



Manitoba Child Care Association

Annual Report 2019

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@MCCAHOUSE



The Manitoba
Child Care
Association



@manitobachildcare

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 – Lynda Raible

Director – Kisa MacIsaac

Director – Cheryl Tremblay

Member at Large – Sue Sydorчук

Member at Large – Cathy Gardiner

Member at Large – Adam Manicom

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*

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

This annual report summarizes some of the activities, issues, opportunities, and challenges of MCCA in 2019 that kept our board, staff and volunteers very busy.

We continued to use our strategic plan to guide the work of the association, focusing on increasing membership, advocating for quality child care, collaborating with the education system and improving access to professional development to all our members.

Despite the lack of funding increases to existing not for profit programs (centres), Early Learning & Child Care (in Manitoba) received a significant amount of attention in 2019. The general petition which garnered over 26,000 signatures in four short weeks, was considered unprecedented by many. Members of the Legislative Assembly could not recall a previous petition to have such momentum. With both a provincial and federal election occurring in 2019, MCCA worked tirelessly to ensure child care was identified priority. During the last weeks of the provincial electoral campaign, early learning and child care received much media attention which further perpetuated the petition's significant success.

MCCA continued to meet with the Early Learning & Child Care Program staff and Minister(s) throughout the year. Unfortunately, 2019 did not result in an increase to centres and the financial challenges continue to increase.

2019 – A Year at a Glance

January: MCCA attended (one of) the Canada-Manitoba Early Learning and Child Care Agreement Sector Consultations. Numerous sessions were held across the province from January to October. These sessions were an opportunity for stakeholders to offer feedback on Manitoba's Action Plan.

February: MCCA circulated a general petition to increase funding for licensed not for profit child care programs beginning February 22. It remained in circulation for four weeks.

Jodie Kehl, Executive Director, represented MCCA at an Early Learning and Child Care Data and Research Conference in Ottawa at the end of February.

March: The petition circulated until March 22. Over 26,000 signatures were received.

The Provincial budget was announced on March 7, 2019. In addition to several requests, MCCA called for an immediate increase to operating funding to licensed child care facilities which had been frozen since January 2016.

April: at the beginning of April, MCCA presented the Manitoba Legislative Assembly with its petition. It was read every day in Question Period for months afterwards to remind the provincial government of the need for consistent and adequate investment. We celebrated the 28th annual Week of the Early Childhood Educator during the week of April 2 – May 4, 2019 with a scavenger hunt and bowling. MCCA applauded its 121 volunteers for all their hard work, dedication and commitment.

MCCA had the opportunity to attend and present at ECEBC's Annual Conference, Looking Back, Moving Forward in Vancouver, BC. In addition, Jodie represented the MCCA membership at the CCCF Affiliate Meeting.

May: MCCA presented a submission to the K-12 Education Commission Review and attended an Education Commission Public Forum on May 15th.

MCCA's 42nd conference, *Explore Dream Discover*, was held May 23-24. Thursday's keynote speaker was the insightful Holly Elissa Bruno. On Friday, we shared many laughs with Dr. Paul McGhee.

June: MCCA was an invited speaker to a Town Hall on early learning & child care, planned by Member of Parliament, Daniel Blaikie.

July: Summer issue of *Child Care Bridges* published and MCCA celebrated its 45th Anniversary!

MCCA's Public Policy & Professionalism committee created questions for the candidates running in the provincial election. All candidates were asked about a comprehensive provincial strategy, which addressed affordability, accessibility and quality. The Province announced a request for proposal of a child care funding model review.

August: This month was all about **#support26K**. With an imminent provincial election, MCCA propelled support from the general petition and held a rally/walk at Assiniboine Park on a beautiful summer evening. Over 2200 participants attended.



EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

cont'd

Representatives from the four main parties joined the group to share their campaign promises to the sector.

As the parties respond to the candidate questions, MCCA posts on all social media as a means of educating its members on the party positions.

September: We celebrated the 20th Annual Directors Conference, *Culture of Caring*, in Gimli, Manitoba with 134 attendees. An inspiring time was had by all.

The provincial election was held on September 10th. MCCA was asked to be a part of the coverage on both CTV and CBC for election night! This was one of the first times that child care was a part of the electoral talk along with health care, poverty, education and business. What a great honour!

MCCA reduced student memberships to only \$10/year to help make things more affordable for ECE students.

MCCA becomes a member of the Manitoba Chamber of Commerce.

October: MCCA held its 3rd Pedagogical Institute, *Pedagogy in Motion: From the Ordinary to the Extraordinary Educators as Researchers*; there were 472 participants for the wine and cheese and 191 in attendance for the full institute.

We continued to offer support and a meeting place to the Leaders of the Directors Support Groups.

We also hosted the first Directors of Large/Multi-site Centres networking meeting.

The Federal Election was held on October 21st.

2020 marked the 30th Anniversary of the Day of Demonstration at the Legislature.

November: MCCA completed the 12th annual Market Competitive Salary Guideline Scale for 2019 – 2020.

Jodie Kehl and Tracy Cosser (MCCA's President) attended the Throne Speech at the Legislative Assembly on November 19th.

December: The inaugural Minister's Consultation Table meeting was held on December 3rd. MCCA is one of 12 individuals which holds a seat; the purpose of this table is to support the ongoing evolution and development of Manitoba's Action Plan in the Canada-MB Early Learning & Child Care Agreement.

MCCA represented its members in Ottawa for a national ELCC meeting on December 5th. This meeting brought together the cross-Canada network of leaders from the child care sector, social justice and feminist groups, policy experts and national unions to discuss the current state of child care across the country.

The printing of Chapter 16 (HR Management Guide) on *Succession Management Planning* was completed.

MCCA takes pride in being the largest provincial child care organization in Canada and an affiliate of the Canadian Child Care Federation.

In 2019, MCCA continued to use social media as a means of promoting its work and connecting with its membership. By the end of the year, MCCA had over 1700 followers on Facebook.

Over 50% of MCCA's operating revenue is derived from membership dues. Because of our committed members, we are able to consistently advocate for a quality early learning and child care system in Manitoba. We will continue to meet with policy makers reminding them of the crucial importance of investing proportionately and fully into the system so that it can continue to grow while supporting the workforce.

Thank you to the MCCA Board of Directors, all committee and regional branch volunteers and of course the MCCA staff.

Together, we are stronger.

DIRECTOR OF BRANCH SERVICES REPORT

Janice Delf

As 2019 came to a close I spent some time reviewing board packages and it was quite visible that it was a busy year for all branches across the region, especially with two elections! The branches do an amazing job to offer professional development opportunities, partake in initiatives such as the petition, letter writing campaigns to our local MLAs, and participate or initiate actions such as the #support26K Walk. All these things are essential in maintaining a professional association that members feel part of and take responsibility in supporting and educating not only the government but the community at large on early learning and child care.

The active Regional Boards work along with the Manitoba Child Care Association with regular teleconference calls and one in-person meeting each year. The staff at MCCA are very knowledgeable and very supportive of the work the regions do. Our Professional Development Manager currently arranges professional development opportunities in the inactive regions. Please be sure to check out the MCCA website and check out upcoming events in your regions.

We strongly encourage all members to take responsibility in educating themselves as well on all the pertinent issues and changes happening in the field of early learning and child care.

Throughout the regions there has not only been professional development, but opportunities to network through ECE celebrations recognizing Week of the ECE, the provision of awards to outstanding Early Childhood Educators, and great partnerships with schools. All regions continually need volunteers to be part of their Regional Boards to keep all these opportunities alive. If you are interested, contact a member of your regional board and ask what is involved. Our profession needs and deserves as many professional development and networking opportunities as possible. We can only be as successful as we choose to be.

I am proud to be part of a growing and successful association. If you have the opportunity to be part of the Regional Board that requires some volunteer time please do so. MCCA needs our profession to share information and implement events across the province that will result in exceptional early learning and child care system.

REGIONAL BRANCH REPORTS

Central Region

Chairperson: Janice Delf

Treasurer: Sydney Dubetz-Zacharias

Secretary: Shari Clements

Members at Large: Pam Anderson, Susan Hiebert, Karley Maxwell, Lisa Voth

The Central Branch hosted several activities throughout the year that provided knowledge and networking to both members and non-members in the region. We hosted four evenings of Anaphylaxis/Asthma/Seizure Training followed by a Fire Extinguishing Course at the Fire Hall in Portage La Prairie. A total of 94 individuals received this very important training.

To celebrate Week of the ECE, we organized a Glow Bowling Night at Southport. About 25 individuals enjoyed a fun evening of socializing which included supper and some door prizes.

In October, Marilyn Valgardson came to Red River College to present "Top Ten Guiding Techniques". Participants took away some new strategies on working with challenging behaviours in their centres.

Our region was very active in getting many parents, staff and community members to sign the petition initiated by MCCA's Public Policy and Professionalism Committee that was intended to empower and engage the workforce. In addition, some members from across the region attended the #support26K Walk at the Assiniboine Park on August 20th. This was a follow-up to the petition and the opportunity to hear the candidates' platforms on early learning and child care in Manitoba prior to the election.

Our branch continues to meet in the evenings approximately six times per year. This year we welcomed Susan Hiebert to our Board. All Board members deserve recognition for their volunteer time in planning, setting up and attending regional meetings. If you are interested in becoming a board member or would like to see a specific workshop offered please let us and email us at wedc8010@mymts.net.

Eastman Region (*inactive region*)

A professional development day was planned for Saturday, March 16, 2019. Two workshops were offered on this day: Top 10 Guidance Techniques (presented by Marilyn Valgardson) and What's The Risk? Embracing Risky Play in Childhood (presented by Melinda Walden). There were 18 participants in attendance.



REGIONAL BRANCH REPORTS

cont'd

Interlake Region

Chairperson: Cynthia Thomsen

Vice Chair: Troy Nelson

Secretary: Lori Malcolm

Treasurer: Shara Selkirk

Member at Large: Tanya Jonasson

On Saturday April 6/19 we held our spring workshop in Gimli MB where 26 members were in attendance. The sessions offered by Marilyn Valgardson were Discovery Construction Creative and Imagination Zones in the morning and Guiding Behaviour and Transitions in the afternoon. The sessions offered by Genella Macintyre were Difficult Client Contact in the morning and 5 Steps to Reducing Stress & Recognizing What Works in the afternoon.

Our AGM was held during lunch and the board remained the same at that time.

On Saturday, November 2/19, we held our fall workshop which was held in Gimli and attended by 39 members. The sessions presented by Donna Tom Brannan were Play Based Learning and The Environment in the morning and Who What Where Why How-the Basics of School Age Programs in the afternoon. The sessions presented by Kim Standeven were 5 Health and Wellness Benefits of Optimism in the morning and Compassion Fatigue and Burnout in the afternoon.

Norman Region (inactive region)

Professional development for the region is organized by the provincial office. A Day With Gigi Schweikert was scheduled for the fall of 2018 and re-scheduled for February 9th, 2019. The workshop was held in The Pas and 37 were in attendance.

Parklands Region

Chairperson: Florence Burdeny

Vice Chairperson: Gloria Korman

Treasurer: Genevieve Lebel

Secretary: Amy Ross

Professional Development: Natalie Bonin

Members at Large: Judy Chachula, Angela Gower, Janie Inkster, Cherie Robertson, Sheila Sigurdson, Debbie Telfer

Just a quick recap of our year. The board members were instrumental in providing the region with two different days of professional development. Members requested that we continue to offer the Best Choices: Ethics workshops so that some could

complete their part IV and others start their journey. On Saturday, March 9, in Dauphin, 25 participants took part in a music workshop and 15 participants completed their Ethics Part III. On Saturday, November 16, we had 13 participants complete Ethics Part IV and 7 who took Ethics Part I.

Week of the Early Childhood Educator was celebrated on Friday, May 3rd where 42 gathered for an evening of networking and bowling.

At the June Annual General Meeting we heard an insightful presentation on Mindfulness from Stephanie Jaddock.

South Central Region

Chairperson: Courtney Laing

Vice Chair: Paula Wilson

Treasurer: Lisa Rey

Secretary: Kelly Unrau

Member At Large: Cindy Kozak

We held three events this year. The first one being a paint night with 39 in attendance. This was held on February 21st at the Breakaway restaurant. Pembina Valley Signs hosted this event. The participants got to choose between three signs and got to individually design them.

Secondly, we held a director's conference at the Carman Church on October 18th. Jane Helbrecht from Acuity HR Solutions/Acuity Training Programs presented. She spoke about leading individuals, introduction to Intentional People Leadership. We had 14 in attendance. We served wraps, soup, coffee and other snacks and beverages.

Lastly we held our spring conference at the Carman Collegiate on April 27th. We had Kim Hanna presenting a morning workshop called Working Together and an afternoon session on The Value of Music in Early Childhood. We offered Best Choices: Ethics III presented by MCCA, Gardening with Children and Introducing Outdoor Programs, presented by Corine Anderson, and Self Regulation: What is it and How Do We Achieve it? which was presented by Heather Bartley. We had a total of 77 morning attendees and 91 attendees in the afternoon workshops. We served pizza, salad and cake for lunch, and had 2 snacks with fruit, veggies, cookies, muffins, juice, pop, tea and coffee.

REGIONAL BRANCH REPORTS

cont'd

Thompson Region

Chairperson: Crystal Chubb

Secretary: Jill Burton

Treasurer: Vacant

Bridges: Barb Carlson

Members at Large: Pal Deol, Yvonne Shaw, Sandy Gagne, Chelsea Kirkey, Melissa Harris, Kerri Wheaton

In March 2019, MCCA Thompson partnered with the 2nd year UCN ECE students and held a workshop: Nutrition for Early Learning and Child Care. The workshop was presented by Janine LaForte, a registered dietitian who has been in the field for 19 years. We had 42 people participate in the workshop.

MCCA Thompson branch hosted a merchandise bingo on May 3rd for ECE week. All prizes were donated from various businesses as well as a few personal donations. Each participant received a prize.

On June 24th, 2019 we held a safe TALK© workshop. It was presented by Patti Baird-Millar. We had 28 people signed up for the workshop. We held our annual AGM the same evening where we presented our Cheryl Brockington award for an outstanding childcare worker. The winner this year was Mande Battams.

On August 20, 2019, in solidarity with the Winnipeg branch and the more than 26,000 Manitobans that signed the MCCA petition that was presented to the Manitoba Legislature, we held a #support26K walk in Thompson. We had representatives from

two of our political parties speak. We had over 100 supporters come out and walk with us.

On November 14th, 2019 we held an emergency preparedness game night presented by the Red Cross. We played many different types of trivia games while learning all about what to do in an emergency. We had over 30 participants broken in to 3 groups. We had prizes for the winners, as well as a well stocked candy bar.

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 (inactive region)

MCCA provides the region with professional development opportunities.

- On Saturday, February 2, 2019, Beyond The Playground was presented by Mavis Lewis-Webber and 12 participants were in attendance.
- Best Choices: Ethics Part IV was offered on Saturday, April 6, 2019, 10 participants completed their journey.
- Best Choices: Ethics Part III was offered on October 9, 2019 in Brandon, 14 participants were in attendance.

Want to contact someone in your region, all of the contact information for the region's chair people can be found in *Child Care Bridges* on the regional news page or on our website.



TREASURER'S REPORT

Finance Committee

Chairperson: Brenda McCarthy

Committee Members: Angela Hanischuk, Lisa Hrechkosy, Lynda Raible, Sue Sydorchuk

MCCA Staff: Jodie Kehl

Another fiscal year has come to its close so we reflect on the past years activities for MCCA. As of December 31, 2019 MCCA realized an unaudited surplus of \$93,590. MCCA will allocate this surplus across the following fund accounts: Building, Insurance and Project; which are for future projects.

With a current membership of 4,109 strong, MCCA continued to be your leader in advocacy (remember the #support26K campaign), provide high-quality conferences and workshops, maintain a top of the line resource library and continue to link together (in various ways) the child care field. Without your fees, MCCA would not be able to achieve any of these goals. I don't know about you but I am very proud to be a member of MCCA!

Revenue

Membership fees represents 55% of revenue with an increase of \$9,158. from the prior year.

Membership Services represents 42% of revenue with an overall increase of \$45,884.

Some noteworthy revenue:

- The Online Board Governance netted a surplus of \$18,666.
- The Pedagogical Institute netted a surplus of \$12,856.
- In 2019 the annual provincial conference moved to a 2 day event and resulted in a netted a surplus of \$59,468.
- MCCA received our rebate from the Victoria Inn in the amount of \$7,900. which represents 5% of the food expense spent at the hotel over a 3 year time period.

Other revenue 2.3% - which includes: promotional items, donations, interest, Bridges advertising, etc. Resource Sales decreased this fiscal year as there was a large order of Human Resource Management Guides in 2018.

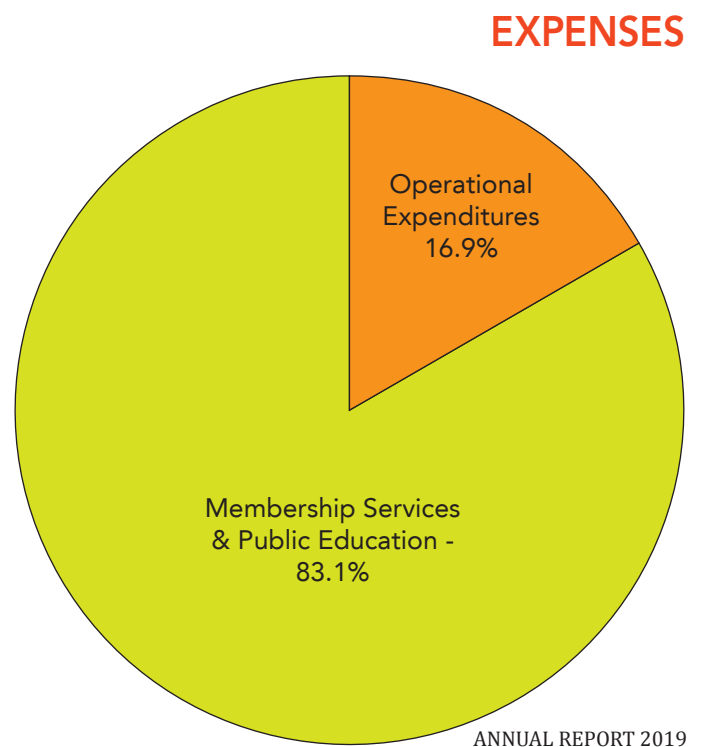
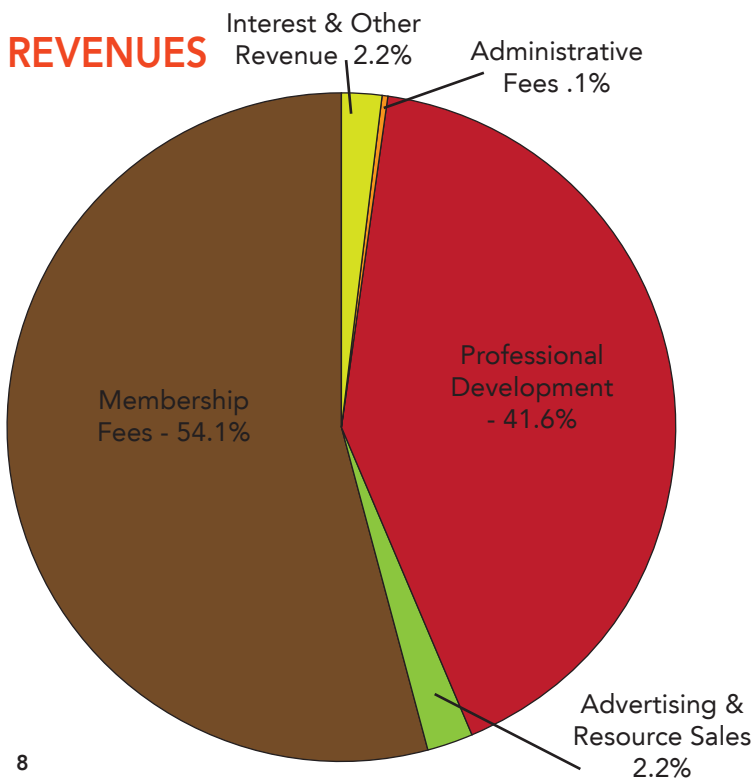
Expenses

Salaries Expense decreased this year by \$10,909 due to the overlap of two Executive Directors for a short time in 2019. Board Discretionary Funds decreased in 2019 from 2018 due to Pat Wege's retirement party. The big advocacy project in 2019, netted an overall expense of approximately \$8,800. Most other expenses were on par with prior years.

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.

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

2019 REVENUE & EXPENSES (Unaudited)



OUR MEMBERS

Full Time/ Part Time	From Previous Year	December 2019	December 2018
Professionals	↑	1819	1733
Child Care Assistants	↓	1208	1243
Associates	↓	110	111
Students	↑	73	22
Facilities			
Full/Part Time Centres	↑	534	522
Family Child Care	↓	366	368

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:

- 402 Centres (many of these have multiple locations which when taken into consideration, brings the total number of insured locations to 547)
- 343 Centres who carry directors & officers liability
- 350 Licensed family child care providers

As we have mentioned in years past, we strongly recommend that all centres purchase Directors and Officers liability in addition to your contents / general liability coverage. This coverage is very affordable and provides board members with protection and peace of mind. If you are interested in adding or discussing this coverage, please give our office a call.

As program administrators, we continue to focus on assisting centres through many of the challenges faced in today's market including claims assistance, issuance of certificates to conform to lease agreements, loss control inspections, etc.

If you have any questions or concerns regarding the insurance program, please call our Charleswood office at 204-885-7582 or email us at dayare@morrisinsurance.ca.

Brian Kelly, B.A., CAIB
Commercial Lines Manager & MCCA Account Executive



PROFESSIONAL DEVELOPMENT EVENTS

On May 24, 2019 as a part of Explore *Dream* Discover 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.

Event	# of Participants
Winter workshop series	1082
MCCA's 42nd ECE Conference Explore <i>Dream</i> Discover	991
MCCA's 20th Annual Directors Conference	134
Fall workshop series	1020
Pedagogy In Motion: From the Ordinary to the Extraordinary Educators as Researchers	191

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

IRCOM

Lac du Bonnet Children's Centre
Fort Garry Child Care Co-op Inc. X 2
Cairns Children's Centre
Assiniboine Community College
Wawanesa Wee Care
Village Child Care
Inkster Community Child Care
Campus Day Care
K.I.D.S. Inc.
Champlain Community Child Care
Military Family Resource Centre
Stanley Knowles Children's Centre
Kenora District Services Board
Central Alberta Family Day Care
Home Association
Sunnyside Child Care
Teulon Day Care
Maples Day Care
J.A. Cuddy Child Care Centre
Eastman region
Westman region
Norman region

Here are a few photos of our professional developments events throughout 2019.

Pedagogy In Motion: From the Ordinary to the Extraordinary Educators as Researchers



#support26K Walk



PROFESSIONAL DEVELOPMENT EVENTS

Celebrating Week of the ECE



Spice Girls from Le Coin Magique



Winners of the Costume portion



Winners of one the Bingo Bowling Games

Conference

AGM attendees



Get your 50/50 here!



Directors Conference

Book signing with our Thursday speaker - Randy Grieser



Marja Massoti wins the 50/50



MCCA staff all costumed up!



Delegates ready for their workshop



Poplar River Head Start - Winners of the Early Bird Draw



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 2019, 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.
- Approved a decrease to the cost of a student membership to provide an affordable way for students to receive ECE and advocacy information and have access to MCCA resources.
- Secured a slate of nominees for the 2020/21 Board of Directors.

Child Care Benefits Committee

Chairperson: Sue Sydorchuk

Committee Members: Sharon Allen, Wanda Bruenig, Melanie Fraser, Brenda McCarthy, Karen Ohlson, Diana Metrik, Laurinda Neyron, Marita Rempel, Cheryl Tremblay, and new to the committee, Adam Manicom

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 Benefit 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 three 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.

In 2019, the plan saw a 3.6% overall DECREASE. In general, 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. Morris Insurance reports there are 402 centres and 350 FCCPs using the liability insurance, and 343 centres using the Directors & Officers liability at the end of 2019. Liability insurance for family child care providers saw an increase in their premium of \$15.00, noting that there has not been any increases since 2012. In October 2019, there was a \$10.00 increase per centre for D & O premiums, again the last increase being in 2012. Also effective October 2019, monthly insurance reports (for centres) switched from attendance based reporting to licensed space reporting.

Our committee continues to work hard on behalf of the 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, Tracy Bijl, Melanie Glaser, Pam Shambo, Adam Manicom, Aricelle Taylor, Kayla Mauricio, Brenda McCarthy, Melodie Meakin, Francene Perehinec, Lynda Raible, Marilyn Valgardson, Pina Zammito

MCCA Staff: Karen Kowalski

Question: What takes a year to plan and goes by in a flash?

Answer: Conference!



MCCA's Conference, *Explore Dream Discover* took place in May at the Victoria Inn. The committee's main goal was to bring the best of workshops to delegates based on feedback from delegates, as well as looking at the hot topics in the early childhood profession. Each day of the 2-day conference began with a keynote speaker: Holly Elissa Bruno reminded us that we are doing great things with children and how important the work we do is and to not

COMMITTEE REPORTS

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underestimate the work we are doing and Dr. Paul McGhee shared with us how important it is to laugh and have fun. Over the two days there were over 40 workshops presented to over 900 delegates! This year we took the conference app to a new level and delegates had the opportunity to play a scavenger hunt game using the app. Delegates scrambled to gather pictures to be the first to finish the game. It was great to see how much fun they were having! The committee looks forward to bringing something new to conference each year.

It takes a lot of hours of work to make the conference happen and this committee was a well-oiled machine that tackled anything that came up. MCCA staff, Karen Kowalski and all the committee members were very dedicated and worked hard to ensure that the conference ran smoothly and that each delegate's experience was pleasant one. The conference just could not happen without them!

Editorial Committee

Chairperson: Brenda Bachinsky

Committee Members: Bernadette Rozybowski, Susana Lam

MCCA Staff: Karen Kowalski

The Editorial committee's mandate is to produce and distribute *Child Care Bridges* which serves as a regular update of Manitoba Child Care Association's work towards quality care and of issues and developments affecting children, families, child care programs, and early childhood educators in centres and family child care homes. Each MCCA member receives a copy of *Child Care Bridges* as one of their membership benefits. They can receive it as a hard copy or choose to receive it electronically.

In the spring 2019 issue, "Leadership in ECE", we provided readers with information on the difference between a Leader and Manager and Leadership & Authority. We offered 15 simple ways to be a positive leader and 50 ways to let your staff know they are doing well and are valued. We shared information on different leadership styles and highlighted the value of Pedagogical leadership in early learning and child care programs.

"Gender" was the title of the summer issue, which focused on gender roles, gender identity and development, gender inclusive policies and toys. We extended ways to support parents and loved ones of transgender children and we shared about learning consent in the time of the #MeToo Movement. We asked you to evaluate and create a gender inclusive early childhood space to support non binary children. It was time to get our readers thinking.

The fall issue was all about the "The Written Word". From proper punctuation to spelling to poor grammar. We highlighted the value of encouraging children's emergent writing and offered inspiration on journaling as mindfulness. We offered advice on how to write

about children's negative behaviour. Finally we discussed the value of pedagogical documentation in early education.

Our final theme and issue of *Bridges* in 2019 was "Accepting our Differences". This issue highlighted many articles including children's rights to language and culture and creating space for cultural differences. What can we teach children about differences, celebrating diversity and acceptance? We also took a moment to celebrate MCCA's 3rd Pedagogical Institute!

Special thanks all the contributors during the 2019 year, we appreciate your time and effort. Thank you to our editor, Karen Kowalski, who is always looking for new article ideas to better serve our readers. Finally to our small but productive committee, I appreciate your commitment to think outside the box.

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

Ethics Committee

Chairperson: Jenn Cullen

Committee Members: Sharon Balasko, Sheila Bogoch, Mariella Carr, Chantel Colli, Gines Combiadakis, Shannon Curtaz, Melanie D'Souza, Diane Desormeaux Wright, Christine J. Enns, Michele Grant, 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

***'Whenever one person stands up and says
'wait a minute, this is wrong.' It helps other people
to do the same!' - Gloria Steinem***

2019 was a year of great insight for our committee. With most of our 'new' guides completing the required amount of workshops, we moved on to new goals to ensure the longevity of our committee and its mandate. To date we have a committee of 21 guides, from various child care backgrounds, bringing an amazing array of perspectives to our meetings and workshops. The committee offered 23 ethics workshops and the following amount of participants attended each part: Part I – 120, Part II – 108, Part III – 104 and 61 participants took Part IV. In addition to these, the committee has created and implemented the following 'add on' ethics workshops: In the winter/spring workshops we offered: Hot Topics – Anything Goes and Beyond Part IV: Continuing the Ethics Journey. Whose Shoes Can I Wear And Who Can Wear Mine and What's In a Message were offered in the fall of 2019. The committee has also worked on the translation of materials into French. We offered part I in French in the fall but unfortunately it was cancelled to low enrollment. Our committee also continues to contribute to each "Bridges" issue, submitting an article that is ethics based.



COMMITTEE REPORTS

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Our annual retreat was held in October and we had three goals at this retreat. Throughout the years the committee has created policies and procedures and wanted to get them written down so that they were in a policy manual, we also wanted to create sub-committees so that the work of the committee is spread out so that they could work on the policy manual, committee position job descriptions, etc. and finally we wanted to discuss succession planning for the committee. We have some committee members who at some point are going to retire and we need to ensure there is continuity on the committee.

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, Rosalyn Rodriguez, Maria Pizzaro

MCCA Staff: Teresa Bially

This year the long-time committee members began planning for a family child care newsletter to increase awareness of the work of the committee. We were thrilled to welcome two new committee members and we continued working on our recruitment plan. We hosted a Family Child Care Brunch 'N Learn with Sylvia Ritchie as the guest speaker. We also held a networking evening at the MCCA conference. These events promoted family child care as a profession. We completed our work on the 2020 resource calendar and began planning for the 2021 resource calendar.



Public Policy and Professionalism Committee

Chairperson: Lois Johnson

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

MCCA Staff: Jodie Kehl

The Public Policy and Professionalism Committee was kept very busy this year with a total of eight meetings along with a provincial and federal election, all held in 2019. Early in the year, we presented recommendations to Early Learning and Child Care Integrated Support Program and worked closely with them to improve the funding application process. Consistency and adequate funding for the Integrated Support Program still proves to be a challenge in the sector.

In January, the committee finalized a petition calling on the Provincial Government to recognize the importance of early learning and child care and to increase funding for not for profit licensed child care programs. This petition was a resounding success, with over 26,000 signatures from parents, staff, and other concerned citizens. The Petition was read daily by the opposition party during question period at the Legislature. To keep the momentum going the committee recommended a Media Campaign. A graphic was created, #support26K, and buttons, a poster and window cling were distributed to all member centres. Lawn signs and T-shirts were also created and purchased at a nominal rate.



Once the provincial election was called, MCCA organized a walk in Assiniboine Park to again draw attention to the need for support in Early Childhood Education. The walk, which was held on August 20, had an approximate attendance of 2,200 people. All political parties were given an opportunity to speak, as well as a parent, an Early Childhood Educator and our MCCA President. This walk created a true sense of unity within the sector and some strong media attention. As a result of this, MCCA was asked to be a part of election coverage on both CBC and CTV.

In September the committee met with Rob Altemeyer who gave us some good insight into lobbying strategies. This meeting gave the committee much to consider and to decide what our next steps

COMMITTEE REPORTS

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should be. We have created a revised template for centres to use when they send out letters to their MLAs and our recommendations to the government have been simplified to state, "Provide adequate funding for a high quality early learning and childcare system." MCCA has joined the Manitoba Chamber of Commerce which will assist us in networking with and educating other organizations. The Committee also agreed that a united message for focus needs to be delivered. We agreed that the message would be "Reliable Early Learning and Child Care is essential in Manitoba".

Committee members continue to meet with government representatives of both the opposition and existing government, ELCC and local MLAs. 2020 will find us still busy as we work toward developing two video resources; the first will be profiling the importance of early learning and child care in MB. The second will promote MCCA and its work.

School Age Committee

Chairperson: Brenda Still

Committee Members: Candice Bell, Mariella Carr, Szilvie Carriere, Marilyn Dudeck, Marnelli Ebreo-Villarante, Melanie Glaser, Amanda Jack, Balwinder Khangura, Harneet Kaur, Kelly Megarry, Suzanne Otte, Nelly Opazo-Matamala, Corrie Proulx, and Jennifer Waytiuk

MCCA Staff: Teresa Bially

The MCCA School Age Committee is made up of Early Childhood Educators (ECE) and Child Care Assistants (CCA) who work within school age programs in the child care field and are members of the Manitoba Child Care Association (MCCA). This past year we said farewell to some long time members who left for a variety of reasons including retirement, maternity leave, and transitioning to other MCCA committees. We also welcomed several new members who want to share their knowledge and excitement for school age child care.

Our meetings are a time to network, gain support from other professionals, and learn about current issues related to school age child care. Some examples of topics discussed are collaboration with the school we are housed in; the transition of grade five and six children out of child care; and different ways to understand the challenging behaviours presented by some children. We meet a minimum of eight times a year, typically on the third Wednesday of the month (excluding May). Our primary meeting location is at the MCCA office, but this past year we also met at Fort Gary Child Care and at Voyageur In-School Program.

The annual School Age Resource Evening took place on November 7, 2019 at the Victoria Inn. There were four different topics on the agenda that evening: Risky Play in School Age, presented by Melinda Walden; Jennifer Waytiuk, shared her knowledge on the Circle of Security; Suzanna Otte collaborated with Mariella Carr and provided information on the process they go through in preparing for summer programming; and Brenda Still and Giovanna Rossing explored the idea of Schemas in School Age Child Care. The evening was a sell out with over 80 educators in attendance.

This past year the School Age Committee purchased two complete kits from Breakout EDU, a company that has created resources for educators to create challenges for their learners similar to escape rooms, but utilizing programmable locks. The intention for these lock boxes is for school age programs to borrow this resource to use in their own centres. In October 2019, Suzanne Otte and Brenda Still facilitated a MCCA workshop on this educational tool, leading up to the release of this resource to MCCA members. The workshop was well attended and another similar workshop is planned for the future.

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 2019, the committee continued to work in partnership with, and under the expertise of, People Corporation (Jennifer Gregory, Group Retirement Solutions) and Industrial Alliance (Steven Khanna, Customer Relations Manager). A pension committee meeting was held in November 2019. The committee reviewed the record keeping of Industrial Alliance and ensured all governance checklists and Certificate of Compliance were complete. We discussed measures of member engagement and plan member communication support. 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 24, 2019 as a part of Explore *Dream Discover* 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 – Cédelynne Lachance
Red River College – Erin Leathers

Educaring Award

Little Wings Preschool & Powerview Ecole School
Discovery Children's Centre & Stevenson-Britannia School

Volunteer of the Year

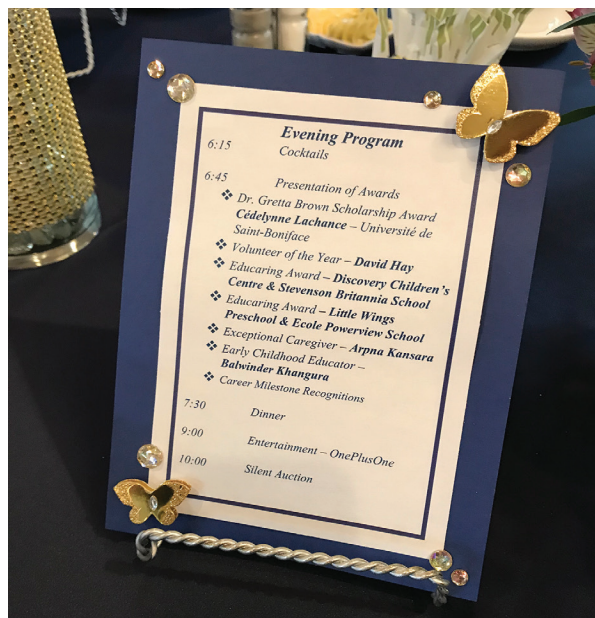
David Hay

Exceptional Caregiver of the Year

Arpna Kansara

Early Childhood Educator of the Year

Balwinder Khangura



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

5 Years

Kristal Hanratty
Lalaine Buan

10 Years

Nicole Braun

25 Years

Marianne Glufka

30 Years

Sheila Argue

35 Years

Marilyn Valgardson
Marja Massoti
Marla MacGregor
Janet Lees
Cathy Cyr
Pat Pankewycz
Joanne Mitchell
Debbie Sleeva

40 Years

Fernanda Hodgson

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
MB Chamber of Commerce
Fédération des parents du Manitoba

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- Province of Manitoba
- 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.