



Manitoba Child Care Association

# 2022

# Annual Report

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[www.mccahouse.org](http://www.mccahouse.org)



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# THANK YOU!

To our

# 115

**Volunteers of 2022**

*Without your dedication and support,  
the Manitoba Child Care Association would not be  
able to accomplish all we were able to do!*

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*You are truly VIPs -  
Very Incredible People!  
Thank you!*

## 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** – Lynda Raible

**President Elect** – Cathy Gardiner

**Past President** – Caryn LaFlèche

**Secretary/Treasurer** – Fernanda Hodgson

**Director of Board Operations** – Sue Sydorichuk

**Director of Public Policy** – Lisa Hrechkosy

**Director of Branch Services** – Janice Delf

**Director** – Kisa MacIsaac

**Director** – Tracy Cosser

**Director** – Susana Lam

**Director** – Barb Carlson

**Director** – Laureen Brandon

**Director** – Adam Manicom

**Director** – Mariëlla Carr

**Member at Large** – April Kalyniuk

**Member at Large** – Erin Dagg

## 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

## REGIONAL CHAIRPERSONS

*Central Region* – Janice Delf

*Interlake Region* – Cynthia Thomsen

*Parklands Region* – Florence Burdeny

*South Central Region* – Paula Wilson

*Thompson Region* – Crystal Chubb

## MCCA STAFF

Jodie Kehl, *Executive Director*

Karen Kowalski, *Assistant Executive Director*

Mandeep Sharma, *Finance & Accounting Manager*

Jenna Poborsa, *Professional Services Administrator*

Dianne Jones-Pearson, *Membership & Registration Administrator*

Michelle Innes, *Administrative Assistant*



# EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

Jodie Kehl, Executive Director & Lynda Raible, President

Just when we thought we had moved passed all things pandemic, 2022 came flying in. The start of this year further exhausted our early learning and child care (ELCC) sector as illness continued to ravage through our environments with heightened cases of Omicron and then as the year ended, unprecedented cases of RSV (Respiratory Syncytial Virus) and influenza. Have we not endured enough?

And yet, so many truly spectacular things also occurred in 2022, which rekindled our connections with one another, reignited our passion for our profession and allowed us to move towards "normalcy".

## Investments Into Early Learning and Child Care

As we progressed through the year, there were many reasons for optimism as we observed monumental investments into the "system" and the sector under the Canada-Manitoba Canada-wide ELCC Agreement:

- "A one-time investment in the early childhood workforce of more than \$19 million to begin offering targeted support for the recruitment and retention of qualified staff for the early learning sector" – from this funding ensued the Wage Bridge Grant, Savings Investment Benefit, Retirement Enhancement Benefit
- \$37 million to support the implementation of the Wage Grid and Operating Grant Increases
- \$8.1 million allocated to fund 3100 spaces (previously unfunded) and operating grants to School-Age spaces

Were all investments welcomed and supportive of system building? Ummm, no not all (ahem, enter Subsidy Advance). However, what became increasingly clear is the enormous potential that the \$1.2 billion within the Canada-wide agreement can have on building an accessible, affordable, inclusive, high-quality early learning system in Manitoba.

With the reconvening of the Ministers Consultation Table in 2022, MCCA is cautiously optimistic that as future negotiations (for the remaining years of the agreement) and upcoming investments will be supportive of the necessary elements of building this Manitoba-made system for children, families and Educators.

## The incredible work of MCCA in 2022!

**January:** MCCA hit the road running in January advocating for the health and safety of Early Childhood Educators as Omicron was ever rising and prevalent in our communities. Our messages were clear, lobbying for support, respect and support for the sector. And we asked hard questions to media and the policy makers "...I don't know if it's the lack of respect for a female-dominated workforce or simply the inability to understand how critical child care is, but I have to ask why are ECEs continuing to be overlooked, 24 months later?" (Jodie Kehl, CJOB, January 5, 2022).

In mid-January, MCCA received notification ahead of the public announcement - ELCC was moving to a newly formed Ministry – Education and Early Childhood Learning. MCCA quickly sent off recommendations to the appointed Minister, Wayne Ewasko, on its position statement on the Integration of ELCC and Education.

MCCA continued with a new social media campaign entitled #MembershipMatters. It was an opportunity for MCCA members to highlight why belonging to a professional association is important to them.

**February:** In February, MCCA was invited to two significant announcements by the Province of Manitoba and Government of Canada. The first was the subsidy eligibility expansion (and the infamous Subsidy Advance). It was an honour to attend this event with both Premier Stefanson as well as Prime Minister Trudeau. The second was specific supports to the workforce. MCCA shared the stage with Minister Ewasko and addressed the long-awaited investments into the sector.<sup>1</sup>

MCCA welcomed their new Finance and Accounting Manager, Mandeep Sharma in this month. He has been a very appreciated addition to our team.

**March:** On March 1, 2022, MCCA gathered stakeholders from across the province to participate in a one-day session to develop the key strategies in building a high-quality ELCC system in Manitoba. This work would set the foundation for the future Roadmap released later in the year.

As the mask mandate was lifted in Manitoba (due to the pandemic), ELCC facilities had to begin to adjust to new practices. MCCA had the opportunity to speak to several media outlets on how this would impact children, families and ECEs.

MCCA made several presentations during the spring to ECE students on the topic of advocacy and the ELCC agreements.

**April:** MCCA was invited to the Provincial Budget lock up ahead of the Province of Manitoba announcing its 2022 budget. MCCA circulated a media release anticipating increase to operating funding adoption of MCCA's Market Competitive Salary Guideline Scale 2022-23, improved accessibility for children with additional support needs and increased spaces to meet the growing needs of Manitoba families.

The 2021 Awards Winners had the opportunity to meet with Minister Ewasko, Minister of Education and Early Childhood Learning, for the signing of the proclamation. They had the opportunity to spend over an hour talking to the Minister, sharing their "stories"



In honour of the 31st Annual Week of the ECE, MCCA released numerous videos that contained ECE shout-outs from local celebrities such as Ace Burpee (Virgin Radio), Kathy Kennedy



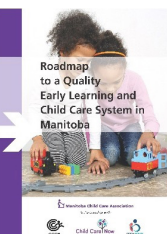
# EXECUTIVE DIRECTOR'S & PRESIDENT'S REPORT

cont'd

(CJOB) and Doug Wolitarsky (Winnipeg Blue Bombers). MCCA was on CTV Morning Winnipeg to spread the news about Week of the ECE.

**May:** MCCA was delighted to hold its 44th Annual Provincial Conference, *Reignite Your Passion*, in person after a three-year hiatus! We welcomed Keynote Speakers, Kevin Chief and David Falk. The energy and passion throughout the conference was undeniable. A very special part of conference is always the Annual Awards Banquet and this year was no exception.

**June:** On June 1, 2022, MCCA released its Roadmap to a Quality Early Learning and Child Care System in Manitoba. This document outlines how all levels of government, advocates, academics, researchers, the sector and stakeholders can collectively realize a comprehensive, high-quality ELCC system for Manitoba's children, families and communities. It was developed under the guidance and expertise of Jane Beach, as lead researcher.



MCCA was proud to represent its members in Ottawa in June, attending national advocacy meetings and a child care symposium with colleagues from across the country.

As we continued to return to in-person meetings, MCCA was thrilled to reunite the Pedagogical Leaders of Community of Practice – it had been 840 days since the last gathering.



**July:** In between summer holidays, MCCA held webinars on its Roadmap (for Directors, Family Child Care Providers and frontline ECEs), as well as one on the Market Competitive Salary Guideline Scale 2022-23.

**August:** August marked the 1-year anniversary since Manitoba signed its Canada-Wide ELCC Agreement. MCCA spoke to media about the steps taken and the critical work still required to build the system.

**September:** The School-Age Committee started selling their amazing "School-Age is All the Rage" t-shirts this month.

The 21st Directors Conference welcomed back Directors from across the province, including 38 new attendees, in Brandon, MB. Speakers, Chris Downey and David Falk, were captivating and informative. We took a trip back to the 1980's for the entertainment time. It was evident that leaders from across Manitoba, celebrated this opportunity to network, engage and learn!

**October:** The MCCA Ethics Committee held their annual retreat in October. This is an opportunity for the committee

to reconnect and plan for the upcoming year, reflecting on professional development that advances integrity of the ELCC field through ethical practice.

MCCA's newest committee, the Governance Support Committee, held its inaugural meeting this month.

And the Norman Region gathered for a professional development event with Shannon Gander entitled, *Recharge Your Body to Reset Your Mind*.

**November:** MCCA was invited to sit on the Joint Officials' Implementation Committee. Under the Canada-Manitoba ELCC Agreement, this committee has been established to allow Manitoba to meet with Canada to discuss the progress of the current Action Plan.

The School Age Committee hosted its annual School Age Resource Evening and welcomed over 60 participants. They spent their time networking and engaging in professional development on various School Age topics. MCCA's Central Region held a workshop in Portage la Prairie called *We'll Sing a Song, and You'll Sing a Song Together*, presented by Michele Grant and Melanie Glaser.

And finally, MCCA joined other community partners at the 14th Annual Gala and Fundraiser for the Provincial Council of Women of Manitoba.

**December:** At the final Directors' Lunch and Learn of 2022, MCCA welcomed nearly 100 Executive and Assistant Directors to listen to Minister Ewasko and Assistant Deputy Minister Sarah Whiteford with updates from the province.

It was a historic day in December when federal Minister of Families, Children and Social Development of Canada tabled Bill C-35 (An Act Respecting Early Learning and Child Care) in the House of Commons. The tabling of the bill signals the federal government's commitment to legislate and, essentially, protect ELCC and its current agreements with the provinces and territories.

As always, MCCA's members are the driving force behind the incredible work of the Association. Decisions, direction, professional development events, resources and actions are guided with our members in mind. We are growing in members and this strong commitment to early learning and child care and our professional association will continue to set us all up for success. Thank you to each and every one of you.

Our tremendous Provincial Board of Directors, Regional Branch persons, committee members and volunteers are the glue that keep all of this going. Thank you to you, all. It's a good time to be an Early Childhood Educator!

<sup>1</sup><https://news.gov.mb.ca/news/index.html?item=53497&post=2022-02-22>



# DIRECTOR OF BRANCH SERVICES REPORT

Janice Delf

Regular information sharing takes place between the MCCA Regional Branches and the Provincial MCCA office. Regional Chairpersons meet five times during the calendar year. Of those five, one is an in person meeting in which we have the opportunity to connect face to face. This past year we decided to meet virtually via zoom opposed to having regional teleconferences. It is great see everyone's faces – definitely a positive result of COVID! During our meeting, Jodie shares with the branches valuable information so we have a clear understanding of the current issues and the impact they may or may not have on our profession and the families we provide care for. In return the regions share their events, concerns and suggestions brought forth from the members across the province.

Currently there are five active regions: Thompson, Parklands, Central, South Central and Interlake. The

three inactive regions are Norman, Eastman and Westman. These inactive regions can be re-started with volunteers, if you are interested contact Jodie. Regional boards are essential to ensure information is shared and professional development opportunities and celebrations occur. Regions receive a 7 % rebate of the regional memberships fees to conduct business and offer professional development. Bravo to all the volunteers that commit their time to ensure the goals and objectives of MCCA are met at the regional level.

Please continue to check out the MCCA Website to find out what is happening in the regions. If you are a member and would like to become active in your region please contact your local chairperson. Looking forward to another rewarding year with MCCA and doing what I can to benefit our profession and our members.

## REGIONAL BRANCH REPORTS

### Central Region

*Chairperson:* Janice Delf

*Treasurer:* Sydney Dubetz-Zacharias

*Secretary:* Shari Clements

*Members at Large:* Pam Anderson and Lisa Voth

The Central Region was excited to get back to hosting in person events in 2022. Our first in person event was to recognize the Early Childhood Educators and the Child Care Assistants in our region for the valuable work they do. Extra recognition was deserved after enduring some challenging times over the past two years. To celebrate we held a gathering on June 14th in the evening at Tornado's Restaurant in Portage La Prairie. Approximately 25 people socialized with drinks and appetizers and every participant took home a gift card that had been donated from local businesses in our area. We also acknowledged three ECEs who were leaving the field to retire or pursue a new career. They were Carrie Rose, Tammy Garnham and Natalie Verwey.



For professional development our region hosted a workshop on November 29th. Our topic was, We'll Sing a Song, and You'll Sing a Song and We'll Sing a Song Together. Presenters, Melanie Glaser and Michele Grant got everyone singing and moving and provided a songbook to ensure our voices continued past that evening. 33 participants enjoyed Subway for our meal and door prizes were awarded to three lucky individuals.

# REGIONAL BRANCH REPORTS

Our branch continues to meet on a regular basis in the evening to share information from the Provincial Board Meetings held in Winnipeg. This is also an opportunity for our members to share their ideas or concerns that can be taken back to the Provincial Board.

We are always looking for new board members from across the region to volunteer on our board. If you are interested in becoming a member or have suggestions or concerns please contact Janice at 204-857-8910 or email wedc010@mymts.net. The Branch would like to thank everyone who volunteers on the Board and to all the members who participate in the events and workshops held to make them a success. Let's continue to advocate for our profession and educate the communities we live within the value of child care and the workforce that supports the programs in their regions. Thanks to Child Care Manitoba Works!

## Eastman Region *(inactive region)*

No report

## Interlake Region

*Chairperson:* Cynthia Thomsen

*Vice Chairperson:* Troy Nelson

*Members at Large:* Tanya Jonasson, Lori Malcolm stepped down from the Board

The MCCA Interlake region held a workshop on Saturday, September 24th in Stonewall. The morning was The Grand Schema things with Robyn Burnet and Karen Parada. We held our AGM at lunch. The afternoon was Broadening Your Understanding of Outdoor play with Leah Smith. We had 40 participants for the morning and 24 for the afternoon.

## Norman Region *(inactive region)*

On October 22, 2022 Shannon Gander presented, Recharge Your Body to Reset Your Mind. 19 members attended the full day workshop. One of the participants said, "The workshop was very interesting. Made the workshop go by quick, learned a lot of new things that I can share with someone else." Another participant commented, "Thank you for travelling to see us and present your awesome knowledge."

## Parklands Region

*Chairperson and Bridges contact:* Florence Burdeny

*Vice Chairperson:* Gloria Korman

*Treasurer:* Janie Inkster

*Secretary:* Cherie Robertson

*Members at Large:* Natalie Bonin, Judy Chacula, Genevieve Lebel, Sheila Sigurdson

We held our Annual General Meeting in person on June 22, 2022 at the Super 8 in Dauphin. A light pizza snack and door prizes were available.

We also held a regional professional development opportunity in person on Saturday, October 15, 2022, No One Owes You a Living – Professionalism in ECE and Handle With Care Building Block 9 – Environment. Both workshops were presented by Michele Grant. Lunch was provided by the region.

## South Central Region

*Chairperson:* Paula Wilson

*Vice Chairperson:* Cindy Kozak

*Treasurer:* Danielle Monchamp

*Secretary:* Karen Vandijk

*Members At Large:* Christine Labelle-Laferniere and Shirley Reimer

2022 was a productive year for South Central MCCA after the hiatus of Covid. We held a fun Bingo night along with our AGM on May 4th in Carman. Our Directors' Conference was held October 27th and Momenta presented Creating Respectful Workplaces and Managing Conflicts.

## Thompson Region

Report not available.

## Westman Region *(inactive region)*

No report



# TREASURER'S REPORT

Brenda McCarthy and Fernanda Hodgson

## Finance Committee

Chairperson: Brenda McCarthy

Committee Members: Fernanda Hodgson (Board Treasurer), Lynda Raible, Angela Hanischuk, Lisa Hrechkosy, Sue Sydorchuk, Cathy Gardiner, Laureen Brandson

MCCA Staff: Jodie Kehl and Mandeep Sharma

Another year has come to a close and we reflect on the past year's financial activities for MCCA. As of December 31, 2022 MCCA realized an unaudited surplus of \$51,059. MCCA will allocate this surplus across the following fund accounts: Building, Insurance and Project; which are all for future projects.

MCCA has a current membership of 4,191, a steady increase over the years. MCCA continued to hold true to their mission of to advocate for a quality system of child care, to advance early learning and child care as a profession and provide service to its members. They met this by advocating and working with government, providing high quality and relevant workshops and conferences, providing resources, communicating, listening and supporting its membership.

### Revenue

Membership fees represents 57% of revenue with an increase of \$24,423 from the prior year. Membership Services represents 38% of revenue with an overall increase of \$118,009 from the prior year. Online Board Governance saw a significant decrease this year due to a grant received in 2021 for the translation of the online tool. The Director's Conference and Annual Conferences were in person this year for the first time since the pandemic and therefore saw big increases in revenue which are more reflective of pre-pandemic levels. The annual conferences netted a

profit of \$34,212! Miscellaneous revenue rounds out the remaining 5% - which includes: promotional items, donations, interest, Child Care Bridges advertising, etc.

### Expenses

Salaries Expense increased this year by \$109,506 due to a full year of expenses for the Program Services Administrator and the hiring of a full-time Finance & Accounting Manager. In addition, the variance is related to the reallocation of accounting service expenses to salary expense. The prior year did not have a full year of these expenses.

Desk Top Publishing - Membership saw a decrease in expenses due to an increase in expenses in 2021 for the HR Guide and forms. There were some miscellaneous office equipment purchased during the year.

### Fund Accounts

The Project Fund was used for:

- 1) An independent infrastructure review by People First ~ \$10,000,
- 2) Development of the 'Road Map to a Quality Early Learning and Child Care System in Manitoba' document~ \$19,000,
- 3) Development of the Market Competitive Salary Scale and Webinar ~ \$6,300.

The finance committee took on the task of reviewing the auditors for MCCA. We solicited a number of companies to put in an RFP. After interviews and reference checks, it was decided to leave Meyers, Norris, Penny after many years and go with The Exchange Group. This change will provide fresh 'eyes' on our finances as well as a cheaper bill!

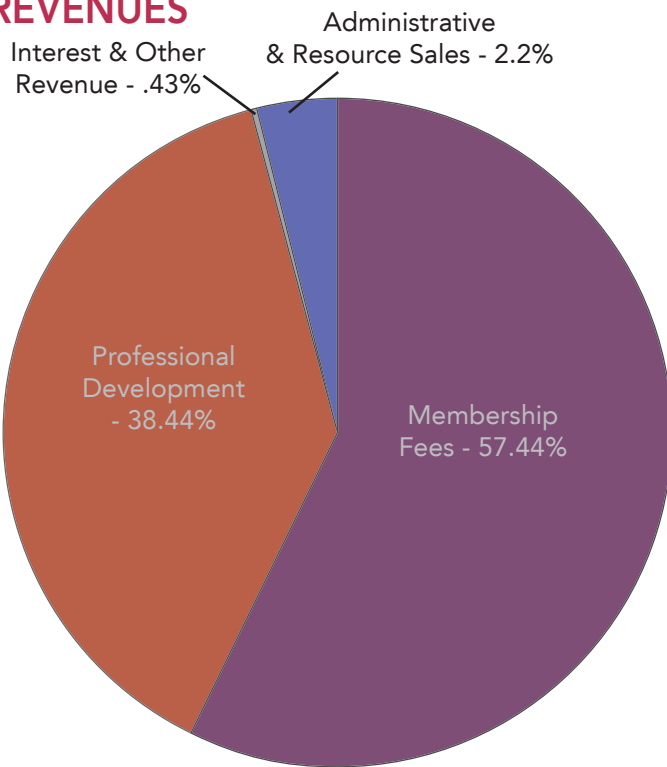
We would like to thank the Finance Committee and staff for their hard work, great decision making and valuable input.



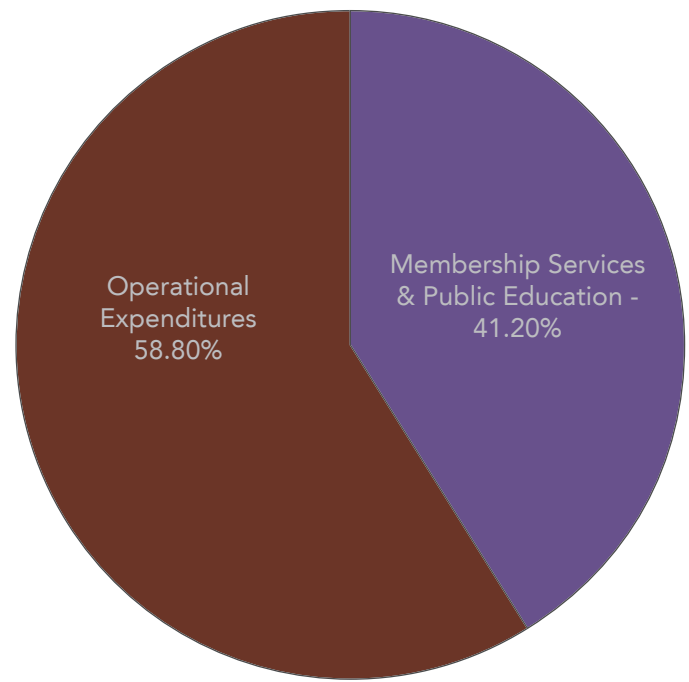
# TREASURER'S REPORT

## 2022 REVENUE & EXPENSES (Unaudited)

### REVENUES



### EXPENSES



## OUR MEMBERS

Full Time/ Part Time	From Previous Year	December 2022	December 2021
Professionals	↑	1799	1779
Child Care Assistants	↑	1316	1233
Associates	↑	114	113
Students	↑	56	40
<b>Facilities</b>			
Full/Part Time Centres	No Change	558	558
Family Child Care	↓	348	357





# PROFESSIONAL DEVELOPMENT EVENTS

The professional development events were well attended in 2022. We heard from so many members that they wanted us to keep our zoom workshops even though we could meet in person. MCCA strives to bring its members high quality workshops, seminars, and conferences. We appreciate those who attend, provide feedback and suggestions for future professional development events.

Event	# of Participants
Winter Workshop Series	1681
MCCA's 44th ECE Conference Reignite Your Passion	685
MCCA's 21st Annual Directors Conference Birds of a Feather Flock Together	123
Fall Workshop Series	1376

In addition to the professional development events MCCA hosted we also organized 21 personalized professional development events and virtual annual general meetings.





# PROFESSIONAL DEVELOPMENT EVENTS



## MORRIS INSURANCE BROKERS

### *Liability Insurance Programs Through MCCA*

The past year has seen a gradual return towards some of the 'normal' activities we have all been missing during COVID-19 such as family fun days, fundraising events and other social activities. Child care centres and family child care providers continue to provide the highest quality child care in the country despite the many obstacles faced on a daily basis.

The MCCA insurance program provider (Aviva Insurance Company of Canada) continues to provide industry leading coverage, premium stability and excellent claim service. The past year has seen some significant claims (property and liability) and we are pleased with the way the company has handled these delicate situations. A designated team of Aviva adjusters was formed in fall 2022 to handle all MCCA claims which we hope will further streamline the process and ensure that service levels remain top priority for the program.

At present, enrollment numbers are as follows:

- 407 Centres (many of these have multiple locations which when taken into consideration, brings the total number of insured locations to 564)
- 344 Centres who carry Directors & Officers (D&O) Liability
- 335 Licensed family child care providers

We strongly urge all centres to purchase Directors and Officers (D&O) Liability in addition to your contents and general liability coverage. This affordable coverage 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.

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



# COMMITTEE REPORTS

## Board Operations and Development Committee

*Chairperson:* Sue Sydorchuk

*Committee Members:* Caryn LaFlèche, Cathy Gardiner, Erin Dagg, Lynda Raible, Susana Lam, Tracy Cosser

*MCCA Staff:* Jodie Kehl

It has been since 2017 since our last strategic plan. Jodie and Karen created an RFP (Request for Proposal) to seek an organization to guide us in the new year to create a new five year strategic plan.

The MCCA By-Laws were reviewed, no changes were proposed.

Under the umbrella of Board Operations, a new committee was established, "The Board Governance Support Committee". The committee members have an interest in Early Learning & Child Care, and come with extensive Board of Directors knowledge. This committee is Chaired by Tracy Cosser. We look forward to our next steps.

## Child Care Benefits Committee

*Chairperson:* Sue Sydorchuk

*Committee Members:* Adam Manicom, Cheryl Tremblay, Diana Metrik, Karen Ohlson, Laurinda Neyron, Melanie Fraser, Sharon Allen, Tracy Cosser, Wanda Bruenig, Brenda McCarthy

*MCCA Staff:* Jodie Kehl & Mandeep Sharma

The Benefits Committee meets quarterly with agents from Health Source Plus, as well as Morris Insurance to ensure our Benefits and Insurance Programs are well suited for our membership.

It was determined that a 3% increase to our benefits plan was reasonable as members use more and more of programs (dental, prescriptions, STD, etc.) The travel Benefit was moved to Manulife as recommended by the HSP agents.

Morris Insurance continues to provide our insurance needs.

Thank you to MCCA's staff Jodie and Mandeep for their oversight as the Benefits Committee is large with many moving parts.

## Conference Committee

*Chairperson:* Bernadette Rozybowski

*Committee Members:* Sheila Argue, Tracy Bijl, Melanie Glaser, Lanny McDonald, Kayla Mauricio, Melodie Meakin, Diana Metrik, Sara MacPherson, Irene Sheldon, Aricelle Taylor, Marilyn Valgardson, Pina Zammito

*MCCA Staff:* Karen Kowalski

We started planning for the 2022 conference in June of 2021 and there were still so many uncertainties. Would there even be a conference? Typically, the planning is so much fun but without a definite answer the Conference Committee was kept on their toes. Thankfully, the 2022 Conference, 'Reignite Your Passion' was held in-person at the Victoria Inn in May. The Conference Committee was excited to be part of an event that is near and dear to our hearts and to see everything come into fruition.

We had Kevin Chief open the conference as Keynote on Thursday. He spoke about Sharing Stories of Resiliency and Hope. On Friday, David Falk spoke about the Courage to Care for Yourself.

We were able to provide a lot of choices to delegates throughout the two days. Half day and full day workshops, field trips to MTYP, Lower Fort Garry and St. Boniface Museum, and a Networking Evening to check out all the networking groups and committees available to join.

It was really heart-warming to end the Conference by attending the Conference Banquet. Listening to the speeches prepared by the award recipients was inspiring as they spoke about their love for Early Childhood Education. It reminded us once again to continually, 'Reignite our Passion' for what we love to do.

## Editorial Committee

*Chairperson:* Brenda Bachinsky

*Committee Members:* Susana Lam, Sheila Lund, Bernadette Rozybowski

*MCCA Staff:* Karen Kowalski and Jenna Poborsa

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



# COMMITTEE REPORTS

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.



Every theme in each issue comes together after much planning by the committee. We will brainstorm themes and article ideas that are relevant in the field and of interest to its readers. We search for different contributors for each issue that are able to provide the most current information in early learning and child care. As a committee, we pledge to keep our readers connected and engaged.

The Spring 2022 issue, "Summer Planning", was geared to all things summer. We invited the reader to reflect on their own summer planning, think about who they were planning for. We offered ideas on field trips and invited our readers to rediscover their own neighbourhood parks and play spaces. The articles also encouraged ways to get creative with summer job applications and budgets.

"Construction & Science" was the focus of the Summer issue. This issue was all about ways to foster curiosity and create engagement in science and construction materials including loose parts. We provided an article on the benefits of building with Lego and the power of a fort. We included easy science experiments and schemas in science and construction play. "What's the Risk with Construction" was an invitation to our readers to incorporate more tools, materials, and loose parts into play and say "yes" to construction and the risk that goes with it.

The Fall issue was geared to "Technology in the Early Years". We offered advice on ways to prevent a personal privacy breach. We educated the readers about the technology used in school age programs, documenting using technology to document learning and shared some tips and tricks for using technology. Finally, we learned about the impact of technology on our brain through our mixed relationship with technology.

Our final theme and issue of Bridges in 2022 was "Growing our Knowledge". What is the Reciprocity of Mentorship? How do you navigate your classification? What is our path to child care? We shared 10 ways to advance professional development in early childhood education. Also through

the MCCA Ethics workshops we looked at ways to "walk the talk" through our journey of personal and professional growth.

Special thanks all the contributors during the 2022 year, we appreciate your time & effort. Thank you to our editor, Karen Kowalski, who is always looking for new and creative ideas to better serve our readers. Finally, to our committee, thank you for your continued commitment in ensuring we provide a quality publication to the members of the Manitoba Child Care Association.

## Ethics Committee

*Chairperson:* Jenn Cullen

*Committee Members:* Sharon Balasko, Sheila Bogoch, Mariëlla Carr, Gines Combiadakis, Shannon Curtaz, Melanie D'Souza, Christine Enns, Michele Grant, Monica Lytwyn, Kisa MacIsaac, Chantel McRae, Sarah Nick, Mandy Plett, Sina Romsa, Tracy Smith, Michelle Vesey, Keri Waterman, Barbara Wierckx

*MCCA Staff:* Karen Kowalski

In 2022, we continued to offer ethics workshops in person and via zoom. To date we have a committee of 19 guides, from various child care backgrounds, bringing an amazing array of perspectives to our meetings and workshops. Jennifer Nick left the committee in 2022 and we want to thank her for her contribution. In 2022, we facilitated five part Is, three part IIs, three part IIIs and two part IVs. We also got to finally offer Best Choices: Ethics Part I & II in French as it was cancelled due to COVID back in March of 2020.

Our committee also continues to contribute to each "Bridges" issue, submitting an article with an ethics lens.

It has been over a year now of our sub committees meeting outside of our regular meetings to ensure ongoing learning for our guides, new workshops and resources for MCCA members as well as policy updates and succession planning.

Our annual retreat was held in October for a full day Saturday. Kisa MacIsaac has taken on the role of chairperson, as Jenn Cullen finished her time in the position after four years. We thank Jenn for her leadership during these four years.

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



# COMMITTEE REPORTS

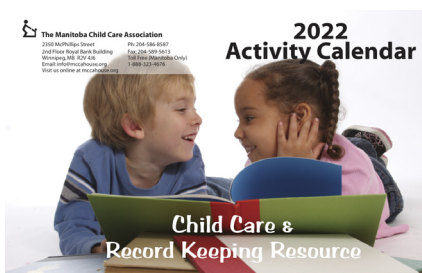
## Family Child Care Committee

*Chairperson:* Cheryl Tremblay

*Committee Members:* Shannon Trickett, Michelle Normandeau, Jean Gutierrez-Sangalang, Rosalyn Rodriguez, Maria Pizzaro, Nympha Molen-Rivard, Marifel Bendijo, Rowena Memita

*MCCA Staff:* Jenna Poborsa

In 2022 the Family Child Care Committee was initially only able to meet via Zoom but by June we resumed in person meetings. We welcomed three new members though our networking and recruitment efforts and hope to have more joining us soon. We brainstormed ideas for some committee goals, completed work on the 2023 resource calendar and began planning for the 2024 calendar.



## Governance Support Committee

*Chairperson:* Tracy Cosser

*Committee Members:* Adam Manicom, Doug Brown, Kristen Fisher and Sheila Page

*MCCA Staff:* Jodie Kehl

The Governance Support Committee is a brand new committee and had its first meeting in October of 2022. I am excited to be the Chairperson of this new committee that is focused on providing a forum for board members with an interest in effective board governance, to exchange information, to act as a resource for other Boards of Directors of not-for-profit licensed child care facilities, to provide advice or expertise, to receive support, to make recommendations to the MCCA Board and to engage in MCCA projects/resources related to board governance.

In the three meetings that have taken place so far this group has come up with and proceeded working on some initiatives that will have positive impacts moving forward. A governance resource list has begun to be compiled which will consist of books and online resources available. A survey was sent out to board members to get a sense of the pressure points and areas that need consideration. A governance best practices manual is in the beginning stages of development and discussion around potential networking opportunities has also happened.

I look forward to our continued work and the impacts this committee will have on our sector in the weeks and months ahead.

## Public Policy and Professionalism Committee

*Chairperson:* Lisa Hrechkosy

*Committee Members:* Caryn LaFlèche, Tracy Cosser, Lois Johnson, April Kalyniuk, Cathy Gardiner, Connie Cava, Lynda Raible, Ron Blatz, Wanda Bruenig, Raquel Giesbrecht, Cindy Curry, Fernanda Hodgson, Corine Anderson, Carol Jones, Ruth Lindsey-Armstrong, Mariëlla Carr, Laurinda Neyron and Susan Prentice

*MCCA Staff:* Jodie Kehl, Karen Kowalski

The mandate of this MCCA committee is: To develop and implement strategies which advocate for, promote and advance early learning and child care as a profession.

This is the first year that I have had the privilege to chair and be a member of this very active, committed and thought provoking committee.

The work of this committee during the past year provided input to ELCC on the Provincial budget, the Provincial Canada Wide Agreement, (previous years recommendations for recruitment and retention strategies of a wage enhancement for child care staff and/or a one-time increase to the pension was part of the 2022 initiatives received by the sector). Ongoing recommendations to the Minister's Consultation Table and finally the importance of clear and timely communication to the sector specifically when it comes to grant initiatives presented through the Provincial Canada Wide agreements.

The committee along with the Board of Directors provided input to ELCC on the Subsidy Advance Surplus disbursement options to programs. Once again we asked for clear communication from ELCC with respect to these funds.

At the one year mark on the signing of the Canada-Manitoba Canada-wide Early Learning and Child Care Agreement, we submitted a letter to the Honorable Wayne Ewasko – Minister of Education and Early Childhood Learning to share key policy considerations that are central to the success of building a quality ELCC system in Manitoba. We stressed a balance in affordability, accessibility and of utmost importance, the ELCC workforce.



# COMMITTEE REPORTS

The committee has been utilizing Manitoba's Roadmap to a Quality ELCC system, to develop an action plan review which will be used for future recommendations when working with the Province. The action plan reviewed the past provincial initiatives, red flags and our recommendations moving forward. The initiatives consist of the following;

- Affordability
- Accessibility
- Quality
- Inclusivity

Protecting and supporting existing centre needs remains the focus on the next action plan.

## School Age Committee

*Chairperson:* Suzanne Otte

*Committee Members:* Amanda Collins, Amanda Jack, Andrea Campbell, Ashley Plamondon, Brenda Still, Candice Bell, Carla Gunkel, Kim Rondeau, Lika Lushevsky, Louielyn Garcia, Margaret Molokwu, Marnelli Ebreo-Villarante, Melanie Glaser (Vice-Chair), Morgan Versteeg, Szilvie Carriere

*MCCA Staff:* Jenna Poborsa

The MCCA School Age Support Committee is made up of Early Childhood Educators (ECEs) and Child Care Assistants (CCAs) who work within school age programs in the childcare field and who also have membership in the Manitoba Child Care Association (MCCA).

In January of 2022 Suzanne Otte was appointed as Chair for the Committee, and Melanie Glaser as Vice-Chair. The Committee was pleased to get back to in-person meetings in March of 2022, and were excited to provide our first in-person School Age Resource evening since November of 2019! Presenters for our November 17th Resource Evening at the Victoria Inn included: Brenda Still-Connecting With Challenging Kids, Tristen Sanness-Dungeons and Dragons, Melanie Glaser-Who's in Charge?, and Stephen Brisbois-Intro to Fishkeeping & Aquaponics. The evening was a huge success! Some participants won some awesome door prizes!

Over the past year our committee has worked on some great projects, including finally getting our t-shirts ordered

for our committee members-School Age is All the Rage! We also started up some online Networking Workshops which we continue to offer. These have also been well received by the school age staff participants.

We also began working on creating a banner for the School Age Committee for advertising at various events (conference, workshops, resource evenings).

I would like to thank all of the School Age Committee members for their passion and commitment and for making my role as Chairperson an easy one!

## Retirement Plan Advisory Committee

*Chairperson:* Lynda Raible

*Committee Members:* Cathy Gardiner, Caryn LaFlèche, Sue Sydoruk, Janice Delf, Wanda Bruenig, Lois Johnson

*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 (CAP).

In 2022, the committee continued to work in partnership with, and under the expertise of, People Corporation (Salina Shariff Sr. Director, GRS and Financial Wellness and Anita Mak, Associate Consultant GRS) and Industrial Alliance (Lynn Van Ryssel, Customer Relations Manager and Philippe Guimont, Senior Investment Strategist). The committee reviewed the record keeping of Industrial Alliance and ensured all governance checklists and Certificate of Compliance were complete. The committee reviewed the SMPP, financial reporting checks and balances, member activity and trends. Review of Investment Utilization by asset categories and individual funds was completed. Finally we reviewed the investment funds currently used as part of our plans and looked at any funds that may be "on watch". Thank you to the Retirement Plan Advisory Committee members for their contributions.



# MCCA 2022 AWARD RECIPIENTS

## Congratulations!

In 2022, the MCCA annual conference was back up and running and this meant that we could have our Awards Banquet part of the conference once again. We recognized and honoured 12 recipients and 111 guests were in attendance. We were entertained by Curt is Magic and lots of prizes were given as a part of our silent auction.



### Exceptional Early Childhood Educators

Samantha Henry  
Corrina Valdez

### Leader of the Year

Aricelle Taylor

### Dr. Gretta Brown Scholarship Award

Université de Saint-Boniface – Aminata Siby  
Red River College – Shuk Yu Wong

### Children's Service Recognition Award

Susan Prentice

### Family Child Care Provider

Cindy Curry

### Volunteers of the Year

Theresa Parrish  
Lee Meagher

### MCCA Student Award

Mei Ling Cheung  
(Assiniboine Community College)

### Educaring Award

K.I.D.S. Inc.  
École William Osler

## Our Partnerships

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

- Canadian Child Care Federation
- MB School Board Association
- ECE Training Institutions
- Fédération des parents de la Francophonie Manitoabaine
- Manitoba Education and Early Childhood Learning
- Manitoba Education and Training
- MB Chamber of Commerce
- People First HR Service
- Social Planning Council of Winnipeg