



2018-19 ANNUAL REPORT

President's Message + Operational Report



2019 has been a year of rebuilding the capacity of *fkaCS* to advocate for and support our vision for all children to actively participate in education and care services that recognise, value and celebrate diversity.

A new Board stepped up to the task of governing the organisation through a period of change. We are proud to have commenced rebuilding the organisation which is now on a good trajectory. The Board freed up reserve funds to invest in recruitment of skilled and committed early childhood professionals to rebuild our capacity to deliver this support. We were fortunate to receive a bequest to bolster our funds for the longer term.

The Board underwent training in the responsibilities of governing and decided to trial a new structure that would provide a choice of the level at which members wish to contribute.

We now have an Expert Sub-Committee which attends alternate meetings of the Board to contribute knowledge and expertise in key aspects of the work of the organisation; the Board draws on this expertise to inform strategic decisions to guide the organisation.

The Board has worked in partnership with the Executive Director to participate in government policy development through the Victorian Parliamentary Inquiry into Early Childhood Engagement of CALD Communities and the Education Minister's Consultative Committee for Kindergarten Expansion (the roll out of funding for 3-year-old kindergarten).

fkaCS fills a vital niche in a challenging and often uncomfortable area of operations; the ECEC sector needs a leader to inspire and resource services to embrace multilingualism and cultural diversity as a strength. *fkaCS* is proud to provide that leadership.

Barbara Romeril
***fkaCS* President**

The introduction of School Readiness Funding to Victorian Kindergartens has changed the way *fkaCS* delivers programs to Victorian Kindergartens.

Kindergartens in receipt of School Readiness Funding (SRF) are able to choose services and products that address the three priority areas:

- Communication (language development)
- Wellbeing (social and emotional)
- Access and inclusion

Under this model, *fkaCS* is able to provide holistic, customised, long term support to Victorian Kindergartens on a fee for service basis. Developing cultural inclusion strategies have helped Kindergarten's to identify and remove barriers for children and families.

Strategies have been implemented at the:

- Practitioner/educator level
- Service level
- Policy and procedural level

Attitudes towards difference are identified as one of the major barriers to successful participation in Early Childhood Education and Care. Exploring differences in values and respecting different life choices with educators has been an essential component of our work with Kindergartens.

This year *fkaCS* has provided over 1000 hours of customised cultural inclusion support to Victorian Kindergartens.

Partnerships

Developing and maintaining partnerships is another important component of the work we do. This year we continued our partnership with Semann and Slattery and together were successfully awarded the Department of Education and Training Improving Quality through

Educational Programs and Practice. *fkaCS* is mentoring 10 Kindergartens across rural Victoria as part of this project.

We also partnered with Hydon Consulting to produce the *Documenting Early Childhood Language Programs and Practice in Victoria* paper for the Department of Education and Training.

We continue our partnership with Action on Aboriginal Perspectives in Early Childhood (AAPEC) in supporting the development of the Possum Skin Pedagogy Project.

We value our partnerships and thank all partners for the collegial way we have worked together to improve outcomes for children and families.

Early Childhood Languages Program

The Department of Education and Training introduced the Early Childhood Languages program in early 2019. This program sees languages incorporated into everyday learning activities and gives children the opportunity to use and engage in language learning through play, art, music and stories.

fkaCS developed Language Resource Kits and Practice Notes for each Kindergarten participating in the program.

This has been an extraordinary year for *fkaCS* as we transition to a new business model and way of working with Kindergartens. I am sincerely proud our team as we navigate new parameters and ways of working with Kindergartens. As a new team of highly skilled early childhood practitioners, academics, project leads and support professionals we stand ready to meet the needs of the sector well into the future.

Melodie Davies
Executive Director

2018-19 in Numbers

Multicultural Resource Centre



Professional Learning

What our participants thought...



"This was a wonderful PD. The presenter was amazing... respectful, professional, knowledgeable, funny and so very easy to listen to... Thank you for an amazing PD."

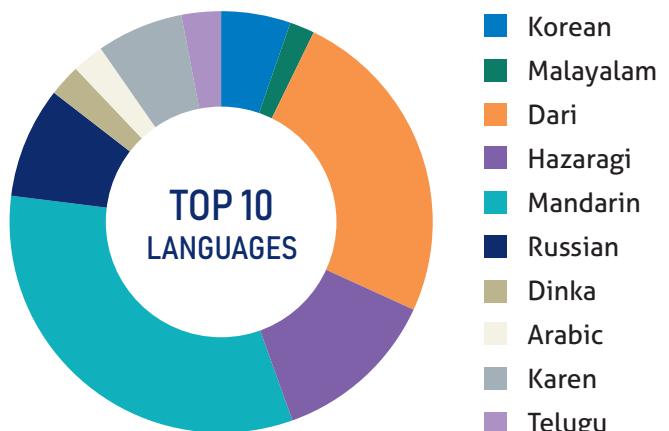
"[The facilitator] was very engaging and related to those of us 'on the ground' so to speak and not as someone who has forgotten what it is really like to work with children and families."

Home / Community Language Support

105 BILINGUAL WORKERS EMPLOYED AT 30 JUN 2019

451 HOURS IN PROGRAM LANGUAGE SUPPORT

ACROSS 166 SITES



Membership & Engagement



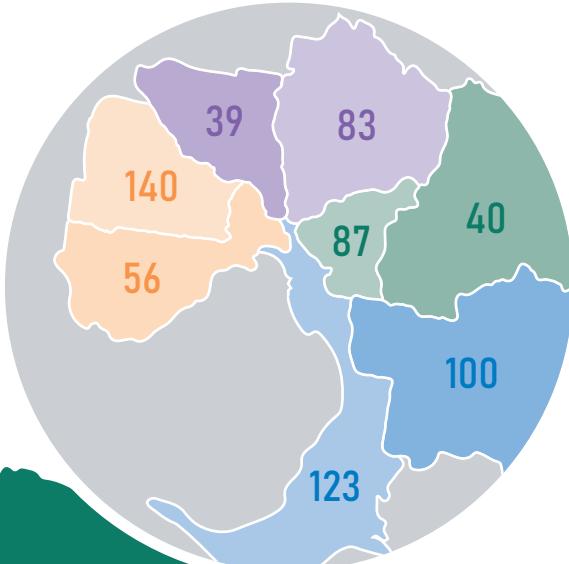
955
CAMPAIGN
OPENS

14 CAMPAIGNS SENT



Our Reach

Note: *Our Reach* does not include the many Early Childhood Education and Care Services who engaged with us electronically via phone, email and web during the 2018-19 Financial Year.



A woman with long blonde hair, wearing a dark long-sleeved shirt, is pushing a young child on a swing set. The child, wearing a blue jacket with a colorful animal print and red leggings, is smiling. The swing set is made of black ropes and is located in a park-like setting with trees and a wooden fence in the background.

In the social jungle
that is human existence,
there is no feeling of
being alive without a
sense of identity.

Erik Erikson
Crisis of Identity (1968)



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Treasurer's Report

2018-19

Important notice: 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 2019. 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 on request from *fkaCS*.

| Financial Summary – Year ended 30 June | 2019 \$ | 2018 \$ |
|---|-----------|-----------|
| Financial Performance | | |
| Revenue from government | 411,281 | 270,693 |
| Philanthropic, membership, trading and other income | 485,609 | 246,280 |
| Total income | 896,890 | 516,973 |
| Total expenditure | 709,131 | 692,998 |
| Net result for the period | 187,759 | (176,025) |
| Financial Position | | |
| Cash and cash equivalents | 802,795 | 617,885 |
| Other assets | 245,021 | 77,266 |
| Total assets | 1,047,816 | 695,151 |
| Total liabilities | 274,879 | 128,368 |
| Net assets | 772,937 | 566,783 |
| Reserves | 518,395 | 500,000 |
| Retained surplus | 254,542 | 66,783 |
| Total equity | 772,937 | 566,783 |
| Cash Flows | | |
| Net cash flow from operations | 198,299 | (148,220) |
| Net cash flow from investing activities | (13,389) | - |
| Net change in cash held | 184,910 | (148,220) |
| Cash available at beginning of year | 617,885 | 766,105 |
| Cash available at end of year | 802,795 | 617,885 |

The financial year to 30 June 2019 was *fkaCS*' third year of adjusted operations following the expiry in June 2016 of Commonwealth Government block funding for the provision of bicultural support services (replaced by an alternative direct service-funded model). As advised in previous reports, the nature and magnitude of the change, as well as issues with the new funding environment, led to a significant drop in *fkaCS*' overall revenue base (from over \$1 million three years ago) and required the association to run planned deficits over recent years as it repositioned its operations accordingly.

Throughout the transitional period, the association has continued to work tirelessly towards implementing a responsible and sustainable organisational structure and service delivery model, in light of its financial constraints, including seeking out opportunities for new and reliable funding.

Pleasingly, during the year, these continued efforts bore fruit, with the association securing new opportunities under School Readiness Funding, special project grants and service agreements, plus significant one-time bequest distributions. Though operational risks remain, these funds helped strengthen *fkaCS*' revenues and overall financial position, and enabled the association to generate a restorative annual surplus result.

Overall for the year, *fkaCS* earned income of \$897k and incurred expenditure of \$709k, for a net surplus of \$188k (prior year result: deficit of \$176k). The improved outcome was income generated, as described above. Costs overall were at similar levels to the prior year. Notwithstanding the one-time bequest, the association's underlying financial structure was significantly improved from previous years, and consistent with budgeted objectives, which targeted progressive improvements in the bottom line over the transitional period.

Core operating income is projected to further increase in the new financial year, mainly as a result of new opportunities as school-readiness funding program ramps up, and costs will

also increase in line with the organisational adjustments necessary to meet service delivery requirements. The association has also recently moved its business premises which will generate further one-time outlays. Overall, we're expecting the entity to operate within the parameters of an improved budget position and to continue to deliver its programs and services effectively.

By virtue of the positive annual operating result, *fkaCS* improved its financial position at year-end, with net assets/total equity at 30 June 2019 sitting at \$773k (30 June 2018: \$567k). The level of net assets continued to provide a reasonable buffer against risk and afford the association the capacity to underwrite its operations.

On behalf of the Board, I sincerely thank our Executive Director, Melodie, and the whole *fkaCS* team for their continued commitment and tireless efforts in helping the organisation throughout this period of transition and relative uncertainty, and planting the seeds for a brighter future.

We would like to extend our thanks to Robert Pisano, Principal Consultant, RFP Business Services for supporting and guiding us through this transition. Robert's financial expertise in working with small not-for-profit community owned organisations, coupled with his understanding of our social purpose has been invaluable during this time, ensuring we've been well supported to make wise and careful decisions as caretakers of our members funds.

Finally, we also extend our gratitude to our partners and members for their ongoing commitment in working together with us, to advance quality education and care services and help deliver the best possible outcomes for children and families.

Julie Brooks
Honorary Treasurer

Acknowledgments

| | | |
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| Board of Management | Patron | Her Excellency, the Honourable Linda Dessau AC Governor of Victoria |
| | President | Barbara Romeril |
| | Vice President | Heidi De Paoli / Melinda Ackerman |
| | Honorary Treasurer | Julie Brooks |
| | Secretary | Karla Coombes |
| | Board Member | Helen Walker Cook |
| | Board Member | Dr Sue Atkinson Lopez |
| | Board Member | Carolina Cabezas |
| | Board Member | Deon Gill |
| Staff | Executive Director | Melodie Davies |
| | Pedagogy & Practice Consultant | Ashley Howden |
| | Professional Learning & Mentoring Lead | Angela Ditchmen |
| | Project Lead | Ron Holmes |
| | Special Projects Coordinator | Audrey D'Souza Juma |
| | Transitions Coordinator | Heidi De Paoli |
| | Administration Coordinator | Isabella Beaupre |
| | Program Support Office | Victoria De Paoli |
| | Multicultural Resource Centre | Barbara Lew |
| | Finance Officer | Barbara Farrington |
| Subcontractors | From time to time <i>fkaCS</i> relies on the expertise of subcontractors. This year the following subcontractors supported us in our work: | |
| | Carolina Cabezas | |
| | Siobhan Hannon | |
| | Bernadette Barry | |
| | Robert Pisano | |

| | | |
|---------------------------|--|--|
| 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 Ms B. Pasqua Mr I. Renard Mr E. Rush Ms D. Rundle |
| Donors and Friends | <i>fka</i> CS would once again like to thank donors and friends for their ongoing generosity and support of the organisation. | |
| Bilingual Workers | The following Bilingual Workers provided support to Victorian children and families in the 2018-19 financial year: | |
| | Anna Kim Bindu Santhosh Humaira Hussaini Lay Ooi Luisa Chiu Maria Chiu Marina Rowan Michael Garang Michelle Szeto Minjin Oh | Najmeh Tamaddoni Nezhad Nuha Rofo Qianwei Ji Sandra Yam Shell Kai Shu Ge Simerpreet Karir Vani Jasti Violeta Velanovska Zahra Ali |



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Supporting children's cultural and linguistic rights...