



Annual Report 2015/16





FKA Children's Services (*fkaCS*) advocates for children's cultural and linguistic rights and supports education and care services in the provision of culturally rich pedagogy and practice.

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Operational Report: The Year in Review

Melodie Davies, Executive Director and Denise Rundle, President

In our 108th year, FKA Children's Services (*fkaCS*) had consolidated its operations under the leadership of Executive Director Melodie Davies. The political and funding landscape in which we operate is a changeable one and this year was no exception. We have seen the rise of racism and xenophobia within the general population and the federal parliament, with Muslims and refugees seeking Australia's protection being specifically targeted. *fkaCS* is committed to supporting all members of Australia's culturally and linguistically diverse community through our service provision and advocacy work.

Funding changes have presented an opportunity for *fkaCS* to review how best to offer our services, including redefining and streamlining the support we offer to educators, teachers, children and families.

The Board has approved the Strategic Plan until 2019, providing direction for greater flexibility and responsiveness in the delivery of programs. It has also approved financial strategies for future sustainability and identified training opportunities for members. Additionally the Board provided support for the small community organisation Action on Aboriginal Perspectives in Early Childhood.

The focus of our service delivery for the 2015/16 financial year has been on supporting and celebrating children's cultural and linguistic rights through the delivery of a range of professional learning programs across Victoria.

Facilitated Conversations, Mentoring and Coaching Programs

The Facilitated Conversations Program included single-session facilitated conversations with educators coupled with a two-part series for regional education and care providers, delivered in networks across metropolitan, regional and rural Victoria.

Practitioners from a vast cross-section of roles, as well as various organisations, gained a deeper understanding of holistically promoting critical reflection towards culturally responsive and respectful practice. Each network developed and explored a range of strategies to support progression along the cultural competence continuum.

Building on the learnings gained from the Facilitated Conversations Program, with financial support from Gowrie Victoria under the Inclusion and Professional Support Program (IPSP), *fkaCS* piloted a Mentoring and Coaching Program in partnership with Educational Leaders at OSHClub. The program explored:

- Intentional changes both at the practitioner and services level to enhance participants' cultural competency and their ability to support children's identity, sense of belonging and wellbeing
- Strategies to support school aged children to understand the similarities and differences between cultural groups and interact with empathy, care and respect
- Sharing learnings across the service and championing change in practice.

We thank the Educational Leaders and Management at OSHClub for their openness, reflection and commitment to the program.

The grass roots advocacy born out of Facilitated Conversations and Mentoring Programs is vital in raising the awareness of and commitment to upholding the cultural and linguistic rights of all children and families.

Professional Learning Sessions

fkaCS delivered a range of professional learning opportunities to support educators to apply critical reflection and thinking to their practice at:

- The relationship level – with families and children – to ensure respectful, responsive and trusting relationships to support a sense of belonging
- The curriculum level to ensure each child is supported to participate in the program, exercise agency and develop confidence as learners, strong in their identity and connectedness to community
- A personal level to explore their own world view and enhance positive attitudes to differences
- The service level to ensure inclusion and equity.

Sessions, both calendared and customised, were delivered onsite and regionally. A sample of topics includes:

- Culturally Rich Play Spaces: Environments that Teach
- Challenging Racism and Stereotypes with School Aged Children
- Critical Connections: The Impact of Cultural Identity on Belonging
- Building Culturally Authentic and Meaningful Relationships
- Anti-Bias Curriculum: An Inquiry Journey
- Cultural Competence in Practice
- Language and Identity.

This year we relaunched the Supporting Children Learning English as Additional Language in The Early Years training program. Developed by the Victorian Curriculum and Assessment Authority (VCAA), Dr Priscilla Clarke OAM and FKA Children's Services, the three-part series provides early childhood professionals with a clear understanding of the way children learn English as an additional language and practical strategies to support families raising children with multiple languages.

Cultural and Language Support Program

The early years are recognised as the foundation years for children's development. In particular, the first 6 years are crucial for young children in developing their first language and cultural identity. Secure and trusting relationships between children and early childhood professionals are essential for children to feel valued and accepted in the early and middle childhood settings.

Language has a major role in supporting children's process of identity formation and is essential to not only children's cognitive development, but also to their social development and wellbeing. *fkaCS* Language Support Program provided bilingual language support to over 500 children throughout Victoria.

Culture is not just about language, ethnicity, race, and religion it is also about the diversity of family life, structures and ways of being. *fkaCS* Bicultural Support provided targeted support to educators to support their capacity to:

- Ensure children's cultural background, heritage and customs are incorporated in the educational program and form the basis of curriculum decision making
- Respect and support the home language of children and families
- Create an environment that supports natural language learning and interactions.

Multicultural Resource Centre

The Multicultural Resource Centre has added a number of new books, resources and 'story bags' developed by *fkaCS* to the collection. This year we redeveloped the intentional teaching notes that accompany some of the resources and story bags to enable educators/teachers to extend their use as intentional teaching tools. Professional references were updated and refreshed with a particular focus on including contemporary resources on language learning, anti-bias curriculum, peace education and courageous leadership.

With support from The Foundation of Graduates in Early Childhood Studies, generosity from children's author Alison Lester and our Bilingual Workers, our Audio Story Book Project is due to be launched in the new year. Services will have access to a number of Alison's much-loved children's stories in audio story format, in a range of community languages. These new resources will not only provide community language support to children who do not yet share English but also provide an opportunity for educators and children to become familiar with and celebrate the rich and diverse languages of the Victorian community.

We celebrated National Simultaneous Story Time with Melbourne Girls Grammar with a number of our Bilingual Workers reading *I Got this Hat* by Jol and Kate Temple in Hindi, Mandarin and Persian. We also continued our ongoing relationship and contribution to Romp and Stomp – the annual children's day event at the Melbourne Museum – by participating in the organising committee and on the day itself. During Romp and Stomp Community Story Time, *fkaCS* Bilingual Workers read stories to children in community languages along with many families reading to their children in their home language.

With a generous donation from the Miller Foundation *fkaCS* relaunched the Mobile Resource Service. The Mobile Resource Service enables *fkaCS* Consultants to travel to educational networks and events throughout Victoria, stocked with library books and resources. In the coming year the Mobile Resource Service van will be fitted out with more ergonomic shelving as a result of the generous support of our former landlord Sam Parasol. The Mobile Resource Service is a valuable tool for *fkaCS* to advocate, connect and support educators in the development of inclusive educational program and practice.



Acknowledgments and Thanks

We acknowledge the contributions of all Board and Executive Members for their generosity in sharing their skills and expertise, as well as the time commitment Board membership requires. We also thank the Executive Members for their ongoing support of the organisation.

Treasurer Louise Smith stepped down from the Board after serving for three years. During her time, Louise was generous in sharing her knowledge as a CEO of a community organisation. We thank Louise for the work she undertook during the transition between Executive Directors and in consolidating reporting processes.

From the Executive Director

I would like to thank the Board and staff at *fkaCS* for their patience, wisdom and strength of conviction as we continue to flexibly respond to the needs of early childhood education and care services to ensure high quality outcomes for children and families. By supporting educators, teachers and early childhood professionals to make culturally rich curriculum decisions we ensure children and families' cultural and linguistic rights are celebrated and maintained.

Melodie Davies
Executive Director

From the President

We have again benefitted from the leadership shown by Executive Director, Melodie Davies, as she continues to demonstrate her extensive knowledge of the sector, stakeholders and community, as well as her flexibility and strategic ability in the face of a rapidly changing social and political landscape.

In her second year with the organisation, Melodie has been invited to represent *fkaCS* at a variety of state and federal government and stakeholder forums, leading to new partnerships and opportunities. We thank her for her continuing commitment to the organisation.

Denise Rundle
President





Board of Management

Patron	Her Excellency The Honourable Linda Dessau AM Governor of Victoria
President	Ms. Denise Rundle
Vice President	Ms. Kirsten Slifirski
Secretary	Ms. Karla Coombes
Honorary Treasurer	Ms. Louise Smith

Board Members

Ms. Bruna Pasqua
Dr Megan Adams
Professor Mindy Blaise
Ms. Paula Wood
Ms. Carolina Cabezas
Ms. Khanh-Tho Nguyen

Life Members

Dr P. Clarke OAM
Mr L. Cox
Mr J. Emerson
Mrs G. Johnson
Mrs G. Kelso
Mr. G. Kelso
Dr A. Kennedy
Mrs P. Montgomery
Ms H. Moorhead
Mr I. Renard
Mr E. Rush

Staff

Executive Director	Melodie Davies
Program Director	Jennifer Nicholls
Bicultural Support Coordinator	Kathryn Kent
Children's Services Consultants	Christine Dobson
	Christine Speziale
	Jade Fraser
	Nilamon Nguyen
Professional Learning & Training	Carolina Cabezas
	Kerin Fogarty
	Mary Pollerd
	Philippa Gayler
Project Coordinator	Elissa Stanovic
Resource Centre	Belinda McDonald
	Barbara Lew
Finance Officer	Barbara Farrington
Operations/Admin Manager	Imelda Rennick
Administrative Coordinator	Lorelei Camboni

Donors and Friends

FKA Children's Services would once again like to thank the following donors and Friends of *fkaCS* for their ongoing generosity and support.

The Miller Foundation

The Foundation of Graduates in Early Childhood Studies (formerly The Forest Hill Early Childhood Foundation)

Ms Shirley Lancaster

Mrs K Withell

Mrs Gillian Beddington

Mrs Judith Cutler

Mrs June Danks

Mrs Esma Kelso

Ms Gwenda Martin

Ms Gwenda Sibson

Mrs Joan Waters

Mr Sam Parasol

And other friends of *fkaCS* who wish to remain anonymous.

Volunteers

FKA Children's Services thanks the volunteers who assist with many tasks throughout the year and we appreciate the regular support the volunteers provide the organisation.

Library Volunteers

Anita Petering
Julia House
Lanying Xu
Nasrin Dastani

Special Task Volunteers

FKA Children's Services is privileged to have a group of dedicated volunteers who support the organisation behind the scenes. These volunteers assist with many tasks including administration, archiving, mail outs, sorting and repairing resources. More importantly, these volunteers help us to honour and maintain our unique connection to the history and legacy of the Free Kindergarten Association.

Mrs Cathy Rogers
Mrs Charmain Wright
Mrs Dianna Lerk
Mrs Esmá Kelso
Mrs Gillian Johnson
Mrs Jenny Hollander
Mrs Kathy French
Mrs Kay Hirst
Mrs Patricia Nickel
Ms Barbara Fotheringham
Mrs Penny Montgomery



Bilingual Workers

FKA Children's Services is fortunate to manage a team of Bilingual Workers to provide language support to children and families. The following Bilingual Workers provided support to over 500 Victorian children and their families.

Alan Laltlanhlu	Fatima Mahzooz	Majida Bibi
Ali Gulsoom	Felycia Viffany	Manik Chakraborty
Alma Brezzi	Feng Lin	Maria Chiu
Amandeep Samrao	Francesca Lee	Maria Wardhani
Amna Alsaïdi	Grazyna Chochowska	Mariam Sharobeem
Andrea Fernandes	Guleser Yilmaz	Marina Rowan
Ligidakis	Habib Habiburaman	Maryam Noorzai
Anisa Ibrahim	Hafiza Khoshiwal	Mayom Deng
Anna Kim	Hameedullah Azimi	Mebrat Kebede
Annemiek Kortekaas	Harvinder Kaur	Melissa Siqueira
Ashanti Permatasari	Hien Ong	Mi Tchong
Athena Samiotis	Htoo Mying	Michael Garang
Bahareh Irannejad	Ioan Oanca	Michal Schildkraut
Biak Thangnet	Irin Ambhaibut	Michelle Szeto
Bindu Santhosh	Jae Lee	Min Zhou
Bingshu Ma	James Thangman	Minjin Oh
Chia Yu Liu	Janet Mekhaïel	Mireille Molitor
Dabessa Gemelal	Janpreet Dhillon	Moedu Augustino
Di Song	Jasmeet Marwaha	Mojgan Dehghan
Dilkushi Sureshkuma	Jina Dacmay	Monowara Sultana
Dim Sian Bawm Khai	Khai Cinzah	Muhammad Muradi
Diptiben Panchal	Khin Nyo	Mujing a Mulenda
Dongying Hua	Lanying Xu	Muzhgan Qazikhil
Durga Parajuli	Lay Ooi	Nafisa Idris
Eang Kang	Leyla Halikias	Najmeh Tamaddoni
Elena Stepko	Lian Thang	Nezhad
Elias El Khoury	Liming Devers	Naoko Gatti
Enas Rofoo	Lixin Zou	Naseema Syed
Farahnaz Taghizadeh	Luisa Chiu	Naw Wah Wah Paw Win
Fathima Salay	Ly Doan	Naz Asim

Bilingual Workers

Nehad Eldaief
Nhi Le
Nuha Rofo
Nuria Palau Tur
Nyandeng Lol
Paw Lu Wah
Paw Paw Moo
Phebe Yeo
Poh Wong
Poonam Gandhi
Rahamath Shaik
Rajika Agampodi
Renata Giezynska
Rita Atallah
Roksana Hematizadeh
Rong Zhang
Saba Rizvi
Sabahate Halili
Sam Semakaran
Samreet Kaur

Sandra Vong
Sang Lian
Sanpai Thintuep
Santosh Bharti
Serena Ott
Shafiqullah Sharifi
Shahida Yasmeen
Shee Moowahshi
Shell Shell
Shijirtuya Navaandovdon
Shu Ge
Shuan Chua
Siew Chon
Simerpreet Karir
Sitina Mustafa
Soosan Kurian
Sujata Kumar
Suk Lee
Sunah Lee
Suniti Pabla

Suzan Youssef
Svitlana Kuzmovych
Thuy Le
Tong Zhao
Un Low
Usha Shenh
Van Le Ho
Vani Jasti
Varalakshmi Bhasker
Vikram Gill
Violeta Velanovska
Wei Han
Xiaonan Zou
Yachna Shethia
Yiced Carretero
Yue Chen
Zahida Baarini
Zahra Ali
Zining Guo





Languages Supported

Amharic, Arabic, Assyrian, Bahasa Indonesia, Bengali, Bosnian, Burmese, Cantonese, Chaldean, Chin (Tedim), Chin (Falam), Chin (Hakha), Chin (Zomi), Dari (Afghanistan), Dari (Pakistan), Dinka, Dutch, Filipino, French, Greek, Gujarati, Hakka, Hazaragi, Hebrew, Hindi, Hokkien, Italian, Japanese, Kannada, Karen, Karenni, Khmer, Korean, Macedonian, Malayalam, Mandarin, Mongolian, Nepali, Oromo, Pashtu, Persian/Farsi, Polish, Portuguese, Punjabi, Romanian, Russian, Shanghainese, Sinhalese, Somali, Spanish, Swedish, Tamil, Telegu, Thai, Tigrigna, Turkish, Urdu, Vietnamese.

Treasurer's Report

Karla Coombes, Acting Treasurer

Information used in the following table is highly summarised and extracted from the full detailed financial statements of FKA Children's Services Inc. (*fkaCS*) for the year ended 30 June 2016. For a complete understanding of the financial performance, position and cash flows of *fkaCS*, the full financial statements should be referred to. The full statements also include a description of the accounting policies adopted by *fkaCS*, explanatory notes and the independent auditor's report. The full financial report is available for download at www.fka.org.au or by request from *fkaCS*.

Financial summary for year ended 30 June	2016 \$	2015 \$
<i>Financial performance</i>		
Revenue from government	896,929	853,021
Philanthropic, memberships, trading and other income	194,221	199,174
Total income	1,091,150	1,052,195
Total expenditure	1,113,446	1,117,244
Net result for the period	(22,296)	(65,049)
<i>Financial position</i>		
Cash and cash equivalents	1,049,239	1,115,304
Other assets	64,642	53,975
Total assets	1,113,881	1,169,279
Total liabilities	121,618	154,720
Net assets	992,263	1,014,559
Reserves	500,000	500,000
Retained surplus	492,263	514,559
Total equity	992,263	1,014,559
<i>Cash flows</i>		
Net cash flow from operations	(33,841)	35,864
Net cash flow from investing activities	(32,224)	(7,199)
Net change in cash held	(66,065)	28,665

Financial Performance

For the year to 30 June 2016, *fkaCS* generated income of \$1,091,150 and expenditure of \$1,113,446, for a net operating deficit of \$22,296 (30 June 2015: deficit of \$65,049).

The majority of income again came from government contracts, with the Departments of Education and Training for both the Australian Government (indirectly via a sub-contracting agreement) and Victorian Government. Grant revenue in total was up 5% on the previous year. Philanthropic support, membership revenue, and fee for service activity also experienced moderate growth, though the increase was offset by reductions in interest revenue and other miscellaneous income. Income overall grew by 4%.

Expenditure overall remained similar to the previous year, with some targeted growth in staffing expenditure being offset by net reductions across other cost lines (due to a combination of efficiencies and remodelling of costs). Expenditure also reflected *fkaCS*'s efforts to refine its business structure and operational capacity in readiness for anticipated changes to the funding and delivery model for Bilingual/Bicultural Support services from 1 July 2016 (discussed further in Outlook below).

Financial Position

Net assets (members funds) held at 30 June 2016 totalled \$992,263 (30 June 2015: \$1,014,559), comprising assets of \$1,113,881 less comparatively low liabilities of \$121,618.

Net assets dropped marginally from the prior year due to the small annual deficit but remained at an appropriate level for *fkaCS*'s circumstances, including providing a buffer to underpin *fkaCS*'s operations and capacity for continued investment in business/program development, particularly given uncertainty around the future funding model.

The majority of net assets consisted of cash holdings and other liquid items, similar to the previous year. The Board has designated that \$500,000 of net assets continue to be preserved as a base level of capital for added stability though the Board has discretion to alter the nature and purpose of these funds with reference to *fkaCS*'s operating requirements.

Cash Flow

Total cash held at 30 June 2016 was \$1,049,239 (30 June 2015: \$1,115,304). The moderate reduction in cash from the prior year reflected the impact of net operating spending plus additional investment in some long-term assets (including new database management system and web-site). Cash held at end included both general purpose amounts as well as funds set aside for specific commitments.

Outlook

Effective 30 June 2016, *fkaCS*'s block funding from the Australian Government for Bilingual/Bicultural Support service provision to early childhood education and care (ECEC) services ceased with the conclusion of the government's Inclusion and Professional Support Program (IPSP). The IPSP was replaced by the Inclusion Support Programme (ISP) which commenced on 1 July 2016.

Bilingual/Bicultural Support is still eligible for funding under the new program but the way services apply for and access funds has changed. Individual ECEC services first need to apply to the government for direct Bicultural Support funding, which if approved, can be used to acquire support from *fkaCS* (or other support providers) on a fee for service basis.

Given the nature and magnitude of this change, the Board anticipates a substantial fall in *fkaCS*'s revenue is likely in the interim as the new model takes shape and *fkaCS* continues to develop and implement strategies to respond to this new funding environment and promote the sustainability of its operations.

Victorian Government block funding for Bilingual/Bicultural support will continue to the end of June 2019, although there remains some uncertainty as to the associated delivery requirements during and beyond the next year.

Given the uncertainties, the Board is planning for financial results to be significantly affected during this transitional period – with a substantial intermediate deficit likely to be required – and expects to underwrite the process with net assets/reserves as necessary.





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