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The Manitoba Child Care Association Inc.

MCCA's

Annual

Report

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MISSION STATEMENT

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

VISION STATEMENT

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

OBJECTIVES

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

MCCA BOARD OF DIRECTORS

Michèle Henderson, *President*

Julie Skaftfeld, *President Elect*

Karen Ohlson, *Past President*

Caryn LaFlèche, *Director of Board Operations*

Laurinda Neyron, *Director of Public Policy & Professionalism*

Janice Delf, *Director of Branch Services*

Brenda McCarthy, *Secretary/Treasurer*

Raymond Desrochers, *Financial Advisor*

Bev Snell, *Director*

Wanda Bruenig, *Director*

Jodie Kehl, *Director*

Leila Klagenberg Kohut, *Member-at-Large*

Cheryl Crompton, *Member-at-Large*

Terry Smith, *Member-at-Large*

MCCA STAFF

Pat Wege, *Executive Director*

Karen Gander, *Professional Development Manager*

Monique Nernberg, *Finance & Accounting Manager*

Teresa Capizzi, *Professional Development Administrator*

Dianne Jones-Pearson, *Records & Registration Assistant*

Lisa Maloney, *Administrative Assistant*



What does MCCA do for you? You've come to the right place to find out! This annual report is full of information about the activities and accomplishments of the Board of Directors, standing committees, membership services committees, regional branches, and employees.

We are pleased to advise we have made steady progress in the four main goals identified in our strategic plan 2007 – 2010. As always, some goals are easily accomplished and others take more time, resources, or planning before they can be implemented or crossed off the list. However, the main thing is we are alert, active, achieving, seeing progress, and sticking to it!

Goal: To communicate with all members so they are aware of what MCCA does.

Objectives: Identify and evaluate current communication techniques in Winnipeg and rural Manitoba; to implement strategies to improve communication; to explore new technological avenues

Progress:

- contracted with Viewpoints Research to evaluate our communication techniques in Winnipeg and used the findings to implement improvements
- updated our inquiry and new member packages
- revised our information brochure
- added our mission statement and new vision statement to each issue of Child Care Bridges
- continued quarterly telephone meetings with regional branch chairpersons
- held semi-annual meetings with leaders of the directors support groups
- MCCA staff and members of the Board of Directors attend committee meetings, public events, and community activities
- continued toll free telephone number for rural members
- held several group teleconference calls for members on specific topics
- conducted online membership surveys to gather member opinions
- continued to expand use of email and build our website
- purchased Workbench software to improve membership database and event registrations

- library inventory posted on our website and information about new resources emailed to centres and family child care providers
- a report on our activities and services is included in each issue of Child Care Bridges, the Annual Report, and on our website

Goal: To offer a wide range of professional development opportunities across Manitoba.

Objectives: To explore and implement different ways of providing professional development outside Winnipeg; to explore and implement different ways of providing professional development to the regions; continue to deliver high quality, relevant training

Progress:

- close to 60 professional development workshops were available for members with accessibility to Winnipeg
- travel subsidy available for rural members to attend annual provincial conference
- financial rebate given to 6 regional branches to help with costs of workshop development for rural members
- 9th annual Directors Conference held in Interlake Region
- Managing & Leading in the Non-Profit child care sector held November 2008
- helped organize the Handle With Care training project
- conducted an online survey of rural members to identify their interests and opinions and preferences for professional development
- met with Manitoba Child Care Program representatives to identify priority areas for professional development
- donated web space to regional branches to promote local professional development events in rural areas
- provided telephone support to help regional branches identify workshop facilitators, prepare contracts, etc.
- provided many ways for members to socialize and have fun, such as during the Week of the Early Childhood Educator or paddling with Three Hour Tour
- provided our family child care provider members with an activity and record keeping resource calendar
- held a training program for rural and Winnipeg members to become ethics guides



Executive Director and President Report cont'd

- emailed notices distributed to rural members about workshops, training opportunities, and community meetings

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

Objectives: To meet with and make recommendations to Government; to inform our members of advocacy activities; to maintain our government relations plan; to be visible at and participate in events related to children and families; to respond to issues as they arise

Progress:

- held many meetings with and wrote many letters to provincial and federal government officials
- submitted recommendations to the Government of Manitoba and opposition parties
- provided information bulletins to members during federal election
- represented members at town hall meetings during federal election
- submitted a brief to the House of Commons Standing Committee on Finance
- represented members at provincial pre-budget consultation meetings
- communicated regularly with Manitoba Child Care Program

- participated on the Child Care Regulatory Review Committee
- revised and distributed the Market Competitive Salary Guideline Scale for Group Child Centres, 2008
- organized a “Call to Action” to draw attention to the childcare workforce shortage in Manitoba
- participate with stakeholder groups such as Campaign 2000, Healthy Child Manitoba, Child Care Inclusion Committee

For the first time in 31 years, MCCA conducted a thorough and objective independent review of our group benefits plan in 2008. After 15 months of work, MCCA decided Health Source Plus had the best qualifications to be our group benefits plan administrators and most likely to help us achieve our goal of a current and comprehensive plan, combined with cost containment through employee wellness.

We hope you find this report educational and enjoyable as you read in greater detail what MCCA is able to accomplish because of the support and participation of our members and volunteers!

Respectfully submitted,

Michèle Henderson, *President*

Pat Wege, *Executive Director*

Our Members

	Dec/08	Dec/07
Full/Part time		
Professionals:	1464	1399
Assistants:	1171	1124
Associates:	120	146
Students:	52	44
Facilities		
Full/Part Time Centres	440	418
Family Child Care	382	379
Total	3629	3510
Liability Insurance Programs	2008	2007
Facilities enrolled in MCCA's Liability Insurance Plan:	776	737
Number of claims:	31	46
Centres enrolled in MCCA's Directors & Officers Liability Insurance Plan:	279	269





The branches continued to meet on a regular basis via teleconference and one in person meeting last year. The opportunity to meet regularly by phone is a benefit to the members to avoid transportation costs and extended time away from their centres, nursery schools or family child care homes. The continual communication between MCCA and the branches is a vital link to keep us up to date on the most recent actions happening within the child care sector. The branches strive to provide a variety of professional development opportunities that will benefit their membership. All members of regional boards are volunteers who are working above and beyond their duty to improve their child care knowledge and environments for those they work and play with. In the past year there have been many professional development opportunities across the

province. The branches appreciate feedback as to which direction they should go in terms of professional development in order to meet the needs of their members. The Branches appreciate suggestions and value input from members. The regional branch chairs try to keep their members informed through local meetings and Bridges as well as upcoming events on the website. The Branches receive valuable information from the members when they complete surveys sent through MCCA as well. As technology advances all branch financial reports are now completed via an MCCA template that we are all getting familiar and comfortable with using. Bravo to all the Branches for your input and hard work in 2008. May the upcoming months bring new challenges and uplifting times for the child care field.

Regional Branch Reports



Central Region

Chairperson: Janice Delf

Treasurer: Lori Carpenter

Secretary: Shari Clements

Members at Large: Pam Anderson, Natalie Verwey, Kevin Rose, Carrie Rose, and Lyndsey Simpson

Central Region continues to be active and maintain professional development opportunities throughout the year. In the spring of 2008 we held an evening session on Anaphylaxis/Asthma Training followed by a brief introduction to Emergent Curriculum. A follow-up session of Emergent Curriculum occurred in April. This was a half day session led by Donna Riddell and focussed on webbing. Our final workshop was held in the fall. The workshops were Nutrition and Block Play. This was a great day and the handouts and participation was excellent. Some members from the region have also become involved with the Manitoba Nature Action Collaborative for Children which focuses on the importance of connecting children with nature. The Central Branch is hoping to focus their professional development on different areas of a centre, nursery school or family child care. We completed the block area and we will now investigate another area that is focused on in the ECERS-R book. We want to maintain high quality care in all parts of the region. We celebrated ECE Week by forming teams to participate in a Scavenger

Hunt. This is a fun evening where we meet new people and have an opportunity to socialize and win some great prizes. Our branch is always open to members' ideas. If there are specific topics that you would find interesting please let us know. As well we appreciate all new members who would be interested in sitting on the Board or in putting on a workshop in their area of the region. The Branch continues to meet in the evening, approximately six times per year. We are willing to work with others by teleconference. If members are interested or have suggestions please contact Janice Delf at 204-857-8910.

Eastman & Norman Regions

Requires new volunteers for regional board.

Parkland Region

Chairperson: Joan Nadolny

Vice Chairperson: Evelyn Yarema

Treasurer: Judy Chachula

Secretary: Deby Thacker

Members at Large: Pauline Amendt, Shannan Hudd, and Gloria Korman

Teresa Russell is our Editorial Liaison for Bridges and Karen Yuiry represented our region on teleconference meetings for the last part of the year, replacing Joan who felt that she was out of the loop as far as day to day





hands on experience with child care concerns. Thank you Karen for your knowledge and willingness to do this.

We had a relatively quiet 2008 here in the Parklands. We held six board meetings during the year as well as our annual meeting in April. On the same day as our annual meeting we held a workshop with Donna Riddell entitled "A Musing We Will Go". We learned a great deal about the use of observations and how they can help to improve programming in child care.

In November we hosted another workshop with Teresa Russell and Cindy Nicholson who are both instructors in Early Childhood Education at Assiniboine Community College here in Dauphin. We were also fortunate enough to have our regional co-ordinator, Cathy Cyr helping to explain ECERS-R and how it will be used to enhance the licensing of child care facilities.

We sincerely hope to involve more members from outside of Dauphin on our board, and are earnestly seeking new board members for the next year.

To all MCCA members in Parklands, please consider giving a little bit of your time to help shape the future of child care in our communities, province and country. It is extremely rewarding, and such a learning experience.

South Central Region

Chairperson: Kim Riehl (as of June 2008)

Vice Chairperson: Kelly Enns (as of June 2008)

April Bickford resigned from the Board as Chairperson as of March 2008

Treasurer: Tracy Vandermeulen

Secretary: Paula Wilson (as of June 2008)

Members at Large: Holly DeGrow and Lisa Rey

The board has undergone a few changes in board members and a new chair during the last part of our year. A successful AGM and Conference were big events again this year and were all pleased with the attendance at our workshops.

Held in Miami Manitoba this year we offered four different sessions. They consisted of a morning workshops in Accreditation, and front line workshops featuring Invitations which was repeated for the afternoon session as well as School Age Networking. This was new for us and an opportunity for our School Age people to share everything they do and gain new ideas as well. The afternoon session of Wee Hands rounded out our day.

We look forward to the new year and the challenges we face.

Thompson Region

Chairperson: Janet Wheaton

Vice Chairperson: Barb Carlson

Treasurer: Terri Tretjak

Secretary: Bonnie Caddy

Members at Large: Vanessa Fitzpatrick (Editorial Liaison) and Karen McCall

In 2008 the Thompson Region hosted several activities throughout the year. On February 13, 2008 our region held our Annual General Meeting. At the AGM we presented our first "Cheryl Brockington Award". Kathy Menard of Teekinakan Daycare was the recipient of the award and Kathy was presented with flowers, a milestones plaque that had engraved "In recognition of the Cheryl Brockington Award 2008". The other plaque, which consisted of a picture of Cheryl and a brief description of the award, that was kept at Teekinakan Daycare for 1 year; until the next AGM. There were 20 participants in attendance at the AGM.

On Saturday, March 1/08, we provided an opportunity for child care professionals to attend a full day workshop which offered Best Choices: Part I & II ethics workshops. Michele Grant was the facilitator and had a small group of 10 who had taken this opportunity to complete the four part series.

On March 17, 2008, Manitoba Child Care Association Thompson Region collaborated with the Early Childhood Program 2nd year students from The University College of the North in promoting child care, the Early Childhood Program and Manitoba Child Care Association.

Thompson Region provided support in promoting child care by providing the table rental at the City Centre Mall for the display boards that the students had created, that would bring public knowledge to our community. The students had a variety of pamphlets, pictures and information regarding the benefits of becoming an MCCA Member and what our organization has to offer child care professionals. MCCA provided a free draw, which consisted of two t-shirts and two pins. Along with the free draw to attract people to the display boards, the students had a variety of activities to attract children that consisted of; children's music, play dough, and cornstarch magic (was a hit) which drew public attention to the table. The students set up the display boards every Friday for five weeks from 1:00 – 4:00 pm from Feb.15 – March 14, 2008.

On Sat., April 26/08 our region met with Niki Ashton and teleconferenced with Olivia Chow in regards to the challenges we are facing in the child care field. In attendance at this meeting, were four board members



(Janet Wheaton, Terri Tretjak, Karen McCall & Vanessa Fitzpatrick) who got a chance to voice our concerns. In addition to meeting with us, they also met with Thompson Immigrant Women's Association, members from the YWCA and a former social worker that returned to teach the program.

For the week of the Early Childhood Educator April 27-May 3, 2008, our region sent posters to all child care centres and family child care providers to promote ECE week. We had placed an ad in the Thompson Citizen to promote and bring acknowledgement to the ECEs, awareness to the parents, families and public of this special week.

On June 19 we hosted a luncheon where Susan Prentice was the speaker. We had sent out a 100 invites to this luncheon presentation and about 20-business representatives attended. Susan presented stats which consisted for the Thompson region in regards to availability of childcare spaces and the need of more spaces, lack of ECEs and information about the economic impacts of childcare. Along with the presentation, there were handouts, pens, buttons, etc. and the MCCA display board that promoted Early Childhood Education. We had a representative from CHTM – radio station attended and Mark Sizzlo from CBC radio.

On Sat. June 21, 2008, there was a retirement celebration for Anne-Marie Bosters and Darlene Burton both with 21 years of child care experience all of those years committed to Teekinakan Daycare. MCCA Thompson region presented them both with a garden Inukshuk with an engraved plate. Also in June 2008, the board had a farewell supper for Karen McCall as she had re-located to Churchill, MB and our region had presented her with a garden Inukshuk in appreciation of her dedication and support to our region.

In September our region encouraged all members of the Thompson region to participate in the on line Professional Development Survey that was located on the MCCA website for members to share their opinions on what they preferred in terms of professional development for our region.

On October 22, 2008 our region participated in the "Call to Action" sent letters to the Minister of Family Service and Housing; Gord Mackintosh. Although we were unable to attend the "Come, Sign up, and Go" we distributed the petition letters throughout our community and encouraged everyone to fax in their comments and concerns on Oct. 22, 2008 between the time of 10:00 am – 11:00 am.

On November 19, 2008 we held our first "Video Night". A poster was created and sent out to all members to join

this fun evening of socializing together and watch the following videos: "Fighting Nature Deficit Disorder" Leave No Child Inside, Boys of Summer, Children's Active Play In Canadian Outdoors. 12 participants attended this evening. Popcorn and refreshments were provided along with an opportunity to enter for a free draw that consisted of a basket of two mugs, hot chocolate and candy. The winner of this basket was Inger Hauskas of The Light of the North Daycare. We also provided each participant with a certificate that indicated their attendance. This event was free to members.

Westman Region

Chairperson: Dana Troke

Treasurer: Melanie Maxwell

Secretary: Tara Mills

Members at Large: Pat Weerts, Jennifer Jonasson, Jacqueline Donald, Zoe Cross, Jackie Friesen, and Cora LaPierre

2008 has been a busy year here in the Westman Region. We held branch meetings in March, April, May, June, September, October, November and December.

In January we offered a Professional development day with Lori Carpenter and Genella McIntyre who facilitated workshops. It was well attended.

In March we participated in the Career Symposium with a MCCA booth. Co-ordinators and Instructors as well as MCCA volunteers manned the booth. Unfortunately we did not win a prize this year.

At our AGM on April 16, Zoe Cross stepped down as Secretary and Tara Mills was elected. Jacqueline Donald stepped down as treasurer and Melanie Maxwell was elected. Attendance for the AGM was down from last year's attendance.

For week of the ECE we hosted a come and go evening at the Royal Oak Inn. This was well attended and everyone had a great time.

In September we offered Best Choices: Ethics Part IV and the demand was so great that we had to offer two evenings.

In October we organized a professional development day and offered Itsy Bitsy Yoga and Genella McIntyre facilitated a management workshop.

In November we had our meet and greet where students and anyone interested in becoming an MCCA member met and asked questions about MCCA from existing members. This is a good networking evening to recruit members.

To end the year we held a Christmas party in December.

08 Throughout the Year



Managing and Leading is a five day professional development event, sponsored by the Winnipeg Foundation, with the purpose of enhancing the leadership skills and management capabilities of executive directors and to provide skill building opportunities to enable participants to assume additional leadership roles in the early childhood sector.

*2008 MCCA
Dragon Boat Team
“Three Hour Tour”*



*Staff of Kings Park
Child Care go tropical
at the ECE Week
Bingo Bowling*





*Handle With Care
Train the Trainer*

Professional Development Events

MCCA's professional development events were well attended in 2008.

Event	# of Participants
Winter workshop series	573
Round Up Your Learning Conference	1221
9th Annual Directors Conference	95
Managing & Leading	25
Fall workshop series	858



*First timers at the 2008 Directors Conference
in Gimli, Manitoba*



2008 Award Recipients

*From Left to Right:
Charlotte Robbins,
Diana Rozos,
Melinda Deobald,
Katheleen Smith*



Treasurer's Report

Brenda McCarthy

MCCA continues to be a strong non-profit organization with the most members than any other provincial child care association in Canada. We are 3,629 members strong (3510 in 2007). For this reason and sound fiscal management, MCCA remains in good financial standing.

We finished the 2008 year off with a reasonable (un-audited) surplus of \$22,400 which will be divided between our three fund accounts; Building, Project and Insurance. Revenue is made up of 58% of Membership fees, 35% of Membership Services (conferences, workshops and various other projects) and other misc. Revenue (interest and Resource sales, etc).

Expenses this year aside from normal operating expenses were the upgrade of two computers, upgrade of the photocopier, conducted a membership survey as a follow-up from the last strategic planning session and the purchase of a new membership program called Workbench.

It is important to note at this time that the membership fees for MCCA have not increased since 2000. The last two increases to fees, of which the most recent was in January 2009, are paid to the Canadian Child Care Federation for your affiliate membership.

Your fees allow MCCA to be the leader in advocacy, provide high-quality conferences and workshops, maintain a top of the line resource library and continue to link together (in various ways) our child care field. I am proud to be a member of MCCA and hope you are too!

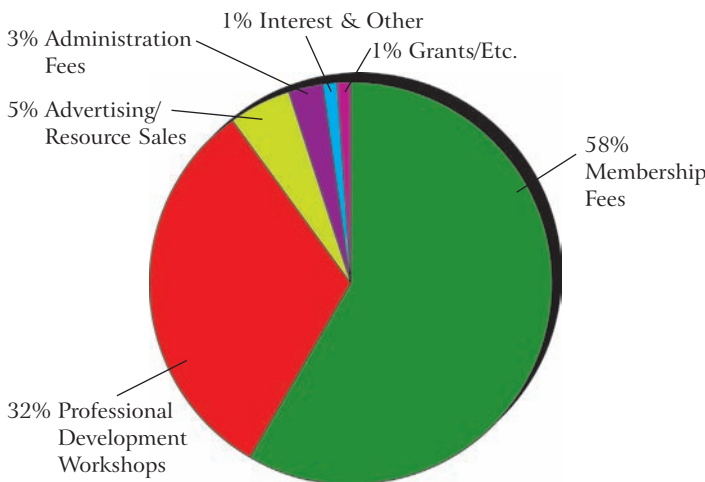
I would like to thank the Finance Committee members and staff for committing their time and hard work to MCCA.

Respectfully submitted,
Brenda McCarthy

2008 Revenue and Expenses

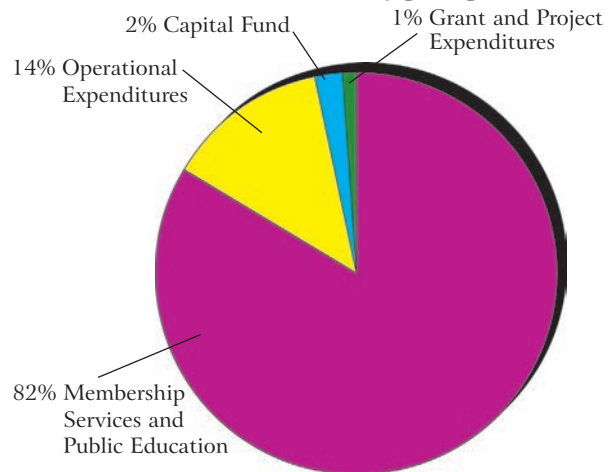
The complete audited financial statements, including the auditor's report signed by Meyers Norris Penny LLP, Chartered Accountants, will be available at the MCCA Annual General Meeting in May 2009.

REVENUE



Membership Fees	58%
Professional Development Workshops	32%
Grant: Voluntary Accreditation Project	1%
Administration Fees	3%
Advertising/Resource Sales	5%
Interest & Other	1%

EXPENSES



Operational expenditures:	14%
Administration/Occupancy Costs/Supplies/Equipment/Maintenance	
Membership Services and Public Education:	82%
Awards	
Communications & Publications	
Professional Development Workshops	
Annual Conference	
Educational Services	
General Activities	
Insurance Plans	
Rebates to Regional Branches	
Resource Library	
Grant & Project Expenditures	1%
Funds:	
Capital Fund	2%
Project Fund	0%
Building Fund	0%



Board Operations and Development

Chairperson: Caryn LaFlèche (June 2008)

Committee Members: Cheryl Crompton, Don Giesbrecht (Jan. – June) Michèle Henderson, Laurinda Neyron, Karen Ohlson, and Terry Smith

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 2008, the committee developed a mandate for a Membership Survey 2008 Working Group and struck up a committee which consisted of three members from Board Operations and Development and three members from the Child Care Benefits Committee. This committee worked with Viewpoints Research to develop a membership survey which polled 300 MCCA members.

The committee reviewed policies, creating some new ones and amending others throughout the year. The committee also secured a slate of nominees for the 2008/2009 Board of Directors.

Child Care Benefits Committee

Chairpersons: Dawne Doyle/Sandy Sutherland (retired in October 31/08)

Committee members: Marilyn Valgardson, Marita Remple, Debra Remple-Page, Karen Ohlson (Board Rep), Annette Pelland (retired in November), and Bonnie Ash (retired in October)

Staff: Monique Nernberg/Pat Wege

The past year has been a very busy year for our committee. Members participated in a review of our group insurance plan and agents which resulted in a change of providers. We are pleased to be moving forward with an upgraded plan at a reduced cost as a result of the extensive plan review. Our members have always had a choice in the providers of a group insurance plan and through the review we learned that less than half of our members were taking part in the former program. Our new agents and company, Health Source Plus, offer dynamic and useful wellness programs and innovations which we are confident our members will employ to ensure those members and their families are healthier. We know that the provision of a high quality group insurance program is one of the top reasons that people we recruit to work in our programs desire, so we looked for plan and team of professionals that would be seen as part of a total compensation package for our

membership. We looked for a company who would market the plan to the members throughout the whole province, provided all services in both English and French and could provide services to members including Family Child Care Providers. The use of web-based technology to administer the plan will allow centres to manage the plan independently as well as the ability to have assistance by a competent, professional staff over the phone.

The Child Care Benefits Committee and Board of Directors combined their efforts to share the work of the review process. At the end of the review process a number of members decided to leave the committee as they were unhappy with the decision to change companies. The Board of Directors ratified the committee's decision to change agents and providers of the group insurance plan. Thank you to everyone who worked diligently over the past year to ensure that we continue to provide quality service programs for our members.

This committee will work consistently with Health Source Plus and make adaptations to the plan in a timely manner ensuring that cost containment measures can be controlled over time to ensure that we are getting the best service at a reasonable cost. The committee will also continue to ensure that all of the insurance programs offered by the Manitoba Child Care Association are of high quality and responsive to the unique, growing and changing needs of our membership.

Report Submitted by Karen Ohlson.

Conference Committee

Chairperson: Sue Sydorчук

Committee Members: Sheila Argue, Mariella Carr, Val Comack, Michele Henderson (resigned in June), Wendy Kissick, Kisa MacIsaac, Joanne Mitchell, Kim Rondeau (resigned in June), Bernadette Rozybowski, Tracy Slonowski, and Marilyn Valgardson. In the fall of 2008 we welcomed new members to the committee; Treena Amos, Krista Jones, and Marita Remple

Staff: Karen Gander

Knowing that our child care field would ride in from the sunset to further their professional development, the Manitoba Child Care Association's 31st annual Early Childhood Education Conference "Round up Your Learning" was created!

Leading up to those three days in May (May 29-31/08), the Conference Committee roped in exciting and informative workshop wranglers (facilitators).

The 2008 Keynote speakers included Michael Bungay Stanier who inspired us to do “great” work, Dr. Cheryl Charles encouraged us to ensure that children have daily outdoor play and nature education, and finally, the one & only Bev Bos with Michael Leeman who reminded us to celebrate children always!

This year we changed a few things around, having the networking fair in the plenary room, separate area for our Conference Boutique, and a new location for our registration area.

Three days of learning, networking, playing, touring, being entertained, honoured, and more, we all rode back into the sunset feeling enriched, enthused, and confident in ourselves and our profession.

I would like to offer a special thank you to the Conference Committee for their efforts and contagious enthusiasm and to MCCA’s Karen Gander whose creativity from year to year is amazing!

Our 32nd Annual MCCA Conference “Where the Rivers Meet: Raising the Level in Early Childhood Education” will surely be a treat as we welcome and collaborate with the Canadian Child Care federation, and delegates from near and far.

Editorial Committee

Chairperson: Susan Emerson (June 2008)

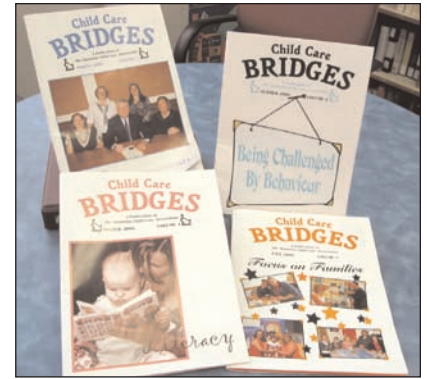
Committee Members: Susan Atkins, Brenda Bachinsky, Kim Chornopyski, Michèle Henderson, Wendy Kissick.

Staff: Karen Gander

What a pleasure it is to be back on the Editorial Committee. I love the challenge of getting a topic, sifting through ideas, sourcing out the best and the brightest professionals to present them to you in writing, and then seeing the fruits of all that labour in Bridges. It is through the diligent work of all the committee members that we are able to provide you with a relevant and hopefully thought provoking resource four times a year

Unfortunately though, my return was coordinated with Michèle Henderson stepping down as Chairperson as she moved into her role as MCCA’s president. I was fortunate to serve on this committee with Michèle in the past and I hope we keep her creative spirit alive as we move forward. Later in the year we also said goodbye to Wendy Kissick. We wish her well, and thank her for all of her efforts. In the world of Ying and Yang when there is sadness there is also joy, and we had that joy when Sue Atkins returned from maternity leave and the committee’s creative energy benefitted by her merely entering the room.

As in the past, four issues of Bridges were published in 2008. The Spring issue started things off with the intriguing topic of Healthy Environments. In the summer we took on Being Challenged by Challenging Behaviours. Families



was the topic of choice for the Fall Issue. And we completed the year with a Winter Issue on Literacy. We look forward to producing another 4 great issues in 2009.

We do our best to address issues related to all aspects of our profession. If you feel that we may be under representing a segment of our field and would be willing to share your thoughts and time, please let us know. We would always welcome a new face or two around the table!

Ethics Committee

Chairpersons: Monica Lytwyn/Barbara Wierckx

Committee Members: Sharon Balasko, Janet Berezowecki, Sheila Bogoch, Suzanne Calder, Lori Carpenter, Mariella Carr, Jenn Cullen, Heather Deamel, Melanie D’Souza, Christine Enns, Michele Grant, April Kalyniuk, Kisa MacIsaac, Mandy Plett, Donna Ridell, Sina Romsa, Tracy Smith, Cecilia Speers, Gerri Thompson, Keri Waterman

Staff: Karen Gander

The mandate of the Ethics Committee is to advance the integrity of the early childhood field through the development and promotion of ethical practice. To date, hundreds of CCAs and ECEs have participated in the *Best Choices: The Ethical Journey* workshop series, as well as the follow-up workshop, *Beyond Part IV*. Demand for the workshops continues to be high in all regions.

In May, potential guides participated in a four day Ethics Guide training session. “Seasoned” guides helped participants deepen their understanding of their personal belief systems, the MCCA Code of Ethics, a framework for ethical decision making, the Best Choices curriculum and facilitation strategies. Additionally, two other guides were practicing their emerging roles as senior mentors on the committee and learning some of the strategies for training ethics guides. This is the committee’s way of succession planning for the work of the Ethics Committee. Ten new guides joined the committee! Our



new members already are guiding workshops and receiving excellent evaluations from participants. As we said hello to some new faces we sadly said goodbye to others and would like to thank Dawn Forbes and Lynn Cooper for their past efforts and participation on the committee.



New Crop of ethics guides along with Seasoned Guides and Mentors

Bottom row L to R: Sharon Balasko (mentor), Heather Deamel, Jenn Cullen, Melanie D'Souza (mentor)

Middle row L to R: Mariella Carr, Suzanne Calder, Mandy Plett, Sheila Bogoch, Tracy Smith.

Last row L to R: Sina Romsa (Seasoned guide), Kisa MacIsaac, Bernadette Rozybowski, Donna Riddell, Michele Grant (Seasoned guide).

With the goals of keeping ethics a priority in early childhood practice and maintaining the integrity of the *Best Choices* series, the Ethics Committee meets regularly to discuss workshop content and challenges, and to advance our own ethical understanding and practice. A retreat in November afforded the Committee the opportunity to develop as a team with new members and set goals for the coming year, such as drafting outlines for a video night and an ethics refresher workshop to be offered in the regular MCCA workshop series. The retreat, also, lets us focus on our emerging ethical and professional development. To that end, we enjoyed a refreshing new perspective on Ethics, courtesy of guest speaker Dr. Sandra Tomsons, Philosophy Professor at the University of Winnipeg. We were grateful for her candor and enjoyed her sense of humour.

Family Child Care Committee

Chairperson: Cheryl Tremblay

Committee Members: Christa Greaves, Elizabeth Feere, Nicole Kibsey, Shannon Trickett, Paulette Desrochers, Katheleen Smith, and Michelle Normandea

Staff: Teresa Capizzi

At the beginning of the year we discussed meeting attendance and decided to reduce the number of regular committee meetings to six instead of nine per year. We felt six meetings would be sufficient to accomplish our annual goals and more meetings could be scheduled if necessary.

We completed the work on the 2009 calendar and began making plans for the 2010 calendar. We considered some changes to the calendar format based on suggestions from those that use the calendar. We discussed changing the name of the calendar to "Child Care Calendar: Activities and Record Keeping Resource" because we feel this resource is useful to ALL child care providers. This change will take place for the 2010 calendar.

Throughout the year we discussed various issues affecting Family Child Care Providers including; the need for a FCC rep for reg review, and getting bussing available to licensed family child care providers as it is for centre based care.

In the future we plan to continue work on the calendar, advocate for quality child care, address issues and concerns related to Family Child Care, and offer support to other Family Child Care members of MCCA.

Finance Committee

Chairperson: Raymond Desrochers

Committee members: Angela Hanischuk, Sandy MacDonald, Brenda McCarthy, Pat Wachs

Laurie Lamont resigned from the committee in 2008 and we would like to thank her for her years of participation.

Staff: Monique Nernberg/Pat Wege
(see report on page 5)

Public Policy and Professionalism Committee

Chairperson: Laurinda Neyron

Committee Members: Ron Blatz, Wanda Bruenig, Michèle Henderson, Fernanda Hodgson, April Kalyniuk, Jodie Kehl, Caryn LaFlèche, Debra Mayer, Karen Ohlson, Donna Riddell, and Julie Skaftfeld

Staff: Pat Wege

The Public Policy and Professionalism Committee has had a very busy year. The year began with a meeting with Minister of Family Services & Housing, The Hon. Gord Mackintosh to discuss MCCA'S 2008-2009 recommendations for Early Learning and Child Care in Manitoba. Following this, meetings were held with the NDP Caucus and then the Liberal Caucus summarizing our most urgent challenges. Members were provided with the same recommendations as were presented to the

minister as well as a copy of the Market Competitive Salary Scale for Group Child Care Centres. There were many letters, messages and emails distributed, hoping to influence the spring budget. The message was simple and clear that we needed an overall funding increase of 20-25% for the childcare workforce to catch up to other sectors that require similar knowledge, skills, and abilities.

Michael Ignatieff, representative of the Liberal Party of Canada, met with the committee members in May so once again we told our stories, shared our concerns and dreams for a better future. Exciting times were ahead for the committee as the Market Competitive Salary Guideline Scale for Child Care Centres over 100 spaces was reviewed prior to distribution. Another federal election was held, and MCCA participated by letter writing, preparing information resources for voters, attending election forums, and communicating with candidates.

The Committee, along with the Leaders of Director's Support Groups welcomed and met with the Lois Speirs the Acting Director of the Manitoba Child Care Program. The committee shared with her the support for and the need for the implementation of the Market Competitive Salary Scale 2008 that was released by the MCCA in the fall.

The Committee enjoyed a very successful Call to Action October 22, 2008 in which Director's and staff were invited from Winnipeg and the rural communities to come to the legislative building to sign up for a stronger workforce. Many Director's and parents shared their stories of the day to day frustrations they experience because of the staff shortage, wages that aren't competitive, shortage of child care spaces, other concerns related to the child care industry. The Minister was not able to attend the event but agreed to meet with the committee and child care reps from the community in the future.

All in all we had a very busy, challenging year and we are sure that 2009 will be the same.



Plans for future activities:

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

School Age Committee

Chairperson: Bernadette Rozybowski

Committee Members: Corine Anderson, Glen Arnould, Teresa Bueviaje, Candace Crethers, Jean dela Cruz, Jodi Dyck, Sarah Dueck, Deanne Furgala, Kim Goerzen, Shona Murphy, Christy Patton, Julia Procyshyn, Francene Santos, Elissa Schmidt, Jayni Siemens, Margaret Stevens, and Linda Todd

Staff: Teresa Capizzi

The School Age Committee successfully worked together on issues that were at the forefront of school aged centres throughout the year. We continue to promote school age as a career in childcare. It's amazing what can be accomplished when everyone in a group is after the same goal.

In November we held our annual Summer Resource evening which provides an opportunity for front line workers to gather, gain and share useful information to support the planning of school age summer programs. Topics this year were chosen based on relevant issues in member's centres. This year's topics included: Leadership, Literacy, Science, Drama, and Emergent Curriculum in school age. The turnout this year was fantastic as there was no snowstorm to stop anyone from coming. Members volunteered their time and worked extremely hard at presenting the useful information that participants could share with their own centres. The proceeds from the evening were put towards enhancing various curriculum kits for the MCCA library. A HUGE thanks you to the facilitators for their time and efforts!

The School Age Committee continually looks at what issues are concerning School Age centres and explore, network, and evaluate issues in School Age care. We work hard to promote School Aged Care.



BRAVO

Congratulations to these MCCA Award Recipients in 2008. Each year MCCA is proud to recognize the efforts of the many professionals committed to Manitoba's children, our field, and the MCCA. The following individuals were recognized for their achievements at our Awards Banquet on May 30, 2008.

Leader of the Year Award

Diana Rozos - U.W.S.A. Day Care

Exceptional Caregiver of the Year Award

Katheleen Smith - Family Child Care Provider

Dr. Gretta Brown Scholarship Awards

Nathalie Gendron - Collège universitaire de Saint-Boniface

Melinda Deobald - Red River College

Volunteer of the Year

Charlotte Robbins - Day Nursery Centre

“TOGETHER WE'RE BETTER”

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

Community Living Manitoba Inclusion Committee
Child Care Education Program Approval Committee
Campaign 2000
Canadian Child Care Federation
Child Care Advocacy Association of Canada
Child Care Human Resources Sector Council
Manitoba Education Research Network
ECE Training Institutions
Educaring

Family Centre of Winnipeg
Handle With Care Steering Committee
Healthy Child Manitoba
The Manitoba School Boards Association
Manitoba Child Care Program
Provincial Council of Women
Regulatory Review Committee
Social Planning Council
Healthy Child Advisory Committee

Thank You

The Manitoba Child Care Association graciously acknowledges the support and financial assistance provided for the 2008 “Round Up Your Learning” Early Childhood Education Conference.

Dairy Farmers of Manitoba
Manitoba Family Services & Housing
Vital Transit

Lamontagne Chocolates
Victoria Inn
Scholar's Choice

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

We would also like to thank the Winnipeg Foundation for funding the Managing & Leading in the Non Profit Child Care Sector.



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