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OUR NEXT GENERAL BUSINESS MEETING

DATE: December 9th

TIME: 6:30PM

**THIS MEETING IS FOR
ALL MEMBERS.**

**EVERYONE IS EXPECTED
TO ATTEND.**



OUR NEXT BOARD MEETING

DATE: December 16th

TIME: 7:30PM

LOCATION: Restaurant

RSVP TO RHONDA WATSON.

EVERYONE IS WELCOME.

[Visit Us on the Web](#)

[Board of Directors](#)

[Committee Chairpersons](#)

[Provider Resources](#)

Click on the button above to get information on our Board & Committee Members.



From Rhonda (President)

Happy Holidays,

I love this time of the year. I love seeing all of the decorations. I love the hustle and bustle of people shopping and cooking. I get excited to spend time with family and friends. One of my favorite family traditions is for everyone in my family to come together on New Year's Day. This is the day we exchange gifts. We have a cook off to see if we can duplicate one of the families well known recipes. The elders share family stories and recipes.

This is also the time of the year when you need to start working on your end of the year items; your business taxes. Remember you received at least two grants from MSDE in which you should have receipts for all money spent. You will need the receipts to offset the 1099's you will receive. Please remember that HCFCCA is a nonprofit organization and if you would like to give a donation to offset your taxes, please contact me for donation information. I will be sending out receipts for the donations you made in January so you can use to offset your taxes.

This is also the time of the year you should consider becoming a part of the HCFCCA board or chair positions. This is something that has been a challenge for this association. We can't stress enough that this organization can't run without a complete board. Most of these positions don't take a lot of time out of your day. All I am asking is that you contact me so we can talk about how you can help out.

I am so excited we are having our first HCFCCA Conference on March 19th. We need your help to make this successful. If you are credentialed, you could attend this conference for FREE. I would love for all members to attend. Please invite others such as center and in-home friends, co-providers, additional adults and anyone that is looking to start a child care business.

Happy Holidays to you and your family!!!!

IMPORTANT INFORMATION

Howard County Health Department: 410-313-6284

Carroll County Health Department: 410-876-4900

Email your licensing specialist your answer from the health department or call 410-750-8771



From Angela (VP of Education)

For our next class Better Futures is facilitating the session entitled,

"Addressing the Behaviors of Young Children".

2 1/2hour training 6:30-9pm

Core of Knowledge Area: Curriculum

This training will engage the participants in exploring challenging behaviors of young children and provide strategies to reduce the occurrence of challenging behaviors. As we emerge from COVID-19, Early Childhood Educators are interested in how to address the challenging behaviors the children are dealing with as a result of this Global Pandemic. The benefits of the training to the participants is they will gain more

confidence and believe they are more competent in addressing the challenging behaviors of the young children in their program.

Coming Soon: HCFCCA Conference

Eat, Play, Zen: A Day of Food, Fun, & Focus

Please consider volunteering to help. More info to come.....

(Treasurer)

**HCFCCA IS IN URGENT NEED OF A
TREASURER. IF YOU ARE INTERESTED IN
VOLUNTEERING FOR THE POSITION, PLEASE
CONTACT RHONDA WATSON
hfccabusiness@gmail.com**



From Uyen (Secretary/Fundraising)

10 Activities to Promote Pro-Social Behaviors and Understanding

1. Childcare providers should create a healthy and caring classroom environment by teaching children to take turns and to share. Teach children the ideas and guidance on these concepts by reading books to them like “Llama Llama Time to Share”. Or play a “Pass the Ice Cream Game”, which is a great sharing game based on the book, “Should I Share My Ice Cream.”

2. To enhance early social emotional development, childcare providers should teach children in care empathy skills by using the feeling wheel and helping them identify feelings. Help them feel better by providing options, such as playing with their favorite toys or reading their chosen book.

3. Help build children’s confidence by giving them opportunities to try new things. For example, helping them to hold their sippy cup or to button

their shirts. Providers show them how, try it together, then give them a chance to do it alone (and another chance and another).

4. Provider's praise effort over results. Let the children know how proud you are when they are trying something new.

5. Establish simple daycare rules by involving the children, such as posting pictures of children sharing toys or washing hands after using the bathroom.

6. Teach children how to stay calm by providing yoga lesson daily, not only help them develop gross motor skills, good balance, but also to stay calm in a long term.

7. Make social problem-solving cards to teach children what to do when social activities don't go their way.

8. Build a statue animal garden with children, then give them different scenarios for the animals to act out.

9. Teach children how to apologize by keeping it simple, such as teach them to say, "Devyn, I am sorry I hit you."

10. Catch children being good by commenting on something positive about each child, each day. Then mention it to other children and his/her parents.



**CLICK THIS BUTTON TO FILL OUT AN
APPLICATION ONLINE**

From Lisa (Vice President of Membership)

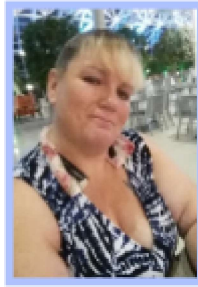
Hope everyone is enjoying the fall weather.

Thank you all for signing up online and sending payments online. This really helps out a lot.

Remember to make sure you sign up before your expiring date. This causes many issues with your membership. We have to send the information to Better Futures. Please don't wait until the last minute.

Please reach out to other providers you know and invite them to come join us.

If you have any questions, please contact me. I am always here to help you. I also run my own childcare business so it may not be until the evening when I can call you back.



From Melissa (Newsletter Editor)

Newsletter Deadlines

Due Date Month	Newsletter
December 12th	January 2022
January 16th	February
February 13th	March
March 13th	April
April 17th	May
May 15th	June
July 17th	August Summer 2022 (first newsletter of 22/23 Vol 43)

Please send your newsletter contributions to newsletterhcfcca@gmail.com. Any contributions to the

newsletter are eligible for a PAU. **YOU must print out your article AFTER it is published in the newsletter.**



From Therese (Mentoring/Networking)

Joan Johnson and I plan on holding one support group each month to assist providers with NAFCC Accreditation and the Maryland Credential. Meetings will be virtual on the third Thursday of each month from 6:30 – 7:30 pm. Here is the link for the months ahead

<https://howardcountymd.webex.com/howardcountymd/j.php?MTID=mco003bf5632c8cf1a135f7437af4ffd2>

Here is the meeting schedule

- *12/16/21 (Credential)*
- *1/20/22 (Accreditation)*
- *2/17/22 (Credential)*
- *3/17/22 (Accreditation)*
- *4/21/22 (Credential)*
- *5/19/22 (Accreditation)*

Please feel free to reach out if you have any questions or concerns

Therese Mason-443-850-3400

laurelbutterflychildcare@gmail.com

Or

Joan Johnson -410-313-1432

jmjohnson@howardcountymd.gov



All are welcome to join our women's walking group. We meet weekly either on a Saturday or Sunday 9am at local a walking path to socialize and get exercise together. Attend whenever it's convenient for you. Join our Facebook group or text me for more information.

https://www.facebook.com/groups/147690680847397/?ref=share_group_link



Application For Letter of Volunteerism

From Anita (Volunteer Coordinator)

There is so much to be thankful for and I would like to say thanks to all who have stepped up and helped in one way or another. We can only succeed as an organization if we all chip in. HCFCCA will be holding its first conference fund raiser in March. In order to accomplish this, we will need help from all of you to make this a success. Please consider helping, even if it is a small task.

Have a happy and healthy Holiday.



**From Nancy (Parent Message Board
Coordinator)**

If you have a parent inquiring about an opening at your child care home and you are unable to accommodate them, please offer to help them by taking their name, contact information (phone and/or email), their needs for care, and their location. Please email the information to me and I will in-turn forward it to the Association. Or you can certainly refer them to our Parent's Message Line at (301) 776-4841 or our website HCFCCA.com.



From Deena (Marketing and Public Relations)

rainstormsandlovenotes.com

December is...
hot chocolate
& winter nights
Christmas movies
& candy canes
family traditions
& Christmas morning



From Thelma (MSFCCA Director)



From Claudia (Website Coordinator)

Chocolate Reindeer Cookies

Makes about 5 dozen

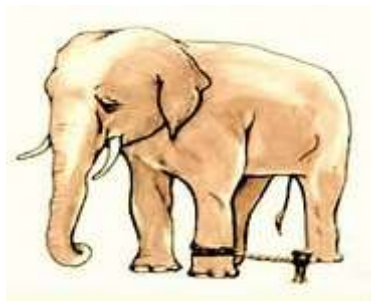
Ingredients

- 2-3/4 cups all-purpose flour
- 1-1/4 teaspoons baking soda
- 1/2 teaspoon salt
- 3/4 cup butter, cubed
- 1-1/2 cups packed brown sugar
- 2 tablespoons water
- 2 cups semisweet chocolate chips
- 2 large eggs
- 1/2 teaspoon almond extract
- 1 can (16 ounces) chocolate frosting
- decorations: Candy eyes
- Reese's mini white peanut butter cups
- Miniature pretzels
- Peanut butter M&M's

Directions

1. Whisk together flour, baking soda and salt. Place butter, brown sugar and water in a large saucepan; cook and stir over low heat until butter is melted. Remove from heat; stir in chocolate chips until smooth. Stir in eggs and extract. Stir in flour mixture. Let stand until firm enough to shape, about 15 minutes.
2. To freeze dough, shape level tablespoonfuls of dough into balls; flatten each to 1/4-in. thickness. Place in a covered container, separating layers with waxed paper; freeze until firm. (May be frozen up to 3 months.)
3. To bake, preheat oven to 350°. Place frozen dough portions 2 in. apart on greased [baking sheets](#). Bake until set, 12-14 minutes. Remove from pans to wire racks; cool completely.
4. Spread cookies with frosting, reserving a small amount for mouths. Decorate faces with candy eyes; add peanut butter cups for snouts, pretzels for antlers and M&M's for noses. Pipe mouths with reserved frosting.

Enjoy it!



From Natacha (Social Media Chair)

Another year is about to fade away, where did the year go?

The Elephant Rope (Belief)

A gentleman was walking through an elephant camp, and he spotted that the elephants weren't being kept in cages or held by the use of chains.

All that was holding them back from escaping the camp, was a small piece of rope tied to one of their legs.

As the man gazed upon the elephants, he was completely confused as to why the elephants didn't just use their strength to break the rope

and escape the camp. They could easily have done so, but instead, they didn't try to at all.

Curious and wanting to know the answer, he asked a trainer nearby why the elephants were just standing there and never tried to escape.

The trainer replied;

“When they are very young and much smaller, we use the same size rope to tie them and, at that age, it's enough to hold them. As they grow up, they are conditioned to believe they cannot break away. They believe the rope can still hold them, so they never try to break free.”

The only reason that the elephants weren't breaking free and escaping from the camp was that over time they adopted the belief that it just wasn't possible.

Moral of the story:

No matter how much the world tries to hold you back, always continue with the belief that what you want to achieve is possible. Believing you can become successful is the most important step in actually achieving it.

We have reached a time of the year to account for all our blessings and make inventories of those goals that are left undone. The question is posed. Was I satisfied with everything that I have accomplished so far? Did I reach 100% of my goals, 50%, or 10%? What should I have completed or could I have done to make the year successful?

It's that time of the year to sit down with pen and paper to evaluate and check off your old lists and getting ready to write a new list for the new year coming. No matter where you are on your list of goals today, do not let it stop you from reaching high.

Recondition your thinking process to free your mind from stumbling blocks and small ropes that

could propel you to think you cannot break free. Reinvent yourself and set up your goals with new attitude and perspective. You can and you will in the new year to come.

Happy Holidays!

Please be sure to join our private Facebook group, HCFCCA Providers. Click on this link to get to our Facebook page, [HCFCCA Providers | Facebook](#).

**Maryland State Department of
Education (MSDE)**

Division of Early Childhood		
Steven R. Hicks	Assistant State Superintendent	410-767-0335
Sharon Brooks	Executive Associate	410-767-0335
Vacant	Legislative Liaison/Program Developer	410-767-6786
Kenneth Blackman	Research Statistician	410-767-0583
Donna Pennewill	Fiscal Service Officer	410-767-0814
Eunice Lee	Fiscal Service Administrator	410-767-0339
Danella Scruggs	Agency Grants Specialist	410-767-7824
Kim Stewart	Agency Grants Specialist	410-767-7802
Alberto Stokes	Early Childhood Systems Specialist	410-767-0112
Alexis Washington	Communications and Outreach Specialist	410-767-7115
James McMahan	Specialist, ECCATS	410-767-6922
Rachel Demma	Director, Early Childhood System Development	410-767-0339
Office of Child Care		
Jennifer Nizer	Director, Office of Child Care	410-767-7823
Tara Bartosz	Assistant - Director of the Office of Child Care	410-767-7823
Early Learning Branch		
Judy Walker	Branch Chief	410-767-6549
Zina Spriggs	Administrative Aide	410-767-7798
Erika Anderson	Specialist, Early Learning	410-767-0646
Roslyn Coleman	Specialist, Early Learning	410-767-4441
Donald Corbin	Specialist, Early Learning	410-767-0240
Susan Harman	Specialist, Early Learning	410-767-0428
Charlie Mitchell	Specialist, Early Learning	410-767-0586
Nykia Washington	Specialist, Early Learning	410-767-0088
Vacancy	Specialist, Early Learning	410-767-7811
Licensing Branch		
Louis Valenti	Branch Chief	410-767-7128
Jaqueline Blanding	Administrative Aide	410-767-7128
David Hamauer	Criminal Background Investigations	410-767-0721
Teresa Lewis	Licensing Systems Project and Systems	410-767-7037
Manjula Paul	Nurse Consultant	410-767-1853
Child Care Scholarship Branch		
Rene Williams	Branch Chief	410-767-0140
Stephen Lenzner	Administrative Support	410-767-0578
Olivier Bithari	Quality Assurance Auditor	410-767-9655
Robyn Cobb-Randall	Policy Specialist	410-767-0649
Raye Dugger	Quality Assurance Specialist	410-767-7840
Lorena Guido	Quality Assurance Auditor	410-767-7811
John Lamb	Assistant Branch Chief	410-767-7831
Beverly Ollivierre	Quality Assurance Manager	410-767-9654
Janielle Shorts	Monitoring Specialist	410-767-7832
Christopher Viamonte	Administrator	301-502-2999
POC HELPLINE		1-866-243-8796
Amber Green	Specialist, CCATS	410-767-8187
Eric Bundy	Specialist, CCATS	410-767-0440
Morgane Cole	Specialist, CCATS	410-767-9684
Allen Ward	Specialist, CCATS	410-767-0451
DeMoyne White	Specialist, CCATS	410-767-5964

Frederick County Office of Child Care (Region XII)		
5303 Spectrum Drive, Suite G Frederick, Maryland 21703 Janet Speak	Regional Manager	301-696-9766
Garrett County Field Office		
430 Weber Rd, Suite B Oakland, Maryland 21550 Dawna Rodeheaver	Lead Licensing Specialist	301-334-3426
Howard County Office of Child Care (Region VI)		
3300 North Ridge Road, Suite 190 Ellicott City, Maryland 21043 Sharon Afework Michelle Royal	Regional Manager Office Secretary	410-750-8770
Lower Shore Office of Child Care (Region IX)		
201 Baptist Street Suite 32, Multi-Service Bldg., 2nd FL Salisbury, Maryland 21801 Suzanne Roark Angela L. Bell	Regional Manager Office Secretary	410-713-3430
Montgomery County Office of Child Care (Region V)		
51 Monroe Street, Suite 200 Rockville, Maryland 20850 Carl Eggleston Latonya Jones	Regional Manager Office Secretary	240-314-1400
North Central Office of Child Care (Region XI)		
3105 1A/B Emmorton Road Abingdon, Maryland 21009 Beth O'Connor Alexandria Fortune	Regional Manager Office Secretary	410-569-2879
Prince George's County Office of Child Care (Region IV)		
807 Brightseat Road Landover, Maryland 20785 Danita Moore Kimberly Chambers	Regional Manager Office Secretary	301-333-6940
Southern Maryland Office of Child Care (Region X)		
41670 Courthouse Drive, P.O. Box 1709 Leonardtown, Maryland 20650 Susan Copsey Cathy Clements	Regional Manager Office Secretary	301-475-3770 800-874-6797
Upper Shore Office of Child Care (Region VIII)		
301 Bay Street, Suite 305 Easton, Maryland 21601 Sandy Kepler-Klunk	Regional Manager	410-819-5801

Collaboration and Program Improvement Branch		
Cynthia LaMarca Lessner	Branch Chief	410-767-0337
Levette Woodrum	Administrative Support	410-767-0583
Amy Beal	Judy Center Partnership	410-767-0675
Vacancy	Specialist Judy Center	410-767-7802
Wendy Dantzer	Program Coordinator	410-767-8959
Tresa Hanna	Grants Specialist	410-767-3396
Malkia McCleed	Communications Specialist	410-767-0602
Credentialing Branch		
Angeline Bishop-Oshoko	Branch Chief	410-767-6916
Adele Beulefeld	Administrative Officer	410-767-7805
Nancy Cahlink-Seidler	Training Approval Coordinator	410-767-7852
Deborah Langer	Training Specialist	410-767-7813
LaTanya Taylor	Credentialing Specialist	410-767-6947
Jacqueline Woodruff	Grants Specialist	410-767-8961
Agnetha Wright	Deputy Branch Chief	410-767-6923
EXCELS		
Lindi Budd	Branch Chief	410-767-7845
Vacancy	Administrative Aide	410-767-1664
Vacancy	Quality Assurance Coordinator	410-767-8961
Michelle Young	Community Outreach Specialist	410-767-7814
Jena Smith	Quality Assurance Manager	410-767-0580
Andrea Zabel	Quality Measurement Specialist	410-767-7863
Allegany County Field Office		
3 Pershing Street Cumberland, Maryland 21502 Ruth Lafferty	Lead Licensing Specialist	301-777-2385
Anne Arundel County Office of Child Care (Region I)		
49 Old Solomons Island Road Annapolis, Maryland 21401 Renee Woodard Tonya Smith	Regional Manager Office Secretary	410-573-9522
Baltimore City Office of Child Care (Region II)		
2700 North Charles Street, Suite 203 Baltimore, Maryland 21218 Sherry Tsigounis Kay Abrams	Regional Manager Office Secretary	410-554-8300
Baltimore County Office of Child Care (Region III)		
409 Washington Avenue, Suite LL8 Towson, Maryland 21204 Amber Riley Andrea Brown	Regional Manager Office Secretary	410-583-6200
Carroll County Office of Child Care (Region XIII)		
1643 Liberty Road, Suite 205 Eldersburg, Maryland 21784 Sharon Afework	Regional Manager	410-549-6489

Washington County Office of Child Care (Region VII)		
1075-C Sherman Avenue Hagerstown, Maryland 21740 Dolores Harmon Dee Myers	Regional Manager Office Secretary	301-791-4585

Contacting the Division Branches

Office of Child Care –
earlychildhood.msde@maryland.gov

Early Learning Branch
early.learningbranchesmsde@maryland.gov

Collaboration and Program Improvement Branch
– collaboration.programimprovement@maryland.gov

Licensing – licensingocc.msde@maryland.gov

Credentialing –
credentialocc.msde@maryland.gov or 1-866-243-8796

Subsidy – ccscentral@conduent.com or 1-866-243-8796

Maryland EXCELS – info@marylandexcels.org

Tuesday Tidbits-November 2, 2021

Tuesday Tidbits-November 16, 2021



JOIN THE FOOD PROGRAM AND GET PAID TO SERVE NUTRITIOUS FOOD!

What is the Child and Adult Care Food Program (aka CACFP)?

- USDA CACFP is a federal program that reimburses family child care providers for serving nutritious meals and snacks to children.

Why join the Food Program?

- It's Free!
- All regulated FCC providers are eligible to join the CACFP.
- There are two main benefits:
 - Nutritional Benefits – You will receive the most up-to-date nutrition education based on USDA guidelines to help you plan and serve healthy meals and snacks to the children in your care.
 - Nutritious food contributes to the wellness and development of young children and teaches them healthy eating habits that last a lifetime!
 - Financial Benefits – Each month you will report, through KidKare (the free software we provide to our providers), the number of meals and snacks you serve. You will then receive a reimbursement to help you cover the costs of the food you served.
 - Providers receive reimbursement based on Tiering:
 - Tier 1 Rate – Higher rate of reimbursement if you live in a community that is economically in need and/or qualify by household income.
 - Tier 2 Rate – Lower rate – “All Other Providers”
 - If you serve one breakfast, lunch and a snack per day the average rate of reimbursement “per child” is:
 - Tier I (higher) - \$1,205 per year (20/21 Rate)
 - Tier II (lower) - \$577 per year (20/21 Rate)

NOTE: USDA Announced in April 2021 that because of the COVID 19 Pandemic a waiver has been put in place that allows all providers to receive the higher Tier 1 Rate of Reimbursement from JULY 1, 2021, through JUNE 30, 2022.

Is it financially beneficial for me to be on the program? What about taxes?

- Joining the food program makes financial sense. You are always financially better off on the Food Program.
 - Do you want to win the lottery?
 - If your spouse got a raise, would you accept it?
 - If your child care parents paid you more, do you want it?
 - The answer is “yes” to all the above. In each of these scenarios you earn more money, pay more in taxes, and have **MORE MONEY IN YOUR POCKET** after paying taxes.
 - **MORE INCOME IS ALWAYS BETTER!!!**
 - For every \$1000 you receive from the CACFP you can expect to keep about \$600-\$700 in your pocket after taxes.



Common Objections:

"It's too much paperwork" – Well we all know paperwork is no fun, BUT you are being paid to do the paperwork. The Planning Council pays for KidKare and offers it free to all providers. KidKare reduces your paperwork, and you can use your smartphone, iPad, laptop and/or computer to record your meals and attendance and use eForms to enroll your children, etc.

- If you spend 3 hours/week doing paperwork and care for 4 children, serve breakfast, lunch, and a snack = 156 hours/year
- Tier 1 – $\$1205 \times 4 = 4820 \div$ by 156 hours = $\$30.89$ per hour
- Tier 2 – $\$577 \times 4 = 2308 \div$ 156 hours = $\$14.79$ per hour

"I only qualify for Tier 2 Rate and the CACFP reimbursements don't cover the cost of my food."

- Some money is always better than no money.
- If you got \$1000 from the CACFP and your food costs were \$2500
 - Why give up \$1000 in income?
 - If you do not take the \$1000 income from the CACFP your food costs will not change.

"My enrollment is low; I'm Tier 2 and I only serve one (1) snack. It's not worth it to claim a 21-cent snack."

- Well, actually "NO" that is inaccurate.
 - You will earn approximately \$10.06 per hour by claiming a 21-cent snack.
 - 1 child x $\$.21 \times$ 5 days a week x 52 weeks = $\$54.60$ a year
 - 4 children x $\$.21 \times$ 5 days a week x 52 = 218.40 a year
 - 5 minutes a day to enter it into KidKare = 21.7 hours a year
 - $\$218.40 \div$ 21.7 hours = $\$10.06$ per hour for your CACFP hours.

"I will lose my food deductions if I join the CACFP so I will be worse off financially."

- Nope! This is a common misunderstanding.
- You are entitled to claim food expenses in the same way whether you are on the CACFP or not.
- You can deduct the meals/snacks you get reimbursed for by the CACFP.

JOIN Now! *There really aren't any serious objections to joining the CACFP. It's a wonderful nutrition program that will help keep the children in your care healthy and it's a significant financial benefit that will put cash in your pocket.*

TO GET STARTED CALL THE PLANNING COUNCIL @ 1-800-477-3993, ext. 3025 or 410-967-5848



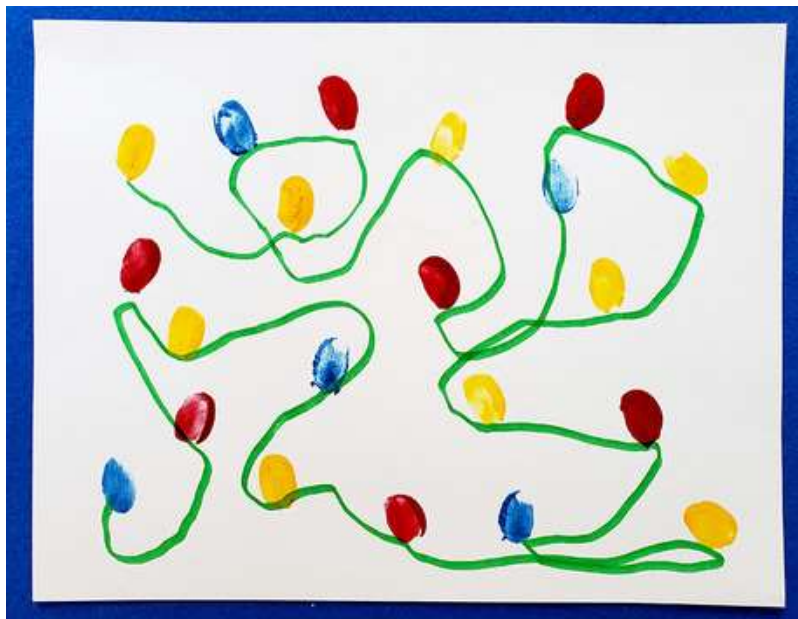
CRAFT AND ACTIVITY

Tangled Lights

adapted from themailbox.com

Materials: 9"x 12" construction paper, colorful paints, green crayon or marker

Description: This whimsical artwork is a fun and vibrant option for December! To prepare, provide shallow pans of colorful paint. Have each child make thumbprints on a 9" x 12" sheet of construction paper. When the paint is dry, encourage them to connect the dots with a green crayon or marker.



RECIPES

Pesto Pita Trees

Purpose: Cooking with children is a wonderful sensory experience! It is also a great way to entice them to try new foods. This cooking experience does not involve the use of heat so all children can participate. During the course of this experience, each child will make choices based on his/her preferences, explore foods using his/her senses, build fine motor control and much more. Enjoy!



Ingredients* and Equipment:

- Prepared pesto sauce (or homemade if you want)
- Pitas
- Diced red, yellow and orange peppers
- Black olive slices
- Other toppings you believe the children would enjoy
- Pretzel sticks
- Paper plates
- Pizza cutter (adult use only!)

To prepare, simply use a pizza cutter to cut each pita into 6 wedges. Then, have each child spread pesto sauce on a wedge and add his/her chosen toppings. A pretzel stick can be inserted into the bottom for a trunk. Serve with fresh fruit for a tasty lunch or snack. As the children enjoy eating their pesto pita trees, be sure to talk about the textures and flavors of the food. This is an excellent way to engage the senses while building language and vocabulary.

* As always, be sure to check with parents/caregivers before serving any foods.

HCFCCA FUNDRAISERS

HCFCCA Shaklee Fundraiser



We love our Pumpkin Spice Life Shake in smoothies but have you ever baked with it? Try these Pumpkin Collagen Protein Blondies.

Ingredients:

- 1 cup [Collagen-9](#)
- 4 scoops Pumpkin Spice Life Shake
- 6 tbsp. coconut flour
- 1/2 tsp. baking soda
- 1/2 tsp. salt optional
- 1 tsp. ground cinnamon
- 1/2 tsp. ground nutmeg
- 1/4 tsp. ground ginger
- 1/8 tsp. ground allspice (optional)
- 1/2 cup sunflower seed butter
- 1/2 cup (4 large) egg whites
- 1/2 cup 100% pure canned pumpkin
- 2 tsp. vanilla extract optional
- 2 oz. dark chocolate chips (optional)
- 1/4 cup unsweetened almond milk optional

Directions:

1. Preheat oven to 350 degrees F.
2. Whisk together dry ingredients in a medium mixing bowl.

3. Add wet ingredients (through vanilla) and mix until no clumps remain.
4. If desired, stir in chocolate chips (or save to make ganache in step 7).
5. Pour batter into an 8×8" baking pan lined with parchment paper or coated generously with cooking spray or coconut oil.
6. Bake in preheated oven for 22-27 minutes, until a toothpick or knife inserted comes out slightly dirty but not covered in wet batter.
7. If making ganache, add chocolate chips to a small bowl and pour one quarter cup of steaming hot unsweetened almond milk (or milk of choice) over top. Stir until thick and smooth, then pour over top slightly cooled blondies. Chill in fridge for 20-30 minutes.
8. Cut blondies into 16 equal pieces and enjoy! Leftovers will keep in the fridge in an airtight container at least a week.

HCFCCA Shaklee Fundraiser

STEP 3: Kill Germs & Viruses

**BASIC-G® GERMICIDE
+ SPRAY BOTTLE**

- Powerful multipurpose germicide to disinfect, clean, and deodorize.
- Effective against 30 types of bacteria and 26 types of viruses, including human coronavirus.*²

**TOUGH ON GERMS & VIRUSES
INCLUDING HUMAN
CORONAVIRUS (COVID-19)***



HCFCCA ADVERTISING

HCFCCA does not endorse any specific product, service, organization, company, information provider, or content. The advertisements are for information and convenience of its readers and do not constitute endorsement, recommendation,

or favoring by HCFCCA. The use of any advertised products or services is at the sole discretion of the user.

HCFCCA PROVIDER INFORMATION

MFN will be offering the All Our Kin Family Child Care Business Training series starting in January and running through March. This is a great series for experienced and new providers alike. Because registration is limited to 25 people, I am asking for your support in inviting providers to register who you feel would be strong and committed participants. This series requires independent work and a commitment to implementing the skills and strategies learned in the series. All of the information including the registration link are available

here: <https://www.marylandfamilynetwork.org/news/all-our-kin>



The Office of Children and Families is excited to offer a free, new opportunity for infant and toddler early care and education providers. You are invited to partner with us to address the social and emotional needs of children.

The primary goal of this program is to increase early care and education providers' capacity to address the **social and emotional needs of children age birth to three** by providing coaching, consultation and training services in infant and toddler classrooms.

We provide infant/toddler staff the opportunity to:

- set the stage to decrease negative behaviors in the classroom;
- develop innovative strategies to manage challenging behaviors;
- teach children new skills to replace challenging behaviors; and
- support each other in addressing difficult behaviors

A partnership with the PPO I/T program will **provide your infant/toddler teachers with a certified coach**, offering a one-on-one approach within each classroom, and access to free resources and materials. Your coach will model techniques, observe staff/child interactions, and provide hands-on strategies to equip teachers of young children with the tools and information to better regulate and more effectively address the developing emotions of those in their care.

For more information, or to participate,
contact the CAREline at

410-313-CARE (2273)

VOICE/RELAY

children@howardcountymd.gov • www.howardcountymd.gov/children



If you need this information in an alternative format, contact the Office of Children and Families at 410-313-1940 (voice/relay) or children@howardcountymd.gov.

Directory of NACES Members

If you have been referred to the NACES website for an evaluation of your non-US studies, please select a NACES member organization from the list below. This list provides links to each member's website – we recommend that you contact our members directly to obtain information about the services they offer, their fees, and their requirements.

Current Members

[AZZ Evaluations, LLC](#)
Member since May 2009

[Academic Evaluation Services, Inc.](#)
Member since May 2008

[Educational Credential Evaluators, Inc.](#)
Member since March 1987

[Educational Perspectives, Q&A](#)
Member since April 2003

[Educational Records Evaluation Service, Inc.](#)
Member since April 1993

[Evaluation Service, Inc.](#)
Member since June 1991

[Foreign Academic Credential Service, Inc.](#)
Member since March 1987

[Foundation for International Services, Inc.](#)
Member since March 1987

[Global Credential Evaluators, Inc.](#)
Member since March 2004

[Global Services Associates, Inc.](#)
Member since May 2000

[International Academic Credential Evaluators, Inc.](#)
Member since May 2006

[International Education Evaluations, Inc.](#)
Member since May 2018

[International Education Research Foundation, Inc.](#)
Member since March 1987

[Center for Applied Research, Evaluation and Education, Inc.](#)
Member since March 1987

[Josef Slavik and Associates, Inc. International Education Consultants](#)
Member since April 1989

[Sloan Group, The Evaluation Company](#)
Member since April 1996

[Transcript Research](#)
Member since September 2011

[World Education Services, Inc.](#)
Member since March 1987

NATIONAL ASSOCIATION OF CREDENTIAL EVALUATION SERVICES, INC.

*An Association of Independent Evaluation Services
Revised 3/31/2011*

Center for Applied Research Evaluation & Education P. O. Box 18358 Anaheim, CA 92817 Phone: 714-237-9272 www.iescareg.com	FACS, Inc. Foreign Academic Credentials Service, Inc. P.O. Box 400 Glen Carbon, IL 62034 Phone: 618-656-5291 www.facsusa.com
Educational Credential Evaluators, Inc. P.O. Box 514070 Milwaukee, WI 53203-3470 Phone: 414-289-3400 www.eca.org	Foundation for International Service, Inc. 14926 35th Avenue West Suite 210 Lynnwood, WA 98097 Phone: 425-248-2255 www.fis-web.com
Education Evaluators International, Inc. 11 S. Angell Street #348 Providence, RI 02906 Phone: 401-521-5340 www.educei.com	International Consultants of Delaware, Inc. P. O. Box 8629 Philadelphia, PA 19101-8629 or 3600 Market Street, Suite 450 Phone: 215-222-8454 ext. 603 www.icdel.com
Educational Perspectives P.O. Box 618056 Chicago, IL 60661-8056 Phone: 312-421-9300 www.edperspective.org	International Education Research Foundation, Inc. P.O. Box 3665 Culver City, CA 90231-3665 Phone: 310-258-9451 www.ierf.org
Educational Records Evaluation Service, Inc. 601 University Avenue Suite 127 Sacramento, CA 95825 Phone: 916-921-0790 www.eres.com	Josef Silny & Associates, Inc. International Education Consultants 7101 SW 102 Avenue Miami, FL 33173 Phone: 305-273-1616 www.jsilny.com
Evaluation Service, Inc 333W. North Ave. #284 Chicago, IL 60610-1293 Phone: 847-477-8569 www.evaluationsservice.net	Span Tran Educational Services, Inc. 7211 Regency Square Blvd. Suite 205 Houston, TX 77036-3197 Phone: 713-266-8805 www.spantran-edu.org
Foreign Educational Document Service P.O. Box 4091 Stockton, CA 95024 Phone: 209-948-6589 www.documentsservice.org	World Education Services, Inc. Bowling Green Station P.O. Box 5087 New York, NY 10274-5087 Phone: 212-966-6311 www.wes.org

Please Note:

Credits from institutions in other countries shall be evaluated for comparability of degree and course work by an independent agency authorized to analyze foreign credentials. The agencies listed above are designated by the Department to provide this service. A course-by-course evaluation using original documents is required.



CONTACT US

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HCFCCA

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Columbia, MD 21045

(301) 776-4841

You are a member of HCFCCA, this entitles you to our monthly newsletter.

[Unsubscribe](#)