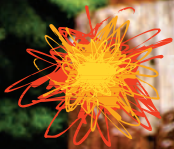


# 2016 ANNUAL REPORT



**childrenfirst**  
growing potential





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# MESSAGE FROM OUR CHAIRPERSON

These past 12 months have been very exciting for Growing Potential Ltd.

At a corporate level, we have continued to develop or fine tune our governance and management frameworks so that we have recently been accredited against ISO9001:2015 – the international accreditation acknowledging that Growing Potential Ltd has a quality management system in place. This has been a great effort by the entire team at Growing Potential Ltd. The Board has also endorsed Management's request to develop the Growing Potential Ltd brand for whole-of-company purposes and we will see this brand used in head office and on corporate documents into the future. Our existing brands of Children First and Ngallu Wal will continue to be promoted and used in the relevant markets and a new brand will be developed for our early intervention service.

In the Children's Services area we have fine tuned our service delivery at Plumpton and combined what was the Plumpton Long Day Care and the Plumpton Occasional Care services into a single 58 place long-day care service effective at the beginning of 2017. The early results suggest that this was the correct decision.

In the early intervention space we have worked hard to prepare for the eventuality of the NDIS introduction. A lot of time and effort has gone into developing the pricing framework, the cost structure and ensuring we have the right mix of allied health professionals to deliver appropriate services into the community.

We continue to support the Aboriginal community in Doonside both through our ongoing work through and in the Ngallu Wal Centre and by continuing to support the strengthening of governance capability among the future directors of a local Aboriginal corporation.

On behalf of the Board I would like to thank the CEO and his executive team for their leadership, vision and hard work during the past 12 months. I would also like to thank all the staff for the dedication to the vision and mission of Growing Potential Ltd.

On a Board level we welcomed two new Board members onto the team who bring additional skills and we are looking forward to working together to improve and strengthen the governance of Growing Potential Limited.

Growing Potential Limited has grown so much during my term as a director and now as Chairperson and we are very proud of the way that the organisation has developed and of the well deserved, good reputation that the organisation has in the industry.

As Chairperson, I thank the Board for generously giving up their free time and I am sure we are all looking forward to whatever the coming year brings our way.

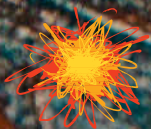
**Carol Vella**  
**Chairperson**





**We acknowledge the Darug people on whose ancestral lands we work.**

**We respect all of our cultural heritage, shared beliefs and continued relationship with this land.**



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# Otto Henfling

## Chief Executive Officer

The past year has been very exciting for all at Growing Potential Ltd.

We have done a lot of work building on our infrastructure to support the company and the staff and families we engage with. Much of what we have been doing will bear fruit in the next year or two but some of the more obvious things we have done include re-developing our mission, vision and values statements as well as other tangible supports across the company.

### **Vision, Mission & Values...and Strategic Plan**

We are very pleased to have re-developed our Vision, Mission and Values statements without changing their intent or focus.

The new expressions of our Mission, Vision and Values can be found inside this report.

Coupled with the re-stated Vision, Mission and Values, a new strategic plan was introduced from January 1, 2017. The new plan is a three-year plan (2017 to 2019 calendar years) that cascades from the Company level, through the Divisional level to the Unit (or Centre) level.

### **Supporting the people that work with our children...**

During the past 12 months, we have brought a marketing person and a Quality Improvement Officer (QIO) on to our team. Both have proven to be extremely valuable to our strategic goals and our immediate needs. Since bring on the QIO we have achieved ISO9001:2105 accreditation signifying that we have internationally recognised quality management systems in place. In addition, our Alpha Street Centre was assessed as part of the ongoing Assessment and Rating Review (A&R) and we were found to be 'meeting expectations'. This is a very good result and helps to highlight the need for an in-house QIO.

We recently signed a Memorandum of Understanding (MoU) with the University of New England (UNE) to provide a scholarship for in 2018,2019 & 2020 for an Aboriginal person to undertake the new NDIS Business Development Grad Cert developed by UNE. This degree will help to develop leaders in the Disability Sector and we are pleased to be able to partner with UNE to provide this opportunity to Aboriginal people working in the sector.

### **NDIS**

Of course, we are continuing to prepare for the rollout of the NDIS. We have a highly skilled group of allied health professionals and we are working closely with them to see what additional services we can offer our clients and parents.

### **Last...but not least**

I would like to thank the entire team at Growing Potential for caring for the parents/care-givers, children and all our clients. The level of professionalism amongst our staff is very high and I commend each staff member for their efforts and contribution. I would especially like to thank the Team I work closely with including Belinda, Robyn and Dylan on the Exec Team, Margaret and Malcolm as well as Ashleigh, Shayne, Janette and Paula.

I also want to thank the Board of Growing Potential Ltd for their ongoing hard work and support of everyone at Growing Potential from our exec team and managers, to our hard-working staff working with the children and the families and communities themselves.



**Otto Henfling**  
**CEO**



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# Mission Vision Values

## **Mission**

*Supporting and growing the potential of children, families and communities.*

## **Vision**

*Our vision is to be a valued leader through the provision of quality services with the capacity to respond to family and individual needs.*

## **Values**

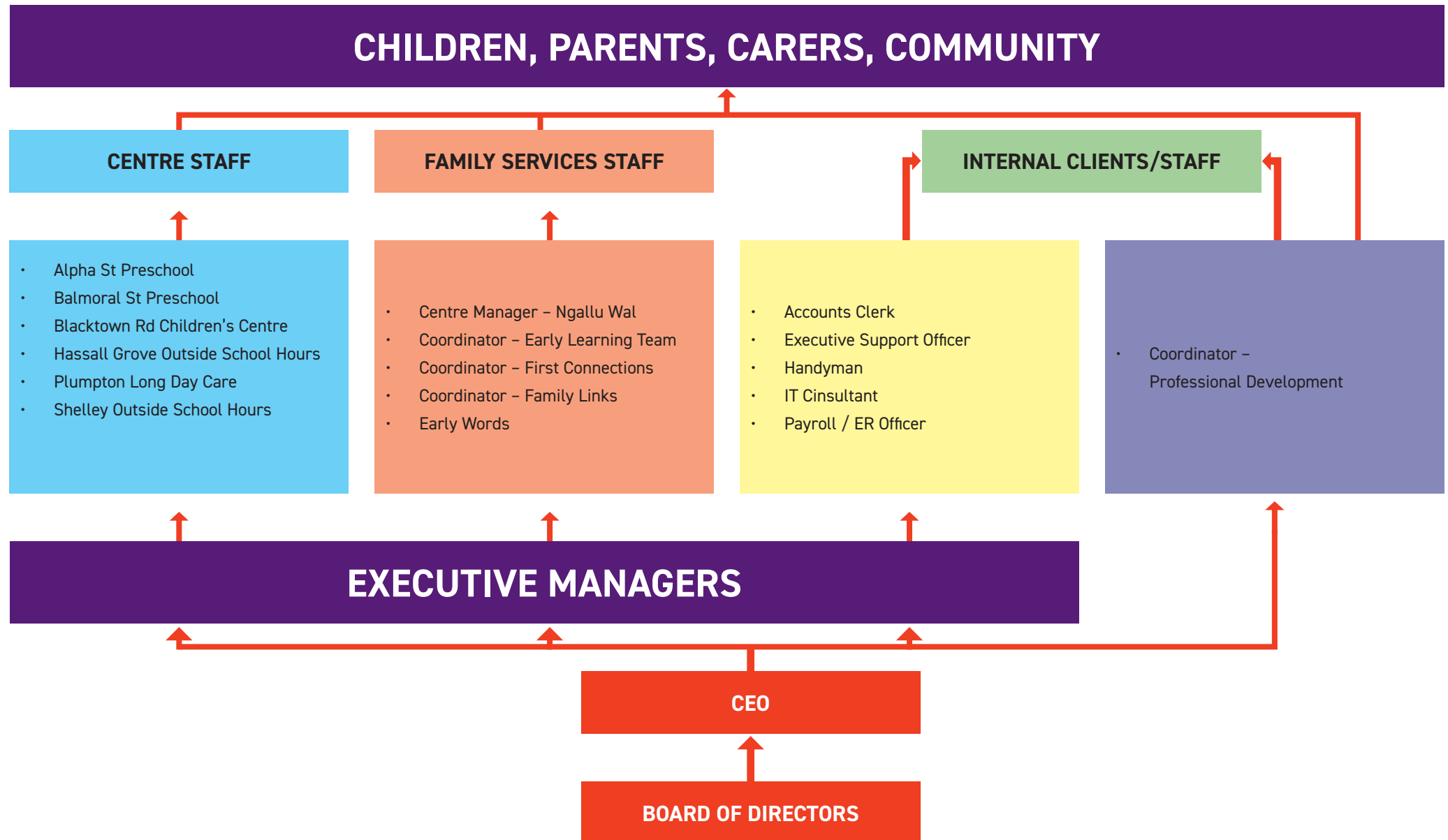








# OUR ORGANISATION







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# OUR EXECUTIVE TEAM



## **Dylan Reynolds Executive Manager Family Service**

Dylan is an experienced executive professional with a diverse work history encompassing senior roles within a range of private and NGO organisations. With extensive experience managing complex large-scale project teams, Dylan brings an innovative and analytical perspective in all professional areas.

Since 2006 Dylan has successfully worked in a range of Senior management and executive roles within the human services area. These include 3 years as the Policy and Community Development Manager for NSW largest Aboriginal Children Service. It also encompassed 5 in the peak body organisation for disability organisations leading capacity building business development projects prepare the sector for the transition of the NDIS.

With exceptional professional networks within the human services space at both a State and National level, Dylan's real strengths include project management, business development, strategic planning, quality management, staff development and change management. Dylan's professional background also enables him to talk with authority in matters regarding social policy development, legislative frameworks and sector advocacy.

With a passion for forging cross-sectoral partnerships and identifying sustainable pathways to achieve growth and development, Dylan brings an innovative business-driven approach to the Family Services portfolio.



## **Belinda Rushbrook Executive Manager Children's Services**

Belinda is a professional and active woman with a passion for children, early childhood development and quality children's services. During the past 25 years, Belinda has had the opportunity to be employed in a wide variety of early childhood settings and environments, from Playgroups to Centre Management. The experience that she has gained from each of these settings has provided her with extensive professional skills and knowledge. Belinda joined Childrenfirst in 1998 and is now responsible for managing the delivery of the entire Children's Services within our association. Belinda has a commitment to giving back to the community as President of School P & C.

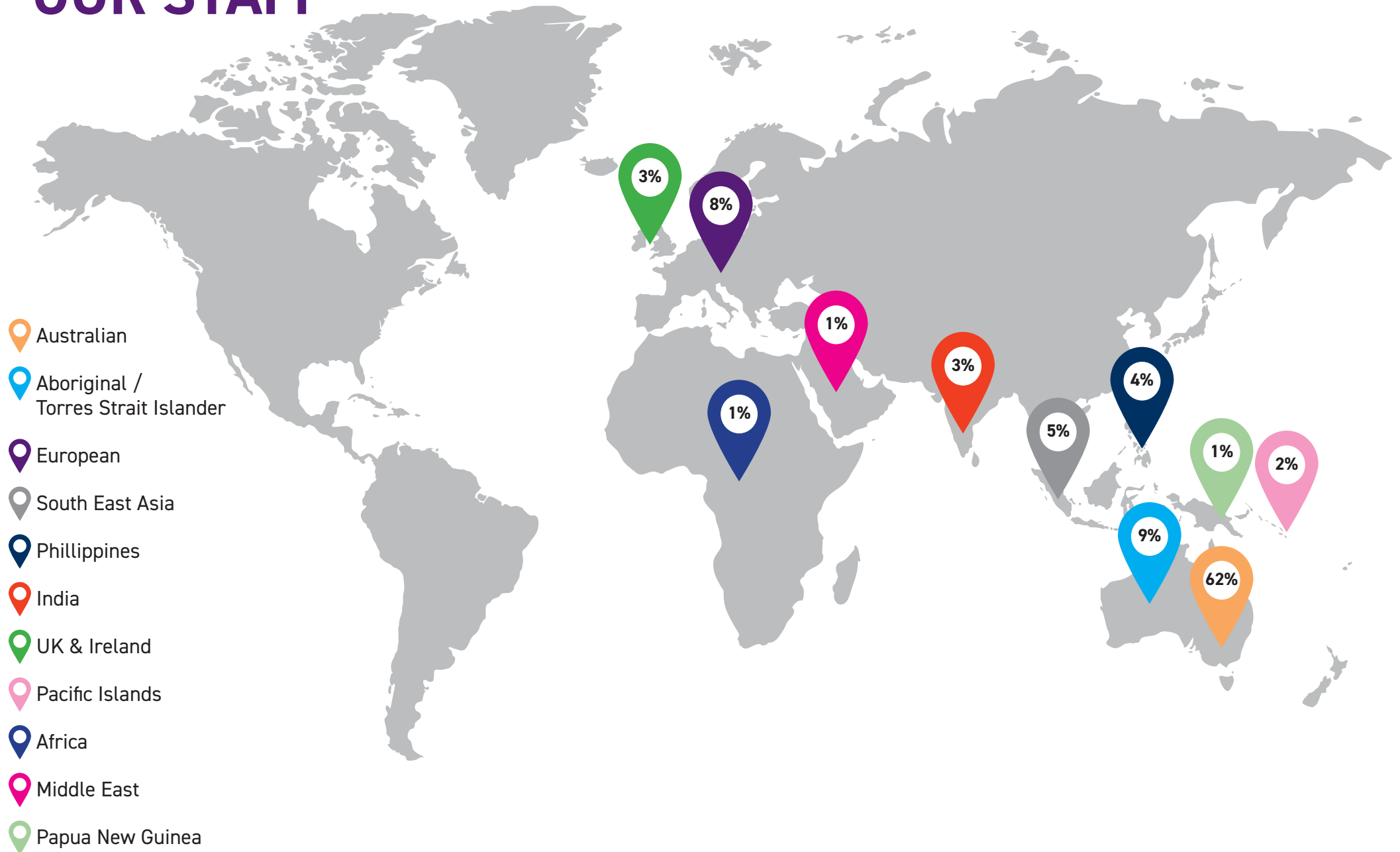


## **Robyn Inskip Executive Manager Administration**

Robyn Inskip has been with Childrenfirst since 1996 After graduating from Business College in 1981 she work for a Chartered Accountancy firm before taking up a role with the Federal Government where she worked in the Children's Services Areas particularly Child Care Benefit and Child Disability Allowances. She brings a wealth of knowledge and experience to this position. Robyn has lived most of her life in the Blacktown Local Government Area and understands the needs of the community and is currently th President of a local not for profit community service. Robyn is committed to providing quality services to community.



# OUR STAFF





We acknowledge the value of quality staff at Childrenfirst. We offer generous salary packaging facilities with PBI status and above award wages in order to retain our biggest and most valuable asset, our staff. During the 12 months our trainees spend with us, their positions are not counted in the staff:child ratios to facilitate better learning outcomes.





# OUR CHILDREN









# CURRICULUM

Our Early Childhood Educators were enthusiastic participants in our four comprehensive curriculum meetings held in 2016. There was a keen focus on professional development where educators undertook a training, workshops and short courses to enable us to clearly articulate our approach to curriculum and to facilitate its implemented and rolled out across all our centres.

We believe these **five** teaching practices coupled with research and current sector training inform our educational programmes across our centres.

## Childrenfirst approach to curriculum

### Background

The ***Childrenfirst*** curriculum has been designed to highlight the teaching practice with evident links to research, policy, procedures and legislation.

The teaching practice within ***Childrenfirst*** is supported by the Early Years Learning Framework (EYLF) and My Time Our Place (MTOP). Our passionate educators deliver quality educational and care practice and programs that incorporate play based learning and innovative curriculum to ensure that all children are active and capable learners.

The practices embedded in the (EYLF) and (MTOP) guide all educators, irrespective of their qualifications, to implement experiential learning and intentional teaching strategies to support children's developmental learning.

Through research and training, educators understand and embrace children's and families' cultural background to ensure that each child gains a sense of identity and belonging within our environments. Educators have a strong belief that families are the child's first and foremost educator and we attempt to incorporate all families using a collaborative approaches such as visual and verbal communication.

***Childrenfirst*** has developed policies in accordance with regulations and legislation such as inclusion of children with additional needs, child environments, interactions with children, parental involvement and toys and equipment these support, guide and reinforce the foundation of quality education and care environments.







# GROWING RELATIONSHIPS

Relationships are an integral part of children's development in both the early childhood and school age years and the foundation for exploration, learning and construction of identity. Through our teaching approach of "Growing Relationships" Educators provide positive experiences that primarily enable children to feel significant, respected and feel a sense of belonging. Additionally these consistent opportunities enable all children to engage in both individual and collaborative experiences resulting in the development of trusting relationships with other children and educators, therefore providing children with the confidence to recognise both their individual achievements and the achievements of others. Most importantly our educators consistently support all children enabling them to develop confidence, awareness and respect for others, the ability to learn control of emotions, persist when faced with challenges and to develop life skills that will enable them to approach new safe situations with confidence.

# GROWING RESPONSIBILITIES

Through a supportive and active learning environment children are encouraged to explore a self of independence and responsibility for their own learning, personal regulation, leadership development and contribution to the social environment. Educators create enriching environments in which children can contribute in meaningful ways, and support children to take responsibility for their lives, and make their own choices. Our children are confident decision makers and problem solvers.

Our environments, and resources educate and emphasise an awareness and highlights the need for a sustainable future. Through intentional teaching, children explore their accountability and understanding about their responsibilities caring for the environment both short and long term, fostering their knowledge about the natural world.





# GROWING EXPLORERS

Our children's learning and knowledge is driven by investigative play in our natural outdoor play settings. On the inside, Childrenfirst's unique style of natural classroom settings are designed to enhance every child's physical development.

Amazing play based learning experiences alongside creative intentional teaching styles encourage self paced exploration that are essential for lifelong learning. We take risks, push educational boundaries and use inquiry based intentional teaching to ensure our "Growing Explorers" reach their full potential in their vital first five years.

# GROWING LEARNERS

Learning in the early years is crucial and we believe that strong academic foundations build success for all children's future learning in formal schooling. "Growing Learners" is all about building the children's academic knowledge through play-based, age appropriate experiences that promotes confident learners in a holistic and inclusive environment. "Growing Learners" is about the children's cognitive (brain development), literacy and numeracy skills, and understanding of the world through science and biology. These crucial areas of learning reflect the EYLF and MTOP and tie into the principles, practices and outcomes. Educators ensure the children are developing these learning areas through intentional teaching and by scaffolding the children's learning. By doing this educators are actively promoting children's learning, challenging children and fostering the children to develop new skills and achieve higher levels of thinking. Educators are responsive to not only the children's interest but also strengths and abilities. Educators approach to holistic learning will ensure all children are actively learning and engaging within our environments.



# GROWING TECHNOLOGY

Technology is a part of the learning landscape of the future for all children. At Childrenfirst we see our teaching approach of “Growing Technology” as an important aspect of everyday life. Childrenfirst’ strive at ensuring technology is fully integrated with children aged birth to 12 years of age. Technology is a tool that works best hand in hand with a variety of other tools such collaborative teamwork. “Growing Technology” sees the integration of a vast array of specific technologies into the learning environment such as: cd players, audio recording devices, computers, Ipads, cameras, scientific tools such as microscopes, light tables, microphones and software programs.

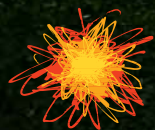
The Early Years Learning Framework and the My Time our Place documents reflect a strong emphasis on technology as being an important part of children’s learning that is integrated throughout everyday learning and life.

# CONCLUSION

The childrenfirst approach to curriculum is a unique approach based on our long-standing commitment to community with centre specific initiatives that bespoke to our cluster of services and families. Our not-for-profit organisation is responsive to parent and families where we provide opportunities for all levels of involvement in the care and education of their children. Our educators are recruited based on their cultural sensitivity; value added qualities and their diverse levels of education and backgrounds. We are fortunate enough to develop fluid budgets that enable all educators to upskill via training that specific to the sector and through the professional relationships developed with peak industry bodies, organisation and companies. We support our Aboriginal communities with a vast array of services that wrap to provide a holistic approach to education. We value and encourage each of our educators to be autonomous in their teaching and we acknowledge that our educators bring a variety of skills, knowledge and life history to the environments that they belong to.







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# OUR ENVIRONMENTS

The completion of our outdoor play spaces has provided our children with opportunities to engage in natural, challenging and sustainable environments. These outdoor classrooms promote a range of experiences including, physical development, social development, investigation.

Amazing play based learning experiences alongside creative intentional teaching styles encourage self paced exploration we know are essential for lifelong learning.

We take risks, push educational boundaries and use inquiry based intentional teaching to ensure our little explorers reach their full potential in their vital first five years.

Many thanks to all the centre managers, educators, families and of course the children who ensure our Children First Centres continue to "Grow in Potential".

Children First has a long history of partnerships within our community and a firm commitment to supporting external placements for practicums for a number of students from a range of secondary and tertiary institutions. These include:

- TAFE NSW
- Loyola Catholic College
- Mitchell High School
- Charles Sturt University
- Western Sydney University
- Macquarie University
- Benchmark Community College





# FAMILY SERVICES

## What we do

The Family Services Division implements a range of funded and un-funded initiatives to support the needs of children, young persons and families throughout our community. These initiatives are focussed upon supporting families, and building the capacity of children, families and communities. In all circumstances, the Family Services Team plans and implements proven best-practice based program initiatives that are responsive to the needs of children, young persons, families and communities.

Changes to the funding landscapes in the human services space have resulted in an exciting year of changes and transitions for the Family Services team. The transition to the National Disability Insurance Scheme, along with reforms in the child and families program space has required us to be flexible and adapt to new operating environments. The professionalism of the Family Services Team and our strategic approach to program design and engagement, has allowed us to expand our program offerings, and increase community participation during this period of transition.

The Family Services team continue to support a range of program initiatives based on the needs of our community. Our Family Links Community Hub project continues to provide a range of capacity building opportunities for children and families in five schools within the Mt Druitt area. This is complemented by our Playvan in providing a range of supported playgroup opportunities for children and families throughout the Blacktown/Mt Druitt area. Our Youth Hope Program operates out of the Ngallu Wal Aboriginal Child and Family Centre and continues to support the development of young people throughout our region. Each of these program areas is closely integrated with our Early Intervention Disability Services which provides Speech, Occupational, Dietetic, and Behavioural Therapy services for children 0-8.

## What we believe

Children First believes in providing strengths-based best practice models of service delivery based on the identified needs of children and families within our geographic footprint. All Children First programs are planned and implemented to reflect the individual needs of the children and families that access our programs and services. We believe that all families, with the right support, have the capacity to achieve their goals and help others in the community to do the same.

By adopting this approach, we consistently see that children and families that access our programs and services are provided with life-changing opportunities to achieve the outcomes that they require in all facets of life

# The future

Moving into the new year the Family Services Team remain committed to continuing to grow and develop the program options that we have available for children, young people and families within our community. We continue to work closely with all community and funding stakeholders to develop the relationships required to achieve this growth and development. With so much need within our community, Children First stands at the threshold of achieving sustained growth in the Family Services area.

The implementation of the National Disability Insurance Scheme poses its own challenges, however, with comprehensive transition work underway, and robust systems in place, we are expecting an exciting year of growth and development in the NDIS space.









# National Disability Insurance Scheme(NDIS)

Children First remain excited about the roll out of the National Disability Insurance Scheme throughout our region. With the increased focus on customer-centred practice, we are looking forward to an exciting year of growing and developing the quality services that we provide to children and families experiencing disability.

The Children First NDIS Project Officer continues to undertake significant work in preparing our Early Intervention Disability Service for the transition to the NDIS. This work has included strengthening the fantastic services offered by the EIDS team already, at the same time as exploring new markets and opportunities opened up by the roll out of the NDIS. The approach to our transition to the NDIS has been guided by the key learnings of other NDIS trial sites, and also our ongoing engagement with key industry peak bodies such as National Disability Services and Early Childhood Australia.

The Early Intervention Disability Service team currently offers a range of programs and supports to address the identified needs of children and their families in our community. Supports include Behavioural, Occupational, Speech and Language therapies, as well as Nutritional advice. In the new year a suite of new services will also be offered to children in our community, including psychology and Autism support services. Children First also continues to work towards Medicare Provider status, and plan to bring a Family Support Worker and Social Worker into the team to build the capacity of families to effectively engage the new NDIS system.

As a long standing, well respected, not for profit organisation, Children First is putting in place the building blocks for a successful full transition to the NDIS. During the transition period our focus will remain continuity of service to ensure that disruption and inconvenience for our clients is minimised during the transition.





# CHILDRENFIRST PROFESSIONAL DEVELOPMENT



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# Professional Development

*Childrenfirst* is committed to hosting quality professional development courses and workshops for its staff and educators in the sector. As practitioners we know 'early childhood' so you can be sure you will be provided with training that is current, accurate and, at times, edgy. Our sessions are held in Western Sydney so are mostly sourced by Educators in the Blacktown and Penrith LGA's and out to the Blue Mountains and Hawkesbury areas. These factors, partnered with affordability, make Children First Training the preferred choice for many Educators in Western Sydney, for the participants and their families.

## Trainee Support: What we believe

*Childrenfirst* is committed to developing quality Early Childhood Educators. We believe that people learn best though an environment that takes the time to teach, support and encourage. For this reason all Children First trainees attend a class/study session once a week to support them in their study and help them connect theory with practice. It also gives them the opportunity to network with each other, to raise questions and have discussions, to share experiences and support each other.

## What we do

*Childrenfirst's* method of recruitment of, and support for trainees proved successful in its first few years so we continued these practices in 2016. This included:

- A group interview method that ensured a more thorough screening of candidates allowing them to be matched with a suitable centre.
- Continuation of a class/study lesson one day per week.
- Trainees being additional to required staffing ratios.





## Ngallu Wal

Ngallu Wal Aboriginal Child and Family Centre strives to provide services to community that are responsive and practical to the needs of the community. This includes the 39 place long day child care centre provided within the centre by Yawarra Aboriginal Child Care Centre, and our Family & Community Support Service.

We recognise and value the diversity and strengths of the community in which we are located and always aim to build sound partnerships with community and other local services to improve our ability to provide and deliver quality services to support the local Aboriginal community. This passion is evident in all activities, services and programs provided within the centre.

Ngallu Wal is proud to provide local Aboriginal people with employment and training opportunities. This approach supports our ability to build capacity within the children and families that access our diverse range of services and programs within Ngallu Wal. At Ngallu Wal we believe that serious consideration should be afforded to cultural competence and appropriateness, which unpins our vision and core belief to develop the centre into a prosperous and sustainable centre for the future generations.

# The Present

2016 was a year of substantial growth and development of the programs and services provided by Ngallu Wal to support the local community. It was a year of highlights and challenges that have helped shape the future of the Ngallu Wal Centre. While it is hard to do justice to the highlights and achievements of the Ngallu Wal Centre in a limited space, here are just a few that we would like to share with you:

- This year saw more than 54 families accessing the supported playgroup program supported by Ngallu Wal. All parents were provided with substantial opportunities to build their parenting capacity. The children that were a part of this initiative also received access to complete health and developmental assessments supported by primary and allied health professionals. This year saw Ngallu Wal grow and diversify the programs and services.
- Six free legal access days where families could meet with legal representatives from Legal Aid Aboriginal Legal Service State Debt Recovery and other local agencies within the legal field.

Ngallu Wal continues to support hugely popular NAIDOC Celebrations each year. The celebrations draw in hundreds of local people who come together to celebrate and embrace the Aboriginal and Torres Strait Islander culture. Ngallu Wal, with the support of Childrenfirst, is also a major contributor to NAIDOC celebrations within the Blacktown Local Government area and extended areas with contributions being afforded to other Aboriginal preschools and services which aid to the success of their NAIDOC celebrations.

Ngallu Wal continues to work to identify opportunities to grow our ability to provide quality culturally responsive program and service options to support Aboriginal children and families within our community. This requires a serious commitment and dedication from both stakeholders and community. The five person Ngallu Advisory Board continues to support the Centre through this challenging Journey. Comprised of Jamie Matthews, Mat Cornwell, Terrienne Hughes, and long-standing community representation from Aunty Daphne Bell and Aunty Gloria Harrison, this Advisory Board continues to support Ngallu Wal in building a sustainable future for the Centre.



# The Future

Currently the Advisory Board are working towards transitioning Ngallu Wal into full organisational incorporation. This exciting development will see Ngallu Wal achieve our shared goal of becoming an Aboriginal Community Controlled organisation.

Children First and the Ngallu Wal Advisory Board and management team continue to strive to provide a service where the Aboriginal and Torres Strait Islander community can access our programs and receive a cultural responsive approach based on their individual and cultural needs. This represents a service that can provide a one stop shop approach where children and families can access support and guidance relating to all facets of their lives. This includes health and wellbeing, education/training, family support and child care.

Throughout this journey, and into the future, Children First will continue to work with Ngallu Wal and support them on their journey to support the Aboriginal community of the Doonside area.





## Ngallu Wal Child Care

2015/16 has been a very busy year for the Early Learning Centre at Ngallu Wal Aboriginal Child & Family Centre. We have spent the past 12 months focusing on the Educational Program and Practice delivered by the Educators of our service to the children enrolled at the service and their families.

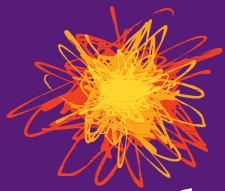
As a way of further promoting Aboriginal and Torres Strait Islander culture within our service, the educators and all enrolled children begin all group times with an acknowledgement to Country. The children delivered their Acknowledgement to Country at this year's NAIDOC event as well as participating in cultural dance.

With the assistance of IAS (Indigenous Advancement Strategy) funding we have been able to employ two Aboriginal youth (from the local community) to complete their Certificate III in Early Childhood Education and Care. These trainees are employed 4 days per week and are being mentored by Aboriginal Educators employed by the service. The Trainees also attend a study group with Children First one day per week. These sessions assist the trainees to form relationships and networks with other trainees while being supported by the Training Officer to complete course work.

Employing these two trainees has allowed us to increase the number of Aboriginal children enrolled in the centre with current Aboriginal enrolments sitting at approximately 80%.



# FINANCIALS



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**GROWING POTENTIAL LTD  
T/A CHILDREN FIRST  
ABN 90 689 711 509**

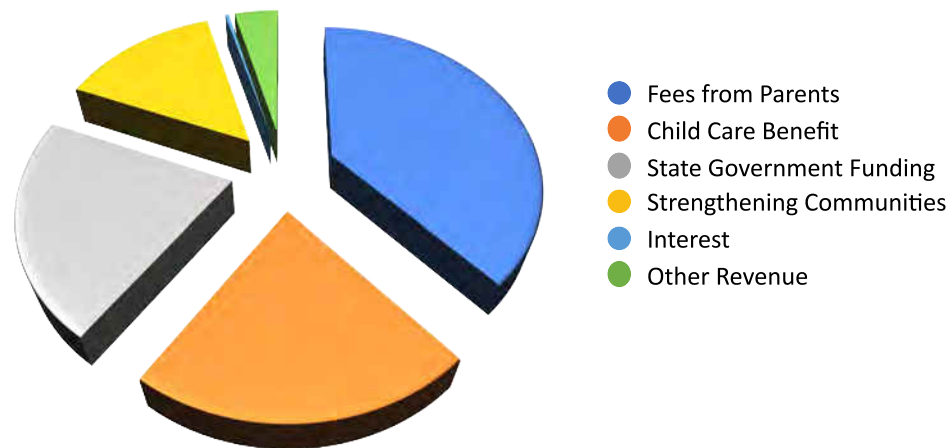
**STATEMENT OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2016**

	<b>2016</b>	<b>2015</b>
	<b>\$</b>	<b>\$</b>
Total Current Assets	2,134,246.96	1,994,184.89
Total Non-Current Assets	3,487,499.25	3,520,062.21
<b>TOTAL ASSETS</b>	<b>5,621,746.21</b>	<b>5,514,247.10</b>
Current Liabilities	1,826,045.66	1,964,909.41
Non-Current Liabilities	462,413.13	1,383,370.65
<b>TOTAL LIABILITIES</b>	<b>2,288,458.79</b>	<b>3,348,280.06</b>
<b>NET ASSETS</b>	<b>3,333,287.42</b>	<b>2,165,967.04</b>
<b>EQUITY</b>		
Retained Earnings	3,333,287.42	2,165,967.04
<b>TOTAL EQUITY</b>	<b>3,333,287.42</b>	<b>2,165,967.04</b>



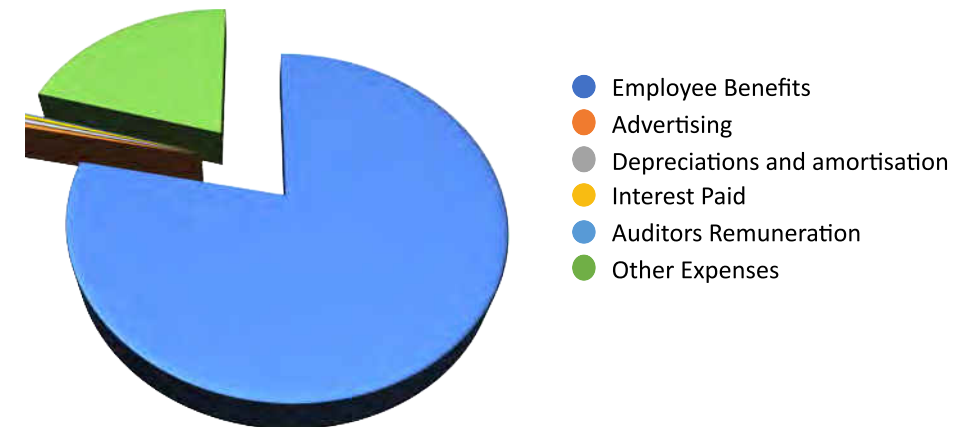
## Income

Fees from Parents	\$3,118,756.70
Child Care Benefit	\$1,754,605.94
State Government Funding	\$1,757,266.59
Strengthening Communities	\$1,175,434.99
Interest	\$26,747.47
Other Revenue	\$332,891.28
	<b>\$8,165,702.97</b>



## Expenditure

Employee benefits	\$6,115,926.29
Advertising	\$32,895.95
Depreciation and amortisation	\$32,562.96
Interest paid	\$27,327.88
Auditors Remuneration	\$6,750.00
Other expenses	\$1,593,819.65
	<b>\$7,809,282.73</b>



# FINANCIAL PARTNERSHIPS

## Commercial Partnerships

Growing Potential values the quality commercial partnerships that we have with the following organisations:

- Kurrawood (Australia) Pty Limited
- EMB Solutions
- Paul Mudgway
- Snap Printing Castle Hill
- Fresh Break Blacktown
- Sydney Credit Union
- Bank West
- Blacktown City Council

## Partners and Supporters

Children First believes in working closely with all funding and community stakeholders to develop collaborative partnership-based approaches to supporting the needs of children and families within our area. We strive to build upon the strengths of us an organisation, and the knowledge and skills base of all local stakeholders to develop and implement targeted initiatives to support our community. We work collaboratively with a range of community, organisation and government stakeholders to ensure that we can identify the needs within our community, and develop appropriate program responses to address those needs. Our supporters and partners include:

- Marrin Weejali Aboriginal Corporation
- NSW Family and Community Services;
- NSW Ageing Disability and Home Care
- Mission Australia
- Wesley Mission
- Aboriginal Legal Service
- NSW Police Force, Blacktown Office
- Muru Mittigar Aboriginal Cultural and Education Centre
- Doonside Community Health Centre
- Blacktown Women's and Girls Health Centre Incorporated



