

VOLUME 1. ISSUE 6

JUNE 2010

ALABAMA FAMILY CHILD CARE ASSOCIATION

President: Marg Peterson

256-784-6262

Vice President: Claudia Keith

205-680-6701

Secretary: Misty Chambers

256-796-3521

Treasurer: Earlene Mitchell

256-859-9255

Membership Officer: Katrina Lister

256-837-0858

Newsletter and Correspondence- Fran Clampitt

256-772-3284

## From The President

Spring in all its glory and color is here! The flower garden my daycare children planted last year is in full bloom and attracting some very interesting creature to study!! I am sure that your children are having a wonderful time enjoying this beautiful weather, too.

I am excited about the upcoming conferences this summer, and look forward to seeing all of you there!

The Executive Board of ALFCCA has been working very hard toward our Policy Goals for 2010.

1. Our goal to increase communication across the state is being accomplished. We have our on-line newsletter, keeping members "In the know."

Our open door policy for all members to be able to reach their officers and be assured of a timely response is active.

The website with FCCP has been updated and we are in the process of adding more information soon.

Unfortunately, one of our goals for 2010 will not be taking place. We had planned to provide a separate website set up through iWebLogic, but this will not be taking place.

2. Advocacy

We have been working diligently with FOCAL, as well as the Alabama Child Care Alliance, and Voices for Alabama Children to advocate on behalf of children and working families of Alabama.

We continue to be active on the Quality Rating Improvement System in Montgomery. The rating system is still in the process of being created and changes are occurring, but it is coming along nicely.

3. Membership

Katrina Lister our Membership Officer is working on trying to get all members updated and renewed, as well as recruiting new members.

Your Executive Board welcomes your ideas and comments; we are here for YOU. I appreciate each and every one of you, the providers of loving care for the children of our future, and I thank you for your support of ALFCCA.

Please keep in your thoughts the flood victims misplaced in Nashville and Alabama.

*Marg Peterson, President*

## ALFCCA MEMBERSHIP

### New Members

Kay Gillock- Lee County  
Sherry Hughes- Tuscaloosa County  
Luella Riley

### Renewed Members:

Earlene Mitchell - Madison County  
Brenae Dunaway- Shelby County  
Misty Chambers- Cullman County  
Cindy Kelly- Jefferson County

For membership information contact Katrina Lister  
Membership Coordinator:  
256-837-0858 or [k.lister@knology.net](mailto:k.lister@knology.net)

Please contact Katrina with any change of address,  
telephone number or email.

Membership Information:

Local Associations: \$175.00

Licensed Family Child Care Provider: \$35.00

Advocate: (No Voting) \$10.00

**STAND UP FOR ALABAMA'S CHILDREN  
SUPPORT ALFCCA**



# **ALFCCA ELECTIONS WILL BE HELD June 26<sup>th</sup> at the FCCP conference.**

**We need you to please send your nominations to  
Secretary Misty Chambers no later than June 10<sup>th</sup>.**

**We will be taking nominations for Vice President, Secretary and Membership  
Officer.**

**To qualify for office you must be a member of at least one year and be in good  
standing and of good moral character.  
Must support the goals of the ALFCCA.  
You must attend ¾ of ALFCCA meetings.**

**If you know some one that would meet the qualifications and has what it takes to  
strive for quality family child care please take the time to call or email Misty with a  
name.**

**YOUR VOICE MUST BE HEARD IN ORDER FOR ALFCCA TO CONTINUE  
TO GROW.**

**Ballots will be mailed out and you must promptly return them to Misty for the  
FCCP program to count them on Saturday.**

**Misty can be reached at [mimis-place@att.net](mailto:mimis-place@att.net)**

**Or**

**256-796-3521**



**HURRY!!!!!!!!!!!!!!!!!!!!!!**

# CONFERENCE'S

## **FOCUS ON FAMILY CHILD CARE CONFERENCE**

**June 25<sup>th</sup> and 26<sup>th</sup>**

**Auburn, Alabama**

**“ Building Firm Foundations”**



**FEATURING:**  
**The Ooey Goey Lady**  
**And**  
**Debbie Clement**

Program and registration materials are available. You can request a registration package by contacting Peter Miller at 1-334-524-0161 or [millepc@auburn.edu](mailto:millepc@auburn.edu)

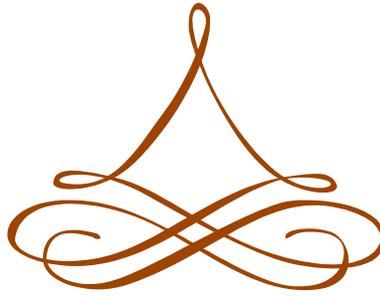
## **NATIONAL FAMILY CHILD CARE CONFERENCE**

**Coming to Nashville Tennessee!!**

July 15<sup>th</sup>, 16<sup>th</sup> and 17<sup>th</sup>, 2010



You can access more information by going to the National Family Child Care website at: <http://www.nafcc.org/> for more conference information.



## **Leadership Series: Striving For A Successful Association**

Leadership styles are as different as night and day. Leadership is a method in which either one person or a group come together and sets standards or rules in which the association will use to influence the way in which the organization will be run. It has been found that leaders possess certain skills and qualities that help guide their members towards the mission of their association. Leadership positions are an association's biggest asset.

Good leaders are concerned about the connection among its membership and the ability to balance what is best for the association and its members. Effective leadership begins with a vision towards the future, and change. Many family childcare association fail because they become content with the way things have always been. Childcare is a profession that changes frequently; we must always have a vision for the future and a willingness to change. Good leaders do not try to control every decision made, they respect the opinions of its membership and have a willingness to listen and share the member's visions as well.

An effective leader is one that has been trained to lead. Not all people have leadership abilities. They normally work their way up through the ranks of the association learning all aspects of how the association runs. They want to learn all they can about the profession they have chosen and pass this information on to others in the field. This said it takes all kinds of people to run an association; it takes a leader willing to teach those that are coming up under them. Lets talk about the four types of leadership styles.

1. **Authoritarian/ Dictator-** This type of leader wants to be in complete control of all decisions of the association. This can be a plus in a young organization just starting off, but will be a problem with an association with experienced leaders already.
2. **Coach** This type of leader is always in charge and makes all final decisions, but does share the details of decisions, ask for suggestions and supports progress that is made. This type of leadership role again will work great with an inexperienced group but will become a problem when working with other experienced leaders. These leaders enjoy being in charge and are able to make decisions on the good of the 'membership' not the individual.
3. **Facilitator-** Works towards task accomplishment with other members. These leaders are very 'people' oriented and need the acceptance and approval of the membership.
4. **Delegator-** is able to turn over decision-making and problems solving to other members.

When an association is young, the more experienced and assertive members usually are the ones that take charge. We must be very careful to not let this harm as recruitment effort of other members

An effective leader recognizes that their success is determined by the strength of the association when they leave. If the leader did their job well the association will continue to flourish and grow and the leader will know they did their job. This is the true test of an effective leader! What is your style of leadership? Take some time and think of a leader you know and list some good characteristics of this leader, then think of one that shows poor characteristics and list some of theirs characteristics. Now compare and decide where you may be in your leadership roles.

**Please if your organization does not have this book order it now. I have never found one as good as: Getting It Right ... The First Time**

**This is a wonderful leadership handbook that I recommend every association executive board should have. It can be ordered from PathFinders Unlimited, Inc. at 954-587-6735.**



## **PROVIDER TIPS:**

Take your bananas apart at the stem when you get home from the store. They will not ripen as fast.

Heat up leftover pizza in a non-stick skillet on med-low heat till warm. No more soggy crust!

A Dab'll Do It!

Painting something small? Give each child just a dab of paint in a milk jug lid. Less paint will be wasted and cleanup's easy- just toss in the trash.

Submitted By: Manuela Jenkins, Montgomery Provider  
From website: [www.kidszone.ws:80/](http://www.kidszone.ws:80/)

## Childcare Websites:

[www.humsci.auburn.edu/fccp](http://www.humsci.auburn.edu/fccp)- Family Child Care Partnership- Assisting family childcare providers with raising the quality of child care services they deliver.

[www.focalfocal.org](http://www.focalfocal.org)- FOCAL provides advocacy on behalf of low- income children and families of Alabama, and also advocates for quality in the childcare field.

Alabama Association For Young Children- the AAYC is dedicated to improving educational opportunities for children birth through age 8 by offering professional development to the early childhood community. [Melissa.werner@Athens.edu](mailto:Melissa.werner@Athens.edu)

National Child Care Information Center- [www.nccic.acf.hhs.gov](http://www.nccic.acf.hhs.gov) - Is a service of the Child Care Bureau and is a national clearinghouse and technical assistance (TA) center that provides comprehensive childcare information services and TA services to childcare and Development Fund (CCDF) Administrators and other key stakeholders.

[www.RedleafPress.org](http://www.RedleafPress.org)- Resources for Child Caring

[www.alavoices.org](http://www.alavoices.org)- Documents and tracks the well being of Alabama's children.

Consumer Product Safety Commission: [www.cpsc.gov](http://www.cpsc.gov) - Provides updates on defective products and recalls.



## LOCAL ASSOCIATION NEWS:

### **Montgomery Home Child Care Association: Takeisha Searcy**

The ALFCCA wants to thank MCHCCA for helping with our cookbook fundraiser. Takeisha reports the association is in the process of putting together a major fundraiser for their association. Takeisha Searcy has been elected President we welcome her into her new leadership role. Manuela Jenkins remains as Vice President, Lynne Moody is Secretary and Yolanda Green is Treasurer. The MCHCCA held its Provider Appreciation celebration at their monthly meeting. A special presentation was awarded to Lilly Hood for her years of dedication to the MCHCCA and her work with state agencies and other associations. Congratulations Lillie!

**DeKalb County Home Childcare Association:**  
**Contact: Brenda Blansit**

Brenda is reporting a very declining child care situation in DeKalb County. This area has long been known for it's textile factories and has had numerous closings the past few years. I appreciate so much all Brenda's efforts in helping ALFCCA in her area.

**Madison County Home Child Care Association:**  
**Earlene Mitchell, President**

The HCCA is looking forward to an exciting year of upcoming events. One such event will be the National Family Child Care Association Conference right up the road from us in Nashville on July 15<sup>th</sup>-17<sup>th</sup>, 2010. We are really excited about the opportunity that Alabama can make a great showing. Some of the events we are planning for this year are:

1. The Family Child Care Partnership Conference, Auburn AL.
2. The National Family Child Care Conference

We are very grateful to the ALFCCA association for their fundraiser efforts that benefited HCCA also. They were able to raise \$190.00 for their scholarship fund.

We are looking forward to a summer of wonderful family child care conferences; hope to see many of you there for networking.

**HATS OFF** to the Madison County HCCA on being the best sales team! We thank them so much for making the cookbook fundraiser such a success.

**Jackson County:**  
**Robin Taylor**

The Jackson County HCCA meet quarterly and they have 5-hour meetings. Guest speakers such as DHR and Helping Hands of North Alabama offer their support. A thank you from ALFCCA to Robin and the Jackson County Association for their help with selling cookbooks!

**Lee County:**  
**Margaret Jackson**

The Lee County HCCA sold all their cookbooks, thanks for all your help on this project! The LCHCCA will be having a Family and Friends picnic on August 14<sup>th</sup>.

## **Morgan County:**

### **Marg Peterson**

Marg has been very busy in her new role of President of the ALFCCA; she is looking forward to recruiting some of the Morgan county providers as ALFCCA members.

## **Jefferson County:**

### **President: Patricia Upton**

Thank you to the Jefferson County HCCA on helping with the ALFCCA Cookbook Fundraiser! All meetings (Unless indicated) are at Bruno's Grocery Store on the corner of Lorna Rd. and Hwy. 31 in Hoover

The Jefferson County Association focuses on the needs of family child care providers and is run by family child care providers.

Yearly dues are \$20.00 and the benefits include:

1. Monthly trainings to fulfill licensing requirements.
2. A chance to network with other providers.
3. A to be understood by your peers.
4. Share concerns, and get answers to your questions.
5. Monthly reminders about meetings.
6. Non-members can attend training for \$5.00 per session.

## **Shelby County:**

### **President: Patsy Kendrick**

We celebrated Provider Appreciation Day at O'Charleys on Hwy. 119 with a provider banquet and spa treat. We had a mini- workshop talking about how Provider Appreciation Day came to be. Our last meeting before summer break will be May 20<sup>th</sup>. Look forward to seeing everyone at the Auburn Conference.

The ALFCCA would like to thank SCHCCA for their willingness to help with our cookbook fundraiser.

## Thoughts to Ponder

Sometimes a library of words cannot say what a hug can.

The plastic ring a small child gives a friend is worth a million bucks.



The Alabama Family Childcare Association would like to recognize **Mae Gillispie** of St. Clair County as the provider of the quarter for her dedication to children and working families of Alabama.

I had the wonderful opportunity to speak with Ms. Gillispie and found us to have had a similar childhood, one filled with make-believe play. We both made beautiful mud pies made with clovers and good old dirt; our dishes were what ever got thrown out such as jar lids for plates, cans and so forth. It was a joy talking with this wonderful provider. Mae's daycare children are very fortunate to have such a fine lady caring for them. Thank you Mae for so many wonderful memories!

Mae was born in St. Claire county and lives in Ashville Alabama. She was with the Headstart program for eleven years before becoming a licensed family child care professional. She has been in business for 3 years. Mae is currently seeking her Accreditation through the Auburn Family Child Care Partnership program. She has been a member of ALFCCA for 3 years and heard about the association through her mentor Cindy Kelly.

Mae is a very hands on teacher with her children and loves her job because she gets to interact directly with those in her care. She really enjoys the "teachable moments" that occur during her day. She is licensed for infants through twelve years.

Mae is married to "Cleo" and has one daughter Carol. She and her husband are both from large families. Mae is the youngest of ten children. She has worked with the youth of her church for over forty years.

The ALFCCA thanks Mae for her support to our organization and congratulates her on professional achievements in the family child care field.



**CONGRATULATIONS MAE!!!**

# ALFCCA BUSINESS NEWS:

The ALFCCA met in Montgomery at Family Guidance for its regular executive board meeting. Present was Marg Peterson, Misty Chambers, Katrina Lister, Fran Clampitt, Advisory Board member Teumbay Barnes whom hosted a delicious lunch for all in attendance. Special guest included Takeisha Searcy the new Montgomery HCCA President, as well as Manuela Jenkins the vice president and Earlene Mitchell. President of the Madison County HCCA.

Marg Peterson called the meeting to order. Takeisha Searcy led us in prayer. Misty Chambers read the meetings from the last meeting and they were approved. Katrina Lister gave a membership report. Marg Peterson read the treasury report.

## Old Business:

The board discussed the vacant treasurer's position. Nominations for several positions will be coming up in July. They are Vice President, Secretary and Treasurer. If anyone would like to nominate someone for one of these positions please get in touch with a board member. In order to hold an officers position they must be an active member of ALFCCA for 1 year and be in " Good standing and of good moral character." They must support the goals of the ALFCCA. Must attend at least  $\frac{3}{4}$  of meetings held. The terms are for 2 years.

Claudia Keith, Vice President had given her brochure translation project in Spanish to Marg prior to the meeting. We decided more time was needed to get it completed.

The FCCP Conference will be held in June and we have specific duties we are in charge of. Marg went over the things we need to be responsible for.

## New Business:

The board voted to appoint Earlene Mitchell as Treasurer of the ALFCCA until elections are held in June. Earlene accepted and was voted in by members present.

Fran reported on the ALFCCA policy goals that we have met so far. Fran reported progress has been made with the:

1. Creation of an on-line newsletter with FCCP.
2. The creation of an open-door policy in which members know they can reach their board members and will be contacted within 24 hours of their call.
3. The ALFCCA has worked diligently with the Department of Human Resources on the Quality Rating Improvement System.
4. Working with FOCAL and The Alabama Child Care Alliance on child care issues that face families and child care professionals.
5. We have provided a payment plan for its members to help during the economic hard times that child care providers have been facing the past few years.
6. The ALFCCA has attended at least 50% if not more of child care meetings and conferences in the state this year so far.
7. We are in the process of gaining new members as well as renewing past members.
8. The ALFCCA has worked very hard to obtain scholarship funding for the NAFCC conference to be held in Nashville, we have made scholarships available to our members.

Marg reported that the A+ Cookbook fundraiser has been a success. We would like to thank all that helped with this first major project for this board.

Provider Appreciation Letters will be sent out by email to all members.

The next meeting of ALFCCA will be held at the FCCP conference on June 26<sup>th</sup>.

The meeting was adjourned.

Editorial: Fran Clampitt

I have had the immense joy of helping the Executive Board of ALFCCA this past year and cannot express how proud I am of their dedication to growing this association. It has been such a pleasure to watch the ALFCCA meet the majority of its 2010 policy goals, and to help obtain scholarship funding for Alabama providers to be able to attend the national as well as FCCP conference. It seems we have been on a roller coaster ride, and family child care is benefitting from this. We were fortunate to have maintained subsidy funding for the year so far, and this was due to all the advocacy efforts working with FOCAL, The Alabama Childcare Alliance and Voices.

Family child care had new opportunities open up to them from Early Headstart. DHR has been very supportive of our ideas and concerns on the Quality Improvement Rating System; I was very proud that our voice was heard and respected and thank DHR for the opportunity to have our state president on the QRIS committee.

I would also like to thank Lillie Hood for all her dedication as well on DHR committees. Lillie has been working as long as I have on family child care issues and neither of us will tell you how long that has been! Lillie also served as President of the Montgomery HCCA for many years.

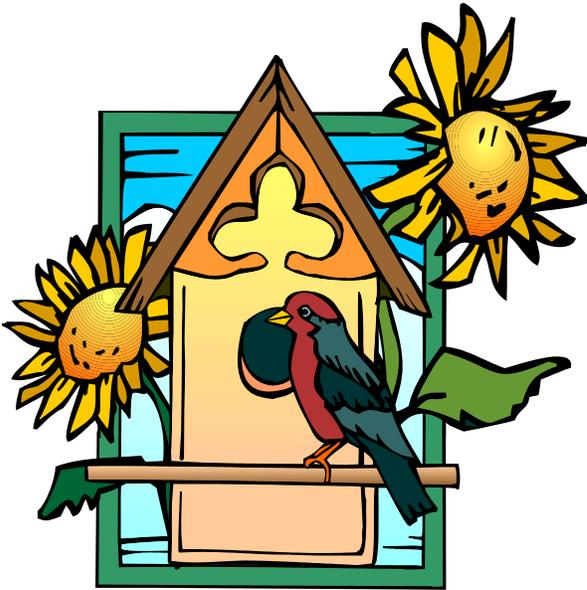
Thanks to all the family child care profession for allowing me the opportunity to remain active and advocate for the children and child care families of Alabama.

THE ALFCCA WOULD LIKE TO THANK Childcare Educational Resources, Childcare Resource Network, Auburn Family Child Care Partnerships, FOCAL; Jefferson County Child Care Resource for their help with our cookbook fundraiser!



# THANK YOU

The ALFCCA would like to take this opportunity and thank The Department of Human Resources Richard Hardison, and Auburn Family Child Care Partnership for the scholarships that has allowed those family child care providers that wish to attend the NAFCC and FCCP conferences to do so. This is a wonderful opportunity for Alabama providers and we hope that you will take advantage of the scholarships.



Have a  
wonderful  
summer.

**The Alabama Family Child Care Executive Board**