



Manitoba Child Care Association

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www.mccahouse.org

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Annual Report 2016



MISSION STATEMENT

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

VISION STATEMENT

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

OBJECTIVES

- Maintain financial independence
- Provide resources and services to members on a province wide basis
- Promote and develop Manitoba's early learning and child care profession
- Promote high standards of practice that support human development in early learning and child care
- Advocate as a non-partisan, non sectarian organization at all levels of government for a quality early learning and child care system
- Educate the public about early learning and child care as a profession and as a service
- Work in partnership with those involved with the care and education of children
- Encourage the development and expansion of early learning and child care training, research, and educational resources

BOARD of DIRECTORS

President – April Kalyniuk

President Elect – Tracy Cosser

Past President – Caryn LaFleche

Secretary/Treasurer – Brenda McCarthy

Director of Board Operations – Fernanda Hodgson

Director of Public Policy – Lois Johnson

Director of Branch Services – Tami Karsin

Director – Jodie Kehl

Director – Sue Sydorчук

Director – Corine Anderson

Member at Large – Kisa MacIsaac

Member at Large – Janice Delf



Board of Directors

REGIONAL CHAIRPERSONS

Central Region – Janice Delf

Interlake Region – Cynthia Thomsen

Parklands Region – Florence Burdeny/Janie Inkster

South Central Region – Kelly Unrau

Thompson Region – Crystal Chubb/Anne-Marie Bosters

Westman Region – Deanna Way

MCCA STAFF (2016)

Pat Wege, *Executive Director*

Karen Houdayer, *Professional Development Manager*

Teresa Bially, *Professional Development Administrator*

Dianne Jones-Pearson, *Records & Registration Assistant*

Christina Skinkoway, *Administrative Assistant*



Regional Chairpersons



EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

April Kalyniuk, President &
Pat Wege, Executive Director

The child care landscape in Manitoba has changed significantly in 2016. The election of a new federal government late in 2015 and a new provincial government in 2016 has brought new leaders to power.

The federal Liberals committed to work with the provinces and Indigenous community to create a new National Early Learning and Child Care Framework and the 2016 federal budget included a \$500M allocation to roll out in 2017. It is encouraging that child care is back on the federal policy table after a 10 year absence. No details are available yet, so we don't know if this will be the long awaited federal/provincial strategy that takes us toward an evidence based, high quality and accessible child care system for Canada.

At the provincial level, the Manitoba Early Learning and Child Care Commission report, released January 2016, made recommendations in four key areas: governance and local infrastructure, access including availability, affordability, and sustainability; quality including pedagogy and human resource development, and data collection and analysis. All must be included in a plan to expand and enhance our child care system and we will continue to work with government to strengthen policy in all areas.

Manitobans elected a Conservative government on April 19, 2016, ousting the NDP after nearly 17 years in government. The Conservative child care election platform stated they would work to reduce "the cumbersome regulatory framework to operate child care centres, increase funding for licensed home spaces; work with school divisions to increase child care centres in schools, expand ECE training to more educational institutions."

There were no new child care announcements or enhancements undertaken in 2016 by Manitoba's Conservative government. The first signs of belt tightening appeared as the Community Places Program, which had granted over \$700K to child care centres over the previous two intakes, had their granting paused, as did Neighborhoods Alive. Community based child care centres that have opened new spaces in good faith, weren't able to secure a commitment for start-up or operating grant funding they were counting on. We hope these are only temporary. Previously announced initiatives like the provincial salary scale and another long term service recognition grant are likely ended. There was no

community based stream intake for capital project funding from ELCC. School based child care expansions that had already begun have proceeded, however projects still on the drawing board are now in doubt.

MCCA sent a briefing paper *Improving Early Learning and Child Care, June 2016* to the new provincial government, met with the new Minister, Hon. Scott Fielding, and presented to the Minister of Finance at the pre-budget consultation meetings in the fall. Our representatives met with the new A/Director for the Early Learning and Child Care Program, Michelle Stephen-Wiens. We sent a submission to the federal *Pre-Budget Consultation to the House of Commons Standing Committee on Finance*, July 2016 and met with Terry Duguid, the Manitoba Member of Parliament who is the Parliamentary Secretary to the Hon. Jean Yves Duclos, Minister of Families.

At the end of December 2016, there were a whopping 15,273 children on the online child care registry waiting list for a licensed child care space. MCCA needed a new advocacy strategy to keep child care moving forward. We engaged Probe Research to conduct four research projects on child care: with the Manitoba public, with parents using child care, with our members, and with the business community. We learned much valuable information that we shared with government in hopes it will influence future policy development. Examples include:

- 83% of Manitobans say the lack of child care is a very serious or somewhat serious issue
- 62% of parents reported waiting for a child care space, on average 14-15 months
- 30% of parents turned down a job; 41% of parents delayed returning to work and 24% of parents declined an educational opportunity because they lacked child care
- 92% of parents that have child care are satisfied
- 69% of directors say it's hard to hire ECEs and 49% have operated their centre with a conditional license due to staff shortages
- 76% of business leaders say the lack of child care in Manitoba is a serious issue

In the coming years, we will use the research findings for future conversations and recommendations to government. We also gathered a ton of useful information from our members that will help us better represent their common opinions, for example:



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



- Directors told us their top challenge is increasing operating costs and paying competitive wages, so we will advocate for more funding
- Members said their preference was for child care to be part of the education system but not the responsibility of school divisions and we will take that message forward
- 85% of survey participants said there should be a standardized provincial wage scale for all child care centres so we will continue to advocate for market competitive wages
- We will inform government that family child care providers prefer to continue to be self-employed and individually licensed by the province rather than be part of an agency model

On a brighter note, MCCA had another busy and successful year providing professional development and member services in Winnipeg and throughout the province. A whopping 86% of members that completed our Probe Research survey participated in child care professional development in the past 12 months. MCCA members ranked “workshops” as the top benefit of an MCCA

membership, tied with “belonging to a professional organization” and then “access to information and services.” Unique events in 2016 included presentation by Dr. Jean Clinton “Love Builds Brains”; the Ethics training of new Guides; and Reflective Teaching Cohorts with Deb Curtis and 10 participating child care centres. You can read more about these and other professional development opportunities further in this report.

MCCA is proud to be the largest provincial child care organization in Canada and an affiliate of the Canadian Child Care Federation. A large percentage of our operating revenue comes from membership dues so we rely on your support so we can concentrate on our mission and provide a range of programs and services. We thank all of you who know that an MCCA membership enhances your own personal professionalism and contributes to the development of a high quality child care system in Manitoba.

Thanks also to the MCCA board of directors, committee and regional branch volunteers and of course the MCCA staff, for their dedication and contributions throughout another success year! Together we're better!

CHILD CARE IN MANITOBA: Priorities & Preferences

 Manitoba
Child Care
Association

P R O B E
RESEARCH INC.

PARENT PRIORITIES

95%

say child care should be a priority for the Manitoba Government

PARENT PREFERENCES

57%

prefer their unlicensed home-based facility to be licensed

77%

prefer a school with on-site child care

CHILD CARE CENTRE DIRECTORS ARE MOST WORRIED ABOUT . . .

increasing operating costs

73%

paying competitive wages

71%

long wait lists

57%

PARENT POLICY PREFERENCES

75%

say child care should be considered part of the education system

83%

say licensing is important to ensure quality



DIRECTOR OF BRANCH SERVICES REPORT

Tami Karsin

As Director of Branch Services I have the pleasure and responsibility to connect the Provincial Board with the regions within Manitoba. We met five times via teleconference and we had one in-person meeting in June. It is very informative to hear what our regions have been offering to their members. An abundance of professional development has been implemented within each region. To meet once a year in person is like icing on the cake. It is always great to put a face to a voice and name. The learning that we are exposed to is priceless. During these meetings Pat Wege keeps us informed as to what has been happening in the field of child care locally, provincially and federally. We then take this information and share it with our local members.

We are fortunate to have such a strong professional association in MCCA, they work tirelessly to advocate and to ensure our

voices are heard at all levels. With a change in government provincially and federally, MCCA has informed all involved of what the needs are for children, families and ECEs. One of the best tools for this was the Probe Research polls that were conducted. The results of these polls will be beneficial for the decisions made not only by the present government but for future as well.

If you need any information or have any questions please contact your local Regional Board. This contact information can be found in the MCCA website home page under Regional Branches. The MCCA website will also have all the information you may need and more!



REGIONAL BRANCH REPORTS

Central Region

Chairperson: Janice Delf

Treasurer: Vacant

Secretary: Shari Clements

Members at Large: Pam Anderson, Lisa Voth

The Central Branch actively tries to meet the needs of the members of our region. Early in 2016 we had Marilyn Valgardson come to Portage La Prairie to present "Getting it Right with Kids". Later in the spring we organized three evenings of Anaphylaxis/Epipen/Seizure Training through the URIS Coordinator. These evenings were accompanied by three different topics on three different evenings which included: Ooey Gooey, Fit Kids Healthy Kids, and Back to Basics of Behaviour Management. The workshops were very informative and well attended.

For Week of the ECE we celebrated by having a Paint Night at the Portage Arts Centre led by Lee Beaton. Our creativity was brought out and 24 participants presented dandelion paintings at the end of the evening. In the fall we thought it would be entertaining and neat to pursue a musical workshop. Kate Ferris did a tremendous job of presenting a ukulele workshop. Our talents were challenged during this fun night. I had an opportunity to visit the Red River

College in Portage and meet the ECE students and promote the importance of MCCA.

Long time members Lori Carpenter, Natalie Verwey and Carrie Rose stepped down from the Central Branch. In addition Cindy Curry a more recent member has left the Board. We are thrilled to have Karly Maxwell come aboard and look for new members so they can get actively involved with the MCCA and assist in our regional activities.

We look forward to another productive year!

Eastman Region

There is not a Board of Directors for this region but Karen Houdayer did plan two professional development days for this region. The first one was held on April 2, 2016, Controversial Play - Play that children want and need but are not trusted to do. This was facilitated by Melinda Walden. The second workshop was held Saturday, October 15, 2016 in Beausejour. 19 participants registered for this professional development day. Rolande Kirouac presented Difficult Situations and Difficult People in the morning and then Kisa MacIsaac guided the group in The Healing The Caregiver Through The Power of Art in the afternoon.



REGIONAL BRANCH REPORTS

cont'd



Interlake Region

Chairperson: Cynthia Thomsen

Vice Chair: Troy Nelson

Treasurer: Shara Selkirk

Secretary: Lori Malcolm

Members at Large: Amy Cook, Tanya Jonasson

The MCCA Interlake region held a spring workshop in May. 27 members attended as Donna Tom-Brannan presented Experience, Enhance, and Explore - Play based learning, and Sing, Read, & Rhyme, Circle time. We held our AGM at lunch and elected our board.

Our fall workshop was held in November. Mandy Plett and Michele Grant guided 23 members in Best Choices: Ethics Part I & II.

We have held four teleconferences to meet and met in person in July to set our board positions- all positions remained the same.

We will meet to discuss ideas for upcoming workshop ideas.

Norman Region

There is not a Board of Directors for this region but Karen Houdayer did plan a professional development day on Saturday, Nov. 16th in The Pas. 38 participants registered. Rolande Kirouac presented Difficult Situations and Difficult People in the morning and then Kisa MacIsaac guided the group in The Healing Through The Power of Art in the afternoon.

Parklands Region

Chairperson: Florence Burdeny/Janie Inkster

Vice Chairperson: Debbie Telfer

Secretary: Tanya Sisson

Treasurer: Genevieve Lebel

Editorial Liaisons: Rosy Bishop, Cindy Williams

Members at Large: Gloria Korman, Judy Chachula, Katie Durston, Sheila Sigurdson, Caitlin Durston

Our region held a couple of professional development events this past year.

In the spring, we held Best Choices: Ethics IV for 17 participants and on April 30th we offered Invitations to Play, 43 participants on April 30th.

A Forest School workshop presented by Mavis Lewis-Webber was held in partnership with Assiniboine Community College on Saturday, September 10 at Vermillion Park in Dauphin with 27 participants and 11 Early Childhood Education students from the Parklands Assiniboine Community College in attendance.

During the Week of the Early Childhood Educator we celebrated on Wednesday, April 27, 2016 by holding a snack and movie night at the theatre in Dauphin. We had 54 people in attendance. Lots of networking prior to the movie.

Our Annual General meeting was held on Tuesday, May 10, 2016.

South Central Region

Chairperson: Kelly Unrau

Vice Chair: Paula Wilson (joined early in 2016)

Treasurer: Lisa Rey

Secretary: Natalie MacFarlane (joined in May)

Members At Large: Courtney Laing (joined in May), Brenda Grindell - Stepped down in April 2016 and Sidney Riddell - Stepped down in June 2016.

2016 was another successful year for our region. In February we held bowling fun night. 35 people came out for bowling and pizza.

In April we held our annual conference. Approximately 90 people attended and there were six different workshops available. We were excited to be able to offer at least one workshop for each different type of age group, one for infant, preschooler and school-age staff this year as we often struggle to find presenters for the infant and school age staff.

In October we held a day long workshop for directors. Rolande Kirouac came out for the day. In the morning she presented on professional work ethic and sustaining quality of life. In the afternoon we learned about the benefits of laughter and got to try out some laughter yoga.

Overall 2016 was a great year for South Central and plans are already well underway for 2017!



REGIONAL BRANCH REPORTS

cont'd

Thompson Region

Chairperson: Crystal Chubb

Vice Chairperson: Anne-Marie Bosters

Treasurer: Palwinder Deol

Secretary: Jill Burton

Editorial Liaison: Barb Carlson

Members at Large: Kulwant Kambo, Waylon Ross, Wendy Pitre, Yvonne Shaw, Sandy Gagne, Lindsay Horton, Dana Cyrenne, Janet Wheaton(resigned)

In February 2016 we held our A.G.M and a movie night. Our annual Cheryl Brockington award was awarded to Jenifer Nick of Riverside Daycare. Approximately 60 people attended this event.

In March 2016 MCCA Thompson branch partnered with the U.C.N year 2 ECE students for their practicum workshop. We supplied snacks and refreshments for this event.

In April 2017 we had an ECE fun night during ECE week. We had various games, food, and prizes. 40 people were in attendance for this event.

Westman Region

Chairperson: Deanna Way

Treasurer: Bev Sanderson

Secretary: Chantel Colli

Members at Large: Nancy Smith, Jennifer Cullen, and Desmond Murray

In 2016 the Westman regional branch continued to meet and establish common goals to increase our professional presence, professional development opportunities and communication with our members.

Our regular branch meetings in 2016 were conducted with a balance of in person and teleconference meetings to better accommodate the distance and various communities the board of directors comes from.

In 2016 our continued focus to implement our 3rd annual "Kick off to ECE Week" professional development day and Annual General Meeting was held on April 23, 2016. Our full day professional development was held at Assiniboine Community College. A save the date postcard was sent out to membership in early spring and the full day event was facilitated by Deri Latimer. Deri's engaging discussions, stories and life experiences were very motivational and promoted such a feel good momentum for members as they went out the door and started off the week of the early childhood educator.

On May 4th, Pat Wege was invited to attend the Westman directors meeting and also participate in a Westman regional branch meeting the same day. We took the opportunity to link the two meetings and for directors, board members and members to participate in conversations related to child care regionally and provincially with her.

In the fall our professional development committee, led by Jennifer Cullen, put together a set of four fall workshops; Fun time Pottery, Mindfulness and Meditation, Let's get outside and Face Painting while also offering Best Choices: Ethics Part I, II and III. Prior to our year end we finalized our winter workshop series that would be held in 2017. This series consist of seven workshops and three Best Choices: Ethics sessions.

In early October we had two regional members participate in the Ethics Train the Guide training in Winnipeg. We would like to welcome Chantel Colli and Holly Orr to our list of Ethics guides in our Westman region.

October 23, 2016 we set up the MCCA presentation display at the Brandon Healthy Families coalition Early Childhood Education professional development day held at the Victoria Inn. Our display table provided information to current members as well as potential new members.

We have had a very productive 2016 and look forward to another year of growth, professional development opportunities and continued connections with our membership.



TREASURER'S REPORT



Chairperson: Brenda McCarthy

Committee Members: Tracy Cosser, Sue Sydorchuk; Sheila Argue; Angela Hanischuk

MCCA Staff: Pat Wege

The December 31, 2016 balance sheet shows funds held in various investments in which the Finance Committee reviews annually to ensure MCCA is receiving the best possible interest rates of return. Accounts Receivables from memberships are consistent with prior years but still have high receivables due to late reporting from centres. GST Receivable is considerably higher than last year as this number represents a full year's rebate.

In the Liabilities section, Accounts Payable decreased this year as MCCA paid all invoices right before year end. The Grants Received In Advance account had a balance in 2015 of \$10,982 which was used to fund part of the expense for the survey with Probe Research. The remaining cost, which was \$22,668, came from the Project Fund. The data provided MCCA with important opinions on child care which was gathered from the public, parents, MCCA members and business leaders and will be very useful in promoting child care as a service and as a profession. The balance in this account at the end of 2016 is from the payments of the project members, and MCCA's contribution for the Reflective Teaching Cohorts Project.

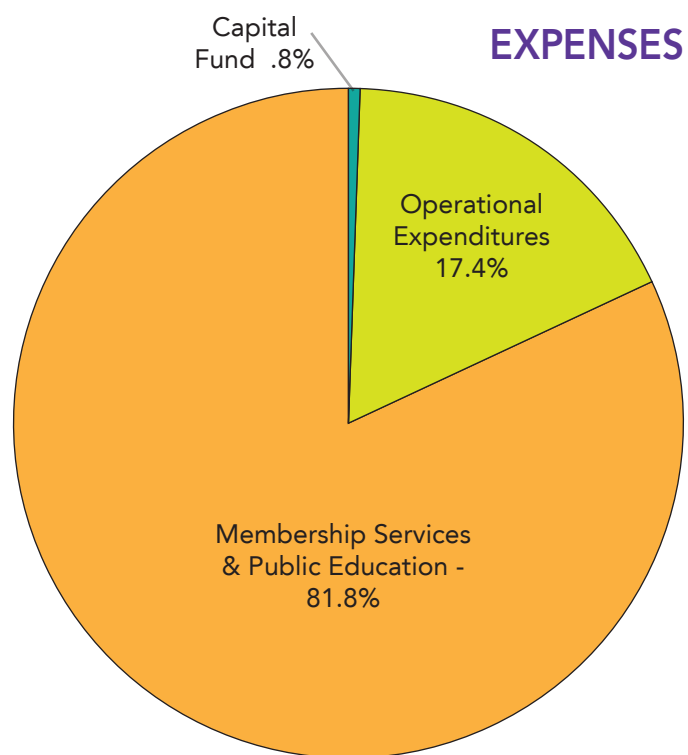
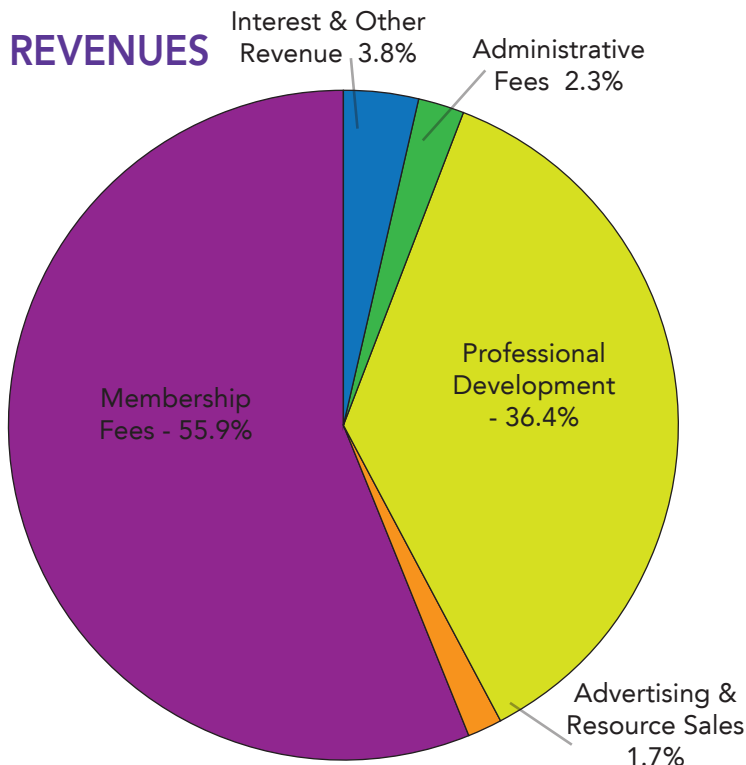
On the Income Statement, membership revenue makes up 56% of our revenue. There are about 8000 classified staff working in regulated child care settings in Manitoba and as of December 31, 2016 3,970 were MCCA members. Membership services increased this year due to the Reflective Teaching Cohorts Project and due to the well-attended conference and workshops that are put on throughout the year. MCCA received a rebate from the Victoria Inn for the conference contract that ended in 2016. Bank charges continue to rise as centres use online banking more and more. MCCA continues to use an IT firm to help with all their IT needs.

With a strong membership base, MCCA can continue to be your leader in advocacy, continue to provide high-quality conferences and workshops, maintain an up-to-date resource library and continue to help the field network together. Without your fees, MCCA would not be able to achieve any of these goals.

MCCA continues to use the accounting services of Allan Wainwright, CMA, for their accounting needs. We would like to thank Allan for all his support and expertise in maintaining the financial affairs of MCCA.

Overall, MCCA is a fiscally responsible organization that runs smoothly and spends wisely. I would like to thank the Finance Committee and staff for their hard work, great decision making and valuable input.

2016 REVENUE & EXPENSES (Unaudited)



OUR MEMBERS

Full Time/ Part Time	From Previous Year	December 2016	December 2015
Professionals	↓	1663	1686
Child Care Assistants	↓	1283	1321
Associates	↓	105	118
Students	↓	29	61
Facilities			
Full/Part Time Centres	↑	501	491
Family Child Care	↓	348	360

MORRIS INSURANCE BROKERS

Liability Insurance Programs Through MCCA

The MCCA insurance program continues to deliver quality coverage and service to child care centres and licensed family child care providers throughout the province. Our MCCA insurance team prides itself on the relationships we have built and maintained with members and continually works to provide high-end customer service.

Overall enrollment numbers in the program remain consistent as in previous years. We have noted a slight increase in enrollment in the Directors and Officers liability program this past year. For any centre not currently purchasing this affordable protection for their board members, we strongly recommend you contact our office to discuss the possibility of adding this coverage.

As program administrators, we continue to focus on assisting centres through the claims process to ensure that issues are handled in a timely and efficient manner in accordance with policy conditions. We have received many positive comments from members regarding their claim experiences and we continue to follow up on outstanding claims to ensure satisfaction levels remain high.

We appreciate the opportunity to meet with directors or board members and remain available for meetings when requested.

If you have any questions or concerns regarding the insurance program, please call our Charleswood office at 204-885-7582.

Brian Kelly, Dave Morris and Aasha Morley
Your MCCA Insurance Team



PROFESSIONAL DEVELOPMENT EVENTS



The professional development events were well attended in 2016. MCCA strives to bring its members high quality workshops, seminars, and conferences. We appreciate those attend, provide feedback and suggestions for future professional development events.

Here are a few photos of our professional developments events throughout 2016.

Event	# of Participants
Winter workshop series	1073
MCCA's 39th ECE Conference <i>Be Inspired!, Be Incredible!</i>	1043
MCCA's 17th Annual Director's Conference THREE COLUMNS OF LEADERSHIP FOR - STAFF, SELF, AND BOARDS	98
Fall workshop series	1328

In addition to the professional development events MCCA hosted we also organized 22 personalized professional development events for the following centres/organizations/regions.

Treasure Keepers Children's Centre
Stars of Promise
Village Child Care
Ryerson School Age Centre
East Transcona Before & After School Program
Wawanesa Wee Care
Gillis Play & Learn Center
Military Family Resource Centre
Horizons Children's Centre
Happy Feet Early Learning Centre
Killarney (Ethics)
J.A. Cuddy Child Care Centre (2)
YMCA/YWCA
Eastman Directors (2)
K.I.D.S. Inc.
Dawn & Dusk Before and After Child Care Program
Garden Grove Child Care Program (2)
Crestview Park Day Nursery
Taking Charge! - Taking Care
Island Lake Tribal Council

*30 Pedagogical leaders with
Deb Curtis & Brigitte Insull*

Workshops



Messy Bag Challenge Workshop



Healing the Caregiver Through the Power of Painting

Reflective Teaching Cohorts





PROFESSIONAL DEVELOPMENT EVENTS

Conference 2016



*Winning a prize
from using the
conference app*



*At the Forest School
Workshop*



*Winning the Burger
Bonanza at the
conference banquet*



*Participants in the
Beautiful stuff workshop*

Celebrating Week of the ECE



*K.I.D.S Inc staff
ready to rumble the
Scavenger Hunt*



*Family Child
Care Providers
ready to walk the
plank to receive
their "booty"*

Directors Conference



*Winners of
the contest
Chantel Colli
and Heather
Betke with
Laura
Simmons*



*Panel of "experts": Natalie Bonin, Jenn Cullen,
Brigitte Insull*

COMMITTEE REPORTS

Board Operations and Development Committee

Chairperson: Fernanda Hodgson

Committee Members: Lois Johnson, Caryn LaFleche, Tracy Cosser, April Kalyniuk

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 2016/ 2017, the committee:

- Reviewed the by-laws to ensure that they were current and up to date.
- Reviewed policies and amending as required.
- The committee organized Strategic Planning session to be held in June of 2017.
- Secured a slate of nominees for the 2017/18 Board of Directors.

Child Care Benefits Committee

Chairperson: Jodie Kehl

Committee Members: Fernanda Hodgson, Sue Sydorchuk, Karen Ohlson, Debra Rempel Page, Marita Rempel, Diana Metrik, Sharon Allen, Melanie Fraser, Laurinda Neyron, Wanda Bruenig

MCCA Staff: Pat Wege

The Child Care Benefits Committee continues to act as an advisory committee to the Board of Directors. It is responsible for providing background information and making recommendations to the Board of Directors on the establishment, management, coverage and plan review for all MCCA insurance programs.

The Group Benefits Plan under Health Source Plus (HSP) saw a growth trend in 2016 as its enrolment increased to 1015 members. Five new centres were enrolled onto the plan. The Child Care Benefits Committee continued to work in partnership with our HSP liaisons, Rob Carducci (Partner/Senior Benefits Consultant), Lorna Struch (Client Manager), and Steve Mansbridge (Benefits Consultant) meet regularly with the committee to review the plan. The goals of cost containment, growth and transparency are the steadfast priorities.



The plan was scheduled for a renewal in May of 2016. HSP was successful in negotiating no change to all rates except Long Term Disability. This was due to the high number of claims on LTD. Unfortunately, because of this, SSQ proposed an increase that was unsatisfactory to the committee, as well as HSP. Therefore, HSP sent the LTD to market in search of a lower rate. As a result, the overall rate increase was 7.1% and any new LTD claims are now covered under Fenchurch Insurance. Over the past 7 years, the increase of the plan has been minimal at an average of 2.24%. There have been no new LTD claims since Fenchurch has taken over.

Utilization of the plan has remained stable. The Short Term Disability rates have improved substantially. Members are cognizant of keeping costs down as we see consistent use of pharmacies with low dispensing fees. There are currently 6 members on the retirees division of the plan. On the whole, the plan is running consistently and viably.

The committee continue to work in partnership with Dave Morris and Brian Kelly (Morris Insurance).

The Liability Insurance plan remains solid and competitive. Since 2013, there has been no increase to the Family Child Care Providers', Centres', and the Directors & Officers liability premiums. There are 400 centres and 320 licensed family child care providers using the liability insurance and 330 centres using the Directors & Officers liability as of November 2016.

The Child Care Benefits Committee remains committed in their belief of the integrity of the plan.

Conference Committee

Chairperson: Marilyn Valgardson

Committee Members: Sheila Argue, Melanie Glaser, Pam Harder, Cindy Lamoureux, Adam Manicom, Kayla Mauricio, Brenda McCarthy, Shawna McKenzie, Melodie Meakin, Lynda Raible, Bernadette Rozybowski

MCCA Staff: Karen Houdayer





COMMITTEE REPORTS cont'd

On May 26, 2016, the incredible Conference Committee welcomed delegates and presenters from all across Canada, the US and abroad to "Be Inspired!, Be Incredible!". We hosted over 1000 delegates over the three day conference. The delegates attended over 40 professional learning opportunities presented by 32 presenters. This professional development opportunity allowed delegates to learn something new or refresh their memory on a more familiar topic, network with colleagues, visit our 35 Tradeshow and Marketplace vendors. We encouraged delegates to download the conference "app" as a tool for recording your schedule, finding your session, evaluating the conference and learning about fellow delegates, presenters and vendors. The app is one of our newest additions to the conference and we love it! We heard positive feedback from our delegates and will continue to find ways to utilize the app and work towards reducing our use of print and paper. While at the conference, we worked hard to make sure your needs were met, offered you opportunities to truly be inspired, and ensured you had an incredible conference experience and that you make it an annual event.

I want to thank the amazing people who volunteer to plan this enormous event each year. You are all truly inspiring and a pleasure to work with. Our committee is supported by the incredible Karen Houdayer, MCCA's Professional Development Manager – a truly incredible woman who puts her heart and soul into each conference event – thank you Karen, from all of us!

The 2016 Conference has been the end of my tenure as Conference Chairperson. I have been blessed to be involved for so many years and to have worked alongside some amazing volunteers, presenters, keynote speakers and vendors and of course our committed delegates who come for their first time or even their 20th time. I thank each and every one of you for making my experience so memorable and one of the greatest professional learning opportunities for me. Thank you and see you in May 2017 – it's going to be GREAT!!!

Bernadette Rozybowski who has been a conference committee for a while took over the Chairperson reins in September 2016.



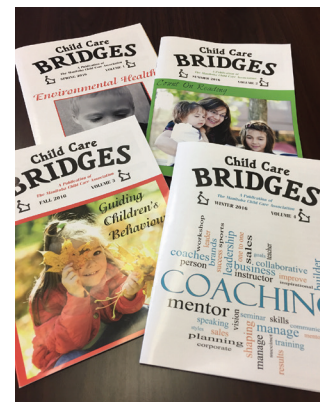
Editorial Committee

Chairperson: Brenda Bachinsky

Committee Members: Cathy Addis, Bernadette Rozybowski

MCCA Staff: Karen Houdayer

The Editorial committee's mandate is to keep readers connected to Early Learning and Child Care by sharing information through its quarterly publications. *Child Care Bridges* serves as a regular update of Manitoba Child Care Association's work towards quality care and of issues and developments affecting children, families, child care programs, and early childhood educators in centres and family child care homes. Each MCCA member receives a copy of *Child Care Bridges* as one of their membership benefits.



MCCA's Editorial Committee always welcomes submissions for the journal. We brainstorm themes and article ideas that we hope our audience will be interested in to keep them engaged. We look to find contributors that are able to provide the most current information in early learning and child care. We, as a committee, put our hearts into every publication for our members. As a reader you'll gain in-depth knowledge of the vital issues facing you today and learn new approaches and techniques for staying ahead in this constantly changing field.

In the spring 2016 issue, "Environmental Health", we provided readers with information about environmental health factors. We offered viewpoints and perspectives on natural toys and processed organic food. We challenged readers to discover "what is green" and look for ways to make small changes or little green steps to creating healthy child care environments for children. We also took a moment to celebrate Earth Day!

"Count on Reading" was the title of the summer issue, which focussed on literacy and numeracy. We offered many math and literacy activity ideas that could be done with children, library services individuals could access, and fun facts on the topic. Who knew math and reading could be so fun!

The fall issue was all about Guiding Children's Behaviour. We looked at the factors that go into guiding a child's behaviour from the environment, the developmental level of the child to the circumstances surrounding the incident. The articles examined the factors surrounding guiding children's behaviour and hopefully got readers thinking.

Our final theme and issue of *Bridges* in 2016 was Mentoring & Coaching. We learned the differences, benefits and challenges



COMMITTEE REPORTS

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of each. We looked at ways to offer mentorship within the ECE profession, the benefits of receiving personal coaching, and becoming a leader as coach. We also delved into the ethical journey of mentoring and the personal nature of ethical decision-making process.

Special thanks to all the contributors during the 2016 year, we appreciate your time and effort. Thank you to our editor, Karen Houdayer, who is always looking for new and creative articles to better serve our readers. Finally to our small but efficient committee, I appreciate your constant energy and abundance of ideas. We said goodbye to Cathy Addis in 2016 and thank her for her time on the committee.

If you are interested in joining this committee, please contact Karen Houdayer, Professional Development Manager at khoudayer@mccahouse.org or 204-336-5062.

Ethics Committee

Chairperson: Michele Grant

Committee Members: Sharon Balasko, Sheila Bogoch, Mariella Carr, Chantel Colli, Gines Combiadakis, Shannon Curtaz, Jenn Cullen, Melanie D'Souza, Diane Desormeaux Wright, Christine J.Enns, Susan Goldstein, Monica Lytwyn, Kisa MacIsaac, Jenifer Nick, Sarah Nick, Holly Orr, Mandy Plett, Sandra Rego, Sina Romsa, Tracy Smith, Tricia Sones-Zakaluk, Michelle Vesey, Keri Waterman, Barbara Wierckx

MCCA Staff: Karen Houdayer

What a privilege it is to volunteer on a committee that continues to put the integrity of the early childhood field at the core of everything that we do. This is evidenced every time we host a workshop, speak at gatherings like Healthy Child Manitoba or brainstorm ideas to further promote ethical decision making within our sector.

As in other years our work plan was driven by our commitment to deliver workshops throughout the province to the ECE community and to contribute thought provoking articles for Bridges. As part of our long term succession planning we were determined to host a "train-the-guide" session this year. We are pleased to welcome 11 new guides to our committee and excited that we have added guides in the Thompson and Westman regions and well as Francophone guides.

Our annual retreat this past fall was focused on uniting our new and seasoned ethics guides with a specific goal of learning more about mentoring. We were fortunate to have Kim Hanna share her experiences and knowledge about best practice as we find ways to support each other as guides and build our skills as we encourage workshop participants to reflect on their own decision making practices.



We extend our thanks and say good bye to Janet Berezowekci who resigned from our committee this year.

A special thank you to Karen Houdayer who is the staff person at MCCA who keeps us organized and is a constant reminder of why it is so important to pursue, on an ongoing basis the knowledge, skills and self-awareness needed to be professionally competent!

Family Child Care Committee

Chairperson: Cheryl Tremblay

Committee Members: Shannon Trickett, Michelle Normandeau, Jean Gutierrez-Sangalang, Karen Holyk, Melissa Sopel

MCCA Staff: Teresa Bially

The committee members have been busy mentoring newly licensed providers and advocating for quality, licensed family child care. We have participated in planning for several family child care specific workshops and events. At meetings the committee members discussed issues concerning the licensing process, insurance, income tax, bookkeeping, professional development, and more.

We completed work on the 2017 resource calendar and began developing the 2018 resource calendar. We will continue our calendar work, recruitment efforts and discussions of family child care related issues in the coming year.



Public Policy and Professionalism Committee

Chairperson: Lois Johnson

Committee Members: April Kalyniuk, Caryn LaFleche, Jodie Kehl, Tracy Cosser, Fernanda Hodgson, Corine Anderson, Sheila Bogoch, Laurinda Neyron, Ron Blatz, Wanda Bruenig

MCCA Staff: Pat Wege

Meetings were held on: January 21, February 24, April 5, May 12, September 22, October 24 and December 7, 2016



COMMITTEE REPORTS

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The provincial election was a primary topic for the first part of 2016 with PPC members attempting to connect with candidates and review and create print materials for advocacy and information for MCCA members. The Manitoba Early Learning and Child Care Commission Report had proposed bold plans however the change of government resulted in no actions taken to this date. The MCCA hosted a successful election forum at Université de Saint-Boniface with a first time webcast as well.

Post election work consisted of letters of request to meet with the new Minister as well as planning print material for MLA education. Two posters and a sample letter were sent out to centres so they could introduce themselves to their new MLAs.

The Committee continues to review and publish the annual Market Competitive Salary Guideline Scale for Early Learning & Child Care Centres.

The Bill to protect child care centres in schools was not passed which leaves co-located programs vulnerable to losing space although Bill 2 the reduced class size initiative was also not passed.

The most exciting initiative this year was the Probe Research Project which identified member, parent and public and business leader experiences and opinions on a range of child care related topics. Survey results have been available since October, 2016 and are being used to help the MCCA in their work with stakeholders and federal and provincial governments. The results of this survey will be used extensively for many years to come.

Many thanks to Pat for all of her guidance and expertise with this committee and many thanks to the dedication of committee members.

Retirement Plan Advisory Committee

Chairperson: April Kalyniuk

Committee Members: Caryn LaFleche, Lois Johnson, Jodie Kehl, Janice Delf, Tracy Cosser

MCCA Staff: Pat Wege

The mandate of this committee is to oversee MCCA's group RRSP and SMPPP for MCCA centre members and make recommendations to the Board of Directors. The purpose is to ensure that both plans are managed in accordance with the best practices and guidelines recommended for Capital Accumulation Plans. In 2016, the committee continued to work in partnership with, and under the expertise of, People Corporation (Andrea Kreutzer, VP Group Retirement Solutions) and Industrial Alliance (Steven Khanna, Customer Relations Manager). An annual pension committee meeting was held in October 2016 where the committee reviewed the record keeping of Industrial Alliance and ensured all governance checklists and Certificate of Compliance were complete. In addition, the committee has worked closely with the advisors to develop communication regarding the

Manitoba SMPPP/pension legislation. This has been shared with all MCCA members so they are informed of the fiduciary duties of employers as a sponsor of an SMPPP or pension plan. Thank you to the Retirement Plan Advisory Committee members for their contributions.

School Age Committee

Chairperson: Brenda Still

Committee Members: Balwinder Khangura, Candice Bell, Janet Wiess, Mariella Carr, Suzanne Otte, Szilvie Carrier

MCCA Staff: Teresa Bially

The MCCA school-age committee members are early childhood educators (ECE) who work in school-age childcare programs throughout the City of Winnipeg. Our meetings are a time to network, gain support from other professionals, and learn about current issues related to school-age childcare. Some of the topics covered this year include: music selection for school age, using technology to communicate with families, and tools to support staff engagement.

The school age committee spent a great deal of time discussing the Manitoba Early Learning Child Care Commission final report that had been prepared by Kathleen Flanagan and Jane Beach. The report was examined in detail and concerns relating to school age child care were sent to the province via Pat Wege.

November 8, 2016 the School Age Resource Committee hosted their annual resource evening. Brenda Still presented on the topic of supporting children with life threatening allergies, Joanne Brown spoke on the importance of emotional connections and the circle of security in school age, Cale DeVries from Fit Kids Healthy Kids provided the workshop participants with a sample of their program, and Melinda Walden completed the presentations with the topic of risky play.

The format of the evening was structured differently from previous resource evenings. Historically the each speaker would share their material in small groups, thus they would present a total of four times in an evening. This year the committee chose to have each presenter give their workshop only once, but to the entire group. Feedback from the participants and presenters was positive. Once again the material that was provided by each presenter was gathered into one booklet and distributed out to all resource evening participants. The committee is pleased to report that the booklet was sent out before the end of December.

The School Age Resource Committee has added a Vice Chairperson position to the committee. The committee has elected Suzanne Otte to this position.

I want to thank each member of the School-Age committee who has worked hard and shared their expertise and passion for all our school-age children.



CONGRATULATIONS

On May 27, 2016 as a part of MCCA's *Be Inspired! Be Incredible!* Conference we celebrated the accomplishments of fellow colleagues by honouring them at the MCCA Conference banquet. Congratulations once again to the recipients and thank you to those who attended to support recipients.

Dr. Gretta Brown Scholarship Award

Universite de Saint-Boniface – Charlene Mirimba
Red River College – Troy Nelson

Graduate Research Bursary

Kerri Pruden

Volunteer of the Year

Krista Salchert-Johnson

Friends of Child Care

Richard Cloutier

Educaring Award

BH Beginnings Child Care & Balmoral Hall School

Exceptional Family Child Care Provider

Susan Koppel

Early Childhood Educator of the Year

Lorraine Robak

Leader of the Year

Cassandra Acland

At the conference banquet we acknowledged MCCA members for 5+ years working in the child care field.

5 Years

Hema Shah, Eugenia Ramirez, Antu Suryavanshi

10 Years

Tammy Klassen, Elizabeth Clift

15 Years

Heather Roy

20 Years

Brenda McCarthy, Ioulia Berdnikova,
Debbie Dedrick-Williams

25 Years

Melanie Glaser, Lori Januska, Pam Anderson, Missy Campbell

30 Years

Cindy Lamoureux, Lynda Raible, Trudy Bell-Tulman

35 Years

Muriel Cornish, Debra Vertz, Brenda Deneer



MCCA PARTNERSHIPS

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

Community Living Manitoba Inclusion Committee
Child Care Education Program Approval Committee
Campaign 2000
Canadian Child Care Federation
ECE Training Institutions
Healthy Child Manitoba
Manitoba Early Learning and Child Care
Provincial Council of Women
Nutrition for ELCC Advisory Committee

OUR THANKS

The Manitoba Child Care Association graciously acknowledges the support and financial assistance provided for the 2016 *“Be Inspired! Be Incredible!”* Early Learning and Child Care Conference.

- Quality Classrooms
- Fastoche
- Canadian Union of Public Employees
- HealthSource Plus
- Industrial Alliance
- Manitoba Family Services
- Morris Insurance Brokers
- To the numerous businesses and organizations who donated services and products for our silent auction which was held during our conference banquet.