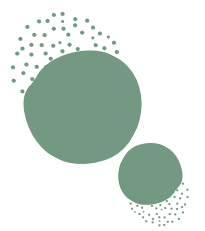


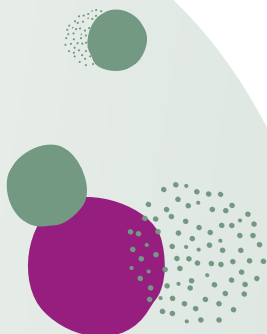


Annual Report 2021



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Directors Report



It has been another fantastic year for the Baringa family with many challenges, triumphs and growth and I would like to take the time to thank all of those who ensure Baringa continues to thrive.

The Board continues to be made up of a mixture of parent and community members. I would like to thank the members of the Board who have contributed many hours of their expertise and care to Baringa.

I would like to make special mention on Sheena Ireland who stepped off the Board in April, she was a valuable member of the Board for two and a half years and offered guidance and support to the Board and staff members particularly in the strategic communication area.

I would also like to thank Sally Rice and Hairul Lufti, who will be stepping off the Board after the AGM. Hairul has been the Finance Director for the past two years and has brought his incredible finance knowledge to the Board to ensure the financial stability of the organisation.

Sally has been such a valuable asset to the Board, particularly in policy, the COVID-19 response and being a part of the Baringa RAP Working Group. Her pragmatic and down to earth approach to the organization will be missed.

Baringa is so grateful for the incredible interest with this year's Board candidates and I am pleased to announce the Board as elected by members are:

- Tina Chawner
- John Mercer
- Annie Wild
- Jillian Flinders
- Kate Moskal
- Ben Wilson
- Barb Livesey
- Christine White

Congratulations to all new and retuning Board members, Baringa is very lucky to have a wonderful group of people who will ensure the sustainability of the organisation into the future.

Baringa is exceptionally fortunate to have a highly committed team of staff and despite the difficulties they faced in the last eighteen months they have continued to go above and beyond to ensure Baringa is the best Centre it can be.

On behalf of the Board I offer my heartfelt thanks for all that you have done to offer exceptional care, service and love to all of the Baringa community.

A special mention to the Centre Management team of PJ Aguilar, Executive Officer; Betty Lam, Centre Director and Carley Adams, Education Leader and Early Childhood Teacher for their outstanding leadership, dedication and commitment in everything they do. Without this wonderful team Baringa would not be the amazing community it is.

Through a combined effort across all levels of the organisation we are proud to have fulfilled the 2018-21 Strategic Plan priorities of:

1. Strengthening relationships between families and educators and building our community
2. Delivering high quality education and learning
3. Creating an indoor and outdoor environment that promotes children's growth, curiosity and exploration

In the last twelve months the Board has undertaken strategic direction workshops to prepare for the next strategic plan cycle and I am pleased to formally launch the 2021-2025 Strategic Plan, this plan will lead the way for the organisation for the next four years, the future is certainly bright for Baringa.

The highlights of the plan are:

- **VISION:** Children prepared for today and tomorrow
- **MISSION:** We provide the best foundation for children through excellence in early childhood education, advocacy and family support.
- **VALUES:** Kindness, respect, passion, positivity, courage, inclusion, innovation and empowerment
- **STRATEGIC PRIORITIES:**
 - > **Our Children:** Healthy wellbeing of children within an inclusive environment
 - > **Our People:** Employer of choice that develops and supports genuine, professional and passionate staff
 - > **Our Families:** Enduring relationships with families providing connection, shared learning and respect
 - > **Our Organisation** - Sustainable, agile organisation that aligns to community needs.

In closing, on behalf of the Board I would like to thank our families for continuing to support Baringa in this challenging year, the staff for their unwavering commitment to the children, the Centre Management for the tireless work in making Baringa the best Centre it can be and finally, thank you to the Board for your leadership and the time that you volunteer.

Baringa is in a great position and there is so much to look forward to in 2022.

Jolanta Moore
Chair, Baringa Board

Centre Management Report



EARLY LEARNING CENTRE

**ANNUAL REPORT
2021**



It is with great pleasure that we provide you with this exciting Annual Report celebrating the Baringa Family.

I hope you enjoy reading as much as we loved collating highlights and achievements in:

- Creating a passionate and professional culture,
- Improving our environment and resources,
- Encouraging healthy wellbeing, and
- Our reconciliation journey.

Our Baringa Board provided leadership to help us navigate the ongoing uncertainty of the COVID19 Pandemic. Generously giving time and expertise, I congratulate them in setting a bold vision through the Strategic Plan 2022-2025.

Our Baringa Team worked through challenges to their already demanding roles, but with creativity and good humour, continued to nurture children to feel safe, connected and supported. Staff kindly leaned on each other, in pursuing further studies, taking on leadership roles and checking on each other each day. It takes courage to speak up, step up and continuously strive for positive changes.

Our children bring us joy, it is an honour to be in the presence of curiosity and cleverness! We were overwhelmed with kindness from Baringa families throughout the year, plus generous contributions to the Emergency Fund.

Baringa's enthusiasm is extending to the early childhood education sector. We were a Finalist for the ACT Medium Training Awards, participated in the 2021-22 ACT Budget, ongoing discussions and representation with ACT Education, Children First Alliance, Early Childhood Australia, Village for Every Child; and many policy submissions at the Territory and National levels.

With gratitude, I thank each and everyone of you!

PJ Aguilar
Executive Officer



This year has been yet another growing year for Baringa and the team. Over the last year, I feel privileged to be a part of change within our centre and our broader profession.

Within Baringa, we established Staff Working Groups to empower the voices of our team. We continue to find ways to invest in the people who are experts in what they do and love to further changes and learnings within our educators, families and children.

We priorities our people in various aspects, including through building a more inviting staff room, enabling flexible work arrangements to complete practicums and training, and continuing engagement through lockdown, just to name a few.

Within our community, we are fortunate to support the implementation of the Three Year Old initiative to support more children and families and extend their community. During lockdown, we were grateful for our families not only for their trust in us to care for their children but also for the families who continue to acknowledge the work that we do.

Within our wider profession, we have established working relationships with other organisations within Early Childhood including University of Canberra, Canberra Institute of Technology, Children's Education and Care Assurance, Teaching Quality Institute and Macquarie University. Gaining a wider perspective through these relationships of our profession, we have been able to provide "on the ground" practical ways to deliver these outcomes and even establish these within Baringa.

After 14 years in Early Childhood and 3 years as Centre Director, I love all that this profession has to offer including the experience and learnings. The vision for Early Childhood is only getting closer and it's an incredible journey to be a part of.

Betty Lam
Centre Director



What an amazing, rewarding year of growth we have had. I still can't believe I get to be a part of this profession and team with such drive, passion and love for Early Childhood.

Education is one of the biggest parts of my role here at Baringa. I am so proud of our trainees this year, pushing through the barriers of moving to online learning and still progressing, with two finishing mid-year and another five staff being qualified by the end of the year!

Baringa is also such a massive support to our Pre-service Early Childhood Teachers, with four practicums being supported this year to progress our ECTs doing the Early Childhood Bachelor.

Advocacy has become one of the greatest passions in my role this year. Working with and alongside so many like-minded people has opened my eyes to all the opportunities we have in front of us, and building up the early childhood profession for long-term change.

Working behind the scenes, although I work predominantly with educators and team leaders, the children are my biggest highlight this year! The resilience they have shown and the relationships and bonds they have formed is a testament to our educators and their families during this lockdown.

Being in Early Childhood Education for 11 years, I have been in many roles. Still, none as rewarding as the last 3 years I have been an Educational Leader. Being able to support people in their education journey, advocate for the profession, and be the person in the background learning with and alongside the leadership team keeps me wanting more. I can't wait to see what the next 12 months have in store.

Carley Adams
Educational Leader



Financial Report

Baringa Early Learning Centre has provided early childhood education and care for generations of families for over 40 years. As a not-for-profit, incorporated association and registered charity, our families, staff and community are members, with all profits reinvested into early childhood education.

HISTORY

The organisation has encountered challenges throughout the years and continues to strive in its professionalism in maintaining its core values and delivering quality service.

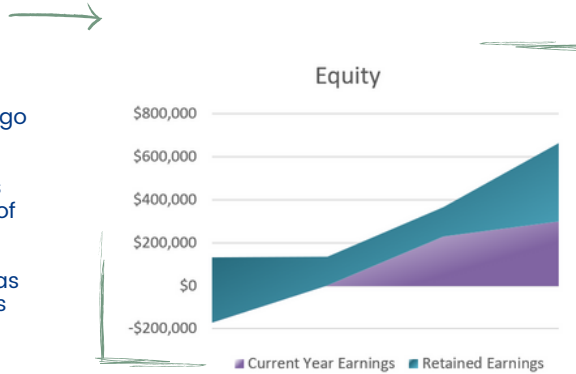
A range of factors led to poor financial outcomes, culminating in 2018 with an annual loss of \$170,500. This led to changes in the organisation's governance and centre management. The priority was to get Baringa 'back on track' to become an employer of choice and improve support for families in the community.

POSITIVE TRENDS

Due to high enrolments and careful financial management, Baringa has recouped losses from a few years ago and there is a positive trend.

EQUITY is the total value of Baringa's assets less our liabilities at the end of each financial year.

- **ASSETS** are things we own such as cash in bank, furniture, resources and equipment.
- **LIABILITIES** are things we owe, such as unused staff annual leave, lease payments for phones, laptops and printers.



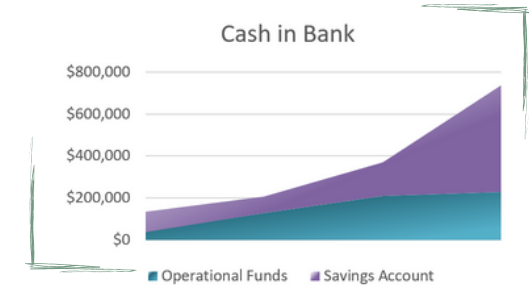
	2018	2019	2020	2021
Retained Earnings	\$303,242	\$132,742	\$134,331	\$365,207
Current Year Earnings	-\$170,500	\$1,589	\$230,876	\$298,563
Balance at 30 June	\$132,742	\$134,331	\$365,207	\$663,770

This graph shows:

- **CURRENT YEAR EARNINGS:** Our net position at the end of the financial year; and
- **RETAINED EARNINGS:** What we held onto from the previous years' earnings.

OUR CASH RESERVES

Baringa's funds are held in two accounts. The total amount at the end of financial year are published in the Audited Financial Statements.



	2018	2019	2020	2021
Savings Account	\$95,271	\$75,711	\$160,825	\$510,916
Operational Funds	\$38,583	\$129,418	\$209,569	\$227,938
Total	\$133,853	\$205,129	\$370,395	\$738,854

- **SAVINGS** are cash reserves to protect Baringa in times of uncertainty, such as 'no fees' periods during the COVID19 pandemic. These funds can also be reinvested in ways which create more income streams for the organisation.
- **OPERATIONAL FUNDS** go towards costs associated with the daily running of Baringa. This includes wages, superannuation, professional development, education resources, equipment, catering, cleaning, repairs and maintenance.

Baringa's financial policies and management seek to ensure the organisation's **long-term sustainability**. Retained earnings **build our equity** to cater for unexpected income and expense fluctuations, mandated changes to the sector and **reinvestment** in opportunities and improvements.

Investing in our people

WHERE DOES THE MONEY GO?

Due to surplus funds in the previous year, in 2020-21 Baringa was able to reinvest funds to support the **PROFESSIONAL DEVELOPMENT** and ongoing **CAREER PROGRESSION** of early childhood educators. Some highlights include:

- ✓ Paid Study Leave for Early Childhood Teachers on Professional Placement.
- ✓ All-Staff Professional Development Day for 50+ staff during business hours.
- ✓ Workplace training for CIT students at the Certificate III and Diploma levels.
- ✓ One-on-one coaching for staff in leadership roles to support management and mentoring skills.
- ✓ Supporting staff wellbeing by renovating staffroom facilities with kitchen and amenities.
- ✓ Employing casual staff to cover team members studying at the Bachelor, Diploma and Cert III levels.
- ✓ Sponsoring seven staff at Cert III and Diploma levels as trainees, including paid study time and flexible rosters.
- ✓ Courses for individual staff in Indigenous perspectives, trauma informed practices, first aid and workplace health and safety.
- ✓ Opportunities for leadership roles 'at all levels' through Staff Working Groups and designated positions.

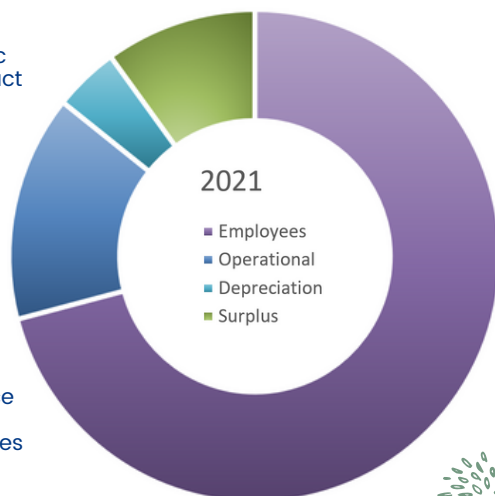
THIS YEAR

2020-21 has been a year of economic challenges, particularly with the impact of the COVID19 Pandemic.

Baringa remained consistent by investing in staff to enable a quality service for children and families, aligned with community values.

With purposeful governance and visionary planning, we are creating a solid foundation to grow Baringa's ability to:

- ➔ Invest further in staff and become an employer of choice
- ➔ Meet the needs of more families in the community.
- ➔ Lead and innovate for the early childhood education profession.

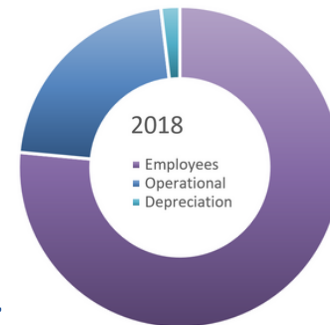


COMPARING INCOME AND EXPENSES

Each year, independent auditors confirm our **NET POSITION**. This is based on what is leftover from our annual income after taking into account annual expenses. A summary of the last four years is tabled below and major expense categories are illustrated in the diagrams.

	2018	2019	2020	2021
Income	\$3,004,291	\$2,678,856	\$2,808,450	\$2,990,565
Expenses	\$3,174,791	\$2,677,267	\$2,577,574	\$2,692,002
Surplus/Loss	-\$170,500	\$1,589	\$230,876	\$298,563

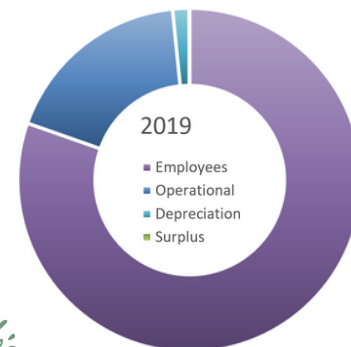
- If we spend more than what we earned, we have a **LOSS** (2018). We had to use cash reserves to pay expenses.
- If we spend around the same as what we earned, we **BREAK EVEN** (2019). This means we had enough to pay costs but not enough to get ahead for the next year or improve our centre.
- If we spend less than what we earned, we have a **SURPLUS** (2020 and 2021). This is what we need to be able to grow, give back to our staff, families and better service the community.



EMPLOYEES EXPENSES

Baringa prides itself in prioritising our people. Despite fluctuations in annual income, external factors and service requirements, each year **70%** to **80%** of income goes toward employee expenses. This includes:

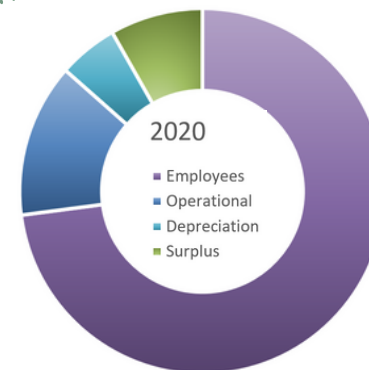
- 10% above Award Wages
- Superannuation Guarantee
- Income Protection Insurance
- Orientation, training and mentoring
- Professional Development
- Traineeships and study support
- Flexible work arrangements
- End of year shutdown leave
- Backfilling with casual staff



OPERATIONAL EXPENSES

Another large expense relate to the cost of daily operations at Baringa. Each year **15%** to **25%** of income goes towards the following:

- Building lease
- Equipment and resources
- Food and groceries
- Phone, internet and computers
- Stationary and office supplies
- Repairs and maintenance
- Cleaning and cleaning supplies
- Insurance and security costs



Baringa Team

At the heart of Baringa is a team committed to early childhood education, some of whom have been with us for over two decades!

We have a love of learning across our Centre Management, Leadership Team, Early Childhood Teachers and educators with Diploma and Certificate level qualifications. We embrace a positive work culture with ongoing professional development to build on individual strengths and advocate for the professional recognition of the early childhood education and care sector.

SPECIAL ACKNOWLEDGEMENTS

In 2021, we wish to give a special acknowledgement to our staff members, all of whom have provided exceptional contributions for over 10 years of service:

- Betty Lam, Centre Director – 14 years
- Shane Swanston, Educator and Assistant Cook – 12 years
- Nebiat Perry, Educator – 12 years
- Carley Adams, Educational Leader and Early Childhood Teacher – 10 years

Most special of all is our beloved Hibiscus Team Leader, Vicki Joyce, who celebrates her silver anniversary 25 years as our inspiration and mentor. Vicki has supported generations of families. These days she has the privilege of educating children whose parents were also in her care during her early years at Baringa – amazing!

CONGRATULATIONS

We are so proud of our educators for completing the following qualifications:

- Maddi Powderly, Bachelor of Early Childhood and Primary Education
- Chelsea Sellars, Diploma in Early Childhood Education and Care
- James McDermott, Diploma in Early Childhood Education and Care
- Eleni Mylonas, Diploma in Early Childhood Education and Care
- Danielle Hogan, Diploma in Early Childhood Education and Care

LEADERSHIP

With gratitude, we thank our staff for providing leadership.

Team Leaders and Acting Team Leaders

Staff were supported with career development opportunities and Early Childhood Teachers provided with Study Leave for university practicum placements.

- Vicki Joyce (Hibiscus)
- Chelsea Sellars (Grevillea)
- Maddi Powderly, Jessica Turner, James McDermott (Banksia)
- Catie Daley, Jess Tudor (Acacia)
- Peta Obersteller, Shannon Jackson (Hakea)
- Carmen Ulrick, Emma Maude (Melalueca)

Staff Working Groups

Baringa staff who feel passionate to help create positive change formed Working Groups to implement priorities from our Quality Improvement Plan, making sure staff are involved in leading the way for Baringa's future.

- Enterprise Bargaining Agreement Working Group: Peta Oberstellar, Jessica Turner, Catie Daley, Zamela Gina
- Healthy Wellbeing Working Group: Chelsea Sellars, Rachael Stephenson, Melita Borg
- Sustainability Working Group: Kristy Bartlett, Maddi Powderly, Maggie Farrell, Betty Lam
- Outdoor Working Group: Llewys Herbert, James McDermott, Emma Maude, Lyndsey Savage, Christina Drew
- Inclusion Working Group: Carmen Ulrick, Carley Adams, Kayla Davy-Kennett

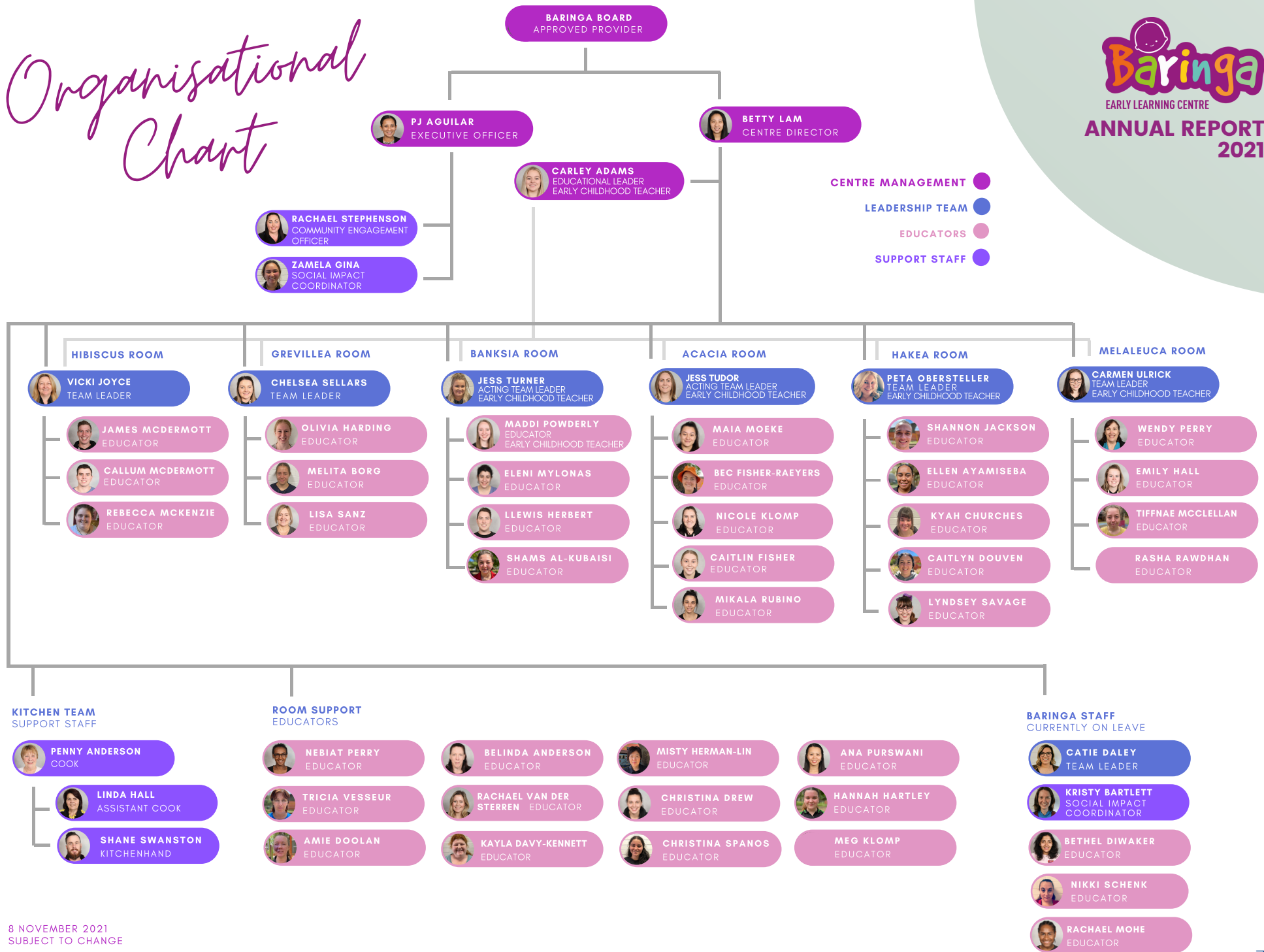
Designated Positions

The following staff provide leadership and reviews, in keeping us safe:

- Work Health and Safety Officers: Shannon Jackson, Rebecca Fisher-Raeyers
- Fire Wardens: Emily Hall, Rachael Mohe, James McDermott
- First Aid Officer: Nicky Klomp



Organisational Chart



This Year's Highlights



Baringa's 2021 Quality Improvement Plan was developed based on consultations with children, parents, and educators.

The plan included three Quality Improvement Priority (QIP) Areas for 2021:

- Passionate and Professional Culture
- Environment and Resources
- Healthy Wellbeing.

Centre-wide achievements that align with these priorities are outlined in the following pages.

STAFF WORKING GROUPS

One major highlight this year has been the creation and development of Staff Working Groups. These groups have made a considerable impact on Baringa's environment and culture, with each working toward different QIP goals.

These include:

- Enterprise Bargaining Agreement Working Group
- Healthy Wellbeing Working Group
- Outdoor Working Group
- Sustainability Working Group.
- Inclusion Working Group

Staff and families have given positive feedback that indicate support for these working groups and their ability to empower staff in personal and professional capacities, increase access to leadership opportunities, engage with centre improvement, and relationship building in the community.



Passionate & Professional Culture

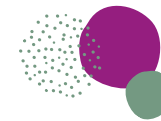


In 2021, the Baringa Team wanted to further build on creating a passionate and professional working culture. Key highlights include:

- Baringa was a finalist in the ACT Training Award Medium Employer of the Year. Around 30 percent of staff are engaged in ongoing formal training, ensuring best-practice and high-quality service delivery.
- Family feedback shows confidence in educators capabilities centre-wide and appreciation for staff's variety of experience and education levels. There have been comments by parents who recognize an educational inclination and passion for development embedded within the Baringa community and feel excited by educators' upskilling.
- Staff have indicated that a culture of belonging, and reciprocity has strengthened in 2021 alongside professional development opportunities uptake. Staff also appreciate feeling valued and acknowledged by their immediate and broader community- specifically through working group improvements and ministerial visits.
- We had seven staff engaged in traineeships at the Cert III and Diploma levels, that include reduced fees, non-contact time for study and paid on-the job experience at Baringa. This included Australian School-Based Apprentices.
- On average, Baringa employees spend approximately 10 hours per month in training, supported by Baringa via regular paid study time, time in lieu for professional development completed outside of hours, and paid study leave for those engaged in a Bachelor Degree in Early Childhood Education.

Professional Development opportunities included:

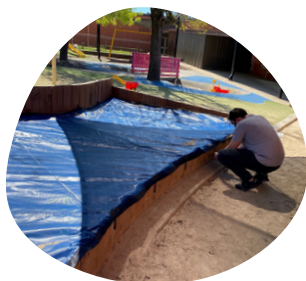
- Aboriginal and Torres Strait Islander cultural training
- Disability standards in education for early childhood
- All about allergens for children's education and care
- Red Nose Safe Sleeping Education
- Trauma responsive training
- Sun Smart training
- Neuroscience of Behaviour
- First Aid and CPR training
- COVID19 Infection Control
- Work Health and Safety training
- Food Safety Supervision
- Anaphylaxis and Allergies training
- Sustainable Practice training
- Governance and Leadership Training
- Mandatory Reporting training
- Restrictive Practices training



Environment & Resources

The priority to improve the indoor and outdoor learning environments and resources was largely driven by the Team Leaders, Sustainability Working Group and the Outdoor Working Group. Key highlights include:

- Educators introduced more natural resources and loose parts play in indoor and outdoor spaces to allow a greater variety of resource rotation and for the physical environment to become a 'third teacher.'
- Team Leaders actively reviewed their indoor environment with a focus on supporting children's agency. This included designated spaces for group time, craft, rest/reading, and fine and gross motor development with loose parts and resources.
- Staff appreciated learning about, engaging with and embedding sustainable practices in their rooms and centre wide. This includes using donated resources, composting and creating sustainable activities for children.
- The Outdoor Working Group identified maintenance requirements and worked to meet them, they have been involved in inspection visits and discussions with suppliers and tradespersons.
- Customised sandpit covers have been sourced and installed, as part of the Physical Environment Policy. The process and recording of daily indoor and outdoor checks have also been made more accessible and recording is now electronic.
- The Sustainability Working group held a professional development session for all staff and a composting competition to increase engagement in reducing food waste. Teams were judged on their consistency in ensuring food scraps did not go into the bin and engagement with children in the process- including education about compost.
- Educators brought the education program online, including ongoing interactions throughout the ACT Lockdown, to maintain a sense of normality for children and families. This included zoom meetings, StoryPark posts and Facebook lives for children. Celebrating Book Week and National Science Week was made more exciting with children participating live from home!



Healthy Wellbeing



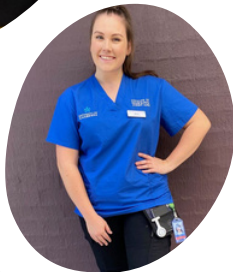
The Health Wellbeing Working Group have been instrumental and providing ongoing support and activities to encourage open communication, self-care for staff and children too!

- A key highlight was Baringa's investment in renovating the Staff Room into a Teacher's Community Lounge, a place for staff to relax with kitchenette facilities and amenities. The Baringa Team was consulted throughout the process and it has been a very welcome addition to the centre!
- Dedicated Work Health and Safety Officers, Fire Wardens and Centre First Aid Officer have been supported by training, subject matter expertise and leadership experience. They have been responsible for internal reviews, safety drills and ongoing recommendations to ensure the safety and wellbeing of everyone at the centre.
- Baringa prioritises education and training for all employees through flexible work arrangements, study days, study leave, face-to-face and online training, on-the-job training and coaching for the leadership team.
- During the ACT Lockdown, staff held wellness zoom meetings, from exercising together, check-ins, meditation, setting intentions, stretching/yoga and financial wellbeing. It was a great way to stay connected.
- Baringa staff participated in the Healthy Push Up Challenge for Mental Health, R U OK Day and an All Staff Training with Lifeline Canberra with a focus on mental health and wellbeing.
- Baringa staff utilise an internal Facebook group as an accessible way to communicate and collaborate.



The Inclusion Working Group was formed to encourage inclusion at Baringa.

- They completed a successful application for the 2021 ACT Government Reconciliation Day Grant to commission local Aboriginal artist, Ronnie Jordan for mural artwork and children's cultural workshops.
- Through funds raised from a publication in the Early Childhood Australia magazine, Early Child, sensory education resources were obtained.
- Smoking Ceremonies, the Bush Tucker Garden and creating a Family Inclusion Wall have become regular practices at Baringa. Staff and children participated in a center-wide yarning circle as part of our National NAIDOC week celebrations. Two children opened the yarning circle with an Acknowledgement of Country.
- A staff pot luck dinner was held with staff bringing delicious cuisines from their cultural heritage. This was complemented with a Culture Wall with staff sharing personal anecdotes, celebrating all the various cultures we currently have at Baringa.



Reconciliation Journey



Baringa's first Reconciliation Action Plan was launched in July 2020. Over the last 18 months, there has been a significant amount of progress across Baringa as evident in the experiences of children, staff and families.

Outcomes have surpassed expectations and it is important to highlight that reconciliation is now embedded within Baringa. Key highlights include:

- Positive changes in the education programming, including Acknowledgement of Country in daily routines across all rooms, flying the Aboriginal and Torres Strait Islander flags in the main entrance, and the cultural focus in the preschool vacation care programs.
- Children have become very engaged and share their learnings from Baringa into their home life, and as they have moved to kindergarten. It demonstrates the deep impact of the education they receive at Baringa, and that cultural programming has had a real meaning to the children.
- Building relationships with local Aboriginal members of community, especially professional development with Adam Shipp (cultural training and bush tucker); and vacation care incursions with Veronica Jordan (weaving) and Larry Brandy Aboriginal Storyteller; and engaging local artists Duncan and Jakida Smith, Narelle Hutchings and Veronica Jordan.
- The Smoking Ceremonies in July 2020 and February 2021 have become significant events in Baringa's calendar.
- Conversations amongst staff have been more open and authentic, and a genuine willingness amongst the team has been evident.
- Resources have become more accessible, especially Koori Curriculum for planning/teaching. Educators are more mindful about purchase requests and ensure any Indigenous materials are genuine and purposeful.
- Grant funding has also enabled a visual and practical demonstration of Baringa's focus on reconciliation. This includes utilising spaces in the outdoor education play space within daily programs, through funding from:

Community Garden Grants: Bush Tucker Garden
Cultural Grant: Commissioned artwork for Bush Tucker Garden
Nature Play Grant: Yarning Circle and Cultural Firepit
Reconciliation Grant: Commissioned artwork for external walls in outdoor space (in progress)



Join our journey

ABN 42 028 145 288

Baringa Early Learning Centre

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Spence ACT 2615

02 6258 8891

admin@baringa.org.au

www.baringa.org.au

@baringaeearlylearning



Baringa Early Learning Centre acknowledges the Traditional Custodians of Country throughout Australia, on which we live and learn each day and help guide the young leaders of tomorrow. We recognise the Traditional Custodians' continuing connection to lands, waters and communities. We pay our respect to Aboriginal and/or Torres Strait Islander peoples and cultures, and to Elders past, present and emerging.



Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Financial Statements

For the Year Ended 30 June 2021

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

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For the Year Ended 30 June 2021

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Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Committee's Report For the Year Ended 30 June 2021

The Committee present their report on Baringa Child Care Centre Association Incorporated for the financial year ended 30 June 2021.

Committee Members

The names of the Committee Members at any time during, or since the end of, the year are:

Names	Position	Appointed/Resigned
Jolanta Moore	Chairperson	29 May 2018 - current
Hairul Lutfi	Finance Director	23 July 2019 - current
John Mercer	Public Officer	25 Nov 2018 - current
Sally Rice	Board Member	25 Nov 2018 - current
Christine White	Board Member	25 Nov 2018 - current
Jilian Flinders	Board Member	28 July 2020 - current
Kate Moskal	Board Member	24 Nov 2020 - current
Sheena Ireland	Board Member	25 Nov 2018 - 30 April 2021
Victoria Kane	Board Member	29 May 2018 - 24 Nov 2020

During the financial year, 10 meetings of directors (including committees of directors) were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Jolanta Moore	10	10
Hairul Lutfi	10	2
John Mercer	10	9
Victoria Kane	4	3
Sally Rice	10	9
Sheena Ireland	8	7
Christine White	10	9
Jilian Flinders	10	8
Kate Moskal	6	5

Principal activities

The principal activities of Baringa Child Care Centre Association Incorporated during the financial year were to provide non-profit early childcare education and care services to the public.

No significant changes in the nature of the Association's activity occurred during the financial year.

Baringa Child Care Centre Association Incorporated


ABN: 42 028 145 288


**Committee's Report
For the Year Ended 30 June 2021**

Operating results

The surplus of the Association for the financial year amounted to \$ 298,563 (2020: \$ 230,876).

Signed in accordance with a resolution of the Members of the Committee:

Committee member:


Committee member:


Dated this 22 day of October 2021

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Auditor's Independence Declaration under Section 60-40 of the Charities and Not-for-profits Commission Act 2012 to the Responsible Persons of Baringa Child Care Centre Association Incorporated

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2021, there have been:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Hardwickes
Chartered Accountants



Bhaumik Bumia CA
Partner

22 October 2021

Canberra

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2021

		2021	2020
	Note	\$	\$
Revenue and other income	5	2,990,565	2,808,450
Administrative expenses		(439,797)	(372,344)
Depreciation - Plant and equipment	9	(32,115)	(34,588)
Depreciation - Right of Use assets	11	(95,975)	(113,254)
Employee benefits expense	6	(2,119,840)	(2,047,992)
Lease finance expense	11	(4,275)	(9,396)
Surplus before income tax		298,563	230,876
Income tax expense	3(a)	-	-
Surplus for the year		298,563	230,876
Other comprehensive income for the year		-	-
Total comprehensive income for the year		298,563	230,876

The accompanying notes form part of these financial statements.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288-09

Statement of Financial Position

As At 30 June 2021

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	7	739,054	370,395
Trade and other receivables	8	90,743	3,027
Other assets	10	826	122,917
TOTAL CURRENT ASSETS		830,623	496,339
NON-CURRENT ASSETS			
Plant and equipment	9	147,832	137,999
Right-of-use assets	11	35,334	122,692
TOTAL NON-CURRENT ASSETS		183,166	260,691
TOTAL ASSETS		1,013,789	757,030
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	12	113,401	114,220
Lease liabilities	11	11,206	119,094
Employee benefits	14	132,026	131,015
Other financial liabilities	13	63,024	17,018
TOTAL CURRENT LIABILITIES		319,657	381,347
NON-CURRENT LIABILITIES			
Lease liabilities	11	30,362	10,476
TOTAL NON-CURRENT LIABILITIES		30,362	10,476
TOTAL LIABILITIES		350,019	391,823
NET ASSETS		663,770	365,207
EQUITY			
Retained earnings		663,770	365,207
TOTAL EQUITY		663,770	365,207

The accompanying notes form part of these financial statements.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Statement of Changes in Equity For the Year Ended 30 June 2021

2021

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2020	365,207	365,207
Surplus for the year	298,563	298,563
Balance at 30 June 2021	663,770	663,770

2020

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2019	134,331	134,331
Surplus for the year	230,876	230,876
Balance at 30 June 2020	365,207	365,207

The accompanying notes form part of these financial statements.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Statement of Cash Flows For the Year Ended 30 June 2021

	2021	2020
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	3,080,851	2,913,861
Payments to suppliers and employees	(2,600,893)	(2,733,108)
Interest received	91	114
Lease finance costs	(4,275)	(9,396)
Net cash provided by operating activities	<u>475,774</u>	<u>171,471</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(41,948)	(6,205)
Net cash (used in) investing activities	<u>(41,948)</u>	<u>(6,205)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Payment of finance lease liabilities	(65,167)	-
Net cash (used in) financing activities	<u>(65,167)</u>	<u>-</u>
Net increase in cash and cash equivalents held	368,659	165,266
Cash and cash equivalents at beginning of year	370,395	205,129
Cash and cash equivalents at end of financial year	7 <u><u>739,054</u></u>	<u><u>370,395</u></u>

The accompanying notes form part of these financial statements.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements

For the Year Ended 30 June 2021

The financial report covers Baringa Child Care Centre Association Incorporated as an individual entity. Baringa Child Care Centre Association Incorporated is a not-for-profit Association, registered and domiciled in Australia.

The functional and presentation currency of Baringa Child Care Centre Association Incorporated is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

The Association does not have 'public accountability' as defined in AASB 1053 Application of Tiers of Australian Accounting Standards and is therefore eligible to apply the 'Tier 2' reporting framework under Australian Accounting Standards.

The financial statements comply with the recognition and measurement requirements of Australian Accounting Standards, the presentation requirements in those Standards as modified by AASB 1060 General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities (AASB 1060) and the disclosure requirements in AASB 1060. Accordingly, the financial statements comply with Australian Accounting Standards – Simplified Disclosures.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

2 Change in Accounting Policy

Transition to General Purpose - Simplified Disclosure Standard (SDS) reporting

The management has elected to apply the following Accounting Standard prior to their mandatory effective date (annual reporting periods beginning on or after 1 July 2021):

- AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities

As a result of the early application of the standards, these financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures.

The Association previously prepared general purpose financial statements - Reduced Disclosure Requirements following the recognition and measurements requirements of all applicable Australian Accounting Standards. Accordingly, the application of Australian Accounting Standards – Simplified Disclosures has not affected the reported financial position, financial performance and cash flows of the entity, but has impacted the disclosures included in these financial statements.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

3 Summary of Significant Accounting Policies

(a) Income Tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(b) Leases

At inception of a contract, the Association assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The Association has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Association has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

(c) Revenue and other income

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Association expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Association have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

3 Summary of Significant Accounting Policies

(c) Revenue and other income

Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Association are:

Operating Grants and Donations

When the Association receives operating grant revenue or donations, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Association:

- Identifies each performance obligation relating to the grant;
- Recognises a contract liability for its obligations under the agreement; and
- Recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Association:

- Recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- Recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer): and
- Recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If the contract liability is recognised as a related amount above, the Association recognises income in profit or loss when or as it satisfies its obligations under the contract.

Interest revenue

Interest revenue is recognised using the effective interest method.

Other income

Other income is recognised on an accruals basis when the Association is entitled to it. Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Association and specific criteria relating to the type of revenue has been satisfied.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

3 Summary of Significant Accounting Policies

(d) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(e) Plant and equipment

Each class of plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

Items of plant and equipment acquired for significantly less than fair value have been recorded at the acquisition date fair value.

Plant and equipment are measured using the cost model.

Depreciation

Plant and equipment is depreciated on a straight-line basis over the assets useful life to the Association, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and Equipment	5%-33%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(f) Financial instruments

Financial instruments are recognised initially on the date that the Association becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

3 Summary of Significant Accounting Policies

(f) Financial instruments

Financial assets

Classification

On initial recognition, the Association classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL
- fair value through other comprehensive income - equity instrument (FVOCI - equity)

Financial assets are not reclassified subsequent to their initial recognition unless the Association changes its business model for managing financial assets.

Amortised cost

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

The Association's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Fair value through other comprehensive income

Equity instruments

The Association has no investments in listed or unlisted entities.

Financial assets through profit or loss

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at FVTPL.

The Association has no investments that fall under this category.

Notes to the Financial Statements

For the Year Ended 30 June 2021

3 Summary of Significant Accounting Policies

(f) Financial instruments

Financial assets

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

When determining whether the credit risk of a financial assets has increased significantly since initial recognition and when estimating ECL, the Association considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Association's historical experience and informed credit assessment and including forward looking information.

The Association uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Association uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Association in full, without recourse to the Association to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Association in accordance with the contract and the cash flows expected to be received.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Association has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Association renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Notes to the Financial Statements

For the Year Ended 30 June 2021

3 Summary of Significant Accounting Policies

(f) Financial instruments

Financial liabilities

The Association measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Association comprise trade payables and lease liabilities.

(g) Cash and cash equivalents

Cash and cash equivalents comprises cash at bank and on hand which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(h) Employee benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

(i) Economic dependence

Baringa Child Care Centre Association Incorporated is dependent on the Child Care Subsidy for the majority of its revenue used to operate the business. At the date of this report the committee members have no reason to believe that the support will not continue in the future for Baringa Child Care Centre Association Incorporated.

4 Critical Accounting Estimates and Judgments

Those charged with governance make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

4 Critical Accounting Estimates and Judgments

Key judgements - incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the Association estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

Key judgments- COVID -19

Judgment has been exercised in considering the impacts that the COVID-19 pandemic has had, or may have, on the Association based on known information. The consideration extends to the nature of the products and services offered, customers, supply chain and staffing. Other than as addressed in specific notes, there does not currently appear to be either significant impact on the financial statements or any significant uncertainties with respect to events or conditions which may impact the Association unfavourably as at the reporting date or subsequently as a result of the COVID-19 pandemic.

5 Revenue and Other Income

	2021	2020
	\$	\$
Child care fees		
- Fees	2,564,621	1,977,488
Total fee	2,564,621	1,977,488
Other Income		
Other income		
- Business continuity payments	129,888	330,419
- COVID-19 cash boost stimulus	37,500	62,500
- COVID-19 apprentice wage subsidy	67,327	-
- Donations	1,800	-
- Grants	41,264	32,669
- Interest income	91	114
- Jobkeeper payments	115,500	358,500
- Other income	815	17,354
- Reassessment of lease liability	31,759	-
- Rent relief	-	29,406
Total other income	425,944	830,962
Total Revenue and Other Income	2,990,565	2,808,450

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

6 Expenses

The result for the year includes the following specific expenses:

	2021	2020
Note	\$	\$
Employee benefits		
Wages and salaries	1,911,761	1,842,001
Superannuation contributions	185,014	162,140
Leave expenses	23,065	43,851
Total	2,119,840	2,047,992
Depreciation expenses		
Depreciation - right of use assets	11 95,975	113,254
Depreciation - plant and equipment	9(a) 32,115	34,588
Total	128,090	147,842
Administrative expenses		
Accounting/bookeeping expenses	28,376	25,845
Bad debts	(191)	(8,440)
Cleaning costs	80,782	74,553
Insurance	100,695	103,275
Total	209,662	195,233

The employee benefits were the major expenses for the entity during the financial year.

7 Cash and Cash Equivalents

	2021	2020
	\$	\$
Cash at bank and in hand	738,854	370,395
Cash float	200	-
Total cash and cash equivalents	739,054	370,395

8 Trade and other receivables

	2021	2020
	\$	\$
CURRENT		
Trade receivables	108,729	33,400
Provision for impairment	(26,124)	(31,961)
	82,605	1,439
Childcare subsidy receivable	7,888	-
GST receivable	-	1,588
Other receivables	250	-
Total trade and other receivables	90,743	3,027

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements

For the Year Ended 30 June 2021

8 Trade and other receivables

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short-term nature of the balances. The maximum exposure to credit risk at the reporting date is the fair value of each class of receivable in the financial statements.

9 Plant and equipment

	2021	2020
	\$	\$
PLANT AND EQUIPMENT		
Plant and equipment		
At cost	442,986	401,038
Accumulated depreciation	(295,154)	(263,039)
Total plant and equipment	147,832	137,999

(a) Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Plant and Equipment	Total
	\$	\$
Year ended 30 June 2021		
Balance at the beginning of year	137,999	137,999
Additions	41,948	41,948
Depreciation expense	(32,115)	(32,115)
Balance at the end of the year	147,832	147,832

10 Other Assets

	2021	2020
	\$	\$
CURRENT		
Prepayments	826	2,917
Accrued income	-	120,000
Total other assets	826	122,917

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

11 Leases

Association as a lessee

The Association has leases over a range of assets including land and building, phones, and IT equipments.

The lease for the office, located in Spence, ACT, is due for expire in August 2021. After termination, the lease will continue on a month - to - month basis.

Information relating to the leases in place and associated balances and transactions are provided below.

The Association has elected to measure the right of use asset arising from the concessionary leases at cost which is based on the associated lease liability.

Right-of-use assets

	Buildings	Phones	Laptops	Printers	Total
	\$	\$	\$	\$	\$
Year ended 30 June 2021					
Balance at beginning of year	122,692	-	-	-	122,692
Reassessment of Right of Use assets	(21,729)	9,637	13,505	7,204	8,617
Depreciation charge	(86,540)	(4,283)	(3,751)	(1,401)	(95,975)
Balance at end of year	14,423	5,354	9,754	5,803	35,334

	Buildings	Phones	Laptops	Printers	Total
	\$	\$	\$	\$	\$
Year ended 30 June 2020					
Balance at beginning of year	235,946	-	-	-	235,946
Depreciation charge	(113,254)	-	-	-	(113,254)
Balance at end of year	122,692	-	-	-	122,692

Statement of Profit or Loss and Other Comprehensive Income

The amounts recognised in the statement of profit or loss and other comprehensive income relating to leases where the Association is a lessee are shown below:

	2021	2020
	\$	\$
Depreciation of right-of-use assets	(95,975)	(113,254)
Reassessment of office lease	31,759	-
Finance costs	(4,275)	(21,984)
	(68,491)	(135,238)

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

11 Leases

Statement of Cash Flows

	2021	2020
	\$	\$
Total cash outflow for leases	(69,439)	(86,365)

Lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year	1 - 5 years	Total
	\$	\$	\$
2021			
Lease liabilities	11,206	30,362	41,570

12 Trade and Other Payables

	2021	2020
	\$	\$
CURRENT		
Trade payables	28,216	32,940
Accrued expense	5,000	-
Payroll accruals	80,658	77,010
Fringe benefit tax	(473)	4,270
Total trade and other payables	113,401	114,220

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

13 Other Financial Liabilities

	2021	2020
	\$	\$
CURRENT		
Amounts received in advance	63,024	17,018
Total other financial liabilities	63,024	17,018

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

14 Employee Benefits

	2021	2020
	\$	\$
CURRENT		
Provision for long service leave	9,475	9,410
Provision for annual leave	122,551	121,605
Total employee benefits	132,026	131,015

15 Key Management Personnel Remuneration

The totals of remuneration paid to the key management personnel of Baringa Child Care Centre Association Incorporated during the year are as follows:

The total remuneration paid to key management personnel of the Association is \$ 207,777 (2020: \$ 201,063).

16 Auditors' Remuneration

	2021	2020
	\$	\$
Remuneration of the auditor		
- auditing or reviewing the financial statements	5,000	7,000
Total	5,000	7,000

17 Contingencies

In the opinion of those charged with governance, the Association did not have any contingencies at 30 June 2021 (30 June 2020:None).

18 Related Parties

(a) The Association's main related parties are as follows:

Key management personnel - refer to Note 15.

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

19 Events after the end of the Reporting Period

Committee Members have determined that the Association remains in a healthy cash position for the 2022 financial year. Since the end of the financial year, the Association was affected by the ACT Lockdown and subsequent restrictions. The Association has processes in place to support continuity of operations in adherence to restrictions.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Notes to the Financial Statements For the Year Ended 30 June 2021

20 Statutory Information

The registered office and principal place of business of the Association is:
Baringa Child Care Centre Association Incorporated
64 Baddeley Crescent
Spence ACT 2615

Baringa Child Care Centre Association Incorporated

ABN: 42 028 145 288

Responsible Persons' Declaration

The responsible persons declare that in the responsible persons' opinion:

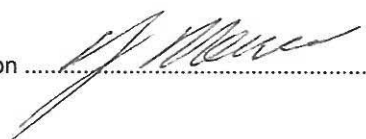
- there are reasonable grounds to believe that Baringa Child Care Association Incorporated is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.

Responsible person



Responsible person



Dated : 22/10/2021

Baringa Child Care Centre Association Incorporated

Independent Audit Report to the members of Baringa Child Care Centre Association Incorporated

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Baringa Child Care Centre Association Incorporated, which comprises the statement of financial position as at 30 June 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible persons' declaration.

In our opinion the financial report of Baringa Child Care Centre Association Incorporated has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of Baringa Child Care Association Incorporated's financial position as at 30 June 2021 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards – General Purpose Financial Statements – Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of Baringa Child Care Association Incorporated in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Responsible Entities for the Financial Report

The responsible persons of Baringa Child Care Association Incorporated are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the ACNC Act, and for such internal control as the responsible entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible persons are responsible for assessing Baringa Child Care Association Incorporated's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intends to liquidate Baringa Child Care Association Incorporated or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing Baringa Child Care Association Incorporated's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

Baringa Child Care Centre Association Incorporated

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As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Baringa Child Care Association Incorporated's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.
- Conclude on the appropriateness of the responsible entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Baringa Child Care Association Incorporated's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Baringa Child Care Association Incorporated to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Hardwickes
Chartered Accountants



Bhaumik Bumia CA
Partner

Canberra
Dated: 22 October 2021