

Annual Report 2009



**COMMUNITY
CHILD CARE
CO-OPERATIVE**
LTD. (NSW)





Peekaboo!

Looking back on the past twelve months is especially illuminating in this year of change, expansion, ambitious projects and dreams fulfilled. We thought we'd show you exactly what we've been up to in a simple – highlights only – timeline...

July 2008

- Introduction of the Resource Allocation Model of funding for preschools by the NSW Government under the Preschool Investment and Reform Plan. The funding is designed to 'match funding levels to the actual characteristics of the children and community in which the preschool operates and the pattern of usage of services by the community'.
- As part of the changes to children's service funding, all NSW Department of Community Services (DoCS)-funded long day care services are told their funding will be frozen and they will no longer receive indexation/CPI increases.
- 2008 Minimum Wage Decision is announced – giving workers on minimum pay rates (such as childcare workers) an additional 57 cents per hour.
- Minister for Education, Employment and Workplace Relations, Julia Gillard, and Parliamentary Secretary for Early Childhood Education and Child Care, Maxine McKew, announce \$10 million of funding to improve access to high quality early childhood education programs. NSW receives \$2.5 million, of which \$2 million is to be used to increase preschool access for Indigenous families.
- The NSW Liberal Party announces that if it wins the 2011 election, it will increase preschool funding by \$50 million a year.
- Community Child Care Co-operative is approved to offer free Certificate III in Children's Services training places under the Productivity Places Program to jobseekers.

August 2008

- Community Child Care convenes *Preschool Funding: Where are we, where are we going?* meeting for the preschool sector.
- The Commonwealth Government releases The National Quality Framework for Early Education and Care: a discussion paper – Maxine McKew describes this as 'a chance to redesign a flawed system' of early childhood education and care provision.
- Consultations on the National Quality Framework are held around Australia. Community Child Care holds a joint forum with Early Childhood Australia (NSW Branch) and Social Justice In Early Childhood to discuss the proposed changes and makes a submission to the Department of Education, Employment and Workplace Relations (DEEWR).
- The NSW Government announces its intention to list Regulation convictions on DoCS website.
- Community Child Care hosts the second CeeCees Awards, encouraging and rewarding excellence in the NSW community-owned, centre-based, early childhood sector. Eleven winners in 10 categories receive CeeCees Awards at the Awards dinner.
- Children's Services Central releases its Professional Needs Analysis – outlining the professional development needs of NSW children's services.

September 2008

- Community Child Care holds its first leadership retreat for experienced directors and co-ordinators of children's services.
- Community Child Care awards its first life memberships at the 2008 annual general meeting to members who have donated over 10 years of service to Community Child Care. Those who received the inaugural life memberships were: Bernadette Dunn, Wendy Lindgren, Maria Pender and Gary Withyman.
- A report titled Economic Effects of a 1:4 Staff-to-Child Ratio for Under Two Year Olds, commissioned by DoCS, is completed and presented to the Minister.
- DoCS earmarks the remaining \$21 million of the Preschool Investment and Reform Plan to enable expansion of preschool programs throughout the children's services sector. They call for Expressions of Interest to 'provide development and support services to the children's services sector to enable the creation of an additional 5,250 preschool places for 10,500 children across NSW'.
- High profile Indigenous leader, Linda Burney, is appointed as the new Minister for Community Services.
- DoCS announces a review of the Children's Services Regulation 2004, saying 'it is an opportunity to develop a more contemporary regulatory model that will deliver better outcomes for children, be more meaningful for parents and ease the administrative burden for both children's services' providers and government'.

October 2008

- Linda Burney announces that all centre-based and mobile services will be required by law to have one carer for every four children under two from 2010. Community Child Care hosts celebrations after the announcement of the success of the long running campaign: *1:4 Make it Law*.
- Julia Gillard announces 500 new Commonwealth-supported higher education places for early childhood education students.
- The NSW Government announces that children's services are to pay licence fees (ranging from \$700 to \$1,100) from January 2010. More services write about this issue to Community Child Care than any other issue!
- Community Child Care hosts a joint forum with Early Childhood Australia (NSW Branch) and Social Justice In Early Childhood about the Regulation Review.
- Regulation Review Consultations held by DoCS across NSW.
- Community Child Care launches *Broadside Briefings*, a new Community Child Care series. Summarising important issues in the children's services sector, the first edition focuses on the main items being canvassed in the Regulation Review and publishes Community Child Care's draft position on these issues.

November 2008

- ABC Learning goes into receivership, leaving approximately 1,100 centres facing the threat of immediate closure.
- CFK Childcare goes into receivership.
- NSW Children's Services Forum surveys preschools to gather information on the affordability and financial viability of community-based preschools.
- The final report and recommendations from the Special Commission of Inquiry into Child Protection Services in New South Wales (The Wood Report) is released with 111 recommendations, including the provision of a year of free early childhood education before school to all low-income families in NSW.
- At the November COAG meeting, the States/Territories and the Commonwealth agree to a National Partnership to implement universal access for children in the year prior to school. The agreement states that: 'The preschool program will be delivered by a four-year university-qualified early childhood teacher, in accordance with a national early years learning framework for 1.5 hours a week and 40 weeks a year.' NSW receives a funding allocation of \$278.6 million over five years.
- Community Child Care signs a new funding agreement with DEEWR to operate Children's Services Central for the next three years.

December 2008

- The Commonwealth Government makes good its election promise to abolish the previous government's WorkChoices system. The Fair Work Bill sets out the industrial system which will replace WorkChoices from the beginning of 2010.
- Linda Burney announces that Community Child Care has been chosen as one of two preferred providers that will provide development and support services to NSW children's services in the growth phase of the Preschool Investment and Reform Plan.
- The Australian Senate agrees to hold an inquiry into childcare in Australia, in the wake of the collapse of ABC Learning, examining the financial, social and industry impact of the collapse on the provision of childcare in Australia.
- DoCS announces that the role of Children's Services Advisers will be split with Children's Services Officers (CSOs), who are now doing some elements of licensing and compliance and Community Program Officers dealing with funding enquiries.
- A UNICEF report, *The Childcare Transition: A League Table on Early Childhood Education and Care in Advanced Countries*, ranks Australia 22 out of 24 developed countries for childcare and early learning, meeting only two out of ten benchmarks.
- Children's Services Central is requested by the DEEWR to undertake a project designed to promote practices that facilitate inclusion of Indigenous children in Australian Government approved child care services in specific areas of NSW.

January 2009

- DoCS announces the extension of SCAN funding to January 2010 'to minimise disruption to the sector and allow more time for consultation regarding the new model'.
- Community Child Care undergoes an audit by the NSW Vocational and Training Accreditation Board (VETAB) to assess its compliance with the Australian Quality Training Framework (AQTF) standards for registration as a Registered Training Organisation. After successful completion of the audit, Community Child Care is deemed to be compliant with the standards until 2014.

February 2009

- The majority of approved children's services make the transition to CCMS in February and March.
- The NSW Food Authority publishes a regulatory impact statement on a proposed amendment to the Food Regulation 2004, which will mean childcare centres would be required to implement audited food safety programs and hold a NSW Food Authority licence.
- Children 21 – a consortium comprising Community Child Care; Lady Gowrie Tasmania (LGT); Child Inclusive Learning and Development Australia Inc. (CHILD Australia) from Western Australia; Try Youth from Victoria; and Enterprise & Training Company Ltd (ETC) from Coffs Harbour, backed by Community Sector Banking (Bendigo Bank) – lodge a bid for the ABC2 group of services.

March 2009

- DEEWR's submission to the Senate's Inquiry states that 27.4 per cent of people working in the ECEC sector have no qualification and less than three years experience. In long day care services, of those with a qualification, 40 per cent are at certificate level, 45 per cent at diploma level and only 14 per cent have a degree.
- The Early Years Learning Framework is trialled in 29 sites across Australia for six weeks.
- Community Child Care, in association with The Benevolent Society, Lady Gowrie and Uniting Care, hosts 'Sydney Birth to Five Briefing', a public lecture from international 0–5 expert, Dr Ronald Lally.

April 2009

- The NSW Children's Services Forum releases Drowning not Waving, which confirms that preschools are increasing their fees because of inadequate funding from the NSW Government and that preschool fees have increased by approximately 18 per cent over the last three years.

May 2009

- Community Child Care conducts 13 Preschool Growth Program briefing sessions across NSW.
- The NSW Premier, Nathan Rees, announces the formation of 13 new 'super agencies', including one for Human Services and one for Education and Training. In the draft structure, it appeared that children's services would move to the new Education and Training agency.

June 2009

- Community Child Care questions whether NSW is in breach of the National Agreement on universal access by not consulting with the NSW children's services sector about how funding should be allocated.
- The Healthy Eating and Physical Activity Guidelines for Early Childhood Settings are released as part of the Commonwealth Government's 'Plan for Tackling Obesity'.
- Kate Ellis is announced as the first Minister for Early Childhood Education, Childcare and Youth.
- NSW Liberal Party releases 'Reforming the Child Care Sector in NSW', in the wake of the collapse of ABC Learning. The document calls for more stringent financial accountability of childcare centres to stop another ABC Learning-type collapse from occurring and limiting market concentration.
- One of Maxine McKew's last acts as Parliamentary Secretary for Early Childhood Education and Child Care is to announce that the implementation of the National Quality Agenda for early childhood education and care will commence in early childhood settings from July 2009 and that the Early Years Learning Framework will be the first phase in the implementation of the National Quality Agenda.
- Community Child Care publishes the totally revised edition of the manual that all members receive as a benefit of membership – *The Manual: Managing a Children's Service*.



Chairperson's report

Community Child Care Co-operative has always been foremost an advocacy organisation – advocating for the right of children and families to have access to affordable, quality early education and care; and advocating for children's services to be adequately funded and regulated.



This year, the children's services sector has had some huge advocacy wins. Our organisation was central to many of these wins, such as:

- The announcement in October 2008 by the NSW Government of its intention to change the ratios for babies to 1:4. (A win close to my heart!)
- Joint commitments by Commonwealth and State Governments that:
 - all Indigenous four year olds in remote communities will have access to early childhood education by 2014 and to establish a minimum of nine Indigenous Children and Family Centres in NSW; and
 - there will be universal access to 15 hours per week of early childhood education for all children in the year before school by 2013, delivered by a degree qualified teacher.
- The Council of Australian Governments (COAG) agreeing to a jointly governed unified national system to replace current licensing and quality assurance processes.
- The recent announcement of substantial increases in funding for NSW community-based preschools.

We have entered an era where both the NSW Government and the Commonwealth Government talk about issues such as the critical importance of:

- early education and care;
- having good ratios in services; and
- having qualified staff in all services.

Community Child Care has had these issues at the forefront of our advocacy agenda for a long time. They will truly change the experience of children in our services.

With the government committing to the basics, we will have

many opportunities this year to ensure that the early childhood education and care sector will progress and that Community Child Care will grow along with it.

I do not want to dwell on the ABC tender experience. Suffice to say it was questionable from the beginning. How do you achieve a successful outcome for children, families and staff when the over-riding focus is commercial interest? It is hugely disappointing that despite a number of community providers being involved in the sale of the unviable services, we did not see an increase in the number of services being managed by the community sector. The outcome was also marred by no real assurance that new purchasers will be able to achieve or sustain quality delivery in the face of inflated commercial rents. And still it goes on: the fate of the remaining services has yet to be decided. To be viable, will these services be sold as a group lot? If so, there is no guarantee for the families of Australia that the history of ABC Learning will not repeat itself. To end on a positive note, as a result of the collapse of ABC Learning, we have seen an increased interest in the role and value of not for profit community based early childhood programs.

Community Child Care has grown substantially in the past twelve months and I would like to take the opportunity to thank the staff members of Community Child Care, new and old, for their passion and commitment to ensuring children get access to quality education and care. I would especially like to note the extraordinary effort of the organisation's CEO, Carol Lymbery, and that of the management team, Renate Gebhart-Jones, Leanne Gibbs and Marilyn Thorpe.

The entire staff's dedication is an integral part of what makes Community Child Care such a strong advocate for the children of NSW.

CEO'S report

What an exciting time to be the CEO of an organisation such as Community Child Care Co-operative! I can think of no other time during the many years I have been involved with early education and care provision when so many positive actions have been happening at all levels to improve the quality of early education and care delivered to children in NSW.



We now have both state and Commonwealth governments talking about the core elements of quality service provision: ratios, qualifications, groups sizes and stability of staffing. What's more, they are prepared to put their funding where their mouths are!

Community Child Care has again seen an enormous growth in our organisation over the last twelve months. When I joined the organisation in 2004, we had a staff of just four people – we now employ over 35 permanent staff and many casuals.

I would like to thank each one of those staff members. I know that each and every one of these individuals consistently go the extra mile to support children's services and to ensure that Community Child Care realises its potential as an organisation. I would especially like to thank our Management Team who so ably direct much of the work of the organisation.

I would also like to thank the individuals who make up the Community Child Care Board. Undoubtedly, much of the success of the organisation is because of the stability and high calibre of these individuals as Board members. What we ask of them in terms of time and commitment is huge. It was good to be able to award four of these Board members with inaugural life membership of Community Child Care in recognition of their 10 years continuous service. Thank you to Maria Pender, Gary Withyman, Bernadette Dunn and Wendy Lindgren.

Also deserving of thanks are the many consultants and businesses who work with us. Whether it is cleaning our offices, producing our publications, auditing our accounts or ensuring we have efficient phone systems and databases, there are many people who support the work we do on a daily basis.

Thank you also to the many organisations who work with us in the sector. Although occasionally the way

Government departments fund the work we all do causes us to be competitors, we are all working towards the same aim – ensuring families and children have access to affordable quality early education and care. I hope that we can continue working together to achieve this aim.

A special group of organisations deliver Children's Services Central services with Community Child Care. I would especially like to thank the CEOs and Directors of these organisations: Anita Jovanovski, from NSW Family Day Care Association; Robyn Munro Miller from Network of Community Activities; Sue Kingwill from Contact Inc.; Vivi Germanos-Koutsanadis from Ethnic Child Care Family and Community Services; and Anthony Semann and Colin Slattery from Semann & Slattery for all the effort and goodwill they put into this project.

Thank you also to the Commonwealth Department of Education, Employment and Workplace Relations that funds us as the lead agency of Children's Services Central. 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 and for accepting our tender for the delivery of the Preschool Growth Program for the majority of NSW.

This year has also seen, effectively, the end of Australia's experiment with corporatised care and, although this was a very stressful time for the families and staff that depended on ABC Learning, we have seen a resurgence of interest in non-profit community-based education and care. The community and government are now talking about the value these services provide.

The year ahead looks as if it will be as busy and fruitful as the past year has been. I am looking forward to it!

Community Child Care Co-operative is...

A 31-year-old not-for-profit organisation that promotes, supports and advocates for quality children's services, meeting the needs of children, their families and the community.

Our vision at Community Child Care is to be the provider of collaborative leadership in the creation of a child-focused community.

We endeavour to:

- 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;
- be efficient and sustainable in the use of resources;
- be a role model for best practice in corporate governance and organisational operation;
- be a respected corporate citizen and a positive force in the community;
- AND have fun and encourage creativity.

Making a
difference...



...by providing quality services to our members

"Just wanted to let you know that, as a new Director, I was very excited to receive your new manual in the mail today! Thank you so much, I'm hoping that with school holidays and lower numbers at our centre, I may be able to close the office door today and have a glance. Thank you so much for spoiling us! It's very nice to feel so supported." **Member, Southern NSW**

"Just got my free copy of The Manual – firstly, a great incentive for membership and secondly, looks a fantastic resource – I had the 2005 edition but this is so up-to-date and more comprehensive – I've only flipped through at this stage but the section on Strategic Planning and writing a business plan looks great. I also really liked the sample service survey sheet for committee members and the importance of having realistic utilisation rates when budgeting – such useful tools!"

Member, Queensland

Community Child Care Co-operative membership has remained steady throughout the year. The organisation values our members and provides an ever-increasing number of benefits to members.

Our expenditure on publications, *Rattler* and *Broadside*, which all members receive as part of their membership, is higher than the income we receive for membership. Membership income for 2008 and 2009 was \$356,316. Expenditure over the two years on member publications were \$378,649. We have also considerably reduced the cost of membership for students and for groups of services. We strive to keep our membership fees low and cross-subsidise membership benefits to ensure Community Child Care Co-operative membership is affordable to all services.

Thank you to all our members. Community Child Care would not exist without you!



...by advocating for quality, accessible and affordable children's service

"As I benefited immensely from the support you gave to services as part of the PIRP application process and largely used your business plan template to guide me, I am hoping that you would e-mail me another copy of the template and allow me to refer people to Community Child Care as such a great support."

Preschool Director, South Coast

"Firstly congratulations to Gabe, Jennie, Bianca, Ariane, Lizzie, Community Child Care Co-operative and all the other organisations and fabulous preschool directors who have been campaigning for years for an increase in funding! It is due to your hard work and dedication that this funding increase has been achieved and it is very much appreciated!"

Preschool Director, Sydney

Community Child Care has worked hard on its advocacy focus this year, for the first time specifically budgeting for advocacy work and appointing an advocacy specific project officer. Many of the early childhood education and care sector's wins this year are issues on which Community Child Care has long been campaigning, such as:

- **Ratios:** The announcement by the NSW Government in October 2008 that ratios of babies to carers in centres will be changed to 1:4 in 2010 is a campaign that Community Child Care spearheaded.
- **Regulations Review:** The Department of Community Service's discussion paper about possible changes in the NSW Children's Services Regulation canvassed issues such as care giver education, qualifications and training, higher adult-to-

child ratios, smaller group size and stability of care as the key to quality service provision. Community Child Care has long been an advocate for improvements in these key areas.

- **Preschool Funding:** Community Child Care's long running campaign, in conjunction with many other organisations for the increased funding of preschools, appears to have paid off. The majority of NSW community-based services will receive significant funding increases for the 2009/10 financial year.
- **Value of community-based services:** In the wake of the failure of Australia's experiment with the provision of childcare by corporate providers, Community Child Care, working with Australian Community Children's Services (ACCS, formerly known as NACBCS) has been able to further progress the message of the need for, and value, of not-for-profit community based care.

Community Child Care works to ensure that we advocate for the needs of the children's services sector in general, community-based services in particular, and individual services as required. As usual, through the last year we provided secretariat support for the NSW Branch of Australian Community Services. We made a higher than usual number of submissions to State and Commonwealth governments on a range of childcare issues and represented the views of our members on an ever increasing number of reference groups and working parties. We also exercised our advocacy voice through all of our publications.

Thanks to all the tireless advocates who have worked with Community Child Care during the past 12 months, especially those from Australian community-based children's services.



...by providing timely and accurate information for children's services

"Thank you so much for all that info, extremely helpful – found some great points to add. All is underway now so fingers crossed we find the right applicant [for the job]."

Director, Northern NSW Long Day Care Centre

"I am currently the co-ordinator of a centre in Melbourne and have just stumbled across your website and WOW, it is amazing. I was wondering whether you have anything like this that relates to Victoria?"

Co-ordinator, Victorian Child Care Centre

Over the last year, Community Child Care has continued providing timely and accurate information for children's services. We do this through our quarterly magazine, *Rattler*; and our newsletters, *Broadside* and *Central News*.

There are 1,483 members, affiliates and subscribers who receive *Rattler* and *Broadside*.

This year, we introduced a new publication, *Broadside Briefings*, which aims to simplify complex information published by governments for children's services. Our first *Broadside Briefing* covered the NSW Government Regulations Review. We continued to sell a range of our published books and spent much of the year totally revising our *Managing a Children's Service* manual, which all members of Community Child Care receive as a member benefit.

We also have two electronic newsletters, ***Shortside* (with 1,966 subscribers)** and ***Central E-news* (851 subscribers)** and we actively participate in a number of Yahoo groups

such as the Preschool Yahoo group and ACCS Yahoo group. Community Child Care hosts two websites –

www.cccnsw.org.au and **www.cscentral.org.au**.

Both websites were redesigned in the last year.

141,679 people accessed the Community Child Care website throughout the year – an average of 388 people every day.

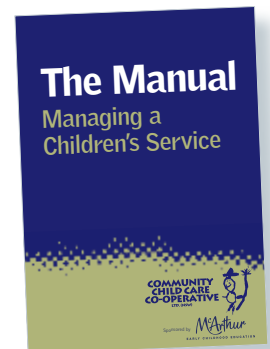
71,755 people accessed the Children's Services Central website throughout the year – an average of 197 people every day.

Community Child Care also answers a large number of individual service and children's service staff queries that come to us via email and phone. In the last year we had over resource and support calls.

We sold a total of 1,248 publications during the year, including:

- *Advocacy in Action*;
- *Children's Services and the Law*;
- *Starting from Scratch*;
- CCMS Training DVD;
- 2009 Children's Services Diary;
- *Managing a Children's Service – a hands on guide for service providers*.

Special thanks to the staff of ARMEDIA and consultant Lisa Bryant for all the hard work they have put into our publications and websites over the past year.





...by providing high quality professional development and accredited training for children's services

"I just wanted to say thank you so much for Monday. You truly are an inspirational teacher and leader in our industry. I came away with so much enthusiasm to continue to increase the professionalism and dedication in myself and my colleagues after hearing you talk." **Co-ordinator, LDC, Central Coast**

"Our preschool has always had a wonderful management committee as they attend the training CCCC provides and this has been very beneficial."

Director, Preschool, Northern Sydney

"Loved every single minute of every single day, thank you so much for one of the most worthwhile 4 days ever".

Manager, Mid North Coast

Community Child Care provides professional development and support and accredited training for children's services through a number of mechanisms. As the lead agency of Children's Services Central, we are responsible for the delivery of all Commonwealth-funded training for children's services in NSW.

Children's Services Central provided 343 training sessions for 5,505 children's services professionals in the last twelve months.

Community Child Care is also responsible for the direct delivery of a range of calendared training courses run under the Children's Services Central banner.

This year, Community Child Care held 70 calendared training sessions across NSW for 1,066 children's services staff.

Community Child Care also manages fee-for-service training at individual children's services and provides individual service support and accreditation support to long day care services on behalf of Children's Services Central.

This year we provided accreditation support to 56 services and individual service support to 46 services.

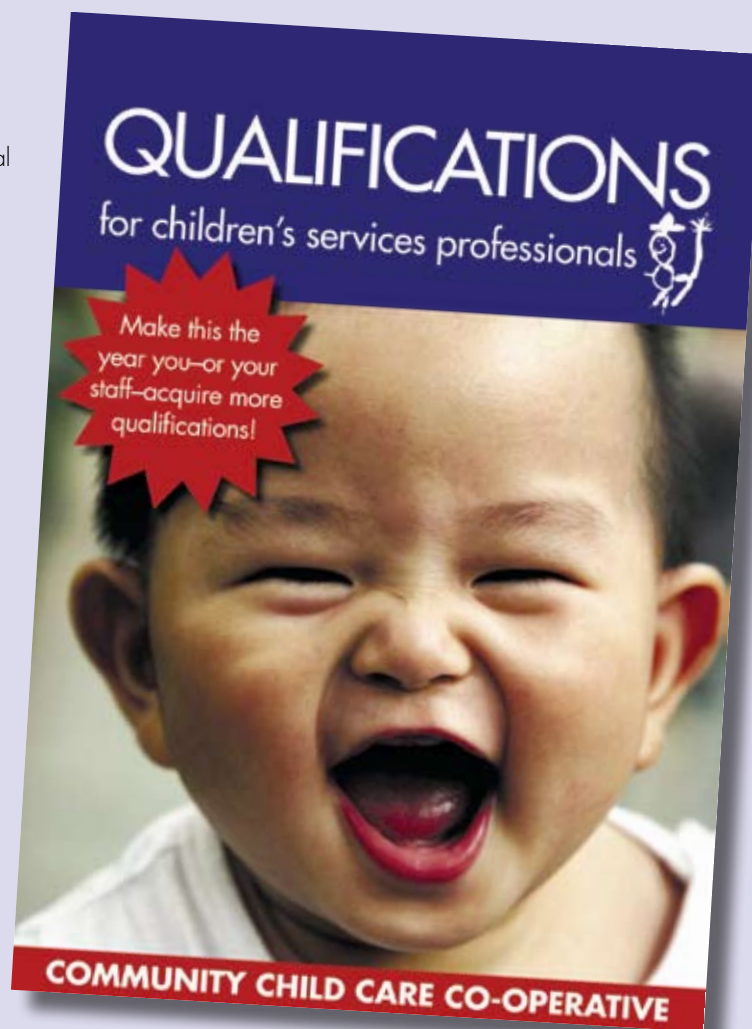
Community Child Care operates as a registered training organisation

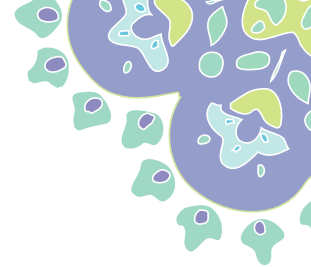
Community Child Care also operates as a registered training organisation (RTO), providing nationally accredited training. During the past year, Community Child Care underwent an audit by the NSW Vocational and Training Accreditation Board (VETAB) to assess our compliance with the Australian Quality Training Framework (AQTF) standards for registration as a registered training organisation. After successful completion of the audit, Community Child Care is now deemed compliant with the standards until 2014. Community Child Care was also approved under the Productivity Places Program to offer the Certificate III in Children's Services to jobseekers.

This year we had participants in the following accredited training courses:

- Follow Basic Food Safety Practices;
- Develop menus to meet special dietary and cultural needs;
- Prepare nutritionally balanced food in a safe and hygienic manner;
- Manage a service organisation;
- Identifying & Responding to Children at Risk of Harm;
- Certificate IV in Business (Frontline Management);
- Certificate III in Children's Services – Traineeship;
- Certificate III in Children's Services – Productivity Places;
- Certificate IV in Training and Assessment;
- Diploma of Business Management;
- Diploma of Children's Services.

Thank you to all our professional team who delivered training and support on behalf of Community Child Care this year and to all the children's services professionals and committees who chose Community Child Care to meet their professional development and support needs.





...by being the lead agency for Children's Services Central

"Just letting you know that I am very happy with the Accreditation Support that was provided by Children's Services Central. My service is now Accredited – your support worker had an important role in this and particularly in making me feel good again about myself and my service".

Director, Long Day Care, Western Sydney

"Just letting you know that I think you guys rock! You always seem to have the answer to my questions, no matter how strange they are. It is easy to feel isolated in this part of NSW but knowing I can call you at anytime helps reduce this. Thanks a lot!"

Childcare worker, Western NSW

Children's Services Central as the NSW Professional Support Co-ordinator has made a significant contribution to professional development and support for eligible childcare services in NSW in the last 12 months.

Funding agreements until June 2012 were endorsed with the Department of Education Employment and Workplace Relations and this led to a new period of planning and contracting to Professional Support Service Providers (PSSPs). Our partners in this venture have grown and include the members of our consortium, along with Lady Gowrie Child Centre, ECTARC, CCSA, KU Children's Services, Learning Links, and the NSW Ombudsman's Office.

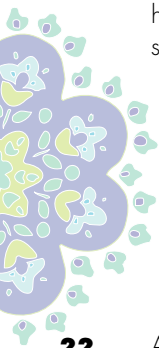
In the last 12 months, support and professional development has been provided to over 6,000 individual participants and services who come from all parts of the sector including long

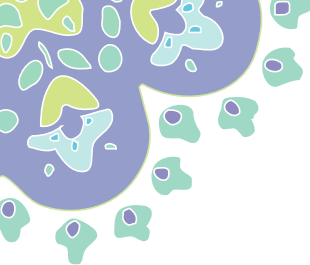
day care, family day care, out-of-school hours care and non-mainstream services. These numbers are made up of a complex range of supports that include training, individual support to services, resourcing, equipment loans, bicultural support, phone and email support and specialist projects.

Services continue to value the Children's Services Central Professional Development Calendar and *Central News* as a source of information and inspiration. Our aims remain to provide long day care, family day care, out-of-school hours care and non-mainstream services with opportunities and experiences that enhance the quality of the service and promote the inclusion of children with additional needs or from CALD and Indigenous backgrounds.

In addition to these products, a new project: 'Engaging Aboriginals and Torres Strait Islander Communities' was implemented and resulted in the involvement of 16 long day care services in a project that aimed to increase the engagement of Aboriginal and Torres Strait Islander children and families in early childhood settings. Progress is continuing in fulfilling project objectives and further funds have been committed to extended engagement.

A stronger collaborative approach to the delivery of the Inclusion and Professional Support Program (IPSP) has been developed through a visiting program by Children's Services Central Project Officers to the 18 ISA Regions and also in project and training work with the Indigenous Professional Support Unit (IPSU).

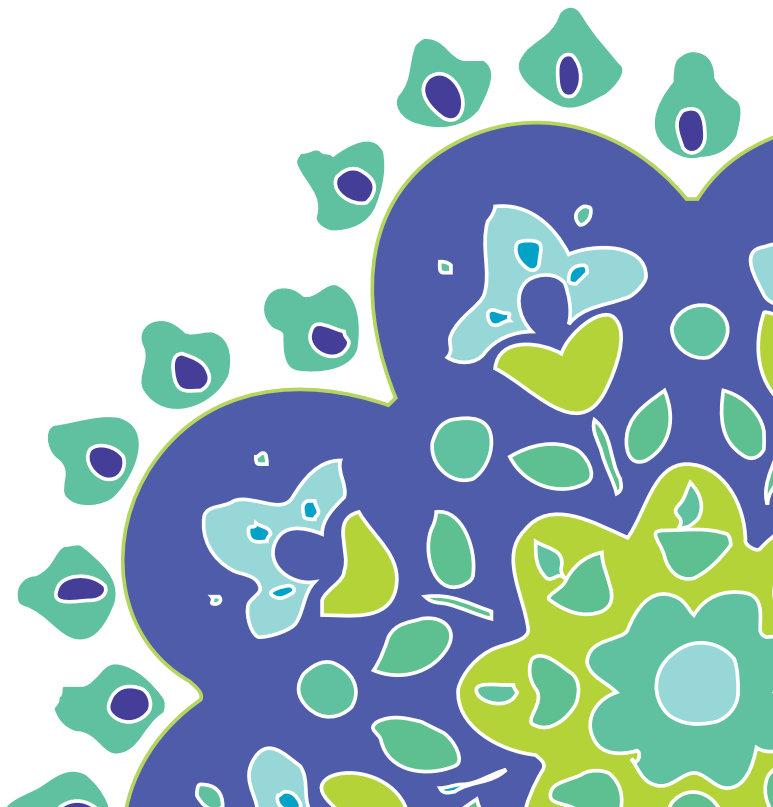




New professional support plans were submitted to DEEWR (NSW Professional Support Plan 2009–2010) following the delivery of new priorities and in accordance with our professional support needs analysis. As a result, new projects have been tendered out and contracts awarded. These projects include the Management Committee Support Project and Financial Management Support Project, both developed to support services in their management and governance procedures. A Research Focus series will bring attention to new research and look at its practical implementation. The development of an Aspiring Leaders Community will be undertaken to empower and promote the leadership capacity of professionals working in the early childhood and middle years sectors. Further online units are also being developed to ensure services have options for flexible delivery of training and support.

The new projects are designed to meet the needs of services in unique and innovative ways furthering the inclusion of all children and enhancing the quality of early childhood service delivery. There are a great many opportunities for Children's Services Central to contribute to the implementation of the Australian Government's Early Childhood Education and Care Quality Reforms and we look ahead with much optimism!

Thank you to all of Community Child Care's partners in Children's Services Central, Network of Community Activities, Ethnic Child Care Family and Community Services, NSW Family Day Care Association, Contact Inc and Semann & Slattery and to the staff of these organisations and our professional support service providers for the hard work they have put in over the last 12 months.



...by running the Preschool Growth Program

"Was impressed with the meetings run by Community Child Care in Goulburn regarding the Growth Phase. It was really nice to go to an information session where they were happy to answer questions and give us some support and help to maximise our funding." **Director, Southern Highlands**

Community Child Care successfully tendered to the NSW Government to provide preschools across NSW with development and support services to enable the creation of additional preschool places in the growth phase of the Preschool Investment and Reform Plan for 14 of the 16 network areas across the state. Under the growth phase, the NSW Government has allocated \$29.8 million per annum as recurrent funding to enable expansion of preschool programs throughout the children's services sector.

Community Child Care was pleased that our expertise and experience in supporting services was recognised by the Department of Community Services in awarding this tender. We are also pleased that we have been able to tap into the sector's own expertise by recruiting project officers from the preschool sector to staff the project.

The program, which is to run for two years, has conducted information sessions around NSW about the program and the possibilities for preschools to access additional funding. It has

also commenced a huge data gathering exercise to ensure all decisions made by the program are based on the true situation of preschools in all parts of the state.

The program is being impacted by the Commonwealth Government's commitment to universal access to preschool education. The Commonwealth Government has signed a National Partnership Agreement on Early Childhood Education for implementing universal access to preschool education with each of the state governments, as well as a not yet released bilateral agreement between the Commonwealth Government and each individual state. Under the National Partnership the NSW Government is getting an extra \$278.6 million from the Commonwealth Government to invest in preschool programs within NSW over the next five years. This wonderful news has seen the NSW Government substantially increasing funding to preschools under the Resource Allocation Model.

This is wonderful news for the majority of preschools and we are still exploring for the best way of rolling out the growth funding to services.

Thank you to the NSW Department of Community Services and to all the members of the Preschool Growth Program Reference Group for the support they have provided to this program.





...by running an Awards program that recognises quality in community-based children's services

"Just looked at the photos of the wonderful evening in August. Our committee was fortunate to be awarded the CeeCees Award and just letting you know we had a fabulous and fun meeting next time we met. Everytime a decision was made or an idea tossed around, our shining star award was passed around with lots of laughter about 'bright, award winning and shining ideas'. Our 'star' will be attending each meeting in pride of place. Thank you so much for acknowledging the hard and tireless work all our committees do."

Long Day Care Centre, Hunter Region

In 2007, Community Child Care established the CeeCees Awards. The Awards encourage and reward excellence in the NSW community-owned, centre-based, early childhood sector and recognise the commitment of the sector in creating and maintaining a teaching, learning and caring environment of the highest standard. They cover a number of categories which reflect the broad spectrum of areas required to deliver quality community-based services to young children and their families.

An enormous sense of pride in the sector was apparent at this year's CeeCees Awards – as well as some healthy competition and plenty of camaraderie. Held at the Swissotel in Sydney, the event attracted a big crowd and celebrated Community Child Care's 30th anniversary with strings of pearls adorning tables (and many guests).

The then NSW Minister for Education, Kevin Greene, gave a speech about the importance of early childhood education and

care. He also highlighted the great responsibility bestowed upon carers of children in their formative years and the critical role of community.

Many guests travelled from the country to be involved in the Awards presentation – and made the most of their stay by partying into the night. Awards were made in the categories of:

- Advocate;
- Director/Authorised Supervisor;
- Teacher;
- Diploma Qualified Worker;
- Casual Worker;
- Cook;
- Administrative Support Worker;
- Management;
- Photograph taken in a children's service.

After feedback from services, Community Child Care made the decision to run the CeeCees Awards every two years, with the next awards occurring in 2010.

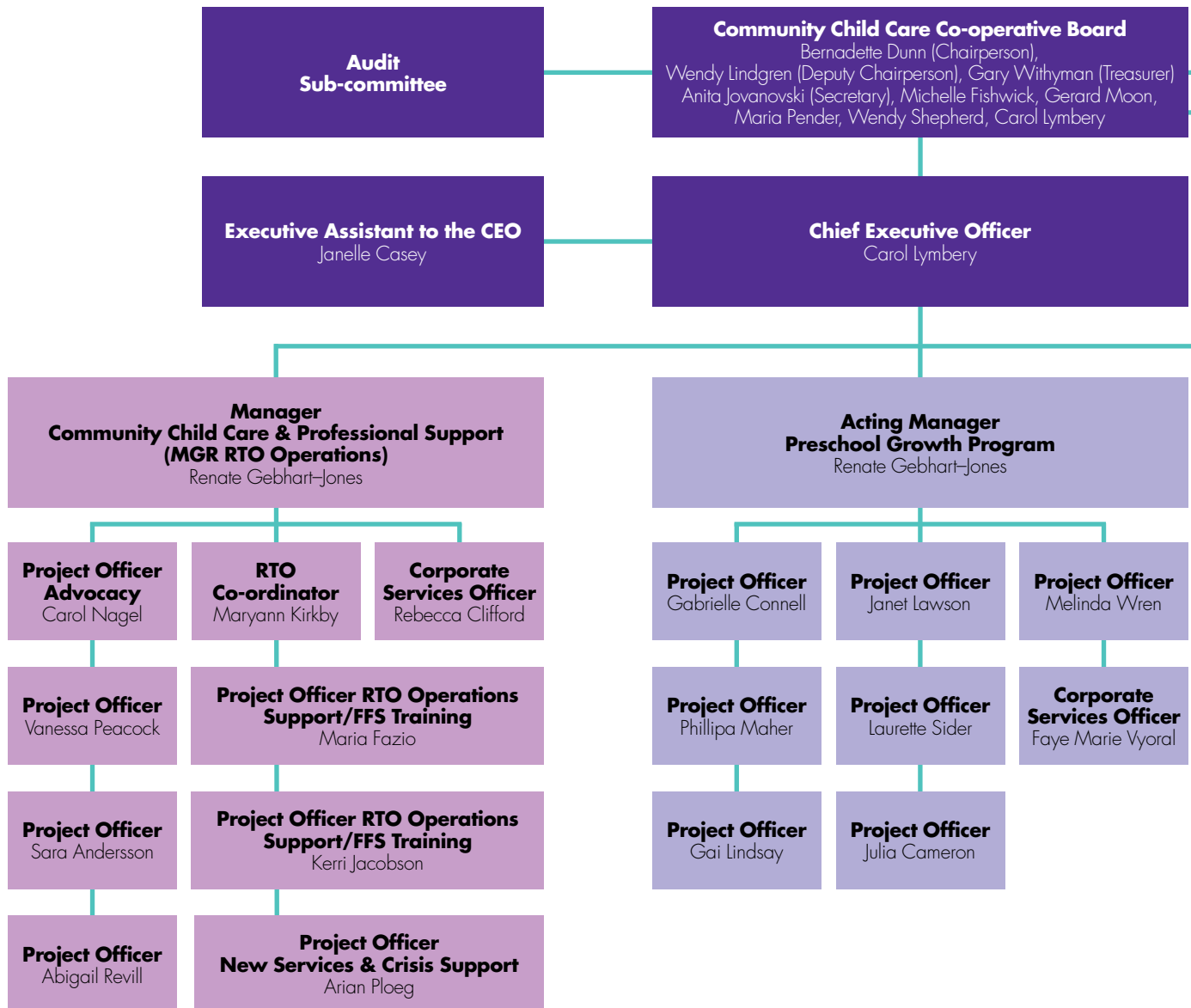
Thank you to all the staff of Community Child Care who put so much effort into the CeeCees Awards program and to all our Award winners this year and to our Awards sponsors:

- Educational Experience;
- Guild Insurance;
- SDN Children's Services Inc;
- UnitingCare Burnside;
- McArthur Early Childhood Education;
- Hesta Super Fund; and
- ARMEDIA.





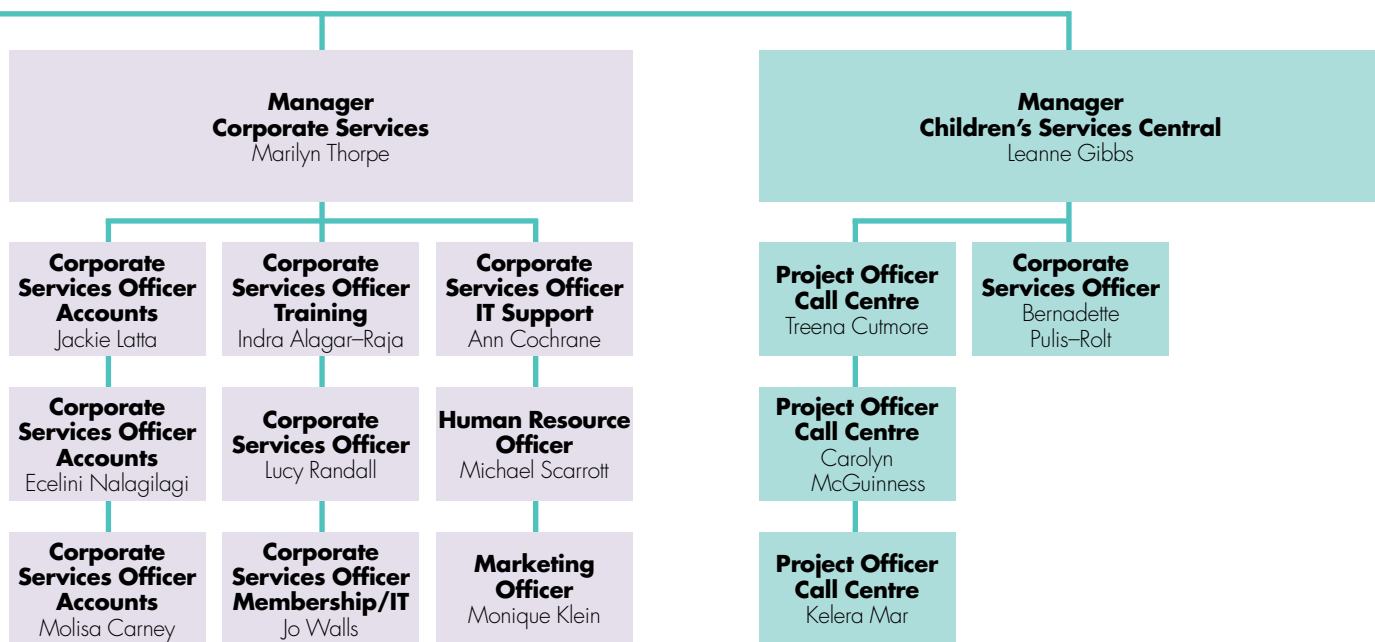
...by having a great board and staff



Corporate relationship chart

**Children Service's Central
Sub-committee**

**Preschool Growth Program
Reference Group**



The following staff resigned since the last Annual Report: Veronica Attard, Patricia Cachia, Mai Teng.
Marie Deverill is currently on secondment out of Community Child Care.
This chart is correct as at July 30, 2009



...by managing our finances

		2009	2008
	NOTE	\$	\$

INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2009

REVENUE FROM ORDINARY ACTIVITIES	2	6,913,463	5,574,182
Cost of Sales of Publications	3	(48,466)	(41,506)
Depreciation	3	(110,369)	(99,966)
Accounting & Auditing		(32,720)	(19,334)
Advertising & Marketing		(60,873)	(80,899)
Computers & Office Equipments		(37,336)	(63,732)
Consulting		(438,117)	(270,915)
Employment Benefits		(1,771,028)	(1,317,115)
Loss on Disposal Assets		–	(6,007)
Motor Vehicles		(22,269)	(24,921)
Printing/Postage		(227,419)	(156,459)
Professional Support Service Provider Contract		(3,520,482)	(2,876,876)
Rents		(87,482)	(64,972)
Repairs & Maintenance		(44,697)	(32,952)
Travel & Accommodation		(64,443)	(33,859)
Utility Expenses		(50,700)	(26,469)
Web Development Cost		(47,094)	(44,028)
Other Expenses from Ordinary Activities		(260,897)	(392,141)
PROFIT FROM ORDINARY ACTIVITIES	3	89,072	22,032
TOTAL CHANGES IN EQUITY	10	89,072	22,032

CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 JUNE 2009

CASH FLOWS FROM OPERATING ACTIVITIES

Grants received	5,256,877	4,090,767
Receipts from customers	860,298	559,336
Payments to suppliers and employees	(5,803,335)	(5,597,331)
Interest received	45,526	57,857
Net cash used in operating activities	11(b)	359,365 (889,371)

CASH FLOWS FROM INVESTING ACTIVITIES

Receipts from sale of property, plant & equipment	53,636	–
Payments for purchase of property, plant & equipment	(115,446)	(15,496)
Net cash used in investing activities	(61,810)	(15,496)

		2009	2008
	NOTE	\$	\$

CASH FLOWS FROM FINANCING ACTIVITIES

Net cash used in financing activities		–	–
Net increase in cash held		297,555	(904,867)
Cash at the beginning of the financial year		765,561	1,670,427
Cash at the end of the financial year	11(a)	1,063,116	765,561

BALANCE SHEET

AS AT 30 JUNE 2009

CURRENT ASSETS

Cash & Cash Equivalents	11	10,346,100	1,063,116
Receivables	4	259,456	124,866
Inventories	5	28,303	34,245
Other Assets	6	26,667	36,667
TOTAL CURRENT ASSETS		10,660,526	1,258,894

NON-CURRENT ASSETS

Property, Plant and Equipment	7	200,332	244,652
TOTAL NON-CURRENT ASSETS		200,332	244,652
TOTAL ASSETS		10,860,857	1,503,546

CURRENT LIABILITIES

Payables	8	10,214,440	1,027,890
Provisions	9	141,910	66,010
TOTAL CURRENT LIABILITIES		10,356,350	1,093,900

NON-CURRENT LIABILITIES

Provisions	9	15,618	9,828
TOTAL NON-CURRENT LIABILITIES		15,618	9,828

TOTAL LIABILITIES		10,371,967	1,103,728
NET ASSETS		488,890	399,818

EQUITY

Retained Profits	10	488,890	399,818
TOTAL EQUITY		488,890	399,818

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

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, repair costs and minor renewals are charged as expenses as incurred.

(g) Website costs

Costs in relation to websites 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 the 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 received 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.

(j) Income tax

The company has obtained an exemption from income tax.

(k) Cash

For the purposes of the cash flow statement, 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

Collectability 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.

Finances

	NOTE	2009 \$	2008 \$
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2. REVENUE FROM ORDINARY ACTIVITIES

Grants	6,037,438	4,779,263
Administration	25,455	–
Advertising	11,369	16,690
Membership	148,324	159,419
Publications	42,682	29,050
Subscriptions	32,112	31,991
Training/Consulting	277,299	345,708
Other Income	107,636	90,238
	6,682,315	5,452,359

Income from outside the operating activities		
Interest	106,524	45,526
Referral Income	124,624	76,298
	231,148	121,823
Revenue from ordinary activities	6,913,463	5,574,182

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	48,466	41,506
Depreciation		
Leasehold Building Improvements	26,417	41,553
Computer Equipment	19,620	25,413
Furniture and Fittings	12,851	5,592
Motor Vehicles	24,169	16,366
Plant and Equipment	27,313	11,041
Total Depreciation	110,369	99,966
Rental Expenses Relating to Operating Leases		
Minimum Lease Payments	86,277	64,972

	NOTE	2009 \$	2008 \$
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4. RECEIVABLES

Trade debtors	100,480	43,339
Less: Provision for doubtful debts	(500)	(500)
	99,980	42,839
Loan to CSCM	159,476	72,214
GST Receivable	–	9,813
	259,456	124,866

5. INVENTORIES

Publications	28,303	34,245
	28,303	34,245

6. OTHER ASSETS

Prepayments	26,667	36,667
	26,667	36,667

7. PROPERTY, PLANT AND EQUIPMENT

Leasehold Building – at cost	238,093	238,093
Less: accumulated depreciation	(190,126)	(163,800)
	47,966	74,292
Plant and Equipment – at cost	58,588	58,588
Less: accumulated depreciation	(52,665)	(25,386)
	5,923	33,202
Computer Equipment – at cost	134,246	90,366
Less: accumulated depreciation	(91,586)	(71,963)
	42,660	18,403
Motor Vehicles – at cost	122,735	100,566
Less: accumulated depreciation	(24,172)	–
	98,563	100,566
Furniture and Fittings – at cost	35,441	35,441
Less: accumulated depreciation	(30,222)	(17,252)
	5,220	18,190
	200,332	244,652

	NOTE	2009 \$	2008 \$
8. PAYABLES			
Trade Creditors and Accruals		885,786	252,115
GST Payable		1,064	-
Grants Received in Advance		9,207,069	680,612
Other Income Received in Advance		120,521	95,163
		10,214,440	1,027,890

9. PROVISIONS

CURRENT

Provision for Parental Leave		120,090	66,010
Provision for Annual Leave		21,820	-
		141,910	66,010

NON-CURRENT

Provision for Long Service Leave		15,618	9,828
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10. RETAINED PROFITS

Retained Profits at the beginning of the year		399,818	377,786
Profit from Ordinary Activities		89,072	22,032
Retained Profits at the end of the year		488,890	399,818

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		7,312,548	652,577
ShortTerm Deposit		3,033,252	410,239
		10,346,100	1,063,116

	NOTE	2009 \$	2008 \$
(b) Reconciliation of net cash provided by operating activities to profit from ordinary activities			
Profit from Ordinary Activities		89,072	22,032
Depreciation		110,369	99,966
(Profit) Loss on disposal of property, plant & equipment		-	6,007
(Increase) Decrease in Receivables		(134,590)	34,070
(Increase) Decrease in Other Assets		10,000	47,755
(Increase) Decrease in Inventories		5,943	(6,043)
(Decrease) Increase in Payables		9,186,550	127,852
(Decrease) Increase in Provisions		81,689	27,726
Net Cash Flow Provided by Operating Activities		9,349,033	359,365

12. FINANCIAL INSTRUMENTS

(a) Credit risk exposure

The credit risk on financial assets of the company which have been recognised in the balance sheet 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	10,346,100	
Receivables		259,456
	10,346,100	259,456
Weighted average interest rate	6.0%	
Creditors and accruals		10,214,440
Net financial assets/(liabilities)	10,346,100	(9,954,984)

(c) Net fair value of financial assets and liabilities

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

13. SEGMENT INFORMATION

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

Finances

	NOTE	2009 \$	2008 \$
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14. AUDITORS' REMUNERATION

Total amounts receivable by the auditors for the audit of the financial report		20,000	15,000
Remuneration for other services		50,786	3,654
		70,786	18,654

15. LEASING COMMITMENTS

OPERATING LEASES

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

Within one year	7,374	11,993
Later than one year but not later than 5 years	22,123	29,497
	29,497	41,491

RENTAL OPERATING LEASE

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

Within one year	74,208	57,001
Later than one year but not later than 5 years	6,516	21,503
Later than 5 years	—	—
	80,724	78,504

16. DIRECTORS' REMUNERATION

The aggregate remuneration paid to the Executive, a director of the company during the financial year.	180,557	162,525
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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' DECLARATION

FOR THE YEAR ENDED 30 JUNE 2009

The directors of the company declare that:

- the financial statements and notes are in accordance with the *Corporations Act 2001*:
 - comply with *Accounting Standards and the Corporations Regulations 2001*; and
 - give a true and fair view of the financial position as at 30 June 2009 and of the performance for the year ended on that date of the company;
- 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 19 August 2009, in accordance with a resolution of the Directors.

DIRECTORS' REPORT

FOR THE YEAR ENDED 30 JUNE 2009

The directors of Community Child Care Co-Operative (NSW) Limited present their report for the year ended 30 June 2009.

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 Tymbery
Wendy Shepherd	Gerard Moon
Anita Jovanovski	Maria Pender
Michelle Fishwick (appointed September 2008)	

PRINCIPAL ACTIVITIES

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

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

OPERATING RESULTS

The net result of operations for the year was a profit from ordinary activities of \$89,072 (2008: \$22,032)

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 have arisen since 30 June 2009 that have 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.

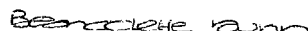
DIRECTORS' BENEFITS

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 \$200 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.

Signed at Sydney on 19 August 2009, in accordance with a resolution of the directors.



Director
Bernadette Dunn

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF COMMUNITY CHILD CARE CO-OPERATIVE (NSW) LIMITED

Report on the Financial Report

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 2009.

Directors' Responsibility for the Financial Report

The directors of the Community Child Care Co-Operative (NSW) Limited are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations). This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

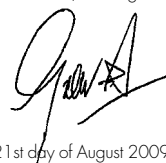
In conducting our audit, we have complied with applicable independence requirements of Australian professional ethical announcements.

Auditor's Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Community Child Care Co-operative Limited as at 30 June 2009, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards (including Australian Accounting Interpretations).

SPENCER STEER
Chartered Accountants

G V STEER
Partner



Dated at Sydney, this 21st day of August 2009.



Design: ARMEDIA
Photography: Amanda James

Community Child Care Co-operative's 2009 Annual Report provides a glimpse of a year of expansion, advocacy and leadership.