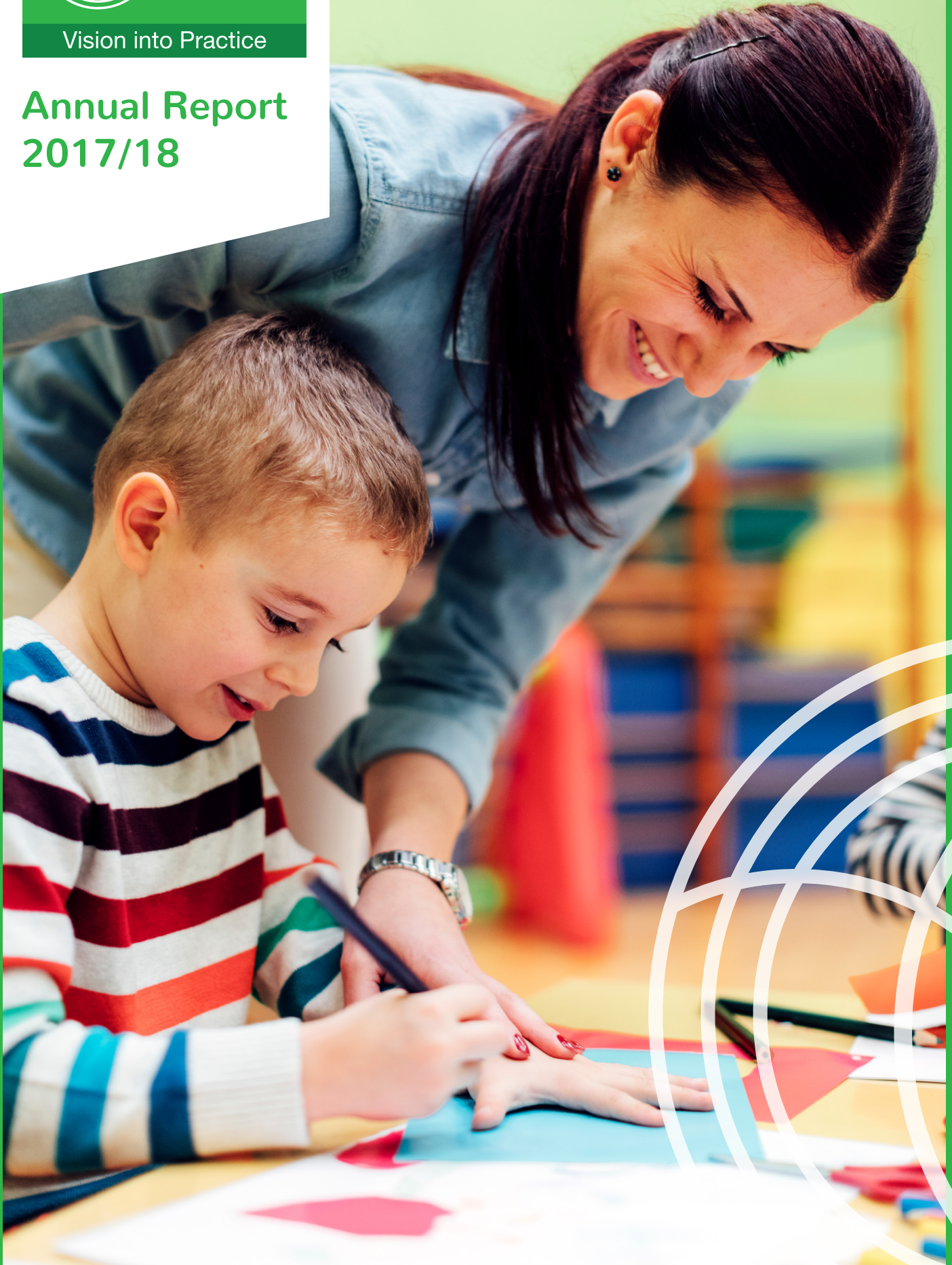




Community
Child Care

Vision into Practice

Annual Report 2017/18



Our board members

Linda Davison, Chairperson

Linda has had a long career in the education and care sector, including as Coordinator of a parent-managed child care cooperative for more than 30 years. She is a passionate advocate of the not-for-profit education and care sector in Australia. She has been a board member of numerous organisations including Board Member and Deputy Chair of Community Child Care Association (2007–2017); Executive Member, Children's Services Co-ordinators' Association (2000–2017) and Deputy National Convenor, Australian Community Children's Services (2015 – Current). Linda was recognised in 2017 when she achieved the Victorian Early Childhood Director of the Year Award.

Linda was elected as Chairperson of CCC in 2017.
Board Member since 11 October 2007.

Dr Bruce Hurst, Deputy Chair

Bruce is a lecturer and researcher at the University of Melbourne and an education consultant. He has worked in a range of early childhood roles, including over 25 years' experience working in and with Outside School Hours Care services. Bruce has a special interest in participatory methodologies with children, and is one of the few Australian academics who conducts research in Outside School Hours Care.

Board Member since 29 October 2014.

Brian Newman, Treasurer

Working in Early Childhood for more than forty years, Brian Newman has been an educator, a manager, a campaigner, a writer and an advocate. He currently represents ACCS as Chair of the Children's Education and Care Industry Reference Committee, responsible for the content of educator training. Brian is passionate about equity and social justice in early childhood, and the wider community.

Board member since 10 November 2009.

Sharyn Veale

In my 33 years as part of the education and care sector I have worked with children of a variety of ages including those from long day care, kindergarten and occasional care. For the past 21 years I have been the Coordinator of a successful school owned Outside School Hours Care program. My passion for high quality programs for all OSHC children drives my daily work and my involvement in advocacy and with Community Child Care Association.

Board member since 15 October 2004.

Lisa Walker

Lisa is an experienced communications professional who has worked in the public sector for the past nine years as a communications advisor. Prior to this, Lisa worked as a consultant with her own company, and she has also been a journalist for several years, including as State Political Reporter for Australian Associated Press (AAP).

As a parent, Lisa has had three children attend a community-owned kindergarten where she was a member of the parent-led committee of management.

Board member since 25 February 2016.

Barry Hahn

Barry is currently the Manager of Social Policy and Early Years Services with Moreland City Council and has over 25 years experience in senior management roles in health and human services. Barry has been a board member of a number of not for profit organisations in the health and human services sectors and has skills in strategic and service planning and stakeholder engagement.
Board member since 11 November 2010.

Anne Collins

Anne has a finance background, working in both private and public entities, with an interest in social benefit organisations. Anne holds a Bachelor of Arts in English and Sociology and a Graduate Diploma in Business. Her recent roles include Finance Manager for the Australian Housing and Urban Research Centre and as an accountant for small business. As mother of four children, she has had a long connection with community owned child care.

Board member since 30 January 2014.

Sigi Hyett

Sigi Hyett is a passionate early childhood professional with over 30 years of experience in the education and care sector. She holds a Bachelor of Early Childhood, Diploma of Community Services (Child Care), Diploma of Business (Governance) and is a member of the Institute of Community Directors Australia. "I am passionate about quality early childhood education and care and children's rights. I value relationships and lifelong learning and believe every day is a gift."

Board member since 24 October 2017.

Julia Kelly

Julia became a CCC Board Member in 2017 as a parent representative. Julia's interest in community based childcare was ignited as her three children attended a community childcare centre. Julia brings with her a wealth of industry based experience specialising in marketing and Customer Relationship Management (CRM) strategy and development, customer experience management, proposition development, communications, web design, change and operational management.

Board member since 24 October 2017.

Kylie Smith

Kylie Smith is an Associate Professor at the University of Melbourne's Graduate School of Education. She has over 30 years experience working in long day care services. Her research brings theory and practice together to support children's participation in research, curriculum development and the formation of public policy.

Board member since 24 October 2017.

Dr Anne Kennedy

Board member:
28 Oct 2005 – 24 Oct 2017.

Liz Rouse

Board member:
10 Nov 2010 – Jan 2018.

Rosemary Waite

Board Member:
27 May 2003 – 27 May 2018.

Message from the Chair and the Executive Director

2017/18 has been a big year for Community Child Care Association (CCC), as it has been for many of you in the education and care sector. We have had a number of changes to our board, including the farewell of our long-standing chairperson Dr Anne Kennedy. Leanne Giardina, who was our truly exceptional executive director, left us at the end of 2017 after working hard to bring our organisation back to an operating surplus. We were also saddened by the passing of Rosemary Waite, a valued member of our board since 2003. Rosemary was a strong advocate for our sector for many decades.



Despite this, we couldn't be more excited about CCC's role as a leading advocate for high quality education and care and a thriving not-for-profit sector. We continue to work alongside key organisations and stakeholders to deliver the best outcomes both for CCC and for the education and care services we support. Our commitment to implementing our Reconciliation Action Plan (RAP) is one example, and we'd like to thank Marli Traill for her wonderful leadership, as well as the CCC members who contributed to our RAP reference group. This work has seen our team grow their knowledge of Aboriginal history and culture, their confidence in supporting services in their inclusion strategies and share many great resources.

Another important collaboration is the Victorian Inclusion Agency which we lead in partnership with Yooralla and KU Children's Services. Through this project, we have built the inclusion capacity of 2,520 services right across Victoria. Thank you to the executive and leaders of our two partner organisations – without your commitment to working collaboratively and delivering high quality outcomes, this project would not be having such an enormous impact.

Another great collaboration that developed in 2017/18 is with Semann and Slattery and that is delivering the Kindergarten Quality Improvement Program Phase 1. Through this exciting new project, CCC is part of the team supporting nearly 130 kindergartens to develop and build upon their leadership capacity.

Advocacy was a key focus for CCC in 2017/18 and we have been a leading voice in discussions with government on a range of significant issues, including:

- The transition to the new Child Care Subsidy that, for example, saw us get a decision about absences before care changed
- The revision of the Early Childhood Agreement for Children in Out of Home Care that will ensure these vulnerable children's likelihood of experiencing high quality education and care is increased
- The Senate Enquiry on The effect of red tape in child care where we campaigned to ensure quality components of the NQS are not watered down.

There are many people who ensure that CCC continues to be a respected, vibrant organisation. Thank you to the staff team and our contractors who have, as always, worked tirelessly to deliver high quality advice, support and advocacy. We would like to thank all the past and present members of the board for their voluntary contributions to the good governance of CCC. Thank you, too, to our members who are the soul of CCC and provide us with valuable insights to feed up to government and policymakers.

Recently, we conducted a full-scale strategic review including an organisational health check, interviews

with staff and the board, surveys of our members and contractors, and a competitor and market analysis. This enlightening data is the foundation of our strategic planning for 2019/21 and provides a roadmap to achieving CCC's long-term sustainability – ensuring we can continue supporting the community, not-for-profit sector and advocating for high quality outcomes for all children and families. The data gathered will also inform, and be reflected in, our revised vision and mission statements. Watch this space...

Linda Davison
Chairperson

Julie Price
Executive Director

Our team

Adams, Annette J
Bololias, Efthimia
Butterworth, Jacinta C
Cannata, Pina
Chong, Amanda
Cole, Debbie L
Coles, Wilhelmina C
Collie, Melalie J
Darvill, Cathy M
Errington, Kerry L
Findlay, Nicole L
Giardina, Leanne
Glouftsis, Helen
Graham, Nicole A
Hargrave, Sarah
Holland, Tarryn J
Holmes, Chiarina
Hudson, Elizabeth A
Keft, Emma
Kent, Kathryn

Kimber, Cathrine S
Marks, Kathryn A
McCahon, Jane R
McNaughton, Narelle J
McRae, Kelly J
Milton, Lauren M
Nuridin, Glenda J
Ogilvy, Catherine V
Price, Julie V
Sakaris, Faye
Scobell, Karen. R
ScottPitcock, Dallas L
Sewell, Jennifer A
Sexton, Kim J
Sims, Chloe J
Thorne, Joanne
Tjoeka, Reza J
Traill, Marli
Turkopp, Melanie S
Turner, Lynn M

That adds up to more than 350 years of experience in the children's education and care sector!

Our contractors

Angela Ditchmen
Anne Kennedy
Bruce Hurst
Complex Care
Debbie Cole
Families at Work
FKA
Global Vision Media
Hydon Consulting
Jo-Anne Shiani Adriansz-Morel
Karen Glancy
KevCom
Lisa Bryant
Louise Dorrat

Malarkey
Positive Impact
Rainbow Families Victoria
RFP Business Services
Ripplelogic
Stephen Gallen
Symphony3
Trevor Gallaghers Aboriginal Experience
University of Melbourne
Urban Discovery by Jenn Reed
VAEAI
Wurundjeri Tribe

758
children's
education and
care services
recieved on-
site support

399
educators
received
professional
development
training
accross 31
workshops

ccc
supported
556
children's
education
and care
services to
develop their
curriculum and
programming

Towards reconciliation

Community Child Care Association steps up its commitment to diversity and inclusion

After launching our first reconciliation Action Plan (RAP) in 2017, we recognised that for our efforts to be sustained and successful, they must be embraced by the whole organisation.



At the NAIDOC Week Flag Raising Ceremony at Mantra Bell City, the team heard a Welcome to Country by Wurundjeri Elder Aunty Di Kerr and a moving speech by Aborigines Advancement League Inc. Vic CEO Esme Bamblett.



During National Reconciliation Week, the CCC team took a moment to reflect by gathering at the confluence of Merri Creek and the Yarra River, which has a rich Aboriginal past.



At Victoria's OSHC Conference, a group of passionate educators joined Marli Traill and Indigenous Elder Trevor Gallagher on a guided tour of the Darebin Parklands Spiritual Healing Trail.



At the Victorian Inclusion Expos, hundreds of educators heard Lulla's Child and Family Centre Director Miranda Edwards, speak about the great work her team is doing to ensure Aboriginal children have the very best start in life.

Improving quality

TICCSS report puts community children's services in the spotlight

Community Child Care Association – the peak body for community owned not-for-profit services in Victoria – was a major contributor to the important *Trends in Community Children's Services Survey Report 2017*, which shows that community children's services are leaders when it comes to quality education and care.

So how do community children's services really stack up? The report found that community children's services:

- ✓ Are providing some of the highest quality services in Australia
- ✓ Are leading the way with workforce remuneration
- ✓ Have strong retention rates
- ✓ Have a highly qualified workforce
- ✓ Are committed to continuous improvement, with respondents implementing positive changes across all Quality Areas
- ✓ Are frequently exceeding minimum educator-to-child ratios.

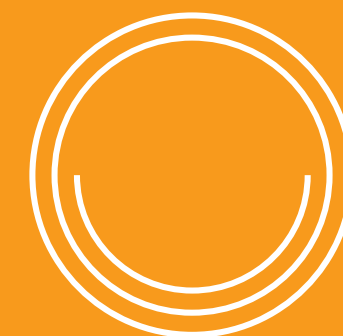
The *Trends in Community Children's Services Survey Report 2017* was published by Australian Community Children's Services (ACCS). ACCS is the national peak body representing Australia's not-for-profit community owned education and care services. Community Child Care Association is the Victorian Branch of ACCS. This relationship provides CCC members with a voice at a national level.

Not-For-profit education and care services lead the way in quality with more services rated as Excellent or exceeding NQS compared with private for profit services

75% of respondents had conditions and pay above the relevant children's services award

Over time, educator qualifications have increased. This reflects the intent of the National Quality Framework

Leading the way for Outside School Hours Care



Community Child Care Association – the Victorian peak body for outside school hours care – hosted this year’s sell-out OSHC conference

The only event of its type in the state, educators travelled from as far as Queensland, New South Wales and Tasmania to be there. With keynotes from leading playworker Marc Armitage and guiding children’s behaviour specialist Trent Savill, this year’s conference sold out a month ahead!



What you said:

‘Fantastic conference! It was worth the money and extremely informative’

‘Fabulous guest speakers to stimulate professional reflection’

‘Eye-opening and wonderful’



183
OSHC
educators
took part in
Victoria’s
OSHC
Conference
2018

98%
of attendees
said their
overall
experience
was satisfying
or very
satisfying

97%
of attendees
said that they
would be
likely to attend
the next
conference

Victorian Inclusion Agency

Case study: Making inclusion happen in Mildura

Sunny Mildura has grown 5% over the past five years. Halfway between Melbourne and Adelaide, this riverside community is now home to 79 different nationalities. But what does this mean for education and care services?

At a local network earlier this year, it emerged that all sixteen services were looking for support in the area of cultural competence. Mildura's geographic isolation makes accessing support tricky, so network facilitator and Community Child Care Association Inclusion Professional, Lauren Milton, suggested the group make a joint application for Innovative Solutions funding. The response was enthusiastic and the group nominated a service to take the lead.

In the weeks that followed, Lauren worked closely with the lead service, supporting them to complete a funding application that detailed the inclusion barriers and proposed solutions for each service.



Discussions were then held with FKA Children's Services. It was decided the project would take between six–twelve months to complete, which would give all sixteen services the chance to make changes to overcome inclusion barriers.

During the development of the business case, services embraced the chance to work collaboratively and learn from one another.

The funding application has now been approved with the project due to kick off in the coming weeks, and educators are keen to start building the important cross-cultural skills and knowledge they need to include all children in their growing community.

HIPPY Australia curriculum project 17/18

Wrapping up a project on the stage at an ECA conference is pretty awesome! That's just what we did. CCC and The Brotherhood of St Laurence (BSL) presented the new HIPPY Australia Intentional Curriculum at this year's ECA conference in Sydney, to a room of over 70 delegates.

In early 2017, CCC delighted in the opportunity to undertake a curriculum review and re-development of the HIPPY Australia curriculum. A *'Home Interaction Program for Parents and Youngsters'* with a longstanding history and world-wide presence. CCC worked with BSL to bring a contemporary approach to the program activities, while maintaining the integrity of such a powerful parenting engagement program.

The revised Age 4 activities rolled out towards the end of 2017 and the Age 5 activities were launched at the HIPPY National Gathering in Queensland in September this year, by CCC Project team member, Anne Kennedy along with key BSL project members.

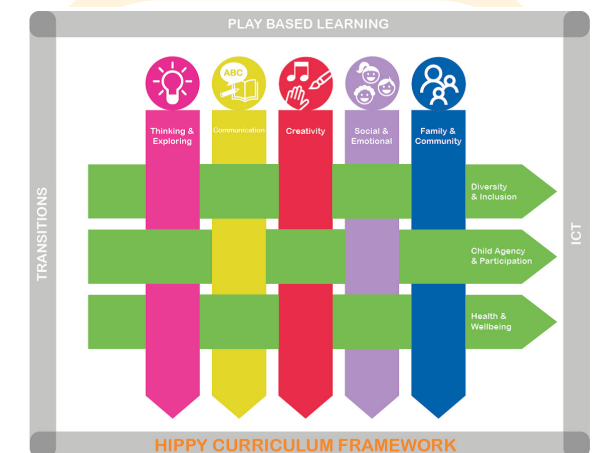
Feedback on the revised curriculum, from various members of the HIPPY community including HIPPY coordinators, tutors, and families and children have been positive. The development of a "curriculum framework has provided, amongst other things, powerful words to the work that is done with parents and children". The framework helps align the HIPPY curriculum with contemporary theories.

Learning areas were developed with a much stronger emphasis on social and emotional, and family and community. This has helped HIPPY sites reflect on their practices. One HIPPY site commented that they had reflected and noted that while they are a strong HIPPY site, they have and wish to do some work to be a HIPPY 'place-based' site. This kind of reflection shows just how HIPPY communities are taking the revised curriculum to new levels in their work with parents and children.

CCC project team members will carry individual and collective learnings, from the HIPPY Coordinators and Tutors about the work they do with parents and children from such diverse and vulnerable backgrounds, into the daily work of CCC and beyond.

Many thanks on the success of the project and the partnership developed between CCC and BSL goes to Anne Kennedy, Catharine Hydon, Debbie Cole, Bruce Hurst, Leanne Giardina, Cat Kimber and Julie Price. From BSL we thank Lou Gilfillan, Melinda Moore, Marian Pettit, Miriam Westheimer and Suzi Mansell, and the many staff of BSL who contributed in various ways to the success of the project.

We thank all the families, children and communities engaged in HIPPY programs across Australia who are enacting the new curriculum.



Impact

Through policy submissions, media releases and statements, we have established ourselves as the leading voice for community-owned, not-for-profit services and as a key opinion leader for the education and care sector more broadly.

Submissions and media releases

- Senate Inquiry–Red Tape Committee–The effect of red tape on child care
- SKILLSIQ Children’s Education and Care – Review of Qualifications and Units of Competency
- Investment in our early childhood workforce is a step in the right direction
- Federal budget–young people miss out again!
- Bain Capital faces ACCC concern over Outside School Hours Care merger

More than 750 education and care services visited

540 CCC members responded over four surveys

Over 350 resource sheets were downloaded by members

20 electronic newsletters were sent to members

736 individual (non-member) e-subscribers to *Inclusion News*

New look *Roundtable* Magazine launched Winter 2018



Treasurer’s report

Brian Newman, Treasurer

The financial year 2017/18 was another successful year of operations for CCC, with the association recording overall income of \$9.5 million and expending a total of \$9.4 million, for a net operating surplus of \$92,501 (equating to 1% of income). This result continued the trend of an improving ‘bottom line’ over recent years, as indicated in table 1, a noteworthy achievement given the financial challenges the association has faced, and successfully negotiated, in its recent history.

Table 1

Summary Results	FY2018 \$	FY2017 \$	FY2016 \$	FY2015 \$
Income and expenditure				
Income	9,489,529	9,788,762	1,072,187	850,125
Expenditure	(9,397,028)	(9,770,555)	(1,102,093)	(919,044)
Net income (expense)	92,501	18,207	(29,906)	(68,919)
Assets and liabilities				
Cash	1,092,103	1,095,999	472,738	642,212
Other assets	349,213	136,691	196,906	178,009
Liabilities	(968,971)	(852,846)	(308,007)	(428,678)
Net assets	472,345	379,844	361,637	391,543

2017/18 represented CCC’s second year of service delivery under the new Inclusion Support Programme (ISP) contract with the Commonwealth Department of Education and Training. As mentioned in last year’s report, the ISP is being delivered by the Victorian Inclusion Agency (VIA), which comprises of CCC as the lead agent and contracting party, and KU Children’s Services and Yooralla. The ISP contract covers a three-year service period from 1 July 2016 to 30 June 2019 and provides for total funding for the VIA of around \$26 million over the period. Given the delivery requirements under the contract, CCC’s overall operations and associated financial activity remained at significantly expanded levels.

Of the \$9.5 million income for the year, \$6 million of this income related to amounts for our VIA partners. Excluding this income, CCC’s underlying income for the year was \$3.5 million (FY2017: \$3.1 million), split between grant funding of just over \$3 million, both for our ISP component and other smaller projects, and non-grant income of nearly \$0.5 million. Individual income lines performed at similar or better levels than the prior year, a pleasing result, and a reflection of the committed efforts of the association in continuing to engage with and support our stakeholders.

Expenditure overall for the year totalled \$9.4 million. Excluding the \$6.0 million of disbursements to our VIA partners, CCC’s underlying expenditure was \$3.4 million (FY2017: \$3.1 million). Spending was in line with budgeted objectives for the year; though spending in certain cost areas increased compared to the previous year, these changes were always planned for and necessary to meet contracted commitments.

Treasurer's report continued:

As a result of the operating surplus for the year, the association's net assets / total equity at 30 June 2018 increased to \$472,375 (June 2017: \$379,844), the balance of \$1.44 million in assets less just under \$1 million in liabilities. CCC's financial position continues to provide a responsible financial buffer for the association, and we maintain a close eye on reserve funds with reference to operating requirements.

Overall financial activity should continue at an expanded level for at least the next financial year, being the third and final year of the current ISP contract. At this stage, we are uncertain as to the funded service arrangements that may be in place beyond the current contract, but will continue to work with government to aim for the best outcomes for our stakeholders. The board sincerely thank all in the CCC team for their incredible dedication and tireless efforts in negotiating the challenges of recent years, and in implementing and running the ISP. A special thank you to Anne Kennedy (Chair to October 2017) and Leanne Giardina (Executive Director to December 2017) for their tremendous and indelible contributions in leading CCC throughout the periods of transition towards the better position in which we find the association today. Lastly, to our partners and members, we express our gratitude for your ongoing commitment in working with us to support and promote quality education and care services and improve life outcomes for children.

Community Child Care Association Inc.

Summary financial statements for the year ended 30 June 2018

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 2018. 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.

Summary statement of income and expenditure for the year ended 30 June 2018

	2018 \$	2017 \$
Income		
Grants and service agreements	9,036,423	9,368,275
Trainings, conferences and consultancies	289,360	277,072
Membership fees	84,228	90,003
All other income	79,518	53,412
Total income	9,489,529	9,788,762
Expenditure		
Employee benefits expense	2,097,032	1,814,228
Service delivery costs	983,305	932,064
Grants distributed *	6,019,801	6,650,827
All other expenses	296,890	373,436
Total expenditure	9,397,028	9,770,555
Net result for the period	92,501	18,207

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

Summary statement of financial position as at 30 June 2018

	2018 \$	2017 \$
Assets		
Cash	1,092,103	1,095,999
Receivables	334,286	114,160
Prepayments	4,649	17,500
Equipment assets	10,278	5,031
Total assets	1,441,316	1,232,690
Liabilities		
Payables	123,959	131,702
Provisions	262,491	174,518
Income received in advance	582,521	546,626
Total liabilities	968,971	852,846
Net assets	472,345	379,844
Equity		
Reserves	210,278	205,031
Retained surplus	262,067	174,813
Total equity	472,345	379,844

Summary statement of changes in equity for the year ended 30 June 2018

	Retained surplus \$	Reserves \$	TOTAL \$
Balance at 1 July 2016	153,917	207,720	361,637
Net result for the period	18,207		18,207
Reserve transfers	2,689	(2,689)	-
Balance at 30 June 2017	174,813	205,031	379,844
Net result for the period	92,501		92,501
Reserve transfers	(5,247)	5,247	-
Balance at 30 June 2018	262,067	210,278	472,345

Summary statement of cash flows for the year ended 30 June 2018

	2018 \$	2017 \$
Receipts from grants and service agreements (inclusive of GST)	9,861,651	10,789,436
Receipts from customers / other (inclusive of GST)	348,864	516,746
Grants distributed (inclusive of GST)	(6,621,781)	(7,315,910)
Payments to suppliers and employees (inclusive of GST)	(3,420,544)	(3,146,703)
Interest received	32,128	29,661
Net GST recovered from (paid to) ATO	(197,068)	(249,969)
Purchase of equipment	(7,146)	-
Net increase (decrease) in cash held	(3,896)	623,261
Cash at beginning of year	1,095,999	472,738
Cash at end of year	1,092,103	1,095,999



Community Child Care Association

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