



# adventure patch

Annual Report 2019





# Adventure Patch Philosophy

Play is at the heart of childhood and simply the most important thing we offer children. Through play children learn to respectfully engage with the world and the people around them.

In the natural environment, children grow and develop through messy play, exploration and curiosity.

This provides opportunities for children to develop risk-taking and resilience, friendship, self-worth and a sense of social conscience.

We create an inclusive environment where every individual can feel safe, valued and happy.



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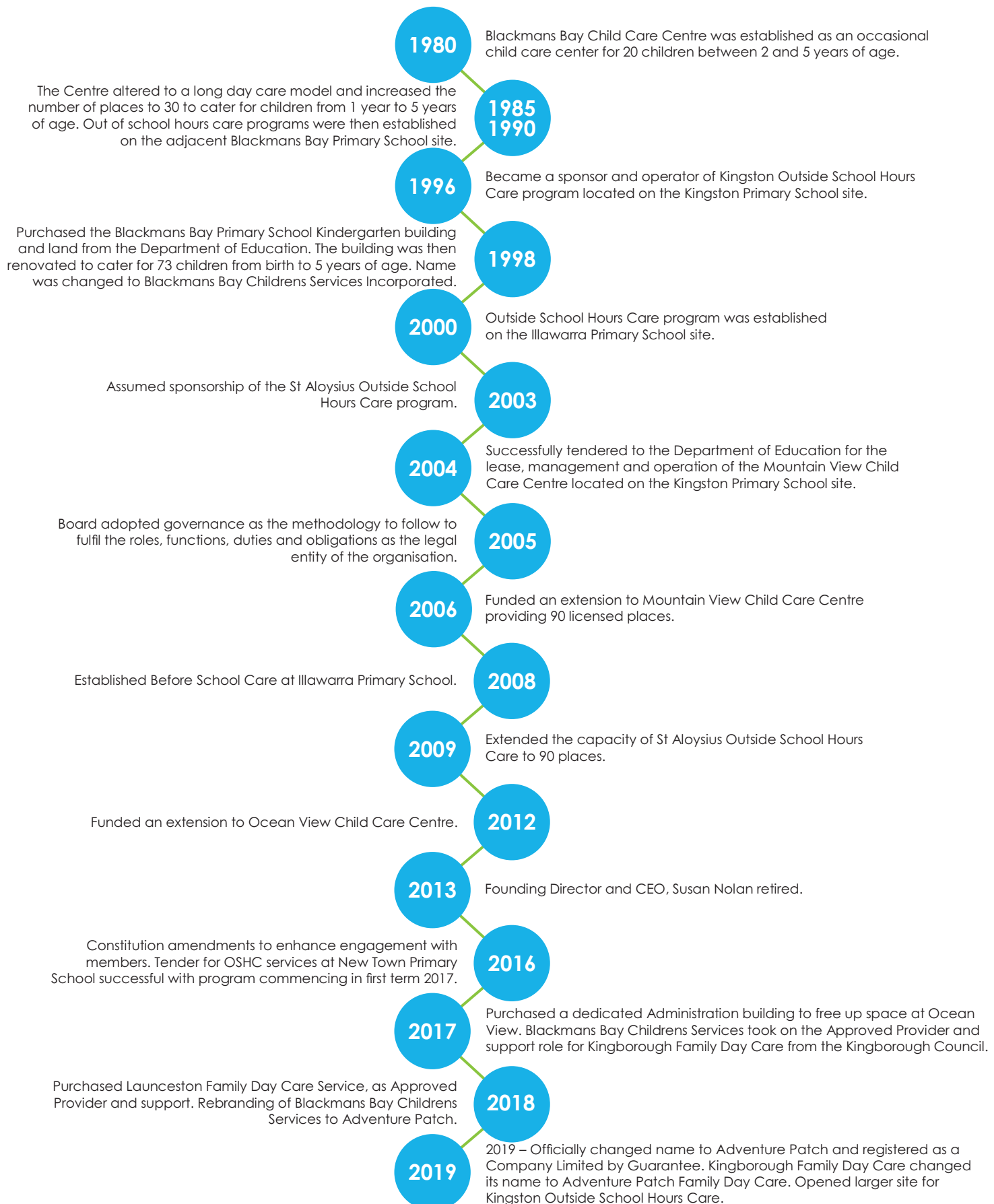
# About Adventure Patch

Adventure Patch is a community based organisation, established in 1980, providing quality child care services for children birth to 13 years of age. The organisation's legal entity is a company limited by guarantee, governed by a voluntary Board of Directors.

The Board of Directors determine the strategic direction for the organisation and engage a Chief Executive Officer to oversee the day to day management and operations.



# Our History



# Adventure Patch Sites



## Administration & Adventure Patch Family Day Care

### 1 Diamond Drive, Blackmans Bay

The Diamond drive property is home to our Central Services and Leadership teams as well as Adventure Patch Family Day Care. The property is a newer acquisition of Adventure Patch, as demand for services increases so does the need for offices to assist with the running of day to day operations. Our Family Day Care team are based at Diamond Drive and support educators to provide quality childcare in the homes of registered family day care educators. Educators provide nurturing care in a secure and enriching home environment for babies and children up to 12 years of age.

## Mountain View Child Care Centre Church Street, Kingston

Located in the grounds of the Kingston Primary School and is leased directly from the Department of Education. The Centre is licensed for 92 places for children aged birth to 5 years of age.



## Ocean View Child Care Centre 177b Roslyn Avenue, Blackmans Bay

Operated from a purpose built venue in the grounds of Blackmans Bay Primary School. The service is licensed for 77 places for children aged birth to 5 years of age



# Adventure Patch Sites

## Launceston Family Day Care 23 Tamar Street, Launceston

In November 2018 Adventure Patch took over the operation of LFDC. Our Family Day Care team support educators across the north of the state to provide quality childcare in the homes of registered family day care educators. Educators provide nurturing care in a secure and enriching home environment for babies and children up to 12 years of age.



## Outside School Hours Care

Adventure Patch are proud to offer care in five locations, for families seeking before school care, after school care and vacation care. Services provide care for children aged 4 to 12 years of age.

### Locations include:

Kingston Outside School Hours Care  
– Church Street, Kingston

St Aloysius Outside School Hours Care  
– Roslyn Avenue, Kingston Beach

Illawarra Outside School Hours Care  
– Tinderbox Road, Blackmans Bay

New Town Outside School Hours Care  
– 36 Forster Street, New Town

Blackmans Bay Outside School Hours Care  
– 177 Roslyn Avenue, Blackmans Bay



# Our Vision & Strategic Goals

Strategic Goals 2019-2022



## People and culture

Support and resources will be allocated to promote and maintain a positive working climate, provide administrative and HR support and to encourage professional development for all staff.



## Financial Management

Plans and processes will be developed for the prudent financial operation of the organisation while also investigating capital expenditure and management options to secure the long term future.



## Business Development, Marketing and Expansion

The organisation will be positioned and promoted as a market leader in contemporary early childhood education and care and as a desirable partner for alliances and joint ventures.



## Governance and Leadership

The Board will govern while management leads the organisation—a partnership in governance and leadership in a contemporary not-for-profit organisation.



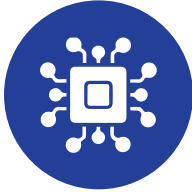
## Service Delivery

Adventure Patch will become leaders in delivering high quality services to children and families, implementing strategies for more effective communication between all stakeholders.



# Our Vision & Strategic Goals

Strategic Goals 2019-2022



## ICT Infrastructure and Resources

The organisation will have an integrated and robust ICT platform and appropriate hardware and software and access to appropriate support, resources and tools to undertake their work.



## Vision

Adventure Patch will be a dynamic, diverse organisation dedicated to the provision of services that are valued and respected for their quality and leadership.



## Mission

Adventure Patch is a progressive organisation providing innovative, responsive services for children that meet their needs, the needs of their families and the community. Committed to best practice.



## Values

Adventure Patch upholds the following qualities in the process of achieving the mission and vision of the organisation:

- Quality
- Equality
- Ethical
- Empathy
- Respect
- Citizenship
- Responsibility
- Commitment

# Board of Directors

2019/2020



**Charles Courtney**  
Chair



**Karen Banks**  
Deputy Chair



**Belinda Bresnehan**  
Treasurer



**Mark Roberts**  
Public Officer



**Gaylene  
Cunningham**



**Joyce du Mortier**



**Aiden Eggleston**

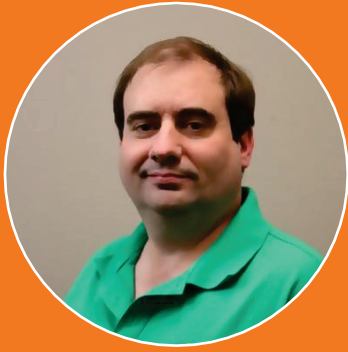


**Jeanette Loosmore**



**Zoe Tracey**





## Report From Board

Last year was an adventurous year for the company. It began with the rollout of our new name and brand. The whole Adventure Patch team are to be commended for participating in the development of the brand and embracing change. The multicolour uniforms, signage and vehicle wraps have added the brightness to our services.

Throughout the year, our organisation has continued to grow. We now have 112 staff, and 84 Family Day Care educators across the state. Together we provide care for 1,835 children from 1,224 families.

This reflects our mission to bring the Adventure Patch philosophy to as many children and families across the state as possible. Both of our Family Day Care Services continue to grow with educators found from as far as Latrobe, Bridport, New Norfolk and Police Point. We have supported Kingborough Family Day Care's rebrand to Adventure Patch Family Day Care.

The appointment of our Adventure Co-ordinator has enabled outreach to the wider community. They ensure children at our services have an adventure every day. As part of our commitment to our adventure philosophy a PopUp Playground Van was acquired and has been travelling across the state - bringing a unique adventure experience in areas including Launceston, New Norfolk, Westerway and Franklin.

These activities have contributed to our aim to partner with other organisations. New partnerships include the Salvation Army Communities for Children program and Franklin Primary School.

Last year our members voted to become a Company Limited by Guarantee, with the formal name changed to Adventure Patch. This change will help cement the work the Board has done over the last five years to ensure the highest standards of governance for the organisation are maintained.

The Board has continued its professional development, with members attending both 'The Associations Forum' and 'The Better Boards Conference'. This taught us how other not-for-profit organisations and boards work and has resulted in the implementation of changes around the Adventure Patch Board table.

Corporate governance continues to be a matter of focus for the Board, with a review of Board performance currently underway. One aspect of governance implemented during the year was development of a more rigorous financial reporting system, supported by increasing accounting expertise within the company.

The Board, CEO and Senior Management Team worked hard to develop our 2020-23 Strategic Plan, including a two-day session in September to guide the organisation. The strategies identified have formed, and will continue to form, the basis of action items for the Board and the organisation over the next three years.

The four key strategic themes are:

- People and Culture;
- Growth;
- Children and Families, and;
- Be Well Managed

We continue to apply a proactive approach to employee wellbeing as a recognised Employer of Choice.

We are committed to ensuring no-one will suffer a preventable injury and/or illness in the workplace. Risk, health & safety remains a regular agenda item for the Board and Leadership Team.

We thank all our employees for their hard work last year. We look forward to working with our staff, CEO and Senior Leadership Team to achieve our goals.

**Charles Courtney**  
**Chair of the Board**





## CEO Report

Whilst this annual report covers the 2019 year, it would be remiss of me not to acknowledge that this message is being written during one of the most difficult of modern times – the Coronavirus pandemic. The contrast between what was in 2019 and what is during 2020 is immense. Our thoughts are with everyone who is or has been affected during this time.

Before talking about highlights of 2019, it must be acknowledged that everything we do is made possible through the dedication and sheer hard work of every member of our Adventure Patch Team. We are uncompromising in striving to provide the best possible environment for children and families to spread the Adventure Patch philosophy to as many Tasmanian children and families as possible. This cannot be achieved unless a focus on quality is at the foundation of our services. During 2019 we undoubtedly demonstrated this focus.

Professional development opportunities were plentiful and varied throughout 2019, with our team members making presentations at national and international conferences, as well as being delegates at many professional development events. Whilst these opportunities are highly valued the most accessible and successful professional development came in the form of our inaugural Inspiring Adventure conference. We hand-picked inspiring presenters that fit our philosophy and created in our team a deeper understanding of the way in which we can have a positive impact on the development of children during the precious early years.

The Adventure Patch name became official at the 2019 Annual General Meeting where a new constitution was adopted for our transition to a Company Limited by Guarantee. This was preceded by many hours of gathering information and conducting consultation with interested members to ensure that the company continues to ensure that the community-based ethos is at the heart of the organisation.

Our community focus has been characterised in 2019 by expanding the Adventure Play philosophy in the community. Providing pop-up playgrounds for community events and in partnership with other organisations helps people outside the organisation to gain an understanding of the importance of play for children and the impact that we are having every day. It also provides valuable brand recognition and professional development opportunities for our team.



Another fun and innovative camp was held during the September School holidays, this time at the Orana camp site at Roches Beach. Children participated in many and varied outdoor activities with some even venturing out to sleep in tents over the two nights of the camp.

The opportunities we are providing for children help them develop resilience, courage, resourcefulness and social connection. These are all traits that help them face the challenges of life head-on, including during a time of pandemic that is all too close to us at present.

To all of our team, I am in awe of the professional and practical way you approach your work and thank you sincerely. I also thank our community of families for your continued support.

**Lynne Moran**

**Chief Executive Officer**





## Director Long Day Care

2019 has certainly been a year of change in Long Day Care. We farewelled some of our long term educators who have spread their wings and moved on to new challenges in their professional lives. This has led to the introduction of some amazing new passionate educators into our services who have brought with them a wealth of knowledge and introduced the children to some amazing experiences and opportunities to learn and grow.

The Adventure Program has been a big feature of 2019 with both services having the opportunity to have Anita our Adventure Coordinator working alongside our educators to develop an appreciation of the natural environment. The children have had the opportunity to get outside, get messy and dirty playing in the mud, and do all of the fun things that we would have experienced as children. Our older age groups have had the opportunity to explore the world outside of our services and have had the chance to jump on the Adventure Bus and attend Bush Camp at the Boronia Girl Guides Hall. Children have taken great delight in cooking on a campfire, using whittling tools to make all kinds of creations, they have learnt how to look after our environment, discovered animals in their natural habitat, built cubbies and had loads of fun in the process. They are learning to be problem solvers, collaborators and negotiators as they interact with each other and the environment. They are developing balance, coordination and strength as they climb trees, balance on logs, walk on uneven surfaces and push and pull branches and other treasures they find in the bush.

In the younger age groups educators have worked with Anita and the other members of the Learning and Development team to bring these experiences into the centre for children to be involved in. The important role of outdoor play has led to the redevelopment of the outdoor yards in both the Sunshine and Raindrop rooms for the children to learn and grow in.





Mountain View was involved in the Working Together with 3 year old Pilot in 2019. This was a project designed to provide early learning to children of eligible families in the year before their first year of formal schooling. This project was initiated by the Education Department to support those families who may not have been able to access early learning before.

The pilot was successful and is being rolled out across the state in 2020. Ocean View was one of the selected services for 2020.

The highlight of our year has been the relationships that we have formed with our families and local community. We would like to thank you all for supporting Adventure Patch in 2019 and giving us the opportunity to be a part of your child's world.



**Lindy Davis**  
**Long Day Care Director**

## **Adventure Patch Ocean View**

2019 was a busy year here at Ocean View. We were able to renovate both our Sunshine and Raindrop yards to implement some wonderful new natural features such as real grass, a mud kitchen, more plants, and a sensory garden. These two yards have been much loved by the children and enabled them to interact more closely with the natural environment.



The Raindrop educators have had such fun utilising their new yard. Educators have been able to extend their programs to the outdoors to include loose parts, natural materials and interacting with their natural environment. Educators have celebrated children's milestones with their families. They have watched children burst with pride as they learnt to crawl and walk, experience painting for the first time, and learning self-help skills such as feeding themselves.

The Sunshine Room have also thoroughly enjoyed their new yard, with the mud kitchen being a big hit with the children. Beautiful friendships have developed over the year between the children and they have all become much more independent and curious learners.



Rainbow children have been loving the wide outdoors with nature play and getting dirty being huge hits with this group. Rain or shine, the Rainbow children cannot wait to get outside and explore the world around them. They have loved finding bugs, stomping in puddles, climbing anything they can find to climb and digging in the sandpit and mud kitchen.

The Snowflake children have enjoyed lots of cooking and investigative experiences, taking every opportunity to investigate the world around them and learn all they can from it. They have also enjoyed lots of excursions with our Bush Camp Program, taking the bus to some fantastic natural landscapes to delve deeper into nature and using it to extend on their learning.

The Sunset children have enjoyed lots of scientific experiments along with daily trips to the "big playground" at the school and the local reserve behind the school and the beach too. The children have loved testing out their abilities on the more challenging play equipment and being able to run and be boisterous in the natural surroundings.

We have also had some great incursions into the centre such as Ananse Stories where Sam came to visit to share his African culture with us, he showed us some great instruments and told some wonderful stories. The children were even able to join in and play the instruments too.

Our over 3's had a visit from Ditto the Braveheart Lion who shared with us some important messages about personal safety, "no feelings" and what to do when we have them. The children loved participating in the singing and dancing and enjoyed giving Ditto a big hug at the end too.

Ocean View held its annual Art Expo where families were invited to come along and see their children's artwork, rooms and chat to educators who educate their children. It was a great opportunity for children to show their amazing achievements throughout the year. The annual Art expo gives educators and families the opportunity to chat informally about what children have been doing throughout the year and get to know each other better. It is always a fun way to end the year.

Book week was another big hit with the children with many taking advantage of being able to dress up as their favourite book characters and heroes, even some of our educators enjoyed the chance to dress up and have some fun.



Our Adventure program was also a huge success this year with children being able to do a mixture of local excursions, and excursions to places further afield. They were able to explore their natural surroundings while extending on their physical, social and emotional skills.

We look forward to seeing what 2020 will bring.

**Catherine Johnston**  
**Assistant Director**  
**Ocean View**

## **Adventure Patch Mountain View**

During 2019 we welcomed new educators and families to Mountain View and continued to build strong relationships with our local community.



Throughout the year many educators had the opportunity to attend numerous Professional Learning workshops. Three of our educators along with other Adventure Patch educators attended the ECA conference held in Hobart in September. Educators who attended were inspired by the amazing speakers and workshops that they attended over the three day conference. Educators who attended shared their knowledge and new skills with the rest of the team. This led to many new experiences in the centre, lots of new adventures, more loose parts, and the purchase of books and resources to share with our educators and children.

Another highlight of our PD calendar was an outdoor workshop facilitated by Anita and her team of Adventurers in the Learning and Development Team.

They offered educators the opportunity to experience the fun filled sessions that they had been sharing with the children during their adventure program sessions. Educators experienced the outdoors. They cooked jaffles and toasted marshmallows over a camp fire, created structures with loose parts and tinkered with tools. Imaginations ran wild building tepees, learning macramé, making little wooden boats, musical instruments, crowns made out of leaves for our bush queen and not to mention the beautiful Mandala designed by one group of educators. These new found skills have become a big part of the learning opportunities offered to children.

We have had a huge focus on community with library visits, bush camp, meet and



greet picnic, family afternoon teas, our annual art celebration which is always a success and our famous book week parade which although due to a rainy day we converted to an indoor event we managed to do a few laps of the service with the music going dressed as our favourite book character.

The children have been involved in many adventures: going on the Adventure Bus to Allen's Rivulet, Conningham Beach, the Guide Hall the home of our Bush Camp, Blackmans Bay Beach for easel painting of the landscape/ life paintings, Park crawls and trips to the theatre...what fun we have had!!!

Over the past 12 months we have all been working really hard on sustainability with the help of Maude our Projects Officer. As a service we have been focusing on "the war on waste" using different coloured bins for recognising what rubbish goes where.

Our Educators' and families' chickens have had a very healthy diet. They have been eating our food scraps that we have sent home, and in return they have provided us with the most delicious eggs!

Recycling and reusing items has also been a focus, we love to up-cycle or re-purpose items for many different uses.

The Mitchell room children have been reading books about caring for our planet and have continued their garden journey- we can't wait to see what will come out of the next harvest!



We were very lucky to have our Educator Disha here at Mountain View during the Diwali celebration – festival of light. Disha shared her culture with the children and fellow educators teaching us all about the cultural traditions and the special things that are celebrated during this time. The children were involved in many art and craft creations, cooking, hearing stories about the history of Diwali and not to mention the fun we had with the Dancing Divas everyone participated in beautiful dancing- even the educators!!

Thank you to all our wonderful families for your support and we look forward to working with you over the next 12 months.

**Laura Triffett**  
**Assistant Director**  
**Mountain View Childcare Centre**





## Director of OSHC

2019 was the year Blackmans Bay Childrens Services (BBCS) was officially renamed Adventure Patch. BBCS had a long and successful era steeped in history and relationships with children, families and community within the local area. As BBCS expanded and grew to provide new services in regions outside of Blackmans Bay, a name change was needed to reflect this growth. I began my career in childcare in 1997 at BBCS, specifically at Blackmans Bay OSHC before going to work at both Ocean View and Mountain View. BBCS has helped me to become the person, Educator, and leader I am today at Adventure Patch. I am confident Adventure Patch can take on the foundation principles from BBCS and continue to flourish and provide the best quality of care for children, families, and communities.

In 2019, we said goodbye to Jill Hind after numerous years of service as KOSHC Coordinator. Jill was the heart and soul of KOSHC and a real play advocate for children in care. Emma Ryan took over as Coordinator in April and has done an amazing job. Emma has worked through site renovations (indoor upgrade, deck extension) and continued to bring play into the service all the while ensuring the children have a stimulating environment in which to grow, play and learn.

Adventure Patch also introduced the Adventure Coordinator in 2019, visiting services and extending upon children's learning. This was an opportunity for children to engage in activities such as woodwork with real tools (one service had children build their own mud kitchen), pop up playgrounds using loose parts and using fire to cook lunch and toast marshmallows. The Adventure Coordinator was instrumental in organising and running the OSHC camp during the September school holidays.

It was a big year for professional development for the Adventure Patch OSHC Educators. In February, I was lucky enough to travel to Houston, USA with 3 members from the Learning and Development team for the second play and playwork Campference. This was held at The Parish School, a school lucky enough to have its own adventure playground on site. Attendees got to see children in action on this adventure playground and hear from some well-known playworkers from across the globe. Lynne Rayner (Learning and Development team leader) and I were lucky enough to be chosen to present at this campference. We relished the opportunity to be able to provide an insight into our journey of play within the early childhood education and care setting and inspire others to start their own journey.

In March, Adventure Patch sent 3 Coordinators to Queensland for an OSHC gathering with other likeminded outside school hours care educators. This was a great opportunity for our Educators to network with other OSHC Educators, share experiences and learn valuable information on how to operate a quality OSHC service. From this gathering, I'd like to share the following link explaining a very big Queensland OSHC service's "Pilgrimage to Play"

In May, Adventure Patch hosted its very own Inspiring Adventure Conference. This was aimed at upskilling and educating educators directly involved in OSHC and FDC with specific OSHC (and FDC) material and presenters. We learned from presentations about "risky play", "anxious children" and how to record high quality documentation in what was a very successful professional development opportunity.

I would like to take this opportunity to once again thank all the educators that have played a role in making OSHC the service it is today. Without these individuals who bring their enthusiasm, skills, and knowledge day in and day out, we would not be able to provide a stimulating and caring environment for your children. We look forward to seeing you all in 2020.

**Scott Norris**

**Director of Outside School Hours Care**







## Adventure Patch Family Day Care Report

In 2019 we welcomed 11 new educators to our service; we supported 27 educators in January and 38 educators in December. This means we are able to provide Family Day Care to families in a much wider area of Hobart including Hobart City, Northern Suburbs, parts of the Eastern Shore as well as Kingston, Blackmans Bay, Channel, Huon and Derwent Valleys.

A significant event of 2019 was our name change from Kingborough to Adventure Patch Family Day Care. With our growing numbers of Family Day Care educators across the wider Hobart area, Adventure Patch provided a name inclusive of all our educators. The respected Kingborough name will stay in the hearts of many of our educators for years to come.

We ran an advertising campaign which consisted of radio and bill board advertising. These campaigns were run to ensure our change of name was known in the community, they explained the unique care we provide and information of the small business opportunities we offer for educators in their own homes.

Adventure Patch Website was developed with a great section for our FDC service. This website is not only great for families to see and learn a bit about our educators and their locations, it is also extremely beneficial for our educators by providing a portal with easy access to our service policies, forms and resources.

In May Adventure Patch hosted its inaugural Inspiring Adventure Conference at the beautiful Sustainability Centre. This whole day conference was developed specifically for FDC and OSHC educators, providing professional development opportunities with quality guest speakers such as Play specialist Marc Armitage and psychologist Lisa Ford. Other training sessions provided through the year were mental health, child protection and business training.





Community event highlights were our family welcome day held at Blackmans Bay early in the year. This was such a wonderful event with a great turn out from our families, educators, staff and members of the community. The event hosted a reptile exhibition, face painting, fairies who captured the interest of children with their bubbles and storytelling, clay and nature exploration table and a delicious sausage sizzle.

We held a stall at the beautiful Derwent Valley Autumn Festival to show our support for our educators in the Derwent Valley. It was such a great day and a fabulous opportunity to meet and talk to members of the Derwent and wider community. Our Adventure Patch wooden planes were a highlight with children coming from all over to collect and make their own planes to fly with their family and friends.

Playgroup highlights were an excursion to the Tip Resource Centre, Marine Discovery Centre, Botanical Gardens, Bruny Island ferry trip, visit to the Kingston library, Museum for Reconciliation week and exploring local beaches and parks.

Manor gardens monthly visits are always special as the children spend time sharing stories, morning tea, ball games, cars and block play and beautiful intergenerational interactions with the residents.

Educators contributing to community events saw the year start off with participation in Clean up Australia Day, all helping together to keep our well-loved walking track clean for the flora and fauna. This important event is a way for educators to engage with children to communicate the importance of caring for our wildlife with hands on experience.

The Chinese New Year was celebrated by educators and children with a lunch at a local restaurant, Chopsticks. The Year of the Pig event was enjoyed by 29 children and 11 adults. The children found the rotating table ideal for sharing, and they persisted in conquering their use of chopsticks.

Celebrating NAIDOC Week with an excursion to the Tasmanian Museum and Art Gallery was a highlight for many where they celebrated the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. In the ningina tunapri exhibition children explored using their senses, touching the bumpy texture of a traditional bark canoe, exploring the different materials used in a replica hut showing the different types of housing lived in and listened to welcome to country in palawa kani language.



During Science Week educators collaborated to bring inquiry, experimentation and investigating to children with a range of activities such as melting ice planets using different materials, watching a rocket blast off high into the air and viewing the sky using a real telescope.

Towards the end of the year saw another rewarding community event with Super Hero Day, a special event where each year educators raise funds to support services and research into Muscular Dystrophy, bringing the community together to support those families in care that are affected.

The year saw educators, coordinators and other stakeholders working together in

The year saw educators, coordinators and other stakeholders working together in constructing our Sustainability Policy which brought together passionate conversations on how we as a service can work towards a better future for our environment and what changes we can make. Some small changes that we implemented from our sustainability policy included a collection station for recycled materials such as scrunchie plastic, pens, ink cartridges, batteries, changing over to environmentally friendly toilet paper and making our own liquid hand soap using natural oils.

With Adventure Patch offering the Boronia Guide Hall as a space for Family Day Care to host nature playgroups, this provided us a space to host two wonderful community events. For National Family Day Care Week we invited our families and the community to help us celebrate Family Day Care with a morning full of nature based adventures and exploration for children and their families including cooking on the campfire, tools, nature art with hammers and more! We also hosted our Christmas party in this wonderful space and had a huge turn out with nearly 100 children and their families joining our educators in a lovely celebration of the year. Santa even visited in the bush and handed out some beautiful books for the children.

Pop up playgroups were a new and very welcoming adventure for our FDC children and educators. Teaming up with Lynne and Scott we ran two successful pop-up playgroups in New Norfolk and Huonville. Play equipment was put aside, instead a grassed area full of open-ended loose parts materials where explored and transformed by the children in a fun morning of creative, challenging and thoughtful play. At Our New Norfolk pop-up playgroup even made it in to Family Day Care Australia's national JIGSAW magazine!





Another exciting opportunity we have been able to offer Educators who do not travel with children has been using the Adventure Patch Bus. This has given children the opportunity to attend some of our Bush Playgroups, park visits, and pop up playgrounds and of course our Bush Christmas Party.

Family Day Care Australia awards dinner – In 2019 we had an amazing 21 educators nominated for the Family Day Care Educator of the Year awards. Over 40 educators attended the awards night along with Adventure Patch Board members and our Leadership team, to celebrate the achievements of Family Day Care educators and services across the country.

The end of 2019 saw us farewell our amazing leader Fi Morley after an incredible 17 years with Kingborough/Adventure Patch Family Day Care. Fi brought a wealth of knowledge, experience and so much care and support to all of us at Adventure Patch Family Day Care and she will be sadly missed.

We look forward to another amazing year in 2020.

**Lisa Brooke**  
APFDC Manager





## Launceston Family Day Care

July 2019 saw Allie Payne finish in her role, as LFDC Manager, after working for the organisation for 12½ years. Previous owner, Pam Johns helped bridge the gap until new manager, Kath Hawkins stepped into the role of manager in August 2019.

Our new manager started her role by observing practice, undertaking discussion and assessing processes with the coordinator unit, while learning about approaches by our statewide FDC team, and became better acquainted with our contracted educators. It was very pleasing to find that the service had a strong educator support, finance and administration team as well as 47 educators who are proud of the work they do and aim for good to high quality practices. Staff and educators actively embraced discussions about areas that (educator and service) could continue to grow and develop.

Adventure Patch FDC (south) joined us to unpack and review our approach to educator field support, and growing a vibrant, compliant, quality service.

Educators indicated that the increased focus on compliance during field visits had come at the cost of tailored educator support. From 2020 a MSQuiz has been used to help educators refresh or consolidate their knowledge about compliance, professional practice and practical implementation of policy. This is another practical way our service can demonstrate support of educators to grow as professionals.

LFDC's Annual Educator Conference in October 2019 focused on key quality areas as well as "risky" or "adventurous" play. LFDC staff also undertook subsequent additional "risky play" training.

LFDC educators participated in a process to embed the Adventure Patch philosophy into a more concise LFDC philosophy. Educators were pleased with the final result which will provide a good foundation for program development, which will also assist us to check that new (and current) educators have values and philosophies that align with Adventure Patch.



Initial review of key policies indicated some areas for attention to ensure our service maintained our “best practice service” status. From January 2020 all educators were required to undertake Safe Sleep Training every 3 years in recognition that SIDS/SUDI and other sleep incidents are the greatest cause of death in infants under 12 months old. Policy updates reflected new best practice learnings.

A key focus during the year has been growing LFDC's as a collaborative community of educators. Sharing of practice, solutions and provision of peer support continues to create strong bonds within the educator community and promotes peer-driven commitment to LFDC being a quality service. Our educators hold each other to account in regard to quality. In addition to the conference and service-led excursions educators have attended a very social Christmas Dinner and Barefoot Bowls social evenings.



The service led excursions included a visit to the YMCA, Brickendon Historic Farm, Cataract Gorge, (robotic) dinosaurs at the museum and dancing with TasDance. We also had a Rockpool Ramble with Park's and Wildlife Ranger at Bridport, and had a trip to the paddler's pool at Riverside. Our educator and children's Christmas Party included pony cart rides alongside our usual novelties.

Perhaps the most exciting achievement of 2019 has been the building of a collaborative partnership approach between educators and the service which has seen educators help us develop the quality of our organisation as a service and for the mutual delivery of educator support.

The above accomplishments would not have been achievable without our small and amazingly talented and dedicated team.

We look forward to 2020, the next exciting stage for LFDC as we grow Adventure Patch's presence and brand recognition in northern Tasmania. Growing our income streams makes sense in the current economic climate.

**Kath Hawkins**  
**LFDC Manager**



# Chief Operating Officer Report

In 2019, the Central Services team continued to evolve to adapt to the changing childcare world in which we operate.

Only a few years ago, a small general admin team was able to manage the range of support functions needed for a childcare service. With the rapid growth of Adventure Patch, changes in childcare funding and increased regulatory requirements, we needed to adapt internally to meet new challenges.

As a result, we have moved to more specialised roles, with a team of people in more focused roles and with expertise in their own fields. We decided that general administration should be divided into three primary functions (Finance, Enrolments and Human Resources) with several support roles

These three functions joined our Learning and Development Team as the main teams within Central Services. Our Learning and Development team grew in 2019 with the permanent addition of the Adventure Coordinator and also an additional Learning & Development Officer. The growth in this means we are able to support our Educators and each of the services in providing high quality care that meets regulatory standards and is consistent with the Adventure Patch philosophy.

By the end of 2019, our dedicated Finance Team was in place and handles the increasingly complex financial environment we work in as well as managing parent accounts.

As the year ended, we were also well underway in establishing specialist roles for Enrolments and Human Resources. The Enrolments Team will ensure that new parents have a smooth introduction to the service and that families have a point of contact for ongoing management of their bookings.

With the number of people employed by Adventure Patch growing, the Human Resources Team will help us attract, train, manage and retain the best possible team members across all of our services.

These four core functions are well supported by team members running projects and ensuring the smooth running of the organisation. While their roles are less specific, these team members are just as vital as other members of the Central Services team.



As in any year, we welcomed some new members and farewelled a couple of others who have either left to pursue other goals or have moved for opportunities internally. Overall, the Central Services team have responded with enthusiasm and open minds to the constant changes – which we expect to see continue into 2020

**Simon Thieseen**  
**Chief Operating Officer**





# Recognition of Employee Service



We have wonderful team members and would like to take this opportunity to thank and recognise the outstanding commitment to Adventure Patch to the following employees:

## Celebrating...

### 20 Years Plus

- Lindy Davis

### 15 Years Plus

- Tracey Beech
- Kristy Bowerman
- Kristy Bowerman
- Jane Powell

### 10 Years Plus

- Rebecca Waddilove
- Scott Norris
- Anita Kerrison
- Angela Smith
- Alicia Clarke
- Cheryl Stalker

### 5 Years Plus

- Lynette Johnson
- Kirsten Green
- Mandy Direen
- Annabelle Knott
- Lynne Moran
- Laura Triffett
- Brittany Direen
- Cassandra Coad
- Ruth Iles
- Sarah Smith
- Louisa Janes
- Clare Waddell
- Lynne Rayner
- Helen Henderson
- Divya Truchanas Brooks

# Our Values - CHARGE

## C – Courageous

Being brave.  
Doing what is right and not what is easy.

Having courageous conversations and the courage to be a leader regardless of position.

Accepting responsibility for the consequences of our own actions.

Being true to ourselves and others

## H – Honest

With ourselves and with others.

Talking to people rather than about people and saying what we mean with empathy and sensitivity

## A – Adventurous

Bringing our most positive self to work and working with a spirit of playfulness, joy and adventure.

Having fun and embracing change

## R – Respectful

Respecting how others feel and think.

Showing respect for the skills, knowledge, ideas and intentions of others.

## G – Gracious

Seeing the good in others.

Accepting support, help and feedback with humility.

Being grateful for the people around us and for the opportunities we all have.

## e – Every

One  
Time  
Where  
Way



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**[www.adventurepatch.org.au](http://www.adventurepatch.org.au)**

