




Annual Report

2011-2012



The
Manitoba
Teachers'
Society



Like a well-equipped
classroom, The Manitoba
Teachers' Society provides
teachers the support
they need to inspire
and inform their students.




Provincial Executive

Back row, left to right: Winston Hrechka, Mike Mann, Darren Hardy, Arlyn Filewich, Ray Desautels, Jason Oliver, James Bedford

Front row, left to right: Suzanne Jolicoeur, Beatrice Walker, Paul Olson, Norm Gould, Mary Chalmers, Sean Kemball

<i>A message from the President</i>	2
<i>A message from the General Secretary</i>	3
<i>Services to Teachers</i>	
Professional Development	5
Technology	6
Council of School Leaders	7
Éducateurs francophones du manitoba	7
International Development	8
Public Relations	10
Public Affairs	10
Communications	11
<i>Protecting Teachers</i>	
Collective Bargaining	14
Disability Benefits Plan	15
Educators' Assistance Plan	15
<i>Financial Statements</i>	
Summary of Financial Position	17
Summary of General & Reserve Fund Options	18
Activity Based Costing	20



Teachers are not only
human, but humane.
We work toward safe
and inclusive schools,
and indeed a more
inclusive society.

Paul Olson, President

General Secretary's Message

Ken Pearce



Although this annual report is a reflection of the year past, it is also an occasion to highlight some of the changes at The Manitoba Teachers' Society that will improve programs and services for our 15,000 members.

This year saw the retirement of several long-time employees of the Society. Employee turnover presents challenges and opportunities. While retirement inevitably means that a certain amount of organizational history is lost, it also provides the opportunity for us to bring in people with unique knowledge, experiences and skills to enhance the services that all of our outstanding staff delivers to teachers.

Renewal is also occurring in the Society's facilities. In an effort to connect with members in all parts of the province, video conferencing equipment is now in place for Society workshops. Our new copying equipment allows us to do more printing in-house. Additional meeting space is now available at the recently christened Bradley Square next door, where Disability Benefits Plan staff provide exceptional assistance to teachers.

No tour of McMaster House includes our updated heating and ventilation systems, but these systems are integral to the comfort of our members, thousands of whom attend meetings, meet with staff officers or receive counselling from our Educators' Assistance Program in our building.

For the benefit of members who participate in smudging or other cultural ceremonies at MTS, a specialized ventilation system has been

installed in one of our meeting rooms so that these activities can occur without negatively affecting people with scent sensitivities. And, as required by MTS policy, an Aboriginal awareness workshop was provided for all Society staff and Provincial Executive members. The event followed a workshop format that proved popular and effective.

There is now a member portal that stores information and publications for members-only. Please register at mbteach.org. The MTS online library has been redesigned to give you easy access to MTS publications. Mbteach.org also lists more than 100 businesses and services that provide discounts to MTS members.

All of us at MTS know that teachers throughout the province are undergoing constant change. That is why the Society continues to advocate for our members by participating in provincial committees, lobbying government for improvements and producing public advertising that highlights the hard work of teachers.

This annual report describes many other programs, services and initiatives that occurred last year. Many of these are ongoing activities that are always available to our members. We are constantly reviewing and renewing to ensure we provide the best possible services to you and I always welcome suggestions from members, so please contact me with your ideas.

A handwritten signature in dark ink, appearing to read 'K Pearce', written in a cursive style.

President's Message

by Paul Olson



The content of this annual report reflects my first full year as President of The Manitoba Teachers' Society. Yet, by the time you read this I will have nearly completed a two-year term as President. So while this report is retrospective, it must of necessity point also to where we're headed.

Being President is, and at the same time isn't, what I expected it to be. I knew that the Society has a voice at a national table—the Canadian Teachers' Federation --and that there were lively discussions about national priorities and planning. However, until I went to Cape Town as part of Canada's delegation to Education International I didn't fully realize how important CTF was to our connection to our colleagues around the world. The exercise of rights that Canadian teachers take for granted, are sometimes the very reason that teachers in other countries are imprisoned or killed. I wish every Manitoba teacher could hear the pleas of those teachers still fighting for the basic right to organize.

On the provincial front, I've had the opportunity to work with all of our educational partners in advising Government on its province-wide report card. Everyone brings different views to the table, but each contributor is listened to and their viewpoints taken into account in reaching consensus. The provincial government is now entrusting a provincial oversight committee to advise the government on class size limits in Kindergarten to Grade 3. I am very proud that this initiative,

which we built based on concerns voiced by our members, is being implemented in this province. While I am sure there will be hiccups—there always are—the research on the benefits of smaller classes at earlier grades is solid. Smaller class sizes should improve learning for students while easing workload for teachers.

Teachers are not only human, but humane. We work toward safe and inclusive schools, and indeed a more inclusive society. Right now we are championing a national study on LGBTQ issues in schools that will inform the work of all who strive to build better schools. Our annual Young Humanitarian Awards highlight the works of students, but it is their teachers that foster an environment in their classrooms to nurture these “mini-humanitarians.” And each year more food is collected for food banks across the province by students assisted by the organizational efforts of their teachers.

My encounters with passionate teachers, unionists, and other rights activists from around Manitoba and around the world have been truly inspiring. (And yes, many of those people were “All Of The Above”!) It's been an amazing opportunity to work and to learn with you, for you, and from you. Thanks for a wonderful year. Take care of yourselves, and each other.

Paul Olson



*Services to
Teachers*

The Professional Issues Department undertook a number of initiatives in the year to aid in the ongoing development of teachers.

Another two *Fab Five Symposia* were offered for teachers in their first five years. The sessions were held in Winnipeg and Brandon.

A wide variety of workshops were provided for members. Each workshop was eligible for additional certification in Administration, Special Education and School Counselling on topics such as School Leadership, Treaty Education, Gender Identity and Expression, Supporting Aboriginal Learners and Human Rights, among many others.

Training and support was provided to volunteer leaders of 29 Special Area Groups of Educators.

Training workshops were facilitated for local association representatives, including Professional Development Chairs and Equity and Social Justice Chairs.

Needs assessments were completed through local professional development committees guiding development, implementation, analysis and advocacy.

Partnered with University of Winnipeg research team on the *Every Teacher* national project on LGBTQ-inclusive Education, with University of Manitoba in child and Adolescent Development.

Partnered with other education organizations including Treaty Relations Commission of Manitoba (TRCM), Manitoba Education Research Network (MERN), Social Justice Coalition in advisory and administrative roles.

Training and workshops were provided through deployments of Teacher Action Cohort and Primary Prevention Team.

Liaised with Manitoba's post-secondary institutions which currently provide teacher preparation programs through Faculty Councils and presentations to teacher preparation courses.

Liaised with education stakeholder groups through:

- Inter-Organizational Curriculum Advisory Committee (ICAC),
- English as an Additional Language Advisory Committee
- Child Care Regulatory Review Committee
- Teacher Education and Certification Advisory Committee
- Literacy with Information and Communication Technology Advisory Committee
- Technical Vocational Education Advisory Committee
- Student Services Advisory Committee

Focus groups for women and Aboriginal members were organized and administered to promote involvement in leadership positions within education.

Grants for active research, collaboration and professional development were distributed through Reflective Professional Practice Grants, Equity and Social Justice Initiative Grants and Aboriginal Issues Grants.



Services to Teachers | Technology

Event Registration System The online event registration system was enhanced during the summer of 2012 to allow registrants to pay online for MTS events. We have received 1,449 online registrations through the system (since it was created in 2011) as of October 15th, 2012. This year we also added a section that allows members to self-identify when registering for events. Member self-identification allows MTS to achieve a critical goal, supporting, and encouraging the participation of all members in MTS programs, services and events.

MyProfile Site The MyProfile site has been redesigned by the Publications staff to better match our main website. The site has been enhanced to include a private information library that is only accessible to members. Members also have the ability to choose to receive the MB Teacher newsletter electronically through a new area of the MyProfile site. To date the MyProfile site and the site has been accessed over 6,000 times by approximately 2,700 unique members.

STATIS Replacement Projects Representatives from each department that currently use the STATIS system reviewed vendor presentations of proposals to replace STATIS. The group created a comparison of the various proposals and determined the solution(s) that meet the needs of their respective department best. The result of these activities was a recommendation of solutions suitable to replace STATIS. The solutions selected from this recommendation were:

- » FINEOS: A disability insurance solution that will replace STATIS in DBP.
- » UnionWare: A membership solution that will replace STATIS in all departments excluding DBP.

Activities through the year included:

- ▶ Taking responsibility for leading/co-leading each of the COSL Mandate areas: Educational Leadership, Communication, Finance, Governance, and Professional Welfare.
- ▶ Holding regional director meetings four times on Friday evenings and Saturdays throughout the year, where directors provided input into the ongoing work of the organization and met within their Mandate Area Groups. The meetings also included discussions based on current topics relevant to schools and to our organization and received reports from our regions around the province.
- ▶ Conducting the COSL Annual General Meeting (AGM). The strategic plan initiatives for the year were reviewed at the November Leadership Team retreat and the director's meeting. The strategic plan outlined that in the context of supporting successful learning experiences for students in Manitoba, the Council of School Leaders will:
 1. Engage in the promotion of the principalship and leadership.
 2. Strengthen relationships and engagement with COSL members and partners.
 3. Advance the professional standards for 21st century principals. In support of the strategic plan, the leadership team and COSL members:
 - » *Worked in conjunction with other organizations to support COSL members across the province.*
 - » *Conducted a survey of local COSL affiliate leaders to gather a more comprehensive picture of growing and pressing issues for members.*
 - » *Continued a larger examination of the Level I & II Administrator and Principal Certificates with the Certification Branch extending the invitation to review and examine all aspects of current practice with the goal to design a structure that accounts for today's and future skills and aptitudes needs of school-based leaders.*
 - » *Provided strong representation on the Board of the Canadian Association of Principals.*



Services to Teachers | Éducateurs Francophones du Manitoba

The Éducatrices et éducateurs francophones du Manitoba:


- ▶ Held regional meetings across Manitoba.
- ▶ Organized beginning teachers workshops in Fall and in Spring.
- ▶ Distributed grant funds for Professional development and Public relations to teachers and school.
- ▶ Held the 37th ÉFM Conference on SAGE day which 675 teachers attended.
- ▶ Released and distributed the DVD *Une approche manitobaine pour réussir son année scolaire*.
- ▶ Convened the Annual General Meeting in April 2011.
- ▶ Hosted the Conférence des associations francophones d'éducation (CAFÉ), a national meeting of francophone teachers unions, in May, 2011.
- ▶ Produced and edited three issues of a professional journal.
- ▶ Participated on a national CTF committee on francophone education.
- ▶ Created a Twitter account under the name @EFMdepartout.



Services to Teachers | *International Development*

This past year, the MTS contributed \$122,300 to international educational development projects in close co-operation with the Canadian Teachers' Federation. As part of its commitment to international development, the Society:

- ▶ Sponsored four teachers who, as participants in the Canadian Teachers' Federation Project Overseas, worked with teachers in Sierra Leone, Dominica, and Trinidad.
- ▶ Provided grants for a variety of projects in developing nations around the world. In approving projects, the Society has traditionally supported those that involve union capacity building and those that support the advancement of women in teacher organizations. This past year, funds were provided in support of projects to:
 - » The Caribbean Union of Teachers (CUT)
 - » The South Asian Association for Regional Co-operation (SAARC) Women's Network in India
 - » Africa Women in Education Network (AWEN)
 - » Sierra Leone Teachers' Union (SLTU)
- ▶ The Society is also committed to an ongoing project in partnership with the Caribbean Union of Teachers and the Canadian Teachers' Federation. Members of the Manitoba Teachers' Society staff co-facilitated the second Young Leaders' Workshop which was held in Antigua in April, 2012. There is one more workshop planned for young leaders in the spring of 2013.



We are constantly
reviewing and renewing
to ensure we provide the
best possible services
to you...

Ken Pearce, General Secretary



Services to Teachers | Public Relations

The Society was involved in a number of community relations events related to education and children. Among them:

Media Literacy Week Together with Manitoba Education and the Manitoba Association for Computing Educators, the Society held “Digital We”, an media event at the Manitoba Museum that showcased positive uses of technology and social media by students in urban and rural classrooms.

I Love to Read Month The MTS president and Manitoba’s Minister of Education joined together in February to read a story about an aboriginal child and her grandmother to a class of early years students.

Operation Donation This annual Winnipeg Harvest food drive focussed on child hunger and involved public schools from across Manitoba.

Young Humanitarian Awards The Society celebrated the humanitarian achievements of

Manitoba’s public school students through a major awards show and in local school assemblies around the province.

The Society distributed grants and donations to a number of charitable organizations; administered the MTS bursaries; participated in career fairs, and in community events such as the Teddy Bear’s Picnic and the Winnipeg Folk Festival.

Education Week We promoted “Public Schools are My Schools”, the theme for this year’s event through a partnership with Manitoba School Boards Association and Manitoba Education.

Giving Manitoba teachers and others more opportunities to connect with us through Facebook and Twitter.



Services to Teachers | Public Affairs

Each year, MTS conducts comprehensive telephone surveys with its members and with Manitobans. The annual member survey assists the Society in its lobbying efforts with government and helps with planning programs and services for members. The information that members share is a valuable resource used by MTS governance as well as by the teacher welfare and professional issues teams.

The survey of Manitobans facilitates our discussions with government and helps ensure MTS public campaigns address parents’ concerns about public schools.

In addition to this quantitative research, the Society conducts qualitative research. This year, the Society held focus groups to gather information with women and aboriginal teachers about leadership and with members of the Seven Oaks Teachers’ Association on supporting students with special needs. These focus groups contribute to MTS efforts to improve teachers’ working lives and to develop programs that meet their needs.

This year the Society continued to advertise during Winnipeg Blue Bombers’ and Jets games. Our messages emphasize that teachers are part of a winning team for students.

THE MANTOBA Teacher

The Manitoba Teacher

The Manitoba Teacher continued to be the main publication for informing members about MTS activities and various educational projects throughout schools in the province.

The SAGE program

In the 2011-2012 school year the program for conferences of The Special Area Groups of Educators was provided only online. The move proved to be a major success. Among other environmental gains, the move saved more than a million sheets of paper plus weeks of printing time. The online program was accessed 26,000 times by more than 20,000 individual visitors. MTS had no requests to provide a printed program.



The Teachers' Handbook & Calendar

The MTS Teachers' Handbook and Calendar was distributed to all members. The theme was The Global Classroom.



mbteach.org

The MTS website again recorded substantial growth through the year, both in the amount of material available on the site, as well as in use by members.

Final figures showed:

Number of Visits

This year: 130,681

Previous: 91,071

^ Increase: 43.5%

Pages Viewed

This year: 300,854

Previous: 219,505

▲ Increase: 36.8%

Unique Visitors*

This year: 69,854

Previous: 49,139

↑ Increase: 42%

**A unique visitor is a single visitor accessing the site during the time period analyzed; in other words, during the year 69,854 different IP addresses of visitors were recorded.*

SAGE
Conference
program

1

Main
SAGE
page

2

Discounts
page

3

Collective
Agreements

4



Contacts
page

5

MTS
Seminars

6

News
Page

7

MTS Job
Openings

8

Salary
Settlements

9

Pensions

10





Protecting Teachers | Collective Bargaining

At the end of the 2011/12, 34 out of 38 local bargaining units have settled collective agreements to the end of 2013/14. All of these settlements achieved increases to the teachers' salary scale of:

Fall Term 2010: 1.5%

Fall Term 2011: 2%

Fall Term 2013: 2%

March 1, 2011: 1.5%

Fall Term 2012: 2%

► In addition to those increases, local associations across the province continued to make significant improvements at the bargaining table in the areas of benefits, rights and working conditions. During the current round of bargaining, many local associations were able to enshrine preparation time into their collective agreements. There were a number of local associations which made significant gains in regards to personal leave, as well as other leave provisions.

► Four local associations (Seven Oaks, Hanover, Mountain View and Rolling River) reached an impasse at the bargaining table. The parties in Seven Oaks went to arbitration in June, 2012.



Protecting Teachers | *Disability Benefits Plan*

The Disability Benefits Plan had a very active year, highlights included:

- ▶ Implementing a Pilot Wellness Program aimed at disability prevention and establishing work/ life balance skills in Rolling River and Brandon Teacher Associations along with the respective School Divisions. Initial analysis of participant pre- and post- testing, along with six-month evaluations, showed very positive results. The program will continue and expand to three new pilot programs and two repeat programs in 2012/13.
- ▶ Decreasing liabilities in part due to a reduction of open claims, largely as a result of case managers assisting members through early intervention as well as with returns to work.

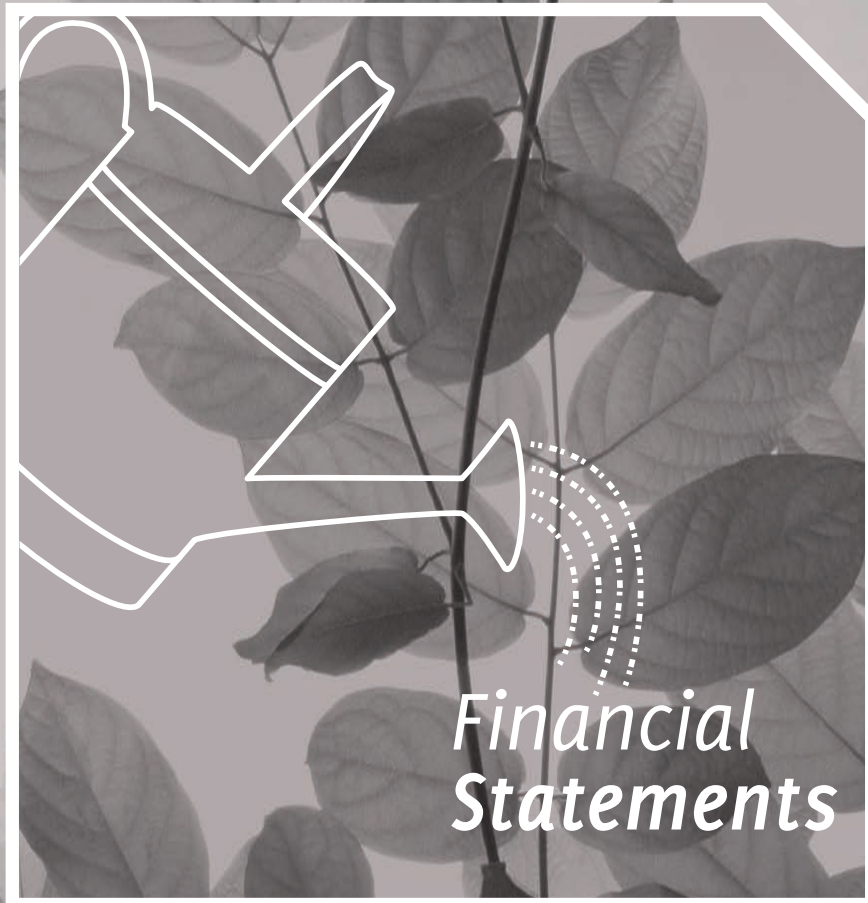
We also noted continued growth in the number of covered members receiving assistance through the Early Intervention Program.

Protecting Teachers | *Educators' Assistance Program*

Once again, 2010-2011 was a busy year for the Educators' Assistance Program, which:

- ▶ Streamlined the intake process to improve efficiency, with positive results.
- ▶ Sponsored and co-led a six-session personal development group for members on the topic of "Authentic Happiness." This was a thesis project for a graduate student in the University of Manitoba Faculty of Education.
- ▶ Utilized a triage system, using a telephone intake interview to identify urgency. It was generally able to offer appointments to urgent callers within days, and less urgent within weeks. As in other years, the program responded faster in summer and early fall to requests for service. As the stresses of the year built up for educators, the demand for our services became heavier. Members whose needs required more frequent, long-term, or more specialized service were referred to appropriate services.
- ▶ Provided individual and couple counselling services to members throughout the province in both official languages. EAP has locations in Winnipeg and Brandon, and also travelled to the Western and Northern parts of the province during the year.
- ▶ Pat Heuchert presented Brandon Teachers' Association on Boundaries Personal & Professional. The rest of the year included counselling and travelling to Swan River, Russell & Dauphin.





Financial Highlights | Summary of Financial Position

For the year ended August 31, 2012

	General Funds	Restricted Funds	Disability Benefits Plan	2012 Total	2011 Total
Assets					
Current Assets	\$2,541,416	\$-	\$1,496,688	\$4,038,104	\$4,347,102
Investments	1,986,822	1,000,000	92,645,273	95,632,095	88,803,629
Capital Assets	5,040,420	-	21,407	5,061,827	4,785,143
	\$9,568,658	\$1,000,000	\$94,163,368	\$104,732,026	\$97,935,874
Liabilities and Net Assets					
Current Liabilities	\$1,083,708	\$-	\$517,027	\$1,600,735	\$2,031,363
Accumulated Plan Benefits	-	-	67,821,000	67,821,000	66,520,000
	1,083,708	-	68,338,027	69,421,735	68,551,363
Net Assets	8,484,950	1,000,000	21,407	9,506,357	9,053,544
Excess of Net Assets to Accumulated Plan Benefits	-	-	25,803,934	25,803,934	20,330,967
	8,484,950	1,000,000	25,825,341	35,310,291	29,384,511
	\$9,568,658	\$1,000,000	\$94,163,368	\$104,732,026	\$97,935,874

These highlights are a summary of the audited financial statements of the Society.

For the year ended August 31, 2012

	MTS Programs and Operations	Reserve Fund	Disability Benefits Plan	2012 Total	2011 Total
Revenue					
Membership Fees and Premiums	\$12,099,384	-	\$21,066,728	\$33,166,112	\$34,256,297
Investment Income	152,448	68,790	5,652,304	5,873,542	4,548,181
Other Revenue	108,207	-	-	108,207	192,706
	12,360,039	68,790	26,719,032	39,147,861	38,997,184
Expenditures					
Governance	1,859,843	-	78,622	1,938,465	1,858,808
Programs	1,498,471	-	2,277,709	3,776,180	3,951,184
Income Replacement	-	-	15,771,221	15,771,221	16,620,918
Services	679,382	-	35,303	714,685	659,235
Personnel	6,812,357	-	1,525,090	8,337,447	8,085,689
General Operating	1,150,019	-	270,525	1,420,544	1,519,391
	12,000,072	-	19,958,470	31,958,542	32,695,225
Related Activities					
COSL, net (deficiency)	(47,586)	-	-	(47,586)	(41,845)
EFM, net	21,063	-	-	21,063	4,568
Bradley Square, net	63,984	-	-	63,984	24,611
	37,461	-	-	37,461	(12,666)
Excess of revenue over expenditures for the year before (increase) decrease in accumulated plan benefits	397,428	68,790	6,760,562	7,226,780	6,289,293
(Increase) Decrease in accumulated plan benefits	-	-	(1,301,000)	(1,301,000)	3,523,000
Excess of revenue over expenditures for the year	397,428	68,790	5,459,562	5,925,780	9,812,293

These highlights are a summary of the audited financial statements of the Society.

Financial Highlights | 2011/2012 Activity Based Costing (Corporate Entity)

\$16.187 million Not including \$15.771 million of payments to members for Income Replacement and Retirement Incentive Options



\$4,101,262 / 25.3% Disability Benefits Plan



\$2,032,959 / 12.6% Governance



\$1,626,702 / 10.0% Professional Issues



\$1,527,432 / 9.4% Personnel Cases



\$1,289,571 / 8.0% Collective Bargaining



\$974,752 / 6.0% Educator Assistance Program



\$859,630 / 5.3% Facilities



\$840,658 / 5.2% Public Relations and Publications



\$644,163 / 4.0% Associations, COSL, EFM



\$483,316 / 3.0% CTF, International Assistance



\$401,220 / 2.5% Finance



\$395,648 / 2.4% Profiling the Profession



\$315,271 / 1.9% SAGE



\$253,483 / 1.6% FLS



\$264,058 / 1.6% Benefits

Associations, COSL, ÉFM > \$716,771 / 4.5%

The Society provides grants and financial assistance to associations for counseling programs, presidents' release-time, executive meetings, wellness projects, and hosting provincial sporting events. The Council of School Leaders addresses issues of interest and concern to school administrators. The COSL operates from a fee collected by the Society from school administrators. The Society also maintains a membership database for COSL and provides an annual grant to COSL. The ÉFM is an agency of the Society that acts on all matters related to education in the French language. An executive of seven elected teachers deals with issues of interest and concern to French-speaking members.

Benefits > \$262,372 / 1.6%

The Society facilitates the implementation of employee benefit plans enjoyed under collective agreements negotiated under the auspices of MTS. With some differences between local associations, these benefits include a dental plan, deferred salary leave, health insurance and life insurance.

Collective Bargaining > \$1,260,188 / 7.8%

A team of staff assist local associations requesting services and/or advice in preparing bargaining packages, bargaining meetings, mediation, arbitration and legal matters.

CTF, International Assistance > \$468,000 / 2.9%

The Canadian Teachers' Federation is a national federation of teacher organizations in Canada that operates internationally, providing services, research, and networking opportunities for teacher organizations across the country. The Society provides grants and assistance for projects overseas. Grants are provided primarily through CTF to assist teachers in developing countries.

Disability Benefits Plan > \$4,001,697 / 24.9%

The Plan assists members through periods of disability to assure maximum rehabilitation both medically and vocationally. It assists members, when possible, to return to work, while providing the disabled member with financial security at a reasonable cost to the premium-paying member.

Educators' Assistance Program > \$955,164 / 5.9%

A team of counsellors, three out of Winnipeg and one out of Brandon, provide individual and relationship counselling for the members.

Education Finance > \$194,722 / 1.2%

Staff and the Education Finance Committee develop reports and positions on the funding of public schools in Manitoba and work with other groups, including the provincial government, to change funding policies.

Facilities > \$814,593 / 5.1%

A team of staff is responsible to clean, repair and maintain the facilities and grounds for McMaster House and Bradley Square; ensure security of both buildings and its occupants, prepare rooms for meetings and events, and provide hospitality services.

Finance > \$373,659 / 2.3%

A team of staff processes payments, deposits, and other financial transactions, performs bank reconciliations, prepares various reports, responds to queries, and assists with the audit of the financial affairs of the Society.

French Language Services > \$268,056 / 1.7%

Services in the French language are provided to teachers and associations with the assistance of Les Éducatrices et éducateurs francophones du Manitoba, an agency of The Manitoba Teachers' Society, and by bilingual MTS staff.

Governance > \$1,921,598 / 12.0%

A provincial council of about 300 teachers representing our local associations meets at our three-day Annual General Meeting to make decisions on policies and budget. A provincial executive of 13 elected teachers sets directions for the Society. A president and vice-president, who in addition to performing the duties of the Provincial Executive, deal with the government, media, and other parties in working towards advancing the teaching profession. A three-member management team is responsible for implementing decisions of the Provincial Council and Provincial Executive.

Personnel Cases > \$1,491,535 / 9.3%

A team of staff addresses personnel issues or problems that teachers face in their workplace. This includes meeting with teachers, representatives from local associations, representatives from school divisions, and other relevant parties. The Society provides legal representation to members as required.

Public Relations/Publications > \$853,216 / 5.3%

A team of staff annually publishes the handbook and seven editions of The Manitoba Teacher, maintains the Society's website, and responds to members' queries. This staff also represents the Society at events such as the Summer Fair and the Teddy Bears' Picnic, assists the Young Humanitarian Awards Committee, administers the grants, donations, and bursary programs, prepares news releases, writes speeches, and takes media calls.

Professional Issues > \$1,464,876 / 9.1%


A team of staff provides training to Professional Development and Equity and Social Justice Chairs of local associations. Staff organizes and delivers workshops on a variety of professional and pedagogical issues facing members. This team of staff also works with the Teacher Action Cohorts and the Primary Prevention Team, that deliver workshops to various local associations.

Profiling the Profession > \$644,921 / 4.0%

Staff assist the Society in dealing with government issues, responding to correspondence, preparing presentations and speeches, and developing and implementing strategies for the Society. They also develop and implement advertising campaigns, radio announcements, billboards, and posters.

Special Area Groups of Educators > \$382,941 / 2.4%

The Society processes membership fees on behalf of Special Area Groups of Educators, maintains a membership database and provides printing and mailing services. In addition, Publications staff prepare, print, and mail many journals and newsletters and publish and distribute the SAGE conference brochure.

A black and white photograph of two young women standing side-by-side, smiling at the camera. They are both wearing light-colored t-shirts with a graphic design that includes the text 'PINK SHIRT DAY.CA' and a cartoon illustration of a group of people. The woman on the left has long, wavy hair, and the woman on the right has dark hair and wears glasses. A white rectangular box with a diagonal cutout on the right side is overlaid on the image, containing a quote.

To this end the greatest
asset of a school is the
personality of the teacher.
John Strachan

Credits

Contributors: Judy Edmond, George Stephenson, and Matea Tuhtar

Photography: Matea Tuhtar and Karen Allen

Our thanks to Collège Louis Riel where all in-school photographs were taken.

Published by the Publications department of The Manitoba Teachers' Society.