



2020 ANNUAL REPORT

Our impact

314% 

growth in our community of educators on Facebook

96.1%

of participants rated our PD as 'excellent', 'very good' or 'good'

394 

educators supported with trusted advice in member webinars

85 

educator teams upskilled in workshops and tailored PD sessions

25

consultative groups with government and stakeholders

where we put not-for-profit children's services and quality education and care on the agenda



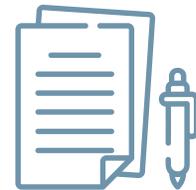
Victorian Inclusion Agency

7,565



face-to-face visits to support leaders/educator teams to bring out the best in every child

4,000+



educators received information about resources, opportunities and training

2,705



children's services supported to apply for inclusion funding

250*



children with additional needs received specialist equipment

*Children supported from July–December 2019 and January–June 2020 (some children will be doubled-up)



Message from Julie and Linda

In March, a global pandemic arrived on our doorstep, plunging our sector into chaos. Next, Australia saw free childcare for all – a dream that many of us never thought would come to fruition. And yet – not so long after this emergency initiative was introduced – it was taken away, along with the security blanket of JobKeeper. With plummeting attendances, coordinators and directors struggled to keep teams employed, get their heads around ever-changing restrictions and navigate the nightmare of outbreaks within their very gates.

As the pandemic unfolded, Community Child Care Association's strategic planning came into its own. This critical time saw us sharpen our advocacy agenda and support hundreds of anxious leaders, teachers and educators with trusted advice about what COVID meant for their children's service.

From the pages of *The Age* to the studios of the ABC, we thrust the struggles of our sector into the national agenda. And with a seat secured at federal and state government discussions, we lobbied for additional financial payments for the sector, including Community Child Care Fund Special Circumstances Grants for COVID-hit OSHC services and cash flow boosts for struggling not-for-profits.

Amid the uncertainty, we launched our first-ever evaluation framework. As a not-for-profit with limited resources, our framework will help

optimise our operations and show the real-world impact of our work. In this COVID-19 world, great data will give our voice new power as we continue to champion community and not-for-profit services and emphasise the importance of high-quality opportunities for children and families.

This pandemic is a marathon, not a sprint. As our members find their COVID normal, we'll continue to do everything we can to meet their needs – not only during these extraordinary times – but at all times.

As always, we'd like to thank our team, Board and contractors for their outstanding work during this extremely challenging year. Most importantly, we'd like to thank our members. Our members are the reason that we exist, and – in this world turned upside down – their resilience, strength and professionalism is nothing short of inspiring.

Linda Davison
Chairperson

Julie Price
Executive Director



Our goals

The 2019–20 financial year was the second year in Community Child Care Association’s current three-year strategic plan. Underpinned by a bold vision for the organisation – *thriving and valued community and not-for-profit services delivering the best outcomes for children and families* – our three-year plan articulates a clear purpose – *to lead, support and advocate for accessible, high-quality opportunities for children and families*. The strategic plan identifies four goals for the organisation:

1 DELIVER FOR MEMBERS
Reimagine membership so that it’s relevant and accessible

2 SHAPE THE SECTOR
Take the lead on public policy, be the voice and influence practice

3 BUILD COMMUNITY
Strengthen the community by evolving clear, meaningful support and advice that meets the sector’s needs

4 A THRIVING ORGANISATION
Harness the skills and capabilities of our people and resources to ensure the future sustainability of our organisation

2019–20 strategic initiatives

Priority 1: Deliver for members

- We supported hundreds of anxious educators and leaders with phone advice about COVID and its impact on their children's service
- We launched free webinars to keep members up to speed with important policy changes and funding announcements, plus rolled out a brand new e-newsletter to share breaking news and key resources
- We funded strong leadership by offering members free orientation and training for their committees of management
- We welcomed 95 new member services that were in search of trusted support to see them through the pandemic and beyond

Priority 2: Shape the sector

- We threw a spotlight on the value and quality of Australian community owned and managed children's services at the 29th EECERA Conference in Thessaloniki, Greece
- We delivered a strong message to the City of Port Phillip, which was debating whether to exit its council-run children's services plus increase costs for community-run centres
- We secured a national voice for community owned and managed services by joining the Department of Education, Skills and Employment's ECEC Reference Group
- We pushed the government to provide emergency funding for our COVID-crippled sector and improve how DET and DHHS manage children's services with positive cases
- We amplified the voices of our members and made sure they were heard, from the airwaves of ABC radio to the halls of parliament

Priority 3: Build community

- We launched tailored professional development packages that support children's services to meet their legal obligations, blast through roadblocks and achieve their big quality improvement goals
- We offered virtual professional development, mentoring and networks for the very first time
- We supported kindergartens right across Victoria to make the most of their School Readiness Funding, with tailored coaching from our leading trainers
- We received a one-year contract extension for the Inclusion Support Programme, so will continue to head up this important work ensuring all Victorian children can meaningfully participate in education and care

Priority 4: A thriving organisation

- We launched our first ever evaluation framework to optimise our operations and showcase the real-world impact of our work
- We stepped up our commitment to reconciliation with the development of our second Reconciliation Action Plan
- We reimagined our organisational structure to unlock the potential of our people and connect teams so they can adapt and respond to new challenges
- We engaged an independent third party to survey staff about the impact of COVID, with 92% of respondents indicating they were satisfied with our organisation's response to the pandemic



Getting big results with School Readiness Funding

How early childhood consultant Debbie worked with Creekside Kindergarten to transform their QIP and create a brand new philosophy

With a large sum of School Readiness Funding in her service budget and high expectations, Educational Leader Ellen felt “overwhelmed and lost”. Determined to get the most out of the funding, Ellen scheduled a series of coaching sessions with popular Community Child Care Association consultant Debbie Cole.

Debbie worked with Ellen and the broader leadership team across time to embed critical reflection and introduce new skills and practices. According to Ellen, “Our meetings left me inspired and eager to do more for my service! Having Debbie as our coach helped [me] feel relaxed and confident that I was on the right track.”

From attending curriculum days to transforming the QIP into a truly living document, Debbie was there to guide and empower the Creekside team. She supported Ellen to power through her long to-do list and achieve some big quality improvement goals, including the introduction of a brand new philosophy. “Debbie assisted us to create a philosophy and a set of values that was a true reflection of our service, a dedication to where we are headed and totally focused on the children,” Ellen explains. “We cannot thank her enough.”



Helping every child shine

How Inclusion Professional Claire helped foster belonging in family day care

When Tracey opened her family day care as a new mum, her passion for early childhood quickly blossomed. From day one, Tracey’s goal was to support each child reach their fullest potential, no matter their cultural background, physical ability or care requirements. So when a child with spinal muscular atrophy was enrolled last year, Tracey was determined to focus on the child’s strengths, not all the things he couldn’t do.

In need of some extra support, Tracey reached out to Claire, her Community Child Care Association Inclusion Professional. Claire supported Tracey to access Family Day Care Top Up funding, which means she can now limit the number of children in her care on days the child with high support needs attends. “This ensures I can meet the education and care needs of all children, providing them with an individualised program based upon their unique strengths, abilities and interests,” says Tracey.

Claire also supported Tracey to borrow specialist equipment – including a standing frame, floor sitter and height-adjustable tables and chairs – to ensure the child with additional needs can fully participate in the daily program and activities. “I always aim to provide a service that is inclusive, equitable and accessible to all,” explains Tracey. “The children who have come into my care during the last seven years have all had unique qualities and personalities, which I have had the honour of supporting and nurturing.”

Thanks to inclusion support, Tracey can continue to provide an Exceeding-rated service where each child has the opportunity to truly shine. “I feel that without the inclusion support, I could not provide the quality of education and care that I do now,” Tracey says.





Marking National Reconciliation Week



Celebrating NAIDOC Week

The next step on the road to reconciliation

As a Victorian peak for education and care, we know more needs to be done to create safe and inclusive spaces for Aboriginal and Torres Strait Islander children and families. This year, our working group developed our second Reconciliation Action Plan (RAP), which has been provisionally endorsed by Reconciliation Australia.

We are proud of the progress we have made since our first RAP, and hope this next plan will inspire more education and care services to begin their own reconciliation journey.

One of our members – Spensley Street OSHC – has already turned good intentions into action. Coordinator Lisa Heard used the insights she gained as a member of our RAP working group to meaningfully embed Aboriginal and

Torres Strait Islander perspectives at her own service. This sparked a positive outcome that no one expected – a family that had been at the service for years approached Lisa to thank her and let her know they finally felt safe enough to identify as Aboriginal.

Stories like these are powerful reminders of the ripple effect of reconciliation. They are why our RAP is at the heart of our workplace culture, and why all children's services should aim to respectfully embed First Nation's perspectives, cultures and knowledge into their programs. After all, every Australian – of First Nations descent or otherwise – will benefit from a more just, equitable and reconciled community.

Our Board



13 years' service

Linda Davison – Chairperson

Coordinator, Clarendon
Children's Centre



6 years' service

**Dr Bruce Hurst – Deputy
Chairperson**

Academic and Education Consultant



11 years' service

Brian Newman – Treasurer

Former Manager of Children's
Services, University of Melbourne



16 years' service

Sharyn Veale – Secretary

Coordinator, Wheelers Hill Primary
School OSHC



6 years' service

Anne Collins

Accountant



10 years' service

Barry Hahn

Manager, Moreland City Council



1 years' service

Christine Straubinger

Principal Director and Early
Childhood Consultant, Ripple Logic



3 years' service

Dr Kylie Smith

Associate Professor of Early
Childhood Studies, Melbourne
Graduate School of Education



4 years' service

Lisa Walker

Media and Communications Specialist



3 years' service

Sigi Hyett

CEO, Northern Schools Early Years
Cluster Inc.

Treasurer's report 2019–20

| | FY2020 \$ | FY2019 \$ | FY2018 \$ | FY2017 \$ |
|-------------------------------|----------------|--------------|--------------|--------------|
| Summary results | | | | |
| Income and expenditure | | | | |
| Income | 8,162,261 | 9,445,467 | 9,359,529 | 9,788,762 |
| Expenditure | (7,966,013) | (9,417,529) | (9,267,028) | (9,770,555) |
| Net income (expense) | 196,248 | 27,938 | 92,501 | 18,207 |
| Assets and liabilities | | | | |
| Cash | 2,317,105 | 2,330,138 | 1,092,103 | 1,095,999 |
| Other assets | 153,407 | 284,160 | 349,213 | 136,691 |
| Liabilities | (1,773,981) | (2,114,015) | (968,971) | (852,846) |
| Net assets | 696,531 | 500,283 | 472,345 | 379,844 |

The 2019–20 financial year was Community Child Care Association's (CCC's) fourth straight year of service delivery under the Inclusion Support Programme (ISP) contract with the now Commonwealth Department of Education, Skills and Employment. The ISP contract is delivered by the Victorian Inclusion Agency (VIA), comprising CCC as lead agent in partnership with KU Children's Services and Yooralla. The initial three-year contract has now been extended to 30 June 2022, and CCC's operations and overall financial activity will continue to reflect expanded levels of activity in line with the service requirements under the contract.

The 2019–20 year – particularly the second half – was characterised by the COVID-19 outbreak. The pandemic is unprecedented and has adversely impacted and continues to disrupt the community and the operating environment at large.

To date, the impact on CCC's operations has been reflected in reduced overall financial activity. This includes lower operating revenues, changes in customer demand, temporary modifications to activities and programming



capacity, and overall changes to the way we work. The association has qualified for COVID-19 financial assistance from the Australian government, which helps offset the decline in operating income, the loss of revenue potential and the associated risks to organisational wellbeing – for which the association is grateful. The impact of COVID-19 has been reflected in the financial results.

CCC recorded income of \$8.2 million for the year and incurred expenditure of \$8 million (of which \$4.7 million related to amounts for our VIA partners), posting a net surplus of \$196,248. Both operating income and expenditure for the year were notably down on prior year levels (FY2019: income and expenditure both at \$9.4 million), primarily because of the impact of COVID-19. In essence, reductions in income in 2019–20 were mitigated by reductions in associated outlays, and buffered by the receipt of government economic stimulus, to maintain a balanced outcome and protect the association’s operating capacity.

The association’s net assets/total equity at 30 June 2020 stood at \$696,531 (June 2019: \$500,283), the net of gross assets totalling \$2.5 million less liabilities of \$1.8 million. The level of net assets continues to afford the association a responsible financial buffer to underwrite its operations.

The Board expects a constrained environment to remain in effect in the next financial year. Operations will continue to be monitored and adjusted as necessary. The Board anticipates that related financial risks will be mitigated by further government economic assistance and the potential to reduce associated outlays, and fully expects that the association will continue to meet its ongoing obligations.

On behalf of the Board, I sincerely thank the CCC team for their efforts and commitment during these challenging and unprecedented times. We are extremely grateful for their ongoing focus – despite the disruptions of COVID-19 – as they continue to advance the delivery of quality children’s education and care services. We also express our gratitude to our partners and members for their commitment and engagement in helping us work towards achieving the best outcomes for children and families.

Brian Newman
Treasurer

Financial summary

Summary statement of income and expenditure for the year ended 30 June 2020

| | 2020 \$ | 2019 \$ |
|--|------------------|------------------|
| Income | | |
| Grants and service agreements | 7,561,385 | 9,112,660 |
| Trainings, conferences and consultancies | 179,598 | 192,404 |
| Membership fees | 71,927 | 76,485 |
| All other income | 349,351 | 63,918 |
| Total income | 8,162,261 | 9,445,467 |
| Expenditure | | |
| Employee benefits expense | 2,396,655 | 2,394,937 |
| Service delivery costs | 511,876 | 964,587 |
| Grants distributed* | 4,717,405 | 5,686,012 |
| All other expenses | 340,077 | 371,993 |
| Total expenditure | 7,966,013 | 9,417,529 |
| Net result for the period | 196,248 | 27,938 |

* Amounts transferred to Victorian Inclusion Agency partners under the Inclusion Support Programme.

Summary statement of financial position

as at 30 June 2020

| | 2020 \$ | 2019 \$ |
|----------------------------|------------------|------------------|
| Assets | | |
| Cash | 2,317,105 | 2,330,138 |
| Receivables | 145,358 | 270,446 |
| Prepayments | 3,380 | 5,466 |
| Equipment assets | 4,669 | 8,248 |
| Total assets | 2,470,512 | 2,614,298 |
| Liabilities | | |
| Payables | 159,178 | 1,458,386 |
| Income received in advance | 1,109,040 | 280,654 |
| Provisions | 505,763 | 374,975 |
| Total liabilities | 1,773,981 | 2,114,015 |
| Net assets | 696,531 | 500,283 |
| Equity | | |
| Reserves | 204,669 | 208,248 |
| Retained surplus | 491,862 | 292,035 |
| Total equity | 696,531 | 500,283 |

Summary statement of changes in equity

for the year ended 30 June 2020

| | Retained surplus \$ | Reserves \$ | TOTAL \$ |
|--------------------------------|---------------------------|----------------|----------------|
| Balance at 1 July 2018 | 262,067 | 210,278 | 472,345 |
| Net result for the period | 27,938 | | 27,938 |
| Reserve transfers | 2,030 | (2,030) | - |
| Balance at 30 June 2019 | 292,035 | 208,248 | 500,283 |
| Net result for the period | 196,248 | | 196,248 |
| Reserve transfers | 3,579 | (3,579) | - |
| Balance at 30 June 2020 | 491,862 | 204,669 | 696,531 |

Summary statement of cash flows

for the year ended 30 June 2020

| | 2020 \$ | 2019 \$ |
|--|------------------|------------------|
| Receipts from grants and service agreements (inclusive of GST) | 9,436,964 | 9,721,694 |
| Receipts from customers/other (inclusive of GST) | 548,815 | 369,675 |
| Grants distributed (inclusive of GST) | (6,373,410) | (5,070,349)- |
| Payments to employees and suppliers (inclusive of GST) | (3,305,365) | (3,644,962) |
| Interest received | 18,096 | 22,785 |
| Net GST paid to ATO | (338,133) | (158,008) |
| Purchase of equipment | - | (2,800) |
| Net change in cash held | (13,033) | 1,238,035 |
| Cash at beginning of year | 2,330,138 | 1,092,103 |
| Cash at end of year | 2,317,105 | 2,330,138 |

This financial summary provides an overview of Community Child Care Association's financial performance and position. The full report provides more details and is available at www.cccinc.org.au



“ I want to thank CCC for all [your] support of services, particularly at this time. I believe [your] advocacy has made a huge difference to aiding in funding and service viability

– MANDY K., MELBOURNE UNIVERSITY
FAMILY CLUB CO-OPERATIVE

”



What our members are saying

“ I know I can trust the information you send to have our best interest at heart. It is the info I share with our families”
– BERNADETTE D., ADA MARY A’BECKETT CHILDREN’S CENTRE

“ You guys are awesome. I am finding you the best source of information around at the moment – clear, concise and succinct. Thank you so much” – SARAH H., COCKATOO COMMUNITY CHILDCARE CENTRE

“ It is wonderful having such [a] passionate and knowledgeable advocate for education and care services”
– ALYSHA D., MAROONDAH VACATION CARE

“ Great that [Community Child Care Association] is able to provide services with as much clarity as they have currently” – LUCY H., DAREBIN CITY COUNCIL ”

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Community Child Care Association acknowledges Aboriginal and Torres Strait Islander people as the First Peoples of this nation and the Traditional Owners of the land on which we work. We recognise their continuing connection to culture, land, water and community. We pay our respects to Elders past, present and emerging.

