



Manitoba Child Care Association

Annual Report 2018

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MISSION STATEMENT

Our mission is to advocate for a quality system of child care, to advance early learning and child care 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 – Tracy Cosser

President Elect – Caryn LaFlèche

Past President – April Kalyniuk

Secretary/Treasurer – Brenda McCarthy

Director of Board Operations – Fernanda Hodgson

Director of Public Policy – Lois Johnson

Director of Branch Services – Janice Delf

Director – Lisa Hrechkosy

Director – Sue Sydorchuk

Director – Corine Anderson

Director – Kisa MacIsaac

Director – Cheryl Tremblay

Member at Large – Khadija Raoui

Member at Large – Lynda Raible

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

South Central Region – Courtney Laing

Thompson Region – Crystal Chubb

MCCA STAFF

Jodie Kehl, *Executive Director*

Pat Wege, *Executive Director (Jan. - May)*

Karen Kowalski, *Professional Development Manager*

Teresa Bially, *Professional Development Administrator*

Dianne Jones-Pearson, *Membership & Registration Administrator*

Michelle Innes, *Administrative Assistant*

EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

Tracy Cosser, President &
Jodie Kehl, Executive Director

MCCA experienced significant change in 2018. With the imminent retirement of long-time Executive Director, Pat Wege, the search for a new Executive Director was a priority.

The work of MCCA's Board of Directors, staff, and volunteers was guided by the Strategic Plan (2017-2020) and focused on increasing membership, advocating for quality child care, collaborating with the education system and improving access to professional development to all our members.

There were only a few child care announcements announced in 2018 by Manitoba's Conservative Government, who continued to prioritize austerity. Early learning and child care facilities felt the financial pressure as operating funding remains static. Child care fees were last increased July 1, 2013 while centre operating grants saw their last rise January 1, 2016. Centres reported that workforce shortage has been significant in attracting and retaining staff.

The most momentous announcement was the signing of the Canada-Manitoba Early Learning and Child Care Agreement. The five pillars under Manitoba's Action Plan included:

- Supporting New and Newly Funded, Affordable and Accessible Spaces
- Building Sector Capacity and Stability
- Rural and Northern Strategy
- Diversity and Inclusion
- Community and Engagement and Public Reporting

Other child care related announcements which were correlated to the bi-lateral agreement were the funding of 1400 new and newly funded child care spaces across the province, and free online access to the Science of Early Child Development (SECD). MCCA continued our work to build a positive relationship with the provincial government in order to influence policy development.

2018 – Month by Month

January: MCCA attended the Numeracy & Literacy Summit held by Manitoba Education & Training. It was an opportune time for early learning & child care to be visible and position itself as a partner in early learning. The side by side mentoring offered via MCCA, is well received.

February: Manitoba signed the Canada-Manitoba Early Learning & Child Care Bi-Lateral Agreement. The governments of Canada and Manitoba are investing nearly \$47 million over three years into early learning & child care.

MCCA announced Jodie Kehl as the new Executive Director. MCCA joined the world of social media with the inception of its Facebook page in addition to its Twitter account.

March: The spring issue of *Child Care Bridges* was published. The theme was "Art". MCCA continued to offer personalized professional development opportunities to centres as the need seems to be increasing.

Budget day came and went with no increases to day to day funding for child care centres. MCCA signed a memorandum of understanding with the Province of Manitoba to offer subsidized registrations for the upcoming Effective Board Governance Online Resource.

April: We celebrated the 27th annual Week of the Early Childhood Educator celebrated April 22-28, 2018 with a scavenger hunt and a rustic sign paint night. Both were tremendously attended. MCCA recognized its 100+ volunteers for all their hard work, dedication and commitment.

MCCA was one of the judges for the Manitoba Open Innovation Challenge on Early Childhood Literacy & Numeracy. MCCA had its quarterly meeting with Early Learning & Child Care program.

May: MCCA's 41st conference, A Few of our Favourite Things, was held May 24th – 26th. Keynote speakers included Angela Hanscom, crowd favourite, Marc Battle and Andrea Chatwin.

MCCA met with Minister Fielding, Minister of Families. MCCA submitted recommendations on Bill 9, Community Child Care Standards Amendment Act (Enhanced Powers Respecting Governance & Accountability).

Many friends and colleagues celebrated Pat Wege's retirement on May 9th, 2018.



EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

cont'd

June: Karen, MCCA's Professional Development Manager, attended NAEYC's Professional Learning Institute in Austin, Texas, June 10 – 13.

MCCA continues to work on the online Board Governance tool with People First. The Province of Manitoba announces formal training on the Circle of Security under the bi-lateral agreement.

July: Summer issue of *Child Care Bridges* published. MCCA had major renovations with new floors installed in the main areas and new carpets in all the offices and library.

Two revised chapters (Workplace Health & Safety and Personnel Policies) as well as a new chapter on Board Governance, become available for purchase as part of the Human Resource Management Guide for Early Learning & Child Care Programs.

August: Premier Pallister announced changes to Manitoba Executive Council which resulted in a new Minister of Families. MCCA welcomed Minister Heather Stefanson.

September: 19th Annual Directors Conference held in Hecla, Manitoba with 117 participants. There were 41 workshops booked for the fall series.

In addition to a quarterly meeting with the Early Learning & Child Care Program, MCCA had the opportunity to meet with Minister Heather Stefanson. MCCA submitted recommendations to the Minister of Families.

The fall issue of *Child Care Bridges* published. The theme was Pathway to Professionalism.

MCCA became the proud new owners of a Loft Display (i.e. Smart Board) purchased with proceeds from fundraising. Our social media exposure increased as we opened an Instagram account to link to our Facebook one.

October: Jodie Kehl represented Manitoba at the Canadian Child Care Federation meeting for affiliate organizations held in Ottawa, October 1 – 3, 2018. MCCA presented on child care at the Manitoba Pre-Budget Consultation about the pressing need for increased funding.

MCCA published the 2019 Child Care Resource and Activity Calendar for our family child care provider members.

Municipal and School Board Elections were held on October 24th. MCCA provided its members with "quick fact" sheet to remind municipal leaders of their role in child care services in their ward. MCCA met with the Families Critic, Bernadette Smith. MCCA encouraged centres, ECEs, CCAs, FCCPs and families to send letters to the government reminding them of the importance of adequate funding for the sector.

November: MCCA completed the 11th annual Market Competitive Salary Guideline Scale for 2018 – 2019.

Jodie Kehl and April Kalyniuk (MCCA's Past President) represented MCCA at a *Day of Action for Child Care* in Ottawa in correlation with National Child Day on November 20th, 2018.

MCCA staff and Board of Directors participated in the Blanket Exercise which explores the nation to nation relationship between indigenous and non-indigenous people in Canada.

Letter "campaign" continued with numerous letters being sent to the Minister regarding the frozen funding. The long awaited online Board Orientation Resource for Early Learning & Child Care Centres goes live.

December: The winter issue of *Child Care Bridges* was published. The theme was Enhancing Winter.

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. We value the strength and commitment of our members so we can focus on our mission and provide a range of programs and services. We thank all of you who hold a MCCA membership. This unity that we have contributes to the development of a high quality child care system in Manitoba. We will continue to advocate with you and for you in the upcoming year.

Thank you also to the MCCA Board of Directors, all committee and regional branch volunteers and of course the MCCA staff. This year of transition was successful because of all of you!

DIRECTOR OF BRANCH SERVICES REPORT

Janice Delf

As Director of Branch Services, I have the opportunity to connect the Provincial Board with the regions that spread out over the entire province of Manitoba. The active regions at this time are Thompson, South Central, Central, Interlake and Parkland. Although Eastman, Norman and Westman currently are not active branches, there continues to be professional development organized by MCCA staff.

The branches meet over the course of the year via teleconference and have one in person meeting in June. The one face to face meeting is appreciated as we get to put names to faces and networking among all the chairpersons is very beneficial. This year the in person meeting offered a preview of the new Board Governance Online Training. At every meeting the chairperson or alternate regional board member reports on a regular basis what is happening in their region.

Over the course of the year; members have the opportunity to take advantage of professional development that has been implemented by volunteer board members in their areas. There has been an abundance of learning opportunities in the various regions so please continue to check the website and participate in all the events that are locally offered. The regional branches

are kept informed by Jodie Kehl on what is happening in the field of child care, not only in Manitoba but across the country. We then can take this information back to our branches and share with the local members to keep everyone well informed and aware of the direction the association is headed.

Being part of an active and strong organization that advocates for quality early learning and child care is a very rewarding experience. The regions encourage all members to be part of their local branch to advance the profession of early childhood education. If you would like to be more involved, have a workshop you would like to see offered in your region or a question about a branch, please contact your local regional chairperson. Contact information can be found on the MCCA website home page under Regional Branches. The MCCA website has an abundance of information for all members to read.

In reviewing all the branch activities it appears that it has been a busy and productive year! I want to thank each chairperson and their board members for their support in being effective regional branches and implementing MCCA's Strategic Plan. Together we're better!!

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 Branch continues to meet on a regular basis in the evening to network, gain support from other professionals, to keep informed of issues related to child care and to plan professional development opportunities to our MCCA members. Over the course of April and May we held four evenings of anaphylaxis/asthma/seizure training provided by Jessica McPHee, the URIS Coordinator. All participants were well informed of symptoms and the proper procedures to follow in the case of any one of those incidents. These evenings were accompanied by four different topics which included: Child Abuse Protocol, Newcomer Awareness, Cancer Awareness, Speech and Language workshops.

For Week of the ECE we celebrated at Tornados in Portage La Prairie. Participants mingled over drinks and food followed by a Sign Painting evening. Everyone was happy with their sign creations and had a great item to take home and remind them of a fun event. Door prizes were also won by 3 participants.

In October, Michele Grant and Melanie Glaser travelled to our region to present a fun and interactive singing workshop. This was an excellent opportunity for all participants to share their songs and jump start their musical trail back to their place of employment!!

Overall, 2018 was a successful year and we look forward to meeting more MCCA members in 2019. Our branch encourages members to participate and would greatly accept ideas for workshops that would benefit the child care sector! Be sure to take advantage of the website to stay up to date on all child care related issues and events!!



REGIONAL BRANCH REPORTS

cont'd

Interlake Region

Chairperson: Cynthia Thomsen

Vice Chair: Troy Nelson

Secretary: Lori Malcolm

Treasurer: Shara Selkirk

Members at Large: Tanya Jonasson and Amy Cook (*resigned in July*)

Thank you to all the board members for their dedication and contributions made throughout the year in making the branch a success.

The MCCA Interlake region planned a spring workshop which was held in Teulon on Saturday, April 21st, 2018. The morning sessions were Emergent Curriculum with Marc Battle or Genella Macintyre's Difficult Conversations. Our AGM was held at lunch and our board remained the same. The afternoon was Genella Macintyre - Motivation A reason to Act. There were 52 participants for the day.

We held an in person meeting in July, the board positions remained the same and Amy Cook resigned from the board.

We planned a fall workshop for Saturday, October 27th but due to low enrollment it was cancelled. It has been rescheduled for Saturday, April 6th in Gimli.

Norman Region

A Day With Gigi Schweikert was planned for Saturday, October 3, 2018 in The Pas but due to unforeseen circumstances the speaker had to cancel. The workshop day was re-scheduled for February 2019.

Parklands Region

Chairperson: Florence Burdeny

Vice Chairperson: Gloria Korman

Secretary: Angela Gower

Treasurer: Genevieve Lebel

Professional Development: Natalie Bonin

Members at Large: Judy Chachula, Debbie Telfer, Sheila Sigurdson, Cindy Williams, and Cherie Robertson joined the board at the May 14, 2018 AGM.

Janie Inkster and Caitlyn Durston resigned in 2018.

This past year was busy. We offered many opportunities to network. Early in the year, on March 3, we held a profession development day and offered Inside Out and Outside In, in the morning for 33 participants and Creating Strong Connections in the afternoon where 29 people attended.

To celebrate Week of the Early Childhood Educator the region held an ECE Paint Night on April 27 in Ste. Rose du Lac. We had 28 early childhood artists attend.

Our annual general meeting was held on May 14 at the Parkland Campus Assiniboine Community College.

We partnered with the South Parkland Healthy Child Coalition to provide a Bookmates' workshop on July 9 - Growing Strong Stems-Supporting Science, Technology, Engineering and Math Concepts in the Early Years where 21 participants were present.

Our fall professional development day on September 22 had 11 participants attend Best Choices: Ethics Part I & II with Michele Grant and Shannon Curtaz.

South Central Region

Chairperson: Courtney Laing

Vice Chair: Paula Wilson

Treasurer: Lisa Rey

Secretary: Kelly Unrau

Members At Large: Cindy Kozak and Tracy Slonowski

Natalie MacFarlane resigned in 2018.

The South Central Region held three events in 2018. The first was an ECE fun night which was a paint night. We gave each participant a \$5 voucher to purchase what they wanted at the venue. All spaces were filled. This was a huge success. Our second event was our annual conference which was held on April 14, 2018. We offered six different workshops: Mental Health for Children, Land Art, Speech/OT/PT and Best Choices: Ethics Part I & II. We had a great turnout as 85 were in attendance. On October 12, 2018 we held a Directors Conference on Mental Health, this was presented by Stephanie Staples. We had 19 directors and assistant directors in attendance.

All events received great feedback and we are looking forward to putting on three similar events in the upcoming year.

Thompson Region

Chairperson: Crystal Chubb

Secretary: Jill Burton

Treasurer: Palwinder Deol

Members at Large: Yvonne Shaw, Sandy Gagne, Chelsea Kirkey, Melissa Harris, Lindsay Horton, Kerri Wheaton

The following members resigned in 2018: Anne-Marie Bosters, Anneke Bosters, Waylon Ross, Wendy Pitre

REGIONAL BRANCH REPORTS

cont'd

On February 9th and 10th we offered Best Choices: Ethics I, II, & III. We had 20 members attend the 2 day workshop.

During Week of the ECE we held a paint night. We had 20 members attend the event and everyone had a wonderful experience.

On June 30th we held our annual AGM. We had one new member was nominated to the board. The Thompson branch would like to welcome Kerri Wheaton as a member at large.

In November we offered Best Choices: Ethics Part IV. 15 of our region's members have now completed the four part series.

Due to the overwhelming response of our first paint night we offered a second holiday paint night to our members in December. We had a total of 22 people attend.

Westman Region

The Westman region planned to hold their AGM in May of 2018 and unfortunately it was cancelled due to insufficient quorum. Another attempt was made to have the meeting in October and there was still not enough for quorum.

MCCA provides the region with professional development opportunities.



A big Thank You to everyone who purchased a 50/50 ticket, a raffle ticket and/or a silent auction ticket over the past 3 years. With the funds we were able to purchase a Loft Display which is a multi-touch, interactive, wireless screen.



TREASURER'S REPORT

Finance Committee

Chairperson: Brenda McCarthy

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

MCCA Staff: Jodie Kehl

MCCA continues to be a financially strong, non-profit organization with the largest membership (at 4000 strong), than any other child care organization in Canada. Thanks to our members' support, MCCA is able to continue to be the leader in advocacy, provide high-quality conferences and workshops, maintain a top of the line resource library and connect (in various ways) our early learning and child care field. I am proud to be a member of MCCA and hope you are too!

One financial project that MCCA undertook this year was the Online Board Governance project. MCCA, along with PeopleFirst HR Services created this online tool which provides much needed training and education to board members in the child care field. Under the Canada-Manitoba Early Learning and Child Care Agreement, MCCA received funding to offer subsidized registrations for all licensed not for profit facilities in Manitoba. The funds are held in a separate bank account on the Asset side of the balance sheet and the off-setting payable on the Liability side of the balance sheet.

MCCA finished the 2018 fiscal year with a nominal (un-audited) surplus of \$26,372 which will be divided among three fund accounts: Building, Project and Insurance.

Capital assets purchased this year include: the upgrade of flooring throughout for \$18,000, a new lap top for \$2,600 and a loft display board for \$9,500.

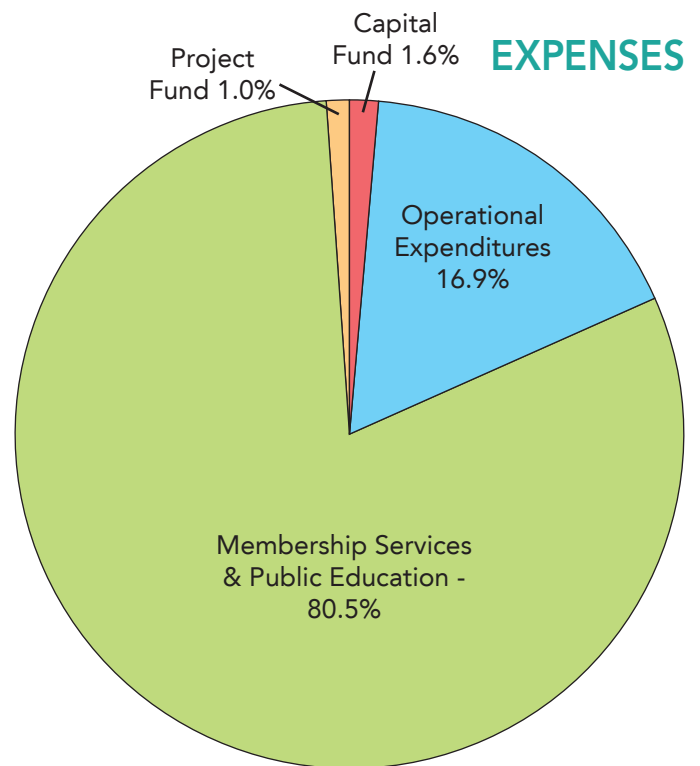
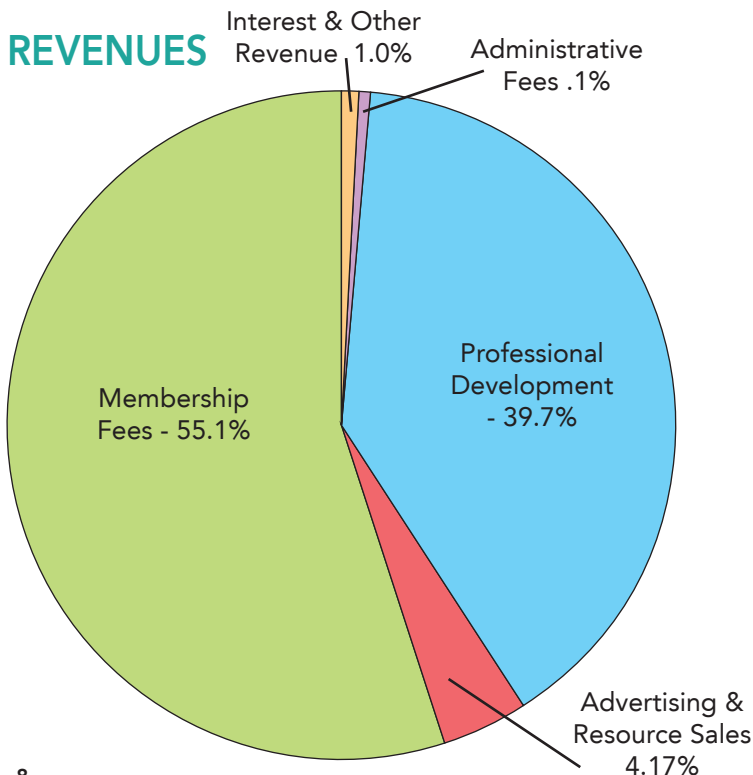
Revenue is generated from Membership Fees at 56% (up from last year by \$26,539), Membership Services at 40% (conferences, workshops and various other projects) and Other Misc. Revenue (interest and resource sales, etc) making up the difference at 4%.

Expenses this year were consistent with prior years' aside from an increase to salaries by \$18,200 which is due to having two Executive Directors for a few months at the beginning of 2018.

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.

For this reason and sound fiscal management, MCCA remains in good financial standing. I would like to thank the Finance Committee members and staff for committing their time and hard work to MCCA.

2018 REVENUE & EXPENSES (Unaudited)



OUR MEMBERS

Full Time/ Part Time	From Previous Year	December 2018	December 2017
Professionals	↓	1733	1741
Child Care Assistants	↑	1243	1201
Associates	↓	111	125
Students	↑	22	21
Facilities			
Full/Part Time Centres	↑	522	505
Family Child Care	↑	368	364

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.

At present, enrollment numbers are as follows:

- 397 centres (many of these have multiple locations which when taken into consideration, brings the total number of insured locations to approximately 550)
- 336 centres who carry directors & officers liability
- 355 licensed family child care providers

For any centre not currently purchasing directors & officers liability for their board members, we strongly recommend you contact our office to discuss the possibility of adding this coverage.

As program administrators, we will 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 receive many positive comments from members regarding their claim experiences and we continue to follow up on outstanding claims to ensure satisfaction levels remain high.

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 Alyssa Raindahl
Your MCCA Insurance Team



PROFESSIONAL DEVELOPMENT EVENTS

The professional development events were well attended in 2018. 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 2018.

Workshops

Event	# of Participants
Winter workshop series	1247
MCCA's 41st ECE Conference	965
A Few of Our Favourite Things	
MCCA's 19th Annual Directors Conference	117
Fall workshop series	1425

In addition to the professional development events MCCA hosted we also organized 19 personalized professional development events for the following centres/organizations/regions.

Sister MacNamara Day Care
 Sugar N Spice Kiddie Haven
 Fairlane Children's Centre
 Dawn & Dusk Before and After
 Ecole Centrale School Age Centre
 K.I.D.S. Inc.
 Little Peoples' Place
 Lac Du Bonnet Children's Centre
 Military Family Resource Centre
 Lindenwoods Child Care Centre
 PCC Prairie Children's Centre
 Carpathia Children's Centre
 Freight House Early Learning and Care
 Seven Oaks Child Day Care
 East Transcona Before & After
 Westgrove Children's Centre
 Lakewood Children's Centre
 Westman region
 Norman region



Family Child Care Brunch N Learn



Time for a weiner roast after the sleigh ride

Workshops



Human Board Game



Schema Theory Investigation

PROFESSIONAL DEVELOPMENT EVENTS

Celebrating Week of the ECE



*Day Nursery wins 1st place
In Scavenger Hunt*



*Oakbank Kids Korner wins for
best costumes in Scavenger Hunt*



Such beautiful signs

Conference

Directors Conference



Adam, Kisa & Marc

*Directors
from
Westman
Region*



*Winners from the "Get to
Know You" game*



*Angela Hanscom
autographs her book*

*Ready for the
Creativity Fair*

*Networking
at the
Directors
Conference*



COMMITTEE REPORTS

Board Operations and Development Committee

Chairperson: Fernanda Hodgson

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

MCCA Staff: Jodie Kehl

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:

- Reviewed the 2017 strategic plan, focusing on recruitment and membership.
- Reviewed policies, amending as required and ensured they were meeting the needs of the organization.
- Secured a slate of nominees for the 2018/19 Board of Directors.

Child Care Benefits Committee

Chairperson: Sue Sydorчук

Committee Members: Sharon Allen, Wanda Bruenig, Melanie Fraser, Brenda McCarthy, Karen Ohlson, Diana Metrik, Laurinda Neyron, Marita Rempel, Cheryl Tremblay

A warm thank you to Fernanda Hodgson who joined us for part of the year.

MCCA Staff: Jodie Kehl

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

These programs include:

- 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 continues to meet and collaborate with our HSP partners Rob Carducci (Partner/Senior Benefits Consultant), Allison Lyall (Account Manager/Client Service), and Steve Mansbridge (Senior Benefits Consultant). Formal committee meetings are held a minimum of 3 times per year for plan review. As in previous years, the committee remains vigilant to the goals of providing our membership a comprehensive plan that is affordable and transparent to those who use it.

Some of the notables in 2018 included the removal of stop loss from the program, and we capped the drug plan to \$25,000.00. This was a low risk decision that helped keep plan costs down.

In 2018, the plan saw a 3.5% overall increase. In general, the plan is running predictably and in a reasonable manner. Also in 2018, our Executive Director, Jodie Kehl, did a “survey monkey” with those MCCA members using the group benefits plan. The overall rating was that of satisfaction.

Dave Morris and Brian Kelly from Morris Insurance continue to be supportive, knowledgeable, and active in their role as the liability insurance providers. Centre liability programs saw a small increase of \$0.10 effective October 2018. Morris reports there are 397 centres and 355 FCCPs using the liability insurance, and 336 centres using the Directors & Officers liability at the end of 2018.

Our committee continues to work hard on behalf of membership ensuring quality programs at reasonable rates.

Thank you to all of the committee members for bringing your passion and dedication to the Child Care Benefits Committee. It's a room full of talent!

Conference Committee

Chairperson: Bernadette Rozybowski

Committee Members: Sheila Argue, Melanie Glaser, Cindy Lamoureux, Brenda McCarthy, Adam Manicom, Aricelle Mateo, Kayla Mauricio, Melodie Meakin, Lynda Raible, Pam Shambo Marilyn Valgardson, Pina Zammito

MCCA Staff: Karen Kowalski

MCCA's 41st Conference A Few of Our Favourite Things took place in May at the Victoria Inn. This year the conference committee wanted to bring back some previously loved workshops and events to add with newly planned events. A Few of Our Favourite Things came to life! Conference delegates had choices from 40+ workshops over 3 days, the Creativity Fair, off site workshops, keynote speakers, a field trip, conference banquet, as well as Men in ECE's First Annual Conference CANAM was held within conference. To attend the conference is something that all ECEs should experience. The opportunity for growth through learning and networking at the conference is an amazing experience.

The committee made a goal to be paperless in 2018 and we are happy to confirm that we met that goal. We promoted use of the app and delegates received all their information by email and were asked to download the app and enter their conference schedule into their phones. The usage of the app increased this year and we hope to continue.

Busy Bee Day Care Centre was drawn for the early bird prize which was a full 2019 conference package for one.

The conference committee said goodbye to long time member Cindy Lamoureux and welcomed Francene Perehenic and Tracy Bijl to the 2019 committee.

COMMITTEE REPORTS

cont'd

The conference committee meets almost from the moment the previous conference ends, and begins to plan the new conference! The committee consists of a dedicated and creative group of MCCA volunteers and MCCA staff Karen Kowalski, whose amazing skills keep us on track. The committee spends many hours planning, researching ideas for workshops and keynote speakers, reviewing evaluations, gathering silent auction prizes, and creating a fun and educational conference for you and other ECEs across Canada.

Editorial Committee

Chairperson: Brenda Bachinsky

Committee Members: Bernadette Rozybowski, Nidene Johnson, Susana Lam

MCCA Staff: Karen Kowalski

The Editorial committee's mandate is to produce and distribute the publication of "*Child Care Bridges*", the quarterly journal produced by the Manitoba Child Care Association. The objective of the committee is to provide information to facilitate communications among members of the MCCA within the early learning and child care community. *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 centers and family child care homes. Each MCCA member receives a copy of *Child Care Bridges* as one of their membership benefits.

The committee brainstorms themes and article ideas that are relevant in the field and of interest to its readers. We look to find contributors that are able to provide the most current information in early learning and child care. We, as a committee, are dedicated to keeping our readers connected and engaged. As a reader you will find new information, gain in-depth knowledge, and learn new approaches and techniques for staying ahead in this constantly changing field.

In the Spring 2018 issue, "Art", we offered readers a variety of articles that really helped to look at art in a different way. From Reggio-inspired Art: How can freedom, values, and listening empower children, to literacy and art in the preschool setting, to setting up the art area to include all children. We included a list of unique things to paint and included an article on how art is great for our personal health and well-being.

"STEAM" was the title of the Summer issue, the acronym stands for Science, Technology, Engineering, Math & Art! This issue of *Bridges* was geared towards STEM as the spring issue's focus was on art. We provided an article on Full Steam Ahead Creating a Culture of Lifelong Learners in our Shifting World. We included activities for these four areas as a starting point for some and tried to incorporate activities for all three age groups.

The Fall issue, "Pathway to Professionalism", was geared to the topic of professionalism. We included articles on professional do's & don'ts, living our values, ECEs embracing Advocacy and social media and professionalism in ECE. We looked at how we can facilitate full inclusion in Early Childhood Education and how we can support newcomer child care professionals.

Our final theme and issue of *Bridges* in 2018 was "Embracing Winter". We looked at ways to enrich your outdoor play experience, dressing for outdoor play, and we compiled a list of fun facts about winter and included winter outdoor activities with a few festivals outside of Winnipeg listed.

Special thanks all the contributors during the 2018 year, we appreciate your time & effort. Thank you to our editor, Karen Kowalski, 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 enthusiasm and energy.

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

Ethics Committee

Chairperson: Jenn Cullen

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

MCCA Staff: Karen Kowalski

**When your values are clear to you,
making decisions becomes easier!**

2018 was a year of growth and insight for our committee. A full year of 'new' guides completing their full series of workshops, and gaining experience and practice in delivering the ethics series. We have a committee of 22 guides, from various child care backgrounds, bringing an amazing array of perspectives to our meetings and workshops. 2018 saw many workshops with a 'new' guide paired with a 'seasoned' guide, in order to give new guides the opportunity to practice skills and feel supported by a mentor. Once again, the ethics series was well represented in all of the province, including conference, Westman, South Central as well as workshops being offered in Thompson!

Our annual retreat was held in October, with the focus being on gaining skills, anecdotes, tips and tricks for both new and seasoned guides. The activities were focused on the activities and discussions in each of the workshops, allowing each guide to hone in on their skills, and increase their repertoire of examples and probing questions for participants. The retreat is a welcome time for all guides, since we are from all over the province. This allows us to all see each other in person, network, and learn from each other. The time spent at the retreat is invaluable to our guiding skills, since not every guide has worked with every other person on the committee. Allowing committee members to work together at the retreat builds relationships and skills, as well as gives the committee a chance to talk about the committee expectations and



COMMITTEE REPORTS

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our mandate. "What is expected of you, as an ethics guide, in all facets of your personal and professional relationships?"

One of our main objectives this year was to get a start on having the workshop content translated into French. In creating a partnership with Directrice générale Fédération des parents du Manitoba, we have found support to make this happen. We made great head-way on this goal, and 2019 will become closer to this dream!

Our committee continues to contribute to each "Bridges" issue, submitting an article that is ethics based. Another way we are striving to "spread the good word" of the Code, is to continually develop and guide extension workshops, based on the Code of Ethics. Some of these include: Whose Shoes, Walk the Talk, Hot Topics, and Beyond Part IV. Some have the prerequisite of all 4 parts, and others are workshops that can be taken whether you have taken the ethics series or not. The hope being, if you haven't, that you will be intrigued to do so!

Not only is this group bringing 'The Code' to the Early Childhood sector by guiding workshops, but they are having ethical discussions with coworkers, parents, and community, encouraging all we encounter to think and act ethically!

Special thanks to Karen Kowalski for her support and leadership to our committee.

Family Child Care Committee

Chairperson: Cheryl Tremblay

Committee Members: Shannon Trickett, Michelle Normandeau, Jean Gutierrez-Sangalang

MCCA Staff: Teresa Bially

This year the committee members completed the 2019 resource calendar and began work on the 2020 resource calendar. We planned & hosted some FCC specific workshops and networking events and promoted Family Childcare as a profession. At meetings we discussed questions and concerns related to FCC and brainstormed ideas to recruit more providers to join our committee.

Public Policy and Professionalism Committee

Chairperson: Lois Johnson

Committee Members: April Kalyniuk, Caryn LaFlèche, Tracy Cossier, Fernanda Hodgson, Corine Anderson, Sheila Bogoch, Laurinda Neyron, Ron Blatz, Wanda Bruenig, Jazmin Woodard, Allyson Cruise-Scarpino, Cindy Curry, Laurie Lamont, Tara Mills, Carol Jones, Cathy Gardiner, and Racquel Giesbrecht

MCCA Staff: Jodie Kehl

Meetings were held February 28, June 07, September 19, October 25, and December 12, 2018.

The Public Policy and Professionalism Committee works to create strategy to maintain strong communication and partnership between our Federal and Provincial Parliamentary Members as well as the Early Learning and Childcare Department in Manitoba. It is in this way we hope to influence positive decisions for the profession and system of Childcare in this Province.

The committee continues to follow the multi-stage strategic plan developed by the MCCA in 2017.

Priority recommendations to the Government for 2018 included:

1. Modernize the Early Learning and Child Care System
2. Provide the Human Resource Needs of a Quality Universal Child Care System
3. Provide Province Wide Accessibility to Affordable ECE and CCA Training and Professional Learning
4. Provide Universal, Accessible, Affordable, Inclusive High Quality, Early Learning and Child Care
5. Provide Adequate funding for a High Quality Early Learning and Child Care system
6. Establish Strong Governance with skilled Administration
7. Provincial Leadership to ensure collaborative Relationships with Education and Other Public School systems.
8. Improve Accountability and Safety in the unregulated child Care Sector.

The PPPC Committee along with the MCCA Board has worked hard to express their concern to the existing provincial government that Licensed Not for Profit Child Care Programs have not received new operating funding in over 3 years. This continues to affect the viability of programs, workforce shortages and the availability of accessible and affordable care.

In October of 2018 the MCCA presented these concerns at the pre-budget consultation. The PPPC Committee continues to work on advocacy to the government regarding these issues. Letter writing campaigns as well as discussion, development and distribution of a petition are in progress.

A Lunch and Learn was held in April of 2018 as an information event for learning about the new Accessibility Standard Legislation that came into effect in November of 2018. A template was presented for centres to use.

MCCA presented a written submission in the stakeholder and public consultation regarding Bill 9. Work on the Community Child Care Standards Amendment Act is still an ongoing process with the ELCC Department.

In March of 2018, the PPPC created an Ad Hoc Education Committee to work on the education goals of the Strategic Plan. This committee is moving forward in creating and maintaining good communication between the Education System and the Early

COMMITTEE REPORTS

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Learning and Child Care system. 2 members of the PPPC Committee sit on this Ad Hoc committee as well as general members at large.

The Provincial Government did a cabinet shuffle in the summer of 2018 with a new Minister of Families being appointed. MCCA met with our new Minister in September of 2018.

ISP continues to be an issue that Public Policy members work with ELCC Manitoba to improve. MCCA stresses the need to develop policy and procedures that will best help the children and families while still supporting the additional financial burdens centres carry to support an inclusive program.

The Committee continues to believe that the most pressing advocacy goal at this time is a funding increase to centres. It continues to work to build strong communication between MCCA and the Provincial Government as well as stressing to individual party members the need for quality childcare within the Province.

School Age Committee

Chairperson: Brenda Still

Committee Members: Balwinder Khangura, Candice Bell, Janet Wiess, Mariella Carr, Suzanne Otte, Szilvie Carrier, Nelly Opazo-Matamala, Corrie Proulx, Joyellen Tulloch, Lisa Klassen, Marnelli Ebreo, Tracey McCluskey

MCCA Staff: Teresa Bially

The MCCA School Age Committee is made up of Early Childhood Educators (ECE) and Child Care Assistants (CCA) who work with the school age sector in the child care field and are members of the Manitoba Child Care Association (MCCA). We are excited to report that the membership on School Age Committee has increased by more than fifty percent in this past year.

Our meetings are a time to network, gain support from other professionals, and learn about current issues related to school age child care. Some of the topics covered this year include: working with aggressive and explosive children, documentation of learning and family engagement, and the role of risk taking for the development of efficacy in children. We also submitted a collaborative article to *Bridges* entitled, *Is there a Place for Colouring Books/Pages in School Age Child Care Centres?*

We meet a minimum of eight times a year, typically on the third Thursday of the month. Our primary meeting location is at the MCCA office, but this past year we also met at Garden Grove Child Care and at Voyageur In-School Program.

The annual School Age Resource Evening took place on November 8, 2018 at the Victoria Inn. There were four different topics presented that evening. Ideas for cooking with School Agers was presented by Janine LaForte from Nutrition for Early Learning and Child Care; Suzanne Otte, from Garden Grove Child Care and Mariella Carr, from Discovery Child Care shared their experience with running clubs as part of after-school programming; and Colleen Henderson and Tracy Cosser from Can You Imagine Preschool inspired our creativity through the uses of dioramas. They even brought a sample diorama that was raffled off to one lucky winner. The final presenter for the evening was Cassidy Nicholls, from Fit Kids Healthy Kids. She taught us several cooperative games that could be used with school agers as well as told us about all the new resources that are available through the Fit Kids website.

The highlight for the School Age Committee in 2018, was having the opportunity to work with MCCA to bring Barbara Coloroso to Winnipeg.

I want to thank each member of the School Age Committee for their commitment and passion to school age children.

Retirement Plan Advisory Committee

Chairperson: Tracy Cosser

Committee Members: Lois Johnson, Janice Delf, April Kalyniuk, Marita Rempel, Sue Sydoruk, Caryn LaFlèche

MCCA Staff: Jodie Kehl

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. This committee also acts as an advisory to the providers of Manitoba Child Care Association's SMPPP and group RRSP. The purpose is to ensure that both plans are managed in accordance with the best practices and guidelines recommended for Capital Accumulation Plans.

In 2018, the committee continued to work in partnership with, and under the expertise of, People Corporation (Andrea Kreutzer, Group Retirement Solutions who retired in 2018 and Jennifer Gregory who replaced her) and Industrial Alliance (Steven Khanna, Customer Relations Manager). Pension committee meetings were held in January and November 2018. The committee reviewed the record keeping of Industrial Alliance and ensured all governance checklists and Certificate of Compliance were complete. Plan administrator kits were also updated and reviewed by the committee. Finally we reviewed the investment funds currently used as part of our plans. Thank you to the Retirement Plan Advisory Committee members for their contributions.



CONGRATULATIONS

On May 25, 2018 as a part of **A Few of Our Favourite Things** 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

Université de Saint-Boniface – Jessica Hunnie
Red River College – Jeani da Silva

Friends of Child Care

Bookmates Inc.

Educaring Award

Earl Grey Children's Centre & Earl Grey School

Exeptional Family Child Care Provider

Michelle Normandeau

Early Childhood Educator of the Year

Aricelle Mateo



2018 Award Recipients

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

5 Years

Yanfen Yang, Krista Pariseau, Nadine Malit, Juhiben Patel, Grace Mateo, Brenda Abraham

10 Years

Falilat Adebayo, Kayla Mauricio, Marilyn Fraser, Jane Link, Paramjit Brar

15 Years

Pam Shambo (Harder)

30 Years

Julianna Cameron

45 Years

Cindy Frechette

MCCA PARTNERSHIPS

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

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

OUR THANKS

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- CUPE
- Industrial Alliance
- Morris Insurance Brokers
- HealthSource Plus
- Fastoche
- Quality Classrooms
- To the numerous businesses and organizations who donated services and products for our silent auction which was held during our conference banquet.