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ANNUAL CONFERENCE



MAY 12-15, 2016 | WASHINGTON, D.C.

Dear Attendees:

Welcome to the **International Nanny Association's 31st Annual Conference** in historic Washington DC area. I am so pleased you have joined us for this record breaking year. With over 230 registered attendees plus vendors and speakers, this year's conference is sure to be a memorable experience.

There are many places you could be this weekend, but as a professional and leader in the nanny industry, you have chosen to take this time to educate yourself, connect with others and refresh. I applaud your dedication.

We have worked hard to bring nannies, newborn care specialists, placement agencies and industry businesses a host of truly informative workshops. Our goal is to provide something for everyone, from the newly opened agency to the company in business for 30+ years. From the caregiver just starting out to the one who has cared for hundreds of newborns.

I would like to say a special welcome to our more than 90 first-time attendees. I can't wait to get to know you. In addition to high-quality education, this is a place where life-long friendships form and business partnerships take root.

To those who have been to an INA Conference before, welcome back and thank you for continuing to invest in our organization and yourself. I look forward to catching up with you. It is my hope that whether you are a first-timer or a life-timer, you walk away feeling energized and prepared for what is ahead of you.

The INA Board of Directors will be announcing some exciting growth in our organization. As we work to move this industry forward, we look forward to the input and support from our members and conference attendees. When we all work together, the message of respect for caregivers, placement agencies and education will be heard loud and clear.

Let's get learning!

Marcia Hall
President, International Nanny Association

INA Board of Directors

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GENERAL CONFERENCE INFORMATION

THE INA ANNUAL CONFERENCE REGISTRATION DESK is located in **REGENCY BALLROOM FOYER** and will be open for the duration of conference. Please feel free to ask questions, purchase publications, leave messages and obtain all other conference assistance at the registration desk.

CONFERENCE ORIENTATION: An introduction to the 2016 INA Annual Conference, geared towards first-time conference attendees, will be held on Thursday at 5:30 PM in **LAKE FAIRFAX**. Everyone is welcome to attend.

NAME BADGE REQUIRED: Please wear your name badge at all times. Only registered attendees wearing their name badges will be admitted into conference sessions.

RAFFLE: The raffle will be held at the closing reception on Saturday evening. Tickets are \$1 a piece or 6 for \$5. You can purchase them from a Raffle Committee member or the registration desk. You must be present to win the raffle prize, or designate someone to accept for you. INA will not mail prizes.

ENDORSEMENTS: INA does not assume responsibility for any statement, fact or opinion presented at the conference,

nor does the acceptance of advertisements and exhibits imply endorsement by INA. INA does not endorse any product or service made available by exhibitors or contributors at the conference.

CONFERENCE EVALUATIONS: INA workshop evaluation links were mailed out to each attendee prior to conference and the morning of conference. Please use the appropriate workshop link and complete the survey. Results will be shared with the speaker.

PHOTO RELEASE: INA and its legal representatives and assigns, retain the right and permission to publish, without charge, photographs taken during this event. These photographs may be used in publications, including electronic publications, or in audio-visual presentations, promotional literature, advertising, or in other similar ways.

RECORDING: INA retains the sole right to record (audio or video) presentations at workshops and the keynote address. Individual attendee audio or video recording is not allowed. Recording of caucuses is strictly prohibited.

PLEASE NOTE: Please remember to turn off or silence your cell phones during conference sessions.



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2016 INA ANNUAL CONFERENCE AGENDA

Conference attendees are welcome to attend any workshop session they would like, with the exception of the nanny, newborn care specialists and business member caucuses. The workshops are separated into nanny, newborn care specialist and agency tracks so attendees can easily identify which audience the workshop is geared toward.

Registration opens at 11:00 AM

**Agenda is subject to change.*

TRACKS: **(N)** Nanny **(A)** Agency **(NCS)** Newborn Care Specialist **(G)** General » Room Name

Thursday, May 12th

8:00 AM – 1:00 PM

Board of Directors Meeting » Town Center A & B

11:00 AM – 7:30 PM

Registration (G) » Regency Ballroom Foyer

12:45 PM – 1:00 PM

Board of Directors Installation » Town Center A & B

2:00 PM – 4:00 PM

SMALL BUSINESS LEGAL INSIGHTS



Presented by Rebecca Geller, *Geller Law Group*

Sponsored by *All Things Nanny (A)* » Grand Ballroom G

Whether you are just starting out or a veteran agency, legal questions and concerns happen every day. Ms. Geller leads one of the top all-female law firms in the DC area, and understands the needs of working parents and small business owners.

Some of the items that may be discussed:

- Corporate structure - LLC, INC, Sole proprietorship
- Business insurance - errors and omissions, liability, etc.
- Defining your service and replicating what you promise over and over.
- Interview law - what can the agency ask, what can they not ask that the family can?
- Best practices for insurance

2:00 PM – 4:00 PM

INA Nanny Credential Exam (N) » Town Center A

Pre-registration and payment required.

2:00 PM – 5:00 PM

DOMESTIC SHIELD PRESENTS SAFETY & SECURITY FOR TODAY'S CAREGIVER



Presented by Barry Wilson, *Domestic Shield (N)* » Lake Thoreau

Domestic Shield is a Training Company focused on Safety Awareness Training for Nannies, Estate and Agency Staff. The Conference Presentation will give attendees an overview of the Course's Safety Awareness knowledge's and skills taught through the Tier System. We are not a personal defense training company using Martial Arts Self Defense. Domestic Shield is dedicated to the principal of Awareness for Avoidance through intelligence, observations and understanding of the realities of personal safety and security in today's world. Hour One of the Conference Presentation introduces Tier 1, the Safety and Security

Mind Set. In this hour we will discuss the importance of Mind Set development and the tools used to clearly understand Issues of Concern as well as how to deal with them. Hour Two, the Tier 2 overview, demonstrates the use and value of tools like micro-expressions, body language and handwriting analysis in the recognition of potentially dangerous personalities and some of the most common planning needed to overcome every day dangers. Hour Three discusses the training methods used to connect safety & security knowledge with Avoidance Skills. In order to make that connection, Domestic Shields places students in real life scenarios, ones they would likely face and has them work through solutions. This training method cements knowledge with practical ability. It is Domestic Shields pleasure to discuss these unique & effective classes and we will be available throughout the conference. Preregistration and payment are required to attend this workshop. Attendees will receive a certificate of participation.

2016 INA CONFERENCE SPONSORS & ADVERTISERS



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Plexus
Sharp 1 Studios
Top Baby Guru
Trinity Risk
White House Nannies, Inc.

2016 INA CONFERENCE ENDOWMENT RECIPIENTS

2016 Endowment Recipients

CAREGIVER: Heather McKinley & Laura Schroeder

BUSINESS: Lou Slade, Educated Nannies & Danica Charriere, The Nanny Company, Inc.

Thursday, May 12th

2:00 PM - 5:00 PM

INSIGHTS DISCOVERY



Presented by Jack Rice, *Loyola University* (N) (G) » Lake Audubon

In any field where we work with people the ability to adapt to different personalities and styles is crucial. This workshop will explore persona, using the "Insights Discovery" system. Find out what makes you tick, how you can adapt to the people you work with and be able to spot preferences in others. This will be a highly interactive and fun workshop that you will be able to apply to your work the very next day.

2:00 PM - 5:00 PM

NCS 101 - NEWBORN CARE BASICS AND GETTING STARTED IN THE NCS BUSINESS



Presented by Cortney Gibson, *Gibson Newborn Services*; Tonya Sakowicz, *Newborn Care Solutions*; and Carolyn Stulberg, *Alexandria School* (NCS) » Lake Fairfax

Three industry leaders present an extended workshop specifically designed for attendees who are considering a career in newborn care or who have only been working with newborns for a short time. Whether you are a nanny with a new charge on the way or are thinking about studying to be an NCS, this extra session is for you. Carolyn, Tonya and Cortney will cover the basics of: newborn appearance, jaundice, breastfeeding, safe sleep, bottle-feeding, diapering, bathing, swaddling, soothing, industry standards, business tips and so much more. If you've ever thought about becoming a newborn care professional, this extended session will be just the foundation you need to build your knowledge and experience for a thriving career.

5:30 PM - 6:00 PM

FIRST TIME ATTENDEE ORIENTATION

Hosted by Kellie Geres, INA Conference Coordinator (G) » Grand Ballroom G

First time conference attendees are invited to join us for this information introduction to the INA Conference. We will walk you through what to expect and how to get the most out of your conference experience. All are welcome to attend.

6:00 PM - 7:30 PM

WELCOME RECEPTION » Regency Ballroom B / Regency Ballroom Foyer & Regency Ballroom Terrace
Join us as we kick-off our 31st Annual Conference. Come meet new friends, and connect with old friends. Lite snacks and a cash bar will be available.

7:30 PM - 9:30 PM

OPTIONAL: GROUP DINNERS AT RESTON TOWN CENTER

» Conservatory - 1st Floor at 7:30 PM
We've organized several group dinners for our attendees to choose from. Sign-ups will be available at conference, at the registration desk. A complete listing of restaurants, prices and menus can be found in the Group Dinners tab of the conference registration site. Groups dinners are optional, sign up is required, and please bring cash for dinner payment, as many group settings cannot separate checks.

Friday, May 13th

8:00 AM - 8:45 AM

Breakfast Sponsored by Avitus Group » Conservatory - 1st Floor

Workshops

9:00 AM - 10:15 AM

KEYNOTE ADDRESS:

IN YOU THEY TRUST - 5 STRATEGIES TO CREATE A GREAT WORKING RELATIONSHIP

Presented by Bill Cates, *Referral Coach International* - Sponsored by *HomeWork Solutions* (G) » Regency Ballroom A & B



One factor - above all others - that needs to be present for any relationship that works is trust. Trust is fragile. Trust takes a long time to create and can be destroyed in an instant. Trust is hard to define. It's more a feeling. When you have it or don't have it - you know it. This lively and fun session will show you how to avoid Trust Busters and use Trust Builders to create smooth and effective working relationships.

10:15 AM - 10:45 AM

Networking Break Sponsored by Newborn Care Solutions » Regency Foyer and Terrace



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Introducing Nanny Jobs PRO 4.0™!

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The screenshot shows a comprehensive dashboard with the following sections:

- Prospective Clients:** A line graph showing trends from Jan to Dec.
- Clients:** A bar chart comparing 'Active Clients' and 'New Clients' across categories like 'New' and 'Current'.
- Workers:** A bar chart showing 'LT Only', 'ST Only', and 'Both LT/ST' across categories like 'New Hire' and 'Existing'.
- Requests:** A bar chart showing 'Short Term' and 'Long Term' requests across categories like 'New' and 'Existing'.
- Billing:** A pie chart and summary table:

Total Unpaid for Services:	\$58,490
Pending Invoices:	\$10,169 (17)
Unpaid Invoices:	\$48,322 (38)
- Easy Pay Referrals:** A section for GTM Payroll Services with a logo.
- Employee Dishonesty Insurance:** Text describing insurance options for agencies.
- Live-in Nanny Hiring Guidelines:** Text providing advice for families hiring live-in nannies.
- GTM Payroll Services:** Text describing payroll services offered by GTM.

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10:45 AM - 12:15 PM

BUILDING A THRIVING REFERRAL BASED BUSINESS



Presented by Bill Cates, *Referral Coach International*
Sponsored by Crunch Care (A) » Lake Fairfax

3 Strategies to Go from Incremental Growth into Exponential Growth Client Satisfaction and Client Loyalty are critical to the stability of your business. But it's Client Leverage that turns incremental growth into exponential growth. In this unique, high content session, you will receive the blueprint for building a thriving business based on referrals and personal introductions. You Will Discover: Why client satisfaction and loyalty are not always enough for the growth you want. What it takes to become super referable in the eyes of your prospects and clients - to get referrals without even asking. How to ask for referrals without pushing or begging. How to turn a referral into a solid introduction so new prospects are eager to hear from you. A simple way to use LinkedIn to generate more introductions. Follow this simple and easy-to-implement blueprint that Bill provides and you'll be on your way to building a thriving business based on referrals and personal introductions. This is a high content and interactive session. Come ready to take lots of notes and then take powerful action.

10:45 AM - 12:15 PM

DARK SIDE OF THE FULL MOON: THE REALITY OF POSTPARTUM DEPRESSION AND ANXIETY



Presented by Dr. Shoshana Bennett (NCS) » Grand Ballroom G

This workshop will cover: An overview of the 6 postpartum mood and anxiety disorders, an in depth look at postpartum depression (PPD) and postpartum anxiety (PPA), identifying what is normal and what is not – what to look and listen for how to talk to clients when a possible mental health issue is detected and practical do's and don'ts to support clients.

10:45 AM - 12:15 PM

THE CHILD IN BLOOM TOOLBOX



Presented by Renee Mattson, M.Ed., *Child in Bloom*
Sponsored by Nannies by Noa (N) » Lake Thoreau

It's about time teachers shared what they understand about supporting positive behaviors with childcare providers and parents. Renee Mattson is an educator first who has spent the last 20 years working in the school systems with children with severe behavior and learning needs and also working side by side aspiring teachers through our field work at Xavier University. She knows how to coach adults who take care of children and help them find new responses that will change a child's behavior to positive. Renee's whole focus is on the need teach, model, and practice everything until a child learns a new behavior that will replace their old behavior. This workshop is jammed packed with specific and practical tips and tools to support positive behaviors in children ages toddler to teen. We will cover everything from power struggles to sibling rivalry and how we get children to regulate their body, mind and mouth. You'll walk away with real life strategies that work.

10:45 AM - 12:15 PM

POWER TOOLS FOR POWER STRUGGLES



Presented by Carol Hoffman (N) » Lake Audubon

Frequent power struggles, whether between adults or between parents and children, impact relationships. Learn what happens when a conflict develops and gain some insights into redirecting that energy in ways that tend to solve problems and bring people closer.

12:15 PM - 1:45 PM

Lunch: Nanny of the Year & Service Award Pin Ceremony

Sponsored by GTM Payroll Services » Regency Ballroom A & B

2:00 PM - 3:15 PM

“YOUR TINIEST CHARGES” ... MICRO-PREEMIES ADVANCED NCS'S ONLY, PLEASE!



Presented by Carolyn Stulberg, *Alexandria School* (NCS) » Grand Ballroom G

In this talk we will; 1. Explore the development of the body's major organs and the effect being born prematurely has on their function 2. Examine the ways a NICU supports those major organs to allow optimal growth in the NICU 3. Suggest ways to help support optimal growth of those systems in the home environment.

2:00 PM - 3:15 PM

HOW TO LAND THE TOP JOB AND BE THE BEST YOU



Presented by Rebecca Stewart, *VIP Nannies* (N) » Lake Thoreau

Have you ever wanted to know the secret behind landing that perfect job? Rebecca Stewart, owner and founder of VIP Nannies Inc. Household Staffing, a premier referral agency serving Los Angeles, NYC and Internationally, shares her insider secrets on how to land that high profile position with the industry's most elite families! This workshop will be filled with helpful tips, examples, and Q &A with one of the industry's leader to help you land that perfect position.

2:00 PM – 3:15 PM

MARKETING TO MOMS

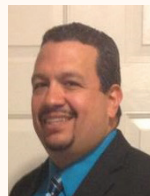


Presented by Anjali Varma, *Kidville*
Sponsored by Pavillion Agency/The Nanny Authority (A) » Lake Fairfax

Learn innovative, effective, low-cost ways to reach your ideal target audience, moms. Anjali's talk will provide tangible strategies to reach the mom market including leveraging social media, building a personal brand in your community, securing local PR, partnering with influencers in your community, and blogging. Anjali's talk is based on her five years of experience running a children's franchise as well as her marketing course for small business owners which focuses on low-cost local marketing strategies.

2:00 PM – 3:15 PM

UNDERSTANDING WHAT MANDATED REPORTING



Presented by Guillermo Cintron, *Child Welfare Training Academy* (G) » Lake Audubon

Learn What being a mandated reporter means

- Why nannies or anyone working directly with a child is a mandated reporter
- What children does this include (is it just the children in our care or all children we have interactions with)
- What the process usually looks like when reporting suspected abuse or neglect.

3:30 PM – 4:45 PM

IS IT A FOOD ALLERGY, IS IT JUST A "SENSITIVITY", IS IT REFLUX, OR IS IT SOMETHING MORE?

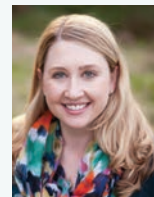


Presented by Tonya Sakowicz, *Newborn Care Solutions* (NCS) » Grand Ballroom G

With so much information out there these days, much of it contradictory, and with some people claiming food allergies and sensitivities don't even exist in infants, it is hard to know what the real facts really say. In this class, we will take a look at the most current research into infant food sensitivities, allergies reflux and possible related issues like leaky gut syndrome. We will examine what scientists know, don't know or just think they know about causes, symptoms and management for the newborn and infant caregiver.

3:30 PM – 4:45 PM

MOMPREENEERS: ROCK STAR AGENCY OWNERS SHARE HOW THEY BALANCE FAMILY & CAREER



Presented by Ryan Jordan, *Educated Nannies*;
Rosalind Prather, *Trusting Connections* and Megan Metzger,
Preferred ChildCare (A) » Lake Audubon

Panel discussion of how they have balanced family and career and built some of our industry's top performing agencies. From nanny to business owner, to wife and mom, come listen to their tips on success not only in business, but home.

3:30 PM – 4:45 PM

THIS TIME OF MASSIVE BUSINESS DISRUPTION. IT'S TIME TO MARKET AND CONNECT LIKE IT'S 2020



Presented by Jennifer Abernathy, *Socially Delivered* (A) » Lake Thoreau

In this powerful session, Jennifer will paint picture of what is to come over the next 4 years and what businesses and professionals need to do today, to not only survive but thrive. Jennifer will review mindset shifts, show examples of how companies and brands are disrupting themselves to connect to the connected consumer and why social media is the place to begin.

3:30 PM – 4:45 PM

WORKPLACE BULLYING: WHEN CAREGIVERS BECOME TARGETS, THE FAMILY UNIT



Presented by Jowharah Sanders, *NVEEE* (N) » Lake Fairfax

In a 2014 National Survey on Workplace Bullying, 69% of workplace aggressors were men, with 60% of the targets being females while a minimum of 40% were men. While 25% of the targets said their employers denied the accusation and investigations on the bullying incidents failed. The purpose of this workshop is to prevent or transform workplace bullying by facilitating an open discussion on bullying, sexual harassment, and the undue stress placed upon caregivers within the in-home and live-out nanny community, and to provide tips, support, action steps, and resources to having an aggressive free work environment.

This workshop teaches caregivers to what extinct is an employer's or the entire family unit's behavior considered bullying, how to recognize the early signs of workplace bullying, and how to enhance positive social skills, model specific actions, and demonstrate ways of being and behaving that can empower caregivers to reduce employer and/or peer harassment.

6:00 PM – 10:00 PM

Optional: DC Night Tour Sponsored in part by *White House Nannies, Inc.* » Conservatory
Meet at 6:00 PM in Conservatory. Bring your ticket. Pre-registration and payment required.

6:30 PM – 9:00 PM

Optional: Group Dinners at Reston Town Center » Conservatory - 1st Floor at 6:15 PM
We've organized several group dinners for our attendees to choose from. Sign-ups will available at conference, at the registration desk. A complete listing of restaurants, prices and menus can be found in the Group Dinners tab of the conference registration site. Groups dinners are optional, sign up is required, and please bring cash for dinner payment, as many group settings cannot separate checks.

Saturday, May 14th

8:00 AM – 8:45 AM

Breakfast Sponsored by Mahler Staffing » Conservatory - 1st Floor

8:00 AM – 4:00 PM

Conference Marketplace » Grand Ballroom E-F-G

Visit our vendors for today only! Services and products brought together for one day, for nannies, NCS, agencies, and educators!

Workshops

9:00 AM – 10:15 AM

COMMUNICATING WHEN NO ONE IS LISTENING



Presented by Amy Rosellini, *Rosellini Leadership & Training* (G) » Regency A & B

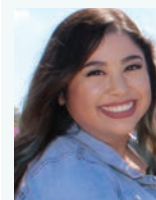
Listening Communication with others is oftentimes difficult. Agencies talking to parents, nannies or staff. Nannies communicating with parents, children, other nannies, agencies. Parents, talking with nannies, agencies, their children. We all communicate differently. We all process a conversation differently. In this session, Amy will discuss techniques for clear communication and how to make sure your message is received clearly and positively.

10:15 AM – 10:45 AM

Networking Break Sponsored by Aunt Ann's In-house Staffing » Grand Ballroom E-F-G

10:45 AM – 12:15 PM

BACK UP CARE PANEL DISCUSSION



Presented by Janna Ammons, *Seattle Nanny Network, Inc.*, Stacie Steelman, *Crunch Care*, & Kerri Torres, *Bright Horizons* (A) » Lake Anne

Join us for an informative and honest look into Back up Care. Discussion will include: How to sell it to clients, typical clients and candidates, how it compliments your current business structure, recruiting and retaining staff.

10:45 AM – 12:15 PM

HOW TO HANDLE THE TOP 5 MOST DIFFICULT DISCUSSIONS WITH NEW PARENTS

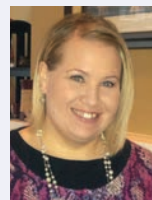


Presented by Amy Rosellini, *Rosellini Leadership & Training* (NCS) » Lake Fairfax

How do you engage new parents in uncomfortable conversations? Or, how do you react to new parents who engage in difficult conversations with you? When addressing concerns with parents regarding child development, care, or concerns, we will discuss ways to proactively navigate these conversations, and how to make sure your message is received clearly and positively. Bring your questions or difficult situations and have them answered by Amy.

10:45 AM – 12:15 PM

INA MENTOR PANEL DISCUSSION



Moderator: Greta Schraer
Panelists: Marcia Hall, Glenda Propst, Jenny Brown and Sheri Lopez
Sponsored by Top Baby Guru (N) » Lake Audubon

Come and ask your questions. Get answers from long-time industry professionals.

10:45 AM – 12:15 PM

MATH HOMEWORK HELP: COMMON TO THE CORE



Presented by Angela Riggs (N) » Lake Thoreau

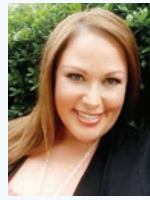
A typical responsibility of a nanny is to help their charges with homework. Parents may also ask the nanny for help because they don't understand the homework either. Much of the education in the Elementary grades of today revolve around the Common Core. Many nannies and parents struggle with how to help or guide children to complete the "new" math strategies found in the Common Core. In this session, participants will work in small groups or "play pods" to solve math problems using manipulatives and graphic organizers found in a typical classroom that follows Common Core. Handouts will be given to break the skills down for grades 1 to 5 that are included in the Common Core. The play pod groups will use ready-made task cards to try different strategies and problems. Answers will be provided so the groups can check their own work. The presenter will walk around to help provide prompts and tips. More handouts with developmentally age appropriate skills as well as online resources will be distributed at the end of the session.

12:15 PM – 1:45 PM

Lunch: INA Annual Meeting & INA Meritorious Awards Sponsored by HomePay Provided by Breedlove » Regency Ballroom A & B

2:00 PM - 3:15 PM

CAR SEAT SAFETY



Presented by Cortney Gibson, *Gibson Newborn Services (NCS) (N)* » Lake Audubon

It's estimated that 74-90% of car seats are installed or used incorrectly. With car crashes topping the list for causes of death in children, it's critical for nannies and NCS to know how to educate families on proper use of child safety seats. Join Cortney Gibson, Certified Passenger Safety Technician, for this important workshop where attendees will learn about common mistakes and best practices, and get hands-on practice harnessing little ones.

2:00 PM - 3:15 PM

DISSECTING, IMPROVING AND PERFECTING YOUR CLIENT CONTRACT



Presented by Bob King, Esq., *Legally Nanny (A)* » Lake Anne

This program will be an in-depth look at agencies' client contracts. An agency's client contract is the foundation of its business - it allows an agency to get paid and help protect the agency from liability. This presentation will focus on the important business and legal elements of client contracts. I will invite attendees to submit their client contracts before the presentation. The program will then review, critique and revise actual provisions from attendees' client contracts. The program also will provide a comprehensive list of provisions to include and language to avoid in client contracts.

2:00 PM - 3:15 PM

ENGAGING CHILDREN WHEN STUCK AT HOME



Presented by Marly Driskell & Cindy Wilkinson **(N)** » Lake Thoreau

Keeping your charges entertained on those days when they are stuck at home can be challenging. Join two long-time nannies and INA NOTY recipients, Marly Higgins Driskell '15 and Cindy Wilkinson '98, as they share some of their favorite activities for children, best suited for those homebound days. You will learn new ideas for creating wonderful adventures with your charges, right in the comfort of their own home! Whether it is exploring the Jackson Pollock approach to painting, kid style, or inventing your own original stories using a talking stick, you will gain an array of unique activities. Areas which will be presented include: Creative Music, Cooking with Kids, Imaginative Play, Unique Arts & Crafts, Story Time Creations, and Sensory Boxes. This workshop is hands-on, so come prepared to play. Learn how to foster creativity and a sense of excitement in the children in your care. And, you will never hear those dreaded words, "there's nothing to do," ever again!

2:00 PM - 3:15 PM

NANNY TRAINING EVENTS PANEL



Presented by Sue Downey, *Nannypalooza*; Alyce Desrosiers, *Chirp*; and Kellie Geres, *All Things Nanny (A)* » Lake Fairfax

Discussion Nanny training events, such as National Nanny Training Day, are a great way to increase quality of care nannies provide. They also help to engage the local community and can be used to market your business or increase the number of your nanny support group. This panel will offer up helpful advice to agencies and nannies on the types of events that work, what pitfalls to avoid and ways to do things on a tight budget. We will then take questions and brainstorm solutions so that your next event is a huge success!

3:15 PM - 3:45 PM

Networking Break *Sponsored by Boston Baby Nurse* » Grand Ballroom E-F-G
Last chance to visit our Marketplace!

3:45 PM - 5:00 PM

COMMUNITY AS CLASSROOM



Presented by Kimberlee Kiehl, Ph.D., *Smithsonian Early Enrichment Center*
Sponsored by Metropolitan Nannies (N) » Lake Thoreau

This session will share strategies for using the community as a classroom for learning for children from birth and beyond! Based on the work done at the Smithsonian Early Enrichment Center, the early childhood school located in the Smithsonian museums, you will learn how to use not only museums, but other resources in the community to build learning experiences for the children in your care! This interactive session will give you real resources and lots of ideas!

3:45 PM - 5:00 PM

DARK SIDE OF THE FULL MOON MOVIE SCREENING (NCS) » Lake Audubon

The INA is honored to host a screening of *Dark Side of the Full Moon*, which delves into the unseen world of maternal mental health in the U.S. It will uncover the disconnect within the medical community to effectively screen, refer, and treat the 1.3 million mothers affected each year, giving a face and voice to the countless women who have suffered in silence.

The film highlights inconsistencies of care, questioning the system and doctors as well as ourselves, asking who should be held accountable for the staggering number of women who still suffer in silence, facing barriers to treatment, where professionals and the general public's lack of knowledge when mixed with fear can create fatal consequences.

Saturday, May 14th

3:45 PM – 5:00 PM

HOW TO BLOG TO MARKET YOURSELF AND YOUR BUSINESS

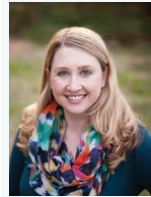


Presented by Hope Skinner, *Hope for Nannies* (A) » Lake Anne

Whether agency owner or professional nanny, this is the essential guide to blogging for business. Everything you need to know to create a successful blog for your business, featuring a content rich presentation on using your blog and digital marketing strategy to maximize your online presence, professionalize your online portfolio, and convert leads to sales. Key areas are curating and mapping content, high level strategic web growth, digital marketing and web presence, SEO and Google Analytics. setting up a blog platform, writing ""copy"" and your dreaded ""About"" page, using social media for digital marketing, and outsourcing blog content to ghost and feature writers.

3:45 PM – 5:00 PM

SIX KEYS TO A WINNING TEAM!



Presented by Megan Metzger, *Preferred ChildCare* (A) » Lake Fairfax

Are you looking to create a culture conducive to growth? Whether you are just starting your business or a seasoned veteran, this workshop will give you a variety of tools and techniques to recruit and retain top talent. Unlock success with the six keys to an award winning team!

5:00 PM – 5:30 PM

Caucus: Nanny » Lake Thoreau

5:00 PM – 5:30 PM

Caucus: NCS » Lake Audubon

5:00 PM – 5:30 PM

Caucus: Agency » Lake Anne

5:30 PM – 7:00 PM

Closing Reception & Raffle

Sponsored in part by Trinity Risk» Regency Ballroom B / Regency Ballroom Terrace and Foyer
Come join us as we close out conference. This will be your last chance to purchase raffle tickets and we will be drawing for the amazing selection of prizes. You must be present to win or designate an agent to accept your prize. We will also have a representative for our Charity of Choice, It Takes a Village, Baby! present. Cash bar and light appetizers will be provided.

7:30 PM – 9:00 PM

Optional: Group Dinners at Reston Town Center » Conservatory - 1st Floor at 7:15 PM

We've organized several group dinners for our attendees to choose from. Sign-ups will available at conference, at the registration desk. A complete listing of restaurants, prices and menus can be found in the Group Dinners tab of the conference registration site. Restaurants dinners are optional, sign up is required, and please bring cash for dinner payment, as many group settings cannot separate checks.

Sunday, May 15th

8:00 AM – 1:00 PM

Board of Directors Meeting » Simon
All INA Members are welcome to attend.

8:00 AM – 10:00 AM

INA Nanny Credential Exam » Fairfax
Pre-registration and payment required. Note the time change from originally stated, to accommodate wine tour participants.

10:15 AM – 2:30 PM

Optional: Wine Tour Pre-registration and payment required. » Conservatory - 1st Floor at 10:15 AM.



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2016 NANNY OF THE YEAR NOMINEES



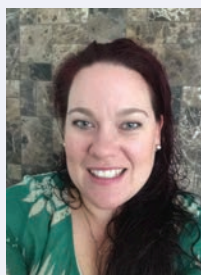
Stephanie Doyle
Burlington, MA

Stephanie has been a career nanny for over 12 years. She enjoys the freedom and challenges that working one on one with children provide as well as using her knowledge to help children learn and families grow. She has been especially helpful in guiding children and parents in the right developmental milestones, sleep training, effective discipline, potty training and much more.

In her current position she works with school age children. She has helped children learn to read, ride two wheeler bikes, learn to have “big kid” conversations and uncover how the child really feels. Along with caring for school age children, she has also taken on the responsibilities of a household manager.

Stephanie loves being able to make a difference in a child's life for the long term. Outside of being a nanny Stephanie enjoys spending time with her husband, family and friends as well as be involved with her church community.

Stephanie was nominated by Andrew and Carolyn Noble who had this to say, “Stephanie came to us with extensive experiences but we discovered that she not only applies that experiences but also leverages the wisdom of other including her formal and informal nanny networks. She is life-long learner.”



Cecily Laing
Kew East, Australia

Cecily has been a career nanny for the last 18 years. She has worked with all ages of children, some as young as only a few weeks. Cecily has also held many job titles over the years, from full-time, part-time, casual, live-in, live-out and household manager, all of these roles were enjoyed and brought a different skill set. Cecily considers herself there for both the children and the parents and thinks of being a nanny as being part of a team. Cecily finished up a position at Christmas that she has had for the past 9 years and feels it was a privilege to be a part of a family for such an important amount of time. Cecily is hoping to branch out into training nannies in the coming years as she sees that as a great way to pass on her knowledge to the next generation of nannies.

Cecily was nominated by Tamara Campell who said, “Cecily is constantly sought out by her peers and parents for help and advice. Which she willingly and tirelessly gives. The children she cares for love her and the families she works for treasure her.”



Helen McCarthy
London, England

Helen is a Qualified National Nursery Education Board (NNEB) Professional British Nanny with over 24 years' experience as a Nanny, Newborn Care Specialist (NCS) and Childcare Consultant. She has devoted her career to the care of children at all stages of life, with all levels of needs. In 2000 Helen developed an exclusive focus on caring for newborn's. As one of the pre-eminent NCS's she amassed a deep understanding of the needs and development of newborns including premature infants, twins, triplets and babies with allergies and heart defects.

In 2015 Helen returned to Nannying after attending the 2014 Nannypalooza conference. Helen now organizes weekly meet-ups, hosts parties for Nannies and their charges. Helen finds great pleasure in baking Birthday cakes for her fellow Nannies charges. This year she has planned London's first National Nanny Training Day and Nanny Night Out. In 2017 she will see face her biggest challenge a 2-day Nanny Conference.

Helen was nominated by Christine Miyagishima who shared that “She has quickly become an indispensable member of our family and I rely heavily on her expertise regarding baby sleep patterns, baby weaning and baby development



*Tatiane Das de
Oliveria (Thaty)*
Cambridge, MA

Thaty holds the greatest pride and passion in being a professional nanny. She finds that “her” children are the ultimate testimony of the work she does and feels rewarded knowing that she plays a great role in shaping little minds and raising great citizens of the world. Thaty has been working with children for over 17 years and specializes in working with first time parents and newborns, providing positive encouragement and guidance to parents while nurturing and fostering the healthy development of their babies.

An industry leader and advocate, she's involved in numerous projects providing support, networking, and professional development for the nannies in the greater Boston area. She is founder of the Massachusetts Nanny Breakfast Club and NDR - National Domestic Radio, the co-author of the Professional Nanny Series Class on Care Academy and has helped organizing in addition to present, Boston's National Nanny Training Day since 2013.

Thaty was nominated by Maureen Oakes who said that “Thaty is an amazing mix of knowledge and kindness. She is constantly learning and sharing applicable resources with us. But it is not just her knowledge that makes her outstanding, it is her demeanor.

2016 NANNY OF THE YEAR NOMINEES



Dawn Schrader

Las Vegas, NV

Dawn has been a Professional Nanny for 12 years. Along with her love for children, she has great organizational skills with a knack for keeping children both interested and engaged in educational and recreational programs. Her grace, maturity and attention to detail makes her attuned to any special needs a child may have. Dawn received the 2011 and 2012 Bravo Award from Nannies & Housekeepers USA. She has been a special guest speaker at the 2012 "Steps 2 Excellence" and at the 2014 National Nanny Training Day. Dawn also holds certificates for the 2010 Nannypalooza, and the 2012, 2013, 2014 National Training Days. She has volunteered in the Clark County School District as a First Grade Teacher's Assistant, Instructor for Calvary Kids Club, and volunteered her child care services for Military Families in her home town of Las Vegas, Nevada. Dawn is a natural in the world of Professional Nanny's and continuously requested by clients.

Dawn was nominated by Danielle Aronson said that "Dawn is a caretaker in every sense of the word. She puts others needs first and she radiates warmth and kindness. She treats each moment that she spends with my daughter as a gift and has taught me to do the same."



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INA MERITORIOUS SERVICE AWARD



GLEND A PROPST has been a professional nanny for 31 years, and after working with her last family for over 20 years has retired and has never been busier.

After working for nine years as the director of a large child care center, Glenda, went through a nanny training program and became a certified nanny through the St. Louis Child Day Care Association, in St. Louis, MO.

Glenda is a founding board member of INA, and she served on the INA Board for five years as a board member and as second vice president. She is also the 1991 Nanny of the Year.

Glenda was one of the three founders of the National Association of Nannies which operated from 1992-2005. Glenda was a part of the first group of nannies to march on Capitol Hill in 2008 during the very first National Nanny Recognition Week and has been instrumental in helping this celebration to grow.

She has been an INA conference speaker, served on the conference planning committee, and is the founder of the INA Service Award Pin Program. She co-chairs the INA Service Award Pin Committee with Kellie Geres.

Glenda prides herself on being a mentor to young nannies and teaching them the importance of continuing to learn and broaden their professional horizons. She also reaches out to support and guide nannies through the transition of leaving a family with her site www.nannytransitions.com

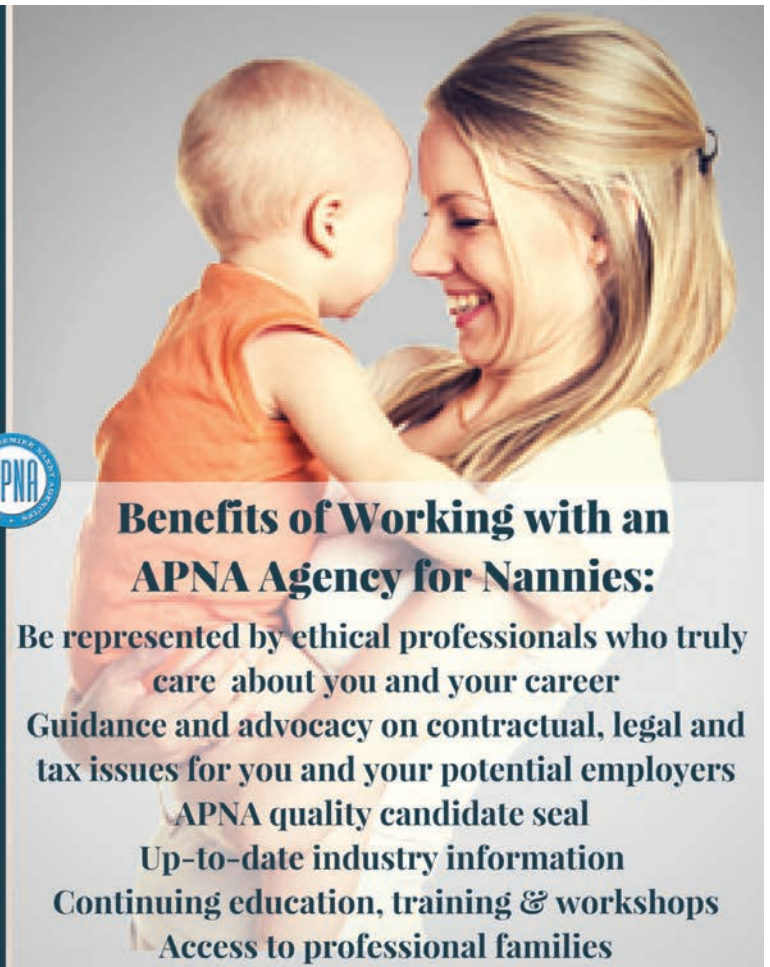
Glenda continues to be passionate about the nanny industry. She credits her experiences and her professional nanny connections as one of the most important parts of both her personal and professional life.

Congratulations to Our Honoree!



Benefits of Agency Membership:

- APNA quality seal
- Leadership and representation on agency issues
- Practical business information for agency owners
- Networking & agency idea exchanges
- Agency link on the APNA website
- Agency-focused business conferences
- Membership directory
- Press updates & industry news
- Discounts available only to APNA members



Benefits of Working with an APNA Agency for Nannies:

- Be represented by ethical professionals who truly care about you and your career
- Guidance and advocacy on contractual, legal and tax issues for you and your potential employers
- APNA quality candidate seal
- Up-to-date industry information
- Continuing education, training & workshops
- Access to professional families

INTERNATIONAL NANNY ASSOCIATION ANNUAL MEETING 2016 AGENDA

Annual Meeting 2016 Agenda: Saturday, May 14, 2016, Reston, VA

Call to Order	Marcia Hall
Minutes	Sheri Lopez
Presidents Report	Cortney Gibson
Treasures Report	Stacie Steelman
Coming soon	Marcia Hall
2017 Conference	Sandra Costantino
New Business	Louise Dunham
Adjournment	Marcia Hall

2015 Annual Meeting Minutes: April 23, 2015, Cancun, Mexico

Call to Order: Kathy Webb called the meeting to order at 6:13 PM and declared a quorum.

Minutes: Marcia Hall asked for any edits to the minutes of the 2014 Annual Meeting. Kathy Webb moved to accept the minutes of the 2014 Annual Meeting. Alice Shaffer seconded.

President's Report: Kathy Webb shared the following highlights from the previous year

- INA membership is stable and on good financial footing
- Agency membership increased by 30% but a decrease in individual members
- The INA Credential Exam has been revised and updated and we will have a push to increase the number of nannies taking it in the coming year.
- INA's Blog - The Weekly Brief - has been gaining traction and is providing information weekly for the industry.
- We have hired Socially Delivered in order to manage INA's social media outreach and has resulted in an increase of 35% on Facebook.
- The Nanny Mentor Committee has instituted an "Ask the Mentor" weekly feature on Facebook.
- We published the 2014 INA Salary and Benefits Survey and increased respondents by 40%. More than 1000 working nannies and newborn care specialists participated in the survey.
- INA Board is looking into alternatives to our current association management software platform because our current platform is not working for us and is more expensive than more current programs out there now.

Executive Board Transitions: The Board of Directors has voted to provide a more sensible structure to help provide a transition for the President. First Vice President will be acting as President-in-training. The current president also is agreeing to stay on the Board for one year after their term in order to provide council and stability as Immediate Past President.

Introduction of the 2015-2016 Board of Directors: Kellie Geres inducted the new Board at 12:30 PM before conference started.

The new Board is:

Cortney Gibson, President

Marcia Hall, 1st Vice President

Louise Dunham, 2nd Vice President

Stacie Steelman, Treasure

Alice Shaffer, Secretary

Board Directors - Carolyn Malkin, Sheri Lopez, Angela Riggs, Amanda Schultz and Kathy Webb

Treasures Report: Sandra Costantino reported a total income for 2014 of \$146,997.72 with a total expenses of \$163,805.50 resulting in a negative income of \$18,189.69. Currently we have \$61,377.21 in our check book and \$93,270.28 in our savings with a total on hand of \$154,647.49.

Conference 2016: Next year's conference will be near Washington DC the weekend of May 12- 15th. While our 50% off for first time attendees is being discontinued, a discount to those who have attended last year's conference will be given. That means anyone who attended 2015 conference, will receive a discount for 2016.

New Business: Cortney Gibson asked members for any new business items. There being none, she called for a motion to adjourn. Sandy Costantino moved to adjourn the 2015 Annual Business Meeting and Marcia Hall seconded. Motion passed and meeting adjourned at 6:46 PM.

INTERNATIONAL NANNY ASSOCIATION ANTI-TRUST POLICY

Anti-trust laws apply to trade associations as well as to businesses. The International Nanny Association is a not-for-profit education association, but since a large portion of our members are owners or officers of for-profit companies such as Nanny Referral Agencies and a variety of other business endeavors that support our industry, it is important that we address the following concerns as a safeguard against violation of the state and federal statutes.

Members of the International Nanny Association's Board of Directors and our association members are to refrain from discussing at this and all meetings the financial aspects of their business pertaining to disclosure of prices, profits, commissions, discounts, purchase agreements, contracts, costs of services or materials, or any other matter which could be construed as causing injury to a competitor or of unreasonably restraining trade.

Audio and / or video recording is prohibited in INA Board of Directors meetings.

The Ten Don'ts of Anti-Trust

1. Don't discuss prices with competitors. INA will not knowingly allow any discussion of pricing at an Association meeting where competitors are present.
2. Don't divide customers, markets or territories with competitors.
3. No person or company shall be unreasonably excluded from INA membership or participation where such exclusion may impair such person or company's ability to compete effectively in the industry. This includes vendors and advertisers.
4. Don't agree upon or attempt to control a client's price. Standardization is to deprive customers of legitimate choices and is seen as a discriminatory action against competitors and is referred to as price fixing.
5. Don't attempt to restrict a client's activity. Exclusive contracts inhibit a customer's legitimate
6. Don't offer a client prices or terms more favorable than those offered to other or competing
7. Don't require a client to buy service or products only from you.
8. Don't use one product as bait to sell another.
9. Don't disparage a competitor's product or service unless the statements have been verified as factual.
10. Don't make sales or services conditional on reciprocal sales or service. During informal or social discussion at the site of an INA meeting, which may be beyond the control of its officers and chair-people, all representatives (members) of the Association are expected to observe the same standards of personal conduct required of the Association in its compliance with anti-trust. In order to ensure compliance with anti-trust laws, the officers, directors and staff of INA will make every possible effort to properly supervise INA sanctioned meetings.

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Tara W. Baltimore, Maryland



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2016 INA SERVICE AWARD PIN RECIPIENTS



Sheri Lopez
35 YEARS



SHERI is an International Nanny Association Credentialed nanny and is celebrating her 35th year as a professional nanny. She is also a newborn care specialist, a birth to age one growth, development and milestone nanny, and the founder and owner of Bella Grace Agency - elite nanny and domestic staffing and owner of 'My Safe Kid' which is a child safety identification system. Sheri began her nanny career in 1981 by accident while answering a newspaper ad to care for two boys and found her "calling". Throughout her career she has grown as a nanny and as a person. She believes strongly in education and holds a degree in Early Childhood Education, a degree in Business Management and has received training as an CNA, EMT & LPN. Sheri is a certified American Red Cross CPR, first aid & AED instructor, a certified infant massage instructor, certified 'Signing Time' infant sign language instructor and a certified car seat technician. She is also a CASA for the state of Arizona (Court appointed special advocate) and a member of the Arizona Foster Care Review Board. Sheri is the 2014 International Nanny Association Nanny of the year and has been a board member of the International Nanny Association since 2012, serving on the membership, mentor, education and ethics committee & is the author of the 'Monday Mentor'. Sheri is a contributing writer for Nanny Magazine and local publications in Arizona, she has been featured on 'All Things Mama', which is a YouTube parenting channel based in Scottsdale, Arizona. She operates the 'Professional Nannies & Newborn Care Specialists' group in Arizona and manages the groups' social media page, as well as the 'Arizona Nanny & NCS jobs' page on Facebook. Sheri is a strong advocate of continuing education and staying on-top of all new child care topics by offering educational classes on regular basis. Sheri has learned so much about herself by caring for children and some are: *Remember your inner child, no matter your age that child does not have to go away. *There is nothing wrong with a 50-year old women playing Barbie's! *Let the warmth & unconditional love of children brighten your day!

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Natalie O'Connor

30 YEARS



NATALIE'S love of caring for young children began when she was 12, and then 15, when her baby sisters were born, and for the first time had hands on experience caring for small babies. She realized that this was something she gained enormous joy from, not realizing this would lead to a career that has now lasted over 30 years! She applied for the two-year course at Leicester Community College, and was delighted to be accepted to study. Her placements during the course were varied, ranging from an Infant (elementary) school, Day Nursery, Special Needs School, Maternity Hospital and Family Center for families with difficult situations. She graduated with her NNEB in December of 1985. On January 2nd 1986 her first job took her to London, caring for a four-year-old boy and two-year-old girl, which although very nice, lasted a year as the mother decided so stay home with them. She began with a family who were Doctors and their little boy and girl, and Natalie moved with them to the Plymouth area. After two years with them, America beckoned in the form of a job offer from a World Bank family with a six-year-old boy in Washington DC, which began in the summer of 1989. The job lasted two years, and, led her to meet the wonderful family that offered to sponsor her for her Green Card, she began a job that would last the best part of 15 years, helping raise four fantastic boys. In 2006 she was ready for a change and took a job with a two Dad family with twin boys. Five happy years followed, until the boys began full time school. Then a few months of temporary Overnight Newborn care work. Suddenly a weekend job became a full time offer, and her first experience working with a small team of nannies. Enjoyable as it was, a la Mary Poppins the wind was about to change and the possibility of an amazing job came from out of the blue, and after 24 years in the Washington DC area she made a big move across the country to the Bay Area to a very special family with a baby girl. Now joined by a little boy, and working with a small team of nannies her career is at its' pinnacle. So, looking back on 30 amazing years with pride she feels great satisfaction that her life is exactly how it should be.



Tonya Sakowicz

30 YEARS



TONYA is a college educated, INA Credentialed Nanny, Newborn Care Specialist and Parent Educator who does both consulting and in-home sleep conditioning for her clients, teaches Nationally and Internationally and mentors new Newborn Care Specialists. Tonya attended CWU, has 30 years of experience as a Nanny and Newborn Care Specialist and business owner. She is a proud wife and mother of two. She is a certified Eco-Maternity Consultant and Green Birth Educator and founded Baby Go Green, Inc. in 2012. She is a founding member and serves on the advisory board for The Baby Dream Team, a group of dedicated Newborn Care Specialists who offer their services as volunteers to families around the country experiencing the birth of higher order multiples. Tonya serves as a Board Member for the INA as well as chairing their Newborn Care Specialist Committee and serving on the Member committee. She is a local chapter Board Member for DEMA and a supporting member of APNA. In addition to these roles, Tonya also offers personal mentoring to those entering the Newborn Care Specialist career track and works tirelessly to promote excellence and professionalism within the industry.

Tonya also does volunteer work through local agencies in Phoenix, offering parent education and sleep consulting to families in need and volunteers countless hours at her children's school. Tonya was voted the Professional Childcare Provider of the Year in 2003 and nominated for the International Nanny Association Nanny of the Year in 2004. That same year, she was deeply honored with a nomination by her peers for the National Association of Nannies Harriette Grant Memorial Award. In the last year, Tonya has taken her love of teaching others and turned it into a full-time business and her company, Newborn Care Solutions, dedicated to the training of Newborn Care Specialists and helping families adjust to life with their newborn baby, has taken off! She offers classes in person, online and through Agency partnership opportunities that allow agencies to ensure the quality of their Newborn Care Specialist and make a profit in the process. In her spare time, Tonya loves to read, cook, knit and scuba dive around the world. Her highlight in the last year was an opportunity to go diving in French Polynesia with Manta Rays and Jean-Michele Cousteau, son of world famous scuba pioneer, Jacque Cousteau. It was the fulfillment of a life-long dream.



Debra Phiri

25 YEARS



DEBRA became a nanny in September of 1988. Debra has always loved and cared for children from a young age. Debra has enjoyed nannying and learning even more about the nanny industry over these last 27 years. Debra has been a member of ADCAN and served on its board of directors as secretary, treasurer, vice president and president. Debra finds new things to learn and grow and make her a better nanny by attending webinars, conferences - NNTD and Nannypalooza, and by being a member of ADCAN. As an avid reader and listener of music of all types, Debra instills her love of these things in each of her charges! Debra sets up her littles in library reading programs, takes them to music classes and makes sure when at home reading and listening to music is a big part of their day. Debra likes to make sure her charges have all the experiences to learn and enjoy the DC area by taking her charges to the Zoo, the Smithsonian Museums, and local parks. Debra makes sure that her charges start doing arts and crafts as soon as they are able. Debra exposes them to crayons, paints, colored pencils and markers and lets them create their own works of art! Debra makes sure they can have a healthy sensory development by creating sensory bags or boxes, letting them explore the outside world by collecting leaves, rocks, acorns, touching trees, grass, flowers and smelling them. Debra also instills a love of animals by showing them pictures, reading books with animals and about animals, pointing out animals that we see on walks and showing them how to "be nice" to their own pets. They learn to respect animals by Debra teaching them to respect by example. Debra is attending INA for the first time. Debra is looking forward to the learning the conference offers as well as the opportunity to meet new nannies and reunite with some nanny friends. Debra is looking forward to having a Nanny Guide for the conference and gathering information on the INA conference experience. Debra is excited to receive her INA Service Award pin for 25 years.



Lisa McCormick
25 YEARS



LISA started working in the childcare industry in the late 1970's as a babysitter. She worked in her neighborhood then started working at a preschool part time. After High School and she started taking classes for Early Childhood. She knew at a young age that she wanted to pursue the field of childcare, but felt teaching wasn't exactly the field for her. When she entered college, she concentrated on Early Childhood Education.

During the summers she worked full time as a nanny. After she graduated with her Associates degree she started working for a family as their nanny. Her plan was that she would take a year off college and then return. She did do that as planned, but then realized that she very much missed working with young children. She came home that summer and went to work for the family full time.

After the position ended two years later, she went through a nanny agency, and accepted a position with the Morris family. She started with a newborn, and two years later they had another child. She stayed with them for 8 1/2 years.

She loved her job and knew that she had chosen the correct field for her, but she truly felt validated when she attended the NAN conference in 1995 and met Glenda and Harriette. It was the first time that she had been around true professional nannies and attended a professional conference, and it was then that she knew she had made the right career choice. When the Morris children didn't need a full time caregiver, she took a position with the Mendola family and their newborn and stayed for five years. After that she accepted a position with newborn twins and stayed with the Fasana family for two and a half years. She left because she was pregnant with her daughter. After eight months at home she took a part time position doing after school care, and she brought her daughter. Two years later she was offered a full time position with a relative of the first Morris family. They allowed Lisa to bring her daughter when she wasn't attending pre-school. Two years later they had another baby that was pre-mature. The mom decided to take a long break from work as she wanted to be the primary caregiver of their special needs newborn. This is when she started thinking about what she might transition to for her later years. She knew she wanted to stay in the nanny field, and working with newborns seemed like a natural transition as she had much experience with them and loved working with them. She signed up for the "Happiest Baby on the Block" course with Cortney Gibson who became a mentor for her in the newborn field. Once Lisa found out that her lay off would be a permanent one, she called Cortney who helped her secure her first position as a night nanny she has continued to work exclusively with newborns and has since obtained her NCS certificate from Alexandria university.



Joanne Barrow
20 YEARS



JOANNE brings more than two decades of childcare and private household management experience to Nannies By Noa as Chief Executive Officer. A Professional Career Nanny from England with diverse experience and expert training, Joanne was voted 'Nanny of the Year' in 2013 by The International Nanny Association (INA) for outstanding personal achievement in the in-home childcare industry.

A graduate of distinction from the world-renowned International Butler Academy in The Netherlands (2002) where she studied formal Butling and House Management (think 'downstairs' at Downton Abbey and you're practically there!) Joanne qualified further at The Protocol School of Washington, the nation's leading school of etiquette (2004) as a Children's Etiquette Consultant under the expert teaching of Dorothea Johnson. She has participated in numerous programs and workshops throughout the years focusing on children's growth, development, health and safety. Additionally, she holds a certificate in Child Day Care Management (1999).

As a passionate professional, Joanne instilled the value of proper manners, refined social graces and acceptable conduct into the daily lives of her families reminiscent of a bygone era. Joanne maintains deep and lasting relationships with all of the children she has cared for and feels that watching their continued development into independent, confident, well-adjusted tweens, teens and young adults brings ongoing rewards and a deep sense of pride that no other profession compares to. Fast-forward 25 years and in 2015 alone she participated in the wedding parties of two of her earliest charges, the engagement of another and witnessed two college and one high school graduation!

Now a wife and mother of four young children, and no longer a practicing Nanny, Joanne remains dedicated to the future of the childcare industry and hopes to further educational opportunities for experienced Professional Nannies and Governesses.

As CEO at Nannies by Noa, Joanne looks forward to meeting the next chapter in her career with the same passion and dedication she gave to her nanny career for almost a quarter century. She considers it a privilege to be entrusted with the delicate task of matching professional Nannies to families in New York City and the five boroughs.

Joanne lives in NY with her husband and his four children.



Jenny Brown

20 YEARS



JENNY started her nanny career in November 1994, when she started with the wonderful Otterholt family. She loved every minute of her new occupation but also found it a bit isolating. In her second year with the family, she met another nanny at a local community center. The nanny introduced Jenny to the Northwest Nanny Association (NWNNA), a local non-profit support group for nannies in the greater Seattle area, co-founded by Tonya Sakowicz. Jenny completely immersed herself in the fantastic group where she met many other nannies and their charges, creating invaluable friendships for all, changing her life forever. She also volunteered as a board member starting as the secretary and later as the president for 14 years. Jenny was with the Otterholt family for six years, followed by the Dawson family for six years, the Zlotnick family for four years and the Takahashi/Gopal family for four years. She remains extremely close and involved with all of the families' lives including twice visiting the Zlotnick family at their current home in Texas. Throughout all of those years, she remained extremely involved in the nanny community with the NWNNA including organizing training events, day long conferences, charitable opportunities, endless play dates and outings with the nannies and kids and nanny get-togethers and parties. She was also introduced to the INA and their annual conference, the first one she attended in Boston of 2004. Jenny was in awe at how many other professionals there were across the country with the same passion she had. In 2005, she was named the INA Nanny of the Year after being nominated by the Dawson family and a former Seattle agency owner. This was an overwhelming honor for her, being recognized in a profession she truly loved. Jenny is presently working with the Langowski's, her new family of four months. She has the joy of working with almost three-year-old triplets (two girls and one boy) and their 11-year-old big brother. She is also in the process (with the help of seven other NWNNA nannies) of planning the 4th National Nanny Training Day for the Seattle area. Jenny's career choice has brought her extreme happiness including working with amazing families, agencies and organizations, creating invaluable friendships and being a positive role in the raising of many children!



Lisa Dozier

20 YEARS



LISA DOZIER is a professional nanny with decades of experience under her belt. A California native who grew up in Minnesota, Lisa took her first nanny position as a live in nanny in Montgomery Township, New Jersey. Lisa has had a hand in helping raise over 19 children and has been told she has a gift for working with children. Lisa is a trained Montessori teacher and has studied child and adolescent psychology. She thoughtfully gears her childcare philosophy towards age and developmentally appropriate activities. Lisa has been awarded a Student Leadership Scholarship from the College of Marin for her work as the president of the Cinema League. Over the course of her career, Lisa has had the opportunity to have experience with a wide range of family situations and circumstances. She has lived in and lived out, has traveled with families domestically, abroad and independently with her charges. She has worked with single parents, divorced parents, married parents, high profile/high net-worth families and families with separate homes. Lisa works hard toward and take pride in navigating the sometimes delicate position of working in another person's home and caring for their family. She has experience working with infants, multiples, special needs children including children with Asperger's, ADHD, Cerebral Palsy, foster youth and all ages up to young adult. In her spare time Lisa enjoys her animals, cooking, crafting, reading, traveling and offering homework to grade school children. Lisa is a creative thinker who enjoys trying and finding new crafts do to with her charges and has perfected her recipes for "bubble juice" and homemade play-dough:) Lisa also enjoys her network of nanny colleagues she has formed over the course of her career and as a benefit of being in the INA. She is a current and proud member of the INA and also the Elizabeth Rose Nanny Spot.



Michelle LaRowe

20 YEARS



With her background as an International Nanny Association Credentialed Nanny specializing in caring for multiples, **MICHELLE** has been partnering with parents in raising their children since 1994. With her extensive experience in the nanny industry as an award-winning nanny, executive director of the International Nanny Association and nanny agency owner, Michelle has spent more than half of her life in an industry that she loves.

Michelle is regularly called on by the media and popular parenting magazines and websites to share her knowledge and expertise. Michelle is an active member of the nanny and baby planner communities. In 2004, Michelle was honored as the International Nanny Association Nanny of the Year and received accolades from President George Bush citing the important role nannies play in the lives of families. Michelle serves on the advisory board of The International Maternity and Parenting Institute and has served on the board of directors and as vice president of the International Nanny Association. She has also served as a trainer for The Academy of Coaching Parents International and serves on the consumer advisory panel for Perrigo's store brand formulas and has been featured in their national marketing campaigns.

Michelle has contributed to TWINS Magazine and wrote a chapter for the best-selling Experts' Guide to the Baby Years. Michelle has also authored four books entitled, Nanny to the Rescue!, Nanny to the Rescue Again!, Working Mom's 411 and A Mom's Ultimate Book of Lists. Michelle currently serves as the editor in chief of Longhorn Leads, managing the content across their portfolio of nanny related sites including www.eNannySource.com and www.GoNannies.com, in addition to serving as the executive director of Morningside Nannies.

In her local community Michelle serves as a Girl Scout Leader, youth basketball coach and was recently appointed to the school committee where she serves on the governing body of her local school public school system. She is also a certified Child Passenger Safety Technician and Certified Happiest Baby Educator.

Michelle and her husband Jeff, reside on Cape Cod with their children Abigail and Luke where they enjoy living at the beach.



Alice Shaffer

20 YEARS



With 20 years in the nanny industry, **ALICE** developed a passion for it, while in high school she came across a brochure for the Sheffield School of Nannies. She has a degree in Social Work from Western Carolina University. After graduation she pursued nannying. In college she had summer/winter break nanny jobs as well as part time weekly jobs in college. She started her formal career as a nanny in 1995 in Chapel Hill, NC. During her year of nannying in NC, she connected with Eva Harkness, a nanny industry pioneer and co-founder of the National Association of Nannies(NAN), who mentored her as she started a nanny support group in NC in 1995. After her year was up with the family, she moved to the Washington DC area in October 1996 to nanny. Alice quickly became involved with ADCAN in 1996, the oldest nanny support group in the US. She served on their board of directors for over 8 years in many positions ranging from board member to President. She left DC in October 2013, and returned back to her home state North Carolina where she is pursuing the wonderful world of temporary nanny jobs, a social media business with nanny industry businesses and other ventures. She co-developed Regarding Nannies, a daily comprehensive “one-stop” blog about the nanny industry in 2009 with Glenda Propst and Kellie Geres. It is still going strong today with Alice and Kellie running it. She was also an active member and board member of NAN. She has been an active member of the INA since 2006 and has served as an INA board member for six years. One of the things that Alice is proudest of how she now dresses up in tutus and a tiara at the conferences for the Annual 50/50 Raffle. She has been coined as the “Raffle Queen”. Through her role as the Raffle Queen she has been able to help raise funds for the local charity and the Conference Endowment Fund over the past four years. She wanted a way to give back to the long term members of INA and spearheaded the creation of the Endowment fund.



Candi Vajana

20 YEARS



CANDI (this is what her charges and families call her) trained and qualified as a Nanny in the UK between 1990 and 1992, obtaining her NNEB Diploma in the summer of 1992. She took a job as a Nanny in Brussels in 1992 and has never looked back. She has worked in Belgium, Italy, the USA, the UK and Austria and has extensive travel experience throughout the world. She has travelled with children to Jordan, Syria, Spain, Mustique, Switzerland, Germany, France and many other countries. As a Nanny, Candi works tirelessly to ensure her charges are looked after with the utmost of care, she currently works in California looking after a three-year-old. Candi has worked in sole charge position, in shared care and rota shifts. Candi's passion for education and learning is reflected in her charges' educational abilities. Her current charge is able to add to 10 and subtract up to five, he recognizes all of his letters and is starting to read. Candi has been able to adapt the various situations she has encountered during her professional career and has demonstrated her understand that each child is different and has different needs. Candi did take a break from full time nannying and started working for a British Educational Organization operating in the USA and around the world. She continued to work with children during the day but also worked part time as a Nanny throughout her break. This “break” did allow Candi to learn about education from a Teaching standpoint. Candi is also a trained and qualified Montessori Teacher as well as a TEFL Teacher and has just completed a Level 5 HND Diploma in Business and Human Resources as you can see she is really passionate about learning and about improving oneself. Candi's ultimate goal is to one day be able to open her own consulting agency, helping families and caregivers find the best solution for their children.



Angela Riggs

15 YEARS



ANGELA RIGGS is the Director of the Early Childhood Education Department at Sullivan University on the Louisville, Kentucky campus. Her passion is creating curriculum to help nannies and child care providers create a quality learning environment that impacts children and their families in positive ways. As an employ at Sullivan University for the past 16 years, she has lead the department as the Director and ECE Dean. Before coming to Sullivan, Riggs was an Elementary teacher with Jefferson County Public Schools. She holds a master's degree from the University of Louisville, with a specialization in early education and focus on mathematics. She taught Kindergarten through 5th grade in JCPS. Before returning home to Louisville, she attended Western Kentucky University and earned a bachelor's degree. In Bowling Green, Kentucky she taught preschool in a private preschool. Other trainings and experience for Mrs. Riggs would include: Department chair of Budget and Professional Development Committees, creating and delivering in-service trainings for teachers developing writing and math portfolios, open-ended question development/trainings, KY Governor's Work Group for Professional Development Standards, online course development and various trainings, Level 5 Trainer for Kentucky, Sullivan Active Learning Training Team Leader, past American Council of Nanny Schools Vice President, NAEYC member, INA member, and current INA elected Board of Directors and Education Committee Chair. Mrs. Riggs believes that continuing her education through numerous seminars, conferences and workshops is essential. She truly believes that we should all be lifelong learners. Additionally, she shared that the continuous cycle of improvement is a necessity to provide our students with the best possible education. Nearly five years ago she embarked on a new challenge of creating a new textbook, Under the Child Care Umbrella that was published by Pearson. The INA has invited her to share her Traveling With Children chapter at the International Nanny Association Conference held in San Francisco three years ago, present at the INA conference spring 2013 a session titled Thematic Learning Stations, presented at the INA Conference in Los Angeles on the topic “Guidance Toolbox” and was sworn in at the 2014 INA Annual Conference on the Board of Directors. As a member of the Board, she has contributed blogs on a regular basis, graded INA Credential Exams and served as chair of the Education Committee. Most recently, she leads the Education committee while updating the Basic Skills Assessment and the INA Credential Exam.

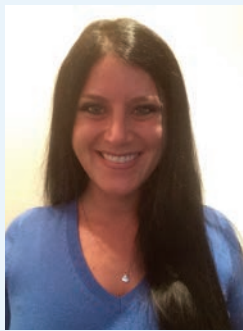


Stephanie Doyle

10 YEARS



STEPHANIE is a Nanny/Household Manager in the Boston, MA area. She has been a nanny for 12 years and has recently taken on the role as Household Manager in her current position which, she has been in for over 6 ½ years. Her current nanny family has a six-year-old boy and a four-year-old girl. She had previously worked mostly with infants and toddlers but has really loved growing with this family. She is finding school age children to be a new challenge and fun experience. She also enjoys the household management aspect of her job as she loves to organize and take on a variety of different tasks while the children are at school. Stephanie grew up as one of six children in the Boston area with her mother. She is the second oldest. She has three brothers and two sisters. Her sisters were born when she was 11 and 13 and that's when she really started gaining childcare experience. Stephanie has been married to her husband Bobby for nine years but they have been together since they were 13. They were middle school sweethearts and have been together for over 21 years. They currently live together in Bedford, Ma and hope to have a family of their own someday. Some of the things Stephanie likes to do outside of work is spending time with family and friends as well as being very involved in her church. She has volunteered for many years there with infants through high school youth. She ran a girls ministry group for a couple years as well as volunteered as a leader in the youth group. Recently, Stephanie helped start a marriage ministry at her church to help create healthy, long marriages. Stephanie also loves to do photography on the side as a hobby. She especially enjoys taking pictures of children and families. Stephanie hopes to start a family consulting business in the future to be able to help many families at once. She also hopes to teach Happiest Baby on the Block classes since she recently became a Happiest Baby Educator. In the meantime, she will continue to grow her involvement in her nanny community as well as keep enjoying her church, her friends and her family.



Cate Matijevich

10 YEARS



This is **CATE'S** 10th year as a Professional Nanny and 8th year as a House Manager. She has worked with children in various parts of the Chicago-land area. Now her primary focus is downtown Chicago working with highly respectable professional families. Cate's experience includes working with premature infants, the hearing impaired, various on the autism spectrum and children with learning disabilities. She has also worked with six different sets of twins! In fact, her agency gave her the nickname "Twin Expert" because they knew her skillset was a highlight to families with multiples. After many years of working with infant children until they go to school, then starting over again, Cate accepted a position that had a delightful child ready to enter preschool. Cate has enjoyed her role as an extension to the curriculum that is learned in school. She has found herself challenging her creative side to engage with the insights of the child. For instance, when asking the child how school was that day, a typical answer might fall along the lines of "fine" and no one really knows how the day went! Cate focuses on one particular part of the day and plays guessing games to make the child laugh while learning about the day. They play multiple games until the whole day's events are revealed and everyone is happy and smiling! During down times of the day, Cate is always challenging herself to go the extra mile, even if it might seem like there isn't anything left to be done. She continues to study the habits of the family she works for and is able to predict many situations before they occur. Cate's goals as a Nanny are endless. She is constantly exploring opportunities for growth within the industry. She enjoys being a positive role model for prospective nannies and encourages colleagues to be confident within their roles. Cate's motivation, determination and dependability are some of the qualities that have established her place within the families lives that she cares for. She will continue to be a proud Nanny/ House Manager for many years to come!



Heather McKinley

5 YEARS



HEATHER MCKINLEY is a Professional Nanny in Cincinnati, Ohio where she has resided since she married her husband Duke in 2009. Heather first became a nanny in the summer of 2007 for a family in Maryland. This was the first time she had ever moved away from home. Although it was a short position it led her to change her career path from Elementary Education to Children's Ministry. It would also eventually lead to her to become a Professional Career Nanny. Heather graduated from Indiana Wesleyan in December 2008 and quickly turned back to nannying while she waited to marry the love of her life in August 2009. After marrying and moving to Ohio Heather was not able to find a job in her field and again turned to what she had fallen in love with—helping nurture and grow children into the young people they should become. Heather became a part of CincyNanny right after getting her first job in Ohio and has attended since its first meeting in 2009. She enjoys the play dates, outings, and classes it has provided over the years. In 2010 Heather attended her first International Nanny Association conference in San Francisco as the recipient of a scholarship and passed the Nanny Credential Exam. In 2011 she moved on and spent the next four years with a wonderful family. In July 2014 Heather and Duke welcomed their son Aiden into their lives and the family graciously allowed her to bring him to work every day. As her charges went off to school fulltime in August 2015 Heather took on a new position fulltime with two little boys while also bringing her son. Heather loves working with children and could not see herself doing anything else. She is hardworking and dependable, always willing to learn, and loves working with the community around her to help shape children to be great people. She strives to have open communication with parents so that they can all work together to do what is best for each individual child. Heather also works in her community as the Nursery Coordinator and Children's Director at Zion Lutheran Church. And in her spare time she loves to scrapbook, play with her son, read, and cuddle her two orange cats.

2016 INA CONFERENCE CHARITY



IT TAKES A VILLAGE, BABY was founded in 2014 purely out of a desire to be kind. By simply asking a pregnant teen if she needed any help pulling together baby items, our founder, Anna Thorner, inadvertently started what has become an ever growing community of families, volunteers and donors.

There is no typical Village family. We have helped victims of human trafficking, a single dad, aunts who have been given custody of their newborn nieces and nephews, teen moms, grandparents, military families, working families, homeless families, women fleeing abuse, refugees ... In short, we will help anyone who comes to us and is in need.

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To date we have helped nearly 300 families and roughly 500 children and that number grows weekly. On average we distribute no less than 10,000 diapers a month to families through Northern Virginia, DC, Maryland and West Virginia. We've assisted families as far away as North Carolina and New Jersey and even did a formula drive for a mom living in rural Guatemala. The needs of the community will never be fully met, there will always be problems that need to be solved, but It Takes a Village, Baby aims to address at least the basics. Ultimately all we want is for every child born in this world to be healthy, safe, loved and happy - the Village is our small attempt at working towards this goal.

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CINCYNANNY provides one-on-one coaching for professional nannies, in-person and online. Whether seeking to start or excel in their professional career, navigate conflict and difficult situations, set career goals, or develop healthy rhythms, we have a coaching opportunity for every nanny.

DOMESTIC SHIELD is a training company dedicated to the Art and Science of Awareness and Avoidance as a primary personal safety system. Courses are a combination of classroom and scenario based practical training locking knowledge & experience into effective action. The Companies focus is Nanny's, security and other Security Staff.

For over 25 years, **GTM PAYROLL SERVICES** has been helping families across the country with simple, affordable household payroll and tax services, along with workers' comp and other insurances. Our certified household payroll experts provide superior customer service and advice to help families have an easier life.

HOMEPAID BY BREEDLOVE takes all the work and worry out of household employment - handling all the payroll, tax, labor law and insurance details for busy families and their caregivers.

HOMEWORK SOLUTIONS provides expert household payroll and payroll tax preparation services to household employers nationwide. No phone trees, no hassle, just good old fashioned customer service and support. Go ahead - simplify!

HOUSEHOLDSTAFFING.COM understands the nanny-family relationship, placing high quality nannies like yourself with exceptional families' nationwide. Backed by over 16 years of experience, we assure meeting the right family and getting hired is easy. Enjoy personalized service and quality family placement with HouseholdStaffing.com.

INFANT SLEEP INSTITUTE is a new school that provides current childcare professionals ground breaking research and education on training babies to sleep through the night without using harsh methods such as cried out, or extinction. We teach you how to bring a healthy and safe approach to sleep training and supporting families in an instinctual based method.

NANNY COACHING TEAM is your professional educational team. It was founded by nannies for nannies in order to help them understand their unique place within the family. Nannies can gain affordable access to one-on-one coaching and a series of virtual conferences aimed at providing the quality education that they deserve.

NANNY MAGAZINE is the premiere publication for American and international nannies. Fully volunteer-run, NM has been in continuous print and online publication since 2014. Digital subscriptions are now free! Stop by our booth in the marketplace to sign up and meet the staff.

NANNY TEES is a fun apparel and accessory line just for Nannies. I created Nanny Tees simply because I love being a Nanny! Nannies have one of the toughest, yet rewarding jobs and we want nannies to feel appreciated. There's no life like the Nanny life!

NAPTOWN NANNIES is a child care referral agency located in Annapolis, MD that provides fully screened, experienced, and loving nannies to care for children of all ages. We place full & part-time nannies, as well as short term childcare and sitting services. Naptown Nannies is dedicated to successfully matching the unique needs of your family with our team of energetic and experienced nannies.

NEWBORN CARE SOLUTIONS offers engaging and innovative evidence-based training through your nanny agency to meet the high expectations of today's clients. Offer our training to increase placements and increase revenue. Exceptional training for exceptional results. See our website for your FREE guidebook.

THE NEWBORN CARE TRAINING ACADEMY (NCTA) supports Newborn Care Specialists all over the world through online and in-person training. Offering multiple levels of instruction from entry-level to advanced care, the NCTA's curriculum provides the latest and most comprehensive information in newborn care. Contact us today at newborncaretraining.com.

PLEXUS WORLDWIDE launched in 2005 and offers a line of 15 life-changing health and wellness products. Our core beliefs are simple: Be Trustworthy, Be Honest, Be Reliable, and Be Responsible. These beliefs encompass all that we do. You can have confidence in the quality of our products.

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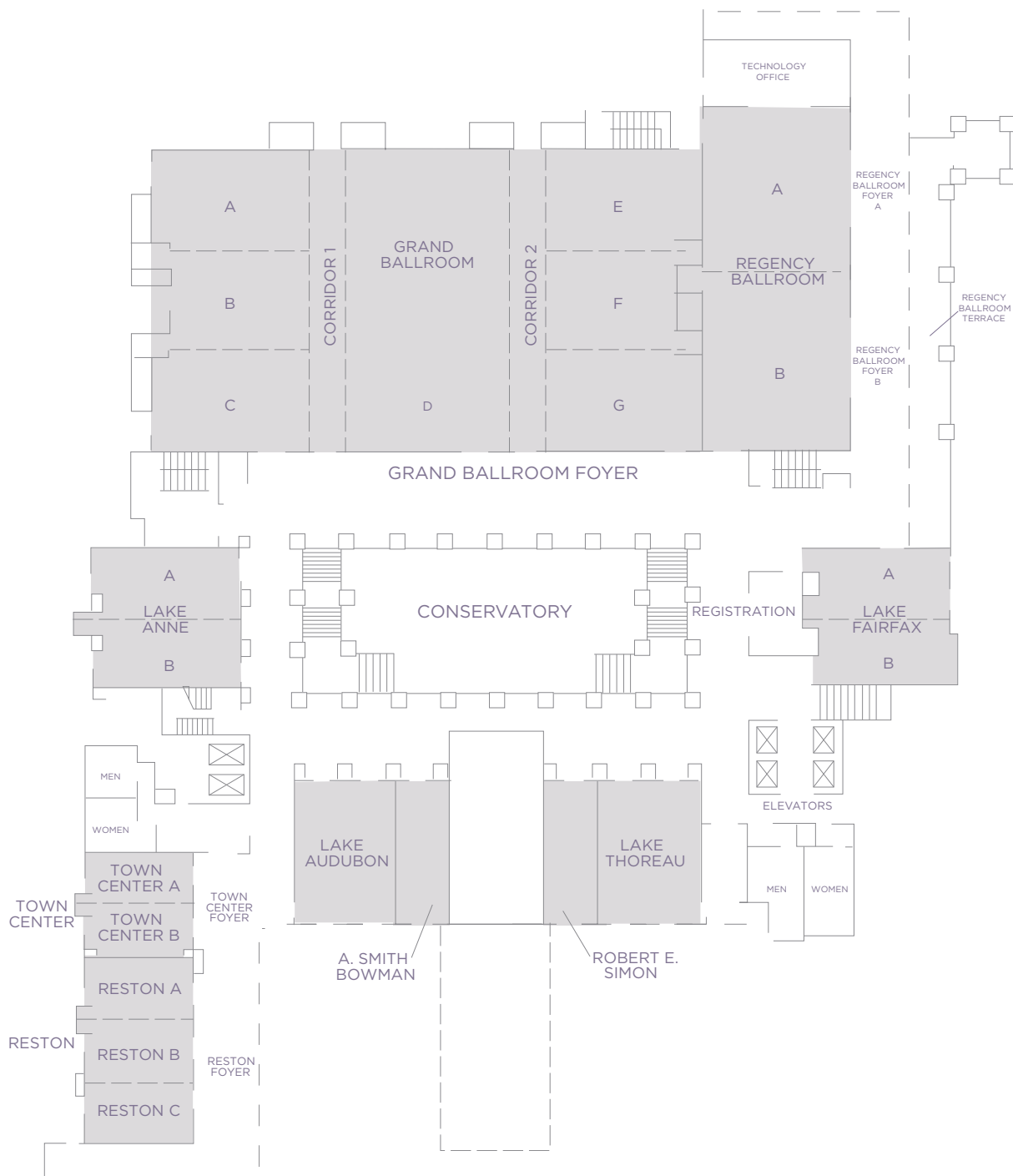
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FLOOR PLAN Second Floor





MAY 12-15, 2016 | WASHINGTON, D.C.

Thursday	8:00 am - 1:00 pm	Board of Directors Meeting >> Town Center A & B
	11:00 am - 7:30 pm	Registration >> Regency Ballroom Foyer
	12:45 pm - 1:00 pm	Board of Directors Installation >> Town Center A & B
	2:00 pm - 4:00 pm	Small Business Legal Insights >> Grand Ballroom G (A)
		INA Nanny Credential Exam >> Town Center A (N)
	2:00 pm - 5:00 pm	Domestic Shield Presents Safety & Security for Today's Caregiver >> Lake Thoreau (N)
		Insights Discoery >> Lake Audubon (G)
		NCS 101 - Newborn Care Basics and Getting Started in the NCS Business >> Lake Fairfax (NCS)
5:30 pm - 6:00 pm	First Time Attendee Orientation >> Grand Ballroom G (G)	
6:00 pm - 7:30 pm	Welcome Reception >> Regency Ballroom B / Regency Ballroom Foyer & Regency Ballroom Terrace	
7:30 pm - 9:30 pm	Optional: Group Dinners at Reston Town Center	
Friday	8:00 am - 8:45 am	Breakfast >> Conservatory - 1st Floor
	9:00 am - 10:15 am	Keynote Address: In You They Trust - 5 Strategies to Create a Great Working Relationship >> Regency Ballroom A & B (G)
	10:15 am - 10:45 am	Networking Break >> Regency Foyer and Terrace
	10:45 am - 12:15 pm	Building a Thriving Referral Based Business >> Lake Fairfax (A)
		Dark Side of the Full Moon: The Reality of Postpartum Depression and Anxiety >> Grand Ballroom G (NCS)
		The Child in Bloom Toolbox >> Lake Thoreau (N)
		Power Tools for Power Struggles >> Lake Audubon (N)
	12:15 pm - 1:45 pm	Lunch: Nanny of the Year & Service Award Pin Ceremony >> Regency Ballroom A & B
	2:00 pm - 3:15 pm	"Your Tiniest Charges"... Micro-Preemies Advanced NCS's Only, Please! >> Grand Ballroom G (NCS)
		How to Land the Top Job and be the Best You >> Lake Thoreau (N)
		Marketing to Moms >> Lake Fairfax (A)
		Understanding What Mandated Reporting >> Lake Audubon (G)
	3:30 pm - 4:45 pm	Is It a Food Allergy, is it Just a "Sensitivity", is it Reflux, or is it Something More?>> Grand Ballroom G (NCS)
Momprenuers: Rock Star Agency Owners Share How They Balance Family & Career >> Lake Audobon (A)		
This Time of Massive Business Disruption. It's Time to Market and Connect Like it's 2020 >> Lake Thoreau (A)		
Workplace Bullying: When Caregivers Become Targets, The Family Unit >> Lake Fairfax (N)		
6:00 pm - 10:00 pm	Optional: DC Night Tour >> Conservatory	
6:30 pm - 9:00 pm	Optional: Group Dinners at Reston Town Center	
Saturday	8:00 am - 8:45 am	Breakfast >> Conservatory - 1st Floor
	8:00 am - 4:00 pm	Conference Marketplace >> Grand Ballroom E-F-G
	9:00 am - 10:15 am	Communication When No One Is Listening >> Regency A & B (G)
	10:15 am - 10:45 am	Networking Break >> Grand Ballroom E-F-G
	10:45 am - 12:15 pm	Back Up Care Panel Discussion >> Lake Anne (A)
		How To Handle the Top 5 Most Difficult Discussions With New Parents >> Lake Fairfax (NCS)
		INA Mentor Panel Discussion >> Lake Audubon (N)
		Math Homework Help: Common to the Core >> Lake Thoreau (N)
	12:15 pm - 1:45 pm	Lunch: INA Annual Meeting & INA Meritorious Awards >> Regency Ballroom A & B
	2:00 pm - 3:15 pm	Car Seat Safety >> Lake Audubon (NCS) (N)
		Dissecting, Improving and Perfecting Your Client Contract >> Lake Anne (A)
		Engaging Children When Stuck at Home >> Lake Thoreau (N)
		Nanny Training Events Panel >> Lake Fairfax (A)
	3:15 pm - 3:45 pm	Networking Break >> Grand Ballroom E-F-G
	3:45 pm - 5:00 pm	Community as Classroom >> Lake Thoreau (N)
		Dark Side of the Full Moon Movie Screening >> Lake Audubon (NCS)
		How to Blog to Market Yourself and Your Business >> Lake Anne (A)
Six Keys to a Winning Team >> Lake Fairfax (A)		
5:00 pm - 5:30 pm	Caucus: Nanny >> Lake Thoreau	
	Caucus: NCS >> Lake Audubon	
	Caucus: Agency >> Lake Anne	
5:30 pm - 7:00 pm	Closing Reception & Raffle >> Regency Ballroom B / Regency Ballroom Terrace and Foyer	
	Optional: Group Dinners at Reston Town Center	
Sunday	8:00 am - 1:00 pm	Board of Directors Meeting >> Robert Simon
	8:00 am - 10:00 am	INA Nanny Credential Exam >> Lake Fairfax
	10:15 am - 2:30 pm	Optional: Wine Tour >> Conservatory - 1st Floor