

# ANNUAL REPORT 2012







# Chairperson's Report

**2012, as predicted, was an extraordinary year for the sector. The rate of change the sector faced with the introduction of the NQF could have easily overwhelmed everybody.**



I am proud to have led an organisation that has dealt with the challenges, and has assisted the sector to deal with the challenges, so strongly and well.

Like most organisations, Community Child Care's job is two-fold. We need to resource, support and advocate on behalf of the sector, and to do this we need to ensure our organisation is secure and functioning well. Enormous effort has been put in to both sides of the equation this year, which is now bearing fruit.

Community Child Care is enjoying a time of great recognition across and beyond the sector. This would not be possible without the passion and support of many individuals and organisations. Leanne Gibbs, our CEO, has gone way beyond the call of duty, doing an amazing job positioning the organisation to resource and support the sector and work towards our advocacy goals. Community Child Care is truly blessed to have such a talented and dedicated professional at our helm. Leanne has been supported by the management team who have also worked long and hard this year – Marie Deverill, Carolyn McGuinness, Arian Ploeg, Sylvia Sekuloska, and Danielle Gallacher. Our staff have also exceeded expectations in the lead up to and implementation of the NQF. Thanks to each of them for their passion and commitment.

Community Child Care is funded by Commonwealth and State Governments. Thank you to the Department of Education, Employment and Workplace Relations, and NSW Family and Community Services and the NSW Department of Education and Communities. Your belief in the value of Community Child Care is warranted and is appreciated. Just before the end of this financial year, Community Child Care learnt we were successful in our tender (in consortium with our partners in Children's Services Central) for the role of NSW Professional Support Co-ordinator until 2016. Certainty of funding enables us

to move forward with confidence. This would, of course, not have been possible without the strong relationships between Community Child Care and the organisations that comprise Children's Services Central. Thanks to each of these organisations, especially to their CEOs who put in much time and effort to delivery of the PSC role.

Thank you also to our strategic alliances and partners, Guild Insurance and Educational Experience. We value your ongoing support.

As always, I would like to take this opportunity to thank my fellow board members. Community-based management would not exist without the many hours of voluntary labour individuals devote to boards and management committees. Community Child Care has enjoyed and benefited from stable board membership for many years. Wendy Lindgren, Gerard Moon, Anita Jovanovski, Gary Withyman, Wendy Shepherd and Maria Pender make tremendous contributions to Community Child Care year after year.

A final thanks must, of course, go to our members. Our membership grows each year and we receive almost constant feedback that our role in the sector is appreciated by our membership. This was especially true this year as our members grappled with the NQF implementation. It was clear our members valued our information, resourcing and professional development more than ever.

As the first year of the NQF draws to a close, it is clear there are some issues that will need a strong focus in the coming year, especially advocacy issues around the status and standing of the early education and care workforce. Community Child Care, as always, will be there.

**Bernadette Dunn**  
Chairperson, Community Child Care Co-operative (NSW) Ltd.







# Report from the CEO

**An annual report is a great record of the year's achievements and is testimony to the incredible work of an entire organisation.**



It is clear that Community Child Care NSW has achieved so much over the year (read on!), due to the collaborative efforts of a passionate and well-educated staff team, dedicated and talented Managers and a committed Board.

So indeed 2011/2012 has been a good year... and there is still much to do! The research tells us, and we agree, that education provides the greatest opportunity for children and their future and yet it remains at too high a cost for so many before they are 5 years of age. Research has shown that sustained engagement in early childhood education is tremendous for children, families and the community and yet it still isn't free.

The good news is that we have a platform to build the system on and this must be wholeheartedly supported by whichever political party holds power. The National Quality Agenda and the resulting Framework should never be compromised by political stoushes or market sentiment. If all of our efforts are committed to this Agenda, and more, we could have an early childhood education system to be proud of. A system that delivers free and excellent quality education and care, is respectful of culture and heritage, provides support for children with additional needs, really uplifts the rights of children, pursues equity and is delivered by highly educated, well paid staff.

Too hard? Not really-just some committed and innovative thinking. The best financial outcomes always come as a result of long term investment in quality stock. Why not apply this principle to children?

This is how we are approaching our work at Community Child Care and our bright future is characterised by both commitment and innovative thinking. Our plan ahead sees adult education as a primary focus with flexible and contemporary approaches.

We'll deliver high levels of service in a customer centric culture and ensure that all of our Members and patrons are

resourced and supported to deliver great education and care to children and families.

Our publications will continue to be beautiful and inspiring. Our day to day work will be informative.

Most importantly our advocacy work will grow and thrive and we'll ensure that our voice and that of our Members is heard loud and clear. Children, families and staff and management of education and care services will remain at the centre of our work.

It is so important to acknowledge the Community Child Care team members, and Managers whose work is a mix of passion, hard work and talent- Carolyn McGuinness, Marie Deverill, Arian Ploeg, Sylvia Sekuloska; and Danielle Gallacher, Manager of our controlled entity, Children's Services Community Management. Thank you to our Board – Bernadette Dunn, Wendy Lindgren, Maria Pender, Wendy Shepherd, Gary Withyman, Gerard Moon and Anita Jovanovski continue in their roles providing strategic direction and support in addition to their own busy and committed roles. Thank you also to our loyal and prolific trainers, consultants and contractors who include Lisa Bryant, and the team at ARMEDIA.

The strength of our work continues to be enhanced by our partnerships most notably 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.

And finally 'hats off' to our Members and particularly to those who have been with us for many years. Thank you for your loyalty and support.

**Leanne Gibbs**  
CEO, Community Child Care Co-operative (NSW)



The Community Child Care Co-operative (NSW) annual survey showed that 98 per cent of almost 500 respondents felt that Community Child Care is a strong and effective advocate for children's services. The survey also revealed that members highly value our role as an advocate for children, families and quality children's services, especially community-based not for profit services. The advocacy section is managed by Leanne Gibbs.

Major advocacy issues Community Child Care worked on during the year included:

- ▶ **RAM funding for preschools.** The 2011/12 year began with an advocacy success for Community Child Care – The Minister announced the removal of the lag between data collection and funding and removal of the 15% rule to enable services with even small changes in utilisation to receive funding increases.
- ▶ **Increased State Government funding** for early education and care services. We believe we can claim at least some of the responsibility for the Minister's announcement of a funding review! Community Child Care made an extensive submission to this review and co-hosted a well-attended review forum with a range of peak organisations and large providers. In an unexpected but welcome turn of events, the Minister for Education, Adrian Piccoli, dropped in to the funding review forum after reading a *Shortside* critical of the funding for children's services in the NSW State Budget.
- ▶ **Retention and increase of funding for state funded long day care services.** We ensured the State Government was aware of the importance of state funding for community-based long day care services.
- ▶ **Workforce issues.** Community Child Care made an extensive submission to the Productivity Commission's report on the Early Childhood Development Workforce. We were pleased that the final report quoted our submission extensively. We

also supported the sector union campaigns' (United Voice's *Big Steps* campaign and the Independent Education Union's *Teachers are Teachers* campaign).

- ▶ **The NQF.** Most of our advocacy in this first year of the NQF was around its introduction. Throughout the year we advocated for:
  - ◆ **Improvements** to the draft *National Regulations*;
  - ◆ **Certainty** around what was expected from services under the NQF. Five months before it started, Community Child Care was calling for the release of the regulations and the assessment and rating process and asking DEC to release the order of assessment for NSW services;
  - ◆ **Strong qualifications requirements for assessors.** This action included conducting a sector-wide survey to ascertain what qualifications the sector believed assessors should have;
  - ◆ **Extra NQF support** for NSW funded services. We won funding to offer a range of support including 36 information sessions on the new regulations, eight additional NQF Working Groups; extension of subsidised attendance for NSW preschools at NQF and EYLF sessions run by Children's Services Central; a range of individual service support for preschools; publication of many NQF-related resources;
  - ◆ By March 2012, Community Child Care was calling the NQF implementation in NSW 'Good policy

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# Advocacy

implemented badly' and asking, above all, for DEC to provide NSW services with consistent and clear information; easy application processes; sensible regulatory interpretations; easy access to up-to-date forms; and improvements to their systems; and

- ◆ Improvements to ACECQA's draft NQF Rating Excellence criteria.
- ▶ We also undertook advocacy actions on a range of other issues such as:
  - ◆ **Translation** of the EYLF into community languages;
  - ◆ **Implementation** of Universal Access in NSW;
  - ◆ **Regulation review** for state regulated services; and
  - ◆ **Retention** of the Bicultural Support Program in a form that would work for NSW services.
- ▶ By March, Community Child Care Co-operative (NSW) was calling for clarifications from the State Government on:
  - ◆ the underspend on education and care funding in the last financial year;
  - ◆ progress on Universal Access, and
  - ◆ asking where the report of the Funding Review was.

'Community Child Care Co-operative (NSW) lobbies and represents not for profit organisations. I don't have time to write submissions but feel great relief knowing that Community Child Care is representing my views.'

“Thank you for advocating for the rights of children and for quality care!”

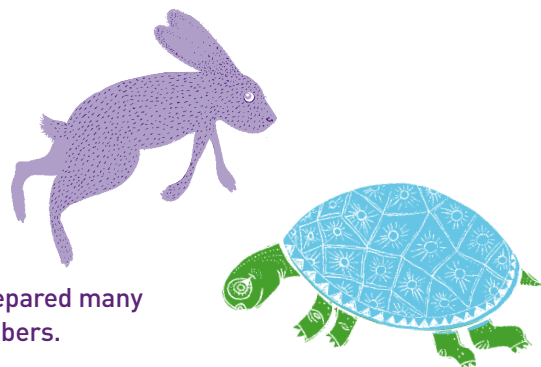
- ▶ Towards the end of the year, Prime Minister Gillard's childcare summit, Opposition Leader Tony Abbott's childcare roundtable and The Green's call for a Productivity Commission inquiry into the funding of children's services meant that some national focus had been clearly placed on our sector. Community Child Care called for our sector to work together to advocate for :
  - ◆ Continuation and bipartisan support for the NQF;
  - ◆ Improved educator wages;
  - ◆ Direct funding of education and care services
  - ◆ Establishment of a planning system so supply of services can match demand;
  - ◆ The Commonwealth to be responsible for all education and care, including preschool provision; and
  - ◆ Access to quality education and care to be enshrined as each child's right.

These issues will no doubt remain the focus of our advocacy efforts over the coming year.





# Publications



During 2011/2012 – Community Child Care Co-operative (NSW) prepared many publications for the early childhood education sector and our members.

In Community Child Care's 2012 membership survey, 99 per cent of respondents said that Community Child Care publications were 'essential' or 'really useful' for their service. 90 per cent of our members said they joined Community Child Care because of our information provision.

- ▶ *Rattler* is the quarterly publication of Community Child Care and contains high-quality essays and articles about a wide range of social, economic, educational and political issues that affect the childcare sector, from both industry and human interest perspectives. This year we celebrated our 100th issue of *Rattler*.
- ▶ *Broadside* is the monthly six-page newsletter of Community Child Care and brings you all the latest childcare industry political news and comments. *Broadside* is an issues-orientated newsletter, providing up-to-the-minute commentary on political issues affecting the childcare industry.

- ▶ *Shortside* is our email newsletter keeps service informed about all the latest news and issues as they happen. Over 100 issues were sent to over 5000 subscribers. This is an increase of 20% in subscribers from the previous year and an increase of 33% on the number of issues sent out.
- ▶ *Shortcuts*: Community Child Care developed this time limited e-newsletter to help NSW services cut through the NQF maze at the beginning of 2012.
- ▶ *Qualifications Alert* is our e-newsletter which focuses on opportunities to acquire education and care qualifications through Community Child Care .
- ▶ *Central News* sent to 4,400 services quarterly.
- ▶ Children's Services Central Professional Development Calendar – 10,000 calendars distributed twice yearly across NSW.



“Excellent resources and publications, very informative website. NQF in a box is used on a nearly daily basis by our service. Well done to a wonderful organisation that is an asset to the child care sector.”



“You provide information that keeps our service up-to-date with the many changes that are happening in the early childhood field, we rely on the fact your publications are dependable, factual and easy to comprehend.”

- ▶ Central E-news , distributed as needed to all early and middle education and care services in NSW.
- ▶ NQF e-Tips: 17 NQF e-Tips sent to 3,606 subscribers.

#### Other publications produced this year include:

Simple Guides for Preschools and LDCs:

- ▶ *The Really Simple Guide to the New Regulations*
- ▶ *The Really Simple Guide to Being an Approved Provider*
- ▶ *The Really Simple Guide to Being a Nominated Supervisor*
- ▶ *The Really Simple Guide to the Assessment and Ratings Process.*

Community Child Care also provides four websites:

- ▶ [www.cccnsw.org.au](http://www.cccnsw.org.au) (which was totally redesigned during the year)
- ▶ [www.cscentral.org.au](http://www.cscentral.org.au)
- ▶ [www.preschoolsnsw.org.au](http://www.preschoolsnsw.org.au)
- ▶ [www.nqfinabox.org.au](http://www.nqfinabox.org.au) our premier NQF resource for members of Community Child Care Co-operative (NSW).







# Professional Development & Support

During 2011/2012, Community Child Care Co-operative (NSW) delivered 241 professional development events to 7251 participants and provided 155 customised training courses. The manager of Professional Development and Support is Marie Deverill.

All things National Quality Framework and more – that sums up our work over the past 12 months! As always, delivery of customised on-request training, individual consultancies and calendared training courses to long day care services and preschools through Children's Services Central is what we are responsible for.

We are grateful for funding from both the NSW State and Commonwealth (through Children's Services Central) Governments to support our delivery of professional development across NSW.

We delivered a large program including:

- ▶ Keep Them Safe: 788 registrations in 26 sessions
- ▶ Regulation Information Sessions: 3111 registrations in 39 sessions
- ▶ Approved Provider Information Sessions: 194 registrations in four sessions
- ▶ Munch and Move: 250 registrations in 10 sessions
- ▶ Calendared training through Children's Services Central: 2908 registrations in 162 sessions
- ▶ On request training at 155 education and care services

The NQF's start on 1 January 2012 signalled the need for immediate, ongoing access to a range of learning opportunities at free or competitive rates.

Webinars are a useful, cost-effective professional development mechanism, so in response to sector demand we initiated the series: *Lunchtime Bites*, *Teatime Delights*. These 30 minute webinars enable staff to top up their learning at convenient times and places.

We also ran a range of special events:

- ▶ We engaged 130 participants in breakfast

conversations and master classes with Dr Stuart Shankar and Dr Jillian Rodd.

- ▶ We raised 250 participants' understanding of how environments and sustainability are embedded in the National Quality Standard through our conference *In, About and For... Early Childhood Environments and the NQS*, (partnering with the NSW Early Childhood Environmental Education Network)
- ▶ Preschools have received particular attention this past year, thanks to additional preschool-specific funding from the NSW government, enabling:
  - ◆ subsidised training;
  - ◆ individual support for Directors and Nominated Supervisors with NQF transition;
  - ◆ help with self-assessment and the QIP;
  - ◆ governance support for individual preschools; and
  - ◆ development of a range of NQF resources.

The Professional Development and Support section of Community Child Care has also delivered guest speeches at a range of network events, as well as supporting services through Children's Services Central mentoring and Individual Service Support programs.

We also undertook a range of consultancy projects for government and the private sector, especially in relation to the development, provision and delivery of quality education and care services for children and families.

The 2012/ 2013 year will see us investing in more, innovative learning opportunities as the education and care sector strengthens its quality provision as required by the NQF.

请您把帽子带来  
给您的孩子。谢谢！

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Admin Admin Family Speech Team  
Worker Therapist Leader  
Early Childhood Educators:



Have you or others noticed that your child is slow to:



If you are concerned about your child's development, get help early. It makes a difference.

Early Talk Boost Intervention is available to help children grow and thrive. It promotes healthy language and social connections. It also supports families who have a child with a delay in development.

Call the Early Talk Boost Intervention toll-free number for help.

1-800-855-8700





# Children's Services Central

Community Child Care is the lead agency for Children's Services Central, which is managed by Carolyn McGuinness. During 2011–2012, Children's Services Central provided 600 professional development events to 15,571 participants.

Children's Services Central successfully re-tendered during this period to continue as the NSW Professional Support Coordinator (PSC) until 2016. We will continue to provide professional development, support and resources for education and care services in NSW under this program.

During the year we developed two well-received professional development calendars. These calendars provided a rich diversity of professional development that supported educators to understand, explore and implement the components of the National Quality Framework.

Professional development was delivered through webinar and online technology, face-to-face sessions, series events, conferences and through working groups.

Children's Services Central also provided a range of publications and resources including:

- ▶ *Central News*;
- ▶ *Central E-news*;
- ▶ NQF E-news;
- ▶ *What's Pedagogy Anyway?*;
- ▶ *101 Education and Care Acronyms*;
- ▶ a *My Time, Our Place* Team Meeting Package;
- ▶ PSCA Policies for the NQF and
- ▶ our well-used website:  
**[www.cscentral.org.au](http://www.cscentral.org.au)**

Children's Services Central worked with our counterparts in other states and territories through the Professional Support Co-ordinators' Alliance (PSCA) to progress nationally consistent professional development packages, information and resources. Working with the PSC Alliance helps us to maximise the use of resources, as well as ensuring services have access to nationally consistent professional development.

The PSCA continues to provide an informative website with free online sessions and electronic resources available for download at **[www.pscalliance.org.au](http://www.pscalliance.org.au)**

This year Children's Services Central and our providers have delivered:

- ▶ 600 professional development events for 15,571 participants;
- ▶ NQF E-News to 3606 subscribers;
- ▶ 1,185 onsite bicultural supports and 43 off-site bicultural supports;
- ▶ 237 specialist equipment loans;
- ▶ 6,328 General resource library loans for 269 members;
- ▶ Support for 23 educator pairs and seven Inclusion Support Facilitator pairs in mentoring relationships;
- ▶ Individual service support for 84 services; and
- ▶ Support in response to 8,232 calls or emails from education and care services.







# Registered Training Organisation

**During 2010/2011, the Community Child Care RTO provided nationally recognised training to over 400 participants. Community Child Care's RTO is managed by Arian Ploeg.**

Community Child Care Co-operative's Registered Training Organisation (RTO) has offered a wide variety of programs through 2011/2012, with many more planned for the coming year. We have enrolled more participants in the Certificate III in Children's Services and the Diploma of Children's Services this year as educators obtain and upgrade qualifications as required by the National Quality Framework.

The RTO successfully tendered this year for funding under the National Workforce Development Fund to ensure our sector retained existing workers. We argued that the cost of obtaining qualifications was a barrier to many existing workers obtaining their Certificate III in Children's Services and that the sector also needed a pool of trained assessors who can further work towards increasing the retention rate of existing workers by undertaking Recognition of Prior Learning processes with them.

The Certificate III places required an employer contribution towards the cost of the course. This ensures both an important buy-in by employers to the training process as well as demonstrating their willingness to invest in staff and upgrading the qualifications of their staff.

The funding we received provided opportunities for many educators without qualifications to enrol in a

partially funded Certificate III in Children's Services and for other more experienced educators to obtain a partially funded Certificate IV in Training and Assessment. Under this program and for the first time, CCCC was able to offer students a blended delivery of online learning in combination with face to face and self-paced learning.

The RTO has begun to deliver frequent face to face sessions with students in Sydney, especially the required child protection unit for Certified Supervisors. The training sessions have used the training room at CCCC's Marrickville offices.

We continue to provide distance based education to students based in both metro and rural areas, providing support through frequent visits, telephone and internet phone calls, emails, text messaging and webinars.

During the year we enrolled approximately:

- ▶ 240 students in full qualifications; and
- ▶ 760 in individual units of competency (short courses).

We graduated:

- ▶ 115 students with full qualifications; and
- ▶ 600 students in individual units of competency.





# Children's Services Community Management

Community Child Care operates Children's Services Community Management, and this part of our work is managed by Danielle Gallacher.

In 2011/2012 – CSCM managed two long day care services and three preschools. Children's Services Community Management (CSCM) is a wholly controlled entity of

Community Child Care. A separate 2011/2012 Annual Report has been prepared for CSCM. Please see [www.cscommunity.org.au](http://www.cscommunity.org.au)

## Finance, Systems and Human Resources

During 2011/2012 – Community Child Care managed finances of over \$9 million. The Finance, Systems and Human Resources section, managed by Sylvia Sekuloska, was restructured during the year in order to provide the skill mix that is required to better support the business.

The role of this section of Community Child Care is to provide support in finance, systems and human resources to enable Community Child Care's management and Board to make informed decisions. We also ensure compliance with audit requirements and regulatory bodies to enable the organisation to successfully operate and grow. Community Child Care has a very large volume of financial transactions hence systems and processes were streamlined during

the year to enable and ensure timely processing of all transactions. We work at ensuring our business structure is robust enough to accommodate this workload and any changes and developments which are made within the organisation. Finance, Systems and Human Resources works to ensure that the activities we undertake support the productive functioning of the other areas of Community Child Care.

## Membership

As at June 2012, Community Child Care Co-operative had 1,789 members.

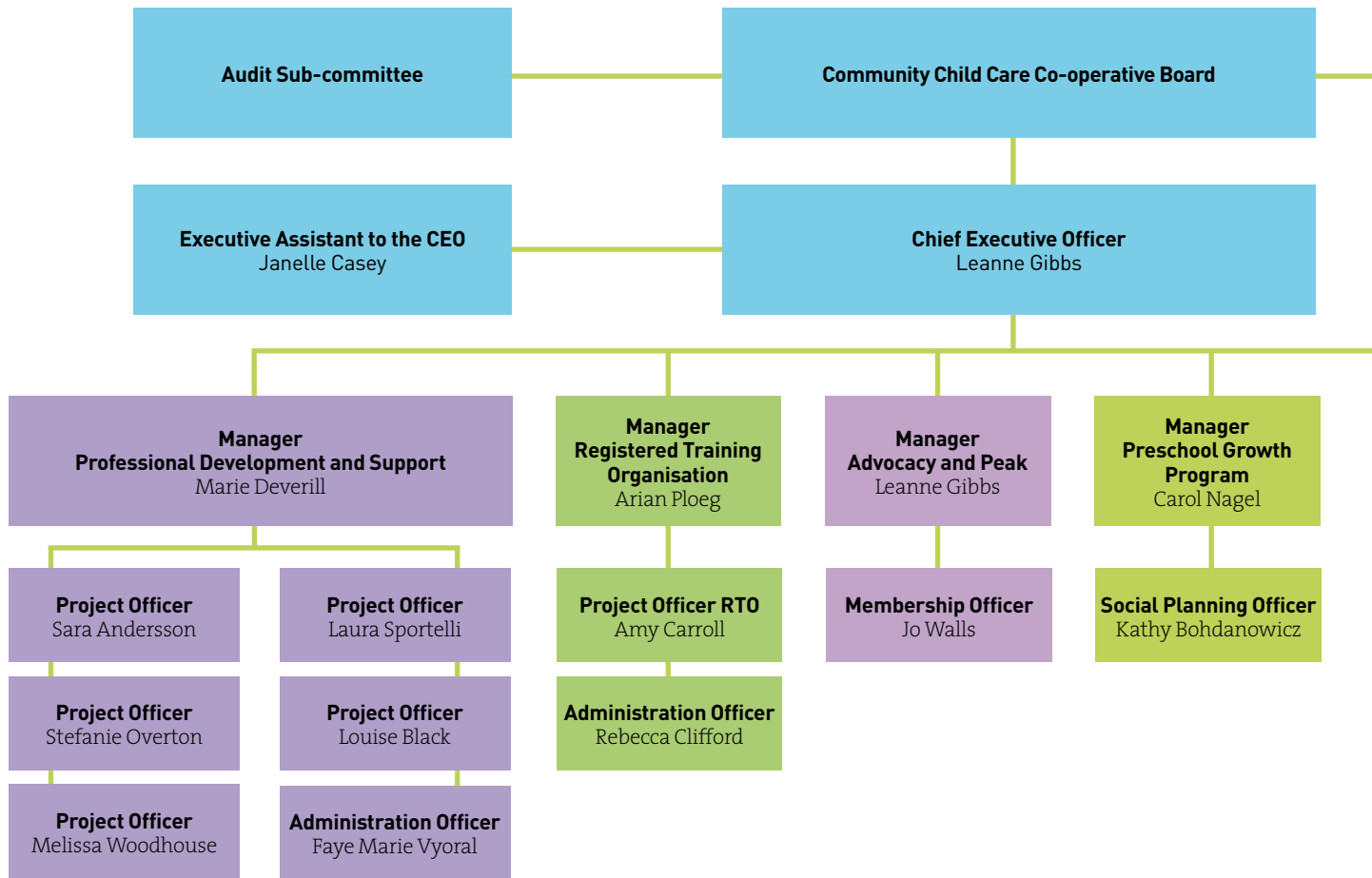
### Life Membership

#### ***Awarded in 2008***

- ▶ Bernadette Dunn
- ▶ Maria Pender
- ▶ Wendy Lindgren
- ▶ Gary Withyman

#### ***To be Awarded 2012***

- ▶ Tonia Godhard



The following staff have left the organisation since the last *Annual Report*:

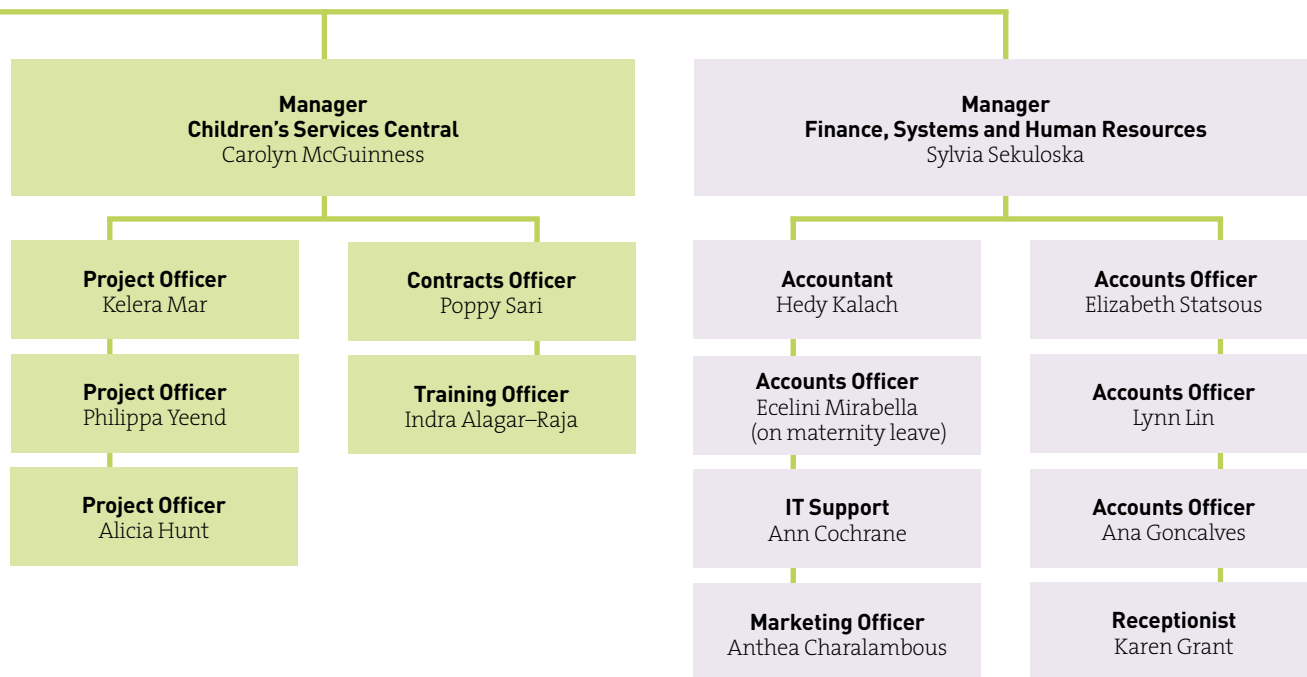
Alison Wallis, Lisa Worley, Abigail Revill, Emma Stanton, Elaine Pezzano, Jackie Latta, Kayleen Lenzo, Pamela Wyatt and Vasilija Radic, Gabrielle Connell, Phillipa Maher, Gai Lindsay and Julia Cameron left at the conclusion of the Preschool Growth Program.

This chart is correct as at July 2012.



## Our people

### Children's Services Central Sub-committee



# Financial report

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

## DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 2012

The directors of Community Child Care Co-Operative (NSW) Limited present their report for the year ended 30 June 2012.

### DIRECTORS

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

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

Directors have been in office since the start of the financial year to the date of this report, unless otherwise stated.

### PRINCIPAL ACTIVITIES

During the year the principal continuing activities of the entity 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 surplus of \$425,453 (2011: \$781,240).

### REVIEW OF OPERATIONS

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.

### DIRECTORS' MEETINGS

During the financial year, 9 Meetings of Directors were held. Attendees were:

	Number Eligible to Attend	Number Attended
Bernadette Dunn (Chairperson)	9	6
Wendy Lindgren	9	8
Gary Withyman	9	9
Anita Jovanovski	9	9
Maria Pender	9	6
Gerard Moon	9	8
Wendy Shepherd	9	7

Signed at Sydney on 11th October 2012, in accordance with a resolution of the directors.



Director Bernadette Dunn

	Note	2012 \$	2011 \$
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### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2012

Revenue	2	9,483,178	19,034,908
Cost of Sales of Publications	3	(42,856)	(60,954)
Depreciation	3	(48,072)	(62,327)
Accounting & Auditing		(21,625)	(56,983)
Advertising & Marketing		(17,122)	(247,596)
Board Expenses		(9,887)	(16,524)
Computers & Office Equipment		(81,477)	(34,117)
Contractor & Consulting		(626,026)	(861,198)
Employment Benefits		(2,465,192)	(2,493,760)
Insurance		(13,542)	(9,514)
Motor Vehicles		(18,445)	(23,805)
Printing/Postage		(90,198)	(101,663)
Professional Support Coordinator Contract		(4,122,917)	(4,154,279)
Pre-school Growth Program		(553,483)	(9,088,400)
Rent		(66,142)	(70,061)
Repairs & Maintenance		(44,971)	(37,847)
Travel & Accommodation		(78,142)	(95,261)
Utility Expenses		(57,416)	(72,867)
Web Development Cost		(57,860)	(46,941)
Other Expenses		(642,353)	(719,569)
<b>Surplus/(Deficit) for the year</b>	<b>3</b>	<b>425,453</b>	<b>781,240</b>

Other comprehensive income	-	-
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<b>Total comprehensive income for the year</b>	<b>425,453</b>	<b>781,240</b>
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<b>Total comprehensive income attributable to the entity</b>	<b>425,453</b>	<b>781,240</b>
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	Note	2012 \$	2011 \$
<b>STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2012</b>			
<b>CURRENT ASSETS</b>			
Cash & Cash Equivalents	11	2,557,625	3,816,755
Receivables	4	807,481	736,079
Inventories	5	7,924	50,780
Other Assets	6	19,638	41,617
<b>TOTAL CURRENT ASSETS</b>		<b>3,392,668</b>	<b>4,645,231</b>
<b>NON-CURRENT ASSETS</b>			
Property, Plant and Equipment	7	255,611	265,967
<b>TOTAL NON-CURRENT ASSETS</b>		<b>255,611</b>	<b>265,967</b>
<b>TOTAL ASSETS</b>		<b>3,648,279</b>	<b>4,911,198</b>
<b>CURRENT LIABILITIES</b>			
Payables	8	2,138,303	3,831,045
Provisions	9	151,423	157,578
<b>TOTAL CURRENT LIABILITIES</b>		<b>2,289,725</b>	<b>3,988,623</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	9	41,225	30,701
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>41,225</b>	<b>30,701</b>
<b>TOTAL LIABILITIES</b>		<b>2,330,951</b>	<b>4,019,324</b>
<b>NET ASSETS</b>		<b>1,317,328</b>	<b>891,875</b>
<b>EQUITY</b>			
Retained Surplus	10	1,317,328	891,875
<b>TOTAL EQUITY</b>		<b>1,317,328</b>	<b>891,875</b>
		(0.00)	check

	Retained Surplus (\$)
<b>STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2012</b>	
Balance at 1 July 2010	110,634
Surplus/(Deficit) for the year	781,240
Total other comprehensive income for the year	-
<b>Balance at 30 June 2011</b>	<b>891,875</b>
Surplus/(Deficit) for the year	425,453
Total other comprehensive income for the year	-
<b>Balance at 30 June 2012</b>	<b>1,317,328</b>
<b>STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2012</b>	
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>	
Grants received	6,281,979 14,804,543
Receipts from customers	2,234,977 1,941,961
Payments to suppliers and employees	(9,854,277) (20,443,246)
Interest received	115,907 110,703
Net cash used in operating activities	11 (b) (1,221,415) (3,586,038)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>	
Receipts from sale of property, plant & equipment	- 10,909
Payments for purchase of property, plant & equipment	(37,715) (155,157)
Net cash used in investing activities	(37,715) (144,248)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>	
Net cash used in financing activities	- -
Net increase in cash held	(1,259,130) (3,730,286)
Cash at the beginning of the financial year	3,816,755 7,547,041
Cash at the end of the financial year	11 (a) 2,557,625 3,816,755

# Financial report

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

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

### (l) Receivables

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.

	2012 \$	2011 \$
<b>NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012</b>		
<b>2 REVENUE</b>		
Grants	7,257,421	16,829,884
Management Fee	265,620	41,198
Advertising	13,634	13,640
Membership	253,701	195,835
Publications	27,924	47,121
Subscriptions	24,236	28,503
Training/Consulting	1,197,838	1,422,837
Other Income	177,491	201,002
	9,217,865	18,780,021
Income from outside the operating activities		
Interest	115,907	110,703
Referral Income	149,407	144,184
	265,314	254,887
Revenue	9,483,178	19,034,908
<b>3 SURPLUS/(DEFICIT) FOR THE YEAR</b>		
Net gains and expenses		
Surplus for the year includes the following specific net gains and expenses:		
Expenses		
Cost of Sales	42,856	60,954
Depreciation		
Leasehold Building Improvements	5,546	11,775
Computer Equipment	14,802	23,888
Furniture and Fittings	8,299	1,549
Motor Vehicles	17,639	23,621
Plant and Equipment	1,786	1,494
Total Depreciation	48,072	62,327
Rental Expenses Relating to Operating Leases		
Minimum Lease Payments	66,142	70,061

	2012 \$	2011 \$
<b>4 RECEIVABLES</b>		
Trade debtors	346,396	361,813
Less: Provision for doubtful debts	(10,292)	(1,429)
	336,103	360,384
Loan to CSCM	470,593	371,291
GST Receivable	785	4,404
	807,481	736,079
<b>5 INVENTORIES</b>		
Publications	7,924	50,780
	7,924	50,780
<b>6 OTHER ASSETS</b>		
Prepayments	19,638	41,617
	19,638	41,617
<b>7 PROPERTY, PLANT AND EQUIPMENT</b>		
Leasehold Building - at cost	282,111	282,111
Less: accumulated depreciation	(141,075)	(135,529)
	141,036	146,582
Plant and Equipment - at cost	19,082	14,802
Less: accumulated depreciation	(12,297)	(10,511)
	6,784	4,291
Computer Equipment - at cost	114,644	106,900
Less: accumulated depreciation	(103,380)	(88,578)
	11,264	18,322
Motor Vehicles - at cost	145,461	145,461
Less: accumulated depreciation	(84,704)	(67,066)
	60,756	78,395
Furniture and Fittings - at cost	56,460	30,769
Less: accumulated depreciation	(20,690)	(12,391)
	35,770	18,378
	255,611	265,967



# Financial report

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

	2012 \$	2011 \$
<b>8 PAYABLES</b>		
Trade Creditors and Accruals	263,660	289,883
Grants Received in Advance	1,671,407	3,217,938
Other Income Received in Advance	173,393	171,912
FBT Payable	29,843	151,312
	<u>2,138,303</u>	<u>3,831,045</u>

## 9 PROVISIONS

### CURRENT

Provision for Annual Leave	151,423	138,413
Provision for Parental Leave	-	19,165
	<u>151,423</u>	<u>157,578</u>

### NON-CURRENT

Provision for Long Service Leave	41,225	30,701
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## 10 RETAINED SURPLUS

Retained Surplus at the beginning of the year	891,875	110,634
Surplus/(Deficit) for the year	425,453	781,240
Retained Surplus at the end of the year	<u>1,317,328</u>	<u>891,875</u>

## 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	559,244	828,241
Short-term Deposits	1,998,081	2,988,214
	<u>2,557,625</u>	<u>3,816,755</u>

- (b) RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO SURPLUS FOR THE YEAR

Surplus/(Deficit) for the year	425,453	781,240
Depreciation	48,072	62,327

	2012 \$	2011 \$
(Increase) Decrease in Receivables	(71,402)	(271,976)
(Increase) Decrease in Other Assets	21,979	64,094
(Increase) Decrease in Inventories	42,856	26,217
(Decrease) Increase in Payables	(1,692,743)	(4,269,073)
(Decrease) Increase in Provisions	4,370	21,134
Net Cash Flow Provided by Operating Activities	<u>(1,221,415)</u>	<u>(3,586,038)</u>

## 12 FINANCIAL INSTRUMENTS

- (a) *Credit risk exposure*

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

- (b) *Interest rate risk exposure*

The 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	2,557,625	807,481
	<u>2,557,625</u>	<u>807,481</u>
Weighted average interest rate	2.3%	
Creditors and accruals		2,138,303
Net financial assets/(liabilities)	2,557,625	(1,330,821)

- (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.

## 14 AUDITORS' REMUNERATION

Total amounts receivable by the auditors for the audit of the financial report	20,000	20,000
Remuneration for other services	1,625	
	<u>21,625</u>	<u>20,000</u>

	2012 \$	2011 \$
<b>15 LEASING COMMITMENTS</b>		
<b>Operating Leases</b>		
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:		
Within one year	21,684	21,684
Later than one year but not later than 5 years	21,921	43,605
	43,605	62,589
<b>Rental Operating Lease</b>		
Commitments for minimum lease payments in relation to cancellable rental leases are payable as follows:		
Within one year	79,200	76,978
Later than one year but not later than 5 years	-	-
	79,200	76,978

## 16 KEY MANAGEMENT PERSONNEL REMUNERATION

The names and positions of those having authority for planning, directing and controlling the company's activities, directly or indirectly (other than Directors) are:

Leanne Gibbs	Chief Executive Officer
Sylvia Sekuloska	Finance, Systems and Human Resources Manager
Carolyn McGuinness	Children's Service Central Manager
Arian Ploeg	RTO Manager
Marie Deverill	Professional Development and Support Manager
Danielle Gallacher	Children's Services Community Management Manager

The aggregate compensation of the key executive management personnel of the company

	2012 (\$)	2011 (\$)
Short-term benefits	704,608	563,495
Post-employment benefits	59,494	47,824
	764,102	611,320

## 17 EVENTS AFTER BALANCE SHEET DATE

Since the end of the financial year, no circumstances have arisen which would materially affect these financial statements.

## 18 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 2012

The directors of the entity declare that:

- The financial statements and notes are in accordance with the Co-operatives Act 1992:
  - comply with Accounting Standards; and
  - give a true and fair view of the financial position as at 30 June 2012 and of the performance for the year ended on that date of the entity;
- 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 11th October 2012,  
in accordance with a resolution of the Directors.

## 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 2012.

### 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 2012, 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**  
Assurance Partners

**BRETT HANGER**  
Partner

  
Dated at Sydney, this 24th day of October 2012.



Community Child Care Co-operative's  
2012 Annual Report provides a glimpse  
of a year of beginnings, implementation  
and responsiveness.



**INFORM • INFLUENCE • INSPIRE**