



# Annual Report 2023


Playing | Learning | Growing





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## 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.





## About Adventure Patch

Adventure Patch is a community-based organisation, established in 1980, providing quality child care 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 engages 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 childrens' day, encouraging them to explore, play, get messy and connect with nature.

Early childhood education and 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.





## 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 friendship, self-worth, and a sense of social conscience.

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

# 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 Safe 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 Strategic Goals

## Our Purpose

We enable learning and growth through adventure based play

## Our Values

Courageous Honest Adventurous Respectful Gracious

## Our Goals

### Goal 1 People and Quality

**Build a capable and empowered workforce to deliver stimulating high quality programs for the community**

- 1.1 Create a desirable and attractive Employee Value Proposition
- 1.2 Develop and implement an Emerging Leaders Program
- 1.3 Improve the Employee Life Cycle
- 1.4 Implement Training and Wellbeing program
- 1.5 Appropriately resource People Development area
- 1.6 Retain Employer of Choice status

### Goal 2 Community

**Contribute to the development and advocacy for children and families in the Tasmanian Community**

- 2.1 Support Community Development
- 2.2 Complete and understand the Customer Value Proposition
- 2.3 Develop and implement community programs
- 2.4 Be recognized as a community leader in supporting families
- 2.5 Gain PBI status
- 2.6 Community partnerships

### Goal 3 Growth

**Advance as a sustainable organisation dedicated to sharing the Adventure Patch philosophy to support the Tasmanian community**

- 3.1 Resource appropriately for growth aspirations
- 3.2 Complete a strong marketing plan, including an enhanced social media strategy and presence
- 3.3 Enhance CEO media presence
- 3.4 Explore new market opportunities via framework for assessing
- 3.5 Develop and strengthen partnerships

### Goal 4 Be well managed

**Maintain strong governance and leadership to ensure efficient and safe operation of Adventure Patch**

- 4.1 Develop a risk framework to identify and manage business risks
- 4.2 Maintain a highly skilled board to support good governance
- 4.3 Board receives appropriate information as and when required
- 4.4 Establish compliant WHS framework
- 4.5 Review and develop policies as required
- 4.6 Review ICT systems and software



## Board Report 2023/24

### Changes within Adventure Patch

There has been significant change within Adventure Patch over the past 12 months. While we said goodbye to the previous Chair - Charles Courtney - in June 2023, we welcomed Fiona Felmingham and Sam Loader to the Board in the latter part of the year. The Board would like to thank Charles for his contribution and dedication to the organisation over many years. In May 2023, we also officially welcomed Tim Short as the incoming CEO of Adventure Patch. The Board has enjoyed working with Tim over the past year and look forward for many more years of collaboration.

### Key Projects

The Strategic Plan and Risk Management Framework were the key focus for the Board in 2023. In October, the Board and the Executive Management Team (ELT) collaborated to revise the Strategic Plan from 2021. After a productive workshop day, and months of discussion, the Strategic Plan was adopted in March 2024. This new plan focusses on three key strategic pillars:

- Our Children and Families
- Our Community
- Our Organisation.

Additionally, the Adventure Patch Risk Management Framework was approved in March 2024. This was a key focus of the Board as a systematic approach to the management of risks and opportunities is significant to a well-functioning organisation, with the safety of employees and those within its care at the forefront. The Board would like to thank the Executive Leadership team for their time and contribution to these projects. The Board also wishes to thank Malcolm Guy and his team in the preparation of the Annual Budget and 2023 Audit.

Please reach out to Tim or the ELT if you would like to know more about these projects.

### Tamar Valley Steiner School

A key development in 2023 was the opportunity for Adventure Patch to work with Tamar Valley Steiner School, growing the



ability to provide an additional Long Day Care and Outside School Hours Care to families in Northern Tasmania. The Board anticipates a positive collaboration with Tamar Valley Steiner School and hopes to see this partnership thrive in 2024.

### Goodbyes

At the Annual General Meeting we say goodbye to the following Board Members: Ashleigh Thompson (Chair), Jennifer O'Farrell (Deputy Chair) and Edward Burrows-Cheng (Secretary). We thank these Board Members for volunteering their time to Adventure Patch over the past few years and wish them the best in their future endeavors.

### Future of Adventure Patch

Under the leadership of Tim and the ELT, Adventure Patch will continue to be a leader in adventure-based play and education throughout Tasmania. It is through the hard work and endless dedication of educators and staff which allows the organisation to thrive and provide the best possible care for families. The Board would like to thank everyone in Adventure Patch for the past year, and we look forward to 2024 and beyond.

## Board of Directors



**Ashleigh Thompson**

Chair



**Jennifer O'Farrell**

Deputy Chair



**Edward Burrows-Cheng**

Company Secretary



**Fiona Felmingham**

Director



**Rowena Lamond**

Director



**Sam Loader**

Director



**Sarah Woolley**

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.



**Charles  
Courtney**  
Chair



**Liana  
Koster**  
Director







**Scott Noris**  
Interim CEO  
October 2022-May 2023

January 2023 started as 2022 finished, with an interim CEO. This CEO report will therefore be a little different. I will start the report and talk about the first part of the year before handing it over to Tim Short who was appointed as CEO in May of 2023.

The beginning of the year saw some changes in the Executive Leadership Team. Kate Wiseman took up an opportunity with another organisation. Kate had spent the last couple of years with Adventure Patch as Manager of Family Day Care and then Outside School Hours Care. We wish Kate all the best in the next chapter of her life. The Executive Leadership Team has taken some great strides within 2023, something I'm sure Tim will talk about later in this report.

It was another exciting year for growth within Adventure Patch. We saw three new OSHC services commence operation; Channel Christian School OSHC and Lilydale OSHC started operation in Term 1 and Calvin Christian School OSHC opened in April. Our newest Long Day Care Service, Roland View, was assessed and rated against the National Quality Standard and received a well-deserved 'Meeting' rating. The Roland View Team, led by Kara, should be commended on their hard work and dedication, starting as a new service under Adventure Patch in 2022 and receiving a Meeting rating a year and a half later.

I'd like to take this opportunity to thank all of the Adventure Patch team as we navigated through this interim period of 2023. There can be some challenges and difficulties in times of uncertainty; but, it can also be a time that we all come together and show resilience and support for each other. And I truly believe this is what the Adventure Patch Team did, something I will be forever grateful for during



my time as Interim CEO. However, I am more than excited to have a new CEO appointed and return to my role as Deputy CEO!



**Tim Short**  
Chief Executive Officer  
May 2023-Current

It's been a really terrific experience to step into the role of CEO Adventure Patch. I'd like to thank the Board of Directors, the Executive Leadership Team and all team members for how I have been welcomed into the organisation. I'd particularly like to thank previous Chair Charles Courtney, Deputy Chair Jennifer O'Farrell and current Chair Ashleigh Thompson for their process of induction and preparation as I commenced.

I also feel really grateful to have been selected to lead a proud Tasmanian community not-for-profit organisation with such a rich history that has evolved for over 40 years. Early childhood education and care is at the heart of every community. My first impressions of Adventure Patch really reinforced this view as I met with families and educators and began to understand the passion felt by all involved with Adventure Patch.

Commencing my role in May 2023 I would like to begin by acknowledging the critical role Scott Norris played as interim CEO for seven months and keeping a steady hand on the tiller. It has been an important time in the lifecycle of Adventure Patch and quite naturally there has been some uncertainty through the change in leadership – yet through all this we are able to ensure the ongoing day-to-day operation of 3 Long Day Care services, 11 Outside School Hours Care services and the support of over 80 Family Day Care educators spread right across the State.

As a person new to both Early Childhood Education and Care (ECEC) and Adventure Patch I set to learning about both the industry and the organisation. A significant part of this process has been to meet individually with as many staff as possible one-on-one to hear about their experiences as an educator with us – the good, the bad and the ugly! And what an enriching experience this has been. I have been so pleased to learn just how dedicated and committed our team is. It is also important to acknowledge the incredibly insightful and professional comments of the team back to me in that process – many of these comments were influential in how the new Adventure Patch Strategic Plan has been written.

A crucial task to begin with was to fill key vacancies on the Executive Leadership Team. Firstly, the role of OSHC Manager – and I was thrilled that after an open process we were able to appoint from within Adventure Patch, with Adam Buchmasser, the OSHC Educational Leader successfully gaining the role. It's been great to see Adam bring fresh ideas into the OSHC space but equally importantly some rigor into the OSHC team and their processes. The second key vacancy has been the Manager of People and Culture – and this role proved more challenging to find the right candidate. After an extended process, we have been fortunate to appoint Rolfe Brimfield and we have felt his impact immediately with sound and solid advice for the inevitable day-to-day people issues with a workforce of 140 employees as well as many positive process changes.

2023 has also seen Adventure Patch develop a holistic risk management framework that

draws together the already extensive risk management plans that govern so much of our approach with an overarching framework for risk management that fits with the Adventure Patch philosophy and our approach to risky play. This has been a significant milestone for the organisation and should give all staff confidence in approaching their daily roles.

Importantly 2023 saw the introduction of new Tasmanian legislation – the Child and Youth Safe Organisations Act, which mandated the implementation of the Child and Youth Safe Standards from January 1, 2024, as well as an additional reporting onus on organisations in cases of alleged inappropriate behaviour towards children in our care. Significant effort went into preparing for the standards and I would like to thank all staff for their part in this and understanding the rationale as to why the standards are needed.

In October the Board and Executive Leadership Team spent a day with external consultants 3P Planning to begin the process of developing a new strategic plan to take Adventure Patch forward for the next three years. The Board has been mindful that after a period of significant growth and change this next period needs to be a time of consolidation.

Towards the end of 2023, we made the difficult decision to cease offering OSHC at Eastside Lutheran College. The ongoing challenges of finding suitably qualified and experienced staff meant that we felt it was not in our, the families or the school's best interest for Adventure Patch to continue to offer a service. I was proud of the OSHC team in the way they worked through this issue, and I thought they showed great courage and grace in making a tough decision.

Like all providers across the country, Adventure Patch is grappling with a chronic shortage of suitably qualified and experienced staff. The combination of nationally low unemployment and lower wage rates means that people are either not entering the industry to begin with or exiting for other opportunities. Even though Adventure Patch proudly pays above-award wages this is still not enough to be able to fully staff our centres to meet the demand for child care places. A significant change in policy thinking and economic



conditions will be required to meaningfully change the situation in the long term. However, in the meantime, we will continue to invest where we can and really focus on upskilling and retaining our current team.

Finally, I wanted to share my key 'take-outs' from my first seven months in the role:




- Staff are proud to be part of Adventure Patch and our community ownership matters to them
- Our team care deeply about the children and young people in our services
- Adventure Patch through our philosophy and our adventure program has a great point of difference

- It's hard finding suitable staff
- The regulatory burden and expectation on staff is significant
- We need to undertake regular and deep listening with our staff
- We need to undertake regular and deep listening with our families.

I am looking forward to this next chapter of Adventure Patch's development and being part of it. We will continue to provide excellent early childhood education and care to children, but with the point of difference that celebrates our philosophy and values.







		
Long Day Care	Outside School Hours Care	Family Day Care
<ul style="list-style-type: none"> <li>3 services located in Kingston, Blackmans Bay &amp; Sheffield</li> <li>57 Educators</li> <li>Caring for 398 children aged zero to 5</li> <li>Licensed to care for: 94 children at Mountain View; 77 children at Ocean View and 12 children at Roland View</li> <li>Engaging with our families through regular Meet &amp; Greet events</li> <li>Introduced Family Conversations with parents</li> <li>Supporting our educators wishing to gain qualifications, through traineeships and scholarships.</li> </ul>	<ul style="list-style-type: none"> <li>10 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</li> <li>Services opened at Calvin Christian School, Channel Christian School and Lilydale District School</li> <li>61 Educators, support services, including Vacation care program</li> <li>Caring for 1012 children aged 4 to 12.</li> </ul>	<ul style="list-style-type: none"> <li>Merged South and North into one Family Day Care provider</li> <li>80 Educators throughout the State</li> <li>Caring for 686 children aged zero to 12 years</li> <li>APFDC nominated Family Day Care Australia - Service Awards of the Year 2023</li> <li>Excellence in FDC Awards 2023: educators nominated in Regional Awards, with three educators</li> <li>Excellence in FDC Awards 2023: Field Coordinator and Administration Officer nominated for awards</li> <li>Held APFDC Statewide Conference.</li> </ul>



# Our Services

 <b>Service Support</b>	 <b>Our Community</b>	 <b>Advocacy</b>
<ul style="list-style-type: none"> <li>Currently employ 140 staff and educators</li> <li>22 employees supporting the administration of Adventure Patch</li> <li>Regular email communications sent to families and team members with a click rate of 79%</li> <li>Facebook posts reached on average 3154 Facebook users</li> <li>Increased Facebook followers by 64%</li> <li>Our Team members receive fortnightly communications from the CEO</li> <li>Our Team members received a bi-monthly newsletter from DCEO.</li> </ul>	<ul style="list-style-type: none"> <li>Providing regular and engaging Pop-Up playgrounds across the State</li> <li>Host Playgroup twice a week during school terms</li> <li>43 years of servicing the community with childcare</li> <li>Supported Community organisations through attendance of events, including Book week, Bravehearts, Naidoc week, Harmony Day and School BBQs.</li> </ul>	<ul style="list-style-type: none"> <li>Member of Family Day Care Council Tasmania</li> <li>Member Early Childhood Association</li> <li>Member of Family Day Care Australia</li> <li>Member of the Australian Child Care Alliance</li> <li>Regular and consistent liaising with Local Government, State and Federal Ministers.</li> </ul>

## Education Care Unit Assessment & Rating During 2023

- Blackmans Bay Outside School Hours Care Working Towards National Quality Standard
- Campania Outside School Hours Care Meeting National Quality Standard
- Dunalley Outside School Hours Care Working Towards National Quality Standard
- New Town Outside School Hours Care Meeting National Quality Standard
- Roland View Meeting National Quality Standard

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

### 25 Years +

Lindy Davis  
Pip Nolder

### 20 Years +

Kerry Lovell

### 15 Years +

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

### 10 Years +

Reana Baillie  
Alicia Clarke  
Cassandra Coad  
Joanne Farnell  
Barbara Green  
Kirsten Green  
Rebecca Gates  
Kelly Goodwin  
Kim Hill  
Ruth Iles  
Lynette Johnson  
Anita Kerrison  
Colette Lockyer  
Marian Lovell  
Karen Maxwell  
Rachel Seabourne  
Cheryl Stalker  
Marian Lovell

### 5 Years +

Bryhoni Berg  
Kaitlyn Bell  
Liam Berechree  
Disha Bosmia  
Chloe Cameron  
Eelesha Casey  
Jingshu Feng  
Carol Fletcher  
Helen Henderson  
Sue Higgs  
Rebecca James  
Rachel Kertesz-Kovacic  
Ayaka Kuji  
Matt Mason  
Annabelle Manson  
Kellie Morgan  
Khadija Mayizi  
Corey Page  
Tania Powell  
Cassie Richmond  
Sharon Sulzberger  
Divya Truchanas Brooks  
Clare Waddell  
Nichelle Walker  
Tayla-Jane Wass  
Jin Yang







**Lindy Davis**  
Manager Long Day Care

The year 2023 was filled with fun and exciting adventures across our three long day care services Mountain View, Ocen View and Roland View

Each week children eagerly awaited the arrival of Anita and the Adventure Bus to take them on exciting adventures to the Honey Pot to discover how bees make honey, visit the miniature animal farm on Bruny Island, explore rock pools and paddle in the water at Blackmans Bay and Conningham Beaches. Children and educators experienced being on country finding bush tucker and listening to the sounds of nature at Silver Falls, Gowrie Park, Kingston Reserve and of course bush camp at Boronia Guides Hall where they also built cubbies, discovered animal tracks, explored and discussed how to take care of the natural environment, gathered bush tucker and cooked on the fire pit. There were trips to Chauncy Vale, O'Neil's Park, the Botanical Gardens, Dru Point and Par Avion to learn about planes.

Collaborative Partnerships was a focus for 2023. We saw the introduction of Family Conversations. This allowed educators and families to come together to discuss children's development and set goals for the year.

Mountain View partnered with Kingston Primary School for "the love of reading program." Students from Kingston Primary School visited the centre each week to read stories to the children. It was hard to guess who enjoyed this time the most.

Ocean View partnered with the Australian Education Research Organisation (AERO) in a partner project designed to enhance the implementation of selected evidence-based teaching practices. The Learning Partner Project focused on assessment for learning,



of learning and as learning and the use of newly developed Early Childhood Learning Trajectories. These Learning Trajectories describe how young children learn and develop in the domains of executive functioning, social and emotional thinking, mathematical thinking, language and communication and physical development.

Ocean View partnered with a sleep nurse to work with families to help children's sleeping behaviours. Families found this to be a valuable collaboration.

Ocean View again partnered with the Department of Education, Communities and Young People to provide care for children through the Working Together Program which saw children who had not experienced childcare successfully transition to kinder.

Mountain View joined their Salt Bush neighbours for the "Little Mob Pop Up on Country."

The team from Bunnings worked with children to plant strawberries, herbs, beans, tomatoes, flowers and sunflowers. Through this experience, children learnt how to prepare their garden beds, how to care for plants and use their produce in cooking experiences.





The Meet and Greet sausage sizzles at the start of the year in each of our services provided an opportunity for families to come together and get to know each other in a relaxed atmosphere. The end-of-year sausage sizzles allowed everybody to reflect on the journey we had all been on together throughout the year and to farewell all of our big children as they moved onto Kinder or full-time school.

Other highlights through the year include:

- Book week where we saw children and educators dressing up as their favourite book characters and sharing their favourite books
- Science week where we saw lots of emerging scientists as they hypothesized which objects would float or which would sink, there were exciting chemical reactions with bi-carb soda and vinegar and making music with liquid-filled jars
- Simultaneous Storytime where we joined groups across the Nation as we all read the "Speedy Sloth" by Rebecca Young and Heath McKenzie at the same time
- International Mud Day saw lots of muddy play
- Outdoor Classroom Day where children spent the day playing, eating and even sleeping outdoors
- International tree planting day
- and everybody's favourite, PJ day.

Many of our educators attended professional development sessions across the year. These included the ECA conference in Adelaide, the ECA reconciliation symposium in Hobart, the Resilient Kids Conference in Launceston, first aid, food handling, mandatory reporting, sustainability, re-thinking behaviour with Tracey Deaton, use of visuals, trauma-based practice training, Family Partnership and Leadership training

All of our services had a bit of a facelift with painting at Ocean View and Mountain View and the Kentish Council renovated the kitchen at Roland View.

The year would not have been as successful and adventurous without our wonderful teams who have worked hard all year to provide fantastic programs for children during what was at times difficult as we also found ourselves amid a nationwide shortage of educators. The teams pulled together and worked tirelessly as a group to ensure that children had fun-filled days and families felt happy to leave their children in our care.

We are all excited to see what 2024 brings and cannot wait to see where the year takes us.

Thank you to all of our families for your continued support.





**Adam Buchmasser**  
Manager Outside School  
Hours Care

Welcome to the world of OSHC at Adventure Patch. As we reflect, on the past year, I am proud to present a comprehensive overview of our operations, achievements, and impact in the Out of School Hours Care stream of Adventure Patch. This report serves as a testament to our commitment to providing high-quality care and innovative programs for children in our community.

This past year was filled with many adventures. I can liken this past year to a hike my wife and I completed over Kunanyi. We set off from The Springs and intending to take the Pinnacle track to the peak. We quickly realised that another track was the way to go as the Pinnacle was closed for upgrades! We shifted to the Ice House Track and with the fog, truly believed we had stepped into Tolkien's world. As we approached the summit we cautiously stepped through as we could barely see 5 meters in front of us. As we walked, it felt like we were in the land of giants; a big rock structure became visible suddenly (making me a little skittish!). While we could barely see the track, we trusted those who had gone before us. As we approached the top, we sat above the clouds and enjoyed the warmth or, more so, wind protection inside the Observation Shelter. We decided to take the Organ Pipes Track back down via the Panorama Track (and road). As we started on the Panorama Track, the rain started coming down on us. We navigated the road and oncoming vehicles before making it to the Organ Pipes Track. Still raining, we continued on. At that point, we had a decision to make, lean into the chaos of our hike or shelter away in a hut. Well, embrace the chaos we did, looking for every puddle to jump in, and laugh our way down. As we went along the Organ Pipes, all of a sudden, the trees thinned, and

the view of the organ pipes opened up, set on a misty backdrop; it was stunning. We then continued down, eventually soaked to the bone. It was not the hike we had planned, but it was a memory that will always be cherished.

Our year in OSHC came with many unexpected turns, just keeping our focus on the next step and trusting that over the last 45 years, those before us have stepped the journey and made it. It was no doubt a challenge, but with a team that embraced the chaos, trusted each other, and kept stepping forward, we made it and we are stronger because of it. A year of unexpected turns, but many cherished memories.

*"Faithless is he that says farewell when the road darkens."*

J.R.R. Tolkien



## Blackmans Bay OSHC

Blackmans Bay OSHC faced a year of transition and challenges in 2023. Despite these hurdles, the service continued to prioritise the needs and interests of the children, demonstrating resilience and adaptability.

The year saw several leadership changes. These transitions, while challenging, provided opportunities for growth and development within our team. Our educators, particularly Katie and Corey, remained steadfast in their commitment to the children. Their dedication and passion were evident in their daily interactions and activities, ensuring the children's needs were always at the forefront.

A highlight of the year was our nature-based excursions. These outings provided the children with opportunities to explore and connect with the natural environment, fostering a sense of curiosity and wonder.

While 2023 was a year of transition, we are hopeful for a brighter 2024. We believe that the experiences of the past year have strengthened our team and deepened our commitment to providing high-quality care for our children.

## Calvin OSHC

Calvin OSHC, established in Term 2 of 2023, has had a successful inaugural year. Despite being a newly formed service, it has quickly become a vibrant and energetic space for children to engage in fun and games.

Under the capable leadership of Ella, the service has flourished. Ella's guidance has been instrumental in shaping the culture and operations of Calvin OSHC, ensuring a smooth start and continued success. We are fortunate to have a large, well-fitted space for our service. This spacious environment has been conducive to a variety of activities, allowing the children to release their energy.

Our service has been characterised by a range of engaging activities that cater to the diverse interests of our children. The focus on fun and games has been particularly well-received, contributing to a lively and dynamic atmosphere. Calvin OSHC has had a promising start, and we are committed to maintaining this momentum. We remain dedicated to creating an environment where children can thrive, learn, and have fun.

## Channel OSHC

Channel OSHC, launched in Term 1 of 2023, has experienced a year of growth and transformation. With initial challenges, the service has successfully established itself as an integral part of the community. The service began offsite, facing numerous challenges due to its isolation. However, these difficulties served as stepping stones, shaping the resilience and adaptability of our team and service.

In a significant turning point, the service relocated to the school premises. This move was warmly embraced by the community, marking a new chapter in our journey. The on-site location has fostered stronger ties with the school and community, enhancing our service's accessibility and relevance.

Channel OSHC is a hub of fun and engaging activities. The children have enthusiastically participated in various activities, contributing to a lively and inclusive environment. Moreover, they have taken ownership of the space, personalising it to reflect their creativity and interests.

## Campania OSHC

Campania OSHC has experienced a year of change and growth, marked by new leadership, fresh faces, and exciting activities. The announcement of our move to a new location in 2024 has added to the anticipation and eagerness for the coming year.

Throughout the year, children engaged in a variety of play experiences both indoors and outdoors. Indoors, socio-dramatic play spaces such as restaurants, schools, and transportation were a hit. Outdoors, the children showed a keen interest in nature and bush spaces, participating in treasure hunts and group games.





A highlight of 2023 was the rock decoration activity. The children decorated rocks and hid them in the outdoor area for the community to find, re-hide, or keep. This activity fostered a positive atmosphere among the children and served as a wonderful way to end the year.

With the news of our relocation in 2024, the children are eager to make their mark in the new space. We look forward to this exciting transition and the opportunities it will bring.

## Eastside OSHC

Eastside OSHC has been a service of joy, learning, and community. However, with a heavy heart, we announced the closure of this service at the end of the year.

Over the years, Eastside OSHC has been a home away from home for many children. We've embarked on countless adventures, both big and small, that have enriched our lives and created lasting memories.

From exploring the great outdoors to engaging in creative indoor activities, the children at Eastside OSHC have experienced a wide range of adventures. These experiences have fostered a sense of curiosity, creativity, and camaraderie among the children. As we close this chapter, we look back with gratitude for the opportunity to serve our community through Eastside OSHC. The memories and friendships forged here will continue to inspire us.

Thank you to everyone who has been part of the Eastside OSHC family. Your contributions have made Eastside OSHC a special place.

## Illawarra OSHC

Illawarra OSHC, continues to thrive and grow. This year, our dedicated team, primarily consisting of Natalia, Jacob, and Audrey, has shown exceptional commitment to advocating for children. Our team has consistently gone above and beyond for the children, regardless of the challenges faced. Their dedication and passion have been instrumental in creating a nurturing and supportive environment for the children.

A significant highlight of the year was the promotion of Natalia from an educator to a coordinator. Natalia, a much-loved member of the Illawarra community, has shown

exceptional leadership skills and a deep commitment to the children's well-being. Her promotion is a testament to her hard work and dedication.

As we reflect on the past year, we are filled with gratitude for our team's unwavering commitment and the continued trust of the Illawarra community. We look forward to another year of growth, learning, and fun at Illawarra OSHC.



## Kingston OSHC

Kingston OSHC has experienced a year of highs and lows, but we are proud to conclude the year on a positive note. Our dedicated team, primarily consisting of Maia and Yvette, has been instrumental in bringing our service to life.

Maia and Yvette, adored by both the children and families, have shown exceptional dedication and commitment. Their efforts have not only enriched the lives of the children but also strengthened our ties with the families. Our service has truly come to life this year. The yard, a central part of our service, has been home to many adventures of play. It has provided a safe and engaging space for the children to explore, learn, and grow.

Despite the ups and downs, we are proud of what we have achieved this year at Kingston OSHC. We are grateful for the unwavering support of our team and the trust of our families. We look forward to another year of adventures, growth, and learning.



## New Town OSHC

New Town OSHC has had a remarkable year, marked by outstanding assessment results and significant improvements in our service. Our team, led by Tracy, Hanna, Katie, Jess, and Nikita, has worked tirelessly to create a vibrant and welcoming environment for our children and families.

Our team's dedication and hard work have led to amazing assessment results, a testament to their commitment to providing high-quality care. The team has been instrumental in our success this year.

A key highlight of the year was the establishment of a small garden, which became a staple for our afternoon tea produce. This initiative, kindly supported by Bunnings Glenorchy, not only provided fresh produce but also created a learning opportunity for the children. The team worked hard to personalise our space, adding final touches such as painting our walls to make the room bright and cheerful. These efforts have made our service feel more like a home away from home for our children.

We were delighted to participate in the community BBQ held by New Town Primary School. It was a wonderful opportunity to engage with our community and strengthen our relationships with families.

We are incredibly proud of what we have achieved this year at New Town OSHC. Our team's dedication, the support of our families, and our strong ties with the community have been instrumental in our success. We look forward to another year of growth and learning.

## Saint Aloysius OSHC

Saint Aloysius OSHC has experienced a year of resilience and growth. Despite the challenges of relocation due to a flood, our service has thrived, thanks to the unwavering support of our school, families, and the adventurous spirit of our children.

The highlight of the year was undoubtedly our return to the Saint Aloysius Junior Campus. The move allowed us to utilise a new space, which has been instrumental in fostering creativity and fun among the children. Our new program has unlocked many adventures, providing the children with enriching experiences and learning opportunities.

The support from our school and families has been phenomenal throughout the year. Their understanding and assistance during our relocation and subsequent return to the Junior Campus have been invaluable. This strong community support has been a cornerstone of our service, enabling us to overcome challenges and continue to provide high-quality care.

Our children have been fantastic, creating many fun adventures in our new space. Their enthusiasm and creativity have brought life to our service, making each day unique and exciting. Despite the challenges faced this year, Saint Aloysius OSHC has emerged stronger and more vibrant. Our team is incredibly proud of what we have achieved, and the resilience shown by our children. We look forward to another year of adventures and growth.



OSHC truly conquered a mountain this past year.

To our families, I thank you for trusting us with your children. Our appreciation for your understanding and support this year, kept our focus fixed on the path ahead.

To our educators, it is without doubt that your commitment to Adventure Patch was the beating heart of OSHC. I am deeply thankful for your commitment to embrace the chaos and smiling children.

To our children, you are what motivates us every day. You deserve every ounce of energy from your village. We will continue to strive every day to protect your space, so you can play.



**Karen Banks**  
Manager  
Family Day Care

I am immensely proud of the Adventure Patch Family Day Care team's positivity, resilience, and compassion throughout 2023. Among some big changes throughout the year, the team had to rethink the way we work, with more flexibility, embrace the challenges, and focus on inclusivity amongst our Educators, Children, and families. We continue to work hard to provide a valuable service for our communities, families, and children.

A large focus throughout this year was supporting our Educators with their programs to ensure when planning our children's learning journeys our AP philosophy, including risky and nature play, is at the forefront of Educators' planning. The points below capture some of the ways we provide our wonderful Educators activities to incorporate these learnings into their programs which allow children to work independently as well as child collaboration and investigation:

- Playgroups – visits to parks, beaches, botanical gardens, nature walks, Tram rides, bike parks and a new initiative for the Year, visiting other APFDC Educators' beautiful homes.
- Pop-Up playgrounds with our Adventure Co-Ordinator
- Celebrating special days - Chinese New Year, Harmony Week, recycling week, participating in Clean up Australia Day, Dental Week, Easter, Anzac Day, Book Week, Family Day Care Week, Naidoc Week, National Simultaneous Storytime, Pyjama Day, RACT Yippy Program, Possum Magic show, visiting the Tasmanian Museum and Art Gallery, the Marine Discovery Centre, and, of course, the wonderful educational and fun activities that occur regularly.

- Providing Training and resources to our Educators. Family Day Care Australia also provided a great set of Online Engagement Series Webinars this year. We even had one of our amazing educators, Sue Higgs, actively engage as a selected speaker during one of these presentations.



Across all programs; educators and Adventure Patch FDC staff are working in partnerships with families, and continue to provide dynamic, passionate, engaging, recreational and play-based learning programs for children.

Due to new government regulations, we brought in a new Central Payment system for APFDC. This was a huge process, and I would like to thank the Co-Ordination Team for all their hard work to make this happen, along with patience from our Finance department, Educators and Families. This was a massive change to our processes; however, it has proved to be a successful change to date.

We welcomed our new CEO, Tim Short to the APFDC family. Tim has brought great foresight for future planning and teamwork, and we look forward to being involved in the direction he leads us. APFDC threw him straight in the deep end and brought him along to our FDC Statewide Conference. This was a big highlight for APFDC this year with the Conference being



held at The Grange in Campbell Town on Saturday the 20th of May with 44 of our Educators attending.

The conference provided a time when Educators collaborated and had the opportunity to build on their knowledge through highly regarded speakers. The topics included Trauma in Children presented by Sharon from Goodstart Early Learning and Children's Nutrition presented by Tracey from Additive-free Lifestyle.

A practical experience session of creating resources to support Educators in embedding Aboriginal and Torres Strait Islander cultures, including dress-up designing with Indigenous-designed fabric, timber dancing rings and utilising locally sourced timber rounds to add Indigenous symbols.

The positive feedback from Educators who attended was overwhelming, and Educators are eager for the next statewide conference!



We were thrilled to be nominated as a service of Excellence in the Family Day Care Australia Awards again this year. We also had 1 Field Co-Ordinator, 1 Administration Officer and 3 Educators nominated. It is always an honour to be nominated for these awards and it provides us with a sense of pride to be continually nominated each year by our

Educators and/or families. These awards highlight the importance of Family Day Care and the quality learning experiences our service and educators provide in a natural and nurturing home environment.

We ended the year with our annual children's APFDC Christmas parties. We continued an emphasis on nature-inspired materials for activities such as reindeer food, gum nut threading, baubles filled with nature materials and, of course, Santa made a special appearance gifting over 100 books to children that attended with their FDC Educators and families state-wide.



To finish, I would like to thank my direct staff for their commitment and contribution to APFDC and for the unique and individual investment of time and talent that each of them offers to AP. I am proud of our service and this is only possible with a great team of people that have the same vision and ethos to do their very best for children and their families.

We hope that you enjoyed 2023 as much as we did and are excited and looking forward to what 2024 will bring.



## 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 December 31, 2023.

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 most relevant information to the users of these financial statements.

The summarised financial results for the year ended December 31, 2023 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 December 31, 2023 have been derived from or are consistent with the full audited Financial Report for the year ended December 31, 2023; 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

Ashleigh Thompson 

Dated this 17<sup>th</sup> day of April 2024.

## Adventure Patch

### Summarised Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 31 December 2023

	2023	2022
	\$	\$
<b>Income</b>		
Childcare gap fees	3,570,078	2,297,211
Child care subsidy	8,576,080	7,040,084
Inclusion support subsidy	72,824	65,544
Family day care revenue	973,755	853,695
Grants and subsidies	227,099	213,204
Insurance	112,096	64,110
Other income	656	5,136
Interest received	16,727	6,017
Investments	20,180	(7,765)
Market movement	415,356	(206,951)
<b>Total Income</b>	<b>13,984,851</b>	<b>10,330,285</b>
<b>Expenditure</b>		
Accounting and audit	10,504	10,764
Administration costs	18,270	19,243
Advertising and marketing	2,874	21,017
Bad debts	48,711	35,940
Bank charges	37,033	27,456
Board expenses	9,734	2,498
Childcare services	216,328	170,067
Consultancy and professional fees	79,685	129,969
Depreciation	212,565	232,218
Employee costs	6,268,279	5,562,480
Equipment	20,472	14,697
Event costs	5,317	2,567
Family day care distributions and expenditure	5,383,349	3,664,441
Grants and subsidies	36	2,137
Impairment loss - goodwill	22,000	-
Information technology	164,921	149,142
Insurance premiums	279,933	260,607
Interest expense	4,784	11,091
Loss on disposal of fixed assets	31,593	-
Motor vehicles	25,418	16,708
Other operating expenses	29,073	21,950
Properties	292,436	248,301
Repairs and maintenance	41,415	39,126
Telephone	38,065	39,235
<b>Total Expenses</b>	<b>13,242,795</b>	<b>10,681,654</b>
<b>Net surplus(deficit) for the year</b>	<b>742,056</b>	<b>(351,369)</b>
Other comprehensive income	-	-
<b>Total Comprehensive Income</b>	<b>742,056</b>	<b>(351,369)</b>

The accompanying notes form part of these financial statements.

## Adventure Patch

### Summarised Statement of Financial Position

As At 31 December 2023

	2023 \$	2022 \$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,066,703	679,090
Trade and other receivables	464,818	304,176
Other financial assets	4,606,589	4,309,750
<b>TOTAL CURRENT ASSETS</b>	<b>6,138,110</b>	<b>5,293,016</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	2,293,279	2,275,166
Intangible asset	-	668
Goodwill	-	22,000
Right of use assets	190,843	188,748
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,484,122</b>	<b>2,486,582</b>
<b>TOTAL ASSETS</b>	<b>8,622,232</b>	<b>7,779,598</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	596,625	576,416
Employee benefits	509,220	456,568
Lease liabilities	65,181	65,927
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,171,026</b>	<b>1,098,911</b>
<b>NON-CURRENT LIABILITIES</b>		
Employee benefits	71,450	51,655
Lease liabilities	148,040	139,372
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>219,490</b>	<b>191,027</b>
<b>TOTAL LIABILITIES</b>	<b>1,390,516</b>	<b>1,289,938</b>
<b>NET ASSETS</b>	<b>7,231,716</b>	<b>6,489,660</b>
<b>EQUITY</b>		
Accumulated surpluses	7,231,716	6,489,660
<b>TOTAL EQUITY</b>	<b>7,231,716</b>	<b>6,489,660</b>

The accompanying notes form part of these financial statements.



## Adventure Patch

### Summarised Statement of Cash Flows

For the Year Ended 31 December 2023

	2023 \$	2022 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from customers	4,800,738	3,269,051
Receipts from government	8,902,739	7,216,913
Interest received	16,727	6,016
Payments to suppliers & employees	(13,168,031)	(10,421,708)
Net cash provided by operating activities	552,173	70,272
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Proceeds from the sale of assets	1,500	-
Purchase of plant and equipment	(195,432)	(164,361)
Purchase of term deposits	(4,000)	(300,000)
Redemption of term deposits	100,000	8,731
	(97,932)	(455,630)
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Repayment of lease liabilities	(66,628)	(77,639)
Net cash used by financing activities	(66,628)	(77,639)
Net increase/(decrease) in cash and cash equivalents held	387,613	(462,997)
Cash and cash equivalents at beginning of year	679,090	1,142,087
Cash and cash equivalents at end of financial year	1,066,703	679,090

The accompanying notes form part of these financial statements.



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## Adventure Patch

### Report on the Summarised Financial Statements

#### Opinion

The accompanying summarised financial statements, which comprise the summarised statement of financial position as at December 31, 2023, the summarised statement of profit or loss and other comprehensive income and summarised cash flow statement for the year then ended, are derived from the audited financial report of Adventure Patch for the year ended December 31, 2023.

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 18 April 2024.

#### 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 Standard ASA 810 Engagements to Report on Summarised Financial Statements.

*Crowe Audit Australia*

**Crowe Audit Australia**

Alison Flakemore  
**Audit Partner**

Dated this...18...day of ...April...2024.

Hobart, Tasmania.

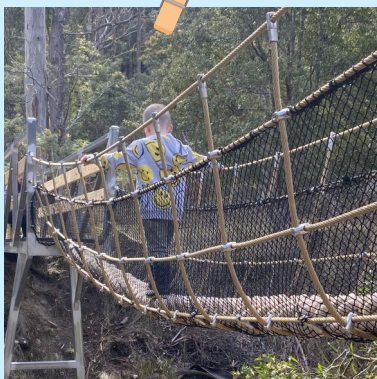
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