Facilitators & Presenters*

## **Active Start Train-the-Trainer**

By Barb Wierckx

Canadian Sport for Life (CS4L) is a movement to improve the quality of sport and physical activity in Canada. CS4L links sport, education, recreation and health and aligns community, provincial and national programming. Active Start, the first of seven stages of long-term athlete development, gives children the tools they need to take part in physical activity and sport, both for healthy life-long enjoyment and for sporting success.



On December 3, 2011, Sheldon Reynolds and I facilitated an Active Start Train-the-Trainer Workshop attended by 9 ECEs from across the province (and 1 intern from Sport Manitoba). Participants crawled on the floor, jumped around the room, played with balls and hoops and learned the 11 official handshakes of Canada's provinces and territories.

The day began with a full Active Start Workshop where Sheldon and I did our best to share the Canadian Sport for Life- Long Term Athlete Development strategy with the participants. Focusing on Physical Literacy, we identified the fundamental movement skills that children need to develop in order to feel confident in activity settings, and ultimately, to develop active, healthy lifestyles as adults. And as we Early Childhood Educators know, that means playing and having fun. After lunch, we enjoyed a presentation by a nutritionist. Because an ECE can't sit too long, we next participated in a 45 minute Children's Active Start workshop, where the adults got to be the children. The session was capped with four fun presentations where our new Active Start Trainers created and facilitated new games that will help children develop fundamental movement skills while they have fun.

I am proud to have been part of a project that has the potential to positively impact the health of Manitobans for years to come. With Active Start Trainers across the province promoting physical literacy for children in child care centres, we can have a generation of Manitobans with the confidence to play and stay active throughout their lifespan. Watch for Active Start Workshops and Active Start Children's Workshops in your region!

## COMMITTEE REPORTS

### Board Operations and Development Committee

*Chairperson: Caryn LaFlèche*

*Committee Members: Michèle Henderson, Jodie Kehl, Laurinda Neyron, Karen Ohlson, Julie Skaftfeld*

*MCCA Staff: Pat Wege*

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

In 2011, the committee reviewed the by-laws to ensure that they were current and up to date. The committee reviewed policies, creating some new ones and amending others throughout the year. The committee also secured a slate of nominees for the 2012/2013 Board of Directors.

### Child Care Benefits Committee

*Chairperson: Jodie Kehl*

*Vice Chair: Karen Ohlson*

*Committee Members: Maxine Balbon, Laurinda Neyron, Kim Perring, Marita Rempel, Debra Rempel Paige, Julie Skaftfeld, Marilyn Valgardson*

*MCCA Staff: Pat Wege, Doug Yaholkoski*

The Child Care Benefits Committee continued to thrive in 2011. As we cultivate our relationship with Health Source Plus, we remain confident in their ability to provide MCCA members with the most comprehensive and cost efficient group insurance plan. Participation in the plan continued to grow over the past year.

Two Group Benefits Plan Renewal meetings were held in April 2011; one in Winnipeg and one via a conference call to meet rural members needs. Some noteworthy highlights of the plan were that short-term disability claims were down and that the plan showed stability in claims. Consequently, this means stability in pricing, which was seen in an overall minimal increase of 1.9%. HSP will be marketing the plan in the upcoming year to ensure that MCCA members still have the best pricing.

The committee plans on distributing a short member survey in the near future to determine what it is that MCCA members are looking for

in a plan. The survey will focus on design and coverage, affordability, administration, management, communication, reporting and marketing.

We continue to work successfully with Morris Insurance Brokers with a focus on centre education on strengthening governance.

Thank you to all committee members for their dedication and shared expertise!

### Conference Committee

*Chairperson: Marilyn Valgardson*

*Sheila Argue, Darla Croall, Adam Manicom, Joanne Mitchell, Bernadette Rozybowski, Tracy Slonowski, Marilyn Valgardson, Lisa Vieweg and "retiring members" Val Comack, Audrey Crew, Hermeet Dhanjal, Kristy Iskierski, Marita Rempel and Anne Schellenberg.*

*New members to join us in 2011 are Cindy Lamoureux, Kisa MacIsaac, and Lynda Raible.*

*MCCA Staff: Karen Gander*

The 2011 Conference Committee set out with a goal to provide our conference delegates with an opportunity to "Make the Connection". Once again this amazing group of volunteers, led by Karen Gander, MCCA's Professional Development Manager met and exceeded the goal! The 34th annual conference "Early Learning and Care, Make the Connection" hosted by MCCA May 26 to 28, 2011 featured something for everyone. From keynote addresses by the motivating Rae Pica, energizing Jon Gordon and inspirational Bethe Almeras to always popular Gretchen Kinnell, Phyllis Reid Jarvis and Marcia Arpin; delegates felt energized, excited and celebrated. Delegates told us they love the format of the event, gave us suggestions for improvement and ideas for future presenters and topics. The committee is dedicated to not only providing members with a meaningful conference experience but also to keeping you up to date on new topics, expose you to new kinds of learning opportunities and connect you to your passions. Once again we tried some new things with more full day streams on site and off, a fabulous raffle that saw one member going anywhere that Westjet flies, and recognition for MCCA's award winners and milestone service years awards for members. It was once again a fabulous event that connected each delegate to their skills, passions and interests.

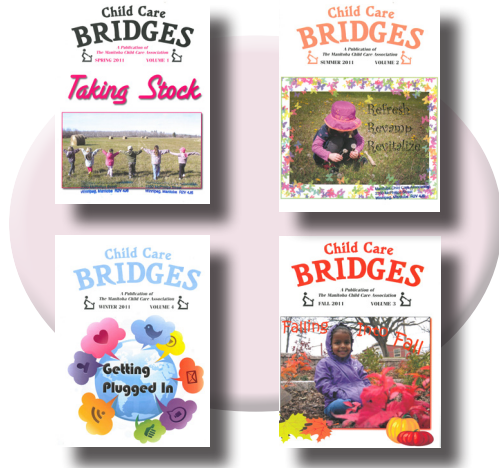
## COMMITTEE REPORTS

### Editorial Committee

*Chairperson: Brenda Bachinsky*

*Committee Members: Cathy Addis, Susan Atkins, Shaun Becker*

*MCCA Staff: Karen Gander*



Another constructive and creative year has passed for the dynamic Editorial Committee. As the seeds were sprouting in Spring 2011, we began "Taking Stock", exploring the field of child care and why the work is so important. Sailing through the summer sun & breeze inspired a whole "Makeover Madness" edition, both inside and out. As we began "Falling into Fall" and autumn was in its abundance of colours, we were reminded of the importance of Education, Child Care and Advocacy and what we can do to make a difference. Snow stepping into the end of the year we got "Plugged into Technology" where we began to understand the development of technology & the impact it has on us.

One exciting new feature we introduced in 2011 was the idea of "Difference Makers". This concept was created to acknowledge and/or recognize people and programs who try to make a difference in their community. Many stories and photos have been shared so far and we look forward to sharing many more!

A big thank you to all the contributors during the 2011 year, we appreciate all your time and effort in sharing information through articles in Bridges, every year the magazine continues to evolve and grow with your assistance. Also, I would like to thank a great team of committee members, you are all so creative in ways of bringing information to members. This year we said goodbye to one of our long time members, Sue Atkins- we wish you all the best! And finally, to Karen Gander who has proven her dedication to the committee over the last 11 years. I would have to agree with her that Bridges truly is her labour of love. Thank you Karen!

### Ethics Committee

*Chairperson: Barbara Wierckx*

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

In meeting this mandate, the first priority of the MCCA Ethics Committee remained the provision of the Best Choices workshop series for MCCA members. The Ethics Committee is comprised of members from several regions, making ethics workshops accessible throughout the province. In 2011, in addition to guiding the four-part Best Choices: The Ethical Journey workshop series at conference and throughout the province, the Ethics Committee responded to the needs of the early childhood community by guiding workshops specifically for centre directors, aboriginal groups and college students. Beyond Part IV, for ECEs who have a little extra passion for ethics, was well received again.

Throughout the year, the Ethics Committee pursued a number of other strategies to promote the MCCA Code of ethics and ethical practice. Committee members have contributed several articles for Child Care Bridges. In addition, an Ethics and Eats event was held at the annual MCCA conference, which gave ECEs and committee members an opportunity to network and discuss a few pressing topics concerning ethics and the early childhood field – notably how we adapt to changing technology.

The Ethics Committee committed considerable time and effort into maintaining the integrity of the Best Choices: The Ethical Journey workshop series, and our skills as Ethics Guides. After each workshop, guides took time to debrief and evaluate the session and then shared this assessment with the committee at regular meetings. In this way, the Ethics Committee ensured consistency between workshop sessions and identified and addressed challenges. In October, the committee met in Portage la Prairie for a full day committee networking session, allowing time for skill building and exploration of ethical dilemmas in addition the regular business of the committee.



## COMMITTEE REPORTS

### Family Child Care Committee

*Chairperson: Cheryl Tremblay*

*Committee Members: Karen Dalgarno, Paulette Desrochers, Elizabeth Feere, Christa Greaves, Michelle Normandeau, Shannon Trickett*

*MCCA Staff: Teresa Capizzi*

The committee members completed work on the 2012 calendar and began work on the 2013 calendar which will have a musical theme.



The committee continued to review the Family Child Care regulations in the Child Care Standards Act and discuss any recommendations or modifications we would like to see. We will complete this project in early 2012 and look forward to pursuing new projects in the coming year.

### Public Policy and Professionalism Committee

*Chairperson: Laurinda Neyron*

*Committee Members: Maxine Balbon, Ron Blatz, Wanda Bruenig, Janice Delf, Michele Henderson, Fernanda Hodgson, April Kalyniuk, Jodie Kehl, Caryn LaFlèche, Karen Ohlson, Julie Skaftfeld*

*MCCA Staff: Pat Wege*

The Public Policy and Professionalism Committee has had a very busy but productive year. The year began with a meeting to brainstorm goals for the upcoming year. One of these goals included meeting with (at the time) Minister of Family Services & Housing, The Hon. Gord Mackintosh to discuss MCCA'S 2011/2012 recommendations for Early Learning and Child Care in Manitoba. A meeting was held in December to discuss and answer the Minister's questions about these recommendations.

Committee members organized an election forum in September and met with members of the three political parties to share our concerns and ask about their views and commitment to early learning. We were very happy with the turnout from the child care community and were proud of the professionalism of our field.

Members of the committee participated in the strategic plan last year and have been implementing some of the goals that were set. One of these included a workshop on advocating as the hope is to engage more of the early learning community in advocating for our field. It was an excellent workshop. We welcome anyone who would like to get involved to contact our committee.

The committee continues to develop a survey in preparation of the proposed legislative review.

In the fall members were provided with the same recommendations as were presented to the Minister as well as a copy of the 2011/2012 Market Competitive Salary Scale for Group Child Care Centres. All Manitoba MLAs were also sent a copy of the wage scale along with MCCA's recommendations. We are still paying close attention to the newest trend, which is to incorporate the child care system into the education system. MCCA's recommendations are inclusive of a changing governance model. You can read more in *Advocating for Quality* on MCCA's website [www.mccahouse.org](http://www.mccahouse.org). All in all we had a very busy, challenging year and we are sure that 2012 will be the same.

#### *Plans for future activities:*

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

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

## COMMITTEE REPORTS

### School Age Support Committee

*Chairperson: Corine Anderson*

*Committee Members: Candice Bell, Karla Boyechko, Szilvie Carriere, Becki Cross, Sandee Izzard, Matthew Pesclovitch, Balwinder Khangura, Suzanne Otte, Francene Santos, Christine Sisson, Deenesh Sharma, Brenda Still*

*MCCA Staff: Teresa Capizzi*

The School Age Support Committee is a dynamic group that provides an opportunity for School Age Professionals to promote school age care, support one another, and network. We challenge each other to improve in our professionalism and be creative in our curriculum. The SASC also participates in and provides professional development that is directed towards our unique age group we care for.

One example of this professional development is the very successful School Age Resource Evening. In 2011 the topics presented were: Field Trips and Freebies, Geocaching, Moving Beyond the Rules, Take Apart Time and Clubbing: School Age Style. Thank-you to all the hard working committee members who made the evening possible by volunteering their time!

Money earned at the Resource Evening was used to buy resources for the MCCA Library.

The School Age Committee has also been working on reviewing The Community Childcare Standards Act and making recommendations that are related specifically to School Age children and childcare programs.

We have guest speakers and meet at different school age centres and MCCA. Every month we have spirited discussions during our networking time about school age related topics such as challenging behaviours, field trips, bullying, professionalism, outdoor play, and activity ideas. If you are an MCCA member you are welcome to join. Please contact Teresa Capizzi at MCCA for meeting times and locations.



## NEW GROUP EMERGES FROM MCCA WORKSHOP

### Pedagogical Leader: Community of Practice Group

*MCCA Staff: Karen Gander*

You might be looking at this title and wondering who this group is and what do they do. Well it all began in the fall of 2010 at the 11th annual Directors Conference – Leading a Year of Reflection which was held September 28 & 29, 2010. This format for this conference was different from previous years as it was a unique opportunity to explore a particular focus of ideas and practice over two days. Participants became part of a learning group with a facilitator and experience a pedagogy that they could use in their centres. This institute was facilitated with Margie Carter and Deb Curtis and was drawn upon the second edition of their book, *The Visionary Director*. After this institute many of the participants set up an email network to stay connected and discuss ideas.

After the institute participants commented that, “the institute provided valuable information but what happens after the institute, how do we keep it alive in our centres?” That’s where this group was started. In order to keep the conversations going and to have a network of support we needed to schedule time to do this so in the winter 2011 workshop brochure we advertised the schedule of 3 Pedagogical Leader Networking Group (the name was changed to the Pedagogical Leader Community of Practice Group in the fall of 2011) meetings which were held: January 28, April 1, and June 10. At the first meeting the group decided that Karen Gander would set up the agenda and facilitate the meetings.

What happens at these meetings? So roughly every second month the group meets, an agenda is sent out a week prior to the meeting date to those who have registered. The agenda is flexible but has some reoccurring items on it. We always have introductions, a share time where each person shares what they are doing at their programs, some kind of activity, discussion of articles that were sent and other items that the group would like to talk about.

October 14 & 15 we presented Learning Together With Infants and Toddlers which was another two day institute presented by Anne Marie Coughlin, Deb Curtis, & Lorrie Baird and focused on the inspirational and practical realities that working with our youngest children offer. The community of practice learning groups was also used at this institute and many of the table facilitators from 2010 were table facilitators once again. So some participants from this institute have joined our Pedagogical Leader Community of Practice group. The group then met September 29 and November 22.

The group will continue to meet in 2012 and hopes to see some new faces.



# Congratulations!

On May 27th, 2011 as a part of MCCA's "Early Learning & Care: Make the Connection" Early Childhood Education Conference we celebrated the accomplishments of fellow colleagues by honouring them at the MCCA Awards Banquet. We would like to once again congratulate the winners and thanks to all those who attended and supported the recipients and the evening.

**Dr. Gretta Brown Scholarship Award – Nicole Beaudry (Université de Saint-Boniface)**

**Dr. Gretta Brown Scholarship Award – Lisa Balcaen (Red River College)**

**Volunteer of the Year – Jayne Geisel (RRC Early Childhood Centre)**

**Graduate Research Bursary – Kelly Andrushko**

**Educaring Award – Lac Du Bonnet Children's Centre and Centennial School**

**Exceptional Early Childhood Educator Award – Corine Anderson (S.P.L.A.S.H. Child Care Inc.)**

**Leader of the Year – Jodi Ramgotra (Garden Grove Child Care)**

This year to honour those MCCA members who have worked in the child care field for 20+ years we added Career Milestone Recognition to our MCCA Awards Banquet. Individuals submitted their names and years of service for recognition and received flowers and a special award service pin.

## **20 Years**

Tracy Slonowski (Champlain Community Child Care), Pam Anderson (Westend Day Care Centre), Kathy Galbon (Splash Child Enrichment Centre).

## **25 Years**

Margaret Nilissen, Valerie Ricard (Westend Day Care Centre), Mary Jane Swain (Lord Roberts Children's Programs).

## **30 Years**

Brenda Deneer (Swan River Day Care), Natalie Verwey (Portage Day Care), Fairlie Argle & Dawne Doyle (Village Child Care), Marcy Tschetter (Day Nursery).

## **35 Years**

Lesley Massey (S.P.L.A.S.H. Child Care Inc. & Splash Child Enrichment 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 Committee  
Regulatory Review Committee  
Social Planning Council  
Sport Manitoba

## Our Thanks.....

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- 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.