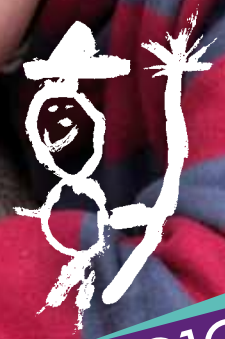


**COMMUNITY  
CHILD CARE  
CO-OPERATIVE**  
LTD. (NSW)



Annual Report 2010





2009/2010 has been a time of immense change for children's services in NSW. This, of course, means that it has been a time of much activity for Community Child Care Co-operative NSW as the following timeline shows...



# Timeline

## JULY 2009

- ◆ The Council of Australian Governments endorses major early childhood reforms on 2 July 2009. The National Quality Agenda consists of: national quality standards including the Early Years Learning Framework and improved ratios and qualifications requirements; a quality rating system; and enhanced regulatory arrangements. Consultation Regulation Impact Statement released.
- ◆ Children's Services Central releases its training calendar for the six months to December 2009.
- ◆ Under the National Partnership for Universal Access to Early Childhood Education, the NSW and Commonwealth governments sign a bilateral agreement outlining how NSW will achieve the Commonwealth government's universal access commitment (that every child has access to a preschool program in the year before school, which is delivered by a four-year university qualified early childhood teacher, for 15 hours a week, 40 weeks per year).
- ◆ NSW Preschools benefit from the Bilateral Agreement – 85 per cent receive substantial funding increases. DoCS maintain the unpopular Resource Allocation Method of funding, but increase per child rates substantially. Services' funding capped at the number of children that could be offered a 2.5-day place. Community Child Care calls increases 'the absolute best news the preschool sector has had in years!'.
  - ◆ COAG also endorses:
    - The first national Early Childhood Development Strategy: Investing in the Early Years, to guide future reforms to support children aged under eight and their families.
- Belonging, Being and Becoming: The Early Years Learning Framework for Australia. The EYLF describes 'the principles, practice and outcomes essential to support and enhance young children's learning from birth to five years of age, as well as their transition to school'. August 2009.
- ◆ COAG signs Closing the Gap National Partnership Agreement on Indigenous Early Childhood Development which, amongst other strategies, will establish 35 Children and Family Centres nationally, nine in NSW, in areas with high Indigenous populations and disadvantage.
- ◆ NSW advocates express concern that may mean that NSW would have to drop its existing quality standards to the levels of other states in order to meet the goal of national consistency under National Quality Agenda.
- ◆ Australian Bureau of Statistics Childhood Education and Care Survey shows that NSW has the highest proportion (49 per cent) of children usually attending a preschool that were paying \$60 or more per week. In comparison, only 29 per cent of ACT children were.
- ◆ Australian Community Children's Services (ACCS) NSW holds a well-attended Practitioners Forum in Sydney to discuss The Early Years Learning Framework with two of the framework's authors.

## SEPTEMBER 2009

- ◆ The Commonwealth Government requests proposals for the construction and provision of nine new early learning and care services in NSW. Five of the nine centres are to be built on land belonging to public schools.
- ◆ DoCS announce that under the Bilateral Agreement on Achieving Universal Access to Early Childhood Education every licensed, centre-based or mobile service in NSW employing an Early Childhood Teacher who has a primary contact teaching role in the design, development and implementation of the developmental educational child program, will receive a subsidy from July 2011 of \$6,000 per year for each three-year trained teacher or \$8,000 for each four-year trained teacher with an extra \$1,000 for remote areas.
- ◆ DoCS announce the removal of the sunset clause which would have seen preschools who were considered 'overfunded' by the Resource Allocation Metho formulas revert to the RAM formula in 2012 unless they increased attendance.
- ◆ Community Child Care raises concerns about how children's services will be affected by *Keep Them Safe: A Shared Approach to Child Wellbeing*. Specific concerns are the lack of clarity around the definition of 'significant' concerns as the threshold for mandatory reporting, requirements around sharing information between agencies and the lack of specific information and training for children's services.
- ◆ Children's services across NSW report concerns about the re-issuing of their licence by DoCS citing missing paperwork, delays in issuing licences and phone calls from DoCS requesting more paperwork on the day before licence expiry.

## OCTOBER 2009

- ◆ Community Child Care raises specific concerns about the NSW Government's actions to achieve Universal Access. Only two of the 26 actions proposed are new actions and although the Commonwealth Government commits to providing \$278.6 million in NSW to achieve Universal Access the NSW Government does not commit to increased expenditure. Problems with the 15 hours access are raised.
- ◆ Children's Services Central rolls out initial professional development on the Early Years Learning Framework. EYLF Breakfasts sessions where children's services staff can hear a member EYL F Writers Consortium speak run in all regions across NSW between October and February. A Staff Meeting Package and an EYL F E-tips weekly email are distributed.
- ◆ DoCS becomes an agency – part of the new Department of Human Services NSW. Children's services retrain ourselves to call DoCS 'Community Services'.

## NOVEMBER 2009

- ◆ Community Child Care calls on COAG to 'get it right for kids' As *Broadside* announced it: 'On 7 December 2009, a group of nine politicians is set to make a decision that will affect the provision of children's services in NSW and in Australia for a long time to come. They will make a decision that will affect the quality of care that children not even yet born can expect to receive'. Community Child Care calls on them to accept the recommendation put to them concerning ratios, qualifications and the national quality rating systems for children's services despite our disappointment that the ratios recommendations did not go far enough.

- ◆ The Preschool Growth Program for Community Child Care appoints a new manager, Carol Nagel.
- ◆ Community Services announce that a new draft regulation is being prepared and that a new Regulation will be in place by the end of August 2010. They note that the contents will be affected by the agreements made nationally about changes at COAG.
- ◆ Community Child Care's 2010 Diary is released – designed especially for early childhood professionals – over 700 copies are sold.
- ◆ The National Childcare Accreditation Council (NCAC) announces changes to the Child Care Quality Assurance systems. Services are to be informed of a specific date for their Validation Visit – rather than a six week timeframe and will no longer have to copy, distribute and collect surveys from families.

## DECEMBER 2009

- ◆ COAG agrees to a partnership between the Commonwealth and state and territory governments to establish a 'rigorous' National Quality Agenda for early childhood education and care. The changes for NSW LDCs and preschools include changes to ratios (Babies – 1:4 from January 2012, Toddlers 1:5 from January 2016 and Preschoolers 1:10 as currently), to qualifications (grandfathering our teacher qualifications and instituting new requirements for all staff to have a Certificate III (or be getting one) by 2014 and 50 per cent of staff to have a Diploma or degree (or getting one) by 2014). Also announced is a national regulation and act and introduction of a new National Quality Standard and a five level rating system. NCAC to continue to operate for two years and then be replaced by a new national body with assessments of services done by state regulatory bodies.

- ◆ Community Child Care celebrates the first funding roll out under the Preschool Growth Program (PGP). Our first funding round delivers \$1,928,604 to over 80 NSW preschools.
- ◆ Community Child Care condemns the rate of the new NSW Government Annual Licence Fees for children's services of \$700 to \$1,100 per service as being too high. Licences are extended to five years from the day granted.

## JANUARY 2010

- ◆ Children's Services Central releases its training calendar for the 6 months to July 2010. It includes 54 three-hour sessions: Belonging, Being and Becoming – Putting the Early Years Learning Framework into Practice designed to give early years educators and services tools to implement the EYLF.
- ◆ Modern Awards are introduced. The NSW Government decides it will cede its industrial relations powers to the Commonwealth Government.
- ◆ New SCAN (Supporting Children with Additional Needs) funding guidelines take effect. Following the inclusion of per-child funding for Aboriginal and Torres Strait Islander (ATSI) and culturally and linguistically diverse (CALD) children through RAM funding SCAN funding available only for children with delayed developmental or diagnosed disabilities; challenging behaviours; severe chronic health problems; and moderate to severe language delays. Eligible services to be funded a flat rate per-child, per-day of \$45 capped at 2.5 days.

## FEBRUARY 2010

- ◆ In light of COAG's decision, the NSW Government decides not to continue with the comprehensive review of the *NSW Children's Services Regulation 2004* but to extend it until the end of 2011 and proceed with only selected amendments to the existing Regulation.
- ◆ Community Child Care produces a 'Who, What and by When Handy Change Timeline' as a guide to changes as a result of the National Quality Agenda. Initially distributed in Broadside, eventually it was distributed to all children's services in NSW as an insert to Central News.

## MARCH 2010

- ◆ The Board of Community Child Care announces Carol Lymbery's resignation as CEO of the organisation after her 6 years in the position. Leanne Gibbs, previously Manager of Children's Services Central, appointed as acting CEO from March 8.
- ◆ 24 free three-hour forums *Growing your Preschool* are presented by the Preschool Growth Program across NSW on fee setting; growth funding; communicating the value of preschool; the 15 hours Universal Access target and the effect of COAG changes on preschools.
- ◆ A marketing officer and a social planner are appointed to the PGP team.
- ◆ Following Leanne Gibbs promotion to Acting CEO, Carolyn McGuinness is appointed as Acting Manager of Children's Services Central. A Contract Management Officer also appointed to Children's Services Central.
- ◆ The first issue of *Contemporary Research Insights* is published by Children's Services Central – part of a project that combines seminars and a publication, it is designed to make research more accessible to children's services.

- ◆ DEEWR releases figures which show there are 18,350 primary contact staff in Australian Government approved childcare services in NSW of which 7,380 have no qualification.
- ◆ Out of the \$35 million in grants the NSW Government allocates as economic recovery money under the Community Building Partnerships Funding over \$1.1 million went to the early childhood sector. Twenty-seven preschools and 21 long day care centres received funding.
- ◆ CeeCees Awards nominations open to recognise the hard work, professionalism and commitment of those in the community-owned, centre-based, early childhood sector in NSW.

## APRIL 2010

- ◆ Community Child Care launches its maintain the ratios campaign warning that as part of the COAG agreement, childcare staff between 16 and 18 are now counted as 'educators' and may be counted in the educator to- child ratios and that the 'ready reckoner' for calculating the ratios for mixed age groups allows a ratio of 1:7.
- ◆ Community Child Care announces that the winter edition of *Rattler* will be a special bumper edition containing detailed analysis of all the changes hitting children's services, when they require services to act and what the effect will be on services.
- ◆ New child restraint laws come into effect requiring all babies to be in a rear-facing restraint and prohibiting children under seven to be in the front seat if there are spots in the back and requiring children up to seven to be in a restraint or booster seat.

- ◆ The NSW Minister for Community Services Linda Burney announces that a 1:4 ratio for under two year olds will be implemented from 1 January 2011, 'in keeping with a pre-existing commitment [from 2008] to improve ratios and ahead of the new National Quality Standard (NQS) to commence nationally in January 2012'.
- ◆ Community Child Care issues a statement of concern about the impact of reducing the number of before school age children each Family Day Care carer may care for and calls on the Commonwealth to ensure the funding to FDC co-ordination units is not reduced as a consequence of the change.
- ◆ Community Services fund Children's Services Central to enable preschools to access professional development on the Early Years Learning Framework at the same subsidised rate as Australian Government-approved services.

## MAY 2010

- ◆ The Professional Support Implementation Plan detailing the professional development and support that will be delivered by Children's Services Central for the next 12 months is published.
- ◆ Community Child Care writes an open letter to the Prime Minister Kevin Rudd saying that 'The changes you are making to early education and care through the National Quality Framework (NQF), especially the adoption of the Early Years Learning Framework, the improvement to staff-child ratios and the requirements for higher qualifications for staff in children's services, are all truly transformative measures to the children's services landscape. They will affect the education and care that every child in Australia will receive from now on. And this is important.'

## JUNE 2010

- ◆ The administrators of ABC Learning reiterate their view that ABC Learning was insolvent by the first half of 2008. The administrators announce that in the six years up to 2008, outflows from the company added up to \$3.43 billion. This was nine times the inflows of \$375.1 million.
- ◆ Econotech forecasts that over the period 2010 to 2040 there will be an average gain of 0.57 per cent per annum in GDP in the economy from the early childhood agenda reforms adding on average, an additional \$9.9 billion annually in the economy.







# Chairperson's report



**Once again this has been an absolutely huge year for the early childhood sector in NSW and a huge year for Community Child Care Co-operative.**

As someone who has a passionate commitment to improved ratios in our services I was ecstatic at the acceptance by the Council of Australian Governments of a National Quality Agenda for our sector that embodies the two crucial structural components of quality – improved ratios and a workforce that requires higher levels of qualification.

I truly believe that the implementation of the National Quality Framework will improve the quality of education offered by early childhood programs to young children.

I am pleased that over the year Community Child Care has been at the forefront of advocating for, informing and training the sector about the changes and what they will mean at program level. We have written submissions, sat on reference groups, met with Ministers and bureaucrats at the state and federal level to ensure that the voice of early childhood programs in NSW, especially community based programs is heard.

When I look at the sheer volume of work Community Child Care gets through in a year, I am exceptionally proud to be the Chairperson of this organisation. Everywhere I go in the sector I see people using our publications, attending our professional development sessions and calling our offices for information. I see the passion and dedication of our staff and consultants to the purpose of the organisation and I am heartened that we can invoke this commitment to our work within the sector and as an advocate for young children and the provision of high quality, accessible early education programs.

I would like to especially thank the management team

of Community Child Care – outgoing CEO Carol Lymbery and new CEO Leanne Gibbs, as well as Managers Renate Gebhart-Jones, Marilyn Thorpe, Carolyn McGuiness, Carol Nagle and Marie Deverill. I know the workloads you all carry and on behalf of Community Child Care and I sincerely thank you.

I would also like to thank my fellow board members Wendy Lindgren, Gerard Moon, Anita Jovanovski, Michelle Fishwick, Gary Withyman, Wendy Shepherd and Maria Pender. Being a Community Child Care Board member, although a privilege, also carries a large voluntary workload and this year, was an exceptionally busy one. Thank you each for your time, your patience, the robust discussion and your good humour.

I would especially like to welcome our incoming CEO Leanne Gibbs. The Board has no doubt that Leanne's energy, commitment and passion for the sector coupled with her vision and leadership, her management prowess and her respect for the history of Community Child Care will hold us in good stead. Leanne has a long history with Community Child Care and has undertaken many roles with the organisation – from trainer, to author and consultant as well as being a past Board member. The Board and I look forward to working with her over the next year and for many years to come.

*Bernadette Dunn*

Bernadette Dunn

# CEO's report



**The year was already shaping up to be a big one and with the signing of the National Partnerships Agreements our commitment appeared to be growing.**

Carol Lymbery's resignation, effective in March 2010, was met with great sadness but we were able to reflect on her wonderful contribution as CEO over six years. It was clear the continuation of programs was possible by the strong foundations as a result of Carol's work.

I was initially appointed as Acting CEO and then confirmed as CEO in early July. I feel very honoured to lead the organisation at a time when Community Child Care is entrusted to deliver key government programs and to act as a peak, advocacy and membership body when there is so much change and growth within the sector.

Our role in delivering on an important Australian early childhood agenda sees our involvement in the implementation of Universal Access, National Quality Framework, as well as upskilling and informing the workforce, and keeping the sector informed.

This is only possible with a quality leadership team and an excellent Board of Directors and great partnerships. The leadership team, consisting of Managers Marilyn Thorpe, Carolyn McGuinness, Marie Deverill, Renate Gebhart-Jones and Carol Nagel, perform their roles with great professionalism and dedication to the sector. Thank you to these Managers and their wonderful teams who work every day to achieve the goals of Community Child Care NSW. Grateful thanks must be given to our Board; Bernadette Dunn, Wendy Lindgren, Wendy Shepherd, Gary Withyman, Michelle Fishwick, Gerard Moon, Anita Jovanovski and Maria Pender who perform their roles with incredible perseverance and loyalty.

Our formal partnerships within Children's Services Central with NSW Family Day Care, Network of Community Activities, Ethnic Child Care and Family Services, Contact Inc. and Semann & Slattery ensure quality delivery of the Professional Support Program. I would also like to thank the many organisations and individuals who comprise the preschool growth program Reference Group. Partnerships within the sector are key to achieving goals for advocacy and working on quality outcomes for children.

Our efforts in meeting the challenges of an unfolding government agenda will no doubt be doubled in the coming year. This agenda is embraced with great enthusiasm but must also be given cautious consideration. It is important to consider the needs and wellbeing of a sector that has been embracing change for many years and has always dedicated itself wholeheartedly to the needs of children. As an organisation, Community Child Care will ensure this is taken into account in our work and will represent the needs of children, families, staff of services and the community. Our mission will be to inform, influence and inspire you and we trust that you will let us know how well we are doing.

Finally and most importantly thank you to our members. We look forward with much enthusiasm to the year ahead.

A stylized, handwritten signature in black ink, appearing to read 'Leanne Gibbs'.

Leanne Gibbs







What do  
children's  
services  
need?

# Children's services need

## access to information

Children's Services need to know what changes governments are making, what researchers have found out, what other services are doing, what works and what doesn't. Access to information in any sector is important. In a sector where many services are small and stand alone, where managing a service is often in addition to the role of educator, where compliance and funding changes so regularly and where people do not have the luxury of time to find out the facts for themselves, is vital.

Community Child Care has always seen information provision as one of our most important tasks. This year, has been a time of enormous change for children's services. That is why Community Child Care's role as a provider of accurate, accessible, timely information has been critical in the 2009/10 year.

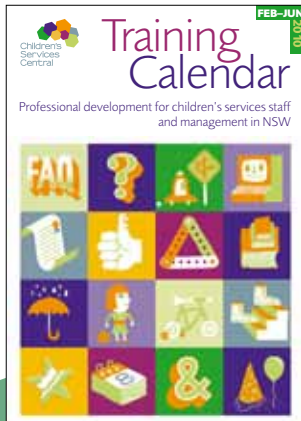
How great for practitioners to have this information as I can tell you, as a stand alone program, I have not received any of it. I do not think I should have to sit at my computer and troll the internet to keep up to date and I am a non-teaching Director, I cannot imagine what it would be like to be teaching as well, so thank heavens for *Rattler*!

**Wendy Shepherd**

Director, Mia Mia Child and Family Centre.

### THIS YEAR WE:

- ◆ Received 9,000 telephone calls.
- ◆ Responded to 500 emails.
- ◆ Produced 11 issues of *Broadside* which went to 1,589 members and subscribers.
- ◆ Produced four issues of *Rattler* which went to 1,674 members and subscribers.
- ◆ Sent out *Shortside* e-news to 3,600 people.
- ◆ Sent out four editions of *Growing Places* to 700 preschools.
- ◆ Through Children's Services Central, we sent four editions of *Central News* to 3,700 services.
- ◆ Sent *Central E-News* to 2,400 services.
- ◆ Delivered 9,500 copies of each of two Professional Development calendars.
- ◆ Delivered two editions of *Broadside Briefings*.
- ◆ Had 203,452 visits to the [cccnsw.org.au](http://cccnsw.org.au) website and 118,718 visits to [cscentral.org.au](http://cscentral.org.au).
- ◆ Sold 744 copies of the 2010 Children's Services Diary.
- ◆ Sold 702 of *The Manual: Managing a Childcare service*.
- ◆ Published the book *Now you are on the Committee* and sold 234 copies.
- ◆ Sold 272 publications from our back catalogue.









# Children's services need access to training and professional development

Children's services staff need to be able to access a range of different types of professional development and training courses, whether they be short calendared in-service training sessions, courses run at their service or nationally recognised training. This is particularly important in a sector where up to 40 per cent of staff have no formal qualifications. Training and professional development provision has become even more important in the last 12 months as educators have needed to become familiar with the Early Years Learning Framework.

Community Child Care led the sector's professional development for the Early Years Learning Framework as well as ensuring a range of professional development opportunities was available to staff on almost every aspect of educating and caring for children.

I have been telling everyone who will listen about this wonderful training that I attended and how it forced me to pull apart what we do and why we do it. I have told my mum, her partner, her daughter, family in laws, work colleagues, just everyone. You are inspiring to listen to and can't wait to hear more!

**Loran Kearney**

from Blue Emu Children's Centre

## THIS YEAR WE:

- ♦ Ran 162 fee-for-service training events at individual children's services on 32 separate topics.
- ♦ Enrolled 100 students in Accredited training (Certificate III and Diploma in Children's Services and Diploma of Management).
- ♦ Issued 125 Statements of Attainment for single units of Accredited training.
- ♦ Were the accredited training provider for 52 trainees in child care services across NSW.
- ♦ Directly delivered 120 individual calendared training sessions to 2,357 participants.
- ♦ Children's Services Central offered 1,943 hours of training courses, consisting of 604 separate courses, to which 11,025 people attended.
- ♦ We ran 10 Early Years Learning Framework information sessions and 12 EYLF Breakfasts in each region across NSW.
- ♦ Ran over 24 information forums under the Preschool Growth program attended by 518 people.



# Children's services need advocacy on their behalf

Children's services need to know that someone is advocating for them and for the children they educate and care for and their families. Community Child Care has always made advocacy a priority. This year, because so many changes have been happening for children's services, our members have relied upon us more than ever to stand up for their interests.

Thank you VERY much for all your support and expert advice this morning. You made my day and I am very grateful. I wish there were more people like you who are so easy to speak to and are happy to assist in any way.

**Jo O'Brien**

Billabong Cottage Pre-School & LDC

## **THIS YEAR WE ESPECIALLY ADVOCATED ABOUT:**

- ◆ The National Quality Agenda;
- ◆ Universal Access and the use of the money that came to NSW through this program;
- ◆ Preschool funding (as always!);
- ◆ Keep them Safe in relation to children's services; and
- ◆ Children's services licence fees.

## **FOUR ADVOCACY CAMPAIGNS IN WHICH WE HAD CONSIDERABLE SUCCESS THIS YEAR WERE THE:**

- ◆ Substantial increases to preschool funding – \$21.3 from the Commonwealth Government was allocated by the NSW Government to increase funding to preschools under the Resource Allocation Method of funding
- ◆ Campaign for the removal of the sunset clause from preschool funding which would have seen many preschools close due to insufficient funds;

- ◆ Ensuring that the agreement by all states to the National Quality framework did not water down NSW's higher standards; and
- ◆ Maintain the ratios campaign – Community Child Care has argued our concerns about the fact that under the National Quality Framework under 18 year olds could be counted as educators – we understand that this is currently being reviewed.

## **COMMUNITY CHILD CARE MADE A RANGE OF FORMAL SUBMISSIONS DURING THE YEAR INCLUDING TO:**

- ◆ The COAG *Review on the Report of Government Services*.
  - ◆ The Productivity Commission's *Study on the Contribution of the Not for Profit Sector*.
  - ◆ The consultation on the *Regulation Impact Statement for Early Childhood Education and Care Quality Reforms*.
  - ◆ The *Review of the Commission for Children and Young People Act 1988*.
  - ◆ The NSW Liberals & Nationals on their *Social Policy Framework – Smarter, Stronger, Healthier, Safer*.
  - ◆ Community Services on their *Proposed Implementation of the Early Childhood Teacher Costs Contribution Scheme*.
  - ◆ The Ministerial Council for Education, Early Childhood Development and Youth Affairs on the *Draft Indigenous Education Action Plan 2010–2014*.
- Community Child Care Co-op's submission to the Senate's Education, Employment and Workplace Relations Committee *Inquiry into the Provision of Childcare* resulted in an invitation to present evidence to the Senate Committee.







# Children's services need a strong peak body

Community Child Care represents our members on a number of forums and bodies such as the NSW Children's Services Forum and the NSW National Quality Framework Reference Group. We are the organisation that a range of Government Departments and other organisations go to when they want to know information about community-based children's services and how a range of public policy initiatives would affect the children's services sector.

In the last 12 months, Community Child Care has continued advocating for our members and worked hard at increasing our membership benefits. As at June 30, 2009 we had 1,294 members. 408 individuals or organisations subscribed to our publications in addition to our members who get their subscription as part of their membership.

I just wanted to say a HUGE thank you to Community Child Care for the latest edition of *Rattler* – it is absolutely fantastic ... just what we needed. We are so lucky to have your organisation to support us.

**Ariane Simon**

Director, St Stephen's Preschool



## IN 2009/2010 OUR MEMBERS RECEIVED:

- ♦ A completely rewritten and much expanded copy of *The Manual: Managing a Children's Service*;
- ♦ Four issues of *Rattler*, 10 issues of *Broadside* and 24 copies of *Shortside*;
- ♦ *Broadside Briefing Paper #2* – Early Childhood Reforms;
- ♦ A reduced cover price for the Children's Services 2010 diary;
- ♦ 15 per cent discount on all purchases from Educational Experience, 10 per cent discount on on-response training and consultancy run by Community Child Care and 10 per cent discount on all Community Child Care publications;
- ♦ A training voucher – services insuring with Guild Insurance were eligible for a voucher entitling them to training/consultancy from Community Child Care equal to 5 per cent of the base value of the cost of their insurance policy and discounted membership to Jobs Australia – Community Sector Industrial Relations Service;
- ♦ Access to the reference area of our website, where there is a range of resources on current issues;
- ♦ Free listing of an job vacancies on the Community Child Care website;
- ♦ A handy 'changes timeline' which outlined all the changes to ratios and qualifications etc, and the date by which services have to comply with these;
- ♦ Our advocacy voice – for both individual services and for the sector overall.

# Children's services need specialist programs run on their behalf

Community Child Care tenders for specific programs within the children's services sector when we believe we have the expertise to run these and that they will benefit the sector. The two major programs Community Child Care ran in 2009/10 are Children's Services Central, the Professional Support Co-ordinator in NSW and the Preschool Growth Program.

## **THE PRESCHOOL GROWTH PROGRAM FUNDED BY COMMUNITY SERVICES WORKS WITH PRESCHOOLS AND OTHER EARLY CHILDHOOD SERVICES TO INCREASE PARTICIPATION IN PRESCHOOL EDUCATION BY ENSURING THAT:**

- ◆ All unused spots are enrolled;
- ◆ Services can access funding for newly filled places promptly;
- ◆ Funding is provided to enable the removal of specific barriers to growth; and
- ◆ Funding is provided to allow capital works to be undertaken to increase spots where genuine growth needs are established.

I'm pretty excited! I'm speechless! We want to thank you so much – we are so grateful! Thank you for all of your expertise and support in helping Warragamba Preschool grow additional places. The staff, children and the wider community are so excited about this capital project.

**Cathy Moon**

Director, Warragamba Preschool

## **DURING THE 12 MONTHS TO JUNE 30 THE PRESCHOOL GROWTH PROGRAM:**

- ◆ Distributed approximately \$11,000,000 funding related to the growth of 5,054 preschool spots;
- ◆ Held 24 forums across NSW with 518 participants from 291 preschools
- ◆ Helped and encouraged each preschool to 'grow places'.

**CHILDREN'S SERVICES CENTRAL IS THE PROFESSIONAL SUPPORT CO-ORDINATOR IN NSW UNDER THE AUSTRALIAN GOVERNMENT'S INCLUSION AND PROFESSIONAL SUPPORT PROGRAM. CHILDREN'S SERVICES CENTRAL IS MANAGED BY A CONSORTIUM CONSISTING OF COMMUNITY CHILD CARE CO-OPERATIVE (LEAD AGENCY) NETWORK OF COMMUNITY ACTIVITIES, NSW FAMILY DAY CARE ASSOCIATION, ETHNIC CHILD CARE, FAMILY AND COMMUNITY SERVICES, CONTACT INC AND SEMANN AND SLATTERY.**

I am writing to both thank and congratulate you on the quality of the PowerPoint presentation and the team meeting package for facilitators. For myself I found it very useful as an adult educator to view the power point and work through the package. There are some wonderful questions here that will inspire my students, promote discussion and encourage them to engage in the valuable (and necessary) early childhood skill of self reflection.

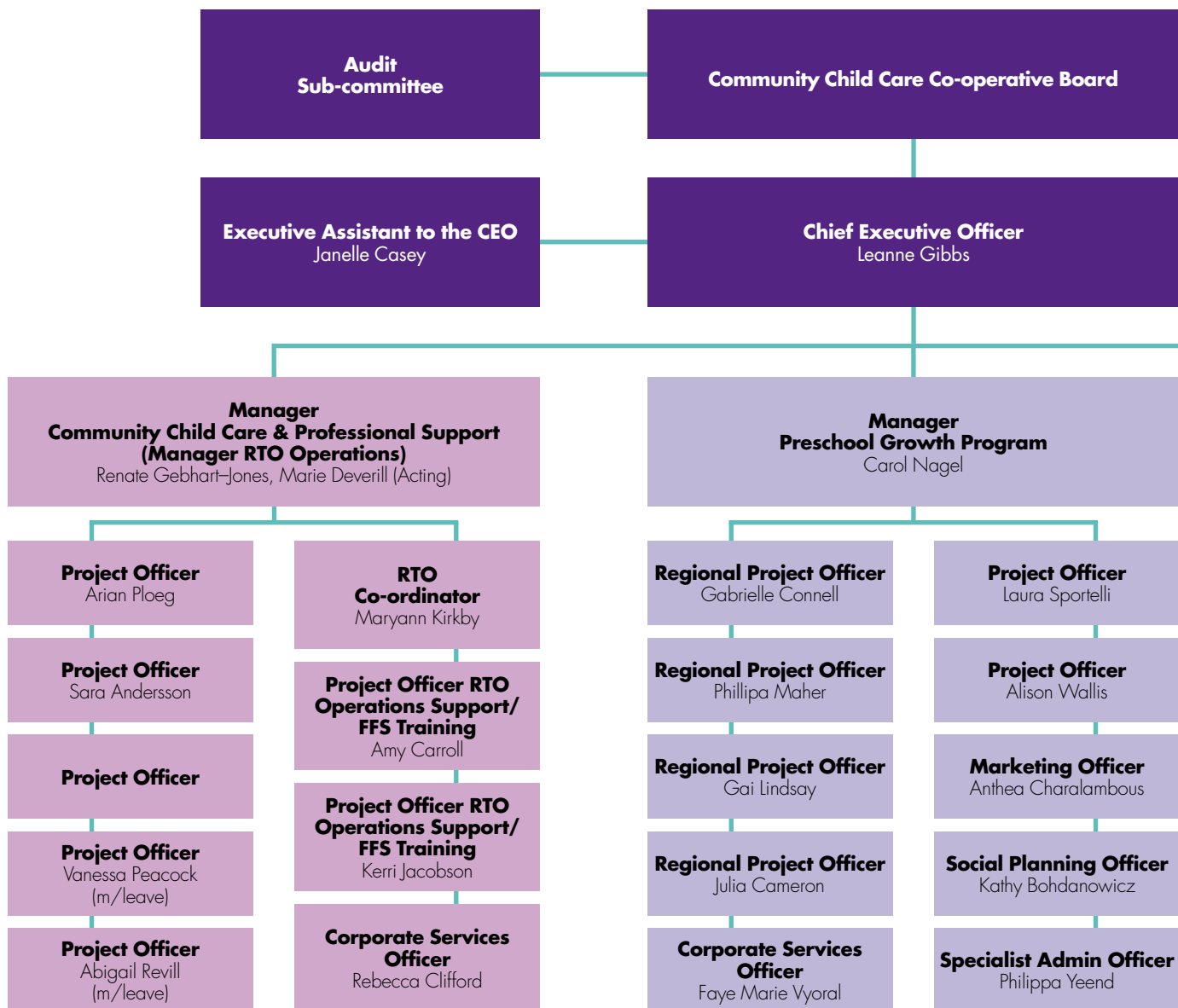
**Michael McGirr**

Teacher, Child and Family Services,  
TAFE NSW – Northern Sydney Institute

### **DURING THE LAST YEAR CHILDREN'S SERVICES CENTRAL**

- ◆ Held 604 separate courses over 1,943 hours, to which 11,025 participants attended from 2,207 services.
- ◆ Had 906 participants undertake online training
- ◆ Lent out 277 pieces of specialist equipment
- ◆ Lent 6,235 general resources to 427 services
- ◆ Provided 4,568 phone or email supports
- ◆ Provided 595 bicultural support workers and provided 122 off-site bicultural supports
- ◆ Provided 45 inclusion support facilitator professional development sessions to 747 participants
- ◆ Provided individual service support to 73 services.



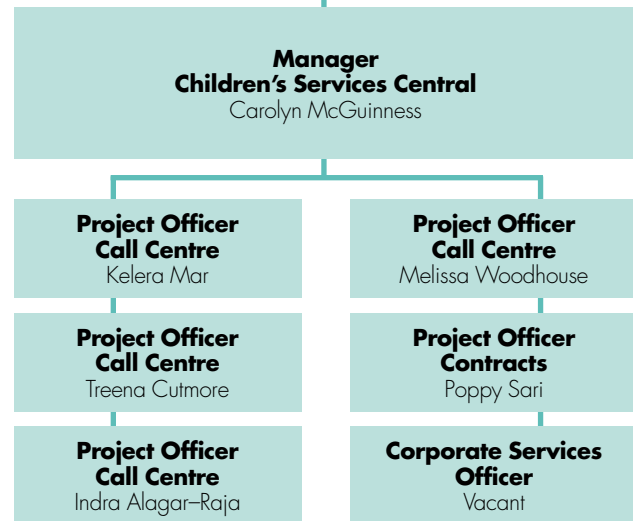
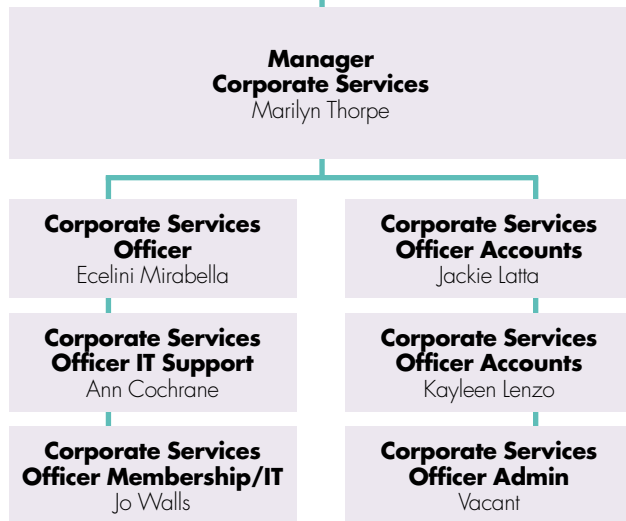




# Corporate relationship chart

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

**Preschool Growth Program  
Reference Group**



The following staff have left the organisation since the last Annual Report: Margaret Carey, Molissa Carney, Maria Fazio, Monique Klein, Janet Lawson, Carol Lymbery, Casey McCully, Bernadette Pulis-Rolt, Lucy Randall, Michael Scarrott, Laurette Sider, Melinda Wren. During the year, Vanessa Peacock was on Maternity Leave from May 2009 and Abigail Revill was on Maternity Leave from June 2009. This chart is correct as at July 2010.



# Financial report

		2010	2009
	NOTE	\$	\$

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2010

<b>REVENUE FROM ORDINARY ACTIVITIES</b>	2	12,020,105	6,913,463
Cost of Sales of Publications	3	105,328	48,466
Depreciation	3	(68,661)	(110,369)
Accounting & Auditing		(103,692)	(32,720)
Advertising & Marketing		(150,908)	(60,873)
Board Expenses		(36,207)	(26,940)
Computers & Office Equipment		(65,079)	(54,787)
Contractor & Consulting		(768,166)	(438,117)
Employment Benefits		(2,537,573)	(1,887,442)
Insurance		(11,982)	(11,021)
Motor Vehicles		(32,031)	(22,269)
Printing/Postage		(258,352)	(227,419)
Professional Support Service Provider Contract		(3,995,563)	(3,520,482)
Pre-school Growth Program		(3,361,972)	–
Rent		(68,174)	(87,482)
Repairs & Maintenance		(37,628)	(44,697)
Travel & Accommodation		(78,140)	(64,443)
Utility Expenses		(68,970)	(50,700)
Web Development Cost		(50,102)	(47,094)
Other Expenses from Ordinary Activities		(430,242)	(302,416)
<b>PROFIT/(LOSS) FOR THE YEAR</b>	3	1,992	(27,342)
Other comprehensive income		–	–
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>		1,992	(27,342)
Profit attributable to members of the entity		1,992	(27,342)
Total comprehensive income attributable to members of the entity		1,992	(27,342)

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2010

<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Grants received		9,241,652	16,020,284
Receipts from customers		971,483	809,501
Payments to suppliers and employees		(13,035,810)	(7,587,276)

		2010	2009
	NOTE	\$	\$

Interest received		75,993	106,524
Net cash used in operating activities	11 (b)	(2,746,683)	9,349,033
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Receipts from sale of property, plant & equipment		–	–
Payments for purchase of property, plant & equipment		(52,375)	(66,048)
Net cash used in investing activities		(52,375)	(66,048)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Net cash used in financing activities		–	–
Net increase in cash held		(2,799,059)	9,282,984
Cash at the beginning of the financial year		10,346,100	1,063,116
Cash at the end of the financial year	11 (a)	7,547,041	10,346,100

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2010

<b>CURRENT ASSETS</b>			
Cash & Cash Equivalents	11	7,547,041	10,346,100
Receivables	4	464,103	259,456
Inventories	5	76,997	28,303
Other Assets	6	105,711	26,667
<b>TOTAL CURRENT ASSETS</b>		8,193,852	10,660,526
<b>NON-CURRENT ASSETS</b>			
Property, Plant and Equipment	7	184,045	200,332
<b>TOTAL NON-CURRENT ASSETS</b>		184,045	200,332
<b>TOTAL ASSETS</b>		8,377,897	10,860,857
<b>CURRENT LIABILITIES</b>			
Payables	8	8,100,118	10,330,854
Provisions	9	161,249	141,910
<b>TOTAL CURRENT LIABILITIES</b>		8,261,368	10,472,764
<b>NON-CURRENT LIABILITIES</b>			
Provisions	9	5,895	15,618
<b>TOTAL NON-CURRENT LIABILITIES</b>		5,895	15,618
<b>TOTAL LIABILITIES</b>		8,267,263	10,488,381
<b>NET ASSETS</b>		110,634	372,476
<b>EQUITY</b>			
Retained Profits	10	110,634	372,476
<b>TOTAL EQUITY</b>		110,634	372,476

## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2010

Balance at 1 July 2008	399,818
Profit attributable to members of the entity	(27,342)
Total other comprehensive income for the year	—
Balance at 30 June 2009	372,476
Correction of prior period errors	(263,834)
Profit attributable to members of the entity	1,992
Total other comprehensive income for the year	—
Balance at 30 June 2010	110,634

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

### 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 entity 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 entity, 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 entity 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 entity 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 entity 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.

#### (o) Correction of prior year errors

During the year the directors became aware that the treatment of fringe benefits paid to members of staff had been treated incorrectly. The Directors were previously advised that the company was exempt from FBT. This has proved to be incorrect. The Company is an FBT Rebatable Entity. The relevant returns for prior years have been prepared and lodged with the Tax office. The estimates of tax liability have been brought to account in the years that they related as follows:

- For the 2010 year the liability for the 2010 FBT to March has been included in the results together with an accrual for the period from 1st April 2010 to 30th June 2010.
- For the prior year the amount of the FBT Payable as at 31st March 2009 period has been included in the comparatives.
- For the periods prior to 2009 an adjustment has been made against the opening retained earnings.

The Directors are advised that there have been no penalties or interest by the ATO as a result of this oversight. The amounts for each year are as follows:

FBT liability 31st March 2010	\$144,014.52
Accrued Liability to 30th June 2010	\$36,000.00
FBT liability included in the 2009 year comparatives	\$116,414.00
Remaining Balance	\$263,833.92

# Finances

	2010	2009
	\$	\$
<b>2 REVENUE FROM ORDINARY ACTIVITIES</b>		
Grants	10,836,219	6,037,438
Management Fee	101,717	25,455
Advertising	1,605	11,369
Membership	164,349	148,324
Publications	87,751	42,682
Subscriptions	27,489	32,112
Training/Consulting	478,004	328,886
Other Income	123,732	56,048
	11,820,866	6,682,315
Income from outside the operating activities		
Interest	75,993	106,524
Referral Income	123,245	124,624
	199,238	231,148
Revenue from ordinary activities	12,020,105	6,913,463

## 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	105,328	48,466
Depreciation		
Leasehold Building Improvements	12,654	26,417
Computer Equipment	23,346	19,620
Furniture and Fittings	1,383	12,851
Motor Vehicles	29,557	24,169
Plant and Equipment	1,720	27,313
Total Depreciation	68,661	110,369
Rental Expenses Relating to Operating Leases		
Minimum Lease Payments	68,174	86,277

	2010	2009
	\$	\$
<b>4 RECEIVABLES</b>		
Trade debtors	286,522	100,480
Less: Provision for doubtful debts	(500)	(500)
	286,022	99,980
Loan to CSCM	139,476	159,476
GST Receivable	38,605	–
	464,103	259,456

## 5 INVENTORIES

Publications	76,997	28,303
	76,997	28,303

## 6 OTHER ASSETS

Prepayments	105,711	26,667
	105,711	26,667

## 7 PROPERTY, PLANT AND EQUIPMENT

Leasehold Building – at cost	159,065	159,065
Less: accumulated depreciation	(123,753)	(111,099)
	35,312	47,966
Plant and Equipment – at cost	13,184	13,184
Less: accumulated depreciation	(8,982)	(7,261)
	4,202	5,923
Computer Equipment – at cost	92,678	84,040
Less: accumulated depreciation	(64,727)	(41,380)
	27,951	42,660
Motor Vehicles – at cost	166,472	122,735
Less: accumulated depreciation	(53,729)	(24,172)
	112,743	98,563
Furniture and Fittings – at cost	14,679	14,679
Less: accumulated depreciation	(10,842)	(9,459)
	3,837	5,220
	184,045	200,332



	2010	2009
	\$	\$
<b>8 PAYABLES</b>		
Trade Creditors and Accruals	596,023	885,786
Grants Received in Advance	6,772,352	9,207,069
Other Income Received in Advance	171,482	120,521
GST Payable	–	1,064
FBT Payable	560,262	116,414
	8,100,118	10,330,854

## 9 PROVISIONS

### CURRENT

Provision for Annual Leave	139,429	120,090
Provision for Parental Leave	21,820	21,820
	161,249	141,910

### NON-CURRENT

Provision for Long Service Leave	5,895	15,618
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## 10 RETAINED PROFITS

Retained Profits at the beginning of the year	372,476	399,818
Correction of prior period errors	(263,834)	–
Profit (loss) for the year	1,992	(27,342)
Retained Profits at the end of the year	110,634	372,476

## 11 RECONCILIATION OF CASH

(a) Cash at the end of the year, as shown in the Statement of Cash Flows, is reconciled to the related item in the Statement of Financial Position as follows:

Cash on Hand	300	300
Cash at Bank	7,444,754	7,312,548
Short-Term Deposit	101,987	3,033,252
	7,547,041	10,346,100

	2010	2009
	\$	\$
(b) Reconciliation of net cash provided by operating activities to profit for the year		
Profit for the year	1,992	(27,342)
Depreciation	68,661	110,369
(Profit) Loss on disposal of property, plant & equipment	–	–
(Increase) Decrease in Receivables	(204,647)	(134,590)
(Increase) Decrease in Other Assets	(79,044)	10,000
(Increase) Decrease in Inventories	(48,694)	5,943
(Decrease) Increase in Payables	(2,494,569)	9,302,964
(Decrease) Increase in Provisions	9,618	81,689
Net Cash Flow Provided by Operating Activities	(2,746,683)	9,349,033

## 12 FINANCIAL INSTRUMENTS

### (a) Credit risk exposure

The credit risk on financial assets of the entity 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 entity'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	7,547,041	
Receivables		464,103
	7,547,041	464,103
Weighted average interest rate	3.5%	
Creditors and accruals		8,100,118
Net financial assets/(liabilities)	7,547,041	(7,636,015)

### (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 entity operates in the child care industry and only in Australia.

# Finances

	2010	2009
	\$	\$

## 14 AUDITORS' REMUNERATION

Total amounts receivable by the auditors for the audit of the financial report	20,000	20,000
Remuneration for other services	63,745	50,786
	83,745	70,786

## 15 LEASING COMMITMENTS

### OPERATING LEASES

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

Within one year	12,527	7,374
Later than one year but not later than 5 years	27,141	22,123
	39,668	29,497

### RENTAL OPERATING LEASE

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

Within one year	75,172	74,208
Later than one year but not later than 5 years	–	6,516
	75,172	80,724

## 16 DIRECTORS' REMUNERATION

The aggregate remuneration paid to Carol A Lymbery, a director of the entity (resigned October 2009).	171,273	180,557
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## 17 ENTITY DETAILS

The registered office of the entity is:  
Community Child Care Co-operative (NSW) Limited  
Building 21, 142 Addison Road, Marrickville NSW 2204

## DIRECTORS' DECLARATION FOR THE YEAR ENDED 30 JUNE 2010

The directors of the entity declare that:

1 The financial statements and notes are in accordance with the *Co-operatives Act 1992*:

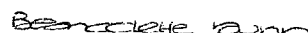
(a) comply with Accounting Standards; and

(b) give a true and fair view of the financial position as at 30 June 2010 and of the performance for the year ended on that date of the entity;

2 In the opinion of the directors there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

This statement is made in accordance with a resolution of the Board of Directors.

Director



Bernadette Dunn

Signed at Sydney on 7 September 2010, in accordance with a resolution of the directors.

## DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 2010

The directors of Community Child Care Co-Operative (NSW) Limited present their report for the year ended 30 June 2010.

### 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 (resigned October 2009)  
Wendy Shepherd  
Gerard Moon  
Anita Jovanovski  
Maria Pender  
Michelle Fishwick

### PRINCIPAL ACTIVITIES

During the year the principal continuing activities of the entity 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 of \$1,992 (2009: \$27,342 loss).

## 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 entity 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 2010 that have significantly affected or may significantly affect the operations of the entity, the results of those operations or the state of affairs of the entity.

## LIKELY DEVELOPMENTS AND EXPECTED RESULTS OF OPERATIONS

Further information on likely development in the operations of the entity 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 entity.

## ENVIRONMENTAL REGULATION

The entity is not subject to significant environmental regulation.

## DIRECTORS' BENEFITS

Except as disclosed in note 16 of the financial statements, no director of the entity has received or become entitled to receive a benefit by reason of a contract made by the entity 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 \$3,417 to insure the directors of the entity. 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 entity.

## DIRECTORS' MEETINGS

During the financial year, 10 Meetings of Directors were held. Attendees were:

	Number Eligible to Attend	Number Attended
Bernadette Dunn (Chairperson)	10	9
Wendy Lindgren	10	10
Gary Withyman	10	8
Anita Jovanovski	10	10
Maria Pender	10	7
Gerard Moon	10	9
Wendy Shepherd	10	6
Carol Lymbery (resigned October 2009)	6	5
Michelle Fishwick	10	10

Signed at Sydney on 7 September 2010, 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 STATEMENTS

We have audited the financial statements of the Community Child Care Co-Operative (NSW) Limited being the Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, Statement of Cash Flows, Notes to the Financial Statements and the Director's Declaration for the year ended 30 June 2010.

### DIRECTORS' RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The directors of the Community Child Care Co-Operative (NSW) Limited are responsible for the preparation and fair presentation of the financial statements 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 financial statements that are 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 statements 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 statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, 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 statements 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 statements.

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

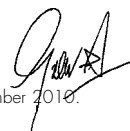
In our opinion, the financial report presents fairly, in all material respects, the financial position of Community Child Care Co-Operative Limited as at 30 June 2010, and of its financial performance and its cash flows for the year then ended in accordance with the Co-operatives Act 1992 and Australian Accounting Standards (including Australian Accounting Interpretations.)

### HILL ROGERS SPENCER STEER

#### G V STEER

Partner

Dated at Sydney, this 7 day of September 2010.





Community Child Care Co-operative's 2010 Annual Report provides a glimpse of a year of expansion, advocacy and leadership.