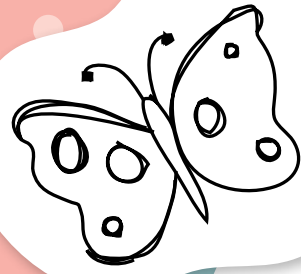


nicma

annual review
2009-2010





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Chair's Report



It has been my great pleasure to be Chairperson of NICMA since the Annual General Meeting in October 2009.

2009 was a momentous year for NICMA as the organisation celebrated its 25th Anniversary and took time to reflect on, and acknowledge, the sterling work that has taken place over that time.

Many activities took place that highlighted the work of the organisation and its members; among the events NICMA climbed Ben Nevis, had a finger painting world record attempt and an official ceremony at Hillsborough Castle.

At the heart of the organisation is the core belief that children thrive when they are looked after by people who can provide a warm, stimulating and consistently child focused environment. To this end NICMA has developed a range of services that can support and assist their members to offer a high quality service to children and their families that is both flexible and professional.

Throughout the 25 years NICMA has sought to advocate for Childminders, raise the profile of Childminders and promote choice for parents when planning for the care of their children outside of the immediate family.

NICMA has seized all opportunities to respond to the changing needs of families and Childminders. This includes multi-cultural resources, training, business advice and, most recently, promoting Childminding in rural communities.

An up-to-the minute website now promotes Childminding on a global and local level and gives members the opportunity to advertise their business directly to the families in their area.

A superb, skilled and professional staff team has been created to enable all areas of the country to receive equality of service and support. This has required careful financial management, but is essential to the service offered.

The next few years will present many challenges to all of us but by working together, as a strong and committed team, NICMA and its members will rise to those challenges.

Liz McCorkell

Chairperson



Director's Report

This year has been a very special one for NICMA. **25 years of supporting and developing the Childminding sector** has seen many changes, both in the early years and childcare policy arena, as well as in the actual delivery of high quality childminding for children and families. As well as continuing with our strategic objectives during the year, we have also tried to raise the profile and celebrate everything that's good about Childminding and show how **Childminding really has touched the lives** of many thousands of children and families over the years.

We have continued to invest in our **Media & Public Affairs strategy** and believe that the much higher profile of Childminding in the public and political arena over the last few years has paid dividends. We have lobbied for a number of years about the absolute need for Childminders to hold public liability insurance cover and were pleased this year that the Northern Trust made it a mandatory requirement of registration, bringing them into line with the rest of Northern Ireland.

Rural families have traditionally faced difficulties in accessing suitable childcare and we were delighted therefore that the **Rural Childcare Programme** through DARD recognised the value of developing Childminding as a solution to rural families childcare needs. The funding awarded for a pilot/demonstration project for a time limited period of 16 months will allow NICMA to target those rural communities most in need of new Childminding provision. The project will also enable us to deliver and evaluate a Childminding Recruitment & Training model that can be replicated in other communities beyond the life of the project.

NICMA's **Childminding Network scheme** continues as a model of good practice within 11 of the Sure Start

programmes. With the first Networks now established for nearly 3 years it seemed appropriate to carry out the first evaluation of the Childminding Network model to examine how they are helping Sure Start to achieve its objectives through the delivery of home-based childcare. In the year ahead we will be launching the report and taking on board any recommendations arising from the evaluation.

As I write this report we await the introduction of a **new Childcare Strategy** and hope that it will address those fundamental issues facing the sector which impact not only on the quality and quantity of provision, but also on parents' ability to return to employment. We still face serious shortages in Childminding provision, there are many barriers to registration and there continues to be a lack of investment and policy direction with regard to enhancing quality through training. These issues must be addressed if we are to improve outcomes for children and offer equality of access for women entering the labour market.

To continue to thrive as a strong, stable voluntary organisation requires commitment and hard work from a range of individuals working as part of a wider team - the newly established **Board of Trustees, the Childminding Advisory Council** ensuring that the members' voice and issues are represented and a **dedicated, enthusiastic staff team**. Everybody involved must be commended for their continued efforts to ensure that Childminding is the best option for children!

Bridget Nodder

Director

Childminding Development



The right for families to have access to affordable quality childcare is fundamental to Northern Ireland's future economic prosperity, to tackling child poverty, and to achieving the best possible outcomes for all children. Childminding is the most affordable and the most popular full time daycare option for working families in Northern Ireland. It accounts for nearly **60%** of fulltime daycare places and **37%** of all childcare places here but there still remains a serious shortage of registered Childminders. Many Childminders in Northern Ireland also face lengthy delays when they apply to become registered.

In an attempt to improve the situation NICMA's **Childminding Development team** were set a number of key objectives linked to the recruitment and retention of Childminders over the period of this report. Table 1 indicates the key objectives and associated outcomes.



'Big into Baby' Event September 2009 facilitated by Clare McGillion and Clare McKay



Fey Clarke, Childminding Development Officer NHSCT attending a Rhymetime session in Rathcoole during NICMA Week

Table 1. NICMA Childminding Development Team Targets and Outcomes for the period April 2009 - March 2010

TARGET	OUTCOME
Increasing number of Childminders in all Health and Social Care Trust areas	<ul style="list-style-type: none"> • 3760* registered Childminders at 31.3.10 – increase of 4.3% on last year • 19,062 childcare places - increase of 16.9% Childminding trends show a decrease of 3885 (19%) in Childminding places from March 2001–2009; however in March 2009, figures have increased for the first time in 5 years <p>*unconfirmed statistics</p>
Identifying areas in need of increased Childminding provision and targeting those areas with a recruitment and publicity campaign	Providing Information & Advice about Childminding as a career through a wide range of mediums including information sessions, local press, websites and newsletters.
Offering one to one mentoring support to prospective and newly registered Childminders	<p>701 prospective/newly registered Childminders were offered 1-1 mentoring over the course of the year of which 252 (36%) were registered at 31.3.10 and 260 (37%) registrations still pending.</p> <p>12% of learners dropped out for various reasons including registration delays</p>
Enhancing the quality of Childminding provision through promoting access to training and accreditation schemes, encouraging attendance at Childminding support groups and Childminding drop- in centres	<p>The team facilitated:</p> <p>22 Pre-registration training courses with 440 attendees and signposted a number of Childminders to various training programmes and NICMA's Quality First accreditation scheme</p> <p>114 visits were made to Childminding Support Groups with funding secured to support their work totalling over £5000</p> <p>3 new Childminding Support Groups were developed in year including Antrim town, Aghalee/Ballinderry and Glengormley</p>
Representing Childminding within local communities, providing locally based information and advice	<ul style="list-style-type: none"> • 40 NICMA Week events co-ordinated and delivered in partnership with local Childminding support groups, drop-ins and individual members • 1096 enquires from prospective Childminders interested in career options; registered Childminders and parents looking for childcare 4,840 'Choosing a Childminder' publications issued • 11,205 posters, leaflets and postcards disseminated



Barriers to Childminding Registration

NICMA have identified that many prospective Childminders are facing a number of barriers linked to the completion of the Childminding registration process. This is having a serious effect on Childminding recruitment. In December 2009, NICMA carried out a survey of newly registered Childminders which found:

- Respondents faced an **average wait of seven months** to obtain their registration certificate
- just **one in five** prospective Childminders **had their registration processed within the three-month period** stipulated in legislation;
- **one in five waited ten months or longer;** and
- **Just over half (54%) felt the wait time was too long.**

The effect of these lengthy registration delays is twofold: it is likely that many prospective Childminders simply give up and quit the profession. Secondly, long delays in the process are providing an incentive for Childminders to remain unregistered, putting the children they look after at potential risk.

There is little doubt that these delays are contributing to the large number of **unregistered Childminders** in Northern Ireland. This same survey indicated that just over **one third (35%)** of respondents said they knew of at least one unregistered childminder operating in their area and **17%** said competition from unregistered Childminders was having an impact on their business. A higher proportion of respondents in the Western and Southern Trust areas reported this problem. The impact of viability of Childminding businesses is a real cause for concern especially for those newly registered Childminders setting out to establish themselves. This will be a key focus of NICMA's work in 2010/11.

One respondent, who waited nine months and considered giving up, commented:

“After the [pre-registration] course, I was really motivated and had everything ready to start working, but then I had to wait for months. I had to find other sources of income, and lost my focus on becoming a childminder.”

NICMA's Childminding Advisory Council

In 2007 NICMA carried out an internal review which in turn led to changes in the overall governance of the organisation. The previous NICMA Executive Committee was replaced by a new Board of Trustees in an attempt to bring a more diverse range of knowledge and skills to NICMA and to support the long term sustainability of both the organisation and the Childminding sector. NICMA recognised the importance of retaining the Childminding voice within the new Board structure and 25% of board members are Childminders.

In order to ensure that a wide range of 'grass roots' issues for Childminders were fed back through to NICMA's Board of Trustees, senior management and staff team NICMA set up a Childminding Advisory Council. The Advisory Council met for the first time in May 2008 and continues to meet 4 times a year, on Saturday mornings rotating locations to accommodate members from across Northern Ireland. Key pieces of work carried out to date have included:

- Setting suggested annual Childminding charges
- Developing a committee procedures manual
- Reviewing the NICMA membership pack
- Participating in NICMA 25th anniversary events
- Promoting Childminding recruitment and NICMA membership services
- Reviewing the NICMA group constitution
- Fundraising and negotiating Childminding discounts
- Supporting NICMA week activities
- Supporting the development and dissemination of the Group newsletter and the Parent's newsletter.



NICMA Childminding Week 2009

“Promoting Children’s Language in a Home-Based Environment”

In 2009 NICMA linked up with **Bookstart** and **Libraries NI** to invite Childminders and their minded children to a number of special Rhymetime sessions run by library staff. NICMA Week events are organised on an annual basis to raise awareness of how registered Childminders promote children’s learning and development in a home-based environment. Bookstart Rhymetime sessions are activities designed to encourage parents and carers to share rhymes and songs with babies and young children. Sessions incorporate a mix of songs, rhymes, rhythm and movement and provide an opportunity for adults to interact with children and promote language and movement in an enjoyable way.



Foyle Childminding support Group, Waterside Library Derry



Rhymetime Session, Buttercup Toy Library, Limavady

Liz Canning, Bookstart Manager commented:
“We are delighted to welcome Childminders and children to these events and hope that they will continue to attend the regular Rhymetime sessions held at libraries across Northern Ireland. Sharing rhymes together is fun in the library, in the home, out walking or in the car and so these events fit very well with the NICMA Childminding week theme.”



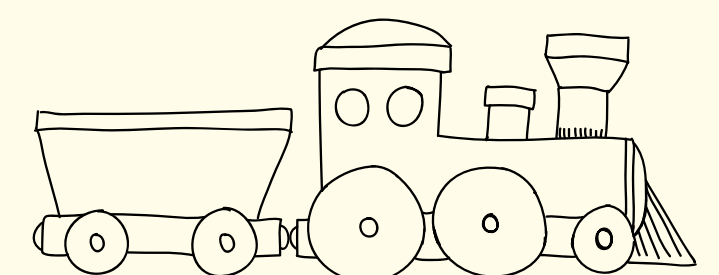
Ballynahinch Childminders presenting a cheque to Carter Barr, who suffers from Duchenne’s Muscular Dystrophy



Banbridge Childminding Support Group Teddy Bears Toddle

Promoting Accessible Rural Childminding

With funding from DARD through the Rural Childcare Programme, NICMA’s newest project will promote and encourage registered childminding in those rural areas most in need of additional childminding provision. Individuals will be encouraged to consider childminding as a profession and provided with a range of support and training to help them set up their small childcare business. The project will also ensure that rural agencies involved in or affected by childcare will have a voice and a part to play within the project.



Training and Quality Initiatives

NICMA recognise the wide knowledge and complex skills required by home-based Childminders in providing a quality family day care service to children and families. We believe that high quality, accessible, affordable and relevant training should be available to all registered Childminders.

NICMA's Training department continued to deliver a range of training and quality initiatives throughout the year; this is despite NICMA receiving **NO** core funding towards enhancing the quality of Childminding provision through training. All of NICMA's funding for training has to be applied for year on year and as a result of successful funding applications to various sources, the value of the training delivered by Training department staff was **£68,463** as per the audited accounts.

This year **60** courses were delivered to a total of **775** learners. Although this shows a drop in the number of courses delivered there has been a marked increase in the number of longer courses delivered i.e. courses delivered over 8 modules. Two of the Introduction to Home-based Childcare courses were delivered to Approved Home Childcarers and 2 were delivered in Polish in the SHSCT Area.

The table below shows a sample of some of the courses which were delivered this year in comparison to the year previous.

Course Title	2009 - 2010	2008 - 2009
DE Developmental Programme for 2 Year Olds	4 courses delivered – 60 learners	5 courses – 56 learners
Introduction to Home-based Childcare	16 courses delivered – 192 learners	12 courses – 158 learners
Caring for Children with Additional Needs	5 courses delivered – 84 learners	2 courses – 27 learners
Start to Play [new for 09/10]	6 courses delivered – 78 learners	–
Learning through Play	4 courses delivered – 35 learners	3 courses – 18 learners
Quality Business Start	4 courses delivered – 33 learners	2 courses – 23 learners
Quality First accreditation	15 Childminders achieved their Quality First award @ level 3	17 Childminders achieved their Quality First award 13 at level 3 and 4 at level 2

Many of those childminders who have completed training with us this year really enjoyed the experience and were able to put their learning into practice.



In addition to the training delivered by the training department staff the childminding development and network staff delivered the following:

Childminding Network Training	40 training workshops / courses were delivered to 294 Childminders and 146 children within the Sure Start Childminding Networks.
Childminding Development team	The Childminding Development team delivered 22 Pre-Registration courses to 440 prospective Childminders.

“Developmental Programme for Two Year olds” Training Course

NICMA tutors delivered this course for the first time to registered Childminders who lived in the Southern Health and Social Care Trust area. The course was fully funded by the Southern Area Childcare Partnership (SCP) Early Years Development fund.

“I have thoroughly enjoyed this course, interaction with the rest of the childminders was great, learning from their experiences and taking new ideas on board too”

13 Childminders accepted places and completed the course. They agreed that all of the children in their care benefited from them attending the training. The training consists of 8 Modules which include:

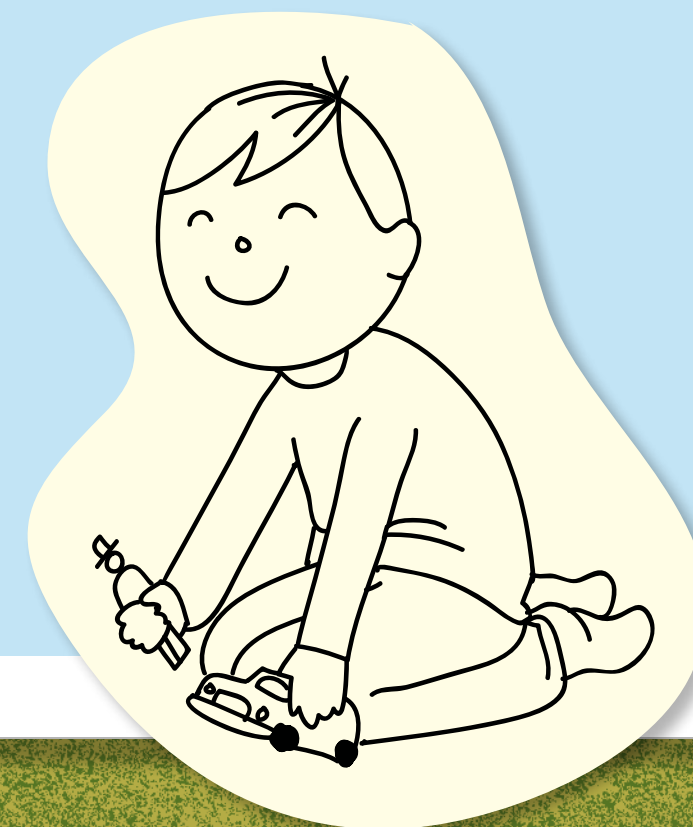
- Introducing the Two Year Old Child
- Value of Play / How Young Children Learn
- Influences and Innovations / Creativity
- Learning together in partnership with parents communities & other professionals

Although the training was aimed at children aged between 2 years & 2 months – 3 years & 2 months, due to the nature of the childminding environment, children up to the age of 12 years were also able to benefit. In total:

- 21 children aged 2 years & 2 months – 3 years & 2 months benefited from the knowledge gained
- 32 children under 5 years and 19 children over 5 years benefited from the knowledge and skills gained by the childminders

A detailed evaluation was carried out with childminders, parents and children during and after the course was delivered which produced very positive findings.

“I am now more aware that a 2 year old is constantly looking for information i.e. extending their knowledge, stimulation, excitement, involvement and exploration.”



Supporting families through Sure Start Childminding Networks

There are 11 **Childminding Networks** attached to Sure Start programmes in Northern Ireland which are jointly managed by NICMA and by each of the respective Sure Start programmes. A Childminding Network is defined as:

...a formal group of registered Childminders who are recruited in a particular geographical area and assessed and monitored to quality standards by a Childminding Network Co-ordinator. The Network is a means of ensuring that Childminders provide a high quality care and education service to children and families. A Network can consist of between 10 - 30 Childminders, depending on local requirements, providing up to 90+ Childminding places.

The networks in Northern Ireland are modelled fairly closely on those approved by the National Childminding Association in England and Wales. They are all underpinned by a commitment to enhancing the quality of care of their members.

Childminding Networks are attached to Sure Start programmes in the following areas:

Clogher Valley
 ABBEY (Newtownabbey)
 G-old (Cookstown area)
 Shantallow (Derry)
 Little Hands (Derry)
 Strabane
 Horizon (Carrickfergus & Larne)
 Splash (Lurgan & Brownlow)
 Coleraine
 Blossom (Portadown)
 Arke (Keady, Armagh, Callanbridge)

Childminding Networks have significant benefits for parents, children and Childminders including:

- Provision of childcare places, enabling parents to return to work or training, or to continue in their employment/training
- Reassurance for parents that their children are being well looked after
- The provision of back-up care through the network if a child's usual childminder is sick



Key benefits of the networks for children:

- The enhancement of the quality of care provided by Childminders who are network members, in particular, through access to training
- The variety and quality of activities provided for children by network members
- The opportunity for children to mix with other children at the network drop-ins
- The opportunity to go on outings organised by the network which parents either could not easily afford or could not easily manage to organise themselves
- Improvements in all areas of children's development including social skills



At 7.3%, Strabane has one of the highest levels of unemployment in Northern Ireland. In December 2007, the Strabane Sure Start centre teamed up with NICMA to appoint Clare McGillion as a part-time Childminding Network Co-ordinator. Clare quickly discovered that just

20 registered Childminders were active in the town and that there was a clear shortfall in provision.

So she set about persuading suitable individuals to take up a career in Childminding. Within just over 2 years, she had recruited 10 new registered Childminders. In effect, she had increased the number of registered Childminding places in the town by 50% - a huge boost for parents hoping to access job opportunities who want to use quality childcare.

“Touching Young Lives”

A toolkit to Support Early Learning in a Home-Based Setting

In October, as part of NICMA's 25th Anniversary Conference, the Minister for Education, Caitríona Ruane launched “TOUCHING YOUNG LIVES” a toolkit for Childminders.

NICMA devised this developmentally appropriate toolkit for Childminders to use in their own home. It provides a common framework and practical tools that will help all Childminders realise the learning potential of activities and experiences offered in a home-based setting. This will assist Childminders in the planning and implementation of natural and planned learning opportunities within the home which will improve the experiences of the young children for whom they care.

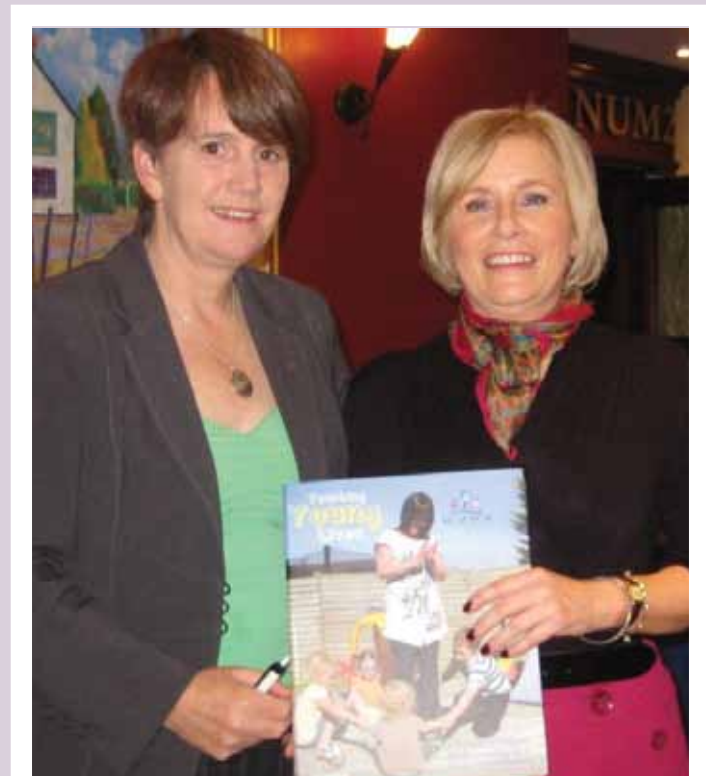
A training course ‘Promoting Early Learning & Well-being in Home-Based Settings’ was also developed to support the implementation of the toolkit into the everyday routine for Childminders.

“NICMA's dedication to the professionalism of the workforce that it supports, and its continued efforts to ensure that Childminders are promoted and skilled in order to provide an environment which is increasingly of better quality, is to be commended. The quality of the care provided is so important, and training of the childcare workforce, including Childminders, plays a vital part in ensuring continuing levels of quality and I am proud that my Department supports NICMA in furtherance of these aims and objectives”.

Caitríona Ruane, Minister for Education

‘The average childcare worker creates more than £7 in economic value for every £1 they earn – rising potentially to more than £9 if the social benefits of childcare are also included.’

New Economics Foundation 2010



Childminding Membership Services

NICMA is a membership organisation and professional body working to support and develop quality home-based childcare for the benefit of children, families and communities.

We provide a full range of support services for Childminders and home-based childcarers which all help to enhance the quality of the childcare.



offered as part of the annual Membership package. Average 'hits' to the site have increased to around 300,000 per month, showing a growing interest in the services we have to offer.

NICMA Membership

NICMA Childminding membership has dropped in - year with a decrease of 5% - this is mainly due to natural wastage within the sector but also can be attributed to the economic difficulties Childminders find themselves in. To try and counteract this downfall, this year we introduced a number of incentives to encourage Childminders to continue with their membership including loyalty discounts and a price freeze on membership fees for the 3rd year running. As a result, we recruited **466 brand new members** throughout the year.

Registered Childminders 31.3.10	NICMA Members 31.3.10	No. of children registered for 0 – 12 years	% of Childminders as NICMA Members
3760*	2470	12,976 places	66%

*Unconfirmed statistics

Childminding Information & Advice

Good quality information and advice on all aspects of Childminding is an essential service for both members, and parents and for those interested in Childminding as a profession. During the year, we received over **25,000** enquiries covering topics ranging from contractual issues, Childminding fees, registration delays etc

Our **newly designed Web Site** has improved the service offered to both members and to the general public. Members are now able to manage their own Childminding vacancies on-line and at the year end, **800** members opted to market their service this way. Parents looking for a Childminder now have much improved information and access to an on-line vacancy facility. The development of a specific **'Members Forum'**, providing a wealth of information for Childminders, is yet another benefit

Extended Childminding

More Childminders are recognising the need to be flexible in their service to meet the needs of parents and this year, we have over 50 Childminding businesses providing an extended service where they work with an assistant or partner to extend the places available.

Sonia Bennet and Tracey Doran from Craigavon set up **'Mighty Mums'**, their Childminding Business in October 2007, are NICMA members and have signed up to Splash Sure Start's Childminding Network. They are registered to care for 8 children and also provide childcare places for the Splash Sure Start Emergency Childminding Scheme.

Sonia and Tracey operate the Childminding business on an equal partnership basis which they find has many benefits. Sonia explains:

"Tracey and I have a great working relationship; it reduces social isolation and is really helpful to work with another adult to share knowledge and experience."

Mighty Mums operate their business from Sonia's home and not only do the children benefit from being cared for in the home environment, they also have a dedicated play area where the children have more freedom to participate in physical and creative play. Mighty Mums are also very supportive to new Childminders in the area and are very keen to offer advice and often refer parents to local Childminders starting their business.

Lisburn Childminder Wins Cow & Gate

Childminder Of The Year



Lisburn childminder Irene Leonard was selected as the 2009 winner of the Childminder of the Year Award. Stefan Menet of sponsoring company Cow & Gate, said, "We are delighted to be working with NICMA on the Award this year, especially in their 25th anniversary year. Childminders are a very important part of many households all across Northern Ireland and provide a service which is second to none. Cow & Gate recognises the sterling work they do and through these awards are able to recognise and reward the best of them. I have no doubt that this year's winner, Irene Leonard, will once again reflect all that's good about the profession of Childminding."

Irene was nominated for the award by Joyce Cleland of Lisburn whose three children Dawson (9), Abi (6) and Jack (2) Irene looks after while Joyce is at work. Joyce says, "I nominated Irene because she is an outstanding childminder who puts so much effort, love and care into her job. She provides an organised, secure and nurturing environment for my children where they get the chance to go on trips, play games and have fun. I love the texts she sends me with photos of a play-doh cake or someone on the swings. And she hasn't had a day off sick in almost 10 years!"

Celebrating 25 Years



NICMA staff at Hillsborough Castle

We couldn't let our 25th Year go by without marking the occasion and during the year, we held a number of events to promote everything that is good about Childminding:

The 'Finger Painting' record attempt culminating at Belfast Zoo in August was the result of months and months of hard work by Childminders, children and friends. The 'end result' THE BIG PICTURE unofficially broke the world record and was a huge achievement for all of those participating.

Back in May a number of NICMA staff completed the BEN NEVIS CHALLENGE which entailed months of training and hard work in raising funds to support the event.

Our 25th Anniversary AGM and Conference took place in October and brought together childminders and stakeholders to celebrate and remember how far we have come in that time. We were delighted to welcome both Caitriona Ruane, Minister of Education and Patricia Lewsley, Childrens Commissioner to the event.

At the end of the year we celebrated socially at Hillsborough Castle with childminders, friends and colleagues from throughout the years.



Finger painting at the Zoo



Liz Weir at NICMA's Conference



'The Big Picture'



NICMA Climb Ben Nevis

Financial Review

Summary of Annual Accounts and Report 31 March 2010

Statement of Financial Activities	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2010	Total 2009
Incoming Resources					
Grants	78,610	-	380,094	458,704	451,012
Membership & Publications	255,473	-	-	255,473	256,653
Bank Interest & Fundraising	21,444	-	-	21,444	14,953
Training	-	-	68,463	68,463	90,211
TOTAL INCOME	355,527	-	448,557	804,084	812,829
Outgoing Resources					
Direct Charitable Expenditure	184,202	7,814	553,919	745,935	711,604
Support Costs	80,183	-	-	80,183	74,041
Governance	55,642	-	-	55,642	54,109
TOTAL EXPENDITURE	320,027	7,814	553,919	881,760	839,754
Net Outgoing Resources for Year	35,500	(7,814)	(105,362)	(77,676)	(26,925)
Transfers between Funds	(73,392)	-	73,392	-	-
Fund Balances Brought Forward	195,593	27,545	37,289	260,427	287,352
TOTAL FUNDS CARRIED FORWARD	157,701	19,731	5,319	182,751	260,427

NICMA's financial position for the year ending 31 March 2010 is reported in the statement of financial activities as indicated above.

The ongoing financial support awarded by the Department of Education and the 5 Health and Social Care Trusts has enabled NICMA to continue with core services and childminding development throughout Northern Ireland. Although the future stability of this funding is uncertain, NICMA continues to provide and promote essential services to its members and to children and families.

Although NICMA's expenditure increased by 5% in 2010 compared to the previous year, the income decreased slightly by 1%. Thus we are reporting an overspend of £77,676 at the end of March 2010.

Low bank interest rates coupled with reduced funds held resulted in our investment income falling during 2010. However, action has now been taken to review these investment funds and new deposit accounts have been opened to maximise their return. On a more positive note, NICMA maintained relationships with all of their Sure Start programmes. This partnership continues to contribute significantly to NICMA, accounting for almost a quarter of the total annual income and expenditure.

In December 2009 we were successful in our bid to DARD for inclusion in the Rural Childcare Programme and have embarked upon a project which has impacted on our 2010 accounts and will continue through all of 2011. NICMA has committed to contribute a small financial percentage (5.9%) to this project but will hopefully reap future benefits from recruiting new childminders in the designated rural areas.

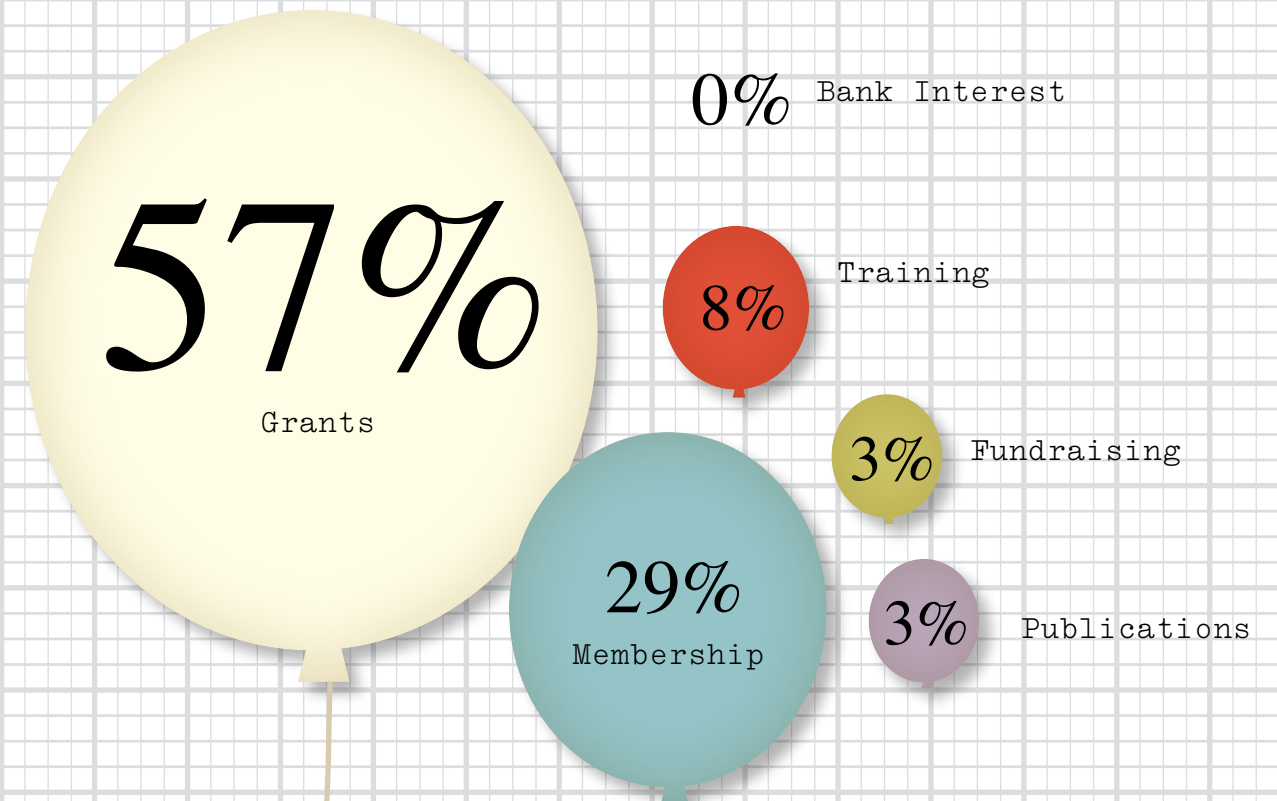
NICMA's 25th anniversary year was celebrated in style which in turn was accompanied with a notable financial impact. Earlier in this report you will have read about the 'Finger Painting Challenge' and the 'Hillsborough Castle reception' amongst other events. Funding for these events was extremely limited and thus we had to bear the majority of costs ourselves although the publicity received was immense and the overall celebratory atmosphere was enjoyed by all.

On behalf of the members of the Board of Trustees, I would like to conclude with my thanks to all stakeholders, members, staff, volunteers, and funders for all their support of childminding, without whom NICMA would not be able to offer what we believe to be the best childcare option for our children.

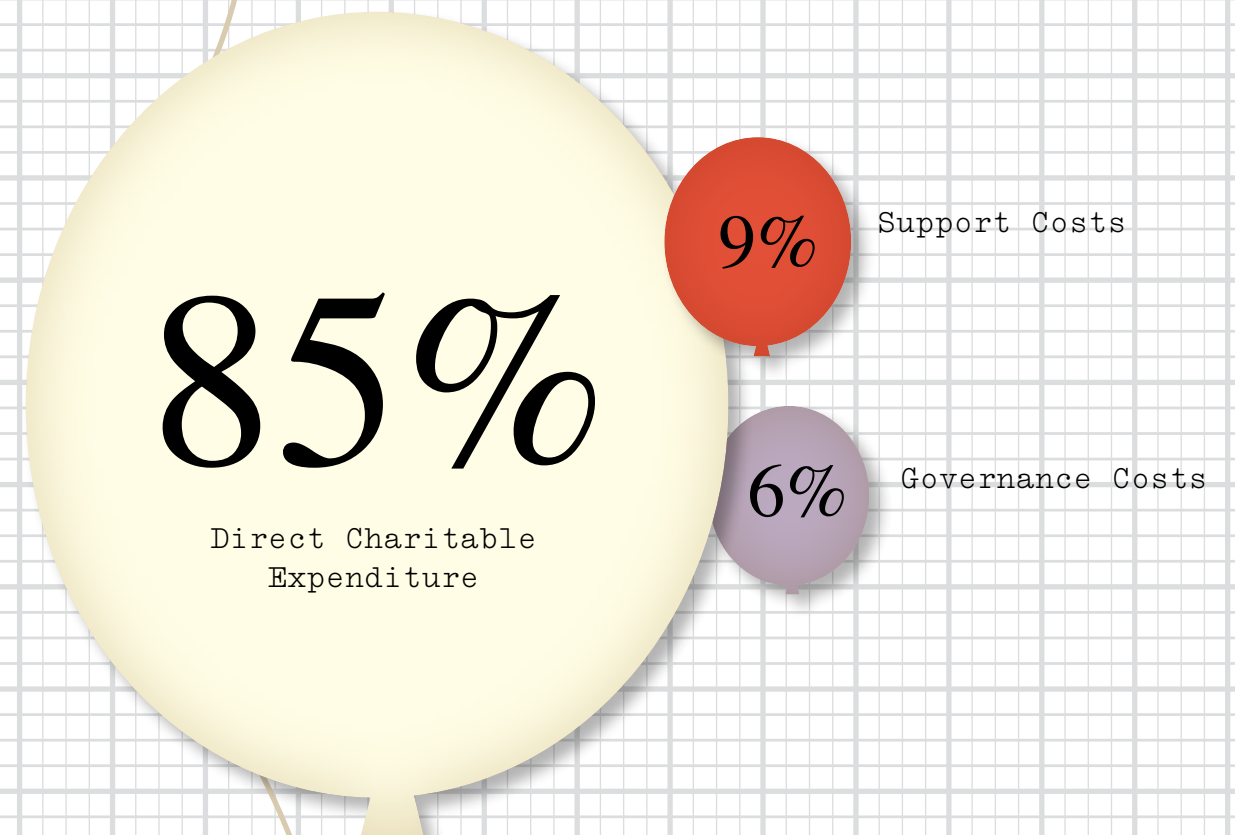
Norma Shearer Honorary Treasurer

A full and detailed copy of the accounts is available on request.

09/10 Income Analysis



09/10 Expenditure Analysis



Our work would not be possible without the generous support of a large number of organisations who have funded staff posts and supported Childminding initiatives over the last year. We would like to extend our thanks to those organisations. In 2009/10 our stakeholders include:

Acknowledgements

Department of Education
 Department of Health, Social Services & Public Safety
 Department for Agriculture & Rural Development
 Childminding members
 NICMA Board of Trustees
 NICMA Childminding Advisory Council
 NICMA Childminding Support Groups
 Northern Health & Social Care Trust
 Northern Childcare Partnership
 Southern Health & Social Care Trust
 Southern Childcare Partnership
 Eastern Health & Social Services Board
 Eastern Childcare Partnership
 South Eastern Health & Social Care Trust
 Belfast Health & Social Care Trust
 Western Health & Social Care Trust
 Western Childcare Partnership
 Childminding Ireland
 Parenting Forum
 Shankill Sure Start
 Clogher Valley Sure Start
 ABBEY Sure Start
 G-old Sure Start
 Shantallow Sure Start
 Little Hands Sure Start
 Strabane Sure Start
 Horizon Sure Start
 Splash Sure Start
 Coleraine Sure Start
 Blossom Sure Start
 Arke Sure Start
 Belfast Central Mission
 City & Guilds
 Duffy Rafferty/Cow & Gate Nutricia
 Care Assessment Partnership [CAP]
 Ecotec, Grundtvig UK National Agency
 Craigavon Inter-cultural programme
 Youth Sport Trust
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 All supporters and sponsors of NICMA's 'Finger Painting' record attempt, especially Cooneen, Watts & Stone, Belfast Zoo, Belfast City Council and Rodney Miller Associates

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Liz Brown Childminding Development Officer, ECCP
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 Michelle Grant Childminding Development Officer, SHSCT
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 Clare McGillion Childminding Development Officer, WCCP
 Clare McKay Childminding Development Officer, NCCP
 Fey Clark Childminding Development Officer, NHSCT
 Lyn Bradley Training & Development Secretary

Training & Quality Team

Barbara Quinn Training Manager
 Rosemary Black Training & Quality Development Officer
 Susan Anderson Training & Quality Co-ordinator
 Maeve Milne Project Co-ordinator/ Training & Quality Co-ordinator [to Nov 09]
 Claire Vitti Training Administrator

Childminding Networks

Joanne Martin Childminding Network Co-ordinator, Horizon Sure Start
 Maria Kelly Childminding Network Co-ordinator, ABBEY Sure Start
 Una Leonard Childminding Network Co-ordinator, Clogher Valley Sure Start
 Joanna Legg Childminding Network Co-ordinator, Shantallow Sure Start & Little Hands Sure Start
 Michelle Grant Childminding Development Officer, Arke Sure Start

Tina McKeown Childminding Network Co-ordinator, G-old Sure Start
 Geralyn Maguire Childminding Network Co-ordinator, Splash Sure Start and Blossom Sure Start
 Katie Turkington Childminding Network Co-ordinator, Blossom Sure Start [from Jan 10]
 Clare McGillion Childminding Network Co-ordinator, Strabane Sure Start
 Maria Moss Daycare/Training Co-ordinator, Clogher Valley Sure Start
 Michelle McNicholl Childminding Network Co-ordinator, Coleraine Sure Start
 Lisa Smith Childminding Network Co-ordinator, Shankill Sure Start [resigned Dec 09]

Rural Childminding Project

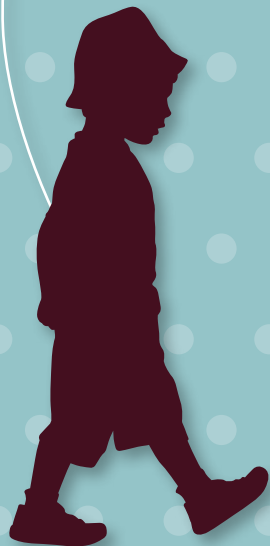
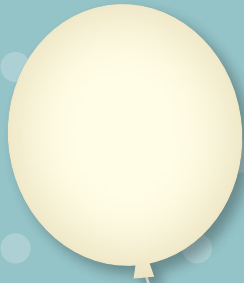
Maeve Milne Project Co-ordinator [from Dec 09]
 Nicola McGrattan Administrative Assistant

Finance & Administrative Team

Joan Hewitt Finance & Administration Manager
 Catherine Trimble Finance & Monitoring Officer
 Irene Bell Information & Advice Officer
 Madeline Donnelly Fundraiser [resigned July 09]

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