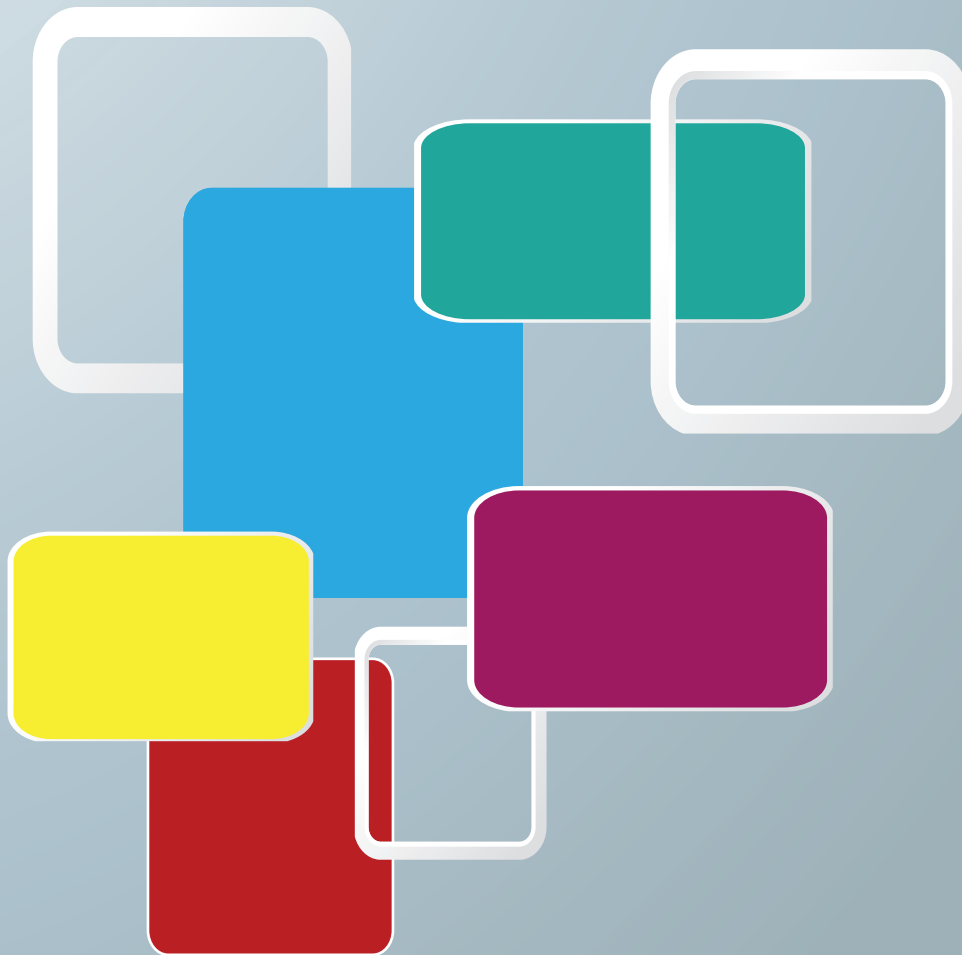


# Annual Report

## 2017



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## MISSION STATEMENT

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

## 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 LaFlèche

**Secretary/Treasurer** – Brenda McCarthy

**Director of Board Operations** – Fernanda Hodgson

**Director of Public Policy** – Lois Johnson

**Director of Branch Services** – Janice Delf

**Director** – Jodie Kehl

**Director** – Sue Sydorchuk

**Director** – Corine Anderson

**Member at Large** – Kisa MacIsaac

**Member at Large** – Khadija Raoui

**Member at Large** – Lynda Raible

**Member at Large** – Cheryl Tremblay

**Member at Large** – Lisa Hrechkosy

## 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.

## MCCA VALUES

- Professionalism
- Inclusion
- Connection
- Inspiration
- Influence



*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

*Westman Region* – Deanna Way

## MCCA STAFF

*Pat Wege, Executive Director*

*Karen Kowalski, Professional Development Manager*

*Teresa Bially, Professional Development Administrator*

*Dianne Jones-Pearson, Records & Registration Assistant*

*Michelle Innes, Administrative Assistant*



# EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

*April Kalyniuk, President &  
Pat Wege, Executive Director*

## A Year in Review 2017

This annual report summarizes some of the activities, issues, opportunities, and challenges that kept our board, staff, and volunteers very busy throughout 2017. Our focus was on strengthening member services, enhancing professional development, and completing a new multi-year strategic plan. We also continued our work to build a positive relationship with the provincial government in order to influence policy development. We recognize that a new government brings new priorities so we will remain respectful to those while also keeping our own goals on the table. There were a few new child care announcements in 2017, including \$6.1M for 15 community based capital projects that will create up to 730 new licensed spaces, a new intake for the child care building fund, an operating grant increase for home based child care, and the launch of amendments to child care legislation. However, by the end of the year the province had still not announced a long promised multi-year child care strategy nor the investments Manitoba will make with the funds from the Canada-Manitoba Early Learning and Child Care Agreement. Child care facilities are feeling the financial pressure as parent fees haven't changed since July 1, 2013 and centre operating grants last increased January 1, 2016.

Key issues continue to be a critical shortage of licensed spaces and ECE II's and III's, funding for compensation that reflects education and experience, operations, inclusion, and capital, as well as the need to strengthen governance and administration.

## MCCA Completes New Strategic Plan

MCCA board, staff, and regional branch representatives participated in a strategic planning process. The purpose was to identify clear goals and objectives for 2017-2020. Main pressure points that were identified include:

- 2,995 out of the 8,000 classified ECEs and CCAs in Manitoba are MCCA members. Why are the rest of them not joining?
- the provincial government elected in 2016 has been clear their mandate is to trim spending, introduce efficiencies, and complete a review of child care legislation, regulations, and procedures in order to streamline processes for child care operators. What does MCCA have to do to ensure our goal of a high quality, affordable, accessible, not for profit, inclusive child care system continues to progress?
- members located in regions outside of Winnipeg want improved access to professional development. How can MCCA assist regional branch board volunteers achieve their mandate?

- half of child care centres are co-located in a school, but collaboration and communication between centre and school division decision makers need to improve. What can MCCA do to encourage and support better relationships?

After several sessions to identify core values, and identify goals and objectives, the following were identified:

### Goal 1: Membership

Engage current and potential new members to improve membership participation to 50% of ECEs and CCAs and 80% of child care centres

### Goal 2: Advocacy

Proactively influence the provincial government to implement its provincial child care strategy in a manner consistent with the Manitoba Early Learning and Child Care Commission Report and other MCCA priorities

### Goal 3: Education System

Establish collaborative relationships between MCCA and the Minister/Department of Education and/or other key decision-makers within the education system to facilitate discussion and resolution of key MCCA concerns

### Goal 4: Professional Development

Review current delivery model for professional development and identify and implement opportunities to improve access and increase participation, with emphasis on rural regions

## 2017 Year at a Glance

**January:** The weather outside was frightful, but the winter workshop line up is great and registrations are rolling in! Two in person and two online workshops kick off the first month of the new year.

Advocacy meetings were held with Families Minister, Hon. Scott Fielding; A/Director, Early Learning and Child Care Michelle Stephen-Wiens, and Terry Duguid, Parliamentary Secretary to the Hon. Jean Yves Duclos.

**February:** 16 workshop choices offered, including the very popular lunch and learn for child care administrators.

**March:** The spring issue of Child Care Bridges was published. The theme was Building Communities & Networks. 16 workshop choices offered, including 1 online series.





## EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

*cont'd*

**April:** A very busy month with another 5 workshops offered, along with the 26th annual Week of the Early Childhood Educator celebrated April 23-29, 2017. MCCA acknowledged the work of our 114 fabulous volunteers! Hon. Justin Trudeau came to Winnipeg to announce \$7B in federal funding over 10 years for child care across Canada. The Manitoba government announces \$6.2M more for child care, including an operating grant increase for home child care and funding for new spaces.

**May:** MCCA's 40th conference, *Learners Today, Leaders Tomorrow*, held May 25 – 27. 7 people honored with awards for exceptional service.

**June:** MCCA's board of directors, staff, and regional branch chairpersons gathered to develop a new strategic plan for 2017 – 2020. MCCA engages People First to upgrade the Personnel Policies and Workplace Safety and Health chapters of the Human Resource Management Guide for Early Learning and Child Care Programs.

**July:** Pat Wege represented MCCA members at a national meeting of 60 other child care advocates held in Ottawa, July 18. We worked to identify a strategy to strengthen the role of the federal government in child care and ensure progress on the vision developed at the Child Care 2020 policy conference held in Winnipeg in 2015. Summer issue of *Child Care Bridges* was published. The theme was Nature. MCCA submits a child care brief to the House of Commons Standing Committee on Finance recommending additional federal funds be provided.

**September:** 18th Annual Directors Conference held in Gimli, Manitoba. 45 workshops offered in the fall line up. MCCA/CCCF launch a joint survey to gather member opinions, priorities, and ideas to strengthen our organizations. The Ethics Committee

held a planning retreat, and 10 early learning and child care centres successfully completed the Reflective Teaching Cohorts project with Deb Curtis. The fall issue of *Child Care Bridges* was published. The theme was Health.

**October:** Pedagogical Institute "Observe, Reflect & Wonder" was held October 12 – 14, 2017. MCCA presented on child care at the Manitoba Pre-Budget Consultation about the need for a comprehensive policy framework.

Pat Wege and Caryn LaFleche represented Manitoba at the Canadian Child Care Federation meeting for affiliate organizations held in Ottawa.

MCCA published the 2018 Child Care Resource and Activity Calendar for our family child care provider members.

**November:** MCCA completes the 10th annual Market Competitive Salary Guideline Scale for 2017-2018. Completed a substantial overhaul of our resource library and added an online search feature. MCCA met with the Leader of the Official Opposition, Wab Kinew, the NDP Caucus and also with senior staff at the Early Learning and Child Care Program. MCCA contracts with People First HR Services and strikes a hiring committee to recruit a new Executive Director.

**December:** The winter issue of *Child Care Bridges* was published. The theme was Observation & Reflection. MCCA engages People First to develop an online training workshop for child care centre boards of directors.

It was another productive year, and we thank the board of directors, committee and regional branch volunteers, the staff and all our members for their support!



## DIRECTOR OF BRANCH SERVICES REPORT

Janice Delf

As 2017 came to a close, it was time to reflect on the calendar year and see the variety of activities that were offered by the regions that stretch across the entire province. Currently there are six active regions that consist of Thompson, South Central, Central, Interlake, Westman and Parkland. Although Eastman and Norman do not have an active board, there continues to be professional development opportunities organized by MCCA staff. Thank you to all the regional branch volunteers for their time and dedication in continuing to attend meetings, plan workshops and organize events for the rural members of our association.

Over the course of the year, many learning opportunities were offered in the areas of ethics, music, safety, outdoor play, loose parts, mental health and gardening. The branch chairpersons connected four times a year by teleconference and have one in person meeting in Winnipeg to share our accomplishments, ideas, challenges in the field, advocacy strategies and to network between the rural areas and the MCCA staff, board and members. This year our in person meeting was part of the Strategic Planning Session held at MCCA in June. All regional

Chairpersons were invited to participate in developing strategies and goals to make our association even better than it already is.

The regions would really like to see a growth in membership. Being part of an active organization and advancing the profession of early childhood education is a rewarding and valuable experience. If you share an interest in early learning and child care as a profession and as an important public service, then become involved and take advantage of all the resources and supports offered by MCCA. Members will only get the maximum benefits of membership if they continue to read their MCCA Child Care Bridges, visit the website, access the library and attend professional development opportunities offered in northern and rural areas.

I look forward to continue to work with all the branches and stay informed of the events and services being offered in all regions outside of Winnipeg. Please feel free to contact me or your Regional Branch Chairperson anytime you may have a question, idea, or a concern.



## REGIONAL BRANCH REPORTS

### Central Region

*Chairperson:* Janice Delf

*Treasurer:* Sydney Dubetz-Zacharias

*Secretary:* Shari Clements

*Members at Large:* Lisa Voth, Karley Maxwell, Pam Anderson

Central Region worked hard to provide a variety of professional development opportunities in 2017. In March, we had Joyce Odidison present a workshop on "Working with Different Personalities". Participants learned how to bring out the best in each other's personality. In April the region hosted four evenings of anaphylaxis/asthma/seizure training at the Fire Hall in Portage La Prairie. Participants were informed by the URIS Staff Jessica McPhee of the proper procedures to respond to these situations.

This was followed by an information session on fires and the proper use of a fire extinguisher by our local fire fighters. In return a donation was made to the Burn Fund in appreciation for the use of their training room and time.

In April the branch acknowledged "Week of the ECE" by having appetizers followed by a movie night at the Portage Regional Library. Individuals watched "Lion" as they enjoyed popcorn and beverages. Several door prizes were awarded and everyone left with a small token.

A few members from the region were recognized at the MCCA Banquet held during the provincial conference for career milestones. Carrie Rose 20 years, Amanda Sutherland 10 years and Janice Delf, 25 years. Margaret Nelissen and Valerie Ricard celebrated 30 years in the field but were unable to attend that evening.







## REGIONAL BRANCH REPORTS

### *cont'd*

In October we invited Mavis Lewis-Webber to present a Loose Parts Workshop for the Outdoor Playground. Individuals shared ideas of potential loose parts, where to source them and how to incorporate them into daily play with children of all ages.

The Central Region continues to host their meetings in the evening. If you would like to become a member of our regional board please contact us. We are eager to have representation from several centres. If you are interested in a specific topic and would like to see a workshop offered please let us know. We are eager to gain membership and encourage all individuals to get involved and support our Manitoba Child Care Association.

### Eastman Region

On Saturday, November 18, 2017, 19 people attended Notching Up Outdoor Play, which was presented by Mavis Lewis-Webber. The workshop was held in Beausejour.

### Interlake Region

*Chairperson:* Cynthia Thomsen

*Vice Chair:* Troy Nelson

*Secretary:* Lori Malcolm

*Treasurer:* Shara Selkirk

*Members at Large:* Amy Cook, Tanya Jonasson

The MCCA Interlake Region held two professional development events in 2017. One in the spring (May) and one in the fall (October). Both events were well attended. At the May event we held our AGM. Our board of directors remained the same.

### Norman Region

On Saturday, November 4, 2017, 25 people attended Notching Up Outdoor Play, which was presented by Mavis Lewis-Webber. The workshop was held in The Pas.

### Parklands Region

*Chairperson:* Florence Burdeny & Janie Inkster (*Bridges Representatives*)

*Vice Chairperson:* Debra Telfer

*Secretary:* Angela Gower

*Treasurer:* Genevieve Lebel

*Members at Large:* Natalie Bonin & Kathryn Durston

*Professional Development:* Gloria Korman, Judy Chachula, Sheila Sigurdson, Caitlin Durston, Cindy Williams

Parklands MCCA held three professional development opportunities this past year as well as a fun filled ECE appreciation evening.

On April 28 we held our ECE appreciation evening, we enjoyed snacks, networking and a movie at our theatre here in Dauphin to celebrate the Week of the Early Childhood Educator.

On September 23, Best Choices: Ethics Part I and II were offered and guided by Michele Grant and Chantel Colli, we had a total of 17 participants for the workshops. On October 21, we hosted *Bookmates' - All Kids Are Special*, there were 18 in attendance. All of the professional development workshops were held at our local community college.

Our Annual General meeting was held on Monday, May 8, 2017.

Do you have an idea for something specific? Please call to discuss what we can do together. Watch for postings at your centre for upcoming events.

### South Central Region

*Chairperson:* Kelly Unrau

*Vice Chair:* Paula Wilson

*Treasurer:* Lisa Rey

*Secretary:* Natalie MacFarlane

*Members At Large:* Courtney Laing

The South Central Region held three events in 2017. The first was an ECE Fun Night which consisted of bowling, pizza and prizes. Our second event was our annual conference, we offered six different workshops. Conflict Resolution for School Age Children,



## REGIONAL BRANCH REPORTS

### cont'd

The Importance of Engagement in an Active Start, The Baker's Dozen, Preschool Mentorship, Ideas for School Age and Emergent Curriculum. All together there were 85 attendees. In October we held workshop for directors. 21 directors and assistant directors attended a full day workshop on human resources facilitated by Jane Helbrecht from Acuity HR Solutions. All events received great feedback and we're looking forward to putting on three similar events in 2018.

### Thompson Region

*Chairperson:* Crystal Chubb

*Secretary:* Jill Burton

*Treasurer:* Palwinder Deol

*Members at Large:* Barb Carlson (*Bridges contributor*), Sandra Gagne, Yvonne Shaw, Anneke Bosters, Melissa Harris, Chelsea Kirkey, Waylon Ross, Lindsay Horton, Wendy Pitre, Anne-Marie Bosters

In February 2017, the Thompson region hosted a movie night/workshop and held our annual AGM. The movie we watched was *Inside Out*. We discussed the link to social and emotional development in children and 36 members were in attendance at the event.

In April, the Thompson region hosted an ECE fun night during week of the ECE. We had minute to win it challenges, pizza, and prizes. We had approximately 30 people attend.

In October we had a forest and nature workshop, "Bringing Children Back Outdoors". It explored the principles and practices of forest learning, creating an outdoor classroom, planning and recording learning experiences, and many hands-on activities. We had 29 people in attendance.

### Westman Region

*Chairperson:* Deanna Way

*Secretary:* Chantel Colli

*Treasurer:* Anna-Kay Gordon, Bev Sanderson (resigned in September)

*Members at Large:* Desmond Murray, Bonnie Mills, Nancy Smith, Jennifer Cullen resigned in September

In 2017, we continued to focus on providing professional development opportunities to our region and increasing our connections to our members.

To start 2017 we organized a winter workshop series, January to May, that consisted of Best Choices: Ethics Part I – IV, The Ultimate Belief Hacking workshop, Board Roles, Responsibilities, Creative Environment to Foster Learning and Play, Story Enhancement Techniques, Create your own Story Book, Creating Social Stories Literacy Bags and Dragon Boat for Personal Wellness.

On April 22, 2017, we held our 4th annual "Kick off to ECE Week" professional development day and Annual General Meeting. The day's event was delivered by Inspirit Early Childhood, Melanie and Chantel Colli. The morning session called "The Garden of Inspiration" allowed participants to get their hands dirty and create their own garden of inspiration. During the lunch hour we hosted our Annual General Meeting to review the minutes from last year and share the happenings of the regional branch. We received one interested member to rejoin our board of directors. The afternoon workshop "The Human Board Game" saw all participants using common early childhood scenarios and situations to race towards the finish line of the human board game.

In October, we showed our support and participated in the full day professional development event in Brandon put on by the Brandon Healthy Families Coalition. We donated funds to help with presenter costs and had a display table set up to promote our regional branch to the 200+ participants at the day's event.

In the fall, we offered a fall workshop series that consisted of the Best Choices: Ethics Part I – IV in Brandon and Best Choices: Ethics Part I - III in Cartwright.

We continue to be busy and active and look for ways to provide ongoing professional development opportunities, network, and support our regional members in the ECE community. Our participation in regular professional development, partnerships, board and chairperson meetings continues to be vital for us to be an effective regional branch and implement MCCA's strategic plan.





# TREASURER'S REPORT

## Finance Committee

*Chairperson:* Brenda McCarthy

*Committee Members:* Angela Hanischuk, Khadija Raoui, Lynda Raible, Susan Sydorчук

*MCCA Staff:* Pat Wege

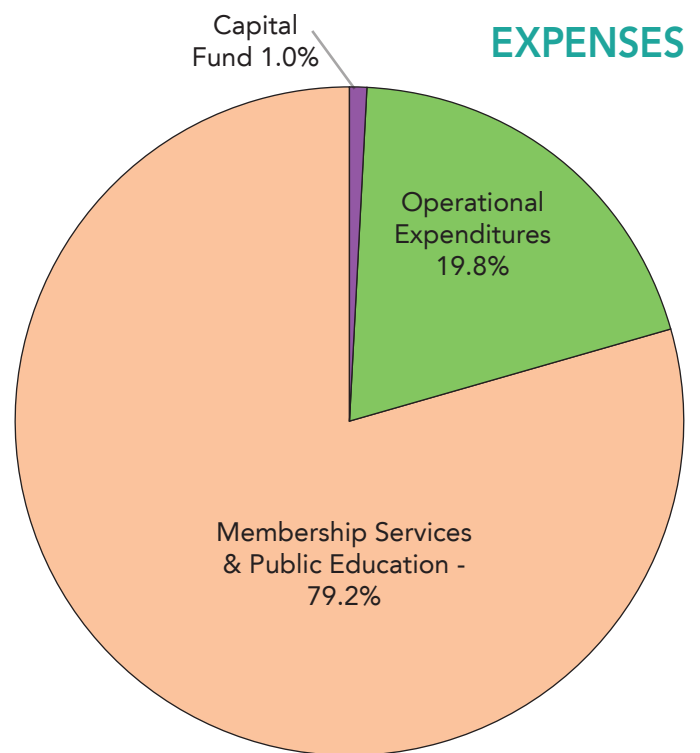
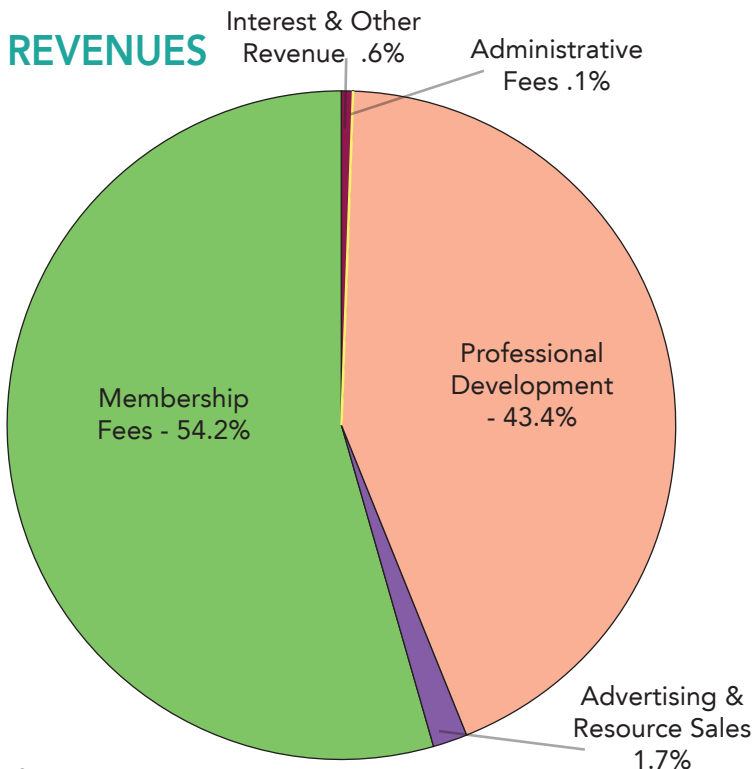
MCCA continues to be a strong non-profit organization with the most number of members than any other child care organization in Canada. We are 3956 members strong out of a possible 8,000 registered educators in Manitoba. Imagine what MCCA could accomplish with a membership of 8,000! With your membership dues, MCCA tirelessly advocates with all levels of government and agencies, provides numerous membership services such as high-quality workshops year-round, an annual conference and director's conference, quarterly Bridges magazine, hosts various special projects such as the Pedagogical Institute and the Reflective Practice Teaching Cohorts project, supports the Canadian Child Care Federation and maintains a comprehensive resource library.

MCCA finished the 2017 year off with an (un-audited) deficit of \$21,827. Capital expenditures this year included painting and upgrading the board/workshop room. Revenue is made up of 54% of membership fees, 43% of membership services (conferences, workshops and various other projects) and other misc. Revenue (interest and branch rebates). Expenses this year aside from normal operating expenses were the start of an upgrade to the Human Resource Management Guide and the Pedagogical Institute. Human resources represent 31% and membership services represent 41% of annual expenses with the remaining for general operating expenses.

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 members and staff for committing their time and hard work to MCCA.

## 2017 REVENUE & EXPENSES (Unaudited)





## OUR MEMBERS

Full Time/ Part Time	From Previous Year	December 2017	December 2016
Professionals	↑	1741	1663
Child Care Assistants	↓	1201	1283
Associates	↑	125	105
Students	↓	21	29
<b>Facilities</b>			
Full/Part Time Centres	↑	505	501
Family Child Care	↑	364	348

## MORRIS INSURANCE BROKERS

### *Liability Insurance Programs Through MCCA*

Thank you for another great year in the MCCA Insurance Program. We are grateful for our continued relationship with our child care centre and licenced family child care provider members and aspire to keep providing the same high-quality customer service and insurance coverage this year and in the years to come. We value the opportunity to meet with centre directors or boards and continue to be available for meetings when requested.

Enrollment in the program is always growing, and this year we noticed a slight increase in the number of family providers joining the program. There are now almost 400 family child care providers -- nearly as many as there are centres! While we are glad to see that the Directors and Officers liability insurance is carried by over 300 of our member centres, we strongly recommend that any centres not currently carrying it contact our office to discuss this important protection for their board members.

Helping centres through the claims process is always top of mind for us as administrators of the insurance program. We aim to ensure that any issues that arise throughout the process are handled in an efficient manner and have found that our members are very satisfied with the handling of their claims.

If you have any questions or concerns regarding the insurance program, please don't hesitate to call us at 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 2017. MCCA strives to bring its members high quality workshops, seminars, and conferences. We appreciate those who attend, provide feedback and suggestions for future professional development events.

Event	# of Participants
Winter workshop series	1079
MCCA's 40th ECE Conference <b>Learners Today, Leaders Tomorrow</b>	992
MCCA's 19th Annual Director's Conference <i>Lighting The Flame Within</i>	124
2nd Pedagogical Institute: <i>Reflect, Observe &amp; Wonder</i>	193
Fall workshop series	1155

In addition to the professional development events MCCA hosted, we also organized 18 personalized professional development events for the following centres/organizations/regions.

Stanley Knowles Children's Centre  
Eastman Directors Group  
Bumper Crop Early Learning Centre (2)  
Transcona Jaycees Day Care  
Taking Charge! - Taking Care  
Westgrove Children's Centre  
St. James Directors Group  
Brandon Friendship Centre  
Shepherd's Care Day Nursery  
Ashworth Children's Centre (2)  
Military Family Resource Centre  
Freight House Early Learning and Care (2)  
Dawn & Dusk Before and After Child Care Program  
Victoria Albert Day Care  
East Transcona Before & After School Program



*Institute Facilitators*

Here are a few photos of our professional development events throughout 2017.

### Workshops



*Sleigh Ride at Birds Hill*



*Observing at the R.I.E. workshop*

### Pedagogical Institute

*Activity at the institute*







# PROFESSIONAL DEVELOPMENT EVENTS

## Conference 2017



*At the Quick & Dirty –  
Ways to Enhance Any  
Playground workshop*



*Beautiful workshop creations*



*MCCA Ethics Committee meets with Sandy Griffin*

## Directors Conference

*Leaders in action*



## Celebrating Week of the ECE



*Painting Fun  
at Shooter's*



*Costume contest winners at bowling*



*Hike with Mavis  
Lewis-Webber*



*First directors conference for these leaders*





## COMMITTEE REPORTS

### Board Operations and Development Committee

*Chairperson:* Fernanda Hodgson

*Committee Members:* Lois Johnson, Caryn LaFlèche, 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 2017/18, the committee:

- Organized a strategic planning session which was held on June 12, 2017.
- Reviewed the strategic plan's final report and the four key priority goals for MCCA - Membership, advocacy, education system and professional development.
- Secured a slate of nominees for the 2017/18 board of directors.

### Child Care Benefits Committee

*Chairperson:* Jodie Kehl

*Committee Members:* Fernanda Hodgson, Susan Sydorчук, Cheryl Tremblay, 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 is 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:

- MCCA Group Benefits Plan, Health Source Plus
- MCCA Liability Plan, Morris Insurance Brokers
- MCCA Directors & Officers Liability Insurance, Morris Insurance Brokers

The Child Care Benefits Committee continue to collaborate with our HSP partners. Rob Carducci (Partner/Senior Benefits Consultant), Lorna Struch (Client Manager), and Steve Mansbridge (Benefits Consultant). Formal committee meetings are held a minimum of three times/year to review the plan. As in previous years, the committee remained vigilant to the goals of cost containment and transparency.

The Group Benefits Plan, under Health Source Plus (HSP), maintained its member enrolment, recognizing a slight increase of 2%. With the high use of the plan, the committee implemented

two noteworthy changes in 2017. Under the recommendation of the HSP advisors - the family dental maximum was set to an industry standard of \$4000; in addition, the dental recall changed from 6 months to 9 months. The AD&D portion of the plan was enhanced to include coverage for serious illness (non-cancer). The STD claims have remained in proximity to the target loss ratio. The LTD claims remain under Fenchurch.

In 2017, the plan saw a 3% overall increase. The average increase over the last 8 years has remained minimal at 2.34%. Generally, the plan is running predictably and in a reasonable manner.

Dave Morris and Brian Kelly from Morris Insurance continue to be supportive, knowledgeable and active in their role as the liability insurance providers.

This well established plan continues to be reliable and consistent. Family Child Care Providers saw no increase to their premiums. There was also no increase to the Directors & Liability Insurance. These two parts of the plan have remained at the same rate since 2013. Centre liability premiums increased marginally with a \$0.05 increase, the first since 2013. Morris reports there are 400 centres and 320 FCCP's using the liability insurance and 300 centres using the Directors & Officers liability as of November 2017.

MCCA and Morris Insurance met with ELCC to provide a liability perspective in relation to regulations and ISP funding.

Thank you to all committee members for bringing your passion and dedication to the Child Care Benefits Committee.

### Conference Committee

*Chairperson:* Bernadette Rozybowski

*Committee Members:* Sheila Argue, Melanie Glaser, Pam Harder, Cindy Lamoureux, Kayla Mauricio, Brenda McCarthy, Shawna McKenzie, Adam Manicom, Melodie Meakin, Lynda Raible, Marilyn Valgardson and Aricelle Mateo and Pina Zammito joined the committee in September 2017.

*MCCA Staff:* Karen Kowalski

In 2017, MCCA celebrated 40 years of conferences! 40 years of bringing quality workshops and networking opportunities to 1000's of delegates. It's a privilege to be able to volunteer on a committee that brings workshops to teach and guide us in our continued learning to bring quality in everything we do in our profession.

The 2017 conference 'Learners Today, Leaders Tomorrow' was amazing! Delegates were able to participate in workshops, visit centres, participate in a paint night, network, and browse the most current materials in child care from the tradeshow. There is never a dull moment with daily 50/50 draws and games to participate in, a photo booth to capture your memories and endless opportunities to connect with new and familiar people that are as passionate as you.





## COMMITTEE REPORTS cont'd



We created a time capsule for delegates to contribute their thoughts on where they think child care will go or where they want it to be in the future. We also included different objects that were a part of this years' conference. The time capsule (a vintage suitcase) will be opened in 10 years. It will be very interesting to see what our thoughts were.

All of the above could not have happened without an amazing volunteer committee. Enough cannot be said about the hard work and commitment of all the volunteers on the conference committee. It is their dedication which brings everything together in the end and the final result is an experience of learning and so much more during the 3-day conference for all the delegates. Thank you to all the conference committee members for giving it your all. It has to be said that our support staff, Professional Development Manager-Karen Kowalski is amazing! She has a keen ability to organize and anticipate and all her hard work truly shows how passionate she is in everything she does.

### Editorial Committee

Chairperson: Brenda Bachinsky

Committee Members: Bernadette Rozybowski, Nidene Johnson

MCCA Staff: Karen Kowalski

MCCA's quarterly journal, *Child Care Bridges*, is offered to its members as one of their membership benefits. *Child Care Bridges* provides a forum for the exchange of information and expression of ideas to the membership on early learning and child care issues. Members are supplied with 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.



As a committee we work hard to brainstorm ideas that will keep our readers connected and engaged. In the spring of 2017 issue, "Let's Get Connected - Building Communities & Networks", readers were able to get a glimpse of the sense of community that is plentiful in our field as well as learn the value and necessity of networking and connecting with others. Whether you work in partnerships for the well being of the community, families or one another there is no better way of connecting than offering support and working together while learning from others. You'd be surprised at how quickly these relationships can grow!

"Nature's Calling", was the title of the summer issue, which focused on the love of the great outdoors. The issue was filled with articles about the benefits of exposing children to nature, providing activities like edible gardens and mud kitchens, risk taking, and how to incorporate the outdoor forest and nature school experience!

The fall issue was all about the "Cornucopia of Health". There are so many facets of health that we need to look after in our lives, physical, emotional, and spiritual. We learned ways to fuel ourselves up before we run empty, determined what steps we needed to become more healthy, and prepared to become a better body image role model for children. We also learned about mindfulness and how all ages can learn to be present daily.

Observation & Reflection was the final topic for the year, in our winter issue. It was an issue that allowed for much reflection of ourselves and our field. There were some sharing of stories from those who engaged in reflective practice and some great information about self-reflection, why reflection is important and how to begin to implement reflective practices. We also challenged programs to take on loose parts and bring their observations and reflections outdoors.

Thanks to all the contributors for your written knowledge and insight on varying articles during the 2017 year. Thank you to the committee members for sharing their time and enthusiasm, especially to our editor Karen Kowalski for providing support and leadership to our committee. Finally, bravo to MCCA for advocating child care as a service and a profession in the Province of Manitoba!

If you are interested in joining this committee, please contact Karen Kowalski, Professional Development Manager at Karen Kowalski at [kkowalski@mccahouse.org](mailto:kkowalski@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, Jennifer 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 Kowalski







## COMMITTEE REPORTS

### cont'd

**Even the most rational approach to ethics is defenseless if there isn't the will to do what is best!**



You should be proud to know that you have an Ethics Committee with members who strive to ensure that our early years community is supported with the tools to explore and live their belief system and to take on the responsibility of guiding discussions about the principles of our Code of Ethics. We continue to put the integrity of the early childhood field at the core of everything that we do, driven by the commitment to deliver workshops throughout the province.

Every year I am in awe of the work that this group is able to accomplish; the creative ideas that are generated for writing articles in Bridges; developing new workshops that will further the discussions about ethics; and the passion that comes through when they guide workshops. It is hard to believe that we began this journey at MCCA 20 years ago. It is truly an honour to work along side such a vibrant group of people (both past and present).

At our one day retreat this past fall we welcomed Jenn Cullen as the new chairperson for the Ethics Committee. The day was spent teambuilding with our new and seasoned ethics guides and practicing the skills needed to effectively deliver workshops for you, the individuals who bring our Code of Ethics to life everyday.

As always, a very special thank you to Karen Kowalski the MCCA staff lead that supports us in all that we do.

### Family Child Care Committee

*Chairperson:* Cheryl Tremblay

*Committee Members:* Shannon Trickett, Michelle Normandeau, Jean Sangalang

*MCCA Staff:* Teresa Bially

This year the committee members have participated in planning for several Family Child Care (FCC) specific workshops and events including the first FCC networking evening at conference and we had over 20 people in attendance.

At meetings we discussed the provincial government's proposed changes to FCC, questions and concerns related to FCC and more. We completed work on the 2018 resource calendar and began developing both the 2019 & 2020 resource calendars. In the coming year we will continue our current projects and address any new FCC related issues that arise.



### Public Policy and Professionalism Committee

*Chairperson:* Lois Johnson

*Committee Members:* April Kalyniuk, Caryn LaFlèche, Jodie Kehl, Tracy Cosser, Fernanda Hodgson, Corine Anderson, Sheila Bogoch, Laurinda Neyron, Ron Blatz, Wanda Bruenig, Jazmin Woodard, Allyson Cruise-Scarpino

*MCCA Staff:* Pat Wege

Meetings were held on January 26, June 20, October 2 and December 7, 2017.

The Public Policy and Professionalism Committee works to create strategy to maintain strong communication and partnerships between our federal and provincial parliamentary members as well as the Early Learning and Child Care program in Manitoba. It is in this way we hope to influence positive decisions for the profession and system of child care in this province.

MCCA worked on a multi-stage strategic plan that was approved on October 30, 2017. The PPP Committee was tasked with a number of objectives which have been worked on this year and will move forward to 2018 as well.

We have continued to follow up on the key issues reported to the provincial government in June of 2016. These include: access, affordability, adequate, stable and predictable funding for programming, quality of care and learning, recruitment and retention, and the modernization of the child care system.

A review of the June 2016 paper resulted in a presentation to the Manitoba Pre-Budget Consultation on Wednesday, October 11, 2017 and a letter was sent to Scott Fielding on June 28, 2017 with 11 recommendations about the Inclusion Support Program.

We also participated in a consultation on potential legislative amendments to the Community Child Care Standards Act on August 30, 2017. We suggested open community consultation as



## COMMITTEE REPORTS *cont'd*

well as representation from childcare centre boards and an inter-sectoral advisory committee struck to consider feedback and help ensure changes reflect current research and best practices. We suggested that this review process not be rushed and allow time for open, thorough and transparent consultation.

We have followed up with the bilateral agreement between the province and the federal government and kept in contact with the NDP Critic for Families.

The committee is presently in the process of researching information regarding some school division's decision to offer full kindergarten on alternate days. ELCC is in consultation with the divisions in question to gather information for a regulation prior to the start of the next school year.

In looking at the upcoming year the committee has identified that a funding increase is the most pressing advocacy goal for 2018-2019. A letter to the minister discussing this matter was sent out in early December 2017.

### School Age Committee

*Chairperson:* Brenda Still

*Committee Members:* Balwinder Khangura, Candice Bell, Janet Wiess, Mariella Carr, Suzanne Otte, Szilvie Carrier, Nelly Opazo-Matamala

*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, although individuals from beyond the city limits would be welcome. 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: school age training at the college level, using technology to communicate with families, and social media to share what the committee is doing.

This year we have changed our meeting day from the third Wednesday of the month to the third Thursday to accommodate the needs of our members.

The annual School Age Resource Evening took place on November 7, 2017 at the Victoria Inn. The committee drew upon the expertise that exists within this group, as each of the mini workshops was presented by committee members. Brenda Still and Suzanne Otte shared their knowledge on a program that can help educators develop in-house escape rooms for their students. Mariella Carr demonstrated how Adventurous Play can be managed to push the limits of both children and educators; Janet Wiess brought an interactive presentation on loose parts that had the participants channeling their own inner-child; and Candice Bell had everyone

thinking outside of the box about S.T.E.M. projects. As is the tradition of this committee the materials presented were gathered and distributed to workshop participants at a later date.

This year the School Age Committee has chosen to develop another curriculum kit to add to the lending resources of the MCCA. It is called School Age Games #2 and it has been used consistently since it has been developed. The committee contracted with Heritage Kids to put this kit of school age games together. The committee intentionally targeted games that are not traditionally available in the stores to provide more options to the school age front line educators. We are attributing part of the success of this bin to the work of Candice Bell and her dedication to sharing updates on our committee on social media.

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.

### Retirement Plan Advisory Committee

*Chairperson:* April Kalyniuk

*Committee Members:* Caryn LaFlèche, Lois Johnson, Jodie Kehl, Janice Delf, Tracy Cosser, Marita Rempel

*MCCA Staff:* Pat Wege

The mandate of this committee is to oversee MCCA's grouped 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 2017, 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 2017 where the committee reviewed the record keeping of Industrial Alliance (IA) and ensured all governance checklists and Certificate of Compliance were complete. This year the committee undertook an extensive review of our service provider-Industrial Alliance to ensure that we continue to receive a high level of service at a competitive price. The committee was pleased to remain with IA for the next 5 years with a reduction in the management fees as well as changes to how inactive members are handled to plan based on recommendations by IA. Members were provided with details of these changes in January 2018 in order to acknowledge 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.



# CONGRATULATIONS

On May 26, 2017 as a part of MCCA's **Learners Today, Leaders Tomorrow** 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 – Melaine Anita Adou  
Red River College – Arlene Talastas

## **Volunteer of the Year**

Lorna Struch

## **Educaring Award**

Souris Early Learning Programs & Souris School

## **Exceptional Caregiver**

Holly Busko

## **Early Childhood Educator of the Year**

Jeni Singer

## **Leader of the Year**

Wanda Bruenig



*2017 Award Recipients (Lorna Struch missing from photo).*

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

## **5 Years**

Jannette Yabut, Ronda Jamandre, Mahina Imran,  
Imene Boulhout, Meghan Tervoot, Lindsay Mamona,  
Maria Sharpe, Tanya Judd

## **10 Years**

Maisa Bokhtia, Yeojin Lee, Amanda Sutherland

## **15 Years**

Madelyn Tymchuk

## **20 Years**

Susan Goldstein, Carrie Rose, Rebecca Linton

## **25 Years**

Stavroula Giannakoulis, Janice Delf, Anjali Aggarwal

## **30 Years**

Annette Casey

## **40 Years**

Cathy Keenan

# 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 Training & Qualifications Committee  
Canadian Child Care Federation  
ECE Training Institutions  
Healthy Child Manitoba  
Manitoba Early Learning and Child Care  
Nutrition for ELCC Advisory Committee

# OUR THANKS

The Manitoba Child Care Association graciously acknowledges the support and financial assistance provided for the 2017 **Learners Today, Leaders Tomorrow** Early Learning and Child Care Conference.

- Quality Classrooms
- Fastoche
- HealthSource Plus
- Industrial Alliance
- Manitoba Families
- 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.