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Welcome

To all those who have an interest, passion and commitment to family child care.

I am so thrilled that this year the International Family Day Care Organization will be holding a joint conference with NAFCC in Orlando, Florida. Every three years we get together and exchange information about childcare in all areas of the world and learn from the international presenters who attend the conferences.

These conferences give each one of us the opportunity to celebrate our diversity and to learn from each other. It is so exciting sitting and talking with someone who does the same job as we do in a different country. None of us know it all and those who attend conferences are perfect examples of individuals who are committed to training and continuing their own professional development.

This will be my last conference as Chair of IFDCO. I have attended many conferences in many countries and am sure that this will be as wonderful as those in the past.

I look forward to meeting each and every one of you.

Kay Jackson
Chair of IFDCO

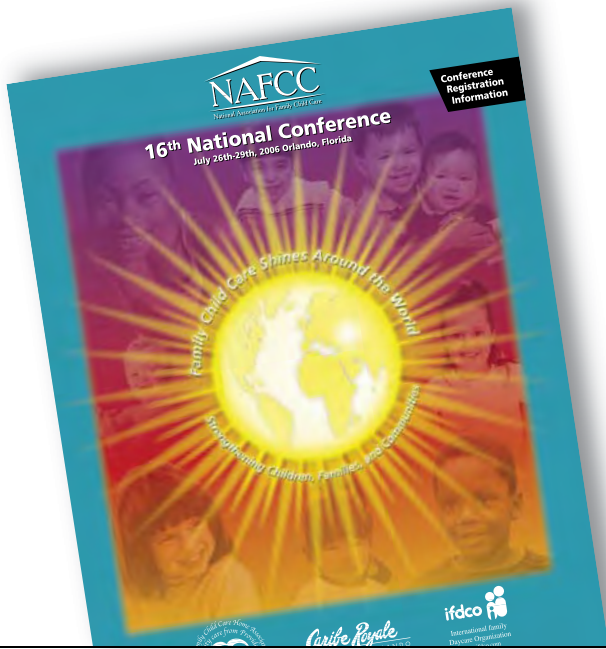
There are 244 workshops currently scheduled (some of them are duplicates) covering Friday and Saturday. We have presenters from six countries (Australia, England, Ireland, Scotland, United Kingdom, and the United States), so there will be lots of opportunities for networking, meeting up with old friends and making new ones. If you wish to register you will need the conference code to get a reduced rate, please email kay.jackson4@btinternet.com to get the code.

The international conferences have so far been held in:

1987... Wales, United Kingdom
 1989... San Francisco, United States of America
 1990... Ghent, Belgium
 1991... Sydney, Australia
 1992... Uppsala, Sweden
 1996... Sacramento, United States of America
 1999... Glasgow, Scotland
 2003... Wellington, New Zealand



Keynote Speakers



Becky A. Bailey Ph.D., is an award-winning author, renowned teacher and internationally recognized expert in early childhood education and developmental psychology.

In her passion to empower all people, especially those working with our youngest citizens, she has established the first "Early Childhood Education" four-year university degree program in the state of Florida, and a credential program allowing Native Americans to become certified teachers. Dr. Bailey is the founder of Loving Guidance, Inc., dedicated to creating positive environments for children, families, schools and businesses. She is also the developer of the research-based and award winning program, Conscious Discipline®.

Conscious Discipline® facilitates early childhood and elementary teachers in creating compassionate "school families" where children and teachers can reclaim joy, kindness and caring as one of the top priorities in the educational process. Conscious Discipline® assists teachers in developing their inner life, empowering them to transform conflict into teaching moments for themselves, their colleagues, and the children and families they serve.

Dr. Bailey also applies these messages of connection and transformation to parenting, offering the support and internal changes adults need to effectively parent their children.

Dr. Bailey has authored seven books related to guidance and discipline. Her latest publication for parents, *Easy to Love, Difficult to Discipline*, has received national acclaim and is already published in six languages. Schools across the country are using Dr. Bailey's *Conscious Discipline: 7 Basic Skills for Brain Smart Classroom Management* book as a guide to creating compassionate learning environments. Her best-selling books, *There's Got To Be Better Way: Discipline That Works* and *I Love You Rituals*, provide evolutionary steps in our understanding of children and ourselves.

The Shubert series for children rounds out Dr. Bailey's literary range by providing important information about bully prevention, helpfulness and social skills directly to children. Dr. Bailey's message is making an impact nation-wide.

Bessey Creek Elementary School is one of only four elementary schools in the U.S. to receive a 2004 National Schools of Character award. School officials say that implementing Conscious Discipline® is a major reason they achieved this award of excellence.



Yasmine Daniel is the Director of Early Childhood Development for the Children's Defense Fund.

Yasmine Daniel is the Director of Early Childhood Development for the Children's Defense Fund. Her focus is Head Start, child care, preschool and after-school programs. Prior to joining the CDF team, Yasmine was the New Jersey Head Start State Collaboration Director. There, she worked to impact the lives of children and families with low-incomes by influencing state and local policy and by facilitating collaboration between Head Start and other state and community agencies. One of her main focuses was the integration of Head Start and the state-funded, court-mandated Abbott pre-kindergarten programs.

Prior to her work in New Jersey, Yasmine served as Director of Early Childhood Policies for the Child and Family Policy Center in Des Moines, Iowa. Yasmine is a former Head Start Fellow. While working at the Head Start Bureau, she developed and participated in several initiatives, including fatherhood, homelessness and competency-based training for Head Start family workers. Yasmine also served as the Family and Community Partnership Manager for the Drake University Head Start program in Des Moines, Iowa.

Yasmine earned a Bachelor's degree from Rutgers University and a Master of Public Administration from Drake University.

Friday – NAFCC Conference Highlights



Annual Ribbon Cutting

Opening Ceremony

Thursday July 27, 2006 (6:30 pm)

This will be no ordinary opening ceremony! Conference attendees are invited to celebrate their heritage by wearing the national costume of their home country. This will be an event you will never forget!

There will be a sneak preview of all the vendors as well as resource sharing and, of course, networking with old and new friends from around the globe. Kay Jackson, President of the International Family Day Care Organization will be giving the welcoming address. Non-alcoholic champagne will be offered to attendees for our toasts as we cut the conference ribbon.

Sneak Preview of Exhibitors

Thursday July 27, 2006

Immediately Following Opening Ceremony

Make time to visit the exhibits and network with representatives and organizations that are filled with the latest educational and professional tools and learning technology. Join us Thursday evening in the Grand Sierra Ballroom for a sneak preview to browse the ever popular vendors.

Resource Sharing & Networking

Thursday July 27, 2006

Immediately Following Opening Ceremony

Now Thursday night instead of Friday! Come see what non-profit local, state and regional associations, organizations, and/or agencies are doing around the nation. Network with old and new friends, and catch up with “what’s happening” in regards to successful new trends and initiatives.

Researcher of the month



Sue Owen

Director of the Early Childhood Unit
National Children’s Bureau, England

I feel as if I have been researching childminding in various ways all my life. I first started working with childminders in Manchester, England in 1974 and I still have some questionnaires and taped interviews from that time. In 1977 I went to live in California, USA and also interviewed family child care providers there. Later I went to work for the National Childminding Association as Information Officer and then research was actually part of my job description. In NCMA we mostly collected data through annual surveys of members and of local authority childminding workers, because we would have been seen as a self-interested organisation if we had done evaluations or research studies of our own.

Most recently, however, in my job at the National Children’s Bureau, I have been able to do a study for NCMA on the effectiveness of childminding networks in supporting improved practice for childminders. This showed that the network model had made some dramatic changes for childminders in England, and we made 20 recommendations for policy and practice changes and for further research which should be done (www.ncma.org.uk).

I am also fascinated by the history of childminding and, as part of my doctoral dissertation, I did original research into the history of the profession in Britain. It’s a good thing that it took me so long to get my dissertation written because I was able to include materials from various stages of my life as well as from historical sources!

In 1985 I was one of the initiators of IFDCO (International Family Day Care Organisation) and in 1987 I was one of the organisers of the very first international family day care conference in Cardiff, Wales.

You can contact Sue directly at: sowen@ncb.org.uk

NAFCC Conference "at-a-glance"

Sessions listed in each block run concurrently.

	PRE-CONFERENCE WEDNESDAY July 26, 2006	PRE-CONFERENCE THURSDAY July 27, 2006	CONFERENCE FRIDAY July 28, 2006	CONFERENCE SATURDAY July 29, 2006
MORNING	7:00 7:30 8:00 8:30 9:00 9:30 10:00 10:30 11:00 11:30	7:00 7:30 8:00 8:30 9:00 9:30 10:00 10:30 11:00 11:30	6:30 am to 1:30 pm 7:30 am to 6:00 pm	6:30 am to 10:30 am 7:00 am to 8:30 am 7:30 am to 6:00 pm
	Pre-Conference Registration <i>7:00 am to 8:00 am</i>	Pre-Conference Registration <i>7:00 am to 8:00 am</i>	Conference Registration <i>6:30 am to 1:30 pm</i>	Conference Registration <i>6:30 am to 10:30 am</i>
	NAFCC Accreditation Training <i>8:00 am to 5:00 pm</i>	NAFCC Accreditation Training <i>8:00 am to 5:00 pm</i>	Exhibits <i>7:30 am to 6:00 pm</i>	Exhibits <i>7:30 am to 6:00 pm</i>
	ALI Session <i>8:00 am to 5:00 pm</i>	ALI Sessions <i>8:00 am to 5:00 pm</i>	Workshop Sessions <i>7:00 am to 8:30 am</i>	Workshop Sessions <i>7:00 am to 8:30 am</i>
	PDI Sessions <i>8:00 am to 5:00 pm</i>	PDI Sessions <i>8:00 am to 5:00 pm</i>	Opening Session <i>8:45 am to 10:15 am</i>	General Session <i>8:45 am to 10:15 am</i>
			Workshop Sessions, Author Signing <i>10:30 am to 12:00 pm</i>	Workshop Sessions, Author Signing <i>10:30 am to 12:00 pm</i>
	Pre-Conference Registration <i>12:00 pm to 1:00 pm</i>	Pre-Conference Registration <i>12:00 pm to 1:00 pm</i>	Lunch & Learn Sessions with Regional Reps <i>12:30 pm to 2:00 pm</i>	Conference Lunch <i>12:15 pm to 2:00 pm</i>
AFTERNOON	1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30	1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30	FFCCHA/IFDCO Annual Meeting <i>12:30 pm to 2:00 pm</i>	Workshop Sessions, Author Signing, & Latino Caucus <i>2:15 pm to 3:45 pm</i>
	Networking Lunch <i>12:00 pm to 1:00 pm</i>	Networking Lunch <i>12:00 pm to 1:00 pm</i>	Workshop Sessions, Author Signing, & Black Caucus <i>2:15 pm to 3:45 pm</i>	Workshop Sessions, Author Signing, & Black Caucus <i>2:15 pm to 3:45 pm</i>
		General Conference Registration <i>3:30 pm to 6:30 pm</i>	Afternoon Break <i>3:45 pm to 4:15 pm</i>	Afternoon Break <i>3:45 pm to 4:15 pm</i>
			Workshop Sessions, Author Signing <i>4:15 pm to 5:45 pm</i>	Workshop Sessions, Author Signing <i>4:15 pm to 5:45 pm</i>
EVENING	5:00 5:30 6:00 6:30 7:00 7:30 8:00 8:30 9:00	5:00 5:30 6:00 6:30 7:00 7:30 8:00 8:30 9:00	NAFCC's Celebration of Family Child Care And Annual Meeting <i>6:00 pm to 8:30 pm</i>	Silent Auction Bids <i>6:00 pm to 6:30 pm</i>
	ALI/PDI Networking Evening Observer Meeting <i>7:00 pm to 9:00 pm</i>	Opening Ceremony, Ribbon Cutting, Sneak Preview of Exhibits and Resource Sharing <i>6:30 pm to 9:00 pm</i>		

Now register online at www.nafcc.org!**2006 NAFCC ANNUAL PRE-CONFERENCE REGISTRATION FORM****PROFESSIONAL DEVELOPMENT INSTITUTE (PDI)**

		NAFCC MEMBERS	NON- MEMBERS	LUNCH	ATTEN- DING?		
WEDNESDAY - JULY 26, 2006 HALF-DAY SESSIONS 8:00 AM TO 12:00 PM	Family Strengthening Strategies in Family Child Care <i>Presented by: Joan Laurion</i>	\$75	\$100	Optional	<input type="radio"/>	Add lunch for \$45 <input type="radio"/>	SUBTOTAL
	We All Are Special! Teaching to the Individual Needs of Each Child <i>Presented by: Diane Sherkow, Ed.D.</i>	\$75	\$100	Optional	<input type="radio"/>		
	Introduction to the Family Child Care Environment Rating Scale (FCCERS): A Revision of the FDCRS <i>Presented by: Thelma Harms, PhD with Cathy Riley, M.A., and Debby Cryer, PhD.</i>	\$75	\$100	Optional	<input type="radio"/>		
	Filling Openings vs. Finding Partners <i>Presented by: Patricia Dischler</i>	\$75	\$100	Optional	<input type="radio"/>		
WEDNESDAY - JULY 26, 2006 HALF-DAY SESSIONS 1:00 PM TO 5:00 PM	Do-It-Yourself Early Learning <i>Presented by: Jeff A. Johnson</i>	\$75	\$100	Optional	<input type="radio"/>	Add lunch for \$45 <input type="radio"/>	SUBTOTAL
	A Mentoring Approach to Achieving Quality Family Child Care <i>Presented by: Dr. Ellaine B. Miller</i>	\$75	\$100	Optional	<input type="radio"/>		
	What Do You Do with the Mad that You Feel?: Helping Children Deal with Angry Feelings <i>Presented by: Hedda Sharapan</i>	\$75	\$100	Optional	<input type="radio"/>		
	True Inclusion - What's Needed, What Gets in the Way, What Helps <i>Presented by: Anne Stonehouse with June McLoughlin</i>	\$75	\$100	Optional	<input type="radio"/>		
WEDNESDAY - JULY 26, 2006 ALL-DAY SESSIONS 8:00 AM TO 5:00 PM	Growing Up Reading: A Reading Is Fundamental Toolkit for Families with Young Children <i>Presented by: Martha J. Bozman with Marni S. Francis</i>	\$175	\$225	Included	<input type="radio"/>		SUBTOTAL
	Working with School-Agers: How to Educate, Motivate and Recreate! <i>Presented by: Jennifer (Jenn) Faber</i>	\$175	\$225	Included	<input type="radio"/>		
	Respectful Conflict Resolution <i>Presented by: Connie Lent with Karen Matzke</i>	\$175	\$225	Included	<input type="radio"/>		
	Tricks for Trainers <i>Presented by: Bridget Murray</i>	\$175	\$225	Included	<input type="radio"/>		
	Implementing the High/Scope Curriculum in a Family Child Care Program <i>Presented by: Lisa Wasacz</i>	\$175	\$225	Included	<input type="radio"/>		
THURSDAY - JULY 27, 2006 HALF-DAY SESSIONS 8:00 AM TO 12:00 PM	Leaders Are NOT Born, They Are Made! Is Your Leadership in Need of a Make-Over? <i>Presented by: Tricia Kelly-Lynch with Gretchen Cormier</i>	\$75	\$100	Optional	<input type="radio"/>	Add lunch for \$45 <input type="radio"/>	SUBTOTAL
	Creativity is a Way of Life! <i>Presented by: Lynn Manfredi/Petitt</i>	\$75	\$100	Optional	<input type="radio"/>		
	Promoviendo el Aprendizaje por medio de los Juegos en Espanol <i>Presented by: Tamara Reyes</i>	\$75	\$100	Optional	<input type="radio"/>		
	Voyage Around the World in Song <i>Presented by: Peter Stewart</i>	\$75	\$100	Optional	<input type="radio"/>		
	Family Child Care and Pre-K: Making it Work <i>Presented by: Suzanne Williamson with Debbie Moore, Esq.</i>	\$75	\$100	Optional	<input type="radio"/>		
THURSDAY - JULY 27, 2006 HALF-DAY SESSIONS 1:00 PM TO 5:00 PM	Incorporating a Culturally Relevant and Organic Pre-K Curriculum in the Family Child Care Setting <i>Presented by: Dr. Martina Ayala</i>	\$75	\$100	Optional	<input type="radio"/>	Add lunch for \$45 <input type="radio"/>	SUBTOTAL
	Mastering Record Keeping and Taxes for Trainers <i>Presented by: Tom Copeland</i>	\$75	\$100	Optional	<input type="radio"/>		
	Sharing Spirituality with Children of Diverse Faiths (or none) <i>Presented by: Lynn Manfredi/Petitt</i>	\$75	\$100	Optional	<input type="radio"/>		
	Children with Challenging Behaviors: Where do we begin? What helps? An approach based on Fred Rogers' insight into relationships between children and the adults who care for them. <i>Presented by: Hedda Sharapan</i>	\$75	\$100	Optional	<input type="radio"/>		
THURSDAY - JULY 27, 2006 ALL-DAY SESSIONS 8 AM TO 5 PM	Paying Attention Without Stressing (P.A.W.S.) - Building and Maintaining Healthy Relationships <i>Presented by: Sandy Governor with Susan Eckelt, and Elaine Piper</i>	\$175	\$225	Included	<input type="radio"/>		SUBTOTAL
	Walking Your Way Through the CDA <i>Presented by: Mary Tingiris</i>	\$175	\$225	Included	<input type="radio"/>		

ACCREDITATION TRAINING (AT)

WEDNESDAY & THURSDAY HALF-DAY 1-5 PM	THURSDAY, JULY 27, 2006 — Accreditation Observer Refresher Training <i>NAFCC Observer Trainers</i>	\$25	\$40	Optional	<input type="radio"/>	Add lunch for \$45 <input type="radio"/>	SUBTOTAL
	THURSDAY, JULY 27, 2006 — Building the Kingdom <i>Presented by: Eva Daniels with Barbara Sawyer</i>	\$175	\$225	Included	<input type="radio"/>		SUBTOTAL
	WEDNESDAY & THURSDAY, JULY 26-27, 2006 — NAFCC Accreditation Observer Training <i>Presented by: NAFCC Observer Trainers</i>	\$200	\$250	Optional	<input type="radio"/>		

WEDNESDAY: Add lunch for \$45 THURSDAY: Add lunch for \$45

ASSOCIATION LEADERSHIP INSTITUTE (ALI)

WEDNESDAY & THURSDAY ALL-DAY SESSIONS 8 AM TO 5 PM	WEDNESDAY, JULY 26, 2006 — Association Development <i>Presented by: Brenda Ives with Mary Tingiris</i>	\$175	\$225	Included	<input type="radio"/>		SUBTOTAL
	THURSDAY, JULY 27, 2006 — State Association Leadership Development Training <i>Presented by: NAFCC Board members, and Staff</i>	\$175	\$225	Included	<input type="radio"/>		
	THURSDAY, JULY 27, 2006 — Tools for Effective Family Child Care Support Groups <i>Presented by: Cherie Schmiedicke, with Sara Turner</i>	\$175	\$225	Included	<input type="radio"/>		

TOTAL

How to book

You may register using the registration form on the opposite page, or you can visit our website and download a registration form at www.nafcc.org. After completing the form you can...

Mail it to: **NAFCC, 5202 Pinemont Drive, Salt Lake City, UT 84123**
 Fax it to: **(801) 268-9507** (You can only fax the form if you are paying by credit card). If paying by check, please mail the form to the address above.

Payment - We can accept checks, money orders, Visa, and MasterCard. Please make all checks and money orders payable to "NAFCC".

Early Bird Registration - Register by June 16, 2006 to receive early bird rates. Registration forms must be postmarked by June 16, 2006.

Pre-Registration - Pre-registration forms must be postmarked by June 30, 2006. Forms postmarked after June 30, will be processed at on-site rates and must be picked up at the on-site registration desk.

Conference - Saturday Luncheon - To be eligible for the Saturday conference lunch you must register by Friday, June 30, 2006.

NAFCC Membership - Non-members can now take immediate advantage of the member discount rates for this conference by including their membership fee with their conference registration and fees. Membership dues are \$35. Current members can also renew their membership at this time by including their membership dues. Membership forms are available on our website at www.nafcc.org. Also, please note that membership dues may be tax deductible as an ordinary business expense. Contributions and gifts to the National Association for Family Child Care Foundation may be deducted as charitable contributions. Please consult your tax advisor to determine your eligibility and contribution deductibility...

Registration Cancellation - Cancellations made prior to Friday, June 30, 2006 will be fully refunded minus a \$45 administrative fee. Cancellations after this date are not eligible for a refund of any kind.

Please Note - NAFCC has made every effort to create a conference that is developmentally appropriate for the ADULTS for whom it is intended. While we are sensitive to the child care needs of attendees, our conference is NOT designed for children and children will not be allowed in any of the workshops.

2006 NAFCC ANNUAL CONFERENCE REGISTRATION FORM

First _____ Middle _____

Last _____

Name of Business, Agency or Child Care Association _____

Mailing Address _____

City _____ State _____ Zip _____

Country _____

Email _____

Phone (____) _____ Fax (____) _____

Are you a member of NAFCC? Yes No

If yes, what is your member number# _____

Are you an NAFCC accredited provider? Yes No

If yes, how many times have you been accredited? _____

Date of original accreditation (if known) _____

Are you a member of IFDCO? Yes No

If yes, enter conference code _____
If code unavailable, contact kay@ifdco.com

Participant Profile Provider Agency Member Military
 National Organization Other _____

Are you Military? No Yes

If yes, branch: Army Air Force Coast Guard Navy Marines
 Base/Installation _____ Country _____

Will you attend any session presented in Spanish? Yes No

Please list any of your special needs _____

Method of Payment (please check one)			
<input type="checkbox"/> Visa	<input type="checkbox"/> MasterCard	<input type="checkbox"/> Check	<input type="checkbox"/> Money Order
Name on Card _____			
Credit Card # _____		Expires _____	
Signature _____			

Use these prices if you register PRIOR to June 16, 2006.							
Use these prices if you register AFTER to June 16 and BEFORE June 30, 2006.							
Use these prices if you register ON-SITE at the Conference.							
	NAFCC MEMBERS	NON-MEMBERS	NAFCC MEMBERS	NON-MEMBERS	NAFCC MEMBERS	NON-MEMBERS	SUBTOTAL
FULL CONFERENCE REGISTRATION <i>Friday and Saturday. Includes Saturday Luncheon if registered by June 30th.</i>	\$249.00	\$299.00	\$199.00	\$249.00	\$149.00	\$199.00	
FRIDAY ONLY REGISTRATION <i>Does not include Saturday Luncheon.</i>	\$120.00	\$165.00	\$100.00	\$145.00	\$80.00	\$125.00	
SATURDAY ONLY REGISTRATION <i>Includes Saturday Luncheon if registered by June 30th.</i>	\$120.00	\$165.00	\$100.00	\$145.00	\$80.00	\$125.00	
NAFCC MEMBERSHIP FEE <i>Add this amount to your fees to purchase an NAFCC membership and be able to take immediate advantage of member pricing for this conference.</i>	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	
PRE-CONFERENCE ACTIVITIES <i>Take the session fees total from the previous page and insert it here.</i>							
REFUNDS: Cancellations made prior to Friday, June 30, 2006 will be fully refunded minus a \$45 administrative fee. Cancellations after this time will not be eligible for a refund.							TOTAL DUE

International Family Day Care Organisation - Constitution

1. Name and Language

The name of the organization shall be the "International Family Day Care Organisation" (referred to in the document as the "Organisation.")

The official language of the Organisation shall be English. The Organisation will ensure that members have full benefit of the Organisation regardless of their understanding of English.

2. Objectives

To establish an international network of members involved in Family Day Care. To hold an international conference at a maximum 3 yearly intervals. To facilitate an international exchange of information, ideas and methods for the development of Family Day Care through a quarterly newsletter, email and web page.

3. Powers of the Organisation

To encourage participation by Family Day Care providers in relation to membership committees, working parties, etc. To arrange, organise, assist and participate in the provision of exchanges, of information to further the objectives of the Organisation. To obtain, collect and receive money and funds by way of subscriptions, donations, etc to fulfill objectives of the Organisation. To provide assistance (financial or other) where possible to members or others associated with Family Day Care who can further meet the objectives of the organisation.

4. Membership and Voting Rights

There shall be three classes of membership:

1.1 Individual Membership

4.1(a) Full Membership

Open to all individuals working in Family Day Care. Full voting rights and privileges.

4.1(b) Associate Membership

For people who work with, or are closely associated with, Family Day Care workers; and organisations with an interest in Family Day Care. Full voting rights.

4.2 Group Membership

4.2(a) Full Group Membership- limit of 10 per group

For groups or organizations, most of whose members qualify for membership under 4.1(a) and 4.1(b). Voting rights restricted to a maximum of 3 votes per group.

5.0 Termination of Membership

5.1 An Individual or Group ceases to be a member of the Organisation if the member:

- (a) resigns the membership; or
- (b) has not paid the current membership subscription; or
- (c) is expelled from the Organisation.

6.0 Voting Procedure

The Organisation shall ensure that the democratic rights of members are paramount and that as many decisions as possible are submitted to, and decided by, the whole membership.

6.1 Only current financial members are entitled to vote.

Mail or FAX voting, on official voting slips, may be used where it is necessary for the whole membership to vote on an issue, e.g., seeking approval to call a special/extra-ordinary meeting of members. Voting slips received after the due date will be declared null and void. Members will be notified of voting results.

Voting at triennial general meetings shall be done in person and voting results will be recorded by the International Secretary as part of the Minutes of the meeting. Votes counted and recorded will be listed as: for, against and abstentions. Absentee voting will be permitted only:

- (a) to financial members unable to attend meetings, (b) identified "motions".

Motions arising from floor at meeting can be voted on only by members attending meeting. Motions arising from floor may be carried over if members attending deem full membership vote is required. Proxy voting, in writing and signed by the member, is acceptable. A member in attendance at a meeting submits the proxy vote. The number of proxy votes carried by any one member is limited to 5.

7.0 Membership Fees/Finances

Fees for membership will be determined by the Executive committee. A

membership year is from March 1st to February 29th. The International Committee shall decide the procedure for the collection of membership fees.

8.0 Meetings and Conferences

All members of the Organisation have the right to attend and participate in conferences and meetings of the Organisation. The Organisation shall hold an International Conference at a maximum three years interval and hold a triennial general meeting.

Nominations from individuals/organizations to hold the next International Conference at a designated location will be presented to members at the triennial general meeting. The successful nomination would be notified following full written submission to committee within 6 months of triennial meeting the conclusion of the meeting.

The International Conference shall be planned and organized by a committee headed by the International Conference Convenor with input from, and final approval of the program by, the Committee of the Organisation. The triennial general meeting will be held in conjunction with the International Conference at which time elections of office bearers will take place.

The triennial general meeting, and any other meetings, will be conducted by the International Chair (or in the absence of the International Chair, another nominated Committee member in attendance); and minuted by the International Secretary.

Eligible members will be able to vote at meetings by attending meetings or submitting a proxy vote either by post or sending the proxy to meetings with a member of the Organisation.

9.0 Information/Representation

All members of the Organisation have the right to receive all official communications and newsletters of the Organisation. Members wishing to represent the Organisation, or its views, may do so only with the express prior approval of the International Committee.

10.0 IFDCO Newsletter

The newsletter, written in English, shall be used to communicate information relating to the affairs of the Organisation to members. The newsletter shall be issued at least three times a year, or more frequently if approved by the International Committee.

Distribution of newsletter via email will be the organisations desired format excepting members who have no access to computers. Members without online access are required to notify secretary to receive newsletter via post mail. Secretary required to inform regional reps of email addresses for distribution of newsletter.

The cost of printing and distributing the newsletter shall be met from membership fees. Regional representative shall apply for re-inbursement on a yearly basis through form procedures established by the Executive committee.

11.0 The International Committee

The management of the affairs of the Organisation, and the control of its finances, between triennial meetings shall be vested in the International Committee. The International Committee shall consist of:

International Chair
International Secretary
International Treasurer
International Newsletter Editor
International Conference Convenor
Min 4 representatives from each Regional Chapter of the Organisation (Europe, Asia/Pacific, Americas)

Elections of office bearers shall be undertaken at each triennial meeting.

The International Chair shall be responsible for ensuring that the International Committee carries out its functions in accordance with the constitution.

The International Committee shall have powers, on behalf of the Organisation, to:

- Represent the Organisation and undertake negotiations, contracts and agreements as required;
- Receive and manage all monies;
- Establish sub-committees to deal with special projects;
- Engage experts, for special tasks, as decided by the Organisation;

Deal with issues in relation to management of affairs of the Organisation between triennial meetings;
Deal with issues in relation to management of affairs of the Organisation between triennial meetings;
Notifying all members of the request for a meeting;
Securing a membership majority vote to justify the calling of such a meeting;
Notifying member requesting the meeting of outcome of vote;
Convening the meeting if supported by majority of members.

12.0 Office Bearers

12.1 International Chair - responsible for:

Representing the Organisation;
Ensuring that the business and affairs of the Organisation are conducted in accordance with the constitution;
Chairing meetings of the Organisation;
Preparing a report for the triennial meeting;
Casting an additional vote in the event of a tied decision;

International Secretary - responsible for:

Preparing meeting agendas, in consultation with the International Chair, and sending out notices and information relating to meetings;
Taking minutes of meetings and distributing minutes to members within one month of the conclusion of the triennial meeting;
Dealing with correspondence of the Organisation;
Compiling triennial reports of office bearers for distribution to members
Attending the triennial meeting and ensuring inclusion of reports in the newsletter for distribution to all members;
Working in conjunction with other office bearers to conduct the business and affairs of the Organisation;
Preparing a report for the triennial meeting.

12.3 International Treasurer - responsible for:

Managing the finances of the Organisation;
Securing Committee approval for expenditure of funds of the Organisation;
Presenting an audited financial statement at the triennial general meeting;
Maintaining a membership register;
providing a regular up-dated list of members to the International Secretary and International Newsletter Editor;
preparing a list of new members for inclusion in the newsletter.

12.4 International Newsletter Editor - responsible for:

Preparing and distributing a minimum of three editions annually of the newsletter to all members of the Organisation;
Contacting writers of article submitted for final approval if article is edited.
Submitting a draft of the newsletter for comment to the International Chair prior to publication;
Preparing a report for the triennial meeting.

12.5 International Conference Convenor (from host country) - responsible for:

Heading the committee to organise the International Conference;
Liaising with the International Committee for input into the Conference program;
Submitting the draft program and plans for the Conference for approval by the International Committee prior to the Conference;
Providing an evaluation and financial statement to the Organisation following the conclusion of the Conference;
Remitting any surplus conference funds to the next International Conference Convenor.

13.0 Changes to the Constitution

Proposed changes to the constitution shall be voted on by the membership at triennial general meetings, or at a special general meeting called for that specific purpose.
Notification of proposed changes shall be sent to all members at least three months prior to the meeting.
A change to the constitution shall only be effected if more than 60% of those voting are in favor of the change.

14.0 Dissolution of the Organisation

Submissions by member(s) for the dissolution of the Organisation shall be considered by the International Committee.
If, in the opinion of the International Committee, the Organisation is unable to meet its constitutional requirements, a resolution calling for the dissolution of the Organisation, and supporting documentation, will be sent to all members and a mail vote taken.
All members will be sent notification of the results of the vote.

International Family Day Care Organisation - General Meeting

Wellington, New Zealand - 22nd February 2003

Attendance

Tina Millar (secretary), Grace McDonald (Australasian Rep), Mary Pollard, Charlie Rice, Lynn Daley, Amanda McIntosh(Australasian Rep), Carol Stovold, Bron Dekojk, Jo Comans, Michelle Johns, Eleni McDermott, Irmtraut Rhein, Bernie Griffiths, Pam Lines, Lynette Harris, Patrick Merlehan, Cathy Bavage, Kay Jackson (Chair)

Apologies

Jan Sahler (Treasurer), Patricia Murray(European Rep), Kathy Baumgart, Jan Peeters, Chris Ruthven, Lee Dunster (Americas rep), Kate Ramsey, Malene Karlsson, Anne McNellan.

Welcome

Kay Jackson welcomed members and non members. Apologies from delegates attending study tour at time of meeting. Outlined Agenda. Provided information about a discussion opportunity to be held in the lecture theatre on Saturday 22nd for discussions on the future of IFDCO. Introduced attending Executives members and their roles:

- Kay Jackson (Chair)
- Irmtraut Rhein (European Rep)
- Tina Millar (Secretary/acting Newsletter editor)
- Grace McDonald (Australasian Rep)
- Amanda McIntosh (Australasian Rep)
- Brief outline of IFDCO

Business Arising from minutes.

- Constitution for IFDCO needs to be addressed.
Amanda McIntosh
- There appears to be no documentation that the draft constitution has been ratified by the organisation.
Amanda and Tina to investigate as there is no mandate to re-write the constitution.

Reports: Chair: Kay Jackson

IFDCO was invited to join the World Forum Alliance and will be discussing that proposal at this Conference here in Wellington,. We were also invited to participate in the World Forums Conference on Early Care in Auckland, New Zealand back in April last year. This organisation also offered to help us set up a web page to help us keep our members informed. Decisions about a number of these things will make sure that the tasks identified back in August 1999 will finally be completed.

I was contacted by the Union of International Organisations back in 2002 to take part in a survey they were holding to survey meetings of International Organisations. I have the results and will make copies available to interested parties. IFDCO have similar difficulties for collaboration with the International Organisations to see how they have addressed similar issues and that working together may be a way forward.

So I would just like to thank everyone for their hard work over the past three years, the conference organisers, The secretary and everyone else for the way they have supported IFDCO and especially members who have shown their commitment to their profession and their continued interest in learning from each other.

Report accepted and seconded by Jo Comans

Report: Secretary :Tina Millar 1999 – 2003

The past 3 years as secretary the following activities have occurred. All activities and documentation required by the secretary to undertake and dissemination has been done mainly through email. Correspondence has been difficult to maintain on a high active level which I feel is due to the nature of individuals having busy working and private lives as well as undertaking the roles and duties of their post within this organisation.

1. Minutes and reports from the 1999 AGM were documented and distributed to members via email. This email was initially established from a collection of addresses at the 1999 conference an IFDCO address file was created on the address book of my email system. Often members email addresses changed and unfortunately IFDCO was not notified therefore some correspondence did not reach members. A number of letters were sent to these members requesting updates on addresses with no response.

2. Outstanding reports from the following executives were all received bar one from Americas Regional Rep. Ellen Gore.

3. Interim newsletter editor, Lee Dunster, from Canada was unable to fulfil her duties and as secretary I undertook to develop and distribute 5 newsletters to all Regional Reps via email for distribution. I have had only one confirmation from Grace McDonald that she printed out and distributed the newsletters in her region. I am awaiting response from other reps to the level of distribution of the IFDCO newsletter.

4. All correspondence received has been through email. Copies and an itemised list can be made available to members on request. Copies have been filed and will be provided to the incoming secretary. Once again storage of this documentation needs to be addressed.

5. IFDCO web page established on the www.carata.org.au site and is updated 4 monthly. No monthly review has been undertaken. The IFDCO newsletter has not been placed on the IFDCO page.

6. Email executive meeting held during the months of December 2001 through to March 2002. "Minutes" were summarised and presented in the May 2002 IFDCO Newsletter.

7. Draft constitution and Executive standing orders were circulated to all Executives highlighting inconsistencies and queries of roles and duties by the executive.

Under the constitution I now have to step down from my secretarial position and see this not as a sad demise but an opportunity for another financial member of IFDCO to not only continue on with the work I have done but also bring new and fresh ideas to the organisation. I will however maintain my membership and aim to assist in anyway that I can.

To be a part of an organisation requires commitment and volunteer work on a global perspective. For the organisation to be of value and high profile within the Childcare Industry it is imperative that IFDCO has financial members representing all areas of Family Day Care. When I first became involved with IFDCO I realised the value of having such an organisation to promote the professionalism and quality of Home based Childcare. Although

I knew that it may take some of my precious time I appreciated that to become a member it wasn't what can the organisation give to me but what could I give to the organisation to support this valuable service to the community.

My years as Newsletter editor and then Secretary has been taken on with the knowledge of responsibility required by me and I have aimed to abide by the constitution and undertake my duties as well as I could. I urge others to think about taking on a position on the executive however I urge you to be aware that it is a big commitment and needs to be to ensure that IFDCO continues and nomination cannot be taken lightly. A position on the executive is not just for conferences but an ongoing commitment support and promoting IFDCO.

Please note:

At time of this meeting there have been no nominations for positions within the executive. A number of the executives according to the draft constitution cannot continue in those positions they are: Kay Jackson, Tina Millar, Grace McDonald, Amanda McIntosh, Irmtraut Rhein. There has been no nomination for a new host/country for the next conference.

Tina Millar - IFDCO, 2003

Report accepted and seconded by Grace McDonald

Report Treasurer: Jan Sahler 1999 - 2003

I do not have current figures for the account. The bank only sends the statements quarterly. If I get these figures in the next week or so, I will email you the balances of the checking and savings accounts.

The pros and cons of the treasurer's job are as follows;

Pros: I have not found any yet.

Cons: The work is very minimal, but if there were a big insurgence of members, there would be processing of forms, record keeping, and bookkeeping.

My situation is very different. I am retired from childcare and my husband and I travel around the US. I have been doing the position while travelling and relying on my neighbour to forward the mail to me. There has been up to three weeks time for me to receive my mail. I also have to locate a library in many towns to be able to get on-line.

The person who takes this position should be financially able to handle expenses, what ever they may be, out of their own pocket. I have not taken a penny from the treasury.

I would have had an easier time if my computer had not gotten a virus and crashed. It has been hard recreating every thing. That is why I have to wait for statements to be able to tell you what the current balances of the Checking and Savings accounts. I have no idea what will happen to the organisation. I will be willing to continue until a replacement is found.

Janet Sahler

IFDCO Balance Sheet as at 23rd July 2002

Assets

Current assets	
Checking	724.97
Savings	6,954.67
Total	\$US 7,679.64

Liabilities and Equity

Opening bal equity	6,095.14
Net income	1,614.50
Total	\$US 7,697.64

Questions/discussions arising from treasurers report

1. When does the executive actually calculate the conversion
2. Does IFDCO get an independent auditor
3. There needs an independent audit to protect the executive.
4. What is the process for membership
5. There needs to be a common joining time.

Responses

1. No response was given to this query as Treasurer was not present
2. No independent audit
3. Agreed that this needs to be done in future.
4. According to constitution membership forms are sent with fees to Treasurer who works closely with secretary to maintain a data base.
5. Agreed that common joining time be accepted.

Report Irmtraut Rhein - European Representative 1999 – 2003

The idea and the spirit of IFDCO is impressive. We have very honourable objectives in our Draft Constitution:

- to establish an international network for family day care
- international exchange of information, ideas and methods
- education and training of family day care providers

Our headline must be the responsibility for the welfare of children in our countries and throughout in the world. And what could I do as one single person with no budget, no office in Europe – a region with a lot of individual countries, languages, history, political situations, cultures? Not so very much.

For the last three years I have promoted IFDCO throughout my work in conferences, regional seminars, in training programs for child minders and in various articles. Since 2002 I'm the president of the „Tagesmuetter Bundesverband“, the German federal family day care association. This background made it easier to work together with other European associations. In October 2002 we started the first conference in Munich (Germany) with the three German speaking countries: Austria, Switzerland, Germany and Flanders a part of Belgian.

Our themes were:

- qualification and training for family day care providers
- a training program of 160 lessons
- the working conditions for the child minders
- the quality of the regional associations
- the responsibility for the children

In November 2003 there will be the second conference to follow up these themes. The idea is to come to a European Conference in the future. In October 2002 we have held an important German conference together with the German Family Ministry in Berlin. This forced the social, and political recognition and conditions of family day care in Germany.

Our special guests were:

Mrs. Malene Karlsson from Sweden, who will be in Wellington too and Mrs. Dr. Elisabeth Lutter from Austria.

Our aim in Germany is apart from qualifying day care providers for their work to design a job for family day care, all of which must be government approved. I'm sure, that all these activities will help to fill the ideas of IFDCO with life.

Additional comments –

- such a lot of problems with IFDCO at the moment
- list of European members not correct
- complicated to pay & be a member
- need to make a new start with IFDCO
- more people needed to be responsible for regions to break down the problems
- am keen to support IFDCO but cannot be on Executive as I have done this position for two terms and the draft constitution states that I need to stand down after two terms.

Report accepted and seconded by Tina Millar**Report Patricia Murray European Rep 1999 – 2003**

Not received at time of General meeting.

Report Grace Mc Donald - Australasian Rep 1999 – 2003

As the Australasian South Pacific Regional Representative, I present this Report to the Triennial general Meeting of International Family Day Care. My tasks during the past three years have not been without a certain amount of difficulty. I have found that meeting as an International Board presents challenges when people are slow or do not respond to questions and issues raised via e-mail conferences and at other times.

Forwarding information throughout Australia is a huge task. I have found that one of the means of doing this is via the National Family Day Care Magazine, Jigsaw, which is produced quarterly. I have also made contact with Family Day Care Resource Units in every State when I have information that I would like circulated in each State. This information may relate to applications for membership to IFDCO and upcoming Conferences.

With regard to new membership, I have found it quite difficult to convince people of the merits of joining the organisation, and consequently I do not feel that IFDCO membership in Australia has grown. This has been a disappointment and I feel it is something that needs our attention if we are to develop further as an organisation. I think we need to make membership an attractive option with incentives to join. The Membership Fees need to be reviewed and maybe consideration given to a reduction in conference fees for Members.

Circulating the Newsletter within Australia is a huge task. It is expensive to print and distribute to the more than one hundred and fifty people on our mailing list. I am grateful for the support that my Scheme Operator has offered during the past six years by funding the production and distribution of the Newsletter.

I sometimes wonder how the Newsletter is distributed in other countries and whether it is sent out in its entirety.. We should all be extremely grateful for the commitment that Tina gives to her role in compiling the Newsletter, it is a very time consuming task fraught with many frustrations.. I feel that whoever takes over these roles should be aware of the commitment required.

The year 2002 was a particularly busy year in Family Day Care Australia. The Quality Assurance and Accreditation Program was introduced by the National Childcare and Accreditation Council. We understand that there are voluntary Accreditation systems operating in other countries but the Australian model has a unique

aspect to it, in that it is linked to Federal Government funding through Legislation.

The Australian Family Day Care community has embraced this initiative as we can all see the value of continuing quality improvement for children, their families, Care Providers and Co-ordination Units and the Operators of Family Day Care Services.

I ask that this report be received.

Report accepted and seconded by Kay Jackson

Report Amanda McIntosh Australasian Representative
1999 - 2003

Report to the International Family Day Association Wellington February 2003-03-27. Since returning from Glasgow I have been frustrated at the lack of progress I have made in strengthening the Association. I circulated the constitution to everyone I thought might have an interest in rewriting it, but had not replies. I thought that this did not give me a mandate to change it on my own.

I went to the Australian National Conference in Melbourne two years ago, and together with Grace and Tina, ran a stall publishing the Association and inviting people to join. The feedback we received was very positive but people found it difficult to pay and join the association afterwards, and we did not have a facility to take money at the time.

I also attended the World Forum as a representative of IFDCO, and was given just over 5 mins to talk about home based care and the role of IFDCO. I have some concerns with us joining the World Forum and Child Care exchange which I would like to talk about further if the meeting wants to look at membership.

On a more positive note I have been working with groups from Fiji who are starting to look at national standards and training, and I think I may be helping a group in New Caledonia to do the same. Perhaps IFDCO might provide me with a French/English dictionary before we get much further. The New Zealand Association has also made contact with groups in the Cook Islands to see if we can help with resourcing.

I would like to see us expand our membership in this part of the world. However two problems are holding us back. The high individual membership fee (which is expressed in US dollars which makes it even higher), and the difficulty of actually joining. If we can tackle these two concerns I feel certain that there will be a resurgence in interest in IFDCO.

Amanda McIntosh

Reports Lee Dunster and Deb Eaton - Americas Representatives
1999-2003. No reports submitted at time of general meeting.

Resolution

Kay Jackson provided an introduction to the following resolution

- require a commitment from existing executives
- several ways in which IFDCO can work
- not something that we want to do but IFDCO cannot operate as is

A resolution was put forward by Kay Jackson that:

"That IFDCO formally be dissolved as an organisation"

Discussion followed

There was discussion whether or not the organisation should be

dissolved or a working party be established to look at the structure and aims and functions of the organisation. It was agreed to have further discussion with other interested parties and to establish the amount of commitment around for continuing with IFDCO.

Additional comments were made from the floor.

- sad to see the whole thing disappear
- don't want to rush into this
- perhaps set up of a web site
- suggest that each country collect IFDCO memberships
- entitlements not sufficient for what fee is
- questions raised over individual versus organisation membership
- all this needs to be summarised into a discussion paper for the meeting on Saturday 22nd February in auditorium
- canvas whether there are people interested in establishing a working group to address the issues of IFDCO
- in light of issues attending executives remain on the working group as executive committee

Motion

"That the draft constitution of IFDCO be accepted as is and existing attending executives to remain in their positions and form part of the working party"

Proposed Jo Comans, Seconded Cathy Bavage, Accepted.

Discussion

- Membership and fees need to be addressed
- Need to increase membership
- This conference opportune time to get new members
- Difficulty in agreeing on a fee as IFDCO has little to offer at the moment
- Essential that members have email address of working party

Motion

"That there is a conference special fee to join IFDCO at the cost of \$NZ 10.00 in a one off never to be repeated offer to save IFDCO. This money to go towards the development of web page for the purpose of networking (International Collaboration)"

Proposed Kay Jackson, Seconded Charlie Rice, Accepted.

Additional discussion issues

- Agreed motion to be announced at conference meeting Saturday 22nd February
- Expression of interest for working group
- Host country for next conference
- Require new treasurer
- Mary Pollard to collect membership fees
- Role of working party

Working party

Kay Jackson	Scotland
Tina Millar	Australia
Malene Karlsson	Sweden
Grace McDonald	Australia
Carol Stovold	New Zealand
Amanada McIntosh	New Zealand
Irmtraut Rhein	Germany
Patrick Merlehan	Ireland
Mary Pollard	Australia
Lynn Daley	England
Anne Chaffee	USA
Kazuhiro Yamanaka	Japan
Sally Cooper	Australia

Role of working party

- Members of working party to become the "Executive Committee" for the next twelve months
- Establish roles of the working party
- Look at structure of IFDCO
- Address structure within constitution and present amendments where necessary
- Develop web site which will be able to cater for individual regions
- Address number of Reps for each region
- Address membership both individual and organisation
- Develop a network of research
- Support and assist the establishment of the next Conference
- Ensure that more time at conferences for IFDCO meetings
- Working party has a annual review with a meeting in twelve months
- Dissemination about IFDCO to all careproviders.
- Email addresses of working party to be sent out to all financial members
- Focus on conference host country to be main part of executive

Vote of thanks by J Comans for conference and work undertaken by executive. Meeting closed 3.15.

Large Forum Discussion meeting

Saturday 22nd February 2003, Wellington NZ.

Kay Jackson

- outlined the brief history of IFDCO
- what has happened to IFDCO
- Looked at it's aims and objectives
- Forming of a working party

Kay then presented Issues that working party need to undertake.

- Members of working party to become the "Executive Committee" for the next twelve months
- Establish roles of the working party
- Look at structure of IFDCO
- Address structure within constitution and present amendments where necessary
- Develop web site which will be able to cater for individual regions
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- Email addresses of working party to be sent out to all financial members
- Focus on conference host country to be main part of executive

Position of treasurer open

Possible offer from

Anne Chaffee USA
 Patrick Merlehan Ireland
 (To be confirmed)

Next conference: Possible place: Minnesota (to be confirmed)



Notice of AGM

1. **Nomination form for executive of IFDCO**
2. **Absentee voting papers**
3. **1999 AGM minutes**

The IFDCO conference being held in Orlando, Florida July 26 - 29 2006, there will be an AGM. All financial members are entitled to nominate or be nominated to be on the Executive as well as vote for those nominated positions. If you are attending the conference please make yourself known to either Kay Jackson or Blanche Steeples to ensure your eligibility for nomination and voting. The AGM will be held on the Friday July 28 12:30 to 2:00pm. If you are not able to attend the AGM please...

1. Notify Kay Jackson who can then place apologies at the meeting.
2. Forward your nominations for positions on the executive .
3. Forward your absentee voting papers via email Kay Jackson: kay.jackson4@btinternet.com no later than the 14 July 2006.

With thanks - **Kay Jackson** Chair of IFDCO.

Voting papers

Official absentee voting papers

International Chair

International Secretary

International Treasurer

European Regional Representative

A)

B)

Australasian Regional Representative

A)

B)

Americas Regional Representative

A)

B)