



Annual Report

2022

fka Children's Services

acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to the land, skies and waterways. We pay our respects to Elders past and present, and acknowledge the strength and resilience of all Aboriginal and Torres Strait Islander people, families and communities.

President's Message

On behalf of the Board of Directors, I extend sincere appreciation to the team at *fka* Children's Services for their continued commitment and dedication to providing professional and expert support to the early years' sector over the past year. The breadth of work undertaken together with the quality of resources developed became evident when the Board met with key management personnel who presented information about specific projects. This initiative was also an opportunity for the Board to meet with employees to introduce themselves and their backgrounds. The purpose was also to ensure the Board was not a 'faceless' group but individuals with a strong community commitment who recognise our people as our most valuable asset.

The Board have had a strong focus on ensuring adherence to good governance having undertaken Board Evaluation processes, adding a Compliance Checklist to the reporting systems, working collaboratively with external financial consultant Robert Pisano to enhance the financial literacy of the Board, as well as undertaking due diligence in respect of financial management, including risk reporting as a standing agenda item in the Executive Director reports and developing sub-committees for specific purpose tasks.

fka Children's Services recognise and acknowledge the relevant funding bodies for their support over the past year. Particularly the Victorian Department of Education and our partners in the consortium Semann and Slattery, Anne Kennedy and Heather Barnes. Finally, thank you to each Board Director for their contribution – all busy professionals who make time to contribute to the governance of *fka* Children's Services. To Melodie Davies, Executive Director, a sincere thank you for your untiring leadership of *fka* Children's Services and broader advocacy – always placing young children and their families central to any debate and decision-making process. The importance of the relationship between the Board and the Executive Director cannot be underestimated and I have been fortunate to have worked with Melodie over the past 12 months – our rigorous and robust conversations so highly valued.

Ros Cornish
President

Operational Report

Whilst 2022 continued to present some challenges for early childhood services in a post-pandemic world, the sector has responded enthusiastically to the announcement of Best Start Best Life Pre-prep reforms. No one can overestimate the work, thinking and activity that will be required for the reform to become a reality, however the Victorian early childhood education and care sector recognises the potential for the reform to make a real and lasting difference to Victorian children and families and are ready for the challenge.

As we came out of the last years of social isolation 2022 saw an increase in requests for on-site support.

The team at *fkaCS* once again demonstrated flexibility and creativity in ensuring the Victorian early childhood education and care sector received the highest quality support both on-site and remotely. Our Cultural Inclusion Support programs have seen an increase in the number of place-based initiatives where groups of kindergartens have joined together to access Communities of Practice and other joint initiatives. Unfortunately, the provision of language support under the School Readiness Funding model of cultural inclusion has once again not been as successful as we would like.

2022 also saw the introduction of our new Orientation and Engagement packages of

support as well as the extremely popular Cultural Inclusion Reflective Practice Toolkit. Both of these initiatives are available under the School Readiness Funding Menu of Evidence-Based Practice.

Whilst we have provided some feedback on the new Inclusion Support Program Guidelines, we are not confident the program will increase active participation for multicultural and newly arrived children and families until a thorough and thoughtful review of the program's purpose, policy settings and delivery are undertaken. We look forward to participating in such a review in the coming months.

fkaCS is delighted to see a renewed interest in multilingual and newly arrived children and families access to early education as the outcomes of the 2020 Parliamentary Inquiry become front and centre of policymakers, advocates, and leaders. A recent essay by the Scanlan Foundation gave us pause to think about the language and labels we use to describe children and families. The Social Policy Groups Community Consultation report coupled with the OECD Equity and Inclusion in Education – Finding Strength Through Diversity Publication reminds us that as educators and leaders, we need to think deeply about the decision we make every day in our quest for a socially just and cohesive early childhood sector where all children can thrive.

We would again like to thank our partners and take a moment to recognise and celebrate the ongoing and lasting commitments and ambitions we collectively hold for the sector.

Thank you to all the teachers and early childhood professionals who go above and beyond every day to ensure the highest quality education and care is available to Victorian children and families.

fkaCS would not be able to deliver the quality and breadth of our programs without our dedicated team of Pedagogy and Practice Consultants, Project Leaders and skilled Operational team members who once again have designed and delivered programs to support Victorian early childhood services to be the best they can be.

We thank them all for their commitment to the organisation, and to the rights of multilingual and newly arrived children and families, and for their creativity and support of high quality, inclusive early childhood programs.

Melodie Davies
Executive Director

Acknowledgements

Thank you to...

The **Victorian Department of Education** for their commitment to Victorian early years services and children's cultural and linguistic rights.

Outgoing office bearers, **Barbara Romeril** (President) and **Janis Lateef** (Treasurer) for their commitment to the organisation, during their tenure on the Board.

The Early Childhood Language Program (ECLP) Quality Support Program Steering Committee supports the delivery of the ECLP Quality Support Program and provides us with valuable expertise and guidance in the delivery of our support to kindergartens teaching in a language other than English:

Grant May - Expression Australia

Michael Randall - Department of Education

Vaso Elefsiniotis - Victorian Aboriginal Education Association Inc.

Dr Anne Kennedy - Early Childhood Education Consultant

Dr Yvette Slaughter - The University of Melbourne

Anthony Semann - Semann & Slattery

Colin Slattery - Semann & Slattery

Kylie Farmer - Modern Languages Teachers Association of Victoria

Board of Management

Ros Cornish - Incoming President

Barbara Romeril - Outgoing President

Vanessa Field - Vice President

Hodan Abi - Board Member

Julie Brooks - Secretary

Janis Latif - Outgoing Treasurer

Karla Coombes - Board Member

Melinda Ackerman - Board Member

Dr Wendy Roberts - Board Member

ExpertSub-Committee

Amanda Sparks

Carolina Cabezas

Claudine Lam

Helen Walker Cook

Janet Williams-Smith

Dr Sue Atkinson-Lopez AM

Sub-Contractors & Consultants

We thank the following subcontractors and consultants who supported *fkaCS* in our work:

Kylie Farmer
ECLP Quality Support Program Mentor

Fay Muir
ECLP Quality Support Program Mentor

Dr Sue Atkinson-Lopez AM

Dr Anne Kennedy

Heather Barnes OAM

Semann & Slattery

Kimberley Chown

Staff

Melodie Davies – Executive Director

Allison Jackson – Finance Officer

Angela Ditchmen – Professional Learning & Mentoring Lead

Angelique Bromley – Mentor & Coach

Ashley Howden – Pedagogy & Practice Lead

Barbara Farrington – Finance Officer

Barbara Lew – Librarian

Bharti Gautam – Pedagogy & Practice Consultant / Mentor

Caroline Woods – Operations & Executive Support Manager

Ellysha Nestler – Pedagogy & Practice Consultant

Emma McGrath – Special Projects Coordinator

Gordana Stojanoska – Operations Manager

Jacqueline Constantin – ECLP Quality Support Program Mentor

Jennifer Nicholls – Special Project Consultant

Rajni Bala – ECLP Quality Support Program Mentor

Samantha Gould – Pedagogy & Practice Consultant

Dr Siobhan Hannan – ECLP Quality Support Program Mentor

Victoria Ostrowski – Program Support Officer

Community Language Support Workers

Thank you to those who provided language support in 2022:

Adeebullah Nawim

Huimin (Jessica) Zhang

Sohaila Mazoori

Anisa Abdul Sattar

Luisa Lay Chiu

Vanisree Jasti

Anna Kim

Nazia Batool

Zainab Salihi

Fahima Ashuri

Sandra Nhiun Pin Yam

Life Members

Ms B Romeril

Mrs K Coombes

Mr T Rush

Ms B Pasqua

Mr and Mrs G Kelso

Mrs G Johnson

Ms D Rundle

Mr I Renard

Mrs P Montgomery

Dr A Kennedy

Mr J Emerson

Dr P Clarke OAM

Mr L Cox

Donors & Friends

fkaCS would like to thank its donors and friends for their ongoing generosity and support.



Our vision is for all children to actively participate in quality education and care services that recognise, value, and embed difference and diversity.



2022 Snapshot

Multicultural Resource Centre



Community Language Support

32 COMMUNITY LANGUAGE WORKERS EMPLOYED*

*At 31 December 2022

183.8 HOURS OF LANGUAGE SUPPORT PROVIDED
ACROSS 12 SITES

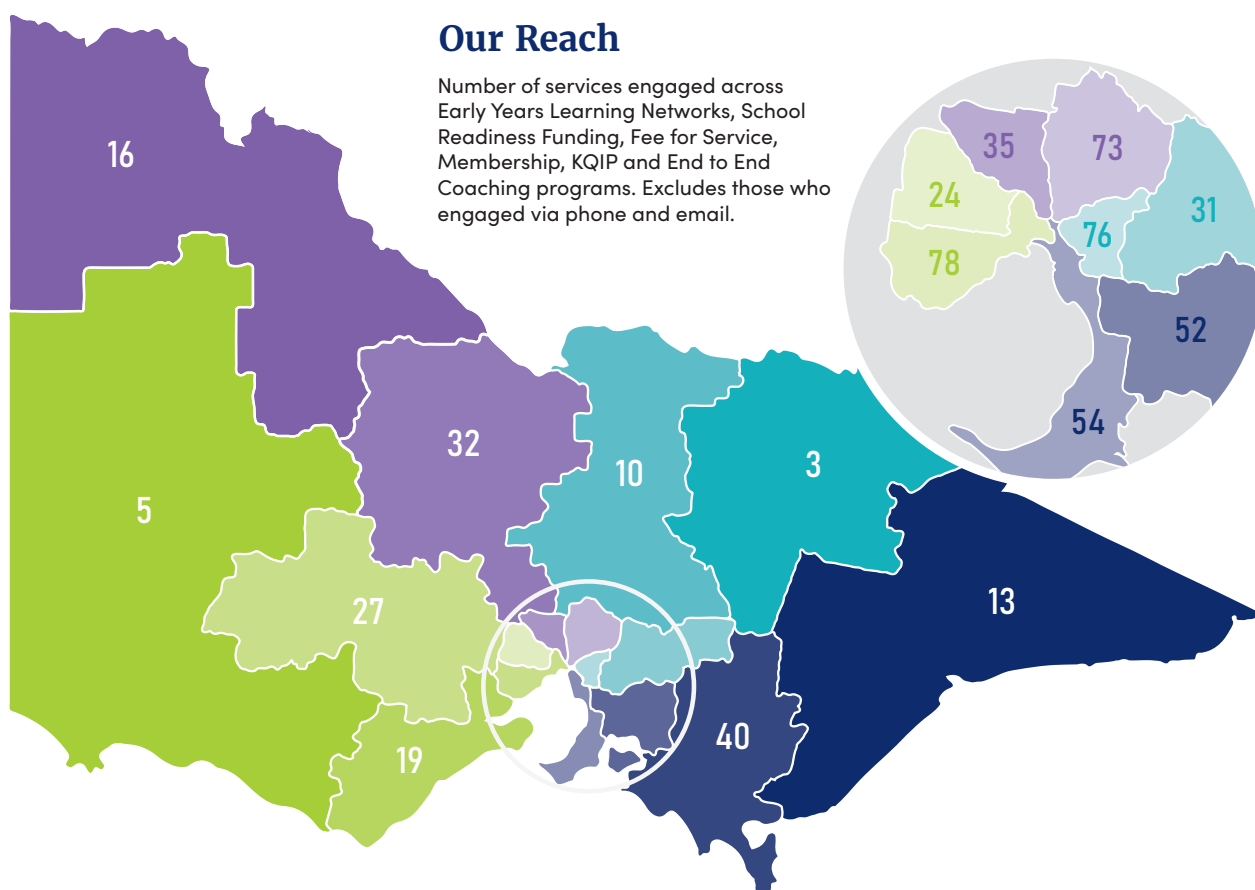
Membership & Engagement



*Includes 66 Complimentary Memberships for the End-to-End Career Supports Program in 2022-23 Year.

Our Reach

Number of services engaged across Early Years Learning Networks, School Readiness Funding, Fee for Service, Membership, KQIP and End to End Coaching programs. Excludes those who engaged via phone and email.



Service Feedback

The program was very interactive, and [consultant] was amazing. I have received positive feedback from my staff from both centres. We will definitely use your services again in the future.

[Consultant] was a pleasure to work with and understood the needs of the service and tailored the program to where the educators were in their journey to inclusive practice.

The program was very useful and has given the entire team a lot to think about.

The consultant's input through SRF over the past two years has really strengthened the quality of cultural inclusion at [the service] and, as a wonderful flow on effect of that, strengthened our relationships with children and families.

Quality Support Program

505 HRS MENTORING SUPPORT



899 SUPPORT EMAILS



355 SUPPORT CALLS



6 SURVEYS



47

NETWORK MEETINGS



4

WEBINARS



5

VIGNETTES

1 ANNUAL FORUM

4 NEWS-LETTERS

Treasurer's Report 2022

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 31 December 2022. 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	2022 \$	2021 \$
Financial performance for the year		
Income	3,335,772	2,216,658
Expenditure	(3,102,152)	(2,141,365)
Net income	233,620	75,293
Other comprehensive income (expense)	9,667	5,687
Total comprehensive income	243,287	80,980
Financial position at end of period		
Assets	2,882,842	2,995,383
Liabilities	(1,736,715)	(2,092,543)
Net assets	1,146,127	902,840
Reserves	527,760	518,093
Retained surplus	618,367	384,747
Total equity	1,146,127	902,840
Cash flows for the period		
Net cash flow from operations	(150,027)	775,782
Net cash flow from investing and financing activities	(88,307)	(86,522)
Net change in cash held	(238,334)	689,260
Cash available at beginning	2,186,879	1,497,619
Cash available at end	1,948,545	2,186,879

This report summarises *fkaCS*' financial results for the twelve months to 31 December 2022.

The year was characterised by continued expansion in *fkaCS*' overall program and related financial activity. This mainly reflected the impact of planned increases in program deliverables associated with existing government contracts, as well as the effects of increased government focus and investment in early childhood sector support, growth in demand for our support and training services, and a more normalised operating environment post the Covid-19 disruptions of the previous two years.

Core activity for the year included our ongoing service commitments with respect to Early Childhood Teacher End-to-End Career Supports and Early Years Learning Networks, Early Childhood Language Program Quality Support, School Readiness / Cultural Inclusion Support Programs, Kindergarten Quality Improvement Programs, and educational resource development.

For the year, *fkaCS* earned income of \$3.34 million and incurred expenditure of \$3.1 million, which resulted in an annual net operating surplus of \$234k. The figures reflected the impact of the expanded activity for the year, with both income and expenditure up overall by around \$1 million or 50% compared to the prior year.

The main sources of income remained government revenue, followed by fee for service activity, memberships, philanthropic contributions, and other sources. Growth in income was largely attributable to increased activity associated with government service agreements. Expenditure for the year was characterised by significant growth in associated program delivery costs, mainly in relation to planned sub-contracting requirements.

The annual operating result consolidated *fkaCS*' financial position at year-end. Total assets stood at \$2.9 million and liabilities at \$1.7 million, for a net assets / total equity position at 31 December 2022 of \$1.15 million, up \$243k on the prior year (31 December 2021: \$903k). Cash continued to be *fkaCS*' biggest asset as expected, at \$1.95 million. Cash remained relatively high due to significant prepaid funds held (which are restricted for future program use and recorded as liabilities in the balance sheet until they are utilised), though fell moderately during the year reflecting a net drawdown on these funds. *fkaCS*' financial position remains sound and provides an appropriate financial buffer to support operations and organisational planning.

The next twelve months are projected to see a continuation of the increased levels of overall financial activity, in line with the anticipated delivery requirements of our current service program and contractual agreements. Some operational risks remain, particularly around ongoing funding streams as existing service agreements expire. In the interim, *fkaCS*' current financial and operational circumstances provide the association with the appropriate capacity to meet existing program objectives and underwrite operations for the foreseeable period ahead.

On behalf of the board, I sincerely thank our Executive Director Melodie Davies and the whole *fkaCS* team for their continued dedication and unwavering efforts in supporting the *fkaCS* community and responding to the needs of our sector. We also extend our gratitude to our partners and members for their ongoing commitment in working together with us to aim for the highest quality outcomes for children and families.

Once again, we would like to acknowledge the work of Robert Pisano Principal Consultant RFP Business Services who has once again guided us through the financial ups and downs of transitioning to an organisation that relies on short-term contacts and services agreements for its financial sustainability. The complexities of *fkaCS* financial model requires a dedicated and thoughtful approach to financial management and Robert's support has been invaluable in ensuring our financial strategy is fit for purpose.

Rakhi Khanna
Treasurer



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Supporting children's cultural and linguistic rights...