



Where children come

first



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President's report

As the federal and state governments early childhood education and care reform agenda accelerated, so did the level of activity for C&K. In many ways 2009 marked the end of the traditional community kindergarten environment in Queensland whereby C&K had a virtual monopoly in the sector. Although the demise of this position will inevitably cause some short term discomfort for a number of branch and affiliated kindergartens the Association fully supports the reforms.

At 30 percent, Queensland has Australia's lowest rate of participation by four year olds in bona fide pre-prep educational programs with almost all these children attending a C&K service. By 2014 the government's *Universal Access* reforms will enable all children in the target age cohort to have the benefit of a C&K equivalent experience, whether it be in an existing C&K centre, a long day care setting or one of the 240 new kindergartens being established throughout Queensland.

Although the increased availability and choice of settings for parents will present new challenges for the traditional session based kindergarten, I am confident C&K's established reputation and experience will ensure ongoing collective viability. Nevertheless, it will

be necessary for all services - branch and affiliated - to work collaboratively together; especially when the sector moves to voluntary affiliation in 2011. In preparation for this reform, the board will seek comment from affiliated services as to what factors will determine their choice of affiliating body. The board will in turn advise services of the association's expectations. A series of intrastate "road shows", online surveys and face to face meetings will be undertaken in 2010 with affiliated management committees to ensure C&K's Board deliberations and decisions reflect our joint objectives. These communication avenues will also be used to explain and discuss the new funding model that will apply immediately to all new services and existing kindergartens from 2011. I encourage open and frequent dialogue



with C&K to ensure any decisions management committees make are based on accurate and up-to-date information.

As the big picture early childhood reforms were being implemented, C&K was simultaneously involved with many other exciting and positive activities. In May, Maxine McKew, Parliamentary Secretary for Early Childhood, officially opened the C&K conference. This was followed by the presentation of Q2 partnership status by Premier Anna Bligh MP in July. This was in recognition of C&K's crucial involvement with the *Universal Access* reforms. In September, I attended the official opening by Andrew Barton MP, Minister for Education and Training in the ACT, of three innovative early childhood schools in Canberra. In a state government first, these schools at

Isabella Plains, Narrabundah and Southern Cross cater for children from zero to eight years of age and include childcare, kindergarten and formal schooling for years one to three. Also in July, I attended the official opening of the Browns Plains Family and Community Health Centre where C&K has partnered with The Benevolent Society to provide early childhood services.

As President I have continued to be active in lobbying key early childhood decision makers. I was invited to join the state government's Early Childhood Education and Care Forum, participating in its quarterly meetings; and continued to attend quarterly meetings with Geoff Wilson MP, Minister for Education and Training, accompanied by C&K CEO Barrie Elvish. In November Minister Wilson became the first government education minister to attend a C&K Board meeting. This presented a valuable opportunity to not only hear first hand of the government's agenda, but also to share with the minister the association's concerns. Regular meetings also take place between C&K and Bruce

Flegg, leader and education spokesperson for the opposition.

During the year the board spent considerable resources on two key projects, designed to strengthen C&K's management and strategic planning capabilities. An independent consultant was contracted to undertake a review of the board functions, expertise, and succession planning. Following extensive sub committee work, several proposed changes to the constitution will be canvassed with members. I thank my fellow board members for their willingness to constructively review existing practice. Secondly, the Strategic Planning Committee reviewed its existing plan to ensure ongoing relevance in light of the evolving reform agenda. I again extend my appreciation to committee chair, Barry Salmon, who has overseen some fine tuning of the plan in line with reform objectives.

During 2009 the Board of Management accepted applications from previously affiliated services of Biloela Community Childcare Centre and Bundaberg TAFE Community Childcare Centre. We also welcomed the addition of Maleny,

I assure you that the welfare and interests of the children entrusted to us at C&K will remain paramount

Meandarra, Dirranbandi, Gayndah and Eight Mile Plains community kindergartens, as C&K branches.

This year approximately 320 staff, board members and partners enjoyed the “Welcome Back” event, a function that never ceases to impress me as it showcases the diversity and professionalism of C&K staff. Consistent with previous practice and the priority placed on *Building waterfalls* philosophy, Employee of the Year Awards were presented in the categories of listening, exploring, connecting and enlarging. I again congratulate Peta Crane, Melissa Haitoua, Danielle Stiff, Paul Butler, staff at Maroochydore Occasional Care and nGundanoo, and Robyn Mercer on their success. Those equally worthy of recognition for long years of exemplary service to children in C&K centres included: Gail McDonald, Rebecca Bowen, Marilyn Beale, Phebe Jooi, Jennifer Muche, Jan Burnett, Tracey Waterhouse, Lesley Alexander, Gaye Grant, Therese Landers, Jessie Barker, Ruth Hurley and Neale Brosnan.

C&K Board members are very conscious of the increasing demands being made

on volunteer committees in both time and energy necessary to manage a kindergarten. As outlined earlier in my report, these challenges are set to increase in the short term as management committees cope with funding changes, increased competition for children and new regulatory policies and procedures. My Board is well aware that the ongoing viability and quality of both affiliated and branch services is reliant on the continued commitment of volunteer management committees and parent advisory groups, the professional dedication of our staff and financial assistance from the Queensland Government. For all those that contribute so generously, we continue to be very grateful.

On behalf of all DECKAS funded kindergartens I sincerely thank Premier Anna Bligh MP, Education Minister Geoff Wilson MP, and Chief Officer and Assistant Director General of the Office of Early Childhood Education and Care, Zea Johnston, for all their support. Thanks also to Julia Gillard MP, Federal Minister for Education Employment and Workplace Relations, and Maxine McKew, Parliamentary Secretary for

Early Childhood.

Finally, I would like to acknowledge and thank my fellow Board members, office bearers and committee chairs for the commitment, expertise and time so generously given to support children. Special thanks to C&K CEO, Barrie Elvish, for his strong leadership during the past year, as well as his dedication and advocacy for children. Thanks also to the senior management team of C&K and staff members who so ably represent the association throughout Australia.

The coming years will present the community kindergarten sector with many challenges and - most likely - some difficult decisions. I assure you that the welfare and interests of the children entrusted to us at C&K will remain paramount as we navigate our way through the changing regulatory environment and launch into what I believe will be a promising future.

Adjunct Professor Mary Mahoney AO

MBBS Qld, Hon MD, Qld, Grad Dip Clin Ed
UNSW, FRACGP, FAIM, FAMA
President

CEO's report



As the pace of government reform in the early childhood education and care sector accelerated, 2009 evolved to be yet another challenging and rewarding year for C&K.

During the period under review we learnt more about the establishment of 240 new kindergartens, the 260 early learning centres, *The Early Years Learning Framework*, new quality accreditation standards, new kindy guidelines and workforce amendments.

Of more immediate importance were state government announcements regarding changes to the traditional kindergarten funding model and the introduction of C&K equivalent programs in long day care settings. It is hard to imagine any comparable sector and profession having to cope with so many changes over such a short time frame. The following report outlines some of the specific highlights during 2009.

Barrie Elvish

BA, Dip ED, Grad Dip Bus Admin, MBA, JP
chief executive officer

+
29

**ABORIGINAL &
TORRES STRAIT ISLANDER**
kindergartens



POSITIVE
workspace



FOUR
brand new early childhood
schools in the ACT



**THOUSAND
DOLLARS**
tender win for the college



Aboriginal & Torres Strait Islander programs

Through a successful tender process, C&K began services in Western Australia. The Halls Creek project began in earnest in October 2009, with the coordinator being appointed. By the end of the year, three play groups had been established in the Aboriginal communities of Yiyili, Koongie Park and Yardgee.

C&K was successful in securing funding from the federal Department of Education, Employment and Workplace Relations (DEEWR) to undertake capital works at its 29 Aboriginal & Torres Strait Islander kindergartens. The centres received much needed make overs that have seen a resurgence of pride in each of the centres by their communities.

Our involvement in the development and rollout of the *Foundations for Success* curriculum, a pre-prep program in Aboriginal & Torres Strait Islander communities, highlights a true partnership with the Department of Education & Training, which honoured C&K as a respected early childhood education authority that could provide evidence-based practice across all sectors. C&K was recognised in the Premier's Smart State Award in the Education category in November 2009.

In a separate project C&K worked collaboratively to support services on the outer islands of the Torres Strait. The Office of Early Childhood and Care identified services not meeting licensing standards and programming requirements. On a local level, C&K, with the early childhood services and councils carried out audits to meet standards. At a regional level, key stakeholders compiled common goals, timelines and agreed on strategic aspirations.

Furthermore, in 2009 staff members of the Aboriginal & Torres Strait Islander programs team were asked to present at conferences around the nation. Highlights included C&K cultural advisor, Aunty Eileen Williams presenting at a *Reconciliation Australia* function in Tasmania; presentations on significant projects, such as play groups and family projects in Caboolture and Halls Creek; and the Annual Forum of the Queensland Indigenous Education Consultative Committee.

The centres received much needed make overs that have seen a resurgence of pride in each of the centres by their communities.

C&K College of Early Childhood

Our reputation for high quality training and assessment within the community services industry continued throughout 2009, reflected by increases in student enrolments compared with the previous year. In 2009, our Skilling Solutions Queensland (SSQ) contract received an increase in funding that ensured a boost in the number of students who chose the RPL (recognition of prior learning) pathway to their qualification. This mode of delivery was an area of expansion and is particularly important for our industry to ensure its workforce strategy goals are met.

Midway through the year the college secured a tender for a Commonwealth and Queensland Government's Productivity Places Program contract. The

program, valued at \$900,000 over three years, aims to reduce skills shortages and increase industry productivity by providing funding to assist existing workers to further their qualifications and skills.

The college's strong reputation within the child care training industry has seen the continuation of preferred supplier partnerships with Catholic Education Services (North Queensland) and Early Learning Services (ELS) to deliver traineeships and apprenticeships to their staff across Queensland.

The college's strong reputation within the child care training industry has seen the continuation of preferred supplier partnerships.





Children's services

C&K services continued to offer exceptional care and education to children across Australia; however some services felt the effects of the global financial crisis with a small decline in utilisation and occupancy figures.

In January 2009, C&K was announced as the successful applicant to partner with the ACT, Department of Education and Training in the operation of the childcare and outside school hours care component of four brand new early childhood schools. This exciting initiative has made world class facilities available to children from zero to eight years of age and includes health and community facilities for families at Southern Cross, Narrabundah and Isabella Plains. A fourth, Lyons Early Childhood School opened early 2010.

By mid-year C&K was announced as the successful service provider for the Weipa ELCC. Under the agreement with Rio Tinto Australia, the very first corporate owned long day care centre was transferred to C&K's operation as a branch service in December 2009. Plans are now underway to expand the current facility from a two room long day care centre

to a five room early learning and care centre. Towards the end of 2009 we were advised that our tender for a similar project co-located on Clinton State School in Gladstone was also successful.

Sadly, in 2009, due to centre specific factors beyond our control C&K had to close three childcare services: Kindercraft (Brisbane City Hall), C&K Garden City, (Mt Gravatt Westfield Shopping Centre); and C&K Carole Park. I thank all our staff at these centres for their service and on-going dedication. Luckily we were able to redeploy most staff members to other C&K services.

The association's commitment to reduce ratios in our zero to two room to one staff member for every three babies has been a wonderful initiative for all involved. The feedback from parents and staff on the benefits for the children has exceeded our expectations.

Family day care continues to expand in the Gold Coast region and we are confident of a similar demand growing from our partnership with The Benevolent Society at the new Browns Plains Family and Community Health Centre.

Feedback from parents and staff on the benefits for the children has exceeded our expectations.

Human resources

In 2009, our human resources team faced numerous challenges including: swine flu; significant changes to our industrial relations framework; an ever-increasing number of services and staff to serve; a re-structure of the organisation; and preparations for the impending early childhood reforms. Nevertheless C&K continues to enjoy a positive workplace culture with low turnover and absenteeism rates. To better support both branch and affiliated services, the HR team has expanded to now include dedicated functions supporting our learning and development, payroll, employee relations and recruitment requirements.

The association's operations now cover: affiliated and branch kindergartens, childcare, family day care, outside school hours care, in home care, training and project management. The success of all activities depends on the ongoing dedication and commitment of C&K volunteers and staff. On behalf of the children who experience the C&K environment, I express my sincere appreciation.

C&K continues to enjoy a positive workplace culture with low turnover and absenteeism rates.







Board of management report

Attendance at the Board of Management meetings in 2009:

Adjunct Professor Mary Mahoney AO	president	11
Mr Robert Mills	senior vice president	9
Mr Peter Fardoulys AM	vice president	9
Mr John England	treasurer	11
Mrs Jennette Lavis OAM	member	10
Mr Barry Salmon	member	9
Mr Tom Kettleton	member	11
Dr Noelene McBride	member	7
Angie Russian	chairperson C&K management committees forum	8
Mr Bill Lowah	member	7
Mr John Sneddon	legal adviser ex-officio	10

Board of management report continued

Patron

Her Excellency, Ms Penelope Wensley AO, The Governor of Queensland.

Principal activities

The principal activities of the association during the financial year were:

- To provide support and advocacy for community managed early childhood services in Australia.
- To undertake this role by monitoring standards in affiliated centres, administering public funds and operating its own branch services.
- To represent the interests of the sector through forums and media exposure.
- To advocate for, and promote, children's interests.

Significant changes

The significant changes that occurred this year were:

- Taking on of new branch services.
- Opening three new services in Canberra.
- Partnering with the Queensland Government to establish up to 240 new kindergartens over the next four years.
- Expanding operations to Halls Creek in Western Australia.

Operating result

The net result for the Creche & Kindergarten Association of Queensland amounted to a net deficit of (\$117,348). Of this, \$510,072 was related to sale of assets, donated assets and capital grants received.

Life governors

Hon Professor Peter Fardoulis AM

Mr Robert Ferguson

Pauls Limited

Mrs Margaret Sutherland OAM
(dec 19/11/04)

Mr Robert Mills

Lady Thomson OBE
(dec 9/3/08)

Mrs Faye Wright

Lawyers

Shand Taylor Lawyers

Auditors

HLB Mann Judd



Board of management profile



Adjunct Professor Mary Mahoney AO

MBBS Qld, Hon MD, Qld, Grad Dip Clin Ed
UNSW, FRACGP, FAIM, FAMA

president

Mary Mahoney is a general practitioner and was director of the Royal Australian College of General Practitioners Training Program for 25 years. She has been a member of the C&K Board of Management for many years and president since 2000. Prior to this, Dr Mahoney was a member of the Brisbane Kindergarten Teachers' College Council. She is a member of the University of Queensland Senate and Deputy Chair of the Brisbane Girls Grammar School Board of Trustees. Having four children and three grandchildren, Mary recognises the importance of early childhood education and understands how vital the first five years of a child's life are. At C&K, she believes we are privileged to have the opportunity to influence children's experiences in helping them achieve their full potential and to be happy, healthy and well adjusted.

Mr Robert Mills

GCSJ, M Disp Rsl, MIAMA, JP (Qual)

senior vice president

Robert Mills is a conflict resolution practitioner, in both public and private practice, and is a Life Governor of C&K having served more than 35 years as a member of the Board of Management. He is a Member of the Queensland Chapter of the Institute of Arbitrators and Mediators Australia and is a National Accredited Mediator (Aust).

Hon Prof Peter Fardoulys AM

LFAIB, Dip Mech & Elec Eng, JP

vice president

Peter Fardoulys' interest in C&K dates back more than four decades, when he first joined the C&K Board in 1967. As managing director of Peter Fardoulys Constructions, Peter is heavily involved in the building industry in Queensland. He is an active community member and is a member of the Royal Brisbane & Women's Hospital Research Foundation and Opera Queensland Board. He is also a Past National President of the Australian Institute of Building and a life governor of C&K.

Mr John England

JP (Qual), FAIM, BA (Psych Econ)

treasurer

As a father of toddlers, John England became interested in child development while he was studying psychology. This led to his children attending a C&K affiliated centre where he was on the management committee for many years.

Mr Tom Kettleton

JP(cde), M of Labour Studies, WHS officer and auditor, Cert IV Workplace Training and Assessing

Tom is the chief executive officer of Industrial Relations Advice and Support. He also owns and operates a small tourist bus service. He has wide and varied community experience and brings a wealth of networks and knowledge to C&K.

Board of management profile continued

Mrs Jennette Lavis OAM

B Ed Stud, Grad Dip EC Stud,
Dip BKTC

Jennette Lavis joined the C&K Association as a life member when she graduated as an early childhood teacher. For many years she worked for C&K and tutored and supervised practice teaching for the School of Early Childhood, Kelvin Grove. As national vice-president (Qld) for Australian Early Childhood Association, she was closely involved with the push for national accreditation of childcare centres. Advocacy for young children is Jennette's main interest. She led the development of a series of child protection videos, a member of the Queensland Child Protection Council advising the Minister for Families, and was a member of the Management Committee of Gowrie Inc for 20 years. Jennette has a son and two daughters and enjoys spending time with her nine grand children.

Mr Bill Lowah

Bill Lowah has been prominent in social justice and community-based organisations in Queensland for more than 30 years. As a Torres Strait Islander, he brings an Indigenous perspective as well as a vast breadth of knowledge and networks from grassroots, people-centred organisations that enrich Queensland. He has worked in the area of training in both the public and private sectors.

Dr Noelene McBride

Dip KTC, B Ed, M ED St, PhD

For more than 30 years Dr Noelene McBride has been involved in many aspects of early childhood education and care, working in a range of early childhood settings including kindergartens, preschools, childcare centres and primary schools in Australia and overseas; and as a parent and grandparent of twin girls. She has also lectured university and TAFE students in early childhood.

Dr McBride's experience as president of Early Childhood Australia (ECA) Queensland Branch has provided her with opportunities to advocate on behalf of young children. It also increased her awareness of the current issues facing professionals and practitioners in caring for and educating young children.

Mrs Angie Russian

chairperson C&K management committees forum

Angie Russian is President of the Dayboro Community Kindergarten and is the current chairperson of the C&K management committees forum. As the mother of three small boys, Angie became involved with the C&K kindy in Dayboro when her first child started in 2005. Originally from Newcastle, New South Wales, Angie worked in radio and advertising for eight years before being transferred to work at Triple M Radio Brisbane in 2000 as Promotions Manager. After meeting her husband Tony and having her first child in 2002, she left radio and is now involved with the local community in Dayboro. Angie believes that C&K, through the Dayboro Community Kindergarten, is helping her children to gain independence and self-confidence.

Mr Barry Salmon

Dip T, BA, B Ed, M Ed St, FAIM

Barry Salmon first became involved with C&K in the early nineties when his child -ren attended a C&K centre. His involvement grew through his work with the former Children's Services Council. Barry has worked in education since the mid seventies, both as a teacher and in a managerial capacity. He is currently the Assistant Commissioner for Children and Young People and Child Guardian where he advocates strongly in promoting the rights, interests and well-being of Queensland's children. He believes that C&K's commitment and dedication to young children is unique in today's world.

Mr John Sneddon

LLB

legal adviser ex officio

John Sneddon is a lawyer and a partner at Shand Taylor Lawyers. John attends board meetings as a non-voting co-opted advisor and provides legal advice to the board. John has been acting for C&K for more than three years and has a background in industrial relations law, commercial litigation, discrimination law and defamation law. John has a strong interest in the legal issues affecting the early childhood education sector and is the father of two young children. He is a member of the Queensland Law Society, the Industrial Relations Society of Queensland, the Migration Institute of Australia, the Australian Lawyers Alliance and the International Commission of Jurists.

C&K management committee's forum

The C&K management committee's forum provides an opportunity for committees to share concerns, raise issues and be informed on matters relating to C&K centres.

I would like to thank the office bearers for 2009 including vice chairman Melanie Robey, elected delegate Heidi Mason and secretary extraordinaire Sam Davidson who have supported this forum throughout the year. I would also like to thank Pat Wilkie from C&K central for all of her administrative assistance and support, ceo Barrie Elvish who supports and promotes our forum, and the C&K board members for their guidance and enthusiasm. I would like to make a special mention of Sylvia Bowles, C&K early childhood education and care coordinator along with staff for giving up their time to find guest speakers, attending our forums and providing us with all the necessary information we need throughout the year. Without Sylvia this forum would not be possible. With her guidance, it has grown from strength to strength.

2009 has been another exciting year for the C&K management committee's forum. I was elected president for a

third year at the Dayboro Community Kindergarten and was lucky enough to be elected as chairperson of the forum for a second year. Once again I was amazed that over 25 people attended our AGM and that on average we had at least 15 people turn up to our forums in 2009. It is always hard to give up your nights to attend *another* meeting but each month the numbers continued to rise.

Throughout the year our committee was very honoured to have some excellent guest speakers from C&K present to us. These included: Sylvia Bowles on affiliation papers and policies; Anthony Abrahams on budgeting; Kristy Taynton on workplace health & safety; Amber Simpson on award modernisation; DECKAS; Barrie Elvish on C&K as a corporate identity and AGM's; and Kim Davis on *Building Waterfalls*.

The forum continues to have a section on the C&K intranet. This is very useful to committees who need to access information on upcoming meetings, previous meetings, forum minutes and notices. There is also the opportunity to review and comment on any new and existing policies before they are approved by the board of management.

Meetings have become a way for committee members to share advice and information, as well as assisting each other with any concerns or questions that they may have. It is a great place to forge new friendships within the C&K community. Lastly, I would personally like to thank the board members of C&K for encouraging and supporting the C&K management committee's forum. All members have made it so easy for me to voice parents' opinions.

Attending the C&K management committee's forum is a great way to help your centre by gaining information from C&K and other kindy parents. I look forward to seeing many new faces in 2010.

[Angie Russian](#)
chairperson







Treasurer's report

As indicated in last year's report, 2009 was expected to be financially challenging in the wake of the global financial crisis. It was certainly a tough year financially. Enrolments were down, particularly in the childcare sector, and in a very labour intensive industry such as ours - containing costs in relation to revenues is a difficult task. We missed our target surplus amount by a significant number. As indicated in the financial statement the profit from ordinary activities was a loss of \$717,578 compared to 2008 when we generated a surplus of \$743,765. Indicators in the economy suggest the worst of the global financial crisis is over, but recovery is expected to be slow and financial management in 2010 must take account of the lessons learned in 2009 to ensure we remain financially strong and able to fulfil our strategic objectives.

Income from ordinary activities in 2009 was in excess of \$72 million, which is an increase of approximately 11%, similar to the increase in 2008. Operating expenditure increased significantly in the staff area from \$25.1 million to \$30 million (+19%) as a result of expansion

of services and the start up of initiatives associated with pre-prep programs such as the establishment of 240 new kindergartens. Our other operating expenses have also increased from \$6.0 million in 2008 to \$8.7 million in 2009 (+45%). Taking into account revenues from outside ordinary activities the comprehensive result for the year was a loss of \$105,919. This compares with a surplus of \$1.5 million in 2008.

During the year total assets increased from \$21.1 million to \$24.0 million and total liabilities increased from \$7.7 million to \$10.6 million. This resulted in net assets decreasing from \$13.5 million to \$13.4 million. The cash position remains strong with cash and equivalents moving from \$13.2 million in 2008 to \$15.2 million in 2009.

In 2010, controlling costs and making sure our structure is appropriate is of paramount importance as we move forward.

In 2009 government funding to branch services and affiliated kindergartens was approximately \$41 million. This is a

Treasurer's report continued

significant and critical support for the parents of children benefiting from the early childhood programs provided by C&K.

The Queensland State Government has continued to maintain funding for kindergartens. Through various programs this has enabled significant initiatives in expanding early learning services in Queensland. I extend the association's appreciation of the support given by the various departments and agencies, especially by Geoff Wilson MP, Minister for Education and Training and the Office For Early Childhood Education and Care.

The association also appreciates the support from Julia Gillard MP, Federal Minister for Education, Employment and Workplace Relations.

To the other government departments and officers who work with the association, I extend thanks for their continued support and assistance. I would like to thank Barrie Elvish and the management team for their efforts in 2009. I also particularly thank the corporate services team headed by

Anthony Abrahams for their efforts in managing finances and new systems development in a difficult year.

Finally, I would like to thank my colleagues on the Board for their continuing support during 2009 and into 2010.

John England

JP (Qual), FAIM, BA (Psych Econ)
treasurer

Financial statements

Statement of Comprehensive Income

For the year ended 31 December 2009

	Note	2009 \$	2008 \$
Revenues from ordinary activities	2(iii)	72,162,667	64,985,720
Employee costs		(30,039,382)	(25,044,730)
Depreciation and amortisation expenses		(915,584)	(759,148)
Childcare Benefit paid		(2,365,566)	(2,415,856)
Community kindergarten funding paid		(30,732,618)	(29,939,448)
Loss on Sale of Property, Plant and Equipment		(90,158)	(17,826)
Other expenses from ordinary activities	3	(8,736,937)	(6,064,947)
Profit from ordinary activities		(717,578)	743,765
Revenues from outside ordinary activities:			
- Capital grants	2(i)	452,070	690,322
- Fair value of donated assets	2(ii)	148,160	35,101
Net profit attributable to the Association		(117,348)	1,469,188
Other comprehensive income:			
Transfer from reserves		11,429	24,784
Other comprehensive income for the year		11,429	24,784
Total comprehensive income for the year		(105,919)	1,493,972

Statement of Financial Position

As at 31 December 2009

	Note	2009 \$	2008 \$
CURRENT ASSETS			
Cash and cash equivalents		4,376,559	863,163
Receivables		1,121,380	876,859
Other financial assets		10,863,551	12,375,312
Other current assets		384,512	484,328
Total current assets		16,746,002	14,599,662
NON-CURRENT ASSETS			
Property, plant and equipment		7,239,784	6,589,609
Total non-current assets		7,239,784	6,589,609
TOTAL ASSETS		23,985,786	21,189,271
CURRENT LIABILITIES			
Trade and other payables		7,841,763	6,059,402
Grants and fees received in advance		2,135,153	1,180,548
Total current liabilities		9,976,916	7,239,950
NON-CURRENT LIABILITIES			
Employee Entitlements		611,453	445,985
Total non-current liabilities		611,453	445,985
TOTAL LIABILITIES		10,588,369	7,685,935
NET ASSETS		13,397,417	13,503,336
EQUITY			
Reserves		2,900,779	2,889,350
Retained profits		10,496,638	10,613,986
TOTAL EQUITY		13,397,417	13,503,336

Statement of Changes in Equity

For the year ended 31 December 2009

	Note	2009 \$	2008 \$
MOVEMENTS IN RETAINED EARNINGS			
Retained profits at the beginning of the financial year		10,613,986	9,144,798
Net profit attributable to the Association		(117,348)	1,469,188
Retained profits at the end of the financial year		10,496,638	10,613,986
Made up of:			
Accumulated funds		7,971,844	8,089,192
Accumulated funds - Commonwealth/State Operational		1,311,632	1,311,632
Accumulated funds - Commonwealth/State - Capital		1,213,162	1,213,162
Retained profits at the end of the financial year		10,496,638	10,613,986
MOVEMENTS IN RESERVES			
Mary Thomson Scholarship Fund		14,088	7,674
Jean Macmillan Development Fund		10,274	15,489
C&K Association Building Fund		-	1,621
Future capital expenditure reserves		(12,933)	-
Total movement		11,429	24,784
Balance at 1 January		2,889,350	2,864,566
Add transfers from reserves		11,429	24,784
Balance at 31 December		2,900,779	2,889,350

Statement of Changes in Equity (continued...)

For the year ended 31 December 2009

	Note	2009 \$	2008 \$
Represented by:			
Mary Thompson Scholarship Fund		416,593	402,505
Future Capital Expenditure Reserve		50,026	62,959
Jean Macmillan Development Fund		302,345	292,071
C&K Association Building Fund		1,525,385	1,525,385
Special Project Reserve		543,068	543,068
Trusts & Legacies		63,362	63,362
		2,900,779	2,889,350

Statement of Cash Flows

For the year ending 31 December 2009

	Note	2009 \$	2008 \$
Cash flows from operating activities			
Receipts from clients		24,748,360	20,259,926
Operating grant receipts		11,386,857	2,740,686
Community kindergartens grants receipted		30,381,467	35,710,829
Childcare subsidy grants		2,357,952	3,059,924
Capital grants		1,177,798	911,867
Interest received		628,877	869,675
Sundry income		3,024,942	2,601,053
Payments to suppliers		(10,046,333)	(5,802,279)
Wages and salaries		(29,429,340)	(25,182,390)
Community kindergartens funding paid		(30,732,618)	(32,340,301)
Net cash provided by operating activities		3,497,962	2,828,990
Cash flow from investing activities			
Payments for investments		-	(2,618)
Proceeds from investments		41,113	136,624
Payments for property, plant & equipment		(1,548,087)	(1,890,016)
Proceeds on sale of fixed assets		51,761	586,085
Net cash used in investing activities		(1,455,213)	(1,169,925)
Net increase/(decrease) in cash held		2,042,749	1,659,065
Cash and cash equivalents at the beginning of the year		13,197,361	11,538,296
Cash and cash equivalents at the end of the year		15,240,110	13,197,361

Notes to the Financial Statements

For the year ended 31 December 2009

Note 1: Statement of significant accounting policies

a. Basis of Preparation of the Concise Financial Report

The concise financial report is an extract of the full financial report for the year ended 31 December 2009. The concise financial report has been prepared in accordance with Accounting Standard AASB 1039: Concise Financial Reports and the *Associations Incorporations Act 1981* (Qld).

The financial statements, specific disclosures and other information included in the concise financial report are derived from and are consistent with the financial report of Creche and Kindergarten Association of Queensland Inc (C&K Association of Queensland). The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of C&K Association of Queensland as the full financial report.

A description of the accounting policies adopted by C&K Association of Queensland may be found in the full financial report.

Notes to the Financial Statements (continued...)

For the year ended 31 December 2009

	Note	2009 \$	2008 \$
Note 2: Revenue			
Operating activities			
- Advisory services		-	2,500
- College income		374,901	301,414
- Affiliation fees		904,673	835,457
- Children's fees		22,182,154	18,452,492
- Conference and seminars		282,199	238,474
- Other fees and levies		582,236	520,917
- Fundraising, subscriptions & committee contributions		285,286	245,062
- Project management fees		1,515,454	-
- Sundry income		1,509,487	2,008,320
- Fair value of donated assets		148,160	35,101
		27,784,550	22,639,737
Government subsidies and grants			
- Dept of Families & Community Services (Commonwealth)			
- Operational		2,980,712	1,796,928
- Childcare Benefit		2,357,952	2,473,250
- Dept of Education, Training & Youth Affairs (Commonwealth)			
- Operational		683,337	810,380
- Capital		351,552	221,545
- Dept of Education, Training and the Arts (State)			
- Branch services		6,927,017	6,303,016
- Community kindergartens		30,381,467	29,717,903
- Gambling Benefit Grants (State)		452,070	690,322
- Department of Communities		215,363	188,387
		44,349,470	42,201,731

Notes to the Financial Statements (continued...)
For the year ended 31 December 2009

	Note	2009 \$	2008 \$
Note 2: Revenue continued			
Non-operating activities			
- Interest received		628,877	869,675
		628,877	869,675
Total revenue		72,762,897	65,711,143
Less capital grant	2(i)	(452,070)	(690,322)
Less fair value of donated assets	2(ii)	(148,160)	(35,101)
Revenue from ordinary activities	2(iii)	72,162,667	64,985,720

Notes to the Financial Statements (continued...)
For the year ended 31 December 2009

	Note	2009 \$	2008 \$
Note 3: Profit from ordinary activities			
Expenses:			
Advertising and marketing		431,578	192,900
Audit		31,000	26,000
Cleaning		207,954	764,275
Conferences and seminars		206,539	252,243
Equipment		407,598	555,285
Food and functions		421,407	356,430
Fringe benefits tax expense		16,601	34,333
General expense		2,972,733	1,973,215
Motor vehicles		304,354	197,581
Outsourcing/consultancy		338,549	298,758
Postage, printing, stationery and program materials		664,663	536,161
Project management expenses		1,503,844	-
Repairs and maintenance		435,774	360,614
Telephone and internet		416,165	278,720
Travel		378,178	238,432
Total other expenses		8,736,937	6,064,947

Notes to the Financial Statements (continued...)

For the year ended 31 December 2009

Note 4: Events after balance sheet date

- a. Since the end of the financial year C&K Association of Queensland have taken on a number of new branches. Moorooka and Stretton were acquired as part of the 240 kindergartens on State School sites project. Amberley was acquired as part of the 260 early Learning Centre Project. Yuingi was also acquired subsequent to year end. An estimate of the financial impact of these transactions cannot be reliably made at the time of issuing this report. The C&K Association of Queensland have a preferred supplier arrangement for the business operation of 180 Kindergartens to be built on State School sites over the next 5 years.
- b. The C&K Association of Queensland has also anticipated taking on the following branches during the 2010 calendar year: QUT Kelvin Grove, QUT Carseldine, North Caloundra, Caloundra, Tewantin, Sunshine Beach and Noosa Leisure Centre. An estimate of the financial impact of these transactions cannot be reliably made at the time of issuing this report.

Note 5: Segment Reporting

The C&K Association of Queensland operates predominantly in one business segment, the childhood services sector and only operated in one geographical segment, Australia.

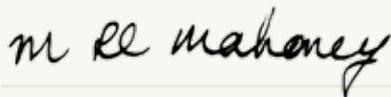
Members of the Board Declaration For the Year Ended 31 December 2009

The members of the Board of Management declare that the concise financial report of C&K Association of Queensland for the year ended 31 December 2009, as set on pages 29 to 39

- a. Complies with Accounting Standard AASB 1039: Concise Financial Reports; and
- b. Is an extract from the full financial report for the year ended 31 December 2009 and has been derived from and is consistent with the full financial report of C&K Association of Queensland.

This statement is made in accordance with a resolution of the Board of Management and is signed for and on behalf of the Board of Management by:

President



Adjunct Professor Mary Mahoney

Treasurer



Mr John England

Dated this:

29th

day of

April

2010

Independent audit report to the members of the Creche & Kindergarten Association of Queensland

Scope

We have audited the financial report of C&K Association of Queensland for the year ended 31 December 2009 as set out on pages 29 to 40 in order to express an opinion on it to the members. The Board of Management is responsible for the concise financial report. Our audit has been conducted in accordance with the Australian Auditing Standards to provide reasonable assurance whether the concise financial report is free of material misstatement. We have also performed an independent audit of the full financial report of C&K Association of Queensland for the year ended 31 December 2009. Our audit report on the full financial report was signed on 20 April 2009, and was not subject to any qualification.

Our procedures in respect of the audit of the concise financial report included testing that the information in the concise financial report is consistent with the full financial report, and examination on a test basis, of evidence supporting the amounts, discussion and analysis, and other disclosures which were not directly derived from the full financial report. These procedures have been undertaken to form an opinion whether, in all material respects, the concise financial report is presented fairly in accordance with Accounting Standard AASB 1039: Concise Financial Reports.

The audit opinion expressed in this report has been formed on the above basis.

Independence

In conducting an audit we followed applicable independence requirements of Australian professional and ethical pronouncements.

Audit Opinion

In our opinion the concise financial report of C&K Association of Queensland complies with Accounting Standard AASB 1039: Concise Financial Reports.



HLB Mann Judd



C J M King

Partner

Date: 29 April 2010.

Brisbane, Queensland

Branch centres

KINDERGARTENS | ACACIA RIDGE | ALBERT PARK (WOODRIDGE) | ALLORA | AMAROO (SILKSTONE) | ARANA HILLS | BURPENGARY
| CABOOLTURE | CALVARY (SPRINGWOOD) | CAPELLA | CARBROOK | CARINDALE | COO-INDA (BILOELA) | COORPAROO | CORAL
COAST (BURNETT HEADS) | DIRRABAND | EIGHT MILES PLAINS | GLADSTONE | GLENDEEN | GLEN MORGAN | GREENBANK | GUNDOO
MIRRA | HOLLOWAYS BEACH | JIMBOOMBA | KILCOY | KUCA'S NEST (MUDGEERABA) | LEICHHARDT | MEANDARRA | MAGNETIC
ISLAND | MILLMERRAN | MOOROKA | MOOLOOLAH | MT CROSBY | MURGON | NUNDAH | OAKLEIGH | PADDINGTON | REDBANK
PLAINS | REDLANDS (CLEVERLAND) | ROSALIE | SALISBURY | SPRINGSURE | ST CATHERINE'S (WISHART) | STANTHORPE | STEPPING
STONES (TOWNSVILLE) | STRETTON | THE GAP | TIERI | WALKERSTON | WEST END | WHITSUNDAY | WOOLLOOWIN | YELANGI
(INDOOROOPILLY) | EARLY CHILDHOOD SCHOOLS | ISABELLA PLAINS | LYONS | NARRABUNDAH | SOUTHERN CROSS (SCULLIN) |
COMMUNITY CHILDCARE CENTRES | ARNWOOD PLACE (ANMERLEY) | BLACKWATER | BILOELA | BUNBADERG TAFE | CABOOLTURE
TAFE | COLLINGWOOD | COOLUM | COTTON TREE | FORTITUDE VALLEY | KELVIN GROVE (HERSTON) | MOOLOOLABA | MT GRAVATT
WEST | NAMBOUR | NEWMARKET | NGUNDANOO (ROCKHAMPTON) | OXLEY | SALISBURY | WILSTON | WIEPA | YAMANTO | MULTI
FUNCTION CENTRES | BLACKWATER | EMERALD SOUTH | GLENDEEN | MIDDLEMOUNT | RAILWAY (SOUTHPORT) | TARA | ABORIGINAL
& TORRES STRAIT ISLANDER PROGRAMS | CABOOLTURE INDIGENOUS CHILDREN'S PROGRAM | CABOOLTURE CHILD CARE LINKS |
DHAGUN-GUR CURRICULUM RESOURCE LIBRARY | HALLS CREEK PROJECT (PLAYGROUPS) | TORRES STRAIT CHILD DEVELOPMENT
SUPPORT | PSPI | SOUTH EAST QUEENSLAND ENGAGEMENT PROJECT | CABOOLTURE COMMUNITY ENGAGEMENT PROJECT |
UNIVERSAL ACCESS PROJECT - MOBILE TEACHER | WACOL | RICHMOND / JULIA CREEK | KARUMBA / NORMANTON | SURAT / INJUNE
| WOODRIDGE FAMILY DAY CARE SCHEMES | NORTHSIDE (NEWMARKET) | MAROOCHY | MUDGEERABA | SOUTHERN SOUTH EAST
QLD (FORMERLY WOODRIDGE) | IN-HOME CARE SERVICE | MAROCHYDORE | OCCASIONAL CARE CENTRES | MAROCHYDORE |
NAMBOUR | CABOOLTURE

Affiliated centres

KINDERGARTENS | GREATER BRISBANE | ALBANY CREEK | ALDERLEY | ANNE SHEARER (REDCLIFFE) | ASCOT CENTENARY | ASHGROVE MEMORIAL | ASHGROVE WEST | ASPLEY EAST | BALLYMORE (HERSTON) | BANYO | BARDON | BAYVIEW (DECEPTION BAY) | BEENLEIGH | BELLBOWRIE | BOONDALL | BRACKEN RIDGE | BULIMBA | BURRAGAH (WOODRIDGE) | BURPENGARY | CAMIRA | CAMP HILL | CAMPUS (ST LUCIA) | CANNON HILL | CARINA (CAMP HILL) | CENTENARY CHRISTIAN (MIDDLE PARK) | CHAPEL HILL | CHELMER–GRACEVILLE | CHURCH STREET (GOODNA) | CLAYFIELD | CORINDA | CRAIGSLEA (CHERMSIDE) | DAYBORO | EATONS HILL | EMILY FOORD MEMORIAL (STAFFORD) | EVERTON HILLS | EVERTON PARK | FAITH (VICTORIA POINT) | GAN GANI (FIG TREE POCKET) | GAYTHORNE | GEEBUNG | GRACEVILLE | GUNDALA (WYNNUM) | HARTY STREET (COORPAROO) | HILLSDON (TARINGA) | HOLLAND PARK | HYDE ROAD (YERONGA) | INALA | INDOOROOPILLY | JAMBOREE HEIGHTS | KEDRON HEIGHTS | KENMORE DISTRICT | KENMORE PARK | KENMORE WEST | KIPPA RING | KOOBARA (ZILLMERE) | LAWNTON | LUTWYCHE-WINDSOR | MANLY | MARCHANT PARK (CHERMSIDE) | MITCHELTON | MONTESSORI (AUCHENFLOWER) | MOTT PARK | MT GRAVATT | NAZARETH (WOOLLOONGABBA) | NORMAN PARK | OUR LADY OF THE ROSARY (KENMORE) | PINE RIVERS (KALLANGUR) | RED HILL | ST AMBROSE (NEWMARKET) | ST JAMES (CLEVELAND) | ST JOHN'S (EIGHT MILE PLAINS) | ST LUCIA | ST THOMAS (ST LUCIA) | SAMFORD | SANDGATE–BRIGHTON | SHAILER ROAD | SHERWOOD | SOUTH PINE (STRATHPINE) | SPRINGWOOD | STAFFORD HEIGHTS | STAVERTON (CHELMER) | STRATHPINE | STONES CORNER | SUNNYBANK | TARRAGINDI MEMORIAL | THE GAP | TINGALPA & DISTRICT | UPPER MT GRAVATT | WAGNER ROAD (CLAYFIELD) | WANDARRAH (INALA) | WAVELL HEIGHTS | WEST CHERMSIDE | WEST END | WEST MORETON (KARRABIN) | WILLMORE (FERNY HILLS) | WILSTON–GRANGE | WYNNUM GENERAL GORDON | WYNNUM MANLY | YERONGA | REGIONAL QUEENSLAND CENTRES ALEXANDRA MOOLOOLABA | AMBERLEY | ATHERTON | AYR | BABINDA | BALONNE (ST GEORGE) | BARCALDINE | BAYVIEW HEIGHTS (CAIRNS) | BEAUDESERT | BECK STREET (DALBY) | BEERWAH & DISTRICT | BETHANY (RACEVIEW) | BETHLEHEM (WOONGOOLBA) | BIGGENDEN | BILOELA | BIRRALEE (GLADSTONE) | BLACKALL |

Affiliated centres

BLACKBUTT | BLUE SKIES (TOWNSVILLE) | BOONAH | BOOPA WEREM (BUNGALOW) | BORILLA (EMERALD) | BROADBEACH | BRIBIE ISLAND | BROADBEACH WATERS | BROOKES STREET (NAMBOUR) | BUCASIA | BUDERIM | BUNDABERG | BUNDARA (FRENCHVILLE) | BURKETOWN | BURLEIGH HEADS | BURRUM (HOWARD) | CABOOLTURE APEX | CAIRNS | CALLIOPE | CALOUNDRA | CALOUNDRA CHRISTIAN | CAMBOOYA | CANUNGRA | CARPENTARIA (NORMANTON) | CARRAMAR (MARYBOROUGH) | CHARLEVILLE | CHARTERS TOWERS | CHINCHILLA | CHISELHURST (TOOWOOMBA) | CLONCURRY | COEN | CONDY PARK (PIALBA) | COOKTOWN | COOLUM BEACH | COOROY | CURRIMUNDI | DIMBULAH | DIRRANBANDI | DYSART | EAST MACKAY | EDMONTON | EIDSVOLD | EILEEN FISHER (MT ISA) | EMERALD | EMU PARK | ESK | ESTELLE CARDIFF (MT ISA) | FOREST VIEW (BUNDABERG) | GATTON | GAYNDAH | GEORGE BOWEN (HOPEVALE) | GIN GIN | GLEBE ROAD (IPSWICH) | GOONDIWINDI | GORDONVALE | GRANVILLE | GUNALDA | GYMPIE | HAPPY VALLEY (MT ISA) | HEADSTART KINDERGARTEN (TOWNSVILLE) | HERVEY BAY | HERVEY BAY (SCARNESS) | HIGHFIELDS | HOME HILL | HUGHENDEN | INGHAM | INJILINJI (MT ISA) | INJUNE | INNISFAIL | IPSWICH | ISIS (CHILDERS) | JACARANDA STREET (BOOVAL) | JANDOWAE | JELLYBEANS (ALPHA) | JULATTEN | JULIA CREEK | KARALEE/WILLOW DOWNS | KAWANA | KILKIVAN | KINGAROY | KOOKABURRA CREEK (GLADSTONE) | KOOKABURRA STEINER (ANDERGROVE) | KOOLKUNA (TOWNSVILLE) | KOOLYANGARRA (GLADSTONE) | KULILA (TOOWOOMBA) | KUMBIA | KURANDA | KUTJALA (CHARTERS TOWERS) | LABRADOR | LAIDLEY | LANDSBOROUGH | LAWNTON | LITTLE MIRACLES (TOOWOOMBA) | LONGREACH | LOWER HERBERT | LOWOOD | MACKAY | MACLAGAN WINDERMERE | MALANDA | MALENY | MAREEBA | MARIDAHDI (EAST TOOWOOMBA) | MARANOVA | MARTIN LUTHER (TOOWOOMBA) | MARYBOROUGH | MEMORIAL PARK (MAROOCHYDORE) | MERMAID WATERS | MIRAMBEENA (TOOWOOMBA) | MONTO | MORANBAH | MOURA | MOURILYAN DISTRICT | MOSSMAN | MT LOUISA (TOWNSVILLE) | MUDJIMBA | MUNDUBBERA | MUNGINDI | FLORENCE (MARGATE) | MURILLA (MILES) | NAMBOUR | NANANGO | NAPRANUM (WEIPA SOUTH) | NARNIA (ROCKHAMPTON) | PALMWOODS | PEACE (KAMERUNGA) | PEREGIAN BEACH | PIONEER (NORTH MACKAY) |

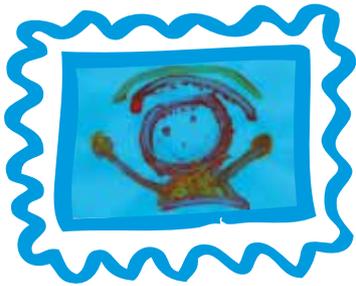
PIONEER VALLEY (MIRANI) | PACIFIC (BIRTIYA) | PITTSWORTH | POMONA | PORT DOUGLAS | PROSERPINE | QUILPIE | RAVENSHOE
| RICHMOND | ROCKHAMPTON SOUTH | RODERICK STREET (IPSWICH) | ROSEWOOD & DISTRICT | ROSEWOOD (TOOWOOMBA)
| ROWES BAY (TOWNSVILLE) | SARINA & DISTRICT | SCOTTVILLE | SILKSTONE (BOOVAL) | SILKWOOD | SNOW WHITE (DALBY) |
SOUTH KOLAN | SOUTH MACKAY | ST JAMES (HERVEY BAY) | ST JOHN'S (KINGAROY) | ST JOHN'S (BUNDABURG) | ST STEPHEN'S
(GLADSTONE) | STUART STREET (DALBY) | TAMBORINE | TANNUM SANDS | TAROOM | TARUMBAL (NORTH ROCKHAMPTON) |
TEWANTIN | TEXAS | THE RANGE (MAPLETON) | THE GLENNIE (TOOWOOMBA) | TINANA | TOOBEAH | TOOGOOLAWAH | TRINITY
(SOUTHPORT) | TRINITY BEACH (CAIRNS) | TULLY | TWIN TOWNS (COOLANGATTA) | UNNDENNOO (MARYBOROUGH) | VERA LACAZE
(TOOWOOMBA) | WALLAVILLE | WANDOAN | WARWICK | WEIPA | WESTMAR (KARRABIN) | WESTERN SUBURBS (TOWNSVILLE) |
WHITFIELD (CAIRNS) | WONDAI | WUJAL WUJAL | YARRAMAN & DISTRICT | YEPPOON | YORKEYS KNOB | YUNGABURRA | LIMITED
ACCESS RESOURCE (LARS) SUBSCRIBERS | AGNES WATER CHILDCARE CENTRE | ASHMORE COMMUNITY CHILDREN'S CENTRE |
BLACKWOOD STREET CHILDCARE CENTRE | BOWEN & DISTRICT CHILDCARE CENTRE | BUNDAMBA CHILDCARE CENTRE | CRIBB
STREET CHILD CARE CENTRE | GALBIRI CHILDCARE & PRESCHOOL CENTRE | GOODNA COMMUNITY CHILDCARE CENTRE | HAYES
STREET CHILDCARE CENTRE | INGHAM EARLY LEARNING CENTRE | KURILPA COMMUNITY CHILDCARE CENTRE | LEICHHARDT
ONE MILE COMMUNITY CHILDCARE CENTRE | LOGAN TAFE COMMUNITY CHILDCARE | MAREEBA CHILDCARE & KINDERGARTEN
(DUNLOP ST) | NASH STREET CHILDCARE CENTRE | OLSON AVENUE COMMUNITY CHILDREN'S CENTRE | NORTH IPSWICH CHILDCARE
CENTRE | MUSGRAVE HILL COMMUNITY CHILDREN'S CENTRE | TORRENS ROAD COMMUNITY CHILDCARE CENTRE | YUINGI
CHILDCARE CENTRE

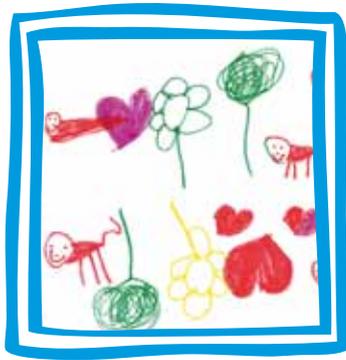
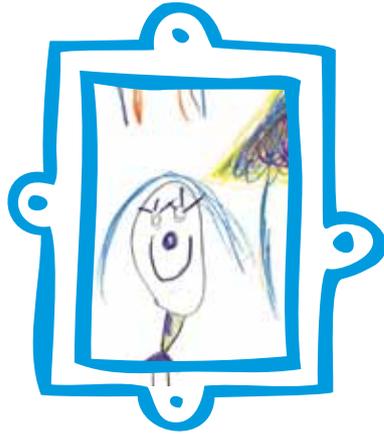




About C&K

- Since 1907 C&K has educated and cared for more than 1 million children.
- We are the only statewide early childhood association with credentials of a standard high enough to be recognised and funded by the Department of Education, Training and the Arts (DETA).
- With more than 400 DETA funded centres and child-related services for families with young children, C&K is Australia's largest and longest established community based early childhood association.
- All C&K services offer Australia's first collaborative birth to school age curriculum, *Building waterfalls*.
- As a not-for-profit association, any profits are reinvested to benefit children and the community.







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Where children come first