

Supporting best practice management
within early childhood education services
to achieve quality outcomes for children

Our vision...

CCSA's vision is for best practice management in early childhood education and care.

Our purpose...

CCSA will partner with and advocate for early childhood education and care services to ensure positive outcomes for children and communities. CCSA will achieve this through providing leadership and using our expertise in meeting the governance, management, human resource, business and industrial needs of early childhood education and care settings. CCSA will behave in an ethical, sustainable, flexible and innovative way.

Our values...

Excellence – Best practice in governance and service delivery

Respect – Consideration and regard for all people and organisations with whom we work

Diversity – Drawing strength from the diversity of our membership and those we work with

Leadership – Being progressive and innovative

Collaboration – Positive internal and external engagement and working relationships

Ethics – Behave ethically in all relationships; we are socially responsible and aim to be environmentally sustainable

Recognition – Together we acknowledge the contributions of the traditional custodians of this land. We acknowledge the contribution of Aboriginal Australians, Torres Strait Islander peoples and non-Aboriginal Australians to the education and care of all children and people in this country in which we live and share.

ANNUAL REPORT 2013-14

Your **partner**
in management



Celebrating
45 years

Our president's report

The CCSA year commenced with the ECA NSW/CCSA co-hosted Conference *Continuing the conversation: are all the voices being heard?* at the Hunter Valley in October 2013. Although we were surrounded by bushfires and challenged by the closure of the Newcastle Airport, the 300 delegates who attended met the newly appointed Assistant Minister for Education Sussan Ley MP. The conference keynote speakers focused on quality, governance, management and education and care. Our partnership with ECA NSW ensured that professional development is accessible and affordable for all ECEC services, in particular those in rural and remote locations.

The conference was preceded by our Leadership Day with Colin Pidd and Sally Folly Lewis' Master Classes on Leadership – with over 60 delegates participating.

In November, we farewelled our CEO Samantha Edmonds. The Board has since proceeded with a consolidated approach, including a secondment of Meg Mendham to the position of General Manager for twelve months. With so much change and opportunity in the field of Early Childhood Education and Care we will move forward with an experienced early childhood senior management team.

The focus on our core business of management, governance, leadership, business development, compliance and industrial relations support has remained our aim this year. CCSA has maintained our momentum and this reflects in the feedback we have received from members.

The key points for 2013-2014 have been:

- We continue our ongoing partnership with Aboriginal Early Childhood Support and Learning (AECSL) to ensure that Aboriginal and Indigenous children are supported to access quality ECEC services.
- We are dedicated to the support of our members who are working with the National Quality Standards through development of their Quality Improvement Plan (QIP) and Assessment and Rating visits.
- Our continued engagement and advocacy on behalf of our members in the Fair Work Commission with the expiry of the Modern Awards Provisional Pay Rates period.
- CCSA represented our members at the Equal Remuneration Case (ERC) and was successful in lobbying that Preschool services be included in the case.

- Review and redevelopment of the Committee Members Guide that resulted in comprehensive detail covering Roles and Responsibilities; Tasks to complete after the AGM; Effective Policies; Meeting Procedures; Fundraising; NQF; Funding Arrangement and Contracts and an outline of the ACNC.
- Continuation of 1800 Phone support for all members, providing support for ECEC services' Management Committees to successfully fulfil their employment responsibilities is a key part of our valued work.
- Growth expansion of Business Solutions (BSol) continues at a rapid rate with many more members engaging our BSol services, to support them with financial responsibilities.
- Additional support to meet all changes under the Superannuation Guarantee changes.
- Increased need and demand for consultancy and training for organisations seeking professional support and development for both Management Committees and Early Childhood Educators.
- Continued involvement and representation on the Department of Education and Communities reference committee working with State government for a viable and sustainable preschool funding model.
- Continued representation on the NSW Children's Services Forum that works to advocate on behalf of all ECEC services in NSW.
- Continued representation on the Australian Community Children's Services.

It has been a full year with many policy forums and activities attended by the Board. We have represented CCSA at the ACECQA forums held in Sydney and Melbourne, the Productivity Commission Forums, the National Children's and the New South Wales Children's Services Forum. I have been invited to participate on the Federal Stakeholder Reference Group and will continue to promote the profile of CCSA.

I would like acknowledge and thank the Board and Staff for their dedication to CCSA and support of the members. We look forward to continuing to work with you into the future.

Best Regards,



Anne Bowler
President



Be empowered and inspired.



Our **management and governance training** for early childhood education and care providers will help you to reach your full potential.

Our financial performance

In the 2013-14 financial year, CCSA completed the transition to accounting on an accruals basis. This resulted in a headline loss as income and expenditure was allocated to the financial year that associated services were delivered, rather than when the receipt or expense occurred as was the previous practice under cash accounting.

For example, previously membership fees were recognised as income on receipt. Compared to the treatment in prior years, at 30 June 2014 \$319,193 was being held as a Membership Fees Received in Advance liability rather than being recognised as income in 2013-14.

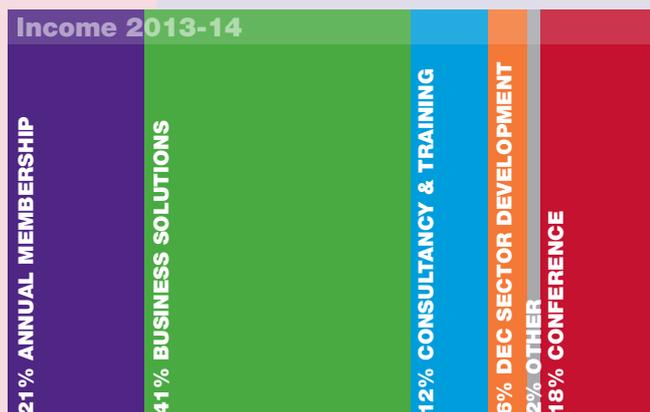
This change to accounting treatment allows us to better recognise when services already paid for by membership fees are delivered to members. It also provides a more realistic picture of the net

assets of the Association with full provision for staff entitlements and other future costs (\$20,242 at 30 June 2014 under accrual accounting, compared to \$270,972 at 30 June 2013 under cash accounting).

To allow a year-on-year comparison to be made, retention of the previous cash accounting treatment would have resulted in the following outcomes:

	Year ended 30 June 2014	Year ended 30 June 2013
Members Fees (Income)	\$508,840	\$609,582
Operating Surplus (Deficit)	\$68,462	\$88,928

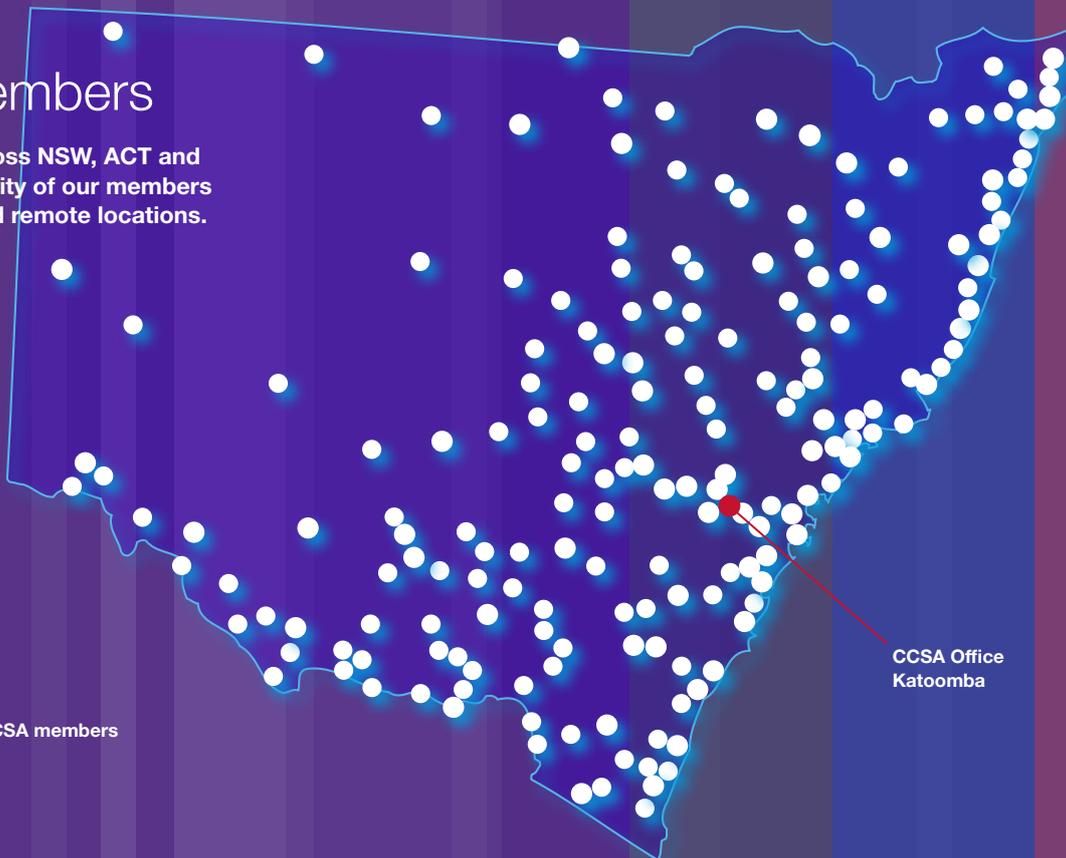
In 2013-14 CCSA received \$55,500 in funding from the Department of Education and Communities (DEC) under the Sector Development Grant Programme. CCSA acknowledges this funding from DEC which supported the provision of CCSA's web-based information services.



Our members

Are based across NSW, ACT and WA. The majority of our members are in rural and remote locations.

● CCSA members



CCSA Office
Katoomba

Our staff

LEFT TO RIGHT: Ian Alchin, Samantha Anderson (left 4.2014), Scott Boladeras, Wendy Cook, Samantha Edmonds (left 11.2013), Shauna Fayers, Devina Fraser, John Gunn, Helena Hyssett, Amanda Marco, Lorraine McCormick, Meg Mendham, Candace Rozema and Kathy Whalan.



Our board

LEFT TO RIGHT: Anne Bowler (President), Neville Dwyer (Treasurer), Jan Langtry, Jim Craddock, Ruth Newman, Miriam Dayhew and Cathryn Albert



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To find out more speak to us today!
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Your **partner**
in management



Celebrating
45 years