



Annual Report 2007

COMMUNITY CHILD CARE
CO-OPERATIVE 

CHILDREN'S SERVICES: A YEAR IN REVIEW

July 2006

- The Federal Minister, Mal Brough announces spot checks and unannounced visits for childcare services undergoing accreditation and merger of three QA systems into one.
- The Australia Institute releases a case study of ABC Learning which finds a number of systemic barriers to the provision of high quality care at ABC Learning centres.
- 396 preschools were given emergency viability funding. The State Minister, Reba Meagher announces a NSW Preschool Investment and Reform Plan Working Group, with Community Child Care's CEO Carol Lymbery as a member.
- Children's services need to report, on a weekly basis, vacancy and usage data for each day of the week to the Child Care Access Hotline.
- The NSW Children's Services Qualifications Committee responsible for evaluating individual applications for assessment of qualifications and training resigned en masse.
- Early Childhood Australia (ECA) released a new draft ECA Code of Ethics.
- Children's Services Central releases the July–December Training Calendar.

August 2006

- Services are increasingly confused about WorkChoices and the vexing question as to whether they are a constitutional corporation.
- The Cross Sectoral Task Force appointed by the Minister to report on the implementation of a 1:4 staff–child ratio for children aged under two years in NSW children's services, delivers their final report to the Minister.

September 2006

- Over 100 preschools around NSW either had 'Red Days' or sent representatives to the Sydney Rally in Martin Place held on 8 September.
- Community Child Care holds a series of workshops to help preschools with the funding application process for \$8 million dollars funding.
- The Australian Government announces it will invest \$73 million to develop a national Child Care Management System (CCMS).
- The Australian Government Department of Employment and Workplace Relations lists childcare co-ordinators and childcare workers in NSW as 'in demand'.

October 2006

- Community Child Care Co-operative hold its Annual General Meeting on 16 October, 2006. All current Directors re-elected.
- Community-based preschools around NSW have 'Crazy Days' during Children's Week to demonstrate how valued preschools are in their community.
- The OECD announces Australia's spending of 0.1 per cent of gross domestic product on formal before-school education puts us on the bottom of the expenditure list of the 20 industrialised countries surveyed.

November 2006

- Mal Brough announces Hotline vacancy figures of 90-to-112,000 vacancies.
- FaCSIA calls a range of national peaks together at short notice to a workshop on the New Integrated System of Child Care Quality Assurance.

December 2006

- The NSW State Plan, which will guide the delivery of government services in NSW over the next ten years does not mention childcare.
- The House of Representatives Family and Community Services Committee releases report into the balance between work and family calling for tax deductibility of childcare.
- Minister for Community Services, Reba Meagher, rejects recommendations of 1:4 TaskForce.

January 2007

- Children's Services Central releases the February–June Training Calendar.

February 2007

- 200 people attend a public forum to discuss the proposed changes to the Child Care Quality Assurance systems organised jointly by the Social Justice in Early Childhood Group, Community Child Care Co-operative, Early Childhood Australia (NSW Branch), Network of Community Activities, NACBCS (NSW), and the NSW Family Day Care Association.
- Community Child Care's NSW election material focusing on preschool funding and the 1:4 ratio released.

March 2007

- The Social Justice in Early Childhood Group has its annual conference 'Throwing the Baby out with the Bath Water'.
- Minister agrees to extend the consultation time on the draft framework and standards for the new combined Accreditation System.

April 2007

- DoCS introduces centralised licensing for children's services. Community Child Care Co-operative says it is an example of good policy, enacted well.

May 2007

- A bill to set up the Child Care Management System introduced into Parliament on 24 May 2007. Announcement that CCMS will cost about \$40 million over each of its first two years.
- Federal Budget gives a 13% Child Care Benefit increase and makes Child Care Tax Rebate (CCTR) a direct payment.

June 2007

- Community Child Care announces The CeeCees – Community Child Care's Awards for those in the community-owned, centre-based, early childhood sector who SHINE.
- A large range of childcare providers and peak organisations commit to waging a renewed 1:4 Make it Law campaign around the childcare ratio issue.
- Children's Services Central releases its first series of online training packages.

WHO WE ARE

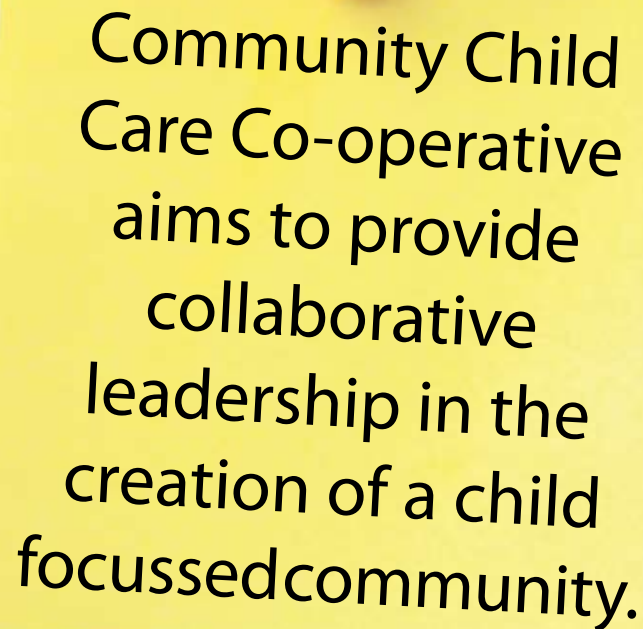
Community Child Care Co-operative is a not-for-profit organisation established in 1978 to promote, support and advocate for quality children's services, meeting the needs of children, their families and the community.

We:

- provide leadership which empowers the decision makers within children's services.
- identify service provision gaps and needs, and proactively target resources to these areas.
- support and collaborate with other children's services providers who reflect similar philosophical beliefs.
- embrace the value of difference and debate.
- are efficient and sustainable in the use of resources.
- role model best practice in corporate governance and organisational operation.
- are a respected corporate citizen and a positive force in the community.
- have fun and encourage creativity.

Community Child Care gratefully acknowledges the financial assistance provided by the NSW Department of Community Services (DoCS) and the Australian Department of Families, Community Services and Indigenous Affairs (FaCSIA).

This funding supports the work of Community Child Care in providing a broad range of training, resource and support to children's services across NSW.



Community Child
Care Co-operative
aims to provide
collaborative
leadership in the
creation of a child
focussed community.

better

conditions

4

babies



CHAIRPERSON'S REPORT

I recently celebrated my tenth year as a resident of NSW – the time has flown and in those rare quiet moments, I find myself reflecting on the ups, downs and round-about of life. Being involved with an organisation as special as Community Child Care is certainly one of those 'up' moments. Even in the times of greatest challenge, it continues to be invigorating and fun.

To be able to work with people across the sector who are visionary and committed to the best outcomes for children and families is a great privilege. To work with a team of people at Community Child Care – led by an exceptional CEO, dedicated staff and a diligent Board of Directors, all offering their specialist skills on a daily basis – is the icing on the cake!

Most people in the children's services field know that the 1:4 campaign is back on the agenda. I am very pleased that Community Child Care has made this issue one of its major campaigns this year and is working closely with many other like-minded children's services providers and peak organisations to persuade the NSW Government to change the staff-child ratio for babies. Advocacy plays a vital role in the work of our sector. An early childhood staff member discussing issues with a parent is equally as important as a meeting to inform a government minister – every time we tell the story, the message gathers momentum and, in turn, we get stronger in our resolve to continue working towards the best interests for children. When those responsible for advocating and caring for a vulnerable and voiceless section of the community say that major changes are needed in how we deal with their welfare, surely governments have to listen? Thank you to everyone involved in the 1:4 campaign.

As Chairperson of the Board, I need to thank a number of people for their role in making Community Child Care a strong and vibrant organisation.

Thank you to the staff of Community Child Care and the CEO, Carol Lymbery. I have watched through the year as you

have all gone way beyond what is required of you to ensure that the sector received a high level of service and access to an increased number of services offered by Community Child Care.

I thank my fellow Directors – undertaking the corporate governance of a large non-profit association is, at times, an onerous task. The Directors of the Board perform this task with grace, dedication and even humour.

To the members of The Alliance Sub-Committee and to the organisations these people represent, I also offer a great measure of thanks. I believe the model of co-operation between these seven key organisations to provide professional development to the children's service field is unique in the sector. The success of Children's Services Central would be impossible without you.

I also need to thank our major funding bodies, the NSW Department of Community Services and the Australian Department of Families, Community Services and Indigenous Affairs. Your faith in what our organisation does enables us to get on with the job.

I firmly believe in what Community Child Care does for children's services. I believe that we help services to become better quality services for the babies and children they serve. So thank you to the sector for the genuine and positive feedback that we receive. This feedback is a clear indication that we have your support and that you think we are doing a good job. We look forward to your continued support in the future.

Bernadette Dunn, Chairperson

CEO'S REPORT

By any measure of success, Community Child Care Co-operative continues to go from strength to strength. The year in review provides us with documentation of the incredible journey we have taken. Since 2003, our membership has increased by 545% and our revenue has increased by 799%. The Community Child Care team of Board and Staff working together envisage an even brighter future for this dynamic organisation.

What a wonderful year!

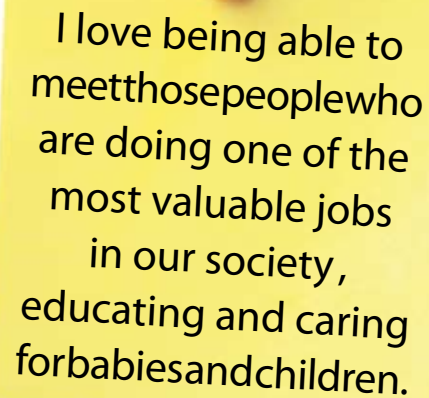
I understand that a CEO is only as good as the staff she leads and the Board with whom she strategises to ensure the organisation reaches its potential. My thanks to the management team who so ably turn vision into reality – Renate Gebhart-Jones, Allen Nash, Michelle Fishwick and especially the ever patient and professional, Marilyn Thorpe. Our project staff who are the heart and soul of our operation – Marie Deverill, Nickole Cocksedge, Maria Fazio, Deb Gleeson, Cathy Hamill and Danielle Layton. And our Corporate Services Officers who keep this ship afloat and the communication lines buzzing – Indra Raja, Patricia Hobson, Faye Marie Vyoral, Ann Cochrane and Rebecca Gifford, Ecelini Nalagilagi. I would also like to thank staff who have departed during the year but added much to Community Child Care while they were employed – Joanne Woodley, Violet Hoskings and Sandy Auduong. Staff who have joined us during the year include Ann Cochrane, Cathy Hamill, Danielle Layton, and Rebecca Clifford. I am especially pleased to welcome Ecelini Nalagilagi to the team as a permanent staff member after successfully completing a traineeship with us.

I also wish to thank our excellent trainers and our consultants who support and extend our capacity. I would especially like to note amongst these Maryanne Kirkby, who has successfully ensured that Community Child Care's scope as a Registered Training Organisation has been widened and that we have the foundations to provide a range of accredited training to the sector.

My thanks must also go to the Board of Community Child Care Co-operative for ensuring that their support and guidance are always there. Their continued focus upon excellence in corporate governance, sound strategic management, resource allocation for our advocacy work and ethical industrial relations ensure that all staff and members can be confident that Community Child Care is well prepared to thrive in the future children's services environment.

Thanks are also due to the many organisations that have worked with Community Child Care across the year. Particularly important to note are our strong relationships with our fellow members of The Alliance of Children's Services, with whom we deliver services through Children's Services Central and the National Association of Community Based Children's Services. As NSW convener of NACBCS as well as CEO of Community Child Care, I truly value the role of NACBCS in advocating for community-based children's services. Through working in partnership, we can ensure that the community-based sector is represented at all levels.

Thank you also to the Australian Department of Families, Community Services and Indigenous Affairs who fund us as the lead agency of the consortium of services, which is The Alliance of Children's Services, the Professional Support Co-ordinator for NSW. Thanks also to the NSW Department of Community Services and its officers for their ongoing funding support which enables us to operate as a vital resource development and peak organisation for children's service in NSW.



I love being able to meet those people who are doing one of the most valuable jobs in our society, educating and caring for babies and children.

And now to the year ahead... 2008, our 30th year!

Quality early childhood services. Ensuring that families have access to quality early childhood services is one of the main reasons that Community Child Care exists. Having accessible, affordable early childhood services is only one part of the equation; early childhood services must truly meet the needs of the children that it serves and their families.

Much of Community Child Care's work is dedicated to this pursuit. We provide training, publications and resources so that those working in early childhood education and care know how to provide quality. For these reasons, we take up issues such as the changes to the accreditation system and the 1:4 ratio.

Governments require children's services to deliver quality care and education. But how can the parents who entrust children's services with the care and education of their children, truly judge quality care? Licensing and Accreditation processes only ensure that parents can be satisfied that their babies and children are receiving adequate care that meets a range of minimum standards. Parents need more than this.

I believe this is a challenge that the community sector needs to take up this year. Equipping parents with the knowledge and skills to judge quality in childcare will mean that parents join with us in advocating for those changes in resourcing, legislation and funding that will enable all services to improve on the quality of care they provide. This is going to be one of the tasks that as CEO of Community Child Care I will try and focus on this year – and I call on children's services in joining me in this challenge.

What do I believe will impact upon services the most in the coming twelve months?

- The increasing ability of parents to identify and demand high quality early childhood education and care;
- the forthcoming federal election;

- our victory in the staff-to-baby ratios campaign (a little bit of optimism never goes astray!);
- preschool funding – the release of the growth funding under the Preschool Investment and Reform Plan;
- the introduction of the Child Care Management System;
- the proposed changes to accreditation; and
- changes to the way DoCS interacts with children's services especially changes in the roles of CSAs and the centralising of licensing functions.

Guild Insurance and Community Child Care continue to maintain a strong partnership, with Guild strongly supporting the provision of high quality professional development.

Throughout the year I have had many opportunities to meet with members and services across NSW at service visits, training events, conferences and meetings. It is wonderful to hear all the positive feedback about our work, but above all I appreciate being able to meet those people who are doing one of the most valuable jobs in our society, educating and caring for babies and children. It will be a privilege to meet many of our esteemed practitioners at the Cee Cees award dinner. If it was up to me I would ensure each and every one of you got the status, standing and remuneration you deserve. Your work truly inspires me to ensure that Community Child Care does its job in supporting you in a successful manner.

Carol Lymbery, CEO

CONSULTANCY AND TRAINING

Community Child Care Co-operative continues to provide consultancy and training to the field in many different ways. We provide:

- **scheduled training** which attracts people from many services and is advertised via a calendar, or by email. The majority of our scheduled or calendared training is run under the Children's Services Central banner and fits into three main types; management training, curriculum training, and training in the accreditation system. During the last twelve months we ran over 40 sessions to 620 participants. This year we were pleased to add a new training area; food safety and nutrition and menu planning.
- **on-response training** at services which is provided for the staff/management at a specific service or group of services. We provided 222 training sessions at services across NSW this year training over 1,167 individuals.
- **nationally accredited training** – individual training sessions provided in the scope of our registration can gain students credit towards a recognised qualification. Over the last twelve months, Community Child Care has been working to expand our scope as an RTO. This means that over the coming twelve months, we will be able to offer more accredited courses in Children's Services, Business Management, and Training and Assessment. The courses now on our Scope include: Certificate III in Children's Services; Diploma of Children's Services; Certificate IV in Business (Small Business Management); Certificate IV in Business (Front Line Management); Diploma of Business Management; and Certificate IV in Training and Assessment.
- **consultancy services** where we provide specialist support and assessment for a service or organisation. We provided a range of consultancies this year including reviewing service policies, providing a conference in partnership with

Semann and Slattery for McArthur Recruitment agency staff, facilitating mediation sessions, providing early childhood expertise to new and existing service providers for site assessments and licensing processes, strategic planning and project management support for services undertaking service model changes such as from preschool to long day care and compliance audits.

- **individual service support** where we provide one on one support to services facing difficulty with becoming accredited or general service viability.
- **occupational health and safety and food safety audits** as required under Quality Assurance systems.
- **information sessions** designed to give the field information when they need it about particular issues. This year we ran specific information sessions about preschool funding applications and the combined accreditation system. We also ran two specific accreditation briefing sessions prior to FaCSIA information sessions on the proposed new accreditation system.

Our fee for service training and consultancy would be impossible without our casual trainers and consultants and our inhouse project officers/trainers, Renate Gebhart-Jones, Michelle Fishwick, Marie Deverill, Carol Lymbery, Nicky Cocksedge and Deb Gleeson. Our thanks to them and to:

- | | | |
|--------------------|----------------|---------------------|
| • Maryann Kirkby | • Maria | • Stefanie Jostsons |
| • Brenda Haynes | • Kacimawai | • Debra Williams |
| • Bess Colin-Thome | • Helen Nolan | • Lorraine Madden |
| • Kerry Little | • Julia Ham | • Tessa Parsons |
| • Anthony Semann | • Kellie Grose | • Colin Slattery |
| | • Jane Kennedy | • Miriam Giugni |





ADVOCACY

In 2006/2007, three major issues were at the forefront of Community Child Care's advocacy work on behalf of our members from the early childhood sector. Some are issues that we have been campaigning on for a number of years, but our passion is for the organisation to continue to advocate for excellence in a child-focussed community. So, 2007/2008 will see us continuing to focus upon these issues as well as others raised by the sector.

We will continue to strive to improve the care provided to younger children through advocating for the implementation of a 1:4 ratio for babies. We look forward to collaborating with the NSW Government on this issue.

We will continue to lobby the NSW Government to fund preschool education at a level that will ensure affordable and equitable access for every child in NSW.

We will continue to focus our energy and support in order to see a credible, efficient accreditation system introduced by the Federal Government.

Ambitious? Yes. But never let it be said that Community Child Care gives up on our vision.

Children and families of NSW have the basic right to, and deserve, quality care and education.

This year we have had many advocacy successes. The Minister for Families, Community Services and Indigenous Affairs has extended consultation periods for the combined childcare quality accreditation systems. Community Child Care worked with a range of other organisations to make this happen and is delighted that we are all making a difference that will inform the process and outcomes.

A large number of organisations have collaborated with us in re-energising the 1:4 *Make it Law* campaign. The NSW Minister, Kevin Greene, has already responded to this input by calling for yet another review of the ratios situation.

We have worked with organisations such as Children's Choice to ensure that preschools can access increases in funding and we have worked on improving how this funding is distributed across the sector.

In addition to large scale campaigns, we advocate for individual services in many small ways as needed. Like all campaigns, sometimes we succeed, sometimes we don't, but the losses make us even more determined to fight harder the next time.

We continue to be empowered by everyone working within the early childhood sector.



PUBLICATIONS AND WEBSITES

Designed to be a loud and effective voice for children's services as well as providing services with news they need to know, in ways that are easily digestible, *Broadside* is Community Child Care's monthly publication.

Rattler, the quarterly magazine of Community Child Care produced by ARMEDIA under the guidance of an editorial committee, continues to have increased subscription rates so it is obvious that it is also a resource that children's services value highly! We continue to receive positive feedback from members about the quality and usefulness of all our publications and websites.

Community Child Care's website – www.cccnsw.org.au – remains a key resource for children's services in NSW. The website is designed to be a one-stop port of call for everything those in children's services need – be it a copy of the 2004 Regulation or a copy of the Award. It is, of course, now complemented by the Children's Services Central website – www.cscentral.org.au. Both are updated on a regular basis. *Shortside*, Community Child Care's e-newsletter, is being increasingly subscribed to by services. *Shortside* is designed to get important information out quickly to children's services.

During the year Community Child Care has produced a wonderful children's services diary that many directors and room leaders will use in centres in the coming calendar year. This year's publications include:

- 11 issues of *Broadside*
- 4 issues of *Rattler*
- 2 Children's Services Central training calendars
- 3 Children's Services Central newsletters
- 3 issues of *On the Road* for mobile services
- The 2008 Children's Services Diary
- *Action, Advocacy and Activism* reprint
- *Children's Services and the Law*
- Community Child Care Co-operative Training Book
- Membership brochures
- Reprints of our Management Manual
- and over 30 issues of *Shortside*.

Community Child Care would like to thank our brilliant consultant, Lisa Bryant, for writing and managing our publications and websites, and Eddy Jokovich and the team at ARMEDIA, for ensuring our publications and websites are noticed and appreciated by the field.



Shortside email newsletter



ABOVE: The Community Child Care's website
RIGHT: *Rattler* magazine



Community Child Care Co-op

Broadside

1:4 NO GO!

M

2008
childcare services
DIARY

community child
care co-operative
NEW SOUTH WALES

TRAINING
AT YOUR CENTRE

COMMUNITY CHILD CARE CO-OPERATIVE

MEMBERS

Community Child Care has consolidated our membership base and is very proud of the fact that we now have almost 1200 members.

Membership benefits keep growing every year. Current benefits include:

- 12 month subscriptions to Rattler, Broadside and Shortside;
- 15% discount on all purchases from Educational Experience;
- Free copy of the authoritative manual, *Managing a Child Care Service* (\$150 for non-members);
- 10% discount on customised training run by Community Child Care for your service;
- 10% discount on any consultancy work undertaken by Community Child Care for your service;
- 10% discount on all Community Child Care publications;
- All members who insure with Guild Insurance receive a voucher entitling them to training/consultancy equal to 5% of the value of their insurance policy;
- Discounted membership to Jobs Australia – Community Sector Employment Service;
- Voting rights at the AGM for community-based services;
- Access to members'-only area of Community Child Care website;
- Opportunities to attend consultations on issues impacting on children's services;
- Access to analysis of government policy relating to children's services;
- Practical advice on government policies' impact on children's services.

Children's services in NSW have many organisations they can choose to join, as individuals such as unions or as services, such as a range of peaks. Community Child Care knows we are competing in a crowded market and are thrilled that our membership keeps increasing.

We are, of course, the natural peak for early childhood community-based, centre-based services and it is this group we advocate for. Many private services also choose to join Community Child Care because of the strength of the resources we provide to services.

One of the major reasons that services of all types choose to join us is because we have the luxury of looking ahead. Community Child Care can look at the implications for services of minute changes in government policy that will only affect services a year or two down the track. We can scan hundreds of publications and distill the important information into a four-page newsletter every month. We can let services know which issues are important now and which ones they can delay acting upon.

We can also look at big picture issues. We can connect services together and we can connect service types together. We can attempt to remove the barriers between service types and between state and federal government funded services. We can connect with other organisations like ours across Australia.

So what is it that membership of Community Child Care really gives a children's service?

Peace of mind. You know that if something really matters you will hear about it.

Resourcing. You will be able to get the information you need when you need it.

A voice. We will represent your viewpoint to governments wherever possible.

Connectedness. We will connect you to the wider children's services field.





CHILDREN'S SERVICES CENTRAL

As the lead Agency for the Alliance of Children's Services, Community Child Care has continued to manage the affairs of Children's Services Central, the Professional Support Co-ordinator for NSW.

What a year it has been for Children's Services Central! Over the twelve months to June 2007, Children's Services Central has run 351 different courses and trained 3,607 children's services staff from 3,163 services across NSW. In addition it has provided 54 individual services with intensive service support, 65 services with intensive accreditation support and provided 789 bicultural support placements in services. We have supported 91 children to be included through the provision of specialist equipment and loaned 4,821 general resources to services. We have answered over 5,700 support calls, and 268 support emails. Our website has hosted 51,338 sessions. Not bad for our first full year of operation!

Children's Services Central is funded as the Professional Support Co-ordinator (PSC) by the Department of Families, Community Services and Indigenous Affairs to:

- promote and maintain high quality care and inclusion for all children in eligible childcare services in NSW, by increasing the skill level of carers and service staff in line with nationally consistent principles;
- provide children's services in NSW, regardless of their geographic location, with access to quality professional support that is relevant, appropriate and timely.

In other words, Children's Services Central is the key provider of professional support and training to children's services in NSW.

The Alliance of Children's Services is a consortium of seven key organisations that resource and represent the various sectors of children's services in NSW:

- Community Child Care Co-operative NSW (lead agency);
- NSW Family Day Care Association;
- Network of Community Activities;
- Contact Incorporated;
- Ethnic Child Care Family and Community Services Co-operative Limited;
- Child Care NSW; and
- Semann and Slattery.

The Alliance of Children's Services Management Committee acts as a sub committee of the Community Child Care Co-operative NSW Board of Directors. This means that the management of the funding and the legal responsibility for acquittal of this funding rests with Community Child Care.

Community Child Care would like to take this opportunity to thank the other Professional Support Service Providers who have worked with Children's Services Central to provide professional support to the field over the last 12 months, NSW Family Day Care, Network, Contact, Ethnic Child Care, Semann and Slattery, Lady Gowrie and ECTARC.

The provision of services under the Children's Services Central banner has been a large part of what Community Child Care has achieved over the last twelve months but, of course, this would not have been possible without the dedication, commitment and energy of our Alliance partners and we are looking forward to another eventful year.

OUR STAFF

Carol Lymbery, Chief Executive Officer

Carol has a Degree in Commerce with her major study in Industrial Relations, and has a Certificate IV in Training and Assessment (BSB40104). She has been managing community and children's services organisations for 20 years. She has extensive experience with Commonwealth, State and Local Governments, Non Government Organisations and the provision of services on campus for the University of Wollongong.

Carol believes that continual improvement through honest collaboration with all people in the field, excellent relationships in the workplace, strategic business planning, a commitment to effective professional development, sound financial management, the early resolution of conflict and welcoming honest feedback from all have been the keys to ensuring that she continues to be fascinated by and strongly committed to managing successful public sector organisations.

Carol is committed to ensuring Community Child Care excels in supporting children's services to provide quality care and education to children in NSW.

Allen Nash, Manager, Corporate Services Team

Allen comes to the team, most recently, from the academic world and prior to this has gained more than ten years experience as a senior consultant and IT manager in a wide range of industries, including government, retail, manufacturing, electronics and mining. He is a Research Fellow of the Asia Research Centre, Murdoch University and has held several board positions within the superannuation and venture capital fields. Allen holds a PhD in Strategic Management, a Masters in Business Administration, a Bachelor of Arts (Journalism) as well as an accounting diploma, marketing certificate and private pilot's licence.

Renate Gebhart-Jones, Manager, Community Child Care and Professional Support Team

Renate brings a wealth of experience gained whilst working in direct service management of both long day care and preschool services operating under various management structures, including community, private and a diverse range within the government sector, both federal and local. She has worked as an adult educator in the early childhood field and undertaken community education projects targeting environmental education in partnership with non-profit community education organisations, from the grant phase through to implementation and marketing.

Renate has provided strategic and managerial support and direction within the areas of children, youth, waste education, tree preservation, beach services, companion animals and immunisation at the local government level. Renate holds a Bachelor of Education, Early Childhood, is Certificate IV qualified, and holds a Conflict Resolution Train the Trainer Certificate.

Michelle Fishwick, Manager, Children's Services Central Co-ordination Team

Michelle joins the team with 22 years in the childcare field, 12 of which were in management roles. She has worked with long day care, family day care and OOSH Services, SUPS teams, occasional care and mobile services as well as across the local and federal government sectors and within the health, community and private fields. Michelle is a trained early childhood teacher and holds a Diploma in Education, Early Childhood, and a Certificate in Child Care Studies.

Marilyn Thorpe, Executive Assistant & Secretary to CCCC Board

Marilyn has over 20 years experience working in the not-for-profit childcare sector in Hong Kong. She has served on governing boards in the areas of finance, fund raising and governance; liaised with government in implementing standards for the sector and with the corporate sector on issues of funding and development. Of particular interest has been early childhood development for children with special needs. She is currently working on a degree in leadership and management in education. Marilyn provides assistance to our CEO and to the Board.

Deb Gleeson, Project Officer, Call Centre

Deb joined the dynamic team at Community Child Care as senior training project officer in 2004. Having owned and operated her own business and having worked in supervisory roles over many years, with over 15 years experience in early childhood, Deb is able to competently undertake her current role at the helm of the Children's Services Central Call Centre to provide resources and advice to services.

Deb completed an Associate Diploma of Child Care at the Illawarra Institute of Technology Nowra in 1994 and further updated her skills by completing the Diploma of Children's Services in 1999. She has a Certificate IV in Workplace Training.

Nickole Cocksedge, Project Officer, Professional Support Team

Nicky brought to Community Child Care an array of experience gained whilst working in the long day care, family day care and vacation care sectors, and with private training organisations. Her career has spanned the areas of childcare worker and trainer through to co-ordinator.

Nicky holds a diploma in Early Childhood Studies, a certificate in Small Business Establishment and a Certificate IV in Assessment Workplace Training.

Marie Deverill, Project Officer, Professional Support Team

Marie has experience as a teacher, director and manager in a range of early childhood settings in government, private and corporate sectors, both in UK and Australia. She has a particular interest in children's literacy.

Marie has a BA and Diploma of Education (Infants), a graduate certificate in Early Childhood Education and is Certificate IV qualified in Workplace Training and Assessment

Maria Fazio, Project Officer, Professional Support Team

Maria has been working in the early childhood profession since 1985, in various types of settings, such as long day care, OOSH, and preschool. Her last role before joining CCCC was as a director of a newly established occasional care. Maria has a Diploma in Children's Services.

Indra Alagar Raja, Corporate Services Officer

Employed at Community Child Care since 1998, Indra is responsible for the financial records and systems for Community Child Care and Children's Services Central. Her wealth of experience ensures our financial policies and procedures are always operating optimally. Indra has a Bachelor of Education and a Masters in English Literature.

Patricia Hobson, Corporate Services Officer

Trish has over 25 years administrative experience in the children's services sector. She has also worked as a swim coach and co-ordinator and is currently working on an Advanced Diploma in Accounting. Trish is responsible for the financial record systems for Children's Services Central.

Faye Marie Vyoral, Corporate Services Officer

Faye Marie has brought a wide range of people and creativity skills to the team gained whilst working in the beauty, retail, events, conference and medical fields. She has both an Advanced Diploma and Bachelors Degree in Health Science.

Faye Marie provides expert assistance and support to the Children's Services Central Co-ordination Unit, from managing the phones and databases, to co-ordination of the training room and organising meetings and events, both small and large.

Ecelini Nalagilagi, Corporate Services Officer

Ecelini brings many skills to the organisation gained working in the hospitality industry and in her previous traineeship with Community Child Care. She has just completed her Business Administration Certificate III and manages the booking systems for the organisation's training events. Her excellent administrative skills are invaluable to Community Child Care.

Rebecca Clifford, Corporate Services Officer

Rebecca comes to Community Child Care Co-operative with a diverse background. Rebecca was originally a qualified graphic designer who then went back to University to study for a Grad Dip Ed. in High School Design & Technology. She then worked in a long day care centre for a number of years before relocating to London to work for the British Government, putting a Bill through Parliament. Rebecca is part of our administration staff and currently studying for the Cert IV Business (Front Line Management).

Danielle Layton, Project Officer

Danielle joined CCCC with 14 years experience in the early childhood sector. She completed her Associate Diploma in Child Studies in 1994 at Randwick Institute. Her experience ranges from a being a director of private Long Day Care services in NSW to four years in management positions (Operations and Accreditation) for corporations in Queensland. She has been a Validator for NCAC and is now currently studying a Certificate IV in Business (Frontline Management).

Ann Cochrane, Corporate Services and IT Support Officer

Ann comes to Community Child Care with a strong IT background which she uses in her position as Corporate Services and IT Support officer. Ann is responsible for the administration of Community Child Care membership and providing IT support to the organisation. She has over 25 years experience in IT operations and support with a broad knowledge of software, hardware and databases.

Catherine Hamill, Project Officer

Cathy was Head Teacher at Crows Nest College (Northern Sydney Institute) for five and a half years and won an Australian College of Educators Teaching Award in 2001. Prior to this Cathy was a teacher in child studies at Riverina Institute of TAFE and was part of an Australian/New Zealand delegation to Reggio Emilia in 1999. Cathy has also worked as a specialist consultant to children's services in areas such as accreditation, emergent curriculum, NSW Curriculum Framework and reflective practice in the Riverina and northern beaches areas. Cathy holds a Bachelor of Education from Charles Sturt University and a graduate certificate in flexible delivery of training programs.

Trainers and Consultants

Without our trainers and consultants, our capacity to provide the amount of quality training we do in the locations we do would be compromised. Community Child Care wishes to thank every trainer and consultant we have used throughout the year.

NOTE: This list is those employed as of the date of the AGM (October 2007), rather than as at the close of the financial year. Staff that departed from Community Child Care during the year were Lexie McDonald, Violet Hosking, Sandy Auduong and Joanne Woodley. Community Child Care welcomes new staff members Cathy Hamill, Ann Cochrane, Danielle Layton and Rebecca Clifford. Ecelini Nalagilagi finished her traineeship and has been appointed as a permanent member of staff.

FINANCES

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2007

	NOTE	2007 \$	2006 \$
REVENUE FROM ORDINARY ACTIVITIES	2	5,228,504	2,535,533
Cost of Sales of Publications	3	(3,617)	(1,248)
Depreciation	3	(96,515)	(44,615)
Employment benefits		(1,040,293)	(565,243)
Printing/editorial/postage		(192,717)	(146,381)
Professional Support Service Provider Contract		(2,859,811)	(1,067,617)
Other expenses from ordinary activities		(1,024,597)	(706,976)
PROFIT FROM ORDINARY ACTIVITIES	3	10,954	3,453
TOTAL CHANGES IN EQUITY	10	10,954	3,453

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2007

	NOTE	2007 \$	2006 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Grants received		4,090,767	3,885,401
Receipts from customers		559,336	594,837
Payments to suppliers and employees		(5,597,331)	(2,891,226)
Interest received		57,857	56,932
Net cash inflow from operating activities	11(b)	(889,371)	1,645,944
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant & equipment		(15,496)	(296,457)
Net cash outflow from investing activities		(15,496)	(296,457)
CASH FLOWS FROM FINANCING ACTIVITIES			
Net cash outflow from financing activities		-	-
Net increase in cash held		(904,867)	1,349,487
Cash at the beginning of the financial year		1,670,427	320,940
Cash at the end of the financial year	11(a)	765,561	1,670,427

BALANCE SHEET AS AT 30 JUNE 2007

	NOTE	2007 \$	2006 \$
CURRENT ASSETS			
Cash & Cash Equivalents	11	765,561	1,670,427
Receivables	4	158,936	80,707
Inventories	6	28,203	4,383
Other Assets	5	67,356	-
TOTAL CURRENT ASSETS		1,020,056	1,755,517
NON-CURRENT ASSETS			
Property, plant and equipment	7	288,815	369,835
TOTAL NON-CURRENT ASSETS		288,815	369,835
TOTAL ASSETS		1,308,871	2,125,352
CURRENT LIABILITIES			
Payables	8	900,038	1,733,772
Provisions	9	42,262	36,912
TOTAL CURRENT LIABILITIES		942,300	1,770,684
NON-CURRENT LIABILITIES			
Provisions	9	5,850	4,901
TOTAL NON-CURRENT LIABILITIES		5,850	4,901
TOTAL LIABILITIES		948,149	1,775,585
NET ASSETS		360,721	349,767
EQUITY			
Retained Profits	10	360,721	349,767
TOTAL EQUITY		360,721	349,767

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2007

1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The co-operative is registered under the *Co-operatives Act, 1992*. This general purpose financial report has been prepared in accordance with the requirements of the Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board and in accordance with the historical cost convention.

A summary of the significant accounting policies adopted by the company is set out below. The policies adopted are consistently applied unless otherwise stated.

(a) Inventories

Inventories are stated at the lower of cost and net realisable value. Cost includes direct materials and is assigned on a weighted average basis.

(b) Recoverable amount of non-current assets

The recoverable amount of an asset is the net amount expected to be recovered through the cash inflows and outflows arising from its continued use and subsequent disposal.

Where the carrying amount of a non-current asset is greater than its recoverable amount, the asset is written down to its recoverable amount. Where net cash inflows are derived from a group of assets working together, recoverable amount is determined on the basis of the relevant group of assets. The decrement in the carrying amount is recognised as an expense in the net profit or loss in the reporting period in which the recoverable amount write-down occurs.

The expected net cash flows included in determining recoverable amounts of non-current assets are discounted to their present values using a market-determined, risk-adjusted discount rate.

(c) Depreciation of property, plant and equipment

Depreciation is calculated on a straight line basis to write off the net cost of each depreciable non-current asset during its expected useful life. The expected useful lives are as follows:

Leasehold building	11 years
Plant & Equipment	5 years
Furniture and fittings	5 years
Computer equipment	3 years

(d) Leasehold improvements

The cost of improvements to or on leasehold properties is amortised over the unexpired period of the lease or the estimated useful life of the improvement to the company, whichever is the shorter. Leasehold improvements held at the reporting date are being amortised over 11 years.

(e) Leased non-current assets

Operating lease payments are charged to the income statement in the periods in which they are incurred.

(f) Maintenance and repairs

Maintenance, repairs costs and minor renewals are charged as expenses as incurred.

(g) Web site costs

Costs in relation to web sites controlled by the company are charged as expenses in the period in which they are incurred unless they related to the acquisition of an asset, in which case they are capitalised and amortised over their period of expected benefit.

(h) Employee benefits

Liabilities for employee benefits are recognised and are measured as the amount unpaid at the reporting date at current pay rates in respect of employees' services up to that date.

(i) Grants

Grants made to the company which are intended to cover expenditure for a specific period will only be taken into account as income to the extent that they relate to the current financial period.

Change in Accounting Policy

A significant amount of new grant funding received during 2005/06 was brought to account as income in the 2005/06 financial statements. It has now been determined that this funding should be brought to account as income as it is utilised in accordance with the above policy. Australian Accounting Standards require comparative information disclosed in the financial statements to be adjusted to reflect the change in accounting policy. Accordingly, the result for 2005/06 disclosed in this financial report has been reduced by \$1,260,821 and a liability for unspent grant funding raised as at 30 June 2006.

(j) Income tax

The company has obtained an exemption from income tax.

(k) Cash

For the purposes of the statement of cash flows, cash includes deposits at call which are readily convertible to cash on hand and are subject to an insignificant risk of changes in value, net of outstanding bank overdrafts.

(l) Receivables

Collectibility of trade debtors is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for doubtful debts is raised where some doubt as to collection exists.

(m) Trade and other creditors

These amounts represent liabilities for services provided to the company prior to the end of the financial period and which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(n) Revenue recognition

Revenue comprises the amounts received and receivable for goods and services supplied to customers in the ordinary course of business. Revenue is brought to account in the accounting period that it is earned.

	2007 \$	2006 \$
2. REVENUE FROM ORDINARY ACTIVITIES		
Grants	4,622,479	1,947,687
Advertising	13,171	9,286
Publications	36,679	28,748
Subscriptions	48,172	46,725
Training/Consulting	238,942	206,136
Membership	151,094	96,178
	5,110,538	2,334,759

	2007 \$	2006 \$
2. REVENUE FROM ORDINARY ACTIVITIES - continued		
Income from outside the operating activities		
Interest	57,857	56,932
Other	60,108	143,842
	117,966	200,774
Revenue from ordinary activities	5,228,504	2,535,533

3. PROFIT FROM ORDINARY ACTIVITIES

Net gains and expenses

Profit from ordinary activities includes the following specific net gains and expenses:

Expenses		
Cost of sales	3,617	1,248
Depreciation		
Leasehold Building improvements	41,479	19,995
Computer equipment	15,655	14,657
Furniture and fittings	5,151	2,051
Motor Vehicles	21,118	3,721
Plant and equipment	13,113	4,191
Total depreciation	96,515	44,615
Rental expenses relating to operating leases		
Minimum lease payments	64,114	38,133

4. RECEIVABLES

Trade debtors	63,100	48,312
Less: Provision for doubtful debts	(500)	-
	62,600	48,312
Loan to NSW NACBCS	10,000	10,000
Grants Receivable	86,336	-
GST Receivable	-	22,394
	158,936	80,707

5. INVENTORIES

Finished Goods	28,203	4,383
	28,203	4,383

	2007 \$	2006 \$
6. OTHER ASSETS		
Prepayments	67,356	-
	67,356	-

7. PROPERTY, PLANT AND EQUIPMENT

Leasehold building – at cost	238,093	238,093
Less: accumulated depreciation	(122,247)	(80,676)
	115,845	157,416
Plant and Equipment – at cost	71,061	57,920
Less: accumulated depreciation	(24,864)	(13,851)
	46,196	44,069
Computer Equipment – at cost	87,219	100,825
Less: accumulated depreciation	(54,898)	(51,918)
	32,321	48,907
Motor Vehicles – at cost	97,579	97,579
Less: accumulated depreciation	(24,839)	(3,721)
	72,740	93,857
Furniture and fittings – at cost	60,248	58,969
Less: accumulated depreciation	(38,535)	(33,384)
	21,713	25,585
	288,815	369,835

8. PAYABLES

Trade Creditors and accruals	31,785	53,158
Grants Received in Advance	767,232	1,584,496
Other Income Received in Advance	97,503	96,118
GST Payable	3,519	-
	900,038	1,733,772

9. PROVISIONS – CURRENT

Provision for Annual Leave	42,262	36,912
Provision for Maternity Leave	42,262	36,912

NON-CURRENT

Provision for Long Service Leave	5,850	4,901
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	2007 \$	2006 \$
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10. RETAINED PROFITS

Retained Profits at the beginning of the year	349,767	346,314
Profit from ordinary activities	10,954	3,453
Retained Profits at the end of the year	360,721	349,767

11. RECONCILIATION OF CASH

(a) Cash at the end of the year, as shown in the Cash Flow Statement, is reconciled to the related item in the Balance Sheet as follows:

Cash on Hand	300	300
Cash at Bank	765,261	1,670,227
	765,561	1,670,427

(b) RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO PROFIT FROM ORDINARY ACTIVITIES

Profit from Ordinary Activities	10,954	1,264,274
Depreciation	96,515	44,615
(Increase) Decrease in Receivables	(78,229)	(29,205)
(Increase) Decrease in Other Assets	(67,356)	9,337
(Increase) Decrease in Inventories	(23,819)	17,322
(Decrease) Increase in Payables	(833,734)	318,096
(Decrease) Increase in Provisions	6,299	21,505
Net Cash Flow Provided by Operating Activities	(889,371)	1,645,944

12. FINANCIAL INSTRUMENTS

(a) Credit risk exposure

The credit risk on financial assets of the company which have been recognised in the statement of financial position is generally the carrying amounts, net of any provision for doubtful debts.

(b) Interest rate risk exposure

The company's exposure to interest rate risk and the effective weighted average interest rate for each class of financial assets and liabilities is set out below.

	Floating interest rate \$	Non-interest bearing \$
Cash at bank	765,561	
Receivables		158,936
	765,561	158,936
Weighted average interest rate	5.8%	
Creditors and accruals		900,038
Net financial assets/(liabilities)	765,561	(741,102)

(c) Net fair value of financial assets and liabilities

The net fair value of financial assets and liabilities approximates their carrying value.

	2007 \$	2006 \$
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13. SEGMENT INFORMATION

The company operates in the child care industry and only in Australia.

14. AUDITORS' REMUNERATION

Total amounts receivable by the auditors for the audit of the financial report

	10,000	10,000
Remuneration for other services	-	17,600
	10,000	27,600

15. LEASING COMMITMENTS

Operating Leases

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

Within one year	8,036	9,304
Later than one year but not later than 5 years	4,619	11,729
	12,654	21,033

Rental Operating Lease

Commitments for minimum lease payments in relation to cancellable rental leases are payable as follows:

Within one year	76,508	70,395
Later than one year but not later than 5 years	73,938	139,515
Later than 5 years	-	-
	150,446	209,910

16. DIRECTORS' REMUNERATION

The aggregate remuneration paid to Carol A Lymbery, a director of the company during the financial year.

	118,600	97,408
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17. COMPANY DETAILS

The registered office of the company is:

Community Child Care Co-operative (NSW) Limited
21/142 Addison Road, Marrickville NSW 2204

DIRECTORS' REPORT

FOR THE YEAR ENDED 30 JUNE 2007

COMMUNITY CHILD CARE CO-OPERATIVE (NSW) LIMITED ABN 81 174 903 921

The directors of Community Child Care Co-operative (NSW) Limited present their report for the year ended 30 June 2007.

DIRECTORS

The directors in office at any time during or since the end of the year are:

Bernadette Dunn (Chairperson)	Wendy Lindgren
Gary Withyman	Carol Lymbery
Wendy Shepherd	Gerard Moon
Anita Jovanovski	Maria Pender

Julie Fernandez (resigned 16/1/2007)

PRINCIPAL ACTIVITIES

During the year the principal continuing activities of the company consisted of:

- (a) operating an accessible central body of information and resources;
- (b) undertaking both an advocacy/lobby role and a liaison/networking role; and
- (c) providing training and research facilities

OPERATING RESULTS

The net result of operations for the year was a profit from ordinary activities of \$10,954 (2006: \$3,453 profit).

REVIEW OF OPERATION

Community Child Care Co-operative (NSW) Limited was active in promoting and supporting good quality children's services in NSW. It has continued to advocate on specific issues, providing training for staff and management committees and to provide advice, support and publications to children's services.

SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

There have been no significant changes in the state of affairs of the company during the financial year.

MATTERS SUBSEQUENT TO THE END OF THE FINANCIAL PERIOD

At the date of this report the directors are not aware of any circumstances which has arisen since 30 June 2007 that has significantly affected or may significantly affect the operations of the company; the results of those operations; or the state of affairs of the company.

LIKELY DEVELOPMENTS AND EXPECTED RESULTS OF OPERATIONS

Further information on likely development in the operations of the company and the expected results of operations have not been included in this report because the directors believe it would be likely to result in unreasonable prejudice to the company.

ENVIRONMENTAL REGULATION

The company is not subject to significant environmental regulation.

INFORMATION ON DIRECTORS

DIRECTOR	QUALIFICATIONS/EXPERIENCE	EXPERIENCE
Bernadette Dunn		Bernadette is the National Manager of the Children's Services Division at McArthur Management Services. She previously worked as manager of Family and Children's Services, City of Melbourne for seven years and has over 20 years extensive experience in Children's Services.
Wendy Lindgren	<ul style="list-style-type: none"> • Bachelor of Arts • Diploma in Early • Educate MACE • Master of Education and Work • Member Australian College of Education 	Wendy is a consultant for work-based education and training. Her previous work includes Head of Child Studies, NSW TAFE, and, prior to that, teacher for the NSW Department of Education. Wendy is currently the Chair of The Alliance of Children's Services.
Maria Pender	<ul style="list-style-type: none"> • Master in Adult Education, University of Technology 1996 • Bachelor of Education, Early Childhood • Diploma of Teaching (Early Childhood) NSTC 1979 	Maria has been the Director of Clovelly Child Care Centre for over 16 years. She has been teaching part time in the indigenous Early Childhood Bachelor of Teaching program at Macquarie University with Warrawa and the Institute of Early Childhood. Maria is also a member of the Social Justice in Early Childhood Group.
Gary Withyman	<ul style="list-style-type: none"> • Masters of Business in Employment Relations • Graduate Diploma Employment Relations • Certificate IV Training and Assessment • Management and Business Administration. 	Gary has worked for 24 years in the Public Sector, has eight years experience in the private sector and currently operates his own consultancy business. Gary has extensive experience in Human Resource Management and Business Administration.

DIRECTOR	QUALIFICATIONS/EXPERIENCE	EXPERIENCE
Gerard Moon	<ul style="list-style-type: none"> • Child Care Certificate • Certificate in Local Government Management 	<p>Gerard is the Children's Services Coordinator at Auburn Council, he has worked as a manager of local government children's services for the past seven years, he has managed Long Day Care, Family Day Care, OOSH and Preschools. during his 20 year career in children's services. He has been a hospital play therapist, and has been a Child care director on a resort island in the Whitsundays.</p>
Carol Lymbery	<ul style="list-style-type: none"> • Bachelor of Commerce – Industrial Relations & Public Sector Management • Certificate IV Training and Assessment (BSEJ40104) 	<p>Carol is currently CEO of Community Child Care Co-operative and Children's Services Central. She was previously Manager of Children's Services at Wollongong UniCentre. Carol has over 20 years experience in public sector management and is convenor of NACBCS NSW.</p>
Anita Jovanovski	<ul style="list-style-type: none"> • Graduate Diploma in Children's Services • Certificate IV in Management of Children's Services • Certificate IV Training and Assessment 	<p>Anita is an early childhood professional who has worked in the early childhood industry for over 20 years across all children's services sectors. She is employed by the NSW Family Day Care Association, currently in the role of General Manager.</p>
Wendy Shepherd	<ul style="list-style-type: none"> • Bachelor of Education – Early Childhood • Masters of Education – Early Childhood 	<p>Wendy is the Director of Mia-Mia Child and Family Study Centre and also works in the academic program of the Institute of Early Childhood in the Management and Young Children and the Arts Units. As an early childhood teacher, Wendy has had experience teaching in early primary, preschool and currently as a long day care director.</p>

DIRECTORS' BENEFITS

Except as disclosed in note 16 of the financial statements, no director of the company has received or become entitled to receive a benefit by reason of a contract made by the company with a director or with a firm of which they are a member, or with an entity in which they have a substantial financial interest.

INSURANCE OF OFFICERS

During the financial year 'Community Child Care Co-operative (NSW) Limited paid a premium of \$2,805 to insure the directors of the company. The liabilities insured are costs and expenses that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the company.

DIRECTORS' MEETINGS

During the financial year, 8 Meetings of Directors were held. Attendees were:

	Number Eligible to Attend	Number Attended
Bernadette Dunn	8	6
Maria Pender	8	5
Gary Withyman	8	6
Wendy Lindgren	8	7
Anita Jovanovski	8	7
Carol Lymbery	8	8
Gerard Moon	8	8
Wendy Shepherd	8	5
Julie Fernandez (resigned 16/1/2007)	5	3

Signed at Sydney on 16th August 2007, in accordance with a resolution of the directors.



Director
Bernadette Dunn

DIRECTORS' DECLARATION

FOR THE YEAR ENDED 30 JUNE 2007

The directors of the company declare that:

1. the financial statements and notes are in accordance with the Corporations Act 2001:
 - (a) comply with Accounting Standards and the Corporations Regulations 2001; and
 - (b) give a true and fair view of the financial position as at 30 June 2007 and of the performance for the year ended on that date of the company;
2. in the opinion of the directors there are reasonable grounds to believe that the company will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board of Directors and is signed for on behalf of the Directors by:



Director

Bernadette Dunn

Signed at Sydney on 16 August 2007,
in accordance with a resolution of the Directors.

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF COMMUNITY CHILD CARE CO-OPERATIVE (NSW) LIMITED

SCOPE

We have audited the financial report of the Community Child Care Co-Operative (NSW) Limited being the Income Statement, Balance Sheet, Cash Flow Statement, Notes to the Financial Statements and the Director's Declaration for the year ended 30 June 2007. The company's directors are responsible for the preparation and presentation of the financial report and the information they contain. We have performed an independent audit of this financial report in order to express an opinion on it to the members of the company.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with Australian Accounting Standards, other mandatory professional reporting requirements and relevant statutory requirements, so as to present a view which is consistent with our understanding of the company's financial position and the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

AUDIT OPINION

In our opinion the financial report of Community Child Care Co-Operative (NSW) Limited is in accordance with:

- (a) the Corporations Act 2001, including:
 - (i) giving a true and fair view of the company's financial position as at 30 June 2007 and of its performance for the year ended on that date; and
 - (ii) complying with Accounting Standards and the Corporations Regulations 2001; and
- (b) other mandatory professional reporting requirements.

SPENCER STEER
Chartered Accountants



GRAHAM STEER
Partner
Dated this 16th day of August, 2007