




Community  
Child Care

Vision into Practice



**Community Child Care Association  
2018–19 Annual Report**

# Our impact



as part of the Victorian Department of Education and Training's Improving Quality through Leadership program

## Victorian Inclusion Agency

Delivered in partnership with KU Children's Services and Yooralla

**649**

educators connected to inclusive community organisations at our Inclusion Expos

**222**

children with additional needs supported with specialist equipment

**3132**

leaders/educator teams supported with a visit from an Inclusion Professional

**1582**

leaders/educators supported to apply for inclusion funding

**4000+**

educators received information about resources, opportunities and training

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.

# Message from Julie and Linda

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**Forty-eight years ago, a small group of women sparked a child care revolution. They met around kitchen tables to set up and support quality, community-based care for mothers – the first of its kind in Australia. It was these determined young women who founded Community Child Care Association (CCC).**

Today, we continue to provide leadership and advocacy, work with government, and support hundreds of education and care services. We're also the lead organisation of the Victorian Inclusion Agency – a project which provides free inclusion support to education and care services.

In 2018–19, we saw the fruits of years of lobbying when Premier Andrews launched the roll-out of subsidised three-year-old kindergarten, alongside other reforms for our sector like funding to support quality kindergarten programs, and funding for the inclusion of children with a disability. We continued to support services by mentoring kindergarten leaders through the Kindergarten Quality Improvement Program. And we were excited to learn that we will keep leading the Victorian Inclusion Agency for the next two years.

Looking to the future, we will remain loyal to the community-driven goals set out by the founding women of CCC. At the same time, today we envision quality education for all children in all services. Here is our refreshed vision and mission which will put us on this path:



***For CCC, we envision thriving and valued community and not-for-profit services delivering the best outcomes for children and families.***

***For the sector, we envision excellent early childhood and outside school hours education and care for all.***

***Now, our mission is to lead, support and advocate for accessible high-quality opportunities for children and families.***

In 2019, we launched new strategic projects alongside our refreshed vision and mission. In 2019–20, we will continue to pursue these projects, sharpen our advocacy agenda, and develop targeted support for our members and communities.

As always, we'd like to thank our board, staff and contractors, and particularly, our members. Our members are the reason we exist, and continue to inspire our advocacy work with government and policymakers.

**Julie Price**  
Executive Director

**Linda Davison**  
Chairperson



James Merlino – Victorian Education Minister, and Linda Davison – CCC Chairperson

## Two years of kinder! – A win

### Standing up for members, educators and children

This year we spent a lot of time listening to educators – at network meetings, forums and conferences, and through research and member surveys. We took the stories we heard to the offices of government and decision-makers. We:

- Continued to build relationships with decision-makers at all levels of the Department, and with politicians such as the Victorian Minister for Education, James Merlino, and the Parliamentary Secretary for Early Childhood Education, Sonya Kilkenny
- Produced a joint submission to the Victorian 2018 election, calling on the parties to continue the Early Childhood Reform Plan, expand to fifteen hours of three-year-old kindergarten for all children, develop a workforce strategy, and more

- Hosted a policy debate for the state election – a platform for the three major parties to present their education and care policies to one hundred members and educators in the local area.

We were thrilled to see the fruits of years of lobbying when the newly re-elected Labor Government launched the three-year-old kinder program. After all, evidence shows two years are better than one – children are better prepared for school, perform better and are more likely to attend tertiary education.

In 2019–20, we will continue to ensure our members’ voices are heard by advocating for smart policy – like OSHC facilities to be built alongside each new school, and a detailed workforce strategy for education and care. The devil is

in the detail with policy, so we will work with the departments and State and Australian Government to ensure that policy is rolled out with the needs of members, educators and children top of mind.

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**“We love that CCC acts as a spokesperson for many community organisations and takes our issues and challenges to the right platforms.”**

Kensington Community Children’s Cooperative, CCC member

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## Creating the perfect outdoor environment for children

### How CCC Consultant Cat supported Brandon Park Children's Centre to reinvent their outdoor space

For children, the outdoor space presents a world of possibilities. The yard is one of the best places to explore, experiment and problem-solve. At Brandon Park, Director Sharmalee and her team wanted to create more opportunities for children to engage with nature and learn about sustainable practice, but they weren't sure where to start.

CCC Consultant Cat came to Brandon Park and spent time observing how the children played. Cat and the team brainstormed possibilities,

allowing children's ideas to inspire them. Cat also helped the team map 'hotspots,' where children loved to play, and 'dead zones' – the areas they avoided.

They created a plan and put it into action, including:

- Listening to children's ideas and incorporating them into the space
- Adding a compost bin, worm farm, native plants, mud patch and a rainwater tank, using water that flows through gutters on the roof of the mud kitchen

- Supporting children to plant herbs and learn how to care for them
- Creating bike 'car parks' to reduce crashes and keep the space tidy.

Sharmalee says that since making the changes, the team have continued to support the children to experiment with the outdoor space: "The children decide when they would like to change the outdoor environment... In this way, children have their own agency."



CCC consultants support Victorian services like Brandon Park with phone advice, training, mentoring and consultancies – on everything from nature play to efficient management and behaviour guidance.



## When family relationships go awry...

### How Inclusion Professional Amanda supported Swanston Street Children's Centre to build trust with a family and access support for their child

At Swanston Street, a tumultuous relationship with one child's family left Centre Director Annie feeling "professionally broken", and unable to meet the child's needs. With the support of the Victorian Inclusion Agency, Annie and her team turned the situation around. Here's how:

Soon after the family enrolled their child at Swanston Street, Annie's team became concerned about the child's development and behaviours. With the support of their local Inclusion Professional, Amanda, they applied for inclusion funding for an additional educator. Amanda also worked with the team to develop strategies to build trust with the family.

Throughout the child's time at the centre – from referral to specialists

and the child's eventual diagnosis – the family's interactions with educators were unpredictable. The family could swing from grateful to hostile and accusatory. After particularly volatile interactions, Annie and her team called Amanda to debrief.

**"It was enormously helpful to have [Amanda's] support during that time... [Amanda] was the first person we contacted when stuff hit the fan."**

Swanston Street Educational Leader, Martina

Amanda helped Annie and the team reflect on their attitudes and approaches, and identify the

likely emotions behind the family's behaviour. Annie says that the experience has changed the way the team talks to families: "We're more confident managing the terrain and possibilities. It's helped us to grow and develop, it has shifted our practice and we have modified our approach, and...that modified approach has worked."

By the time the child left Swanston Street, educators had begun rebuilding trust with the family, and with the support they needed, the child's behaviour and sense of wellbeing in child care had improved. Now, the Swanston Street team hold regular family nights – inviting parents to spend time in their children's rooms, talk to the team, and engage in family activities such as music and art.



CCC is the lead organisation behind the Victorian Inclusion Agency, which provides free inclusion support – including mentoring from Inclusion Professionals, network meetings, and support applying for funding and specialist equipment for children with additional needs.



CCC staff and local Elder Uncle Trevor marking Reconciliation Week with a smoking ceremony

## Our board

Linda Davison, Chairperson  
 Dr Bruce Hurst, Deputy Chairperson  
 Brian Newman, Treasurer  
 Sharyn Veale, Secretary  
 Anne Collins  
 Barry Hahn  
 Julia Kelly  
 Kylie Smith  
 Lisa Walker  
 Sigi Hyett

## Our team

Amanda Chong  
 Cat Kimber  
 Catherine Ogilvy  
 Cathy Darvill  
 Chiarina Holmes  
 Chloe Sims  
 Daniela Kavoukas  
 Debbie Cole  
 Denise Chevalier  
 Emma Keft  
 Faye Sakaris  
 Glenda Nuridin  
 Helen Glouftsis  
 Jacinta Butterworth  
 Jane McCahon  
 Jenny Sewell  
 Joanne Thorne  
 Jodie Reid  
 Julie Price  
 Karen Scobell  
 Kate Kent  
 Kathryn Marks  
 Kelly McRae  
 Kerry Errington  
 Lauren Milton  
 Liz Da Silva  
 Liz Hudson  
 Lynn Turner  
 Marli Traill  
 Mia Bololias  
 Narelle McNaughton  
 Nikki Graham  
 Pina Cannata  
 Renee Wright  
 Reza Tjoeka  
 Sandy Bevan  
 Sarah Hargrave  
 Skye Davey  
 Tarryn Holland

## Our contractors

Angela Ditchmen  
 Australian Childhood Foundation  
 BOW&ARROW  
 Brian Newman  
 C & M Consulting and Training Services  
 Complex Care  
 Dr Anne Kennedy  
 Dr Bruce Hurst  
 Families At Work  
 Global Vision Media  
 Hydon Consulting  
 J.F. Burr  
 Jo Morel  
 KU Children's Services  
 Karen Glancy  
 Kevcom  
 Lisa Bryant  
 Louise Dorrat  
 Owl & Frog  
 Parenting Research Centre  
 RFP Business Services  
 Rainbow Families Victoria  
 Ripplelogic  
 Seaside Family Counselling Services  
 St Kilda Community Housing  
 Stephen Gallen  
 Symphony3  
 Victorian Aboriginal Education Association Inc.  
 Yappera Children's Services  
 Yooralla

# Standing in solidarity

## Our progress towards reconciliation

We completed our first Reconciliation Action Plan in 2018–19. Here's what CCC staff are saying about our reconciliation journey so far:

*"Reconciliation for me is standing in solidarity with my friends and relatives and perfect strangers with Aboriginal and Torres Strait Islander heritage, and bearing witness to the impact of colonialism and discourses of power that have been left unchallenged for too long."*

*"As an Aboriginal woman, coming into a workplace that has a Reconciliation Action Plan helped me to feel that this is a safe place for me to talk about my culture. I am still trying to learn and connect with my culture after many years of not speaking about it... It has taken a long time to feel comfortable to explore more, and knowing that CCC is respectful of my culture makes this a welcoming environment for me as a new employee and as an individual member of CCC."*

*"[Reconciliation] means collaborating with Traditional Owners, insisting that they have a voice, respect and representation in important decisions, and checking in with Elders if practice is respectful, and not assuming it is because for too long knowledge and ways of knowing have been Anglo-centric."*

We look forward to rolling out our second Reconciliation Action Plan in 2020.

# Treasurer's report 2018–19

Brian Newman, Treasurer

2018–19 saw a continuation of the recent run of positive financial outcomes for CCC. In this financial year we achieved another balanced operating result (a small operating surplus of \$27,938 from income of \$9.4 million), consistent with our financial planning for the year.

Summary results	FY2019 \$	FY2018 \$	FY2017 \$	FY2016 \$
<b>Income and expenditure</b>				
Income	9,445,467	9,359,529	9,788,762	1,072,187
Expenditure	(9,417,529)	(9,267,028)	(9,770,555)	(1,102,093)
<b>Net income (expense)</b>	<b>27,938</b>	92,501	18,207	(29,906)
<b>Assets and liabilities</b>				
Cash	2,330,138	1,092,103	1,095,999	472,738
Other assets	284,160	349,213	136,691	196,906
Liabilities	(2,114,015)	(968,971)	(852,846)	(308,007)
<b>Net assets</b>	<b>500,283</b>	472,345	379,844	361,637

2018–19 was CCC's third consecutive year of service delivery under the new Inclusion Support Programme (ISP) contract with the Commonwealth Department of Education and Training. The ISP is delivered by the Victoria Inclusion Agency (VIA), with CCC as the lead, in partnership with KU Children's Services and Yooralla.

The ISP contract, which initially covered the three-year period from 1 July 2016 to 30 June 2019, was recently extended by two years to 30 June 2021. CCC's operations and overall financial activity will continue at expanded levels in line with the service requirements under the contract.

Of the \$9.4 million income for the year, \$5.7 million related to amounts for our VIA partners.

Excluding this income, CCC's underlying revenue for the year was \$3.7 million (FY2018: \$3.5 million). This comprised ISP grant income of \$2.8 million, \$0.6 million from other project service agreements, and \$0.3 million from other sources. The growth in income over the prior year mostly reflected the impact of additional project activity, mainly for kindergarten quality improvement programs.

Expenditure overall for the year also totalled \$9.4 million. Excluding the \$5.7 million of funds provided to our VIA partners, CCC's underlying expenditure was \$3.7 million (FY2018: \$3.4 million). Spending was contained within our budgeted parameters for the year, including the provisioning of additional costs to meet the requirements of project activity.

CCC's net assets/total equity at 30 June 2019 sat at \$500,283 (June 2018: \$472,345), the net of gross assets totalling \$2.6 million less liabilities of \$2.1 million. The level of net assets provides CCC with a responsible financial buffer to underwrite its operations and strategic objectives.

**On behalf of the board,  
I sincerely thank all in  
the CCC team for their  
continued efforts and  
dedication in supporting and  
advancing quality children's  
education and care services.**

We also express our gratitude to our partners and members for their ongoing support and commitment. By working together, we make it possible to achieve the best life outcomes for children and families.



# Summary financial statements

for the year ended 30 June 2019

## Important notice

Information used in the summary financial statements is extracted from the full financial report of Community Child Care Association Inc. (CCC) for the year ended 30 June 2019. The full report provides more details on the financial performance and position of CCC, including a description of the accounting policies adopted by CCC, explanatory notes and the independent auditor's report. The full report is available separately on request from CCC or via download at [www.cccinc.org.au](http://www.cccinc.org.au).

## Summary statement of income and expenditure

for the year ended 30 June 2019

	2019 \$	2018 \$
<b>Income</b>		
Grants and service agreements	9,112,660	8,906,423
Trainings, conferences and consultancies	192,404	289,360
Membership fees	76,485	84,228
All other income	63,918	79,518
<b>Total income</b>	<b>9,445,467</b>	<b>9,359,529</b>
<b>Expenditure</b>		
Employee benefits expense	2,394,937	2,097,032
Service delivery costs	964,587	983,305
Grants distributed*	5,686,012	5,889,801
All other expenses	371,993	296,890
Total expenditure	9,417,529	9,267,028
<b>Net result for the period</b>	<b>27,938</b>	<b>92,501</b>

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



## Summary statement of financial position

as at 30 June 2019

	2019 \$	2018 \$
<b>Assets</b>		
Cash	2,330,138	1,092,103
Receivables	270,446	334,286
Prepayments	5,466	4,649
Equipment assets	8,248	10,278
<b>Total assets</b>	<b>2,614,298</b>	<b>1,441,316</b>
<b>Liabilities</b>		
Payables	1,458,386	123,959
Income received in advance	280,654	582,521
Provisions	374,975	262,491
<b>Total liabilities</b>	<b>2,114,015</b>	<b>968,971</b>
<b>Net assets</b>	<b>500,283</b>	<b>472,345</b>
<b>Equity</b>		
Reserves	208,248	210,278
Retained surplus	292,035	262,067
<b>Total equity</b>	<b>500,283</b>	<b>472,345</b>

## Summary statement of changes in equity

for the year ended 30 June 2019

	Retained surplus \$	Reserves \$	Total \$
<b>Balance at 1 July 2017</b>	<b>174,813</b>	<b>205,031</b>	<b>379,844</b>
Net result for the period	92,501		92,501
Reserve transfers	(5,247)	5,247	-
<b>Balance at 30 June 2018</b>	<b>262,067</b>	<b>210,278</b>	<b>472,345</b>
Net result for the period	27,938		27,938
Reserve transfers	2,030	(2,030)	-
<b>Balance at 30 June 2019</b>	<b>292,035</b>	<b>208,248</b>	<b>500,283</b>

## Summary statement of cash flows

for the year ended 30 June 2019

	2019 \$	2019 \$
Receipts from grants and service agreements (inclusive of GST)	9,721,694	9,718,651
Receipts from customers / other (inclusive of GST)	369,675	348,864
Grants distributed (inclusive of GST)	(5,070,349)	(6,478,781)
Payments to employees and suppliers (inclusive of GST)	(3,644,962)	(3,420,544)
Interest received	22,785	32,128
Net GST paid to ATO	(158,008)	(197,068)
Purchase of equipment	(2,800)	(7,146)
<b>Net change in cash held</b>	<b>1,238,035</b>	<b>(3,896)</b>
<b>Cash at beginning of year</b>	<b>1,092,103</b>	<b>1,095,999</b>
<b>Cash at end of year</b>	<b>2,330,138</b>	<b>1,092,103</b>



# How our members describe us

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AVAILABLE RESOURCEFUL  
**INFORMATIVE** RELIABLE  
 ACCESSIBLE  
**SUPPORTIVE**  
 COMMUNITY PROACTIVE COMMITTED  
**KNOWLEDGEABLE** EASY  
**PROFESSIONAL**  
 ADVOCATES DEDICATED APPROACHABLE  
 BENEFICIAL COMMUNICATIVE ORGANISED  
**FRIENDLY**  
**HELPFUL** EXPERIENCED  
 ADVOCACY  
 CARING

## Community Child Care Association

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