



Annual Report 2021

Playing | Learning | Growing

CONTENT OVERVIEW

1. Our Philosophy	1
2. About Adventure Patch	2
3. Our Strategic Goals	3
4. Board Report	4
5. CEO Report	6
6. Our Services	8
7. Our People	10
7.1 Board of Directors	10
7.2 Recognition of Staff Service	11
8. Our Values	13
8.1 CHARGe	13
9. Operations Review	14
9.1 Corporate Services Manager	14
9.2 Director Long Day Care	15
9.3 Outside School Hours Care	18
9.4 Family Day Care	22
10. Summarised Financial Report	25



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 friendship, 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 childcare services for children 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.

Our Strategic Goals														
"We enable learning and growth through adventure-based play"														
Our Values														
<table border="1"> <tr> <td>Courageous</td><td>Honest</td><td>Adventurous</td><td>Respectful</td><td>Gracious</td></tr> </table>					Courageous	Honest	Adventurous	Respectful	Gracious					
Courageous	Honest	Adventurous	Respectful	Gracious										
Our Aspirations & Expectations														
<ul style="list-style-type: none"> • To be Tasmania's leading provider of adventure-based play. • Continue to make our philosophy accessible to as many Tasmanian children as possible. • To create experiences for children and families that prepare children to lead a well-adjusted, balanced, fulfilled, and productive life. • Remain true to our philosophy and values. 														
<table border="1"> <thead> <tr> <th>Our Goals</th><th>Goal 1: People & Culture</th><th>Goal 2: Growth</th><th>Goal 3: Children and Families</th><th>Goal 4: Be Well Managed</th></tr> </thead> <tbody> <tr> <td>Our Strategies</td><td> <p>S1.1: Have a robust understanding of our culture and people.</p> <p>S1.2: Articulate and position our Employee Value Proposition</p> </td><td> <p>S2.1: Explore growth opportunities and options (business)</p> <p>S2.2: Understand our markets (mergers and acquisitions and customers (segments and needs) grams (mix)</p> <p>S2.3: Position our brand – understand the brand and embed in organisation (incl government)</p> <p>S2.4: Explore diversity in products, and services</p> </td><td> <p>S3.1: Build our contribution to families and children (charity and total contribution dollars)</p> <p>S3.2: Develop Customer Value Proposition</p> </td><td> <p>S4.1: Regulatory Compliance</p> <p>S4.2: Financial Management</p> <p>S4.3. Systems – Governance systems /processes</p> <p>S4.4 – ICT Strategy</p> <p>S4.5: Board Strategic Reporting</p> <p>S4.6: Leadership Development</p> </td></tr> </tbody> </table>					Our Goals	Goal 1: People & Culture	Goal 2: Growth	Goal 3: Children and Families	Goal 4: Be Well Managed	Our Strategies	<p>S1.1: Have a robust understanding of our culture and people.</p> <p>S1.2: Articulate and position our Employee Value Proposition</p>	<p>S2.1: Explore growth opportunities and options (business)</p> <p>S2.2: Understand our markets (mergers and acquisitions and customers (segments and needs) grams (mix)</p> <p>S2.3: Position our brand – understand the brand and embed in organisation (incl government)</p> <p>S2.4: Explore diversity in products, and services</p>	<p>S3.1: Build our contribution to families and children (charity and total contribution dollars)</p> <p>S3.2: Develop Customer Value Proposition</p>	<p>S4.1: Regulatory Compliance</p> <p>S4.2: Financial Management</p> <p>S4.3. Systems – Governance systems /processes</p> <p>S4.4 – ICT Strategy</p> <p>S4.5: Board Strategic Reporting</p> <p>S4.6: Leadership Development</p>
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Charles Courtney Board Chair

As a Board, we are privileged to be able to govern an organisation that has such compassionate and dedicated staff and educators, and that has such loyal, supportive, and understanding families. This was never more evident than through yet another year of the Coronavirus pandemic.

2021 was not the year we had hoped for, with Coronavirus once again dominating our strategic and governing decisions. As a Board, we worked quickly during outbreak periods, when infection rates increased, and during the snap-lockdown period to ensure that support for our services was channelled to those areas of the organisation that had a greater need. Our primary focus was to ensure that the financial impacts were not felt by those services most vulnerable to the impacts of the pandemic, particularly Family Day Care.

Despite Coronavirus, the Board, CEO and Executive Team maintained our primary strategic focus from the previous year, ensuring that as an organisation we positioned ourselves to be in a strong position post-pandemic.

Our four key strategic themes, remain:

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

We look forward to working with our staff, CEO and Executive Team as we continue to achieve these strategic goals.

Once again we thank every member of our Adventure Patch family for their hard work and commitment in what was again very challenging and demanding pandemic



circumstances throughout 2021. The ever-changing nature of Coronavirus placed greater demands on the organisation as a whole, and we were extremely proud and humbled to witness the coming together of all our services, educators, and staff throughout these difficult times to ensure the continued care of our children and their families, and one another.

It is through our Adventure Patch family's hard work and dedication that we continue to succeed in this challenging global business environment.

In November, as our CEO and the Executive Team were advocating, campaigning, and lobbying the Government to ensure more stringent mandates for the early childhood education and care sectors, the tough decision to implement vaccination mandates for all Adventure Patch employees. This was a very challenging and confronting decision for all involved, but one we felt was necessary to ensure the ongoing safety of the children in our care, their families, our staff, the organisation as a whole, and also the community we serve.

We feel sure that our decision to mandate vaccinations has led to a greater level of protection from the wider spread of Coronavirus throughout our services, and in turn has protected our families and our workforce from greater and unnecessary exposure.

As part of our focus on ensuring our educators and staff have greater involvement in the direction of the organisation they work for, the Executive Team and the Board undertook a series of Strategic Planning Workshops. These workshops saw a broad cross-section of staff and educators from our organisation come together to brainstorm our current strategic direction and envisage the future strategic direction of Adventure Patch.

It was wonderful to see great minds ponder our strengths and weaknesses and find areas, through analytical thinking, that we were yet to explore, bringing to the table many wonderful, creative, insightful, and thought-provoking ideas.

In conjunction with our Strategic Planning Workshops, in November we also held our Staff Day. It was heartening to see many from our organisation join us to be able to come together in a fun and creative environment of learning and laughter.

Once again, we thank every member of Adventure Patch for their continued hard work, diligence, understanding and compassion – not only for the children that they care for but for each other, and for sharing the same goal of creating an organisation that is here for the benefit of our community.





Lynne Moran
CEO

If we thought that we had put Coronavirus behind us, then 2021 had different ideas. This global pandemic has continued to place enormous pressure on us all and has forced us to adapt, not only as individuals and as an organisation, but as a community as a whole.

We were faced with increasingly strict, but necessary Government mandates as the vaccination process was rolled out throughout the state of Tasmania and as we saw infection numbers increase throughout Australia and Tasmania.

At an Executive level, we have focused on advocating, campaigning, and lobbying the Government to ensure the mandating of vaccinations for Educators and staff in the early childhood education and care sector. However, before being implemented by the state government, the Executive Team and the Board made the difficult but necessary organisation-wide decision to mandate vaccinations for all our Adventure Patch employees. This decision was a first for the sector and represented our stance in wanting to ensure we were doing everything in our power to ensure the safety of the children in our care, our families, and our staff. This decision was overwhelmingly met with positive feedback from our Adventure Patch family and served as our Educator and staffs' understanding and recognition of the importance of this implementation.

Shortly after we mandated vaccinations for our employees, the government followed suit and mandated that all Educators and staff in the education and care sector be vaccinated.

The reopening of the borders has seen an increase in formerly mainland-based families joining our Adventure Patch family, across all our services, as they seek a comparatively Coronavirus-safe state in Tasmania. We welcome these families and look forward to



them embracing our play-based education and care philosophy.

Despite Coronavirus, it was business as usual for us as we looked to the strategic direction of the organisation through the holding of a series of Strategic Planning workshops. We were delighted to be able to invite a cross-section of our Educators and staff from all services to have input into the direction of the organisation that they work for. The result of this input was an extraordinary and positive overview of our current organisation and what the exciting future of Adventure Patch could look like.

Flowing from our strategic planning focus has been the undertaking of further organisational structure review and subsequent changes, throughout the year. The creation of the Deputy CEO role and appointment of Outside School Hours Care Director, Scott Norris to this role, was reflective of these changes.

A focus of 2021 has been as always, our people. From an Executive and Board standpoint, we wanted our Educators and staff to have greater input in our decision-making process. Our Adventure Patch Staff Day was a big part of this inclusiveness outlook. A huge thank you to those who attended our Staff Day on 13th November. We were delighted to receive overwhelmingly positive feedback from everyone. A very special thank you also goes to our Northern team members for making the long round trip to attend the day.

As part of our people focus, we undertook the developing of a Workplace Health and Safety framework to consolidate and strengthen the already great work that as an organisation we do in keeping all our employees and contractors safe on our premises.

The Annual General Meeting, held in May, saw the opening of the Cunningham Gazebo at our Ocean View service, recognising long serving and dedicated outgoing Board Director, Gaylene Cunningham's contribution to the Adventure Patch community.

Throughout 2021 and beyond, we continue to implement our focus on workforce development by recruiting team members for services, and specified areas of need. We are excited about the opportunities this will present for internal promotion and development, as well as for new additions to our team.

In March, this commitment saw the appointment of the newly created role of Adventure Patch Family Day Care Director. We were delighted to welcome Kate Wiseman to this role and throughout 2021 we saw the exciting developments her input has had on Adventure Patch Family Day Care, particularly the overseeing of the re-branding of Launceston Family Day Care to become Adventure Patch Family Day Care North, joining with Adventure Patch Family Day Care

South to provide a seamless service model to our family day care community.

In early August, we were delighted to appoint Laura Dix to the role of Corporate Services Manager. Laura boasts an impressive resume and importantly, the selection panel and Board recognised her alignment with our philosophy and our approach to service provision. She has hit the ground running and has already had a big impact on our corporate services model and we look forward to seeing her further impacts.

As our organisation grows, we were excited to see the approval of two more Outside School Hours Care services, that of Dunalley OSCHC and Campania OSCHC. These services will provide much needed care options to the families in both areas and throughout the year, we saw numbers increase as our Coordinators promoted extensively throughout their regions.

As always, a big thank you must go to our Adventure Patch families, our Educators, and our staff, who without their continued support, understanding and commitment, our organisation would not be where it is today. We are again well-positioned, both strategically and financially and look forward to the implementation of our exciting future projects.



Our Services

		
Long Day Care	Outside School Hours Care	Family Day Care
<ul style="list-style-type: none">● 2 services located in Kingston & Blackmans Bay● 55 Educators● Caring for 293 children aged zero to 5.● Licensed to care for: 94 children at Mountain View and 77 children at Ocean View● Engaging with our families through regular Meet & Greet events.● Supporting our educators wishing to gain qualifications, through traineeships and scholarships.	<ul style="list-style-type: none">● 8 services spread across the community: Blackmans Bay Primary School, Campania District School, Dunalley Primary School, Eastside Lutheran College, Illawarra Primary School, Kingston Primary School, New Town Primary School, and St Aloysius Catholic College● Services opened at Campania District School and Dunalley Primary School in February 2021● 41 Educators, support services, including Vacation care program.● Caring for 716 children aged 4 to 12.	<ul style="list-style-type: none">● 2 services located in North and South of the state● 77 Educators throughout the State.● Caring for 959 children aged zero to 12 years.● Officially changed the name of Launceston Family Day Care to Adventure Patch Family Day Care North.● APFDC North finalist Family Day Care Australia National Service Awards.● APFDC South finalist Excellence Awards for FDC -Service of the Year 2021.● Excellence in Family Day Care Awards 2021, educator winner of Emerging Star.

Our Services



Service Support	Our Community	Advocacy
<ul style="list-style-type: none">• Currently employ 197 staff and educators.• 16 employees supporting the administration of Adventure Patch.• Over 87 communications reaching excess of 71,000 emails sent to our families and staff.• Communications click rate 71%.• Facebook posts reaching on average 5,991 Facebook users.• Increased Facebook followers by 10% from 2020.• Increased Instagram activity by 287%.• Our Team members and educators received monthly CEO update.	<ul style="list-style-type: none">• Providing regular and engaging Pop-Up playgrounds across the State.• Host Playgroup twice a week during school terms.• 41 years of servicing the community with childcare.• Provide free parenting sessions for families and educators.• Supported Community organisations through attendance of events, including Book week, Bravehearts, Naidoc week, and Harmony Day.	<ul style="list-style-type: none">• Member of Family Day Care Council Tasmania.• Member Early Childhood Association.• Member of Family Day Care Australia.• Regular and consistent liaising with Local Government, State and Federal Ministers.• Participated in National Quality Framework review.

Education Care Unit Assessment & Rating

Ocean View Child Care Meeting National Quality Standard
Eastside Lutheran College Outside School Hours Care Working Towards
National Quality Standard

Board of Directors



**CHARLES
COURTNEY**

Chair



**ASHLEIGH
FURMINGER**

Director / Deputy Chair



**KAREN
BANKS**

Deputy Chair / Director



**CALUM
FRAME**

Director



**EDWARD
BURROWS-CHENG**

Company Secretary



**JENNIFER
O'FARRELL**

Director



**SHANNON
EPP**

Director



**SARAH
WOOLLEY**

Director

Retired Board Directors

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



**JOYCE DU
MORTIER**

Deputy Chair



**AIDAN
EGGLESTON**

Director



**GAYLENE
CUNNINGHAM**

Director



**MARK
ROBERTS**

Public Officer

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

20 Years +

Lindy Davis
Kerry Lovell
Pip Nolder

5 Years +

Rosanne Barrett
Disha Bosmia
Eleesha Casey
Cassandra Coad
Joanna Farnell
Kelly Goodwin
Bryanna Graham
Barbara Green
Helen Henderson
Tabitha Hevey
Kim Hill
Ruth Iles
Rebecca James
Elizabeth Johnson
Annabelle Manson
Lynne Moran
Regan Moore
Corey Page
Lynne Rayner
Rachel Seabourne
Sarah Smith
Sharon Sulzberger
Georgia Tiffin
Nat Tiffin
Mel Todman
Laura Triffett
Divya Truchanas Brooks
Clare Waddell
Tayla-Jane Wass

15 Years +

Janice Haba
Kim Hill
Jill Hind
Pam Stone

10 Years +

Reana Baillie
Alicia Clarke
Loretta Crawford
Rebecca Gates
Kirsten Green
Kelly Goodwin
Tammy Hilder
Lynette Johnson
Trish Johnston
Anita Kerrison
Shananne Leake
Fiona Lee
Colette Lockyer
Marian Lovell
Scott Norris
Karen Maxwell
Denise Peters
Celestine Rey
Angela Smith
Cheryl Stalker
Jess Tan
Sharynn Williams

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



Laura Dix
Corporate Services
Manager

2021 was yet another year spent adapting to COVID-19 impacts and external influencing factors. We successfully navigated these challenges to ensure we continued to provide children with the best opportunities to grow their knowledge, skills, and sense of self through adventure and play.

At Adventure Patch, quality service delivery is underpinned by clear communication. Our Corporate Services team includes a dedicated Communications Officer to ensure timely and relevant communications to families. This was greatly appreciated when navigating the Government mandated COVID-19 lockdown in October and borders opening in December.

The Corporate Services structure has continued to evolve to support quality service delivery through 2021. Our finance team expanded to support our growing business complexities and we envisage the same will happen in the Human Resources and Learning and Development teams in 2022. At the heart of our workforce plan, is ensuring we continue to support our services and surrounding communities. The board approved the recruitment for a Community Development Manager to focus on enhancing our community impact and reach.

Our focus on the continuous improvement of systems continued throughout 2021, with the commencement of a project in Workplace Health and Safety. The work in this area will continue into 2022 due to the departure of our Quality, Safety and Compliance Manager in November. We are aligning our safety system with the requirements of ISO45001 to ensure the highest quality safety system to support safety and wellbeing of staff, children, contractors, and visitors alike. This journey is well underway, and it is anticipated the system will be operational by the end of the Financial Year.



Another notable project is the transition to an integrated human resources and payroll system which will enhance time and operational efficiencies for Adventure Patch. This project commenced in December and will continue into early 2022. The new system- integrated human resources and payroll system will provide a more seamless and streamlined experience for recruitment, timesheets, payroll, onboarding, offboarding, performance reviews, professional development, online training content, capturing compliance requirements, and professional development. The enhanced efficiencies will save significant manual processing time for elements of the payroll function. It will also allow all elements of an employee's file to be captured in one place for ease of management.

As always, our people are at the heart of our organisation, and we strive to acknowledge the daily contributions of our team. During the last quarter of 2021 we saw the introduction of the Quarterly Peer Recognition and Reward Program supported by HESTA Super to shine the spotlight on the amazing work our Educators and Team do each day.

There were some staff movements within the team throughout 2021 including team members stepping up to work in different roles on secondment. This greatly supported both business needs and personal growth opportunities. A big thank you to every team member who contributed to Adventure Patch's continued success in 2021.



Lindy Davis
Director Long Day Care

"Adaptability" must be the word for the past 12 months, as we navigated our way through a rapidly changing new world, where we all learned to live with COVID-19. Our educators and children demonstrated an amazing ability to adapt to recommendations from Public Health and to just get on with it and have fun. I would like to extend a huge thank you to our families for their understanding, patience, and support during this time in our efforts to keep our community safe. I would also like to thank our educators who worked tirelessly under, at times, difficult and stressful moments which enabled us to keep our doors open and provide wonderful programs for children and support for families.

In 2021, Ocean View successfully underwent Assessment and Rating and obtained an overall rating of Meeting the National Quality Standards.

Ocean View partnered with the Department of Education to provide the Working Together Project. This is a valuable program for children to be able to access childcare in the year before they start formal schooling.

We were lucky enough to obtain two grants. The first allowed us to do a long-overdue upgrade of our Ocean View yard and the second to build a shade structure outside the Wilson Room.

The Adventure Patch Board of Directors supported our Educators to provide quality programs for children by extending programming time, allowing rooms an extra 2 hours per work of non-contact time to plan, analyse and develop learning programs for children. To assist educators, a dedicated Educational Leader was also approved for each service to support programming and practices.



The Adventure Program continues to be a huge part of our day and a trip on the Adventure Bus is always a highlight for not only the children but also the Educators.

It was certainly a jam-packed year, and we are so excited to see what adventures we will have in the coming year. We have some amazingly talented educators and can't wait to see what they have in store for us.

Ocean View

Ocean View children began the year enjoying the beautiful summer sun with lots of water, mud, dirt, and sand play. In early January we were lucky enough to secure a grant from the ECU minor infrastructure grants to partially fund the main yard upgrade with the shortfall funded by the Board of Adventure Patch.

The main yard was long overdue for a facelift. The space was revamped to include more natural elements and risky play features to be more in line with our Adventure Patch Philosophy. Educators and children were a big part of the initial design of the yard. Educators discussed with the children the elements that they would like included in their play space.

We all had a fantastic time watching as the yard transformed section by section and excitedly watched as it blossomed into a great space to play and have adventures. The construction instigated lots of opportunities for learning to occur. With children's interests in construction and diggers increased as the construction team created their playgrounds with various materials.

While sections of the yard were closed, we took advantage of having the Blackmans Bay Primary Schoolyard right behind us to stretch our legs and enjoy the playgrounds there. In February, the yard was finished, and the children showed great delight as they explored their new space and all its hidden treasures.

We are incredibly lucky at Ocean View to have such a diverse community. Our educators and families have been sharing their culture with us throughout the year. The children were able to learn about different cultures, starting with the Chinese New Year. Our Chinese educators planned activities and introduced children to Chinese culture. Disha organised dancers to visit the centre to teach us traditional Indian dancing during Diwali. The children were able to try on traditional clothing and we enjoyed traditional Indian Food. NAIDOC week was another important cultural aspect of our year. Educators help to extend children's knowledge of Aboriginal culture through stories and connecting to the land by exploring the local bush areas. Our children were also lucky enough to take a trip on the Adventure Patch bus to join up with our Family Day Care children to celebrate Harmony Day.

The children took part in Book Week, where costumes and stories took centre stage for the week. Children and Educators had lots of fun dressing up, sharing our stories, and learning about all the characters that arrived each day. Pyjama week was another well-loved week, and we were able to raise \$180 for children in Foster Care.

The Adventure Program was, as always, a huge hit with children and educators. We had lots of great Bush Camp trips and Pop-Up Playgrounds. Anita took us on lots of trips throughout the year including trips to the Marine Discovery Centre and Mt Wellington just to name a couple.

Overall, we have had a fantastic year focused on being outside in nature, celebrating our wonderful diverse cultures, and taking every opportunity to enjoy the world around us and learn as much from it as we can.



Mountain View

The past year, and the impacts of COVID-19, have provided us with some challenges that we have had to endure but with the support of our amazing Executive Team, Families, Educators, and especially our wonderful, resilient children, we have made it through, yet again.

We have enjoyed so many special occasions and celebrated together whilst keeping safe and living our new normal.

Some highlights have been:

Outdoor classroom day – children spent most of the day outside participating in some nature-based experiences. Making nature crowns, leaf printing, water, and mud play and the most popular hands down was "potion-making". The children were engaged for most of the day making special potions from water, flowers, rocks, and all kinds of natural materials. Some of the rooms enjoyed mealtimes outside and the Butler room even slept outside, the feedback we had from the Educators was that the children were so calm and relaxed, slept well, and even a bit longer than usual.

We have also had endless fun on our Adventures with Anita, bus trips to many locations to explore and experience.

The children have been on trips to silver falls, Mt Wellington, our bush camp at the Guide Hall, the Playhouse Theatre, local parks, and beaches, and even a trip to the Honey pot in Huonville!!!

Also, as part of the children's programs, we have been incredibly lucky to explore our local community in the Kingston Primary bushland surrounds. The children have been on many regular walks to the reserve for pop-up playgrounds and nature walks collecting natural materials, feeling the earth under their feet, crunching leaves, splashing in puddles, and listening to nature.

The children have been learning about our Aboriginal culture and connecting to the land through immersing themselves in our natural environment within our community. Our Educators have captured these moments through conversation, experiences, stories, pictures, creative expression, and teachings. They have been on a journey of learning about Culture and history.

We have also celebrated our Chinese Culture. We had a wonderful week celebrating the Chinese New Year. This year is the Year of the Tiger. Children and Educators were able to learn about the different animals that represent the zodiac, dress up and try on traditional clothing, learn songs and rhymes in Mandarin, and dance to traditional music.

The Educators and Children were taken on a journey, listening to stories of the history of the Chinese New Year and tasting traditional treats from China.

Our team has also participated in community events, personal development opportunities, and team bonding days.

Towards the end of the year, we had a family BBQ which was a nice opportunity for the families and Educators to come together. We had a lovely children's Christmas party where we invited Anita and Ali to come along to and presented them with handmade cards and flowers pots to thank them for providing us with the opportunity to participate in the Adventure Program and Pop-up playgrounds.



Over the last year our Adventure patch family have welcomed many new families to our service and welcomed back existing families with their younger siblings. It has been lovely getting to know and welcoming everybody. We have also welcomed back educators from Parental Leave and their little ones have joined our family. We have also welcomed new educators to the Team!!

Looking back, we have enjoyed many wonderful memories and had so many adventures. We are excited about the new adventures planned for the coming year and look forward to sharing the children's journeys with our Adventure Patch families.

Lindy, Catherine, Laura and our wonderful team of educators



Scott Norris
Director Outside School
Hours Care

2021 was a year of growth for outside school hours care, with the successful tender of two new services beginning operation – Campania, and Dunalley outside school hours care programs. Both services have continued to grow throughout the year, and we thank the school community for their support and commitment to setting up these new services.

Adventure Patch introduced two part-time outside school hours care assistant directors (Matt from BBOSHC, Maddy from IOSHC) to help support Educators, children, and families and provide growth opportunities for these two individuals. This has enabled more support for services, but also the opportunity to work on some additional projects to support better quality practices and care environments.

We would not be able to provide care for the school-aged without the continued dedication and commitment of the Educators on the floor. I wish to thank our OSCHC team (of around 30 Educators) for their continued enthusiasm and support for children and families utilising our services.

Finally, I would like to thank each family for their trust in allowing us to care for their children as we continue to strive to be the best provider of school-aged care that we can be.

Now, let's hear from service coordinators:

Blackmans Bay OSHC

2021 at Blackmans Bay was highly focused on providing a range of activities for children to engage and benefit in the Backyard. We were very fortunate to apply and receive a grant for the deck in the previous year; this area has broadened play and experiences to this back area.

With the children's help and support of Anita, we built the children a fully functional mud kitchen with running water. This opened up mud play and brought branching activities such as building small animal huts using sticks, grass, and mud which we brought down to the boronia Beach reserve.

The children also built a downhill stream into the ground, allowing for creek play. This led to dam constructions and finally a plan to create a small pond with tadpoles and other animal critters through 22.



Campania OSHC

With Campania starting outside school hours care at the Mill in February 2021, we welcomed 8 new families to the service in both casual and permanent bookings. As we worked on building partnerships with families and the Campania District school community, we attended the District School Community Barbecue in March - spending time talking with families and catching up with friends within the school grounds. This was a great opportunity for us to catch up with our parents from the service, meet and greet with the teachers, and encourage new families to look at the possibilities for before and after school care at their school.

It wasn't long for the children to begin setting up their own 'COSH' art gallery and display of their artwork and the beginning of our family/community tree. Building a sense of belonging at the service, the children have further grown a connection to their physical and natural environments through building bush cubbies, enjoying visits from our Adventure coordinator Anita with both Pop-Up Playground and Fire experience, making mud monsters, volcanic eruptions, mixed potions, and slime experiences through National Science week and International Mud Day. The children thoroughly enjoyed celebrating the Olympic games - holding their Opening Ceremony their own pretend Olympic torches and learning about countries around the world as they participated in their mini-Olympics.

We have been busy spreading the word on how much fun and enjoyment the children have had within the service over the year through conversations with families, children expressing their enjoyment with their peers at school, and through both the community gazette and school newsletter and hope that this year sees the program grow in 2022.



Dunalley OSHC

2021 was the year OSHC started at Dunalley Primary School, we started with a small group, however, towards the end of the year numbers had increased quite a lot more with families opting to utilise the service.

At Dunalley Primary we are very lucky to have a beautiful outdoor bush setting that the children love to explore.

A huge part of our program involved creating 'mud pits and forts' which the children took ownership over. Sticks and branches were collected to make the Forts and water was added to the dirt to create mud. Making forts brought- up conversations about how our Nation's First People perhaps lived sparking an interest to research this further! We found out that an Aboriginal Hut is called a Gunyah.

Eastside Lutheran College OSHC

At Eastside Lutheran College OSHC we fundamentally focus on outdoor and nature-based play. The children love to take adventures in the bushlands; to build forts with sticks, rocks, and other natural resources. On rainy days we love to pop on a raincoat so they can dance in the rain and jump in muddy puddles. We also love to go bug catching/ hunting with our bug-catching kits and magnifying glasses. We are big on recycling and reusing so use boxes from the school and wood from the TasTafe as resources to build tents and huts. Lastly, we also feed the chickens at our school with the scraps from afternoon tea and love to play with the ducks.

Within our indoor spaces, we love to build cubbies, make obstacles courses, read books, play board, and card games, and make cool creations. Every Tuesday and Thursday we have cooking experiences - our favorite thing to make is Sushi. We also have a family recipe book. We now know the secret ingredients to various yummy meals.

Illawarra OSHC

Illawarra's team of Maddy, Corey, and Will enjoyed a very settled and successful 2021, with consistent staffing and the ability to break ground on a few different exciting projects. The most exciting news in our 2021 was the addition of a brand new permanent four-legged team member. Having Buster as part of our team has led to lots of "*pawsitive*" behavioural changes, increased empathy, easier drop-offs, and a whole lot of love.

Music continued to play a big part in lifting the mood in our service, from our guitar virtuosos to having a shake of the tambourine, everyone got involved! Choosing SONG OF THE DAY quickly became a highly anticipated moment. We are looking forward to taking it to the next level in 2022, keep your eyes on the ARIA charts!

Kingston OSHC

Throughout the last 12 months, KOSHc has undergone multiple changes. We had a change in leadership with Emma stepping down to pursue work in long day care and Alex taking over, and now Annabelle currently leading the team as Alex has had a change of direction to focus on his music.

Throughout our year, we utilised education and care grants to enhance our outdoor play space. This is currently still a work in progress - with a new soccer ground, as well as climbing forts and gardens on their way. We now share our outdoor space with the Family Day Care playgroup, with a fenced-in area for the younger children to make the best use of during their time when they visit.

Our deck space is used every day for children to utilise and play on, no matter the weather. This has been a fantastic addition to our KOSHc space.



New Town OSHC

In 2021 we encouraged the NTOSHC children to explore their ideas, interests, and passions. We heard our Children's Voices. Their input enabled us to create an environment and program that sparked their curiosity throughout the year.

- **We were inquisitive:** searching for insects outdoors and exploring the bank.
- **We were artists:** using our range of craft resources to design and create – turning imagination into reality.
- **We were builders and engineers:** making huts and bases from scratch, Lego towers, rockets, and racetracks.
- We were chefs, store owners, and employees playing make-believe in our kitchen. Will it be a pizza shop or a grocery store today?

The children continued to develop their independence by being involved in our decision-making, planning, and changes at New Town OSHC including our Vacation Care program.

2021 may have been a challenging year for some. We are proud of the NTOSHC community; our families, the children, and our team for coming together to make 2021 a success. We strengthened our community and the children continued to thrive.



St Aloysius OSHC

St Aloysius had quite a few changes with staffing in the first half of 2021, in the second half we have had less disruption to our program. The children received quite a few new resources both donated and purchased, and their focus has been on dramatic play both inside and outside, building cubby houses and building tree houses. The school oval has been a very popular area for play with soccer, football, and games with the parachute. We have focused on the children letting us know where their interests lay and working with us to develop activities that can be extended for several weeks; this was also to foster better relationships between the age ranges and give a program a better sense of community.

Our older children (grade 5's and 6's) have been amazing in forming relationships with our younger children, assisting them in creating play environments. An example of this was creating a school corner for dramatic play and a ball pit area for our children with additional needs. We look forward to extending all this moving forward in 2022.

Scott, Maddy, Matt, Giovanna, Annabelle, Tracy, Elizabeth, Melissa, Maria and our wonderful team of educators.





Kate Wiseman
Director
Family Day Care

To provide overarching management and strategic support for both our Adventure Patch Family Day Care Southern and Northern offices, 2021 saw the introduction of the newly created role of Adventure Patch Family Day Care Director, a role which I gratefully accepted in March 2021.

Through the gathering and provision of the collective skills and experience of all our Family Day Care team and channelling this experience appropriately, immediate impacts were felt by Adventure Patch's Family Day Care services. A key focus was identifying areas of need and delivering Educator support to all our FDC Services to ensure, as an organisation, we provided consistent education and care for our FDC children and families.

A major project and undertaking across the whole of Adventure Patch Family Day Care was the North's transition from Launceston Family Day Care to become an integrated service as Adventure Patch Family Day Care North, just in time for the imminent arrival of my second child as I went on maternity leave in mid-October.

2021, once again, presented us with the challenges of the ongoing Coronavirus pandemic. The increasing spread of the virus throughout Tasmania saw the temporary closures of a small number of our services. We quickly provided supporting measures for those businesses impacted and we thank our Family Day Care Educators for their continued adaptability in what is an ever-changing and challenging Coronavirus-affected business environment.

Despite the challenges of Coronavirus, we continue our growth objectives with the successfully acquired Bruny Island grant,

which allowed us to set up a much-needed service for the Bruny Island community. Our new families are extremely excited to have a local family day carer and, through the provision of our support and expertise, we are excited to see the growth of this service.

In my absence, I thank our Directors of Long Day Care and Outside School Hours Care, who have taken on the roles of caretaker, until my expected return in early-May 2022.

I look forward to what 2022 has in store for Adventure Patch Family Day Care and the roll-out of our exciting plans for the upcoming year.

Adventure Patch Family Day Care South Jo Farnell

Throughout 2021, COVID saw us continue to face the pandemic's challenges with resilience and ingenuity, supporting our Educators during a trying time, via phone and video communications. Educator staff meetings brought a new way of connecting and collaborating whilst social distancing, using Zoom and recording these sessions for those who were not able to attend.

We also welcomed 5 new educators to our service and are now able to continue to provide Family Day Care to families in a much wider area of Greater Hobart, including Herdsman's Cove, Rosetta, Montague Bay, and Hobart City.

January saw the launch of our online enrolments process on the Adventure Patch FDC website, creating more efficiency between family and administration. With Adventure Patch FDC Educators covering a large part of Southern Tasmania, providing an online enrolment process eases the need for parents to travel to our head office in Blackmans Bay.



During February, we celebrated with a cocktail party at Alceme Hobart for our winning service in the Family Day Care Australia Perpetual Star Award, for our ongoing contribution to Family Day Care where we have continued to thrive. We thoroughly enjoyed a relaxed atmosphere with lots of yummy food, making it a great opportunity to celebrate our accomplishments and allowing us to catch up with past and present Educators and Coordination Unit staff.

The 2021 Olympics took place in July and as COVID prevented spectator attendance, the Australian Olympic Committee introduced the 'Village Art Program', offering children of all ages the chance to create and submit artwork that was displayed in the athletes' village in Tokyo. The artworks provided a connection to home and a message of support to the athletes and saw the children at Adventure Patch FDC playgroup set to work and produce some beautiful prints and the creation of a wonderful banner.

Other Playgroup and community highlights were our Family Day Care Harmony Day morning tea event for educators and families, as well as our friends from Ocean View LDC. Harmony Day is about inclusiveness, respect, and belonging, for all Australians regardless of cultural or linguistic background and the morning tea was representative of these values.

Playgroup also participated in Clean Up Australia Day, having supported this important community event for the past 9 years. The children explored the much loved, and used, community White Water Walking Track in Kingston and found lots of things that "didn't belong" and sorted them into general waste and recycling whilst discussing the importance of placing rubbish in bins to ensure a clean and safe environment for land and sea flora and fauna.

2021 also saw Adventure Patch introduce the organisation's Years of Service Recognition Program – an important project that will continue to share Adventure Patch's appreciation of staff and Educators making them feel recognised and rewarded in a powerfully positive way.

Another highlight for FDC was the Quality and Safety Immersion Program (QUASIP) presentation to the Tasmanian FDC sector and representatives from the Education and Care Unit with the presentation of our Adventure Patch FDC plan with the merging of North and South policies wonderfully received as a big success.

2021's Christmas Season saw Family Day Care participate in the annual Hobart City Mission Christmas toy/food drive, with the collecting of boxes at Diamond Drive, as well as our Family Day Care educators and families contributing to this great cause. Adventure Patch Diamond Drive staff, FDC Educators, and their families donated more than a trailer load to those most vulnerable families in our community.

The end of 2021 was celebrated with our annual Children's Christmas Party. This year we continued this well-received event with an emphasis on nature-inspired materials, with activities such as reindeer food, gumnut, and wreath threading, and of course, Santa and his helpers made a special appearance, where he delivered books to the 50-plus children that attended with their FDC Educators and families.



Adventure Patch Family Day Care North

An Carter

At the basis of quality care lies Educator continuity and wellbeing. After what was a challenging first half of 2021 for AP FDC North, our new director Kate Wiseman and later team leader, An Carter joined, allowing for the renewed focus of our Educators feeling confident and supported in their roles. This was implemented by building more opportunities for collaborative work through networking sessions, where free services such as car restraints checks are offered, and collaborative evening sessions where educators shared ideas and reflected on their practices. Professional development opportunities such as Bush Skills and CPR and First Aid training exclusively for the AP FDC educators supported our educators in implementing the Adventure Patch Philosophy.

A significant event of 2021 was our name change from Launceston Family Day Care to Adventure Patch Family Day Care North in August. This was followed up with a celebrative launch where the Adventure Patch values "CHARGE" was introduced. These play a vital role in future conversations between all Adventure Patch stakeholders. We also celebrated our nomination for the FDCA Excellence in Family Day Care Awards, and while we didn't win, we still recognise the hard work our educators and coordinators do every day, which has led to the nomination. In addition, one of the AP FDC North educators won the Emerging Star award!

Community event highlights included the yearly ALIA National Simultaneous Storytime, where the story 'Give Me Some Space' was read from out of space! Our Educators gathered at the Launceston Planetarium where the story was live broadcasted from space and read by a real astronaut. Furthermore, throughout the year AP FDC North built connections with the wider community including Deloraine house where we hosted our Pop-Up Playground. This visit became the starting point of a year-long partnership, in which the AP FDC North community made food donations for those in

need. Our AP FDC North Santa surprised the families and children of Uniting Tasmania's Pregnant and Young Parents Support group at their Christmas party. The young families had the opportunity to have a photo with Santa, which some had never been able to do before.

In May, the Pop-Up Playground came up North for several sessions per week, and again in November, when the Adventure Patch bus also came along to allow those Educators and children who don't normally go on excursions/transport to enjoy the opportunity. Children and Educators alike were extremely excited to experience the AP PUP for the first time.

One of our educators completed the Fire Training during this same week, lighting a fire to enjoy with children, and officially became the first Educator to complete the Bush Skills Fire Training. Another benefit of the PUP visits was the connections between the educators up North and the Hobart leadership team who accompanied the PUP. When the leadership team visited, Educators expressed great appreciation and felt respected and supported in their roles.

The last quarter of 2021 was packed with outdoor playgroups. Educators and children enjoyed play-based learning through adventures and the natural environment which facilitated messy play, exploration, and curiosity.



Summarised Financial Statements

These summary financial statements have been extracted from the full audited financial report of Adventure Patch for the year ended December 31, 2021 .

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 summary financial statements, on the basis that this is most relevant information to the users of these financial statements.

The summarised financial results for the year ended December 31, 2021 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 summary 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 December 31, 2021 have been derived from or are consistent with the full audited Financial Report for the year ended December 31, 2021; and
2. Do not contain all the disclosures required by the Australian Charities & Not-for-Profits Commission Act 2021 (Cth) 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 25 day of APRIL 2022.

Adventure Patch

Statement of Comprehensive Income

For the Year Ended 31 December 2021

	2021	2020
	\$	\$
Income		
Childcare Gap Fees	2,388,764	1,541,440
Childcare Fees (Subsidy Component)	7,085,959	5,046,572
Childcare Revenue (Inclusion support services)	53,211	47,951
Family day care Other Revenue	872,547	1,481,142
Grants & Subsidies	409,471	1,034,492
Government Assistance (Covid)	-	100,000
Insurance Recovery	105,393	827
Jobkeeper Subsidy	-	892,500
Other Revenue	33,048	833,133
Interest Received	3,992	5,878
Investment income	413,646	10,871
Unrealised gain/(loss) on investments	30,076	24,883
Total Income	11,396,107	11,019,689
Expenditure		
40th Celebration Expenses	-	75,189
Accounting & Audit	26,545	15,470
Administration Costs	30,033	26,001
Advertising & Marketing	35,868	66,231
Bad Debts	24,897	315
Bank Charges	29,073	20,093
Board Expenses	2,206	2,460
Childcare Services (Food)	54,328	44,472
Childcare Services (other)	142,190	89,763
Consultancy & Professional Fees	610,571	101,634
Depreciation	258,252	258,915
Employee Benefits	5,072,596	4,985,392
Employee Expenses	152,941	102,218
Equipment	17,479	23,045
Event Costs	24,438	7,116
Family day care Distributions & Expenditure	3,895,779	3,600,137
Information Technology	151,265	141,879
Insurance Premiums	133,394	149,339
Interest Expense	4,305	3,914
Motor Vehicles	16,886	7,183
Photocopying	5,257	4,601
Projects	3,000	5,000
Properties (Cleaning)	136,508	145,673
Properties (Gardening)	11,928	5,508
Properties (Rates & Utilities)	39,638	29,177
Properties (Rent)	10,369	1,592
Repairs & Maintenance	44,109	45,752
Telephone	39,572	38,074
Total Expenses	10,973,427	9,996,143
Net surplus/(deficit) for the year	422,680	1,023,546
Other comprehensive income	-	-
Total comprehensive income	422,680	1,023,546

Adventure Patch

Statement of Financial Position

As At 31 December 2021

	2021	2020
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	1,142,087	2,052,215
Trade and other receivables	278,985	267,735
Other financial assets	4,241,807	2,840,248
TOTAL CURRENT ASSETS	<u>5,662,879</u>	<u>5,160,198</u>
NON-CURRENT ASSETS		
Property, plant and equipment	2,260,452	2,241,103
Intangible asset	1,335	2,245
Goodwill	22,000	22,000
Right of use assets	215,168	98,754
TOTAL NON-CURRENT ASSETS	<u>2,498,955</u>	<u>2,364,102</u>
TOTAL ASSETS	<u>8,161,834</u>	<u>7,524,300</u>
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	475,372	460,843
Employee benefits	474,173	397,772
Grant liability	36,375	20,000
Lease liability	64,776	76,744
TOTAL CURRENT LIABILITIES	<u>1,050,696</u>	<u>955,359</u>
NON-CURRENT LIABILITIES		
Employee benefits	116,983	117,318
Lease liability	153,126	33,274
TOTAL NON-CURRENT LIABILITIES	<u>270,109</u>	<u>150,592</u>
TOTAL LIABILITIES	<u>1,320,805</u>	<u>1,105,951</u>
NET ASSETS	<u>6,841,029</u>	<u>6,418,349</u>
EQUITY		
Accumulated surpluses	<u>6,841,029</u>	<u>6,418,349</u>
TOTAL EQUITY	<u>6,841,029</u>	<u>6,418,349</u>

Adventure Patch

Statement of Cash Flows

For the Year Ended 31 December 2021

	2021	2020
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	3,264,022	4,090,202
Receipts from government	8,261,348	7,042,453
Interest received	4,460	5,019
Payments to suppliers & employees	(10,781,867)	(9,836,155)
Interest paid	-	(101)
Net cash provided by operating activities	<u>747,963</u>	<u>1,301,418</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from the sale of assets	12,497	-
Purchase of plant and equipment	(182,462)	(103,039)
Proceeds from investments	-	536
Investment in managed funds	(1,371,483)	-
Net cash used by investing activities	<u>(1,541,448)</u>	<u>(102,503)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment of lease liability	(116,643)	(72,957)
Net cash used by financing activities	<u>(116,643)</u>	<u>(72,957)</u>
Net increase/(decrease) in cash and cash equivalents held	(910,128)	1,125,958
Cash and cash equivalents at beginning of year	2,052,215	926,257
Cash and cash equivalents at end of financial year	<u>1,142,087</u>	<u>2,052,215</u>



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Report on the summarised financial statements

Opinion

The accompanying summary financial statements, which comprise the summary statement of financial position as at December 31, 2021, the summary statement of comprehensive income, summary statement of changes in equity and summary cash flow statement for the year then ended, are derived from the audited financial report of Adventure Patch for the year ended December 31, 2021.

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 disclosures required by Australian Accounting Standards. Reading the summarised financial statements and the auditor's report thereon, therefore, 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 27 April 2022.

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 summary 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 Standard ASA 810 Engagements to Report on Summary Financial Statements.

Crowe Audit Australia.

Crowe Audit Australia

Alison Flakemore
Audit Partner

Dated this...3...day of...May... 2022.

Hobart, Tasmania.

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