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Welcome to the International Nanny Association (INA.) INA is a private, nonprofit educational organization serving nannies and those who educate, place, employ and support professional in-home child care providers. We are so glad you have decided to join our organization with its long history of professional development, networking, education and raising in-home child care industry standards.

We hope that this informational publication will answer most of your questions about careers and best practices within the in-home child care industry. This welcome packet will help you to get a better idea about the INA, its members, recommendations for best practices and opportunities to enrich our industry. We encourage you to join us in our mission of promoting quality in-home child care by becoming actively involved through Annual Conferences, Facebook Member Group, sharing our blogs, following our social media on Facebook, LinkedIn, Pinterest, Twitter and Instagram and networking with other professionals in this industry.

Our Mission

INA’s mission is to serve as the umbrella association for the in-home child care industry by providing information, education and guidance to the public and to industry professionals.

INA members include nannies, nanny employers, nanny agencies, educators and industry service providers. Since 1985, INA has worked to professionalize the industry by setting high standards for industry professionals and nanny agencies. INA leverages the expertise of industry professionals from around the globe to help increase awareness about the industry, to develop the professional skills of nannies, and to educate parents about the benefits of hiring a qualified nanny to care for their children.

It is important for you to understand that the INA is not a governmental agency, nor are we similar to the Better Business Bureau.
Our History

In 1985, Dr. Deborah Davis, then a young mother and educator, founded INA. Her mission was to help legitimize and professionalize the nanny profession. Thanks to her insight and personal sacrifices, she brought together nanny agency owners, nannies and nanny educators from the United States, England, Canada, Australia and New Zealand for the first INA conference. More than 100 people gathered at Scripps College in Claremont, California, to focus on training and professionalism for in-home caregivers in the United States. Since then, INA has become one of the country’s leading associations to press for professional standards, recognition and working conditions for nannies. The public eventually caught on that a professional nanny is not simply a babysitter or housekeeper—but an educated professional who is trained in child development techniques. We continue to work toward that goal.

The Benefits of In-home Child Care

Children thrive when they are well cared for by a nurturing and attentive child care provider in the comfort of their own home. The one on one care and interaction that a nanny provides gives children a deep sense of self worth and security. Since nannies typically stay with a family for a minimum of one year, the consistent relationship that children have with their caregiver allows them to develop a meaningful bond with a caring adult that has the children’s best interests at heart.

For parents who need flexible child care arrangements, or wish to direct their children’s daily activities and care structure, nanny care can be the perfect solution. Since the parents are the nanny’s employer, they define the nanny’s role and responsibilities and manage how the nanny spends her time with their children.

And because the children are cared for in their own home, parents don’t have to rush to get everyone out of the house in the morning and off to daycare (which often leads to a chaotic and stressful start to the day for everyone), providing the ultimate in child care convenience.

Children cared for by nannies are also less likely to become sick because they aren’t exposed to the many germs that large groups of children bring into a traditional day care environment. And unlike child care centers, nannies are able to provide child care for mildly ill children, therefore parents don’t have to rearrange their work schedules or find last minute backup care should their child become sick.
For parents with more than one child, nanny care can be cost effective. Unlike traditional day care, parents don’t have to pay an additional fee for each child. Nannies are paid one rate to care for all the children in their employer’s family.

The Role of Nanny Placement Agencies

Nanny placement agencies play a valuable role in the in-home child care industry. As service companies, placement agencies strive to match the skills and qualifications of nannies with the needs and preferences of families seeking an in-home child care provider.

Commitment to Professional Excellence

In recognition of their responsibilities to children and families, members of the International Nanny Association agree to abide by our Commitment to Professional Excellence and Recommended Practices.

- Respect the contributions of individuals and organizations involved in professional in-home child care.
- Maintain high standards of professional conduct.
- Respect and support families in their task of nurturing children.
- Promote the physical, emotional, intellectual and social development of children.
- Support the lifelong process of personal growth and professional development.

Our members join us voluntarily. They fill out membership applications and agree to abide by the INA Commitment to Professional Excellence and the Recommended Practices for INA Members. However, there is no facility within our By-laws that provide for policing the activities of our members, nor are we set up to give counsel or advice on the substance of your situation.

Remember, the INA is unable to judge or mediate a specific problem. The organization can act only as a conduit of information in the interest of upholding the aforesaid Commitment to Professional Excellence and Recommended Practices.

Ethics

Based on a current review of the INA ethics complaint process with the assistance of corporate legal counsel and a unanimous vote of the Board of Directors, the INA will no longer process any ethics complaints against members of the organization. INA will cease to operate the ethics complaint process effective immediately. If you have an issue with a member that cannot be resolved through discussion with them, it is recommended that you consider seeking remedy through the available proper channels available in your area. If you require further assistance, please email: info@nanny.org
Understanding INA Membership

INA membership is open to those who are involved with the in-home child care industry. INA offers several types of membership categories, with different dues and benefits.

**Childcare Professionals:** This level is open to nannies, and specialty nannies, both full-time and part-time.

**Support Groups:** This level is open to in-person and online support groups for in-home child care industry professionals.

**Nanny Employers:** This level is open to parents who employ a nanny, newborn care specialist or other nanny specialists in their home.

**Business Staff:** This level is open to employees of in-home childcare industry businesses like placement agencies, training programs, and industry services.

**Newborn Care Specialist:** This level is open to caregivers who work specifically with newborns and their parents.

**Placement Agencies:** This level is open to owners or chief operating officers of Nanny Placement Agencies.

**Industry Service Providers:** This level is open to owners or chief operating officers of businesses that are related to or support the in-home child care industry.

**Online Recruiting Platforms:** This level is open to owners or chief operating officers of online recruiting platforms.

**Premium Membership:** This level is ideal for individuals who own a franchise or who have several businesses within the industry and would like to be listed in multiple places in the INA Directory.
Membership Benefits

INA is a volunteer, not for profit educational association that is committed to providing information, education and guidance to the public and to industry professionals. We look to people like you, who are interested in the professionalism of the in-home child care industry, to partner with us and support our efforts.

As an INA member, you’ll have access to valuable industry information and tools you can use immediately to enhance your business and professional development. Here are several reasons to join INA today:

Make an impact in the in-home child care industry We believe there is strength in numbers and that together, we can make a difference. As an INA member, you’re partnering with us to professionalize our industry, to promote quality in-home child care, to increase awareness about the nanny profession, and to educate parents about the benefits of hiring a qualified nanny to care for their children.

Professional networking opportunities Network with industry professionals from all over the world to develop valuable relationships. Networking opportunities happen every day through our Member Only Facebook Group and annually at our Conference.

Team up with INA members As an INA member, you have the opportunity to join or head a committee, become a mentor, influence programs and processes or serve on the Board of Directors.

Publications, forms and tools INA offers a wide range of informative publications, employment forms, handouts and tools developed by industry experts—you don’t have to reinvent the wheel. INA publications include:

Steps for a Successful Start - for start-up industry businesses (discount in the eStore)
A Nanny for Your Family (Free in the eStore)
The Nanny Employer Handbook (Free to members)
The INA Nanny Agency Marketing Toolkit (Free to members)
The INA Nanny Agency Exit Strategy Guide (Free to members)
Providing industry standards The INA has spent years working with industry professionals of all types to standardize terms and practices in the industry. We encourage you to look through our website at our:

In-home Child care Definitions
Employment Rights for Nannies
Legal Responsibilities of Household Employees
The Importance of the Nanny/Family Work Agreement
Reporting Child Abuse
Best Practices for Nannies
Best Practices for Support Groups
Best Practices for Nanny Employers
Best Practices for Business Staff
Best Practices for Newborn Care Specialist
Best Practices for Placement Agencies
Best Practices for Educators
Best Practices for Industry Services
Best Practices for Online Recruiting Platforms
Best Practices for Background Checks

Relevant articles for the industry The INA Weekly Brief is the official blog of the INA. Submissions are written by INA members, Board of Directors and Executive Board of Director members on topics related to the nanny industry. We invite and encourage our members to submit articles for consideration to be shared with our members and general public. Submissions can be submitted via this form.

Nanny Salary and Benefits Survey Every 2-3 years the INA publishes a Salary Survey to gauge the development of the industry. Read the summary of the 2017 INA Nanny Salary and Benefits Survey.
Reduced registration to our annual conference Since 1985 when nanny agency owners, nannies and nanny educators from the United States, England, Canada, Australia and New Zealand gathered at Scripps College in Claremont, California, for the first INA conference, INA has continued its tradition of educational excellence.

INA Conferences offer educational tracks for the professional nanny, newborn care specialists and nanny agency owners and staff. Education focuses on skills, practice and theory. It attracts attendees from across the United States and from around the world.

Our Annual Conference also offers networking opportunities and educational workshops for nannies and businesses. INA Members receive conference registration discounts (includes discounts for staff members). Take advantage of conference sponsorship opportunities (your logo/link will appear on the conference web page) and program advertising opportunities. The annual conference is held in a different city each year and is typically scheduled in Spring.

We encourage you to take a peek back at some of our previous Annual Conferences and to join us for our next one.

Members only access Be a part of the members-only Facebook group. a highly professional social media forum where only INA Members, of all levels, can interact. There are a lot of social media groups within our industry but because only INA Members can be in this group, it will hold strictly to the INA Commitment to Professional Excellence and our Recommended Practices.

INA online membership directory Our online Member Directory features the name and contact information for INA Standard, Supporting, and Premium Members and is ideal for networking and locating industry professionals. Individual Members have the option of having their name, city and state listed.

Discounts Members receive a discount on our Assessments, Exams, Publications and Conference. Members also receive discounts from our Member Advantage Providers. These are business within and outside of the industry who support INA and want to offer a discount to INA Members.

Legislative awareness INA’s Governmental Affairs committee has a grassroots effort in the legislative arena that monitors legislation and activities related to our industry—both at the state and federal level.
INA membership logo  Help professionalize the industry by letting the world know you abide by INA’s Commitment to Professional Excellence and Recommended Practices. All INA Members receive an INA Member logo that can be used. Business Members can post it on their website and printed on their advertising literature. Nannies can feature the INA member logo and designation in their portfolio or on their resume. INA Nanny members are not allowed to use their Member Logo on Business Websites.

Job board  Newborn Care Specialists and Placement Agencies can take advantage of our Job Board to help find quality caregivers for your families. These jobs are visible to anyone visiting our website and can help you recruit high quality candidates from around the world.

Nanny of the Year™ program  An opportunity to recognize the positive impact an INA nanny member has made in the lives of the children in her or his care. Only INA members can be considered for this honor. The Nanny of the Year™ (NOTY™) is selected annually and is announced during the annual conference. A special luncheon is held in the NOTY™’s honor. Companies have the opportunity to sponsor the luncheon and gain added exposure. INA’s Nanny of the Year™ (NOTY™) serves as an example of the best kind of nanny and represents a positive role model for our industry and association. The NOTY™ is expected to perform specific duties before, during and after the INA annual conference.

INA Service Pin and Harriette Grant Service Award  These awards are meant to recognize those within the in-home child care industry for their hard work, dedication, and commitment to professional excellence. Individuals who have been in the industry for five or more years (working a minimum of 24 hours per week) and are currently an INA member in good standing may apply for the INA Service Award Pin Program. You must be present at the Annual Conference to be awarded the honor. Pins are in increments of 5 years. The Harriette Grant Service Award Pin is presented to nannies and specialty nannies. The INA Service Award Pin is presented to business owners (or their staff) who serve the in-home child care industry.

Conference Endowment  The INA Membership Conference Endowment usually gives away four (4) full conference registrations. Two full conference registrations will be given to those in the Business Category and two in the Caregiver Category. The Business Category includes members who are Standard, Supporting, Premium or Independent Supporting Members. The Caregiver Category is for Individual Members.
Deborah Davis Conference Grant This financial aid gives up to a select number of INA members money to put toward their INA Conference Registration. This grant is open to all current INA Members and the application can be found in your INA Member Portal under “Forms.” Applications during Early Bird Registration.

The INA Nanny and NCS Basic Skills Assessment These Assessments were developed to assess a nanny’s or NCS’s basic child or infant care knowledge. The INA Assessments are each 40 questions, timed, and multiple-choice. It is taken online. The assessment addresses health, safety, nutrition, professionalism, and child development. The Nanny Basic Skills Assessment is available in Spanish.

The INA Nanny and NCS Credential Exam These Exams were authored by leading child care experts and sets a tangible bar for nannies and newborn care specialists to prove themselves as top level professionals. These credentials set the standard that all in-home child care providers seek to attain. The Nanny Exam is a timed exam with 100 multiple choice questions and an essay question. The NCS Exam is also a timed exam with 100 multiple choice questions but no essay questions. There are online study guides available.

If you pass either test with a 70% or higher you are considered an INA Credentialed Nanny or INA Credentialed NCS and have access to the corresponding Credentialed Logo.

INA Caregiver Mentor program This members-only program fosters professional development by pairing seasoned INA member nannies with individuals who are new to INA or the industry. It provides personal guidance and non-legal advice to nannies and newborn care specialists.

Business Support Program Business Membership Support is here to help business members get the most out of their INA membership. We provide guidance on job postings, upcoming events, and can provide recommendations and direction to find additional support.

Meritorious Service Award The International Nanny Association Meritorious Service Award goes to an INA member who has been a strong, sustained supporter of the International Nanny Association and its’ mission. Individuals eligible to receive this award cannot receive remuneration for the activities supporting the INA. The individual is a volunteer whose activities support the INA.

Ambassador Program Ambassador Program Team Members (AP Team Members) will work to help grow the INA membership and build relationships near and far! The goal of the AP Team Member is to get out and educate the community, raise awareness of the INA and to be a positive role model in the industry.
Nanny Support Groups  Don’t miss out on our listing of Nanny Support Groups. If we missed a group, please email the information to us.

Committee Work  Through the commitment of hundreds of volunteers working toward a common goal, the INA is the umbrella organization for the in-home child care industry. Take advantage of what we’ve done and what we are doing. Please join us – we’d welcome your contributions. If you are interested in being contacted about helping out in an INA committee, please fill out this form.

How to Navigate Your Member Portal

INA utilizes Member 365, to organize not only our membership rosters but also publications, forms, exams and other documents for our members. Our staff is always available to help you navigate the program, but we have put together some simple directions to help you with the basics on this page of our website. https://nanny.org/how-to-navigate-the-member-portal/

Contact the INA

If you have further questions, please do not hesitate to reach out the INA.

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