



2010



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

Julie Skaftfeld, *President*  
Jodie Kehl, *President Elect*  
Michèle Henderson, *Past President*  
Brenda McCarthy, *Secretary/Treasurer*  
Caryn LaFlèche, *Director of Board Operations*  
Laurinda Neyron, *Director of Public Policy & Professionalism*  
Tami Karsin, *Director of Branch Services*

Wanda Bruenig, *Director*  
Janice Delf, *Director*  
April Kalyniuk, *Director*  
Karen Ohlson, *Member-at-Large*  
Kim Perring, *Member-at-Large*  
Raymond Desrochers, *Financial Advisor*

## MCCA STAFF

Pat Wege, *Executive Director*  
Karen Gander, *Professional Development Manager*  
Monique Sutherland, *Finance & Accounting Manager*  
Teresa Capizzi, *Professional Development Administrator*  
Dianne Jones-Pearson, *Records & Registration Assistant*  
Lisa Maloney, *Administrative Assistant*



# Executive Director and President Report



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

Throughout 2010, MCCA staff and volunteers continued to work on our 2007 – 2010 strategic plan, while continuing to offer core services and programs to our members. This Annual Report provides a sample of accomplishments in our 36th year of advocating for a quality system of child care, advancing early childhood education as a profession, and providing services to our members. We begin with a report on the progress made in the final year of our strategic plan:

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

- published 4 fabulous issues of Child Care Bridges
- ongoing upgrades to our website so members have rapid access to current information on MCCA sponsored events and news on early learning and care
- added a calendar of events to help you see what's happening at a glance
- added a Google search engine to help you find what you are looking for
- added a new website page devoted to news and events hosted by our regional branches located outside of Winnipeg
- supplied MCCA membership information kits to regional branch chairpersons
- added branch chairperson contact information to Bridges
- updated and re-designed the MCCA membership brochure and distributed copies to member centres for their new employees
- offered ten online membership surveys to gather statistics and member opinions
- upgraded MCCA staff phone lines so each employee has a direct number for easy contact
- purchased a new MCCA display
- sent a steady stream of emails to centres and family child care providers that are on our email distribution list, with announcements, information, resources, and news

How you can help us improve communications:

- if you are a Director, share relevant information you receive from MCCA with your employees
- if you are a member, read all the print materials we mail to your home, including new member information, each issue of Child Care Bridges, and the summary of the Annual Report
- read the CCCF publications, Interaction magazine, and sign up for their online newsletter
- make [www.mccahouse.org](http://www.mccahouse.org) your homepage and browse our website weekly
- speak up by calling, emailing, or visiting us if you have a question, comment, or idea

**Goal: To offer a wide variety of professional development opportunities across Manitoba**

- 80 workshops held in Winnipeg
- 28 workshops held in regions outside Winnipeg
- co-hosted the Champions for Children's Environmental Health Train the Trainer workshop
- Opening the Door to Adventure in Early Childhood Education provincial conference held May 27 – 29, 2010
- offered members many ways to celebrate Week of the ECE, April 25 – May 1, 2010
- 11th Annual Directors Conference, Leading A Year of Reflection, with Deb Curtis and Margie Carter was held September 28 & 29, 2010
- retreat and strategic planning for Ethics Guides held October 22 & 23, 2010
- School Age Committee hosted two resource evenings
- 5 Ethical Dilemma Vignettes created for member education and reflection
- hosted two meetings with Leaders of Directors Support Groups
- co-hosted occupational standards workshops with the Child Care Human Resources Sector Council
- published Activity and Record Keeping Calendar for members that are Family Child Care Providers

How you can help us improve professional development opportunities:

- if you have an idea for a workshop, training, or speaker email [karengander@mccahouse.org](mailto:karengander@mccahouse.org)
- if you live in a regional branch please attend the workshops offered by your local branch
- if you are a director, encourage your employees to be active participants in ongoing learning and provide 1% of each person's gross annual salary toward the cost of 24 hours per year of professional development
- if you are an ECE, CCA, or Family Child Care Provider make a personal resolution to participate in workshops, courses, and ongoing learning and register for MCCA sponsored workshops

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

- presented 2010 recommendations to the Minister of Family Services & Consumer Affairs and all MLAs in Manitoba



# Executive Director and President Report



*cont'd*

- met with the Minister of Finance, the Hon. Rosanne Wowchuk
- attended pre-budget consultation meeting and budget day announcement
- presented 2011 recommendations to the NDP Caucus
- responded to Manitoba Chambers of Commerce resolution on child care
- advocated for funding for controlling visitor access expenses
- promoted need for a pension plan and made design recommendations
- attended consultation on child care held by Dr. Jon Gerrard, Liberal Party of Manitoba
- provided recommendations to the Manitoba Child Care Program on the proposed online registry
- submitted a brief to the House of Commons Standing Committee on Finance
- sent correspondence about the elimination of the mandatory long form census and lobbied for an enhanced federal role in early learning and care services
- organized a campaign to provide MLAs with feedback to the 2011 provincial budget
- developed relationships and worked collaboratively with a variety of representatives from the education system
- were heard on television, radio, and read about in newspapers and online

## **Goal: To assist in recruiting, training, and retaining a high quality, well remunerated workforce**

- workforce issues continued to be the priority for advocacy and professional development
- worked with PeopleFirst HR Services to develop a guideline Code of Conduct and guideline Use of Technology Policy for member centres
- investigated apprenticeship models, participated in presentations, and made recommendations to the Government of Manitoba
- continued representation on the Child Care Education Program Approval Committee, the Child Care Inclusion Committee
- updated the Market Competitive Salary Guideline Scale for Early Learning and Child Care Centres 2010

- continued to track ECE classifications and participate on ECE training advisory committees
- educated members through professional development activities

How can you help us advocate on behalf of child care as a service and as a profession:

- be an MCCA member
- join the Public Policy & Professionalism Committee
- inform children's parents, stakeholders, and community groups about the opportunities, advantages, issues, and challenges in early learning and care
- communicate several times a year with your MLA – in the fall, at pre-budget consultation time; after the provincial budget is announced; and when your facility is preparing its own annual budget
- communicate at least annually with your Member of Parliament, urging they provide direct funding for child care services
- tell parents looking for a child care space to contact their MLA and provide a phone number

Other noteworthy activities in 2010 include:

- a comprehensive review of our by-laws, the first since 2004. Although we didn't make many changes to operating procedures, we did make substantial changes to create a fresh document written in clear, concise language
- we responded to member requests for an MCCA sponsored Simplified Money Purchase Pension Plan. Industrial Alliance, our partner for the GRRSP, worked diligently to help educate and enroll members, while offering our members the lowest management fees in Manitoba
- we have been building bridges with the education system, both nationally and provincially, with the goal of developing an inclusive, respectful relationship while working together to promote human development and healthy communities

MCCA remains strong, with loyal members, a strong force of volunteers, and experienced and skilled employees.

As always, much thanks is extended to our loyal members and volunteers who have contributed to our success in 2010. Your support, ideas, feedback, and encouragement make what we do possible.



# Director of Branch Services Report

*Tami Karsin*



I have enjoyed my 2nd year as Director of Branch Services on the MCCA board, each day is another learning experience which I feel lucky to be a part of. Working alongside the MCCA staff, board members and volunteers is a very positive and professional experience and I commend them for the great job they do.

This group has spent many hours this past year advocating for higher wages, a pension plan and many other areas relating to our profession and also offering professional development to all areas of our province. It was a very exciting time when the pension plan was announced. Again, a lot of hard work went into getting everything up and going for the members. Enjoy, it is well deserved!

We have a very dedicated and hard working group of Regional Chairpersons and along with their board members and volunteers, provide professional development opportunities out into the rural areas. We thank the members who attend the workshops, stay in touch, read their Bridges

and other information that is available for them. Also, we appreciate the facilitators who are willing and able to travel to our communities and share their knowledge and expertise with us!

As Director of Branch Services on behalf of the Regional Branch Chairs I would like to say that we are working on communications, and want all regional members to be informed about what is happening in early learning and care in the province and what services are available to MCCA members. I'd like to remind you all that there is a wealth of valuable information provided for MCCA members; we want to encourage everyone to take the time to read their Bridges, visit the MCCA website, even make it your home page. If you want to know and be informed, take an active role in your own professional development and take the time to read your mail and log on to [www.mccahouse.org](http://www.mccahouse.org). If you have any questions, MCCA staff and the regional board reps are just a call or click away.



## Regional Branch Reports



### Central Region

**Chairperson:** Janice Delf

**Treasurer:** Lori Carpenter

**Secretary:** Shari Clements

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

In 2010 we offered two evenings of Professional Development in April at the Portage Ukrainian Nursery School. We brought in pizza and the Early Childhood Assistants and Educators had the opportunity to receive Anaphylaxis Training from a local public health nurse Nancy Brooks followed by a presentation on Picky Eaters. Janelle Botteril, a registered dietician provided great tips for feeding children who are fussy and choose to eat only specific foods. As well, information was provided on serving sizes and required dietary intake of foods for preschoolers. A total of 63 individuals attended of this training opportunity.

In celebration of Week of the Early Childhood Educator our region gathered for an evening of socializing, door prizes and a great supper catered by Bill's Sticky Fingers.

On Saturday June 12th, individuals gathered at the Tiger Hills Community Resource Centre for Ethics Part IV Workshop. This workshop was guided by Donna Riddell, Suzanne Calder and Janet Berezowecki.

In October, we hosted a full day workshop at the Red River College Campus at Southport. The morning featured Sheila Bogoch talking about "Helping Children to Understand and Express Their Anger." In the afternoon Donna Tom-Brannan spoke on "Back to Basics: Songs and Rhymes for Infants, Toddlers and Preschoolers. This workshop was extremely well attended with individuals from all parts of our region.

In October, I (Janice) had the opportunity to speak to a group of first year students at the Red River College. This was a chance to inform the students of the great benefits of belonging to the association and how to participate in the region if they were interested.

We want to acknowledge all the members who attend our workshops and extend a special thanks to the current board members who volunteer their time in organizing a variety of events in our region. To keep informed, it is important that we all take advantage of our MCCA website that is a wealth of information. If members want specific workshops in their area or would like to be on the board please be sure to contact Janice at 857-8910 or email [wedc8010@mts.net](mailto:wedc8010@mts.net).

### Eastman & Norman Regions

**Requires new volunteers for regional board.**

Although these two regions do not have an active board, professional development opportunities were available to members in these areas.





# Regional Branch Reports

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On April 22nd Ethics Part IV was offered in Beausejour where 17 people completed their ethical journey. On October 2nd in St. Pierre, 13 people began their ethical journey completing Ethics Part I and 15 people participated in Ethics Part II. On Saturday, October 16, two workshops were offered in Beausejour. Creating a Positive Workplace was offered in the am with Michele Grant presenting to 14 participants and Building Community Through Song – ECE Jamboree was offered by Marc Battle and Kim Hanna to 13 participants.

On Saturday, March 20th in The Pas, 35 members attended a professional development day where Marc Battle presented, Searching for the Meaning in Play and Michele Grant presented, Do You Want To Become a More Positive Workplace?.

Two fall workshops were planned for Oct. 1 & 2, 2010 but unfortunately due to low enrollment we had to cancel the professional development opportunity.

Members in the Eastman & Norman region should send their professional development requests/suggestions to Karen Gander at [karengander@mccahouse.org](mailto:karengander@mccahouse.org).

## Interlake Region

**Chairperson:** Tami Karsin

**Vice Chairperson:** Cynthia Thomsen

**Treasurer:** Sharon Waluk Green

**Secretary:** Lori Malcolm

**Members at Large:** Nienke Shutz-Kolster, Michele Broadhurst, Heather Lowe and Arleen Kristofferson resigned March 2010

Our regional board was able to meet only 3 times over this past year as we were kept very busy with the demands for Controlled Visitor Access and Curriculum Framework meetings, etc. Our Annual General Meeting was held on April 17, 2010 in Winnipeg Beach along with 4 workshops and a lunch. We had two morning options; Behavioural Issues in Children Part 1 with Cathie Gold & Positive Relationships with Parents with Anne Grewer and two afternoon options; Behavioural Issues in Children Part 2 with Cathie Gold and Time Management with Lew Bayer. This event was very well attended with 80 participants, which was so great to see. Morning refreshments and lunch were provided and prizes were given out throughout the day. We held our Annual General Meeting during the lunch hour. Two of our board members stepped down, we say goodbye to Heather Lowe from Arborg and Arleen Kristofferson from Gimli, we appreciate the six years of volunteerism they provided to our regional Board. We welcome one new board member as Treasurer, Sharon Waluk-Green from Teulon MB, we are glad to have you aboard!

A great time was had by all, we had lots of help and a special thank you to the staff at Winnipeg Beach Tiny Tots for hosting this event, it is a lot of work and we appreciate using your facility and the school gym.

We also held a full day workshop on Nov. 6, 2010 in Teulon MB where we offered two of the Handle With Care building block workshops (Building Self Esteem and Change and Transitions), Michele Grant and Barb Wieckx facilitated the workshops and 20 people were in attendance. We hope to continue to offer this complete series in the future.

It was a good year all around, a very helpful and supportive board, great support from our members and the pension plan announcement! Here's to another great year in 2011.

## Parklands Region

**Chairperson:** Florence Burdeny

**Vice Chairperson:** Gloria Korman

**Treasurer:** Janie Inkster

**Events:** Brooke Pederson

**Members at Large:** Judy Chachula, Caitlin Durston (Student Representative), Joan Nadolny, Teresa Russell, Debra Telfer

This past year we hosted one professional development event on Saturday, November 27th, "Don't Worry Be Happy – All About stress with Eleanor Snitka from the Mood Disorders Association of Manitoba, the information went out a little late so our attendance was low.

The highlight of the year was the Week of the Early Childhood Educator celebrations. The planning committee successfully planned an evening of fun - bowling games, lots of prizes and pizza for supper. We had a surprising attendance of 40. Many commented on good times had by all.

We look forward to regional members joining for our next Annual General Meeting.





# Regional Branch Reports

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## South Central Region

**Chairperson:** Kim Riehl

**Vice Chairperson:** Kelly Enns

**Treasurer:** Tracy Vandermeulen

**Secretary:** Holly DeGraeve

**Members at Large:** Christine Grenier, Lisa Rey, Angela Wall. Terry Ginter officially resigned from the board in June and Paula Wilson resigned in October

This year our Annual Conference was held in Carman Manitoba at the Carman Collegiate. The topics of Emergent Curriculum with Jacquie Graham and Team Building with Bev Levine were well received and attended. We also arranged tours of two child care facilities in town, Wee Care Child Center and TLC. We would like to thank Director Lucille Hayward and TLC's Director Natalie Bergen for their time to conduct those tours.

South Central MCCA made arrangements to transport attendees; collect information requests from the tours, ie: menus, daily schedules, and make sure they were sent out in the week following the conference.

## Thompson Region

**Chairperson:** Janet Wheaton

**Vice Chairperson:** Barb Carlson

**Treasurer:** Terri Tretjak

**Secretary:** Vacant

**Bridges Liaison:** Vanessa Fitzpatrick

**Members at large:** Bonnie Caddy, Palwinder Deol, Brenda Gornik, Kiran Roy, Christa Webb

On March 3rd, 2010, we held a video night in partnership with the ECE 2nd year students. The students' created the invitations, evaluations, planning, organizing, set up and clean up of this event. MCCA looked after the refreshments, light snacks and supplies. The evening began with a PowerPoint presentation on "Family Partnerships" and handouts of the presentation were provided. The videos that were shown were, "Building Bridges between Teachers & Families", "Diversity: Independence & Individuality" and "The Brain and Early Childhood: A mind Of Their Own. Handouts were also provided to those who participated. The overall response to the evening was great, they enjoyed the topics and presentation, and it provided some with a refresher and reinforced ideas and strategies to bring back to their child care centres. Approximately 17 participants attended the evening.

For ECE week, our region sent ECE posters to all child care centres and family home care providers within the Thompson Region.

Our region has purchased an 8 X 8 Manitoba Child Care Association Thompson Region banner. We have also purchased tote bags with the MCCA Thompson logo on them. The Board ordered t-shirts to wear during events so delegates could easily identify board members to ask questions or bring up concerns.

On October 2nd the Thompson Region hosted in partnership with the Burntwood Parent Child Centered Coalition a one day professional development event, "Raising the Bar", which included our AGM and the presentation of the Cheryl Brockington award. Michele Grant presented Creating a Positive Work Environment & Best Choices: Ethics Part IV, Marcia Arpin, Building Partnerships with Parents & Snow Daze, Wendy Hoffman presented, Play Space and the Environment & Strengthening the Link: Language and Learning, and Barb Carlson presented, Challenging Behaviour in Young Children: "Understanding, Preventing, and Responding.

Thompson region recognized Wendy Hoffman as the "founder" of the Cheryl Brockington award. Wendy had been the chairperson and board member for the Thompson region for many years and creating the "Cheryl Brockington award was her goal and dream. Unfortunately, due to time restraints and moving to Winnipeg this had not been fulfilled prior to Wendy relocating. The Thompson region made this a priority and the award became a reality in 2008. The perfect opportunity to recognize Wendy was at the conference as she was there to present a workshop. Barb Carlson (last year's recipient) presented Wendy with the award of the "founder" of the Cheryl Brockington Award.



During the "Raising the Bar" workshop, the 4th annual Cheryl Brockington Award was presented to Bonnie Tait from KAO daycare. Wendy read the letters of support and presented this award to Bonnie.



# Regional Branch Reports

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Before the group broke for lunch we held our Annual General Meeting. There were approx. 35 participants in attendance. We had a great turn out for this one day event.

On November 18th to celebrate National Child Day, children and staff from KAO daycare participated with UCN 1st & 2nd year students of the Early Childhood Program in outdoor activities and hot chocolate. It was a great afternoon, full of fun.

## Westman Region

**Chairperson:** Tara Mills

**Treasurer:** Melanie Maxwell Heinrichs

**Secretary:** Jennifer Jonasson

**Members at Large:** Janet Berezowecki, Marilyn Biletski, Jacquie Friesen, Dana Troke, and Twyla Unger

Our region has decided to hold meetings in September, October, November, March, April, May, and June for 2010/2011.

For Week of the ECE, we planned a Professional Development day that offered Card Making or Belly Dancing with an invitation for bowling and supper in the evening. Due to no

response, we cancelled the evening events. We also held our AGM during lunch to increase attendance.

On October 16th, we held a free half day professional development; to celebrate our 30th Anniversary as MCCA Westman. A simple lunch followed.

To increase awareness of MCCA through Westman we donated \$500.00 to Brandon Healthy Families Event held October 3rd, 2010.

We have planned to offer Ethics 1 – 4 and Beyond Part 4 in the Spring due to demand from members.



## DID YOU KNOW?

MCCA Members who live outside of Winnipeg can access many of the same services, resources and information about early learning and care as urban members. Regional members can attend professional development events that are planned and promoted by MCCA's regional branches and offered in a central location within the region. Members are welcome to attend professional development events offered in any other region and in Winnipeg as well.

A few of the regional branches have a branch pages on MCCA's website where you can read news and information on your particular region. You can find the branch pages by clicking on the link on MCCA's home page and then clicking on a specific region. The regional branches will post information regarding upcoming professional development events and other events happening in your region.



# Treasurer's Report

Brenda McCarthy

Another fiscal year has come to a close so we reflect on the past years activities for MCCA. As of December 31, 2010 MCCA realized an un-audited surplus of \$45,608. From this surplus, for 2011, MCCA will allocate \$5,000 towards the Pedagogical Leadership Project and the remaining funds towards much needed leasehold improvements.

With a membership of 3,777 strong in 2010 (2009 - 3,708) MCCA can 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 (in various ways) your child care field. Without your fees, MCCA would not be able to achieve any of these goals. I don't know about you but I am very proud to be a member of MCCA!

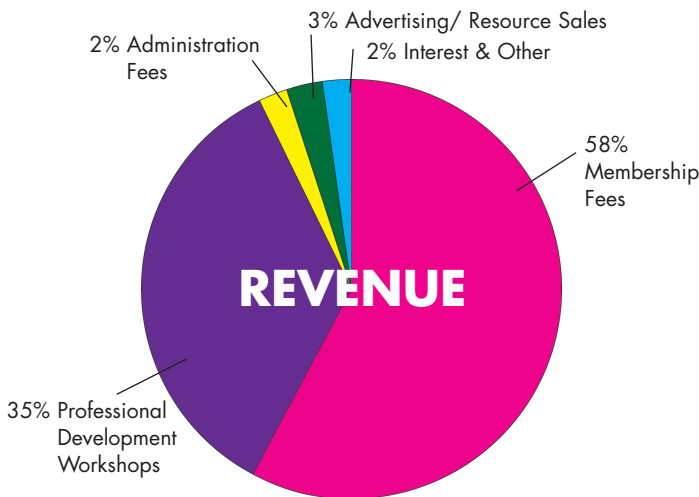
**Revenues:** Membership fees represents 57% of revenue, Membership Services 37% - which includes: conferences, workshop, and Other revenue 6% - which includes: promotional items, donations, interest, Bridges advertising, etc.

**Expenses:** Aside from standard operating expenses, MCCA purchased in 2010: Inspiron Mini Dell for Committee/Conference meetings, Printer for records & registrations, two new board tables, upgraded the telephone system, a new MCCA display for conference and meetings, Eventspro online registration software, and customer relations management software for the website.

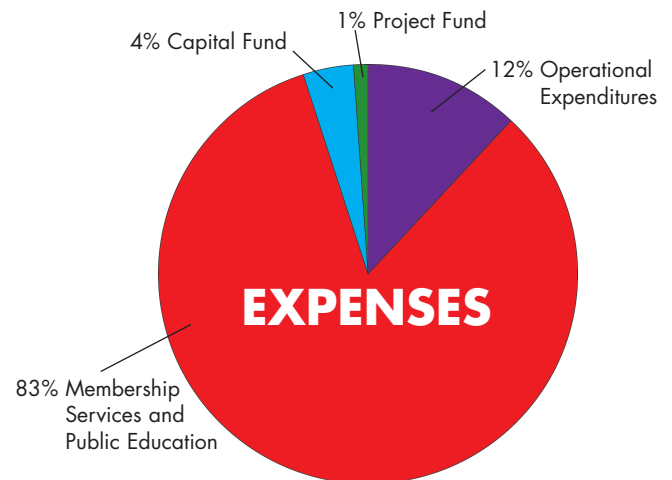
As this completes my second two year term as Secretary/Treasurer, I would like to thank the Finance Committee and staff for their hard work, great decision making and valuable input.

## 2010 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 2011.



Membership Fees	58%
Professional Development Workshops	35%
Administration Fees	2%
Advertising/Resource Sales	3%
Interest & Other	2%



Operational expenditures: 12%  
Administration/Occupancy Costs/Supplies/Equipment/Maintenance

Membership Services and Public Education: 83%  
Awards  
Communications & Publications  
Professional Development Workshops  
Annual Conference  
Educational Services  
General Activities  
Insurance Plans  
Rebates to Regional Branches  
Resource Library

Funds: Capital Fund 4%  
Project Fund 1%

# Our Members







# Our Members



## Our Members

Full/Part Time	From the previous year	December '10	December '09
Professionals	↑	1480	1449
Child Care Assistants	↑	1362	1278
Associates	↓	103	125
Students	↑	39	35
<b>Facilities</b>			
Full/Part Time Centres	↑	457	447
Family Child Care	↓	336	359

## Professional Development Events

The professional development events were well attended in 2010. MCCA strives to bring its members high quality workshops, seminars, and conferences.

<u>Event</u>	<u># of Participants</u>
Winter workshop series	1098
Opening the Door to Adventure in Early Childhood Education – MCCA's 33rd Conference	1338
Leading a Year in Reflection – Director's Conference	116
Fall workshop series	1170

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

## MCCA Liability Insurance Programs

MCCA's insurance program continues to provide centres and family child care providers with excellent coverage. Our staff (Cox Morris) work to ensure claims service is provided quickly and that settlements meet with the expectations of the program. As of December 2010 there were 333 family child care providers, 387 centres (some of which are multi-location facilities) and 294 centres enrolled in the director's & officer's liability program.

Unfortunately there were two major arson fires last year along with several water claims which affected the results of the program. We have been averaging between 30-40 reported claims per year but noted an increase in severity over the past year particularly with water claims (ie.

dishwasher/washing machine hoses disconnecting). We hope that 2011 will see a slowdown in these types of situations.

We continue to work with all MCCA members to deal with inquiries and provide assistance where needed. Dave and Brian have made a point of visiting as many centres as possible to meet directors and discuss current issues which will continue in 2011.

If any members have insurance questions or concerns, we would be happy to hear from you. Please call our office at 885-7582 at any time.

*Dave Morris & your MCCA Insurance Team*



# Committee Reports

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## Board Operations and Development Committee

**Chairperson:** Caryn LaFlèche

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

**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 2010, 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. In November, the committee organized a strategic planning session for the years 2010 to 2013.

The committee also secured a slate of nominees for the 2010/2011 Board of Directors.

## Child Care Benefits Committee

**Chairperson:** Karen Ohlson

**Committee Members:** Jodie Kehl, Laurinda Neyron, Kim Perring, Debra Rempel-Page, Marita Rempel, Julie Skafffeld, Marilyn Valgardson

**MCCA Staff:** Pat Wege/Monique Sutherland

Our Child Care Benefits Committee was busy again this year. We were pleased that the increase to the group insurance plan was small (2.7%). Health Source Plus successfully negotiated this amount down from a proposed initial increase in response to the zero percent increase in operating grants for Manitoba's facilities this year. A number of successful meetings were held to raise awareness of our group insurance and liability insurance plans' features and benefits. We look forward to delivering excellent programs with our partners, Cox Morris Insurance and Health Source Plus.

An MCCA sponsored Simplified Money Purchase Pension Plan was created with Industrial Alliance, our partner for the GRRSP.

Thank you again to all of the hard working Group Benefits Committee members.

## Conference Committee

**Chairperson:** Marilyn Valgardson

**Committee Members:** Treena Amos, Sheila Argue, Shaun Becker, Val Comack, Audrey Crew, Kisa MacIsaac, Adam Manicom, Joanne Mitchell, Marita Rempel, Bernadette Rozybowski, Anne Schellenberg, Tracy Slonowski

**MCCA Staff:** Karen Gander



2010 was the year where we had the chance at "Opening the Door for Adventure in Early Childhood Education" in Manitoba. MCCA's annual provincial conference gave us the opportunity to introduce new speakers, presenters, concepts and ideas to the 1338 delegates. We were inspired by our keynote speakers, all of whom are known across the globe, Matt Roloff, Rusty Keeler and Frances Carlson. Each of them led us down a path which they have a great deal of experience, passion and knowledge of. We continued the adventure with over 60 different learning opportunities. We boldly went where we had not gone before, outdoor workshops, new tours and off site sessions, and many new presenters. We invited presenters from across North America to join us and share their expertise. We offered the opportunities for each delegate to choose and experience their own adventure. Right from the opening remarks to the closing of the conference, delegates and visitors were excited and energized by the adventure that this conference provided.

The 2010 Conference Committee, led by Karen Gander, MCCA's Professional Development Manager, set out to guide you on a grand adventure and were truly successful once again. This group of volunteers put a lot of thought, effort and energy into making this a wonderful learning experience for each and every delegate and for this work, we are very grateful – mission accomplished and thank you very much!

# Committee Reports

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## Editorial Committee

**Chairperson:** Brenda Bachinsky

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

**MCCA Staff:** Karen Gander

Susan Emerson resigned as committee chairperson in the spring of 2010 and Brenda Bachinsky stepped up to take her place as committee chairperson.



The Editorial Committee's main priority is to provide members with a plethora of information and education to further their knowledge in child care related topics. We have been successful at offering articles by writers which include, committee members, community experts as well individuals who

specialize in different areas of topic. Our goal is to continue to provide this wider base of information.

We had a productive year as the spring flowers were blooming we discovered ways of "Going Green" and what that can mean to all of us. As the heat wave of the summer came upon us, members learned how to "Express Yourself" through creative arts. As the leaves began to fall we prepared our readers on ways to begin "Preparing for Life's Transitions", learning to deal with change as it occurs. Finally with the snow came a reminder on the importance of "Pumping up Your Professionalism", encouraging all members to re-examine their actions and raise the bar moving into 2011.

Enormous thanks go out to all contributors during the 2010 year- it's your assistance that helped Bridges become bigger and better this year. Also, I would like to thank my hard working, dedicated committee members Sue Atkins and Shaun Becker that have a never ending bag full of ideas and especially to Karen Gander who carries a passion that surpasses many. I really appreciate all the support you've provided into my transition as Chairperson.

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

## Ethics Committee

**Chairperson:** Barbara Wierckx

**Committee 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.

Our first priority remained the education of the ECE community with regard to the MCCA Code of Ethics and its role in providing best practice in early childhood education. Committee members continued to guide the four-part *Best Choices: The Ethical Journey* workshop series across the province, with select workshops geared toward centre directors. The Ethics Committee augmented the workshop series with *Beyond Part 4*, a workshop for ECEs who have completed the Best Choices series and wish to strengthen their ethical practice.

2010 saw the release of five hilarious, ethical vignettes developed and produced by several ethics guides, instructors at Red River College, and Red River College. Built upon real-life incidents, these slightly controversial stories are intended to stimulate ethical discussion in our field. These videos can be viewed on the MCCA website. (Under the *Professional Development* tab, select *Code of Ethics*. Click on the picture midway down the page!)

The Ethics Committee used a number of other strategies to promote the MCCA code of ethics and ethical practice in 2010, including: the development of a new promotional flyer that is distributed in New Member packages; an article for *Child Care Bridges*, *10 Tips To Promote Ethical Decision-Making In Your Workplace*; and, in collaboration with the Conference Committee, the Ethics Quiz which was played at the annual conference in May.

In October, the Ethics Committee met for a bi-annual retreat. This was an important opportunity for the committee to reflect on our experiences delivering ethics workshops. Here the committee focused on the communication required





# Committee Reports

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Sharon Balasko playing "ethics bingo" at the Ethics committee retreat

to provide consistency in ethics workshops, recognize challenges and identify and address our own learning gaps. The retreat also allowed us time for in-depth discussion of our vision, and to set goals for the coming years. In 2010, we used a portion of this time in a workshop facilitated by Sue Hemphill of Healthy Hive Consulting. Sue shared some of her experiences in working with diverse sectors in the arts community and in mediation, and led us through several activities that demonstrated the importance of mindfulness and

sensitivity in communication. These skills will be applied in every ethics workshop as we strive to create the safest and most responsive learning environments possible.

## Family Child Care Committee

**Chairperson:** Cheryl Tremblay

**Committee Members:** Paulette Desrochers, Elizabeth Feere, Christa Greaves, Michelle Normandeau, Katheleen Smith, Shannon Trickett

**MCCA Staff:** Teresa Capizzi



The committee members completed work on the 2011 calendar and began work on the 2012 calendar which we anticipate will be equally exciting. We addressed various questions and concerns related to the new safety charter and controlling visitor access.

Late in the year we began a new project to review the regulations in the Child Care Standards Act and discuss any recommendations or modifications we would like to see. We look forward to continuing this project throughout the coming year.

## Finance Committee

**Chairperson:** Ray Desroches

**Committee Members:** Sheila Argue, Carla Borecky, Angela Hanischuk, Brenda McCarthy

**MCCA Staff:** Monique Sutherland/Pat Wege

See Report on Page 9.

## Public Policy and Professionalism Committee

**Chairperson:** Laurinda Neyron

**Committee Members:** Committee Members: Ron Blatz, Wanda Bruenig, Janice Delf, Michele Henderson, Fernanda Hodgson, Caryn La Flèche, April Kalyniuk, Jodie Kehl, Karen Ohlson, Thelma Randall, Julie Skaftfeld

**MCCA Staff:** Pat Wege

The Public Policy and Professionalism Committee has had a challenging year getting meetings together with everyone's busy schedules. The year began with a meeting to brainstorm goals for the upcoming year. One of these goals included meeting with Minister of Family Services & Consumer Affairs, The Hon. Gord Mackintosh to discuss MCCA'S 2010-2011 recommendations for Early Learning and Child Care in Manitoba.

Committee members attended a meeting with the NDP caucus in the fall. It was a great opportunity to show our appreciation to the government as we recognize our recommendations are being considered and in many ways implemented. It was a great opportunity to share some success stories as well as to educate them on new and continued challenges we face in this field.

Members of the committee participated in a two day strategic planning session lead by Heather Erhard in November. The plan helps us to see where we are as a field and where we want to go. The big job comes after, when we work together to implement these changes. Discussion, a SWOT analysis, and recommendations for



# Committee Reports

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government to consider prior to implementing an apprenticeship model of ECE training was completed by our committee.

The committee is currently developing a survey in preparation of the proposed legislative review.

In the fall, MCCA members were provided with the same recommendations as were presented to the Minister as well as a copy of the 2010 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 2011 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 ECE's as well as the early learning field as a whole.

Thank you to the committee members 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.

## School Age Committee

**Chairperson:** Corine Anderson

**Committee Members:** Karla Boyechko, Jean de la Cruz, Balwinder Khangura, Michelle Kuchar, Shona Murphy, Christy Patton, Matthew

**Pesclovitch, Catarina Raposo, Shannon Rob, Francene Santos, Laura Sothorn, Brenda Still, Jaime Zacharias**

**MCCA Staff:** Teresa Capizzi

The School Age Committee is a dynamic group that provides an opportunity for school age professionals to promote school age care, support one another, and network. The committee also participates in and provides professional development that is directed towards our unique age group.

One example of this professional development is the very successful School Age Resource Evening. In 2010 we had such a huge response to the Resource Evening that we added a second evening in March. This November the topics presented were: *Loose Parts in School Age*, *Documenting and Observing*, *Nature Education*, *Fabulous Field Trips*, and *Discovering Your Neighbourhood Park*. We were excited to have two guest presenters at the Resource Evening- thank you Terry Bussey and Ruth Lindsey-Armstrong for the amazing job you did and thank you to all the hard working committee members who made the evening possible by volunteering their time! Money earned (registration fee) at the Resource Evening is used to purchase resources for the MCCA Library.

The School Age Committee has also been working on a presentation that could be used to promote school age child care to other groups such as high school students, college groups, etc.

The School Age Committee has been experiencing a membership crisis. Our committee is small and continues to shrink. If we do not have new members join and commit to regular attendance we may have to disband the committee. We have been looking into ways to recruit new members and would really love for YOU to join us! Our meetings are a great way to grow in your professionalism, learn, and get the support of your peers. We have guest speakers and meet at different school age centres and at 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 invited to join. Please contact Teresa Capizzi at MCCA for meeting times and locations.



## BRAVO



Congratulations to these MCCA Award Recipients in 2010. 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 28, 2010.

### **Exceptional Family Child Care Provider**

**Cheryl Tremblay**

### **Dr. Gretta Brown Scholarship Awards**

**Thérèse Musafiri** - Collège universitaire de Saint-Boniface

**Angie Smart** - Red River College



## "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  
Healthy Child Manitoba  
The Manitoba School Boards Association  
Manitoba Child Care Program  
Provincial Council of Women  
Regulatory Review Committee  
Social Planning Council  
Provincial Healthy Child Advisory Committee



## THANK YOU

The Manitoba Child Care Association graciously acknowledges the support and financial assistance provided for the 2010 "Opening the Door to Adventure in Early Childhood" Early Childhood Education Conference.

Canadian Union of Public Employees  
Manitoba Family Services & Consumer Affairs

Cox Morris Insurance Brokers  
Vital Transit

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.