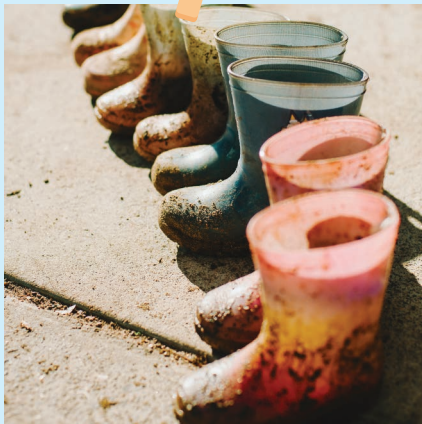




ANNUAL REPORT 2024

**LEARNING AND GROWING
THROUGH ADVENTURE BASED PLAY**



CONTENT OVERVIEW

1. Acknowledgement of Country	1
2. The Adventure Patch Philosophy	2
3. Our Values	3
3.1 CHARGE	3
4. About Adventure Patch	4
5. Commitment to Child Safety	5
6. Our Strategic Plan	6
7. Board Report	7
8. Our People	8
8.1 Board of Directors	8
8.2 Retired Board Members	9
9. CEO Report	10
10. Our Services	13
11. Years of Service	15
12. Operations Review	16
12.1 Manager Long Day Care	16
12.2 Manager Outside School Hours Care	21
12.3 Manager Family Day Care	24
13. Summarised Financial Report	29



Acknowledgement of Country

Adventure Patch acknowledges the traditional owners and custodians of country in lutruwita (Tasmania), the palawa people, and their continuing connection to land, sea, waterways, sky and culture. We acknowledge that the palawa have cared for and educated their children and prepared them for life on this country since the beginning of time. We acknowledge that sovereignty was never ceded and pay our respects to Elders past, present and emerging.

We commit to ensuring every Aboriginal and Torres Strait Islander child and young person is known, safe, well and learning.



The Adventure Patch Philosophy

Our philosophy underpins our work and our interactions, representing our desire to create a fun, adventurous, and caring environment for your family, community, and our Adventure Patch Team.

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

In the natural environment, children and educators grow and learn to be curious and explore.

These opportunities encourage children gaining self-regulation skills to enhance their resilience, build friendships, self-worth, and a sense of social conscience.

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





About Adventure Patch

Adventure Patch is a community-based organisation, established in 1980, providing quality child care services for children from birth to 12 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.

We provide services state-wide through Long Day Care, Outside School Hours Care, Vacation Care and Family Day Care.

We bring the adventure back into children's days, encouraging them to explore, play, get messy and connect with nature.

We offer a unique and quality child care service, which focuses on the individual child and how they learn. Adventure Patch recognises that your child's development can be enhanced if they are guided by compassionate Educators who promote play, fun and adventure.

Commitment to Child Safety

Adventure Patch is committed to the safety and well-being of all children and young people. We understand our responsibilities and statutory duty of care to comply with the Tasmanian Child and Youth Safe Organisation Framework and the Reportable Conduct Scheme and to build our capacity as an organisation to prevent and respond to allegations of child abuse.

Adventure Patch is committed to implementing and abiding by our Child Safety and Wellbeing Policy based on the Child and Youth Safe Organisations Act 2023(Tas), which reinforces that Adventure Patch has zero tolerance for child abuse and raising awareness about the importance of child safety in our services and the community.

We are dedicated to protecting children from abuse and neglect and promote a child safe environment, maintaining children's well-being. We adhere to our Child Protection Policy, standing by our mandatory reporting responsibilities to protect children from physical, sexual, emotional, and psychological abuse and neglect. We work to ensure there is a clear awareness between appropriate and inappropriate behaviour concerning adults and children.

We are committed to promoting cultural safety for Aboriginal and Torres Strait Islander children, cultural safety for children from culturally and linguistically diverse backgrounds, and to providing a safe environment for children with a disability. We value diversity and do not tolerate any discriminatory practices.

We will ensure, employees with responsibility for child safety are provided with training and ongoing professional development to ensure they are skilled to meet their obligations to identify and respond to the potential risk of or actual, harm, abuse or neglect, including mandatory reporting obligations, and are responsive to their responsibilities in keeping children safe.

We understand our obligations under the United Nations Convention on the Rights of the Child and actively work to inform children about their right to be safe and what to do if they feel unsafe. This includes encouraging them to express their views and thoughts on matters that directly affect them.

We listen to and empower children to act on any concerns they or others may raise, which is reflective in our policies and procedures in keeping children safe.



Our Purpose

Learning and growing through adventure based play

Our Values

Courageous Honest Adventurous Respectful Gracious

Our Strategic Goals and Actions

Goal 1 Our Children and Families

- 1.1 We know our families, understand, and respond to their needs
- 1.2 We have a high level of meaningful engagement with our families, and they understand and love our point of difference
- 1.3 We meet or exceed national quality standards

Goal 2 Our Community

- 2.1 We drive change across the industry
- 2.2 We have two-way engagement with our members and our community to regularly inform our work and enhance our brand
- 2.3 Adventure Patch Community Ambassadors talk proudly about our organisation

Goal 3 Our Organisation

- 3.1 We have a clear and shared sense of purpose and philosophy that is embedded in our culture and work across the whole organisation
- 3.2 We set the financial sustainability pathway of our organisation
- 3.3 Our staff turnover is low because our staff are engaged, happy and strong advocates for Adventure Patch, and we continue to be an Employer of Choice
- 3.4 We are seen as a destination service and attract great new staff
- 3.5 We meet our statutory and regulatory requirements and provide safe spaces for children and staff
- 3.6 Our Board is engaged, knowledgeable and provides strategic oversight





Fiona Felmingham
Chair

The Year in Summary

Adventure Patch has had an amazing year continuing to improve our service delivery while concurrently expanding the service locations in which we provide the best way for the children in our care to learn, through adventurous play.

A number of our existing services have had routine Assessment and Rating reviews by the Education and Care Unit undertaken during the year. These reviews have provided valuable input to support our aim of continually improving our child centric services.

Our Long Day Care and Outside School Hours Care service at Tamar Valley Steiner School has not had the level of enrolments expected and as a result we have an agreement with the school to financially support any lower attendance days so that we can continue to deliver the services for the children in the school community. Unfortunately, we have had to close three small OSHC services due to low numbers of children and/or inability to staff the service.

The Federal Government announced grant funding to assist childcare services to increase rates of pay for their invaluable staff. We are currently awaiting approval of our grant application so that we can provide that increased remuneration to our team.

Changes within Adventure Patch

As in the previous year there have been changes in the governance of Adventure Patch. We farewelled three directors during the year: Ashleigh Thompson (former Chair), Ed Burrows-Cheng (former Company Secretary), and Jennifer O'Farrell (former Deputy Chair). During

the year we welcomed Jonothan Bellette and George Elkhair to the Board. The Board would like to thank Ashleigh, Ed, and Jennifer for their contributions and dedication to Adventure Patch. The Board are actively recruiting to fill the remaining vacancies.

Key Projects

The strategy adopted for the 2024 year continued a focus on consolidating and refining the internal structure and operations of the business to better deliver the best care to our children through alignment with our three strategic pillars

- Our Children and Families
- Our Community
- Our Organisation

Future of Adventure Patch

Under the leadership of CEO, Tim Short and the Executive Leadership Team, Adventure Patch will continue to be a leader in adventure-based play and education throughout Tasmania. As a Not-for-Profit entity, all surpluses are re-invested in the business which allows the organisation to thrive and provide the best possible care for families.

The Board, with the support of the Executive Leadership Team, have refined the strategic focus for the business in the coming year with expansion of services where there is positive strategic alignment.

The Board would like to thank all educators and staff at Adventure Patch for their unwavering commitment and change responsiveness over the past year. We would also like to thank all our children and families for their ongoing support during the year, and together, we look forward to a prosperous 2025.

Board of Directors



**Fiona
Felmingham**
Chair



**Rowena
Lamond**
Deputy Chair



**George
Elkhair**
Director



**Sarah
Woolley**
Director



**Sam
Loader**
Director



**Jonno
Bellette**
Director



**Monica
Baker**
Director

Retired Board Directors

The following directors retired from the Board of Directors. We thank them for their service and contributions to Adventure Patch.



Ashleigh Thompson
Chair



Jennifer O'Farrell
Deputy Chair



Edward Burrows-Cheng
Company Secretary





Tim Short
Chief Executive Officer

I am really pleased to be able to provide my 2024 report, my first full calendar year as CEO of Adventure Patch. Being here for the full calendar year has allowed me to see the annual lifecycle of the organisation and the rhythm of an early childhood education and care provider.

The year commenced with Adventure Patch forecasting a small operating deficit, which I am pleased to note that by the end of the year had turned into an operating surplus. The operations team did a marvellous job in monitoring costs and were able to adjust throughout the year so that staffing reflected children's enrolments. Enrolments in Long Day Care and Family Day Care were very consistent throughout the year. On the other hand, Outside School Hours Care had a slower start with Vacation Care numbers lower than expected. Pleasingly, this trend reversed as the year progressed and enrolments returned to where we expected by the end of the year.

2024 saw the Board approve the new Adventure Patch Strategic Plan 2024-2027. This was a significant milestone for the organisation and sees our focus fall into three pillars and 12 strategic actions.

The plan is deliberately understated in its approach as this needs to be a period of consolidation for Adventure Patch, having grown quickly in recent years. There is a real need for the organisation to catch up with itself, particularly at a time when there continues to be a shortage of staff in the industry. We have used 2024 to introduce or renew some key corporate initiatives, being a new fit for purpose



Work Health and Safety management system, a Risk Management Framework, an integrated Corporate Risk Register and Fraud and Corruption Control Framework.

During the year, our Family Day Care scheme and Mountain View Long Day Care centre were both reassessed by the Regulator as Meeting the National Quality Standard and also achieving some exceeding themes within this. These are significant milestones, and I am proud of both teams for this achievement.

The year saw significant changes in membership of the Board and a change in Chairperson, from Ashleigh Thompson to Fiona Felmingham. Both Ashleigh and Fiona have offered great support to me in my role as CEO and have always been available at short notice, no matter how big or small the issue may have been. Ashleigh, thank you for your thoughtful leadership. We are looking forward to continuing to learn from Fiona and her significant corporate governance experience.

2024 presented some key challenges and many opportunities for us to improve what we do. It is certainly not always smooth sailing in the sector, as we continued to grapple with staff shortages - although I should note this did start to settle towards the end of the year. The flow-on effect of constantly needing staff is significant and at times, has really challenged us and our processes. I want to acknowledge the Executive Leadership Team for the hard work they have undertaken during the year, not only in this regard and their respective areas of leadership, but just as importantly, the role of the Executive Leadership Team itself and what it means to be a leader at Adventure Patch. This has meant that we have had many authentic and at times challenging conversations as we have continued to build a leadership team that is able to take Adventure Patch forward. As CEO, it has been a very rewarding experience to lead these discussions and be part of the 'rumble' of building an executive leadership team truly committed to the education and care of children. I would like to thank Scott, Malcolm, Rolfe, Karen, Lindy and Megan for being open to new ways of working and their own personal growth journeys.

During 2024, we farewelled Adam Buchmasser as Outside School Hours Care Manager and welcomed Megan Thomas into the role. Megan had previously been the Assistant Manager, and it has been really rewarding to watch her grow in the role and be prepared to tackle things head on.




We continued to examine what we do and why we do it. This thinking led us to the difficult decision to close our smaller OSHC services at Dunalley, Campania and Lilydale. While we were torn about potentially leaving these communities without an OSHC option, we had to face the reality that these services were unlikely to be sustainable for Adventure Patch and potentially compromise our ability to offer quality care at our other services. However, importantly, we continued to look for new opportunities and as a result, we have partnered with the Tamar Valley Steiner School to open a new pre-kindergarten and Outside School Hours Care service.






On a bigger stage, we saw the announcement by the Federal Government of the grant-funded Worker Retention Payment. This is a 15% wage increase for ECEC workers over a two-year period commencing in December 2024. The funding is optional, and it is up to individual providers whether they would apply for the grant funding. After careful consideration with the Board and the Executive Leadership Team, we resolved to proceed, which in the first instance required Adventure Patch to have an enterprise agreement in place. I wish to acknowledge Rolfe Brimfield, our People and Culture Manager, for his transparent and timely stewardship of this process. This meant we were able to keep staff and the United Workers Union informed every step of the way, resulting in an almost unanimous 'yes' vote and completion of the bargaining process quickly to allow for our application for the Worker Retention Payment.

In closing, I would like to thank all Board members for their commitment to ensuring the responsible governance of the organisation. It is a significant undertaking and the organisation asks much of them. I would like to thank all educators and support staff for their tireless efforts, for without them, our community would not have a proud Tasmanian not-for-profit organisation and a key piece of social infrastructure that supports over 2000 families across Tasmania.



 Long Day Care	 Outside School Hours Care	 Family Day Care
<ul style="list-style-type: none"> • 4 services located in Kingston, Blackmans Bay, Sheffield and Tamar Valley • 53 Educators • Caring for 341 children aged birth to 5 • Licensed to care for: 94 children at Mountain View; 77 children at Ocean View, 17 children at Roland View and 20 children at Tamar Valley Child Care Centre • Opened Tamar Valley Child Care Centre offering Pre-kinder and OSHC • Engaging with our families through regular Meet & Greet events • Introduced Family Conversations with parents • Supporting our educators wishing to gain qualifications, through traineeships and scholarships. 	<ul style="list-style-type: none"> • 11 services spread across the community: Blackmans Bay Primary School, Campania District School, Calvin Christian School, Channel Christian School, Dunalley Primary School, Illawarra Primary School, Kingston Primary School, Lilydale District School, New Town Primary School, St Aloysius Catholic College and Tamar Valley Steiner School • 54 Educators, support services, including Vacation Care program • Caring for 1488 children aged 4 to 12. 	<ul style="list-style-type: none"> • 75 Educators throughout the State • Caring for 659 children aged birth to 12 years • Excellence in FDC Awards 2024: APFDC – Finalist Service of the Year • Excellence in FDC Awards 2024: three educators were nominated in the Regional awards • Excellence in FDC Awards 2024: Field Coordinator and Administration Officer nominated for awards



 Service Support	 Our Community	 Advocacy
<ul style="list-style-type: none"> Currently employ 143 staff and educators 20 employees supporting the administration of Adventure Patch Our Team members receive fortnightly communications from the CEO, with a click rate of 81.63% Our Team members received a bi-monthly newsletter from DCEO, with a click rate of 83.6% 	<ul style="list-style-type: none"> Providing regular and engaging Pop-Up playgrounds across the State Host Playgroup twice a week during school terms 44 years of servicing the community with childcare Supported Community organisations through attendance of events, including Book Week Bravehearts, Cleanup Australia Day, Naidoc Week, Harmony Day, National Simultaneous Storytime, Superheros Week and School BBQs. 	<ul style="list-style-type: none"> Member of Family Day Care Council Tasmania Member Early Childhood Association Member of Family Day Care Australia Member of the Australian Child Care Alliance Member of Tasmanian Chamber of Commerce & Industry Regular and consistent liaising with Local Government, State and Federal Ministers.

Education Care Unit Assessment & Rating During 2024

- Adventure Patch Family Day Care Meeting National Quality Standard
- Mountain View Meeting National Quality Standard

Our people are our greatest resource, we celebrate the following milestones.

25 Years+

Lindy Davis
Pip Nolder
Kerry Lovell

15 Years+

Antia Kerrison
Denise Peters
Fiona Lee
Janice Haba
Marian Lovell
Pam Stone
Scott Norris
Sharynn Williams

10 Years+

Alicia Clarke
Barbara Green
Cassandra Coad
Cheryl Stalker
Colette Lockyer
Joanne Farnell
Karen Maxwell
Kelly Goodwin
Kim Hill
Lynette Johnson
Rachel Seabourne
Reana Baillie
Rebecca Gates
Ruth Iles
Sharon Sulzberger
Trish Johnson

5 Years+

Ayaka Kuji
Bryhoni Berg
Carol Fletcher
Cassie Richmond
Chloe Cameron
Christine Bryce
Clare Waddell
Corey Page
Deanne Hallett
Elizabeth Dennis
Jacqui De Angelis
Jin Yang
Jingshu Feng
Joanne Dodge
Kaitlyn Bell
Kellie Morgan
Kelly Goodwin
Khadija Mayizi
Lauren de Smitt
Mandy MacPherson
Maria Stringer
Matt Mason
Melinda Van Donselaar
Michelle Walker
Rachel Kertesz-Kovacic
Rebecca James
Rebecca Mathers
Sonia Shelverton
Tania Powell
Tayla-Jane Wass
Tracy Gathercole
Trudy Chilcott



Lindy Davis
Manager Long Day Care

It has certainly been an eventful year in Long Day in 2024 and at times it has been challenging. Along with many other services across Australia we have felt the pressure of the workforce shortage and despite our efforts we have found it difficult to recruit educators at times. We are extremely grateful for the efforts our teams have put into supporting each other and providing exciting programs for children.

We started the year with a change of Leadership at Ocean View with Janine MacDonald joining the team as the Centre Leader. In term 2 Adventure Patch opened a new Pre-school and After School Care program at Tamar Valley Steiner School, and the space at Roland View was reconfigured to enable the service to increase capacity to meet the demands of the area. We ended the year with Mountain View undergoing Assessment and Rating and services celebrated the children's journeys with end of year Art Celebration at Mountain View and BBQs at Roland View and Ocean View.

The Adventure Program proved as always to be a big part of all four Long Day Care Programs. The children eagerly waited for the arrival of Anita and the Adventure Bus to take them on adventures to all kinds of places. There were trips to the beach, parks, waterfalls, the Guide Hall, walking tracks, Don Railway, Arboretum and Old Macs farm. There was cubby building, tree climbing, exploring the bush and rock pools, paddling in the water, building sandcastles and of course cooking on the fire. The children build on so many skills during their time at Adventure Patch and



we are one of the lucky services that are able to provide this additional program for children.

Ocean View, Mountain View and Roland View were the lucky recipients of Woolworths Grants in 2024. Ocean View used the grant money to develop the deck area outside the Rainbow room with plants and a water tank to support the children's emerging knowledge of sustainability and taking care of our environment. Roland View developed their vegetable garden, and the children were very proud of the produce they grew and used it in their morning and afternoon tea menus. Mountain View redeveloped the loose parts area outside the Wilson Room into a yarning circle for children to sit and tell stories or just enjoy some quiet time surrounded by native plants.

Roland View was also the lucky recipient ECU infrastructure grant. The grant was used to erect some badly needed shade sails in the yard. This created a safe space for children to enjoy outdoor experiences all year round.

Mountain View Childcare Centre underwent assessment and rating in the

later part of 2024. Our Authorised officer from the Education and Care Unit spent two days in the service rating us against Quality Area 1 Program and Practice, Quality Area 2 Children's Health and Safety, Quality Area 5 Relationships with Children and Quality Area 7 Governance and Leadership. The service received a rating of Meeting with 7 exceeding themes. The team should be very proud of their efforts and deserved this result.

Mountain View and Ocean View both held family conversations twice throughout the year. The purpose of these meetings is to collaborate with families about what the children are doing and to set goals for the year. It is a special one on one time with families to share ideas, and for us to gain a wholistic view of children, their interests, needs and development.

Thank you for your support through 2024 and at times patience. We are so looking forward to where 2025 may take us.

Lindy Davis
Long Day Care Manager

Tamar Valley Childcare Centre

At the beginning of Term 2 we opened a new service Tamar Valley Childcare Centre, offering preschool and OSHC services to the local community at Tamar Valley Steiner School. This was a new model for Adventure Patch with the service being a combined Preschool 3–5-year-old program and an Outside School Hours Care program. The preschool program works collaboratively with the Kinder Class, sharing the same classroom and rhythm during the day. This has proven to support children starting Kinder the following year. The experiences and plans for children are developed together between the Kinder teacher and Preschool Educator.

After School Care operates from this classroom after school hours.

This was a whole new concept for Adventure Patch and came with its own set of challenges and learnings for us as an organisation. Although the program

has started with a small number of enrolments, enrolments are growing, and we have established a good relationship with the school community. There is a strong alignment with the Steiner way of teaching and learning and The Adventure Patch Philosophy. The team have done an amazing job ensuring that there is a strong partnership with the Kindergarten group enabling positive outcomes for children.

The highlights for the year were having a fire in a pit in our outdoor environment, cooking and sharing soup and apples cooked in the fire with kinder and prep children. We went on an adventure in the Adventure Bus with Anita to visit Old Macs farm and celebrated the seasonal festivals Steiner celebrate, including the Lantern, Winter spiral and summer festivals. During these festivals, the school community come together with food and produce to share, enjoying singing, music, and dancing together.

Belinda, Joanne, Bonnie, and Jacqui.

Roland View Childcare Centre

Roland View Childcare was extremely busy in 2024 with many new upgrades and changes.

Roland View Childcare updated the service, transforming the older staff room into another learning space, which allowed our capacity to jump from 12 to 17 children. Roland View Childcare has also been working with the local council to upgrade the nappy-changing facilities and internal painting.

During 2024 Roland View Childcare applied for two grants for the outside environment, one being a Woolworths environmental grant which was used to purchase and upgrade the outside vegetable garden, and secondly, an ECU grant which was used to purchase new sunshades.

In 2024 Roland View Childcare was extremely excited to join Anita on different excursions around the community, these excursions took place at the Devonport Bluff, Don Riverway, Devonport Bunnings, Gowrie Park Reserve, and finally the Arboretum.

During the year we teamed up with the Adventure Patch Family Day Care team from Launceston during their playgroup sessions at the local Sheffield exercise park.

At the end of December Roland View Childcare held its annual end-of-the-year celebration which was held on a Saturday, and this was an open invitation to all the families within the service, we were very fortunate to have a visit from Tim Short Adventure Patch's CEO.

Kara, Tina, Ally, and Olivia.



Mountain View Childcare Centre

Mountain View started off the new year welcoming new children and families and farewelling our big children as they started their school journey and headed off to Kinder and full-time school. We will miss them but know that they are going to have many new adventures.

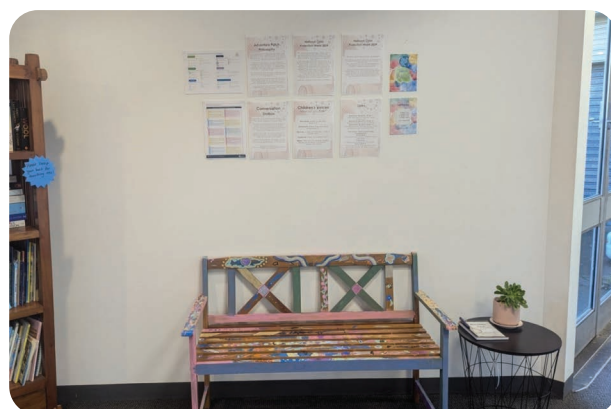
In February we celebrated the Chinese New Year, the year of the Dragon, which falls on 10th February!

The children participated a variety of activities designed for our children to explore this vibrant festival in a fun, interactive way.

Children enjoyed Chinese New Year songs and music, engaging in simple dances and movements. Other experiences included:

- Dragon craft - children made their own dragons by using colorful papers, glue and other different materials.
- Sensory activity - Rice is a symbol of life and prosperity in Chinese and many other cultures
- Chinese food and Costumes - We set up some Chinese traditional toy food in the home corner for their pretend play.
- Discussions about the significance of traditions such as firecrackers, lanterns, drums, and the symbolism of red objects. It's truly exciting to see our children

Our exploration of different cultures continued throughout Harmony week in March, and we joined in with the community at Kingston Library to Celebrate Harmony Day on the 21st of March.



Bush Camp Adventures

We eagerly awaited the end of vacation care in February to begin our Bush Camp adventures. Our adventures started with exciting trips to the beach where children were able to play in the water and explore the beaches' natural environment. Throughout the year we visited many

amazing places and explored all kinds of different environments and had so many fun experiences. Highlights for the children were the Mitchell Room's amazing visit to the Marine Discovery Centre where the children were fascinated by all the different sea creatures they were able to see and touch, and the trip to The Playhouse Theatre to watch the pantomime the Princes and the Pea. The ultimate day would have to be international mud day where we had a great day playing in the mud. Children and Educators had so much fun. The beautiful photos in our hallway are some examples of the fun we had.

Children to Children

Mountain View has been keeping busy looking after their veggie gardens. Children worked hard pulling out the spring plants and digging in the soil to prepare it for the next cycle of planting.

At the start of the year the children enjoyed picking apples off the fruit trees and eating them for morning and afternoon tea.

The children were able to taste the different herbs that they helped look after and grow! Chives have been a top favourite with children going back for seconds.

We acknowledged National Families Week 13th – 17th May. We placed a world map in the hallway for families to add to and share their heritage (or where they have travelled to) and who lives at home to celebrate the different family dynamics and cultures.

We acknowledged Child Protection Week and the importance of having conversations with each other. We introduced a new Conversation Station bench. The Mitchell Room children built and decorated the bench together in August 2024. The bench is outside the Wilson room and was created in response to National Child Protection Week's theme, "Every Conversation Matters." It is a space for families and educators to have conversations with children and record their important voices. We have a

book for you to write your child's voice into. It has questions for your child as well as blank pages for their own thoughts and ideas! Educators will read these to help enhance the program provided and use it to continue the improvement of the service.



We finished off the year with Assessment and Rating. The service was rated on four of the seven quality areas, Program and Practice, Children's Health and Safety, Relationships with Children and Governance and Leadership. An authorised officer spent two days at the service, watching our interaction with children and each other, checking documentation, talking with educators and making sure that we were meeting all the standards required in these Quality Areas. Our service and team passed with flying colours and received a rating of Meeting with several exceeding themes met. We are very proud of the team.

The end of year came around all too quickly and we finished 2024 with our Annual Art Celebration and sausage sizzle. Thank you to all the families that attended, and I am sure that you are just as proud of the fabulous things that the children produced throughout the year as we are.

Chloe and the Mountain View Educators.

Ocean View Childcare

Ocean View sprung into life embracing the world of books starting with National Simultaneous Storytime. Schools and Early Learning Services across Australia read the story book Bower Bird Blues by Aura Parker all at the same time. Some of our children joined Mountain View and members of the community at the Kingston Library to share the story of a little bower bird who liked to collect dazzling things, but his favourite treasures were blue. The remainder of the Ocean View children joined together in the hub room to have the story read by Tim our CEO.

Throughout the year our rooms have explored different forms of literacy through reading books, storytelling, puppets, felt boards, sensory books, creating our own books such as family connections to country, family cookbooks, and family albums. The children celebrated Book Week and came dressed as their favourite book character. The children have visited Blackmans Bay Primary School Library and the Kingston Library for Storytime and borrowed books to bring back to the service to share with their friends. We went on the Adventure Bus on excursions to Dru Point and walked along the We Love Country Story Walk at Dru Point. We went on excursions to the theatre to

watch the pantomime the Princess and the Pea, and finished off the year creating Christmas cards for Hawthorn Village and the children watched with glee through Zoom as the elderly opened their Christmas cards.

Ocean View was again part of the Working Together Program. The program has been developed by the Department for Education, Children and Young People to support children and families to transition to school. This initiative provided the opportunity for eligible three-year-old children to participate in Government subsidised quality pre-school programs for 10 hours a week.

Working Together supports children to be confident, creative and to thrive in strong, connected communities. It has been very rewarding to watch these children grow in confidence throughout the year and hopefully has given them a good start to become successful lifelong learners.

We finished off the year with our annual end of year BBQ. It was lovely to have the opportunity to spend time with families in a relaxed way to chat about the year and how far their children had come.

We are looking forward to 2025 and building on what we have achieved in 2024.

Janine and the Ocean View Educators





Megan Thomas
Manager Outside School
Hours Care

In 2024, OSHC underwent transformative change and growth across our team, service practices, and culture. Despite these changes, I want to celebrate our dedicated staff members who embraced these changes and continued to deliver quality care and engaging programs for the children within our Adventure Patch community.

There was considerable time given by management to improve our processes to support our educators. Our induction process was reviewed, leading to a more informative approach, including online training and WHS procedures. We put focus into monthly staff meetings, service team meetings, and policy, procedure and risk management plan reviews. By the end of the year, it was evident that these changes were necessary and of much benefit to our staff, children and overall running of our services.

A highlight of the year was our Vacation Care programs, each unique with diverse and exciting experiences. Our team invested time and effort in preparing for each Vacation Care period, engaging with children to understand their interests, collaborating with parents, and seeking feedback to ensure each day was inviting and centered around the children's current interest. The growth and increased interest in our Vacation Care programs throughout 2024 has been great to see and I look forward to what the 2025 year will bring.

Throughout 2024, we made the difficult decision to close three of our smaller OSHC services: Campania OSHC, Dunalley OSHC, and Lilydale OSHC.



These services, which began in 2023, provided care to our smaller communities. During our time at each of these locations, our staff formed meaningful connections with the children, families, schools, and the broader community.

Blackmans Bay OSHC

This year at Blackmans Bay OSHC saw a change in leadership with Katie stepping into the coordinator role. With this came a year of positive change within our Blackmans Bay service with a focus on ensuring the needs and interests of the children were at the forefront of the service.

Katie, alongside her team, Corey and Jaz, spent the year continuing to build relationships with the children, families and school community and it is evident the impact this has had through the strong sense of belonging that is shown as you enter the service.

Calvin OSHC

Calvin entered its second year of service this year with Ella continuing as coordinator. The service continued to grow in capacity, with time and effort being put in to fit out the service with resources to suit the needs and interests of the children.

In the middle of the year, we said farewell to Ella as she took on a role at one of our other OSHC services and welcomed Kate to Calvin OSHC. Kate worked closely with Ella to ensure the transition was smooth for the children and families and in no time at all, Kate was a part of the Calvin community.

A highlight for Calvin in 2024 was the weekly cooking experiences lead by Kate. The children discussed what to cook each week which ranged from cakes to icy poles and everything in between. These cooking experiences provided a weekly opportunity for children to work together, try new recipes and share the enjoyment with one another.

Channel OSHC

Our second year at Channel under the strong guidance of Prue, the service coordinator. Prue has ensured that each child feels safe, secure and supported at care through building relationships, listening to their voice and incorporating this into the service.

Prue, alongside the children, spent a significant amount of time making the OSHC space their own, creating an at home feel which reflects the needs and interests of each child. Spaces for relaxation, craft, adventurous play are just some of the spaces within the service that have been promoted throughout the 2024 year.

A highlight for Channel this year is the need for an additional educator on some days throughout the week. It is wonderful to see the service grow in capacity, and I look forward to the continued growth across the 2025 year.

Illawarra OSHC

The year 2024 saw a big change within the Illawarra staffing team, as well as an unexpected flood in the middle of the year. I would like to thank the children, families and the school community for their patience, understanding and resilience throughout the year as we worked through these challenges.

The service welcomed Ella as coordinator, along with Emma, Lilly and Nyssa, who provided consistency within the service from Term 3. This team focused on building relationships with children and their families, whilst working through a complete re-fit of the service after the flood.

To reflect on the year, whilst it was met with many unexpected challenges, I wish to thank the staff who gave time and effort to the service through the year and to the best of their abilities, provided care and learning experiences to the children throughout 2024.



Kingston OSHC

Kingston OSHC had another strong year, guided by Maia and her team. Maia, Yvette and Mahalia continued to foster positive relationships amongst children and families within the service, ensuring that the needs of each child were at the forefront of what they do.

A highlight for Kingston this year would be the experiences with our Adventure Coordinator Anita during each Vacation Care. The days booked with Anita are a huge favourite amongst the children at Kingston and are days that are highly requested when planning for the next Vacation Care program!

Whilst it was sad to see Mahalia and Yvette move onto different adventures within their lives towards the end of 2024, it is always a treat to welcome them back during Vacation Care.

New Town OSHC

A strong sense of belonging and safety is what makes New Town the service that it continues to be, and it is a credit to Tracy and her team. Their dedication towards the children, families and school community is evident through the strong connections they have and continue to build.

2024 was a year filled with many different learning experiences for the children to engage with. A big interest this year was crotchet! Educators taught the children the basics and just like that it became a favourite craft activity each week. The children, and educators, made lots of wonderful creations from beanies to little toys.

St Aloysius OSHC

Guided by Giovanna and her team, St Aloysius OSHC has continued to grow and provide fun and engaging experiences to the children. Whilst we continue to face the challenges of our current location within the junior school, our staff have embraced this, setting up purposeful spaces within the room each afternoon.

A highlight of 2024, was the addition of using the kinder/prep playground of an afternoon. This area provided familiarity to our younger students as they transition from school to OSHC and is a wonderful play space to engage with.





Karen Banks
Manager
Family Day Care

As we reflect on the past year, I am delighted to share the achievements and progress of Adventure Patch Family Day Care. 2024 has been a year of growth, innovation, and resilience. Our team has worked tirelessly to provide exceptional care and education, adapting to new challenges with unwavering dedication.

Looking ahead, we are excited to continue our journey, focusing on enhancing our services and fostering an inclusive, nurturing environment for all children.

Please enjoy my wrap up of a wonderful 2024 below.

The beginning of the year was a month of growth and excitement for Adventure Patch Family Day Care. Our educators work together with our Co-ordinator Unit to introduce new, innovative programs that emphasized hands-on learning, outdoor exploration, allowing children to connect with nature and develop essential skills that align with the Adventure Patch Philosophy

Playgroups

Our playgroup sessions offer a variety of activities that stimulate creativity, foster social connections, and support developmental milestones. Each session includes hands-on experiences, outdoor exploration, and imaginative play, guided by our dedicated team to ensure a safe and enjoyable experience. We love seeing children thrive, make new friends, and discover the joy of learning through play.



Highlights of the Year:

Bush Camp: Children enjoyed crafting with natural materials, potion making, water play, and roasting marshmallows over an open fire, guided by our Adventure Coordinator.

Hobart Rivulet Exploration: Playgroup South explored the rivulet, searching for platypus and bugs, and creating artwork with autumn leaves.

Adventure Patch North/West: The North West group explored Wild on West, seeing parrots, large animals, and dinosaur statues.

Easter Celebration: At the Botanical Gardens, children enjoyed a visit from Mumma duck, explored the Indigenous Garden, did Easter crafts, and hunted for Easter baskets.

Bonorong Wildlife Park: Children met Australian animals, including a baby wombat, Tasmanian devils, and witnessed a cockatoo operation.

Honey Pot Visit: In Huonville, children watched bees, tasted honey varieties, and tried honey ice cream.

Clean Up Australia Day: Educators and children participated in National Clean Up Australia Day, learning about rubbish and recycling.

Harmony Day: We celebrated at Bush Playgroup with activities that introduced children to different cultures, aligning with the theme 'Everyone Belongs'.

Embracing Nature Play Week: Children explored Lenah Valley Rivulet, connecting with nature and unleashing their creativity outdoors.

National Family Day Care Week: Celebrated the role of Family Day Care educators with activities at The George Town Neighbourhood House, highlighting family diversity and connections. We even made the Launceston newspaper!

Ambulance Visit: Children explored an ambulance, learning about emergency procedures and safety.

National Simultaneous Story Time: Enjoyed the book "Bowerbird Blues" by Aura Parker, with themed activities and scavenger hunts.

Marine Discovery Centre: Children explored marine life in touch tanks, fed larger fish, and completed marine-themed art activities.

Mud Day: Celebrated International Mud Day by playing in the mud, enhancing sensory development and creativity.

NAIDOC Week: Joined national celebrations to honour Aboriginal and Torres Strait Islander cultures, with activities focused on the theme "Keep the Fire Burning! Blak, Loud and Proud."

Book Week: Children dressed up as their favourite characters and shared stories, with Spiderman and Bluey being popular choices.

RACT Yippee Program: Engaged children in car and road safety through interactive activities and a rhyming story.



Adventure Patch Nominated for 2024 Excellence in Family Day Care Awards

Adventure Patch Family Day Care was thrilled to announce our nomination for the 2024 Excellence in Family Day Care Awards for Service of the Year. We are equally proud to celebrate the nominations of two Coordinators and eight Educators. Our unwavering commitment to providing a nurturing environment for children and families, coupled with exceptional support for our Educators, continues to be at the heart of our mission.

Family Day Care Olympics & Para Olympics

Our Family Day Care Olympics was a day filled with excitement and camaraderie. We began by lighting the cauldron, setting the stage for a series of fun and engaging sports activities. The children participated in events such as bean tossing and soccer, showcasing some brilliant goal defending skills. Go Team! The medal tally was impressive, and every child was congratulated for their amazing efforts and sportsmanship. In the following fortnight, we ventured into the Para-Olympics, where the children experienced sports from a different perspective. They participated in 'Wheelchair Basketball,' running blindfolded towards the sound of a bell, and hurdles with a guide to advise when to jump. It was a bit challenging to keep their bottoms on the chairs while trying to throw a ball, but watching the children embrace these sports with enthusiasm and empathy was truly heartwarming. These events not only highlighted the children's physical abilities but also fostered a sense of inclusion and understanding. It was a joy to see them support each other and celebrate their achievements together.



Superhero Week

Superhero week is another event we support each year. Raising awareness for Muscular Dystrophy Australia the children dressed as their favourite superhero's, creating their own accessories including paper-plate shields. This event has been held for many years within Adventure Patch Family Day Care and this first began when a parent of a child in care was diagnosed with MS, each year we gather our community and raise funds to bring a brighter day and empower future people living with neuromuscular disease.

While on the subject of superheros this year two of our Educators were faced with an emergency when two children under their care required immediate CPR. Without hesitation, they sprang into action, applying their training and expertise to provide life-saving assistance. Their calm manner and swift intervention were crucial in stabilizing the children until emergency services arrived. Their actions not only saved lives but also demonstrated the importance of training and preparedness. The dedication and courage shown by these amazing educators are truly commendable and serve as an inspiration to all of us.

We extend our deepest gratitude to these educators for their heroic efforts. Their commitment to the safety and well-being of the children in their care is a testament to their professionalism and compassion. We are incredibly proud to have such exemplary educators as part of our team, and their actions underscore the vital role they play in our community.

Training for Educators

Throughout the year, we provided comprehensive training on several key areas to enhance our Educators knowledge. This included updates on the revised Learning Frameworks, ensuring our educators are well-informed and equipped to implement the latest educational standards, and in depth training on creating inviting and safe environments within the registered care settings. At the request of our educators, we also offered training focused on

embedding Aboriginal and Torres Strait Islander culture into our programs, fostering a more inclusive and culturally aware learning environment.

Throughout this year, our educators have gone above and beyond to ensure that every child in care feels safe, valued, and encouraged to learn and grow. Their creativity in planning engaging activities, their patience in guiding the children, and their compassion in supporting their emotional wellbeing have made a significant impact on the children's lives.

Child and Youth Safe Organisations Framework

We implemented the Child and Youth Safe Organizations Framework into our Family Day Care program to ensure the highest standards of safety and wellbeing for the children in our care. This framework provides a comprehensive approach to creating a secure and supportive environment, addressing all aspects of child safety, including physical, emotional, and psychological wellbeing.

Assessment & Rating

I am proud to share the results of our assessment and rating process that occurred this year. Our service has achieved an overall rating of "Meeting," with numerous standards rated as "Exceeding." This accomplishment reflects our unwavering commitment to providing high-quality care and education.

We are delighted to report that we received "Exceeding" ratings in the following standards:

- Educational Program and Practice: Our innovative and child-centred approach to learning has been recognized for its excellence.
- Physical Environment: Our family day care environments are inclusive, promote competence, and support exploration and play-based learning
- Governance and leadership: Our effective leadership builds and



promotes a positive organisational culture and professional learning community.

These high ratings are a testament to the dedication and hard work of our entire team. For example, our educators regularly engage in professional development to stay current with best practices, and our programs are continuously evaluated and improved based on feedback and outcomes.

We extend our heartfelt gratitude to our educators, families, and community partners for their invaluable contributions to this success. As we celebrate these achievements, we remain committed to continuous improvement and maintaining the highest standards of care and education. Looking ahead, we are excited to build on this foundation and strive for even greater excellence in the future.

Christmas Celebrations

In the final weeks of the year, we had the joy of celebrating with our educators, families, and children at our annual Christmas parties across the state. The children delighted in various Christmas activities and were thrilled to see Santa. The excitement peaked as they received their gifts, with some even standing two meters away with their hands outstretched in eager anticipation! It was a beautiful, festive, and magical time, filled with laughter, joy, and the spirit of togetherness. These moments of celebration and connection truly highlighted the warmth and community spirit that define our us.

As we reflect on the year, I want to extend my deepest gratitude to the incredible Family Day Care team. Their dedication, hard work, and unwavering commitment to providing a nurturing and supportive environment for our children, families and Educators has been truly inspiring. I personally thank them for their tireless efforts, enthusiasm, and passion for making a difference. It is because of your hard work and dedication that we continue to thrive as a community. I am incredibly proud of what we have achieved together and look forward to another year of success and growth.



The background is a vibrant, abstract composition of overlapping organic shapes in shades of pink, purple, blue, and green. These shapes are decorated with various patterns: white wavy lines, white dots, and blue horizontal lines. The overall aesthetic is modern and artistic.

2024 FINANCIAL REPORT

Notes to the Summarised Financial Statements

These summarised financial statements have been extracted from the full audited financial report of Adventure Patch for the year ended 31 December 2024.

The board have extracted the following statements from the full audited financial report:

- Summarised Statement of Comprehensive Income
- Summarised Statement of Financial Position
- Summarised Statement of Cash Flows

for inclusion in the summarised financial statements, on the basis that this is the most relevant information to the users of these financial statements.

The summarised financial results for the year ended 31 December 2024 have been prepared in accordance with the accounting policies outlined in the full report.

The auditors' report on the full financial report is unmodified.

The summarised financial statements do not contain sufficient information to allow as full an understanding of the results and affairs of Adventure Patch as is provided in the full audited financial report. The full audited financial report is available upon request.

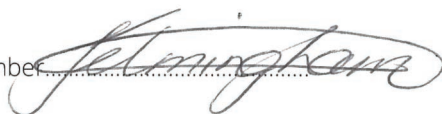
Declaration of the Board

In the opinion of the Board:

1. The accompanying Summarised Financial Statements of Adventure Patch for the year ended 31 December 2024, have been derived from or are consistent with the full audited Financial Report for the year ended 31 December 2024; and
2. Do not contain all the disclosures required by the Australian Accounting Standards which are contained in the full audited Financial Report which is available upon request.

Signed in accordance with a resolution of the Board.

Board member



Dated this 16th day of April 2025

Adventure Patch
Summarised Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 31 December 2024

	2024 \$	2023 \$
Income		
Childcare gap fees	4,634,961	3,570,078
Childcare subsidy	9,556,978	8,576,080
Inclusion support subsidy	89,332	72,824
Family day care revenue	1,093,990	973,755
Grants and subsidies	143,791	227,099
Insurance	121,152	112,096
Other income	50,935	656
Interest received	36,637	16,727
Investments	18,001	20,180
Market movement	493,779	415,356
Total income	16,239,556	13,984,851
Expenses		
Accounting and audit	13,309	10,504
Administration costs	21,229	18,270
Advertising and marketing	8,421	2,874
Bad debts	17,368	48,711
Bank charges	40,745	37,033
Board expenses	1,919	9,734
Childcare services	272,161	216,328
Consultancy and professional fees	169,958	79,685
Depreciation	222,749	212,565
Employee costs	6,740,521	6,268,279
Equipment	27,225	20,472
Event costs	2,052	5,317
Family day care distributions and expenditure	6,980,403	5,383,349
Grants and subsidies	8,390	36
Impairment loss - goodwill	-	22,000
Information technology	177,116	164,921
Insurance premiums	297,034	279,933
Interest expense	7,239	4,784
Loss on disposal of fixed assets	-	31,593
Motor vehicles	41,107	25,418
Other operating expenses	33,565	29,073
Property expenses	303,574	292,436
Repairs and maintenance	66,281	41,415
Telephone	23,735	38,065
Total expenses	15,476,101	13,242,795
Surplus / (deficit) for the year	763,455	742,056
Other comprehensive income for the year	-	-
Total comprehensive income for the year	763,455	742,056

Adventure Patch
Summarised Statement of Financial Position
As at 31 December 2024

	2024 \$	2023 \$
Assets		
Current assets		
Cash and cash equivalents	1,075,670	1,066,703
Trade and other receivables	421,748	464,818
Other financial assets	5,234,910	4,606,589
Total current assets	6,732,328	6,138,110
Non-current assets		
Property plant and equipment	2,349,729	2,293,279
Intangible asset	7,500	-
Right of use assets	118,304	190,843
Total non-current assets	2,475,533	2,484,122
Total assets	9,207,861	8,622,232
Liabilities		
Current liabilities		
Trade and other payables	457,121	596,625
Employee provisions	564,117	509,220
Lease liabilities	48,332	65,181
Total current liabilities	1,069,570	1,171,026
Non-current liabilities		
Employee provisions	61,478	71,450
Lease liabilities	81,642	148,040
Total non-current liabilities	143,120	219,490
Total liabilities	1,212,690	1,390,516
Net assets	7,995,171	7,231,716
Equity		
Accumulated surpluses	7,995,171	7,231,716
Total equity	7,995,171	7,231,716

Adventure Patch
Summarised Statement of Cash Flows
As at 31 December 2024

	2024 \$	2023 \$
Cash flow from operating activities		
Receipts from customers	5,958,914	4,800,738
Receipts from government	9,821,698	8,902,739
Interest received	36,637	16,727
Payments to suppliers and employees	(15,343,954)	(13,168,031)
Net cash flows from / (used in) operating activities	473,295	552,173
Cash flow from investing activities		
Proceeds from the sale of assets	-	1,500
Purchase of plant and equipment	(238,907)	(195,432)
Net redemption/(purchase) of term deposits	-	96,000
Transfers from cash to financial assets	(159,681)	-
Net cash flows used in investing activities	(398,588)	(97,932)
Cash flow from financing activities		
Repayment of lease liabilities	(65,740)	(66,628)
Net cash flows from financing activities	(65,740)	(66,628)
Net increase in cash held	8,967	387,613
Add opening cash brought forward	1,066,703	679,090
Closing cash carried forward	1,075,670	1,066,703

Auditor's report on the Summarised Financial Statements

Opinion

The accompanying summarised financial statements, which comprised the summarised statement of financial position as at 31 December, 2024, the summarised statement of profit or loss and other comprehensive income and statement of cash flows for the year then ended, are derived from the audited financial report of Adventure Patch for the year ended 31 December, 2024.

In our opinion the accompanying summarised financial statements are consistent, in all material respects, with (or a fair summary of) the audited financial report, on the basis the Notes to the Summarised Financial Statements.

Summarised Financial Statements

The summarised financial statements do not contain all the disclosure required by Australian Accounting Standards. Reading the summarised financial statements and the auditor's report thereon, is not a substitute for reading the audited financial report and the auditor's report thereon.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 16th of April 2025.

The Board's Responsibility for the Summarised Financial Statements

The Board is responsible for the preparation of the summarised financial statements on the basis described in the Notes to the Summarised Financial Statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summarised financial statements are consistent, in all material respects, with (or are a fair summary of) the audited financial report based on our procedures which were conducted in accordance with Auditing Standards ASA 810 Engagements to Report on Summarised Financial Statements.



WISE LORD & FERGUSON



REBECCA MEREDITH

Partner

Date: 16/4/2025

