



Manitoba Child Care Association



2nd Fl., 2350 McPhillips Street, Winnipeg, MB R2V 4J6
Ph: 204-586-8587 • Toll Free (Manitoba Only) 1-888-323-4676 • Fax: 204-589-5613
Email: info@mccahouse.org • Visit us online at www.mccahouse.org

MISSION STATEMENT

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

VISION STATEMENT

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

OBJECTIVES

- 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

Karen Ohlson, *President*

Michèle Henderson, *President Elect*

Don Giesbrecht, *Past President*

Cheryl Crompton, *Director of Board Operations*

Caryn LaFlèche, *Director of Public Policy & Professionalism*

Janice Delf, *Director of Branch Services*

Brenda McCarthy, *Secretary/Treasurer*

Kerri Pruden, *Director*

Laurinda Neyron, *Director*

Raymond Desrochers, *Financial Advisor*

Marc Battle, *Director*

Wanda Bruenig, *Member-at-Large*

Valerie Comack, *Member-at-Large (Resigned Nov. 07)*

Julie Skaftfeld, *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*

Our Members	Dec/07	Dec/06
Full/Part time		
Professionals:	1399	1427
Assistants:	1124	1211
Associates:	146	153
Students:	44	79
Facilities		
Full/Part time Centres	418	420
Family Child Care	379	404
Total	3510	3694
Insurance Programs	2007	2006
Facilities enrolled in MCCA's Liability Insurance Plan:	737	751
Number of claims:	46	37
Centres enrolled in MCCA's Directors & Officers Liability Insurance Plan:	269	259
Individual members enrolled in MCCA's Group Benefits Program:	1711	1832

In May 2007 we enjoyed the achievement of the "Our Greatest Treasures" conference. The 2007 conference committee worked hard to deliver another fantastic conference where our members were treated to a multitude of opportunities for learning and inspiration to return to their programs re-energized and ready to excel. Our professional development opportunities never disappoint our members whether it is during our annual conference, the directors conference or the seasonal workshop series. Congratulations to the presenters and organizers of these exceptional events.

Our board conducted a strategic planning session incorporating an analysis of the association's strengths, weaknesses, opportunities and threats with member's input compiled from our online survey during the summer 2007. Together with our committee chairs, regional branch chairs, board members and staff, we were able to create the pathway for the next three years as well as our re-energized mission and vision:

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.

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

While we spend so much time and energy looking outward in child care advocacy and quality improvements, it's important to spend just as much time looking inward to examine why we do what we do and how we can improve the services we provide to our members. One of those endeavours is the work of expanding the website to include the online registration for events, the electronic funds transfer service for some membership payments, a job listing, marketplace and discussion forum. We continue to expand the library and curriculum kits to offer these to members throughout the province.

In the spring of 2007 we completed the second phase of the Accreditation Project developing the standards, criteria and indicators of a future system in Manitoba. This work is important and can be used to create a framework for our field to use to improve the quality of the programs we operate in an informal process of self assessment to inspire our work. In the future, an independent organization can take this work and, with the proper resource support, make the voluntary accreditation process a more formal endeavour. The advisory committee and consultants should be congratulated for this important groundwork and their inspiration for all.

In the fall, we presented our 2008 recommendations to the Minister of Family Services and Housing, Gord Mackintosh and to the NDP caucus in Manitoba. This is an important opportunity to share our vision of child care in our province and to answer any questions from the decision makers. Front and center in those recommendations, are the Market Competitive Salary Scale and report developed by PeopleFirst HR Services for MCCA. The scale and supporting information on benefits and working conditions is a remarkable step forward for our members. Many years ago, we were told by Tim Sale, then Minister of Family Services and Housing, that we needed to figure out how much we wanted and exactly what we want it for. On that day, we set upon a path to

figure out precisely how our members should be compensated and this is the realization of that measure for our workforce. We have learned that our worth isn't just counted in dollars and cents, but that the resources follow a foundation of inspired effort to create healthy, worthwhile places to learn and work.

We followed this excellent resource with the release of the revised *Human Resources Management Guide for Early Childhood Programs*, also collaborated with the HR firm. It outlines and describes best practices related to the administration practices for child care centres including sample job descriptions, personnel policies integrating new legislation, hiring practices and many valuable guidelines for management practices that should have an influence in improved job satisfaction and therefore, improve recruitment and retention in our system.

I have learned through my years on the board of the Manitoba Child Care Association and in my career that child care advocacy is tricky. It's easy to sweep away with ideological pursuits and campaigns of distraction. What we have learned through the past ten years is to be very careful not to align ourselves with any one group, political party, or way of thinking. We have learned to think clearly about what motivates each group: money, votes, power and how each action or inaction benefits our members. We have been focused on the importance of the work that benefits children, empowers members and promotes our profession. We have steered clear of bandwagons but collaborated with groups who believe in the greater good of our field. We have far to go but we can't forget how far we have come. We have rebuilt our board structure, clarified mandates for our committees, educated ourselves, travelled to share our growth and shared our expertise. We continue to be viewed as an international leader in professional associations for child care. That doesn't happen by accident.

While the board sets the direction, the execution of the goals remains firmly in the work of the exemplary staff that we are fortunate to work with. Karen, Teresa, Lisa, Monique, Dianne and Pat perform at a level of excellence every day in their work in the office and throughout our community. They are a determined bunch who challenges themselves to deliver brilliantly in every effort for our membership. We thank you for being the best part of our success!

When we get down because we hear the "noise" of politicians or the complaints of others we need to remember that a little known wooden building was built by parents and created into an amazing program. Once funded by the sale of a German tank, in the face of Catholic Church's monopoly on children's education and resistance to change, burned down and re-built into the first school of Reggio Emilia, and grew into a leader for the world. When we use our collective determination, intrepid courage to change and grow, stop complaining and define our destination for ourselves, we can begin to be the change we want to see! I challenge each one of us to enter our programs each day with our heads held high and our feet firmly planted. If you look really hard you can observe with insight, you can feel your spirit lifted and find joy in the work that you choose to do. We are a hardy band of people, and if we work hard to be rooted in relationships and make meaningful connections with each other, the children of Manitoba will be served very well.



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Executive Director's Report

Pat Wege

If only you could sense how important you are to the lives of those you meet; how important you can be to people you may never even dream of. There is something of yourself that you leave at every meeting with another person.

- Fred Rogers

There were several significant milestones for MCCA and our members in 2007. During the provincial election, all the main parties had platforms that articulated a plan to develop a larger and stronger regulated early learning and child care system. The re-election of many incumbent MLAs makes our work of educating and advocating much easier, as we can build on existing knowledge instead of starting from scratch. Manitoba's Five-Year Plan for Child Care concluded in 2007 and the majority of goals were achieved. MCCA was disappointed the provincial government did not announce a new long range plan prior to the end of 2007, but we have been assured by the Minister of Family Services that it will be announced in 2008.

The new Government of Canada terminated the historic funding agreements on early learning and child care in 2006, but MCCA continues to inform the Government of Manitoba that we expect them to continue to build and enhance our child care system. Child care is a provincial responsibility and it is therefore up to the provincial government to ensure it allocates adequate funds to enable the child care programs it licenses to provide a high quality service to families and fair wages and benefits to the child care workforce.

Our work with PeopleFirst HR Services to upgrade our *Human Resource Management Guide for Early Childhood Programs and develop a Market Competitive Salary Guideline Scale for Group Child Care Centres* is another important milestone for our members. For the first time, our members employed in child care centres know the monetary value of their knowledge, skills, and abilities. Boards of Directors of child care centres know how much they need to pay in order to attract and retain staff. Although provincial government funding policies do not yet enable child care centres, licensed nursery schools, or family child care providers to earn competitive wages, we have made good progress in this area and remain optimistic in a brighter future for all.

MCCA held a strategic planning session in November 2007. In the months prior, our members and stakeholders were invited to voice their opinions on our strengths, weaknesses, opportunities and threats. The responses were gathered, compiled, and presented by our facilitator, Heather Erhard. At the strategic

planning four main goals were identified for 2007-2010:

1. To communicate with all members so they are aware of what MCCA does.
2. To offer a wide variety of professional development opportunities across Manitoba.
3. To advocate for a high quality early learning and childcare system in Manitoba.
4. To assist in recruiting, training, and retaining a high quality, well remunerated workforce.

In addition, our strategic planners developed a very exciting vision:

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

I look forward to working with the MCCA team of our board members, volunteers, members, and staff to implement the goals and work toward achieving the vision. Many thanks to all our board members, volunteers, members, and staff for their contributions to another successful year at MCCA!

I conclude with a tribute to two special volunteers. Don Giesbrecht, Past President, leaves our board after eight outstanding years of leadership and volunteerism. I could always count on Don for a level headed, wise, thoughtful, objective opinion, discussion, or suggestion. The countless hours he volunteered at events, at meetings, on projects, or as our representative were invaluable to this organization. We are so proud he has been able to share his knowledge and leadership skills with the Canadian Child Care Federation where he is their current President. And to Karen Ohlson, as she concludes four years exciting and challenging years as MCCA's President. Karen has steered MCCA through the biggest highs and biggest lows child care in Manitoba has ever experienced. She did it with power, courage, passion, conviction, integrity, wisdom, truth, and guts. Karen and Don are both excellent examples of members that are proud, excited, and passionate about child care as a service and as a profession. Their contributions are profoundly appreciated!

Committee Reports

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BOARD OPERATIONS AND DEVELOPMENT

Chairperson: Cheryl Crompton

Don Giesbrecht, Karen Ohlson, Michèle Henderson, Diana Rozos

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 mission. In 2007, the committee kept looking for ideas for developing a vision statement which was finally decided on at our strategic planning in November 2007. We reviewed policies, creating some new ones and amending others throughout the year. The committee has secured a slate of nominees for the 2008 Board of Directors.

CHILD CARE BENEFITS COMMITTEE

Chairpersons: Dawne Doyle/Sandy Sutherland

Bonnie Ash, Cindy Landles, Karen Ohlson, Annette Pelland, Marita Rempel, Debra Rempel-Page, Marilyn Valgardson

Staff: Monique Nernberg/Pat Wege

Your Benefits Committee continues to work diligently on behalf of members to ensure a comprehensive benefits package while considering cost containment. Our committee worked hard this past year to ensure a zero percent increase to our plan. The annual Director's Meeting was well attended and offered us helpful feedback from members, providing us with suggestions regarding changes to our plan. The committee also began the process of a comprehensive plan review to ensure that our plan will continue to meet the needs of all members we serve. The review will be completed in 2008. We encourage and welcome feedback regarding our insurance plans as we continue to represent you. Many thanks to Diana Rozos, Brenda Paley, Valerie Comack, and Brenda McCarthy who all volunteered on the committee in 2007, but were unable to continue for 2008.

CONFERENCE COMMITTEE

Chairperson: Michèle Henderson

Sheila Argue, Mariella Carr, Valerie Comack, Wendy Kissick, Kisa MacIsaac, Jo-Anne Mitchell, Kim Rondeau, Bernadette Rozybowski, Tracy Slonowski, Susan Sydoruk, Marilyn Valgardson

Staff: Karen Gander

When we decided that the May 2007 conference theme would be Our Greatest Treasures the committee was brimming with ideas. Early Childhood Education is a plethora of treasures from the children, to the parents, to the early childhood educators etc., etc., etc. What an opportunity to provide workshops that would honour, celebrate, inspire, educate and motivate our profession.

For all three days of Our Greatest Treasures Conference May 24th - May 26th, the committee decided that the keynotes would all be "made in Manitoba". Strini Reddy challenged us to be champions for all children,

Bev Levine rallied the delegates to imagine each centre as a treasure chest and Fred Penner entertained and inspired us with his music and stories. The daily workshops inspired, challenged, educated and reaffirmed our commitment to children and early childhood education. The three day conference set sail with Captain Hook and the Maiden hosting the family home care and centre tours followed by a rollicking good time at the wine and cheese. At the Awards Banquet we paid tribute to retiring Joan Kunderman for her many years of dedication to early childhood education in addition to honouring our peers as they accepted their awards for their diligence, caring, professionalism and vision. The mates whooped and laughed as Big Daddy Tazz had us rolling in the aisles with his stand up comedy act.

After completing two years as the conference chair in June I handed the honour to Sue Sydoruk. She will be whipping the "pardners" into shape for the 2008 conference May 29 -31, "Round Up Your Learning", Yee Haw!

EDITORIAL COMMITTEE

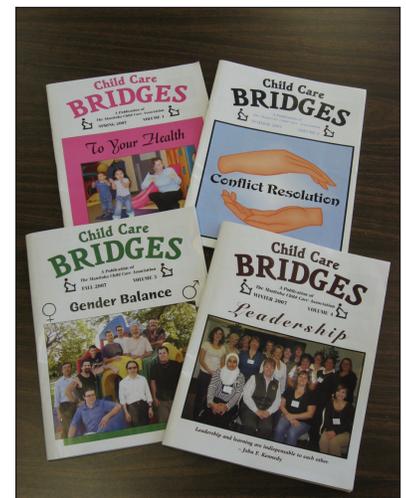
Chairperson: Michèle Henderson

Susan Atkins, Brenda Bachinsky, Kim Chornopyski, Wendy Kissick

Staff: Karen Gander

The editorial committee was sad to bid adieu to Sue Atkins in March when she went on maternity leave but was delighted to welcome Kim Chornopyski to our small team. It is always challenging to devise new themes that are exciting, interesting and relevant to a diverse spectrum of readers. As we networked and brainstormed we were able to recruit, reprint and write articles to put together 4 issues that provided relevant and thought provoking information.

As in the past, four issues of Bridges were published in 2007. The Spring Issue revolved around the increasingly significant topic of Health. In the summer we tackled Conflict Resolution, a subject pertinent at some level to all in our field. Gender Balance was the hot topic for the Fall Issue; a new challenge to research and explore. We rounded out the year with the Winter Issue on Leadership. We look forward to producing another 4 great issues in 2008.





Committee Reports

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ETHICS COMMITTEE

Chairpersons: Monica Lytwyn/Barbara Kinley Wierckx

Sharon Balasko, Lynn Cooper, Melanie D'Souza, Christine J. Enns, Dawn Forbes, Michele Grant, April Kalyniuk, Sina Romsa, Cecilia Speers, Janet Berezowecki, Gerri Thompson, Keri Waterman

Staff: Karen Gander

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

In 2007, our primary focus was on education through the provision of the four-part *Best Choices: The Ethical Journey* workshop series. In response to the high level of interest in the community, we have continued to guide *Beyond Part Four* workshops as well. Our Ethics Committee was a part of the ethical journey for 808 MCCA members in 2007. The committee has members residing in two regions and continues to travel to all interested regions to provide ethics workshops.

With the goal of maintaining the integrity of the Ethics Committee, members have placed a high priority on their own ongoing continuation of professional development, as well. In addition to an annual retreat and renewal, committee members have held an ethics discussion evening and have received the CCCF publication [Guide to Successful Facilitation](#).

The Ethics Committee is interested in finding out what you may need to continue your ethical journey beyond the 4 part series so they came up with a short survey. Approximately one month after you have taken part IV you will receive a survey in the mail. We would appreciate if you take a few minutes to fill it out and fax it back to MCCA. Our committee wants to provide opportunities for members to further explore the issue.

The Ethics Committee has also made preparations to train more ECEs as ethics guides. This has included some fine tuning of the workshops and guidebook as well as developing a recruitment strategy to train guides from all of our provincial regions.

FAMILY CHILD CARE COMMITTEE

Chairperson: Cheryl Tremblay

Christa Greaves, Elizabeth Feere, Nicole Kibsey, Shannon Trickett, Susan Koppel, Paulette Desrochers, Katheleen Smith

Staff: Teresa Capizzi

The committee put some extra care into completing the work on the 2008 calendar to ensure that the information in the calendar was accurate. We also began making plans for the 2009 calendar.

Throughout the year we discussed various issues affecting FCC providers.

In September Cheryl spoke to the 1st year ECE students at RRC about FCC as a career and in November participated in MCCA's Strategic planning session.

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

FINANCE COMMITTEE

Chairperson: Raymond Desrochers

Angela Hanischuk, Lisa Hrechkosy, Laurie Lamont, Sandy MacDonald, Brenda McCarthy, Pat Wachs

Staff: Monique Nernberg/Pat Wege

(see report on page 11)

PUBLIC POLICY AND PROFESSIONALISM COMMITTEE

Chairperson: Caryn LaFlèche

Debra Mayer, Donna Riddell, Laurinda Neyron, Ron Blatz, Annette Henzel, Jodie Kehl, Fernanda Hodgson, Karen Ohlson, Wanda Bruenig, Ursula Neufeld, April Kalyniuk, Michèle Henderson, Valerie Comack, Julie Skafffeld.

Staff: Pat Wege

The Public Policy and Professionalism committee has once again had a very active year. The 2nd phase of the feasibility study on Accreditation wrapped up early in the year. Workshops were offered during the May conference to explain the standards and criteria. MCCA will identify ways to keep the standards alive, while working toward the long term goal of a national accreditation system.

With a provincial election called, the PPC sent the Liberal, NDP and the Conservative parties copies of our recommendations on Early Learning and Child Care in Manitoba. We sent out each main parties platforms to our membership to ensure that all were informed.

After the election, MCCA presented the Market Competitive Guideline Scale to Minister Gord Mackintosh. MCCA recommended funding for the scale in 2008, also pension contributions, and annual increases in line with the cost of living.

Market Competitive Guideline Scale information sessions were held for board of directors of centres and centre directors to explain the scale and discuss next steps.

Board of Directors of centres and MCCA members were sent the scale in October and November. MCCA met again with Gord Mackintosh and with the NDP Caucus to discuss our priorities.

During the year, MCCA updated and revised the Human Resource Management Guide for Early Childhood Programs, which is now available. Check out the website for more information on ordering the manual.

Committee Reports

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The awards committee which is a sub-committee of the PPPC met early in 2007 to strategize on how to increase the amount of nominations for the MCCA awards, to revise the awards' criteria, created the Exceptional Family Child Care Award, and selected the 2008 recipients.

The committee's plans for future activities are to remain in contact with government to ensure that they are well informed with MCCA's recommendations, continue to advocate for funds towards the Market Competitive Guideline Scale, and we look at developing a Crisis Staffing Plan. We look forward to a busy and productive 2008. Thank you to all committee members for your ongoing enthusiasm and input.

SCHOOL AGE CARE COMMITTEE

Chairperson: Bernadette Rozybowski

Karla Boyechko, Jean dela Cruz, Jodi Dyck, Michelle Kuchar, Giovanna Rossing, Shona Murphy, Christy Patton, Suzanne Otte, Patricia Pankewycz, Julia Procyshyn, Francene Santos, Elissa Schmidt, Jayni Siemens, Corine Anderson, Glen Arnould.

Staff: Teresa Capizzi

The School Age Care 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 child care and to

"raise the bar" for centres! It's amazing what can be accomplished when everyone in a group is after the same goal...Together We Are Better!

During our monthly meetings we discussed various topics in regards to school aged care. Lewena Bayer from the Civility Group presented "Proud to be Polite" and gave many resources in regards to teaching manners and respect to children.

In November we held our annual Summer Resource evening which provided an opportunity for front line workers to gather, gain and share useful information to support the planning of school age summer programs. Topics were chosen from feedback that the committee had received from last years participants. Volunteer presenters from the committee worked extremely hard at presenting useful information that participants could share with their centres. All information was compiled into a booklet that is created by the committee and handed out to each participant as a resource. The proceeds from the evening go towards enhancing a Sports Curriculum Kit for the MCCA library. A HUGE thank you to the facilitators for their time and efforts!

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

MCCA 2007 Dragon Boat Team





Director of Branch Services Report

Janice Delf

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The regional branches continue to communicate with MCCA via conference calls and some in person meetings. In 2007 the branches had the opportunity to participate in the Strategic Planning session. The Strategic

Plan is essential in setting up future goals and seeing our accomplishments along the way.

We acknowledge the importance of information sharing to better understand the ongoing changes within child care locally, provincially, nationally and even internationally. We try to pass along all the important information to our branch members to keep them informed as well. This can be achieved through local meetings, Child Care Bridges as well as our great new website.

The branches across the province strive to provide various professional development opportunities in different locations within their region. By changing the locations of events it is the goal to have as many members involved as possible. If you are unaware of what is happening in your region contact your regional chairperson to stay informed.

The branches are always looking for volunteer help in organizing their events. It is very valuable to belong to such a great association and understand the impact it has on improving our field. Many thanks to the active volunteers on regional branches who continue to offer their time in making major improvements for our child care colleagues.

Without your dedication many events such as workshops, conferences, and celebrations could not happen. Keep up the great work!



Regional Branch Reports

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Central Region

Chairperson: Janice Delf

Treasurer: Lori Carpenter

Secretary: Shari Clements

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

Central Region worked hard to provide a variety of professional development opportunities in 2007. In the spring we offered two sessions for training on Anaphylaxis and Fire Extinguisher Training. These were very well attended and we appreciate the local Public Health and Fire Fighters in assisting the association in carrying out these two events. In April our branch acknowledged "Week of the ECE" by having a fun evening in Portage. It began with a Scavenger Hunt followed by a wonderful variety of appetizers at the legion. Many door prizes were awarded and everyone in attendance left with a small token. An "Invitations" workshop occurred in June. Lori Carpenter and Tricia Stangl shared their knowledge on the need to create an environment that will provoke wonder, curiosity and participation. This was based on a workshop that Lori and Tricia had attended in Regina with Deb Curtis and Margie Carter. A fall workshop was held at Red River College at Southport. This workshop, "A Musing We Will Go" was presented by Donna Riddell. We focused on the importance of observation in our profession. McCreary also held a Fall Workshop in which the branch assisted with the financial costs based on MCCA member attendance. To end the year Lori Carpenter held a "Christmas Things" workshop. Christmas activities, stories and sharing were enjoyed with fresh cinnamon buns and hot chocolate.

The central region continues to host their meetings in the evening. If you have a staff member that would be interested in being on our board please approach us. We are eager to have representation and events in various locations to reach as many members as possible. If you have a workshop that you would like to organize in your area please let us know. We are a flexible branch open to ideas and would like to have participation grow in 2008.

Eastman Region

Needs new volunteers for regional board.

Interlake Region

Chairperson: Tami Karsin (Fisher Branch)

Vice Chair: Jackie Torgeson (Eriksdale) As of March 24/07

Treasurer: Heather Lowe (Arborg)

Secretary: Cynthia Thomsen (Riverton)

Members at Large: Nienke Shutz-Koitster (Tuelon), Arleen Kristofferson (Gimli)

The Interlake Regional members were treated to a number of Professional Development opportunities this past year. Our Annual General Meeting was held in conjunction with The "Virtues" workshop (by Heather Acres) on Saturday March 24, 2007. This full day event was held in Tuelon MB. We had door prizes, centerpiece prizes and a wonderful soup and sandwich lunch as well as breakfast snacks and refreshments throughout the day. Gimli Children's Centre was chosen to host the Inclusion workshop series. The region sponsored that event in part by supplying the food for each workshop. The three inclusion workshops were held at the Gimli Children's Centre. After breaking for the summer months, we held a fall workshop in Winnipeg Beach. We were thrilled to have Marc Battle host two very fun workshops for us on Science and Loose Parts. This event took place on October 13/07. We had pizza and caesar salad lunch brought in from Niakwa Pizza, as well as breakfast snacks and refreshments throughout the day. We in the Interlake love our food! The Winnipeg Beach Tiny Tots staff did a remarkable job hosting this event. We look forward to another year of offering professional development opportunities to our members. We invite anyone with workshop ideas to contact us any time (Tami Karsin 372-6460 Email carealot@mts.net).

We also have added to our lending library, to date we have the four books by Deb Curtis and Margie Carter: Directing with a Vision, Designs for Living and Learning, Reflecting Children's Lives, and the Art of Awareness. We also have the Virtues cards and book. If you would like to borrow any of these items, please let me know.

We would like to wish all of our members a wonderful year full of happiness, good health and true contentment in our role as caregivers. Keep up the good work and be proud of what we do.

Regional Branch Reports



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Norman Region

Needs new volunteers for regional board.

Parkland Region

Chairperson: Joan Nadolny

Vice Chair: Evelyn Yarema

Treasurer: Judy Chachula

Secretary: Deby Thacker

Members at Large: Pauline Amendt, Shannon Hudd, Gloria Korman, Teresa Russell, Karen Yuriy

We continue to strive for what is best for our children and ECEs here in the Parkland Region. In 2007 we held six board meetings, all in Dauphin.

On March 17th, nine dedicated MCCA members met with our MLA, Stan Struthers to discuss what he and his government need to do to help us care for the children of Manitoba. He was most receptive.

On April 14th, we hosted the Best Choices Ethics Part IV workshop with 25 people attending, and a fire extinguisher workshop for six people. On that same day we held our AGM at Assiniboine Community College. Joining us for the meeting, to hear about MCCA were 15 Educational Assistant students from the course being held down the hall at the college. They asked questions and showed an interest in our association, with some telling their instructor afterwards that they feel a closer kinship with our association than they do with their teacher associations.

In June our branch gave an award to a student graduating from Assiniboine Community College, Parkland Campus, who displayed professionalism and dedication to the field of child care in her two years at the college. The award was a \$150.00 gift certificate to Scholar's Choice, to help her begin her child care career, and the winner this year was Sarah Assailly.

On November 4th we held a "Wellness for ECEs" workshop with a local physiotherapist teaching us about back care, and a local yoga instructor giving us information about relaxation yoga and caring for ourselves. We had 20 people feeling relaxed after this workshop. Coincidentally, this was the same number of people who attended!

This fall Deby Thacker, our competent secretary, and now speaker "extraordinaire", gave a talk to the ECE students at the college in Dauphin on the job description of an ECE. Joan Nadolny also spoke to them about what MCCA is all about.

We have six curriculum kits for loan here in the Parkland region and we are planning on extending our resources to possibly include some professional development videos for staff.

We have many plans for 2008, one of which is to improve communication to all our members. Another is to advocate for our profession more diligently. We are dedicated to continuing to do what we can for the ECE professionals in our area.

South Central Region

Chairperson: April Bickford

Vice Chair: Cathy Aitkins

Treasurer: Dorothy Thiessen

Secretary: Tannys Whelpton

Members at Large: Christine Grenier, Rachelle Prejet, Paula Wilson

South Central region has had a busy year. We held five regular meetings and our Annual Meeting, which was held in conjunction with our conference.

Our conference was held on Saturday April 28, at the Morden Child Care Centre.

We had over 40 participants in the full day conference. Workshops that were offered were:

"Nutrition for children" facilitated by Michelle Turnbull (Registered Dietician for Central Region Health Authority) and Marlow Millar (Home Economist and Healthy Baby Coordinator); "Songs, Rhymes, and Chants" facilitated by Terra Huston (Rock N Read and Mother Goose Facilitator from Carman); "Emergent Curriculum: Everything that rises must converge" facilitated by Marc Battle (Red River ECE Instructor); and "Process: Exploring Science with Children" facilitated by Marc Battle as well.

We tried holding a half-day workshop on a Saturday in October but enrolment was low so we postponed the workshop till our conference in March of '08. The workshop was on Accreditation by Michele Grant.

We have had some changes to the board; two new members came on with us. Christine Grenier represents Manitou Community Day Care and Rachele Prejet represents Petits Choux Day Care in Somerset. Kathy Atkins from Wee Care Child Centre in Carman left the board and was replaced by Kim Riehl.

We're looking forward to all the things that will go on in 2008!

Thompson Region

Chairperson: Barb Carlson

Treasurer: Terri Tretjek

Secretary: Bonnie Caddy

Editorial Liaison: Karen McCall

Members at Large: Adele Paupanakis, Janet Wheaton, Zelma Guimond

Our board has provided many professional development opportunities to the MCCA members throughout 2007. During the week of the ECE we facilitated a spa day for all MCCA members in our region. In celebration of Teekinakan's 25th anniversary we presented the child care centre with outdoor benches for their playground.

Professional development workshops which were offered included ethics training, orientation to American sign language and accreditation. In addition we have developed a few activity boxes and plan to develop additional theme boxes. This will help facilitate emergent curriculum.

As well the board members have participated in meeting with Tina Keeper, Ken Dryden and the Thompson Chamber of Commerce. The meetings gave us the opportunity to advocate for the ECE profession and child care.

The Thompson Region board created the Cheryl Brockington Award in memory of Cheryl as she was the Child Care Coordinator for the Thompson and surrounding area. This award is in major recognition by MCCA Thompson Region of the work of an individual who has made an outstanding contribution to the Early Childhood Education Profession. Nominees can be individuals employed at a child care facility, family child care providers, members of MCCA, MCCA Board members, a qualified ECE II or III (includes directors), Child Care Assistant and student members.

Nomination forms have gone out to all licensed centres and individual members. The award will be presented at our Annual General Meeting.



07

Regional Branch Reports

Westman Region

Chairperson: Dana Troke (As of April 19th)

Treasurer: Jacqueline Donald

Secretary: Zoe Cross

Members at Large – Melanie Maxwell, Nancy Smith

2007 has been a very busy and productive year here in Westman.

We held our AGM on April 19, 2007. We said goodbye to Brad Powell who resigned as chairperson.

Our main goal for 2007 was to provide professional development opportunities and promote MCCA in the Westman area. I believe we are accomplishing this.

In March we promoted MCCA and child care by attending the Career Symposium in Brandon. Again we won the award for best display. We in Westman feel that this is a great accomplishment as we have won this honour two years in a row.

In May we celebrated the "Week of the ECE" by having a "pamper you day". We gathered for a day of foot soaks, reflexology, pedicures, tarot card readings, and lunch at Lady of the Lake. A very decadent day for all who chose to attend.

In June we had our regular monthly meeting. Meeting with members and gaining insight of what their needs are.

In September we had our re-organizational meeting at Assiniboine Early Learning Centre. We discussed our goals and how we would accomplish them.

In October we had our monthly meeting and offered Best Choices: Ethics Part I and were surprised by the overwhelming response. This has shown us that this is something that Westman child care professionals are wanting.

We had a meet and greet for new students from ACC in November at Lady of the Lake to introduce them to what MCCA has to offer. All who attended had a great time! We also offered Best Choices: Ethics Part II and were pleased with the attendance.

In December we had our meeting/Christmas party at Clancy's restaurant in Brandon. Everyone in attendance won a prize and we also brought gifts for an exchange. The food was great!

In all we have had a very busy year. Events and professional development are already being planned and implemented for 2008.

PROFESSIONAL DEVELOPMENT EVENTS

The professional development events were well attended in 2007. MCCA strives to bring its members high quality workshops, seminars, and conferences.

Event	# of Participants
Winter workshop series	882
Directing With A Vision	161
Soaring To New Heights Conference	1314
Managing & Leading	24
Fall workshop series	932

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

Managing & Leading 2007





As another fiscal year comes to an end we reflect on the past years activities for MCCA. As of December 31, 2007 the current year's operations recorded a surplus which will be divided among the fund accounts for use for future projects.

As the workforce shortage continues to be a hot topic everywhere you turn it has impacted our membership numbers as well. We saw a small decrease in our membership this past year due to a shortage in the field and a major clean-up of our membership database which now sits at 3510, still the largest and strongest provincial child care association in Canada. Way to go MCCA! We look forward in 2008 to the implementation of the EFT method of paying dues for annual remitters. We hope that this new system will make processing of membership payments much more efficient and accurate. The long term goal is for all members to be on this method of paying.

Revenues: Our Membership represents 54% of revenue, Membership Services 37% - which include: conferences, workshop, various projects

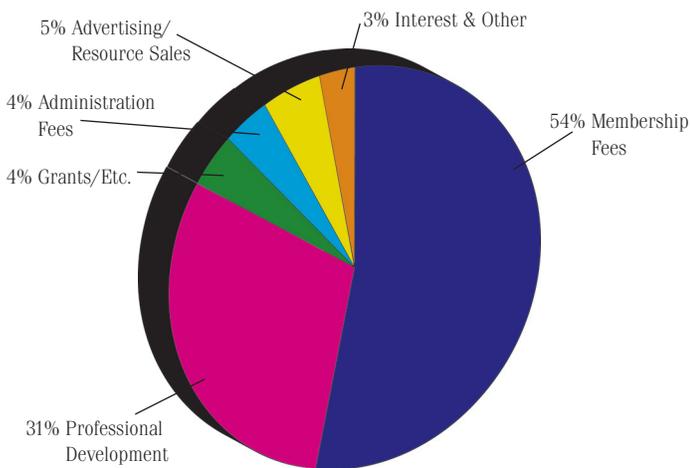
such as the Human Resource Management Guide and Other revenue 9% - which includes: promotional items, donations, various projects such as the Accreditation Project.

Expenses: Aside from standard operations this year, MCCA achieved the completion of the upgrade to the Human Resource Management Guide, the development of the Market Competitive Salary Scale Guideline put out by People First and the following major purchases: a scanner, printers, terminal server rack, monitors, TV/DVD unit and tables for the board room.

I am pleased to report that the MCCA continues to be in a stable financial position. I would like to thank the staff and Finance Committee Members for their hard work, great decision making and valuable input.

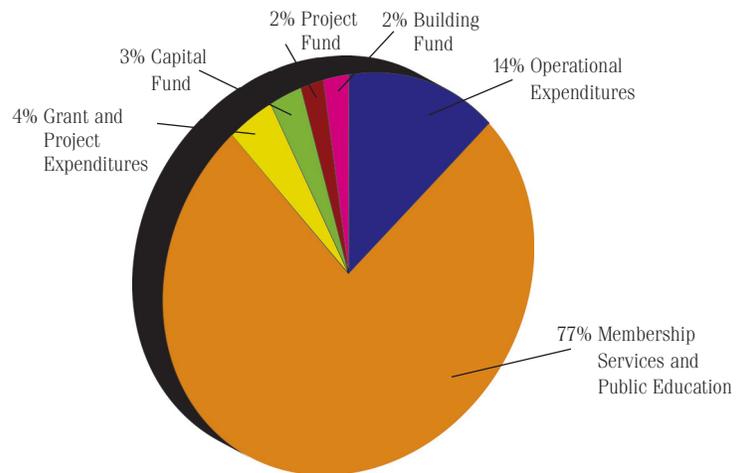
2007 Revenue and Expenses

REVENUE



Membership Fees	54%
Professional Development Workshops	31%
Grant: Voluntary Accreditation Project	4%
Administration Fees	4%
Advertising/Resource Sales	5%
Interest & Other	3%

EXPENSES



Operational expenditures:	14%
Administration/Occupancy Costs/Supplies/Equipment/ Maintenance	
Membership Services and Public Education:	77%
Awards	
Communications & Publications	
Professional Development Workshops	
Annual Conference	
Educational Services	
General Activities	
Insurance Plans	
Rebates to Regional Branches	
Resource Library	
Grant & Project Expenditures	4%
Funds:	
Capital Fund	3%
Project Fund	2%
Building Fund	2%



BRAVO

Congratulations to these winners of MCCA Awards in 2007. 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 25, 2007.

Leader of the Year Award

Laurie Lamont - Crestview Park Day Nursery

Exceptional Caregiver of the Year Award

Janice Robinson - KinderWorld Day Care

Dr. Gretta Brown Scholarship Awards

Christina Abi-Saleh - Collège universitaire de Saint-Boniface

Sheena Friesen - Red River College

We also acknowledged 3 individuals who were recipient's of other awards.

Lori Carpenter and **Joanne Palanuk** both received certificates of achievements for the Prime Minister's Award for Excellence in ECE.

Joan Kunderman received one of the YWCA-YMCA Women of Distinction Awards.

“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
ECD Steering Committee
ECE Training Institutions
Educaring

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

Thank You

The Manitoba Child Care Association graciously acknowledges the support and financial assistance provided for the 2007 Our Greatest Treasures Early Childhood Education Conference.

Dairy Farmers of Manitoba
Manitoba Family Services & Housing
Vital Transit

Lamontagne Chocolates
Victoria Inn
Wintergreen

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.