



2015

ANNUAL REPORT

Community Child Care Co-operative (NSW)



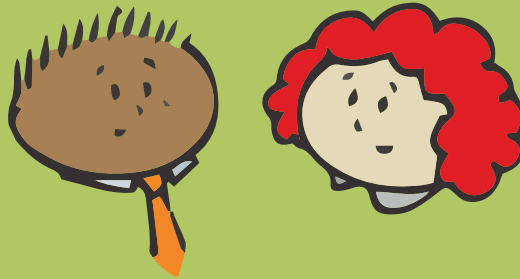
14/15

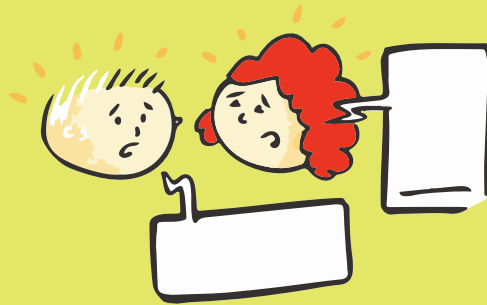
Community Child Care Co-operative's year

In 2014/15 **7,000+** early education and care services were supported by Community Child Care Co-operative.



We provided **information**
about education and care
to those involved in education and
care, and those who should be.





We worked to **inspire** those working in the education and care sector and those who should be inspired by what the sector does.

We tried to **influence** those with the power to decide:

- ✓ which children can access education and care
- ✓ how much it will cost their families, and
- ✓ the impact of its provision on the children who receive it.



Because we did
this, because
we did what we
have now done
for 38 years,
great things
happened...

great things like...

A director of a service in Deniliquin logged on to a website and downloaded a job description for a room leader.

She is from one of the **1,967** organisations who are members of Community Child Care. We also have **5** life members.



A director of a two-day-a-week preschool on the Far North Coast was less professionally isolated.

She is one of the **233** individuals (in addition to our members) who subscribe to *Rattler* and *Broadside*.

Services join Community Child Care for a range of reasons, but advocacy, information and support are big reasons.

This year, we surveyed our members to find out what they think of us:

✓ **98%** think membership of Community Child Care is highly valuable (78%) or valuable (20%) to their service or themselves

✓ **98%** think Community Child Care is a strong and effective advocate for education and care services

✓ **94%** think that we understand their service's requirements

✓ **96%** think that Community Child Care keeps them informed on all issues that affect their service

✓ **97%** think that the quality of services we provide is excellent or good

We probably don't need to say that we are fairly proud of these results.

Membership

A service in Wattle Grove developed a policy about environmental sustainability to help them meet the National Quality Standard.

It is one of the **20** preschools in **2** clusters (City and Armidale region) that we provide cluster management to under the Department of Education's Cluster Management trial.



A preschool in Penrith was assisted to budget in a way that enabled them to open an extra day every week.

It is one of **43** preschools we are providing Operational Support to under the Sector Support Program funded by the Department of Education.

We support individual community managed not-for-profit services via our Sector Solutions projects. These projects deliver management and operational support to services to make running an education and care service just that little bit easier.

We also:

- ✓ Continued to provide our iiiHub members in the Sutherland Shire with compliance, governance and policy support
- ✓ Created The Little Green Spade to assist educators to engage young children in gardening and growing and eating fresh produce in education and care services



Sector Solutions

MANAGER – DANIELLE GALLACHER

A new management committee at a preschool in Northern Sydney learned how to carry out their roles.

They are one of the **184** services who asked Community Child Care to run customised professional development at their service.



An owner of a long day care service in the Mid North Coast was mentored and her staff learned how to implement the Early Years Learning Framework.

This service is one of the **37** services that asked CCCC to help plan their service's professional development needs and then customise PD for them.

We were requested to provide customised professional development by services who acknowledge the quality of what we deliver.

We also:

- ✔ Undertook long-term PD projects for larger organisations including The Infants Home and Blacktown Council
- ✔ Simplified our pricing system for customised professional development
- ✔ Developed heaps of new professional development sessions
- ✔ Ran our premier advocacy conference Influence!
- ✔ Ran **77** professional development events on top of those we run via Children's Services Central

Professional Learning and Support

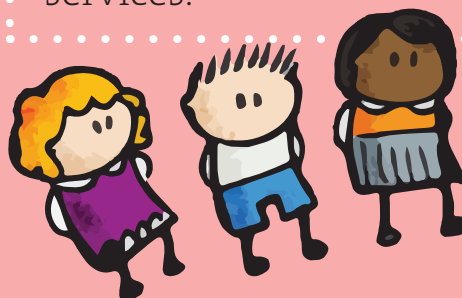
MANAGER – ARIAN PLOEG Team Leader – Jacqui Ward

An educator at a YMCA service undertook child protection training.

She is one of **176** YMCA educators and **792** educators from other services who undertook their child protection training with us. In addition, **333** educators studied child protection at their own service via our customised training. These were just some of the **5,241** educators who undertook nationally recognised training with us through the year.

A director of a long day care service in Darwin gained an Advanced Diploma in Community Management.

She is one of **11** educators from the Northern Territory and **63** from NSW who obtained an Advanced Diploma based around the National Quality Framework for education and care services.



We were able to award these qualifications because we are a Registered Training Organisation and can offer nationally recognised vocational and educational training for people working in or managing education and care services.

We also:

- ✔ Graduated Certificate III and Diploma of Early Education and Care trainees
- ✔ Were funded under the Strategic Skills Program, the Workforce Development Fund and from the Northern Territory Government
- ✔ Were approved as a Smart and Skilled provider in all regions of NSW and received delegation status from the Australian Skills Quality Authority. (This enables us to add new qualifications to our scope without having to submit an application.)

Registered Training Organisation

MANAGER – ARIAN PLOEG

Two Arabic-speaking twins in the Illawarra were read to in their own language by an educator.

They were amongst the **1,173** children who received bicultural support in **69** different languages.



A two-year-old in Kempsey was able to speak with an educator using a communication device.

He is one of the **87** children we provided with **237** items of specialist equipment, enabling inclusion at an education and care service.



We were able to make these things happen because we are the lead agency of Children's Services Central – the Professional Support Co-ordinator for NSW education and care services.

We also:

- ✓ Ran **675** separate professional development events with our partners, attended by **7,163** educators
- ✓ Answered **6,797** separate queries from education and care services
- ✓ Provided intensive service assistance to **65** services
- ✓ Funded **86** students to study the Advanced Diploma of Community Sector Management

Children's Services Central

MANAGER – WILMA MURDOCH/CAROLYN McGUINNESS – Team Leader Kelera Mar

An early childhood teacher in Western Australia learned tips from a Barnados service in Auburn, Sydney about caring for vulnerable children.

She works at a service that is one of the **2,200** subscribers to *Rattler* – our quarterly magazine.



A co-ordinator of a Family Day Care service in a Tasmanian long day care discovered how best to support educators studying for their Certificate III.

She read the Quals book we produced for ECA Tasmania about the VET training system for education and care services.

We were able to make these things happen because we are committed to using our publications' expertise to ensure the education and care sector has the information it needs, when it needs it, in easy-to-read, well-designed formats, without taking ourselves too seriously.

We also:

- ✓ Issued **167** *Shortsides* to **5,932** subscribers
- ✓ Produced **10** *Broadsides*
- ✓ Sent **2** professional development handbooks to **5,230** services
- ✓ Produced a national edition of our Director's Manual
- ✓ Maintained **7** websites (CCCCNSW/ Children's Services Central/CSCM/A Bigger Slice/LDCPDP/Preschools NSW/The Little Green Spade)
- ✓ Produced an Annual Report (which we hope you love)

Publications

A service in Sydney has new lock-down procedures for emergency situations to protect children, staff and parents.

It is one of the many services that used our consultancy services to assist them provide higher quality education and care.

A university decided to consolidate and expand their education and care provision for staff and services.

It is one of the many institutions and local governments that engaged us to undertake needs analyses around childcare provision or operational reviews of their existing services



Community Child Care Co-operative operates a consultancy service for State Government Departments, local government, individual services, corporations, businesses and others who need expert advice about education and care.

This year we:

- ✔ Provided advice to Google about education and care
- ✔ Developed teaching notes for the NSW Cancer Council on Sunsafe
- ✔ Provided advice to 70 potential new education and care providers.
- ✔ Undertook an Education and Care Demand Study for the University of Sydney
- ✔ Ran a one-day conference for Warringah Council's Children's Services
- ✔ Undertook a sustainability analysis of the Ballina Aboriginal Child and Family Centre
- ✔ Completed a Children's Services Review for Holroyd Council

Consultancy and Research

Team Leader – Marie Deverill

A family enrolled their child in a preschool for 3 days per week in Seaham.

This family is one of the **156** families who access early education and care at a centre we operate.

A child made new discoveries in a garden in Chippendale.

He is one of **269** children who attended one of our services.



Children's Services Community Management (CSCM) is a controlled entity of Community Child Care. Through CSCM, we operate services in the Hunter and a long day care centre for the City of Sydney in Chippendale.

We:

- ✔ Continue to operate **2** long day care services and **3** preschools
- ✔ Provided education and care to **42** children from low-income families
- ✔ Recovered from serious storms in the Hunter, had an educator and a director nominated in the Australian Family Education and Care Awards, provided traineeships for Aboriginal educators, were nominated for a Chamber of Commerce Business Award and achieved **90%** occupancy levels

Children's Services Community Management

MANAGER – DANIELLE GALLACHER

A staff member was able to renegotiate their contract to achieve work life balance.

They are one of the **33** Community Child Care staff and the **35** Children's Services Community Management staff we employ



A trainer flew to Lismore to run a professional development session for services.

She is one of the **27** professional learning facilitators we engage on contracts

When we function well and have a great internal culture, we can do our job for our members better.

We also:

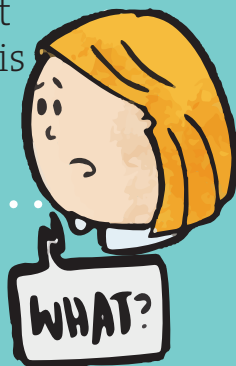
- ✓ Reviewed our policies and procedures (yes, even a peak organisation has to do this!)
- ✓ Assessed how we did on our 2010-2014 Strategic Plan and developed our Strategic Goals until 2018
- ✓ Improved our systems and processes to make it easier for us to provide great service
- ✓ Developed systems to enable staff to better see how their daily work helps Community Child Care reach its goals

Operations and Culture

MANAGER – MELISSA WOODHOUSE – Team Leader Finance Hedy Kalach

Every child in Australia was guaranteed access to affordable high quality education and care.

Ok, maybe this hasn't happened **yet**, but it is not through want of trying!



Community Child Care advocated

We also:

- ✓ Produced proforma submissions to enable speakers of Arabic, Korean, Chinese languages and Vietnamese make their feelings about the NQF heard
- ✓ Wrote way too many submissions
- ✓ Participated in way too many consultations
- ✓ Released research about local government and childcare – Roads, Rates and Rubbish
- ✓ Ran a six-month advocacy masterclass for sector representatives.
- ✓ Encouraged advocacy around the PC Inquiry

- ✓ Represented the sector on reference groups and committees to give voice to the unique needs and assets of community-based services and children's rights
- ✓ Gave evidence at public hearings of the Productivity Commission, spearheaded a sector ad in the *SMH*, lobbied for the extension of Universal Access, met with Minister Piccoli, analysed the Commonwealth Budget, mourned one of the founders of education in Australia – Gough Whitlam, fought for a better funding model (and better funding) for preschools, lobbied the Minister for Social

Services, when education and care was transferred to his department, organised the NSW Election Forum, participated in the Bigger Slice of the Cake campaign, analysed the Reports of the Productivity Commission, ran a state election advocacy by pictures campaign (infographics), lobbied the new Minister for Early Childhood Education, Leslie Williams, responded to the new childcare package, contributed to higher education agenda through advisory Boards of Macquarie and Sydney Universities and analysed the NSW Budget.

We were able to do these things because Community Child Care's Board prioritises our advocacy function.

Advocacy

MANAGER – LEANNE GIBBS

A WORD (well a few actually) from our CEO – Leanne Gibbs

This has been quite a year in the education and care sector and within this wonderful organisation I am privileged to lead. While there have been challenging days, we have also experienced great rewards and positive feedback.

Knowing that your members like what you are doing for them is a great reward – it means we are doing what we are meant to do, and doing it well.

And, of course, when I say *we*, I mean *we*. Community Child Care staff are, essentially, fairly amazing. We work at a fairly high pace here at CCCC and the staff meet and exceed expectations daily.

We have outlined in this annual report some examples of the impact of the work of

our organisation on individuals. Individual children, families and the early education and care services that serve them. I am proud that the work we do, matters.

Community Child Care goes into the next year with some changes. The loss of our core funding from both the Commonwealth and State Governments will impact on both us and the sector at large. The removal of funded professional development from the education and care sector by the Commonwealth is a retrograde move – it will make it harder for services to meet and exceed the National Quality Standard for education and care, and make it harder for the development of the profession.



Community Child Care will, of course, not just survive but, indeed, thrive. Our record proves we are a resilient, innovative, and progressive organisation.



A CEO can only be as good as the people around her – our leadership team, staff, Board, consultants and our members. We are fortunate to have such a wonderful community!

I urge everyone reading this annual report to look at our strategic goals for the coming year. Are these things you could support? If so, jump on board. Help support CCCC as we continue working towards these goals.

I wish to thank the organisation's leadership, Arian Ploeg, Melissa Woodhouse, Danielle Gallacher, Wilma Murdoch, Hedy Kalach and Marie Deverill – and a special thanks to my Executive Assistant, Shannon Hunter. As well as thanking our staff yet again (yes, you are an awesome bunch), I would also like to thank the CCCC Board who devote so much time to the organisation – what you do is noted and appreciated. Special thanks to chairperson Bernadette Dunn.

What CCCC has done in the last year is, of course, ultimately for children. Whether we are working on a PD event, designing a publication, talking to a politician, or answering a phone call, we try and be guided by the simple questions: “How can we uphold the rights of children? How does our work contribute to child and family wellbeing”.

In the coming year, we will continue to ask that question and do the work that will create real benefits for children, families and communities.

I hope that you will join us.

And some words from our Chairperson – Bernadette Dunn

All that really remains for me to do is say thank you. Reading through the 2015 Annual Report, you could not but be impressed at the breadth and scope of the work undertaken by Community Child Care in the past year.



- Our Members
- My fellow Board members, (Wendy Lindgren, Gerard Moon, Anita Jovanovski, Gary Withyman, Wendy Shepherd and Maria Pender)
- CEO, Leanne Gibbs
- Managers and Staff
- Guild
- HubCare

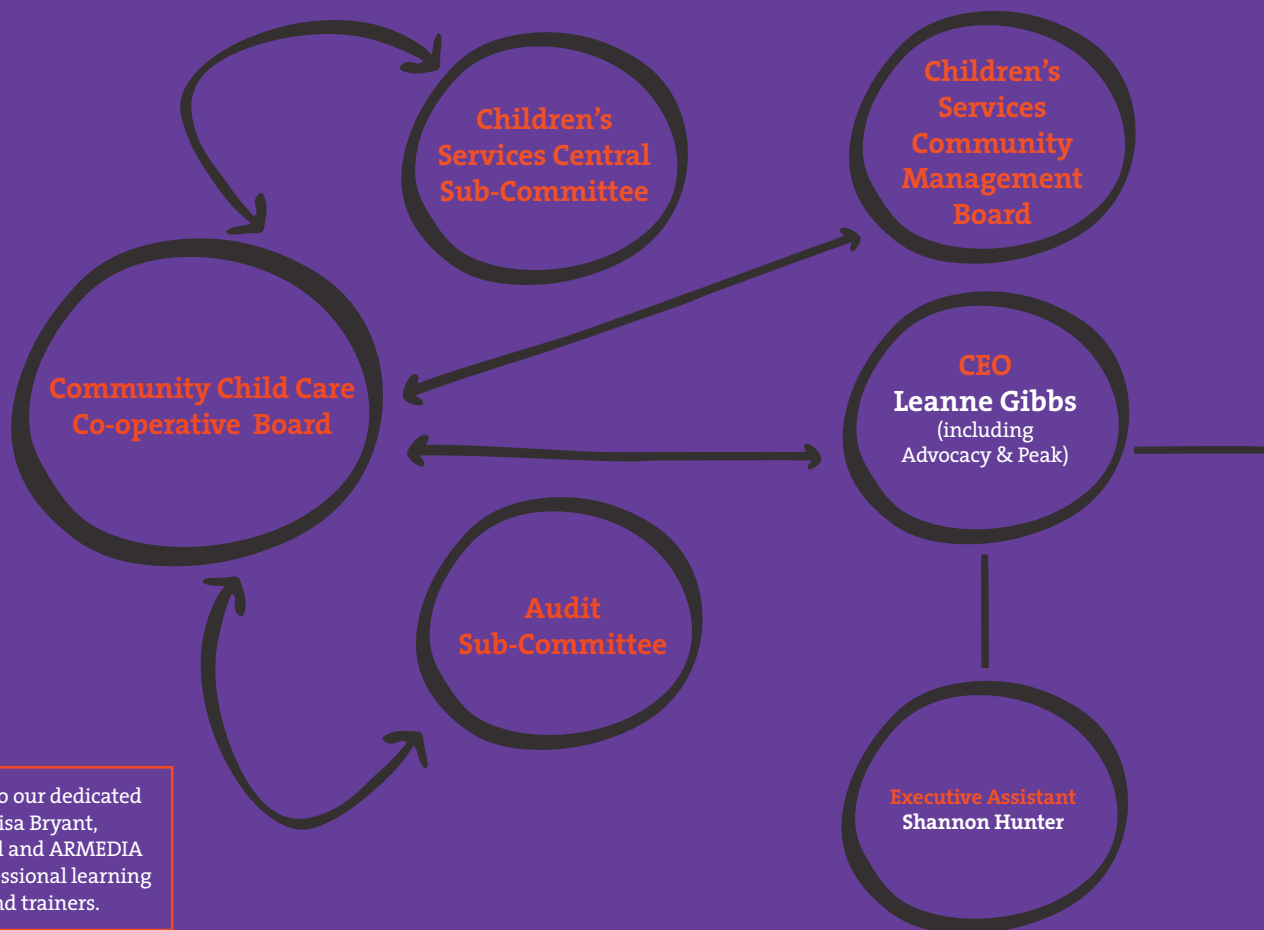
- Educational Experience
- Hesta
- Our professional learning facilitators
- Our consultants and contractors
- All of our funding bodies
- Department of Education
- Department of Education and Training – especially those who oversee the

Inclusion and Professional Support Program

- The education and care sector
- Our Children's Services Central Consortium Partners
- Macquarie University, Sydney University

- Our suppliers
- Our clients
- The various State and Federal Ministers who have had responsibility for education and care
- The other politicians who have assisted us throughout the year

Organisational Chart



Thanks also to our dedicated contractors: Lisa Bryant, Gosia Connell and ARMEDIA and our professional learning facilitators and trainers.



Comprehensive Income

	Note	2015	2014 (\$)
REVENUE	3	8,854,463	8,311,727
Cost of Sales of Publications	3	(12,935)	(66,816)
Depreciation	3	(57,257)	(40,495)
Accounting & Auditing		(19,500)	(17,500)
Advertising & Marketing		(94,060)	(38,536)
Board Expenses		(321)	(7,081)
Computers & Office Equipment		(64,553)	(71,909)
Contractor & Consulting		(752,246)	(640,602)
Employment Benefits		(2,802,665)	(2,462,312)
Insurance		(17,507)	(18,606)
Motor Vehicles		(10,973)	(11,183)
Printing/Postage		(65,771)	(81,134)
Professional Support Service Provider Contract		(3,459,414)	(3,623,785)
Impairment of Hubcare ANZ Pty Limited		(130,000)	–
Rent		(80,534)	(92,561)
Repairs & Maintenance		(64,604)	(89,818)
Travel & Accommodation		(133,440)	(70,086)
Utility Expenses		(81,869)	(66,071)
Web Development Cost		(74,255)	(64,007)
Other Expenses		(627,996)	(588,138)
Profit/(Loss) for the year	3	304,564	261,088
Other comprehensive income		–	–
Total comprehensive income for the year		304,564	261,088
Total comprehensive income attributable to the entity		304,564	261,088

Financial Position

	Note	2015	2014 (\$)
CURRENT ASSETS			
Cash & Cash Equivalents	13	1,971,802	1,268,468
Receivables	4	958,006	783,789
Inventories	5	9,960	9,843
Other Assets	6	36,650	52,120
TOTAL CURRENT ASSETS		2,976,419	2,114,220
NON-CURRENT ASSETS			
Property, Plant and Equipment	7	206,180	201,488
Intangible Assets	8	96,209	85,941
Financial Assets	9	120,000	250,000
TOTAL NON-CURRENT ASSETS		422,389	537,429
TOTAL ASSETS		3,398,808	2,651,649
CURRENT LIABILITIES			
Payables	10	1,257,349	864,922
Provisions	11	105,405	114,160
TOTAL CURRENT LIABILITIES		1,362,753	979,081
NON-CURRENT LIABILITIES			
Provisions	11	135,612	76,689
TOTAL NON-CURRENT LIABILITIES		135,612	76,689
TOTAL LIABILITIES		1,498,365	1,055,770
NET ASSETS	12	1,900,443	1,595,879
EQUITY			
Retained Profits	12	1,900,443	1,595,879
TOTAL EQUITY		1,900,443	1,596,879

Changes in Equity

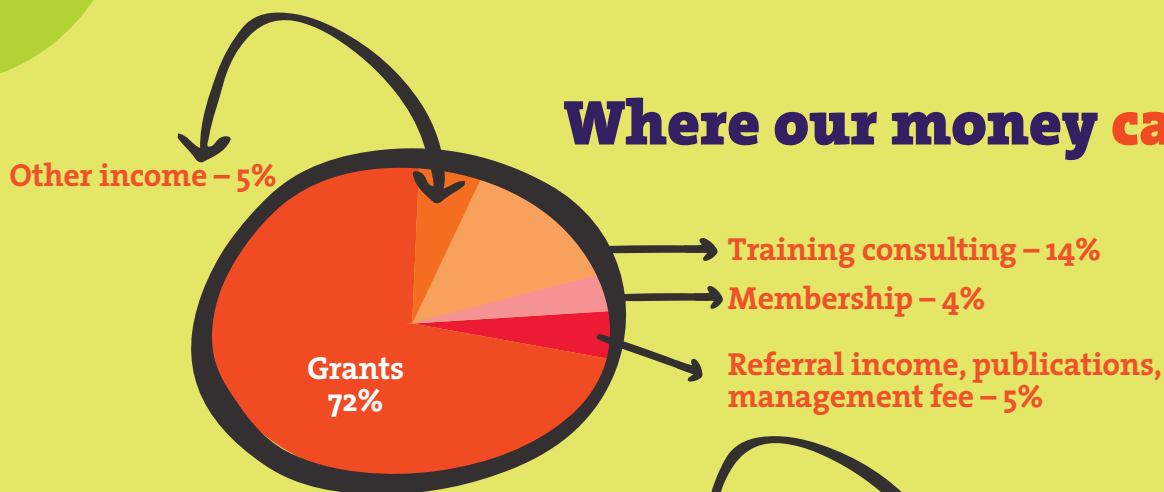
	Retained Earnings
	(\$)
Balance at 1 July 2013	1,334,791
Profit/(Loss) for the year	261,088
Total other comprehensive income for the year	–
Balance at 30 June 2014	<u>1,595,879</u>
Profit/(Loss) for the year	304,564
Total other comprehensive income for the year	–
Balance at 30 June 2015	<u>1,900,443</u>

Cash Flows

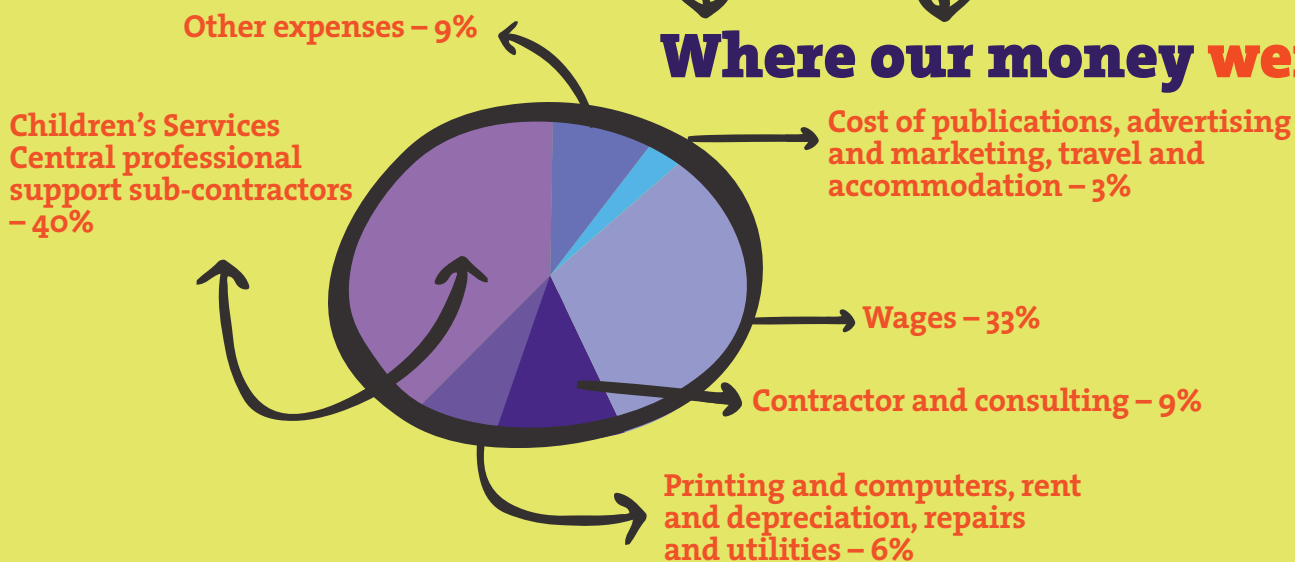
	Note	2015 (\$)	2014 (\$)
CASH FLOWS FROM OPERATING ACTIVITIES			
Grants received		7,402,200	6,676,334
Receipts from customers		2,156,486	2,247,362
Payments to suppliers and employees		8,822,253	(9,013,885)
Interest received		39,118	23,546
Net cash used in operating activities	13(b)	<u>775,551</u>	<u>(66,642)</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Receipts from sale of property, plant & equipment		–	15,500
Payments for purchase of property, plant & equipment		(72,217)	(89,291)
Payments for purchase of investments		–	(250,000)
Net cash used in investing activities		<u>(72,217)</u>	<u>(323,791)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Net cash used in financing activities		<u>–</u>	<u>–</u>
Net increase in cash held		703,334	(390,433)
Cash at the beginning of the financial year		1,268,468	1,658,901
Cash at the end of the financial year	13(a)	<u>1,971,802</u>	<u>1,268,468</u>



Where our money came from:



Where our money went to:



2014/15

showed us again that our sector is

amazing

that **together**

we can make
a real difference for children

And that each little thing we do at
**Community Child
Care Co-operative**
does, in fact, matter.

OUR strategic GOALS

(Did you know a strategic plan could look this pretty?)



INCLUSIVE!
DIVERSE
SECTOR THAT
REFLECTS THE
COMMUNITY



INNOVATIVE!
CREATIVE
ORGANISATION



RESILIENT, SKILLED
PROFESSIONAL
EDUCATION & CARE WORKFORCE



A SUSTAINABLE, VIABLE
and FUTURE FOCUSED
ORGANISATION



STATE • COMMONWEALTH
EDUCATION and CARE
POLICY for CHILDREN
FAMILIES and the COMMUNITY



A STRONG • EXPANDING
COMMUNITY
SECTOR

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