



# ANNUAL REPORT

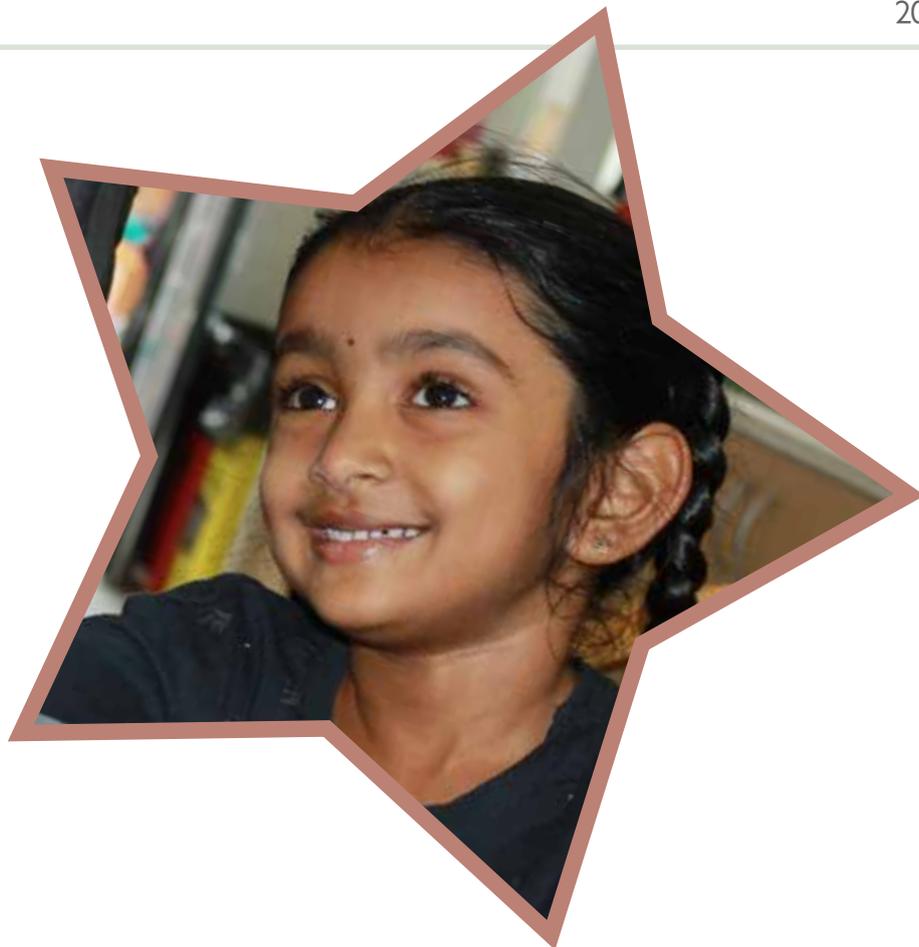
2019

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## CEO REPORT

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Each year, as the previous comes to an end, and we prepare for the year ahead, I take the time to reflect on the successes and challenges of GEKA over the last 12 months. 2019 was a year of growth, advocacy, diversification, innovation and professionalism. We have matured as an organisation and 2019 was a great year for visibility. We are receiving greater attention and recognition in education, government and advocacy circles. Numerous team members represented the organisation on panels, reference groups, strategic sector projects and presented our work at conferences. As GEKA has developed over the years, we continue to apply best practice from the sector and internal lessons learned to further refine our model to be of better quality and service to the children and families with whom we work. We have successfully adopted an adaptive management approach to further improve our decision making and ability to react quickly in a changing environment.

GEKA's dedication and commitment to providing high quality education to children remains at the core of who we are. It drives us to work harder, to improve our programs, and to deepen our relationship with local leadership.

As the early childhood sector continues to change, GEKA has continued to grow in its advocacy role, remaining agile in seeking alternative sources of income, applying new knowledge and technologies to enable effectiveness and efficiency. We continue to build our capacity for tracking performance and measuring the outcomes and impact of our work with internal research and evaluation, and a new reporting system.

As more parents struggle with the demands of raising children, GEKA has widened its lens to ensure we are inclusive and respond to needs as they are presented to us. This requires increased collaboration with service partners and advocating for the use of new technologies to automate systems and processes.

Our leadership team has expanded to support and implement organisational and policy change, whilst maintaining a highly skilled professional workforce who are able and ready to assist children, families and the local Glen Eira community.

Throughout 2019, we have been focused on our strategic priorities, on planning for the future, and making the necessary changes that will best position GEKA for the continued delivery of high-quality services within a rapidly changing environment. To be effective, we know we must be innovative. We must be prepared to challenge ourselves and our way of doing things, to not only meet the expectations of the families and children we support, but to exceed them. Whilst a significant amount of work remains, I am very pleased to report that in 2019 we made tremendous progress in positioning our organisation to improve our capacity for responsiveness and change, for efficiency and quality performance, with the aim of building a solid foundation for the future.

I offer my sincere thanks to the Board, staff, volunteers, parent advisory committees, families, community supporters and professional advisors who have helped us achieve outstanding results. On a daily basis, we meet the needs of our families whilst we also review, plan and set strategy to position the organisation into a future where we can deliver even more benefits, increase the outcomes achieved and contribute to a positive and inclusive society that priorities high quality services.

**Samantha Kolasa**  
Chief Executive Officer



# BOARD CHAIR REPORT

The conclusion of 2019 brings GEKA through two thirds of our three year strategic plan and over the last 12 months we have worked diligently towards achieving the outcomes set in our current strategic plan. Over 2019 we invested significant funds to continuously improve our services. The works completed were undertaken in partnership with our staff and families, and it is the children that will benefit most from our investment in quality resources and programs.

As can be seen from our financial statements, GEKA continues to be well placed in financial terms. Whilst this year saw GEKA make a small deficit for the first time since the organisation began some eight years ago, we are continuing to seek alternate sources of funding through grants and diversification, as we work closely with the peak body and Government to advocate for the ongoing financial sustainability of the sector.

We are committed to delivering services for our communities in true partnership with all our stakeholders. We form trusting relationships with the families who attend our services, with local organisations, with governments, with fellow service providers and with peak bodies. We are delighted to have entered into a new partnership with Family Life to better support families in their role as parents/caregivers. Our relationship with both Local and State Governments also remain strong.

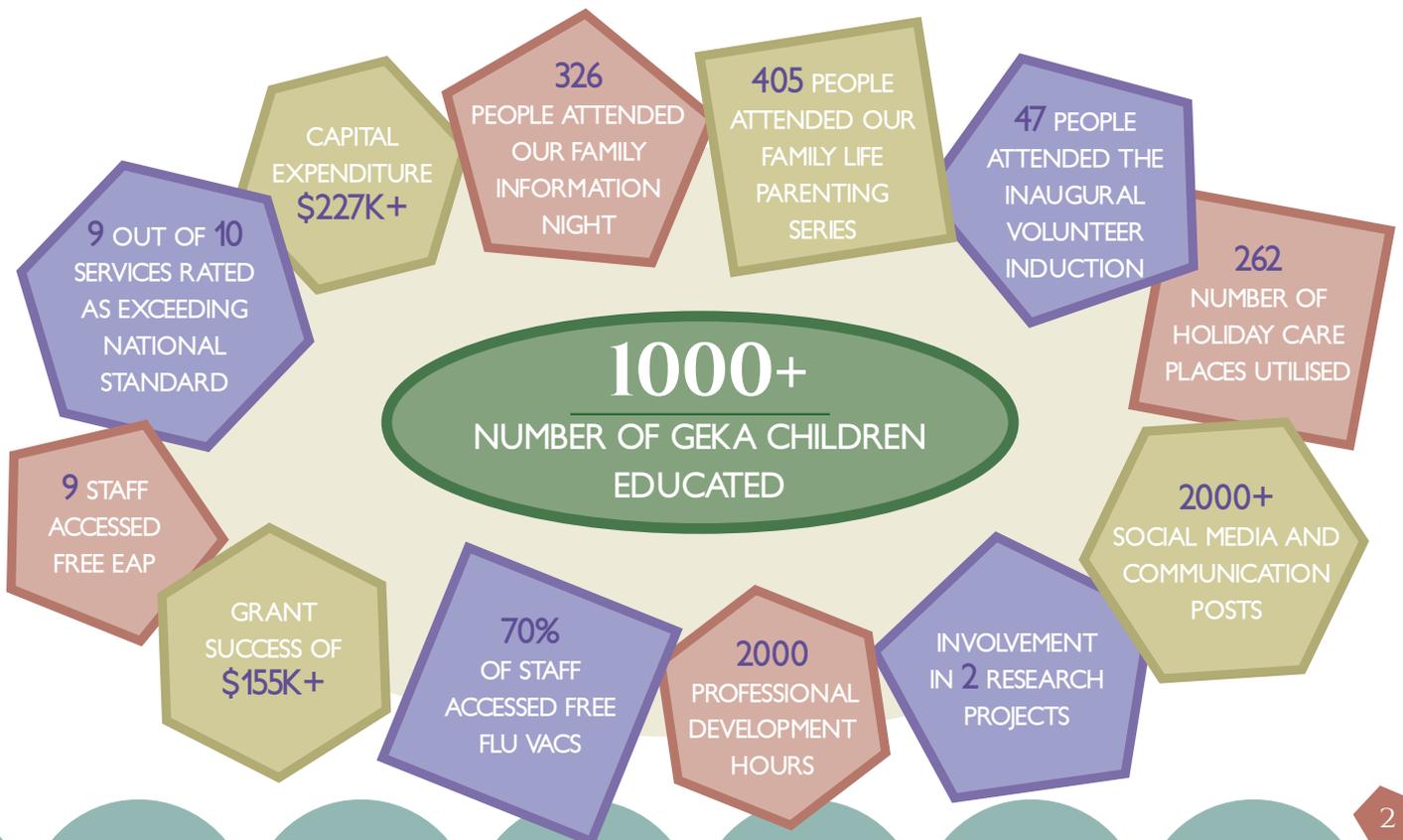
Our Board takes good governance and inclusive leadership very seriously. In 2019, we commissioned an independent review of the operation of the

board and governance across the organisation, which has resulted in a new governance framework that guides how the board operates and more streamlined ways of working.

I would like to extend our thanks to Andrew Craig and Kim Adey who completed their board terms in 2019 and acknowledge their significant contribution to our progress over recent years. As part of our board strengthening and renewal, I would also like to welcome our new board members: Dirk Gerlach, Francesca Bianco, Maxine Jacona and Sandra Chui and acknowledge their commitment to community service - we look forward to how their wisdom and guidance will be of benefit to GEKA in the years to come.

I wish to also take this opportunity to extend my thanks to the GEKA senior leadership team who unreservedly support our stakeholders and work tirelessly to provide high-quality services for our children and communities. On behalf of all board members, we wish to acknowledge and thank our CEO, Samantha Kolasa, for her strength of leadership and commitment to GEKA and for the support she has provided to the board and its committees during this past year.

Jacqueline Deady  
Chair



# KEY ACHIEVEMENTS

## EXCEEDING RATING AT GEKA BRADY ROAD KINDERGARTEN

GEKA Brady Road Kindergarten went through the assessment and rating process in May, after having previously been assessed as meeting the national standard in 2014. In the last five years the GEKA educators have been committed to critically reflecting on practice, upgrading learning environments and empowering children to be active contributors to the community in which they live. These improvements have positively impacted the delivery of innovative programs and contributed to the outcome.

As a consequence, GEKA Brady Road Kindergarten received a rating of EXCEEDING the National Standard for the delivery of high-quality programs. There were no regulatory breaches and all aspects of service delivery were compliant.

Educator, Lynne McCracken, reflected on the process and support as a member of the GEKA community: *“GEKA, particularly our management team, provided many hours of verbal and physical support, explaining to us educators what would happen on the day of assessment and what to expect in the proceeding weeks.*

*We were all quite nervous, but confident that we would be able to show how our kindergarten operates in practice and within our philosophy. The Exceeding rating shows how GEKA Brady Road Kindergarten promotes exceptional education and care that improves outcomes for both children and families.”*

Comments from the assessor: *“The service demonstrated a significant commitment to maintaining relationships with children, their families and the local community. Educators had built caring relationships with all children and demonstrated consistent strategies in supporting their emotional needs. Relationships with families were evident and supported through warm daily interactions and respectful communication. Educators provided a rich and dynamic learning environment that was play based and inclusive of children’s interests which were the foundation of the emerging program.*

*Educators had significant support from the educational leader and team leaders and all practiced reflective conversations in their daily work. Staff regularly sought further ways to build on their professional knowledge and worked as a close and supportive team. The service had a strong leadership and governance structure in place which provided ongoing support and development opportunities for staff. The leadership team effectively supported the quality of the service during periods of change and movement among staff.”*

GEKA now have nine services rated as EXCEEDING the National Standard and one service rated as MEETING the National Standard (yet to be assessed under GEKA’s management).





## PEDAGOGICAL LEADERSHIP ON AN INTERNATIONAL LEVEL

RMIT Executive Education provide professional development to senior government leaders from Indonesia, China and Vietnam. GEKA was delighted to be invited to speak at their three-week professional training program for Zhejiang Kindergarten Principals. GEKA CEO, Samantha Kolasa, GM Operations, Melissa MacMaster and other GEKA representatives spent an entire day with the Principals presenting on topics they had identified as part of the invitation. These included:

- strategies on workforce recruitment
- performance management
- staff development
- supporting children with additional needs

This was a great cross-cultural learning opportunity for all involved.

## GRANT SUCCESS

### AUSLAN LANGUAGES PROGRAM

The Early Childhood Language Program is a \$17.9 million commitment over four years to provide children attending a state funded kindergarten program the opportunity to learn another language. GEKA Glover Street Kindergarten was successful in gaining a place in the Learn Languages at Kindergarten Program, via the delivery of Auslan in both four-year-old kindergarten programs in 2019. Expressions Australia was appointed by DET as the auspice agency to assist Early Years Managers with the appointment of suitably qualified teachers for the Auslan Program.

The staff and children were fortunate to work with a teacher who herself, was hearing impaired. The program involved one, three-hour session for each 4-year-old group (plus 1.5 hrs planning time per session). This was an exciting program demonstrating GEKA's commitment to providing quality early learning education to children of all abilities.



## GEKA CAULFIELD SOUTH KINDERGARTEN

After six years of advocacy for improved visibility and a contemporary update to the kindergarten building, the Glen Eira Council (GEC) agreed to fund a partial upgrade of the building, by installing full length windows to the East side of the building. Further negotiations in partnership with GEC has also resulted in them agreeing to a further scope of works by providing tinted windows for sun/heat protection, bench storage seating under each window and the inclusion of blinds to each newly installed window. Existing strip heaters were also removed from the inside of the kindergarten as well as existing light and fan operational switches being relocated at GEC's expense. The overall contribution and project cost were in excess of 40K. The works carried out to date have significantly improved the kindergarten aesthetics as well as the delivery of engaging, interactive and safe environments for children.

## METRO CARES COMMUNITY GRANTS - GEKA BENTLEIGH KINDERGARTEN

Metro Trains generously donated a grant of \$1500 to the GEKA Bentleigh kindergarten, to fund PlayBall, in 2019. A volunteer parent advisory group member and employee for Metro Trains, applied for this grant on behalf of the kindergarten. A film crew from Metro attended the kindergarten to find out more about the impact of the grant funds, as well as the subsequent and lasting benefit to the kindergarten community. This grant forms part of a new community program that empowers Metro to support local community activities and causes that matter most to them.

# KEY ACHIEVEMENTS

## CLIMATE CHANGE RESEARCH PARTICIPATION - MONASH UNIVERSITY

In 2019, GEKA engaged in research with Monash University, specifically - the Monash Climate Change Communication Research Hub. The purpose of the research was to collect feedback from a diverse range of people in the community about their personal experience of climate change at a local level. The GEKA Green Team completed the specific research questions and provided comment on the way climate change has impacted on the delivery of programs and education with children. GEKA's contributions to the Climate Change research were published in the Caulfield Glen Eira Leader.



*"We are committed to supporting children in ways that help connect them to the natural world in order to build and promote awareness of environmental and sustainable practices. Representatives from each of the 10 services, come together once a term, as the 'GEKA Green Team' to discuss sustainability and work to monitor and implement strategies to be an organisation that promotes and contributes to a sustainable future for all. Many of the educators live and work in the Glen Eira Community.*

Our broad sustainability values include:

- promoting respect for and appreciation of the natural environment;
- developing children's capacity to understand and respect the natural environment and the interdependence between people, plants, animals and the land;
- supporting the development of positive attitudes and values in line with sustainable practices;
- ensuring that educators and parent volunteers engage in sustainable practices during the operation of the service."

Melissa MacMaster  
General Manager Operations and Educational Leader



## ALLPLAY LEARN RESEARCH PARTICIPATION - DEAKIN UNIVERSITY

Selected educators at GEKA, together with the GM Operations/ Educational Leader, were engaged in research with Deakin University. The 'AllPlay Learn Project' aimed to develop a relatable, relevant, and evidence-based program to support teachers, and make early childhood education and care settings much more inclusive for children with disabilities and developmental challenges. GEKA hosted the series of meetings at the GEKA office, tested relevant resources and provided direct feedback on the effectiveness of the tools in supporting educational teams, children and families.



# OUR PEOPLE

## PULSE CHECK FOR EMPLOYEES (ALIGNMENT AND ENGAGEMENT)

GEKA works closely with its staff and actively encourages feedback on a regular basis on different aspects of the business - both big and small. As we strive to be an employer of choice, we ask staff at the end of each year for their input into how we are performing. In 2019, we received the following feedback:

- 94.5% agree that their day to day work aligns with GEKA values and vision
- 93% agree that with GEKA's support, they are committed to driving best practice and innovation in the Early Childhood sector

- 84% agree that they are provided opportunities to expand their professional knowledge
- 93% agree that their work team is cohesive and help each other towards shared goals
- 85% believe GEKA communicate openly with its employees and they know how to seek support as they need it.
- 89% of employees agree they are proud to work at GEKA
- 100% of employees agree that they work with the best interests of our organisation, children and families in mind.

Staff were also provided with the ability to provide feedback through some open-ended questions. Feedback indicated that staff enjoy working at GEKA because of:

- The kindergarten staff and teams
- Relationships with children and families
- Supportive and friendly work environment
- Professional Development opportunities
- Values and philosophy

The areas found most challenging:

- The salaries under the VECTEA
- Having enough time to complete tasks
- Administration duties in kindergarten
- Children with challenging behaviours
- Quality of relief education staff.

This feedback is invaluable as we prepare for the year ahead and identify our priority areas to ensure our staff are fulfilled and supported.



## PROFESSIONAL DEVELOPMENT FOR EMPLOYEES

GEKA are committed to investing in the professional development and learning of all staff. We believe quality delivery of service for children and families is a direct result of working with professionals that have knowledge and skills that are reflective of current and innovative practice. This past year, GEKA employees were engaged in a range of professional development that focused around building protective environments, supporting children and families that have additional care and education needs, making learning visible to the community and have engaged in training to understand the benefits of music as a foundation for acquiring skills. GEKA also go above the minimum National Standard with regard to first aid training and ensure that all educators have full first aid and lifesaving qualifications (Asthma, CPR, Anaphylaxis and Defibrillator training).

*"A heartfelt thanks for the support you, and GEKA as an organisation, have given to not only me but to all the staff regarding professional development. Knowing that the organisation is there to support my professional development goals has given me a sense of worthiness and appreciation as a valued GEKA team member. I enjoy hearing back from other staff regarding professional development opportunities that they have attended and appreciate hearing what learning they took from it. Hearing about others learning journeys allows us all to critically reflect on the learning opportunities we are given and how we can tie them in to our own learning goals. I love that we are together a community of learners."*

El Marson-Thomas  
GEKA Teacher



## POLICY REVIEW

Throughout 2019, GEKA had a dedicated focus on improving systems and processes to position the organisation for the future. As the organisation has matured, we have continued to improve the way we do things, particularly with respect to our obligations as an employer. During the year, we engaged an external auditor to undertake a compliance audit of the organisation. One of the recommendations from the audit was to undertake a comprehensive review and redesign of each GEKA policy and the redevelopment of the policy register. All existing policies are now reflective of current legislation and are accessible via an online format.

## EMPLOYEE ASSISTANCE PROGRAM

GEKA employees and their families have access to an Employee Assistance Program (EAP) as part of our commitment to ensuring mentally healthy workplaces and as an employer of choice. GEKA's EAP has provided support to employees with work-related concerns in addition to personal challenges that may impact on job performance, health & mental wellbeing, via GEKA funded confidential counselling for employees and their family members, as well as consultative support for managers and supervisors to address employee and organisational needs.

The benefits for employees have included increased performance and productivity, reduced absenteeism/occupational stress, improved staff morale and employee retention, reduced turnover and absenteeism, higher employee productivity, lowering risk and liability as well as an overall improvement in employee satisfaction.



# OUR FAMILIES

## ENHANCED SYSTEMS

At the beginning of 2019, GEKA transitioned from paper-based enrolment forms to the implementation of a smooth and efficient online enrolment process for 2019 intake, creating a positive user-experience for families. As per GEKA's current strategic plan, the organisation is actively working towards creating more effective and efficient practises. Feedback from the community was very complimentary, as was the feedback from GEKA teachers and educators who previously collected this documentation in hard copy.

## VOLUNTEER INDUCTION EVENING

An essential component to the success of each kindergarten includes the role of the volunteers. In 2019, GEKA held its first induction evening for volunteer PAG members, to provide them with the knowledge and resources to undertake their role as a volunteer effectively. We had close to 50 volunteers attend, and the positive feedback will help us stage the inclusion program for the years ahead.



## FAMILY SATISFACTION SURVEY

In October, families of children enrolled in GEKA kindergartens, were invited to complete the annual Family Satisfaction Survey. This is the fifth time the survey has been administered by an independent research company. An overall response rate of 35% was achieved - this was 11% higher than the previous year's response rate of 24%.

There was a positive result in overall satisfaction with three quarters (76%) of parents agreeing or strongly agreeing that they are satisfied with their kindergarten. Quality of program and staff, reputation of kindergarten and location continue to be the main drivers of choice for GEKA services.

Highlights included:

- Consistent benchmarking against the National Quality Standard from year to year
- 80% of families agree the kindergarten is well managed by GEKA
- Increase in satisfaction as a member of the volunteer PAG
- Families would like to see GEKA offer extended hours
- Holiday Care was seen as a positive initiative, but there were some reservations about utilising the program as it was not based at their child's service and therefore hesitant (GEKA will provide additional marketing in this area, to promote the positive experiences of children and families that attended this year).

This feedback will drive some of our key projects and initiatives throughout 2020, and in the development of our next strategic plan.



## PARTNERSHIP WITH FAMILY LIFE

Working with children and their families is a privilege for us here at GEKA. Each day, we are invited into the lives of our families, and we hear their challenges and successes. In 2019, GEKA sought new ways to support our community. We wanted to create a forum for families where they too could learn, feel safe and ask questions. Consequently, our partnership with Family Life was born. Family Life is an organisation in Melbourne's south east that provides a range of programs to assist children, young people and their families. In June, we held our first joint forum with Family Life titled 'Safe on Screens – Keeping our young children safe online.' The presentation covered a range of topics including technology and its effect on behaviour and the brain, maintaining good IT habits and online safety, and provided resources for families with kindergarten aged children.

In September, we hosted a second forum with Family Life titled 'Emotion Coaching'. Over 60 families within the Glen Eira community attended to learn important strategies in supporting their children through a range of emotional responses.

At our parent information evening in term four, we again invited Family Life to partner with us to speak on resilience and transitions. We are extremely proud of our partnership which will continue into 2020. A highlight of the new partnership for GEKA was definitely our participation in Family Life's annual Christmas Appeal. GEKA families and staff donated hundreds of dollars' worth of gifts to put under the tree and further give back to our community and those that need it most.



# OUR FAMILIES

## CONNECTING THE COMMUNITY THROUGH VOLUNTEER SUPPORT: A PARENT REFLECTION – CARMEN (VOLUNTEER PAG)

In 2019, the GEKA Murrumbena Volunteer Parent Advisory Group engaged in a range of sustainability initiatives. The Community Garage Sale was an initiative that was well supported by the community and raised funds that the group were able to reinvest back into the Kindergarten program.

Parent Volunteer, Carmen reflected on the experience;

*"The focus of the GEKA Murrumbena Garage sale was to educate our kindergarten families and local community, on the value of reusing and rehoming our belongings. But the event ended up being much more. Organisers were keen to engage the broader community in supporting the kindergarten and to foster a sense of community in the area.*

*The kindergarten raised over \$700, well above the \$200 organisers had hoped for, and so much of our preloved goodies were re-homed and kept out of landfill. The event was supported by kindergarten families, both volunteering on the day and in the lead up with donations, flyers and poster drop offs; the donation of baked goods and those who came down and bought things. It was great to raise money from supporters in the broader community and to meet so many interesting people that live in our area.*

*A raffle on the day was supported by local businesses (many thanks to Oasis, Moss and Maple, Wines on Poath, Three Little Bakers, Dose One Cafe and Don Pollo Plus Chicken) and provided sellers time to engage with community members when selling tickets. A bake stall with donated cakes and sweet treats was also a hit with the locals.*

*There were only two carloads of things left over - one went to St Kilda Mums and one went to the Salvos. St Kilda mums were absolutely thrilled to receive our donation - especially in the lead up to Christmas.*

*What an amazing experience. We are so grateful for our kindergarten community and larger local community. The organisers definitely had warm and fuzzy feelings living in such a supportive and friendly area.*

***Thank you everyone!"***



# OUR COMMUNITY



## ONGOING PARTNERSHIP WITH ROTARY 'KNOW YOUR STREET EXHIBITION'

GEKA once again partnered with the Rotary Club of Caulfield, to display children's work in the 'Cityscape: Know Your Street' Project.

While the main Murrumbeena Cityscape event was held on 10 November, the children's work was on display for the entire month at 'The Community Hub' in Murrumbeena. Many of our kindergartens participated in the event and created some amazing pieces of art that depicted their own ideas about their local community.



## PARTNERSHIP WITH GEC SENIOR CITIZENS GROUP 'T.E.A. COSY PROJECT'

In October, GEKA partnered with the Glen Eira Council Senior Citizen's group, to celebrate ageing. The aim of the 'TEA Cosy' Project was to engage individuals, families and communities in addressing ageism through arts-based approaches. TEA is an acronym for Transforming the Experience of Ageing and was the symbol for the project.

As with last year's participation in the Art show with the Rotary Club of Caulfield, it was another great opportunity for GEKA to be involved in a community event. The work produced by the children from GEKA, showcased their creativity and innovation, particularly as we chose to move away from the pre-printed image supplied to community groups and opted to empower children to generate their own representations of a tea pot. This resulted in a diverse range of artwork, with both two and three dimensional depictions.

Completed works were on display to the public throughout October in the foyer of the Carnegie Library.



# OUR COMMUNITY

## BUNNINGS BACKYARD BLITZ

The team at Bunnings South Oakleigh, together with GEKA Centre Road Kindergarten educators, children and head office staff had a tremendous amount of fun – coupled with a lot of hard work – on the ‘Bunnings Backyard Blitz’ project. A team of approximately 30 professionals from painters (Taubman’s), builders, landscapers and designers all engaged in the works. The upgrade was costed in excess of \$30,000 – all of which was donated to the kindergarten as part of the Bunnings vision to engage in meaningful and active participation in the communities in which they operate.

Some highlights of the works included:

- Construction of a sensory garden, frog pond and bug hotel
- An edible garden with compost/worm farm
- Indigenous garden with a wall painting by an Indigenous artist
- Sanding and repainting of the cubby house and garden furniture
- Replanting and rejuvenation of the fairy garden
- Replacement and painting of the veranda roof

The project continued over several weeks with the support of the Bunnings Activity Coordinator. The children were also fortunate to have watched an Indigenous artist (who also works at Bunnings) complete his piece for the garden. He explained the meaning and history behind his artwork and stories of Indigenous culture.

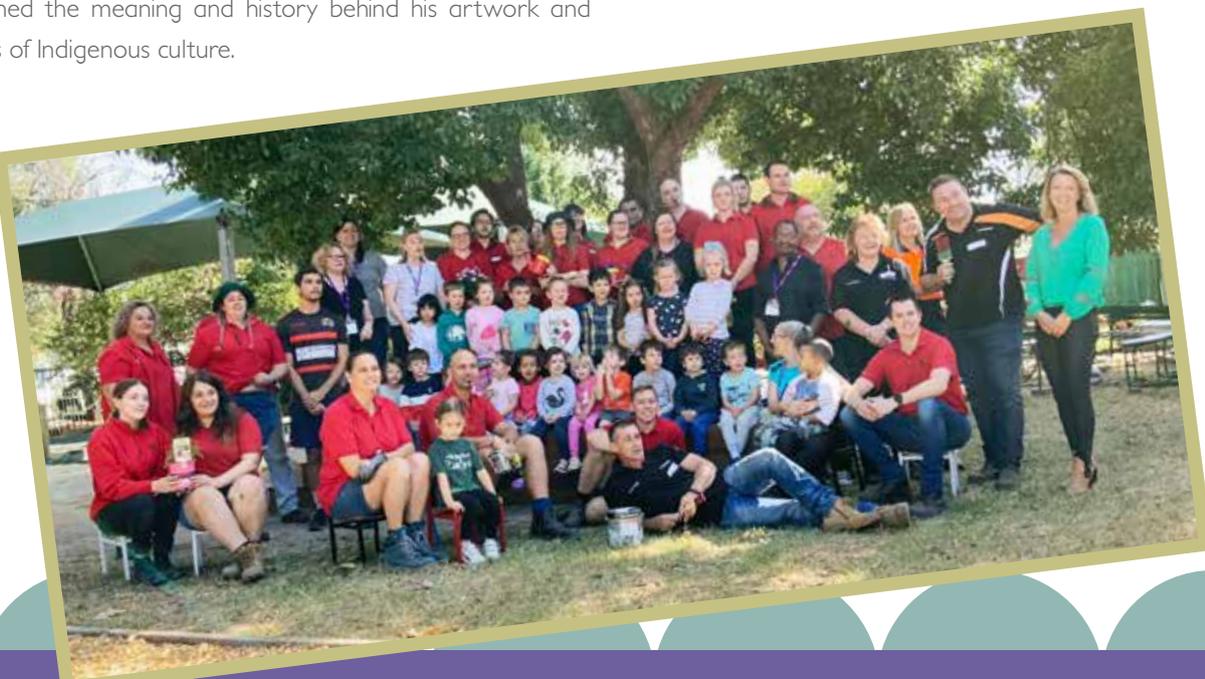
## BUSH KINDER COMPLETION AT GEKA CARNEGIE

Stage two of the GEKA Bush Kinder on the Carnegie Primary School site was completed in 2019. The effect on a once dry and empty landscape, has been transformed into a quality learning experience for generations of GEKA children. Children learnt how to navigate and explore the terrain safely while attending kindergarten and have become role models for future children.



Carnegie Primary School Principal, Linda Jones reflected on the benefit of the project for children

*“Thank you to the Glen Eira Kindergarten Association (GEKA) for funding and leading this project. I look forward to working together to care for this area and gaining much enjoyment from this greatly enhanced outside space. I anticipate our students sharing this space with the kindergarten children and with our teachers during class times, as organised.”*



# LOOKING TO 2020

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## EXTENDED HOURS

Feedback from the annual GEKA Family Survey over the last two years has clearly demonstrated the need for longer hours. Further, information provided by Glen Eira Council shows there is a clear shift in demography and family need within the municipality. GEKA must adapt its model to withstand the changing environment to ensure viability into the future.

As part of the move toward a new business model, GEKA have engaged with its Leadership Teams around Government initiatives and the possible impacts to GEKA. We have also conducted a survey with all employees of GEKA, to seek feedback on the ways GEKA can respond to Government initiatives and the needs of families. The survey focussed on the key issues that will need to be addressed in the coming years including our staffing capacity, hours and days of operation, complimentary programs, and program delivery models (i.e. multi age).

GEKA also surveyed families with 3YO children and incoming families enrolled for 2020, to determine their needs and how GEKA can best respond to their needs. The survey focussed on the different demographics within Glen Eira, to ascertain whether GEKA could consider one or multiple business models for the sites that GEKA operates from.

GEKA needs to ensure that it positions itself for long-term viability – regardless of a long-term commitment by Government regarding the EYM model. GEKA needs to ensure that it positions itself as a provider of high-quality Early Years education whilst also competing with private providers that offer longer hours and other benefits to families.

Following the consultation undertaken in 2019, GEKA will be focussed on the possibility of extending its hours of operation from 2021. Throughout 2020, the GEKA team will be working with all key stakeholders to ensure that this is something we can offer our families moving forward.

## SCHOOL READINESS FUNDING

As part of the Government's investment in early childhood, School Readiness Funding (SRF) will be progressively introduced to support children across Victoria over a three-year period. It will be available in all kindergarten settings, including long day care, and for both three and four-year-old children in funded kindergarten programs in line with the roll-out of two years of funded kindergarten. GEKA will have access to these funds from 2021.

The amount of School Readiness Funding each service receives is based on the level of need of the cohort of children at the service. This is informed by parental occupation and education data (Student Family Occupation and Education data) as this is considered to be an accurate predictor of educational disadvantage. Similarly, parental occupation and education data is used in schools to allocate 'needs-based' funding.

Funding for each service will range between:

- \$1,000 for kindergartens with low levels of need and/or have small numbers of children, to
- above \$200,000 for kindergartens with large numbers of children and very high levels of need.

Services will spend most of their School Readiness Funding on resources that align with the priority areas that improve outcomes for children including:

- programs and services that target speech, language and literacy
- allied health supports (speech pathologists, psychologists, occupational therapists)
- programs and services that inform educators and families about trauma-informed practice, secure attachment and mental health
- resources and programs to improve the social and emotional wellbeing of children
- support for culturally and linguistically diverse children, and families
- tools for parents to support their child's development.

Once the level of funding for GEKA is ascertained, we will be working with our teachers and educators in the second half of 2020 to look at the best use of these funds to benefit our children and families. Whilst we expect that the funding will be minimal for our cohort of families, we will ensure that we target the areas of most need.

# LOOKING TO 2020

## ONGOING INVESTMENT IN SYSTEMS

Throughout 2019, GEKA worked with an external consultant to analyse current requirements against predicted future needs, in order to streamline enrolment operations and customer detail management.

Some of the benefits of investing in a more sophisticated technology system are:

- Online management and communications with prospective and current families
- Enhancing the security of data
- Simplified integration with Government systems and requirements
- Reduced administration burden for staff and families
- Capacity to grow systems within a changing environment

We look forward to rolling this initiative out in 2020 for the benefit of our families.



# FINANCIAL REPORT

## FOR THE YEAR ENDED 31 DECEMBER 2019

We are pleased to present the audited financial statements for the year ended 31 December 2019. The audit was conducted by Crowe Australasia, an external and independent company. No issues were identified in the course of the audit, and the auditors concluded that the financial statements gave a true and fair view of the financial position of GEKA at 31 December 2019.

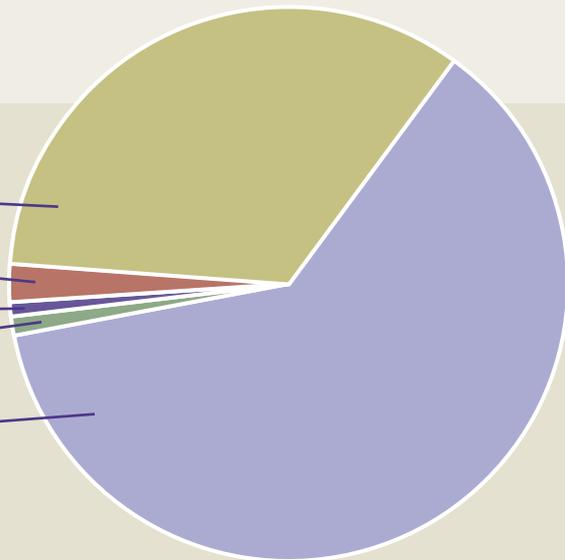
### OVERVIEW

This financial year we have continued to successfully deliver against our objectives through effective Early Years advocacy and the delivery of innovative Early Years programs that support high quality outcomes.

The organisation reported total revenue of \$4,891,209 (versus \$4,717,395 in 2018) and generated a loss of \$150,794 (versus a surplus of \$31,309 in 2018).

#### WHERE THE MONEY CAME FROM

- Fees - \$1,679,661
- Other Revenue - \$106,316
- Interest Income - \$35,308
- Fundraising - \$68,951
- Government grants - \$3,000,973



Government funding continues to make up the majority of GEKA income and increased to \$3,000,973 in 2019 (versus \$2,880,026 in 2018). Centre Road was part of GEKA for the full year, having joined in mid-2018.

Fee income increased to \$1,679,661 in 2019 (versus \$1,579,603 in 2018). Factors contributing to this increase were:

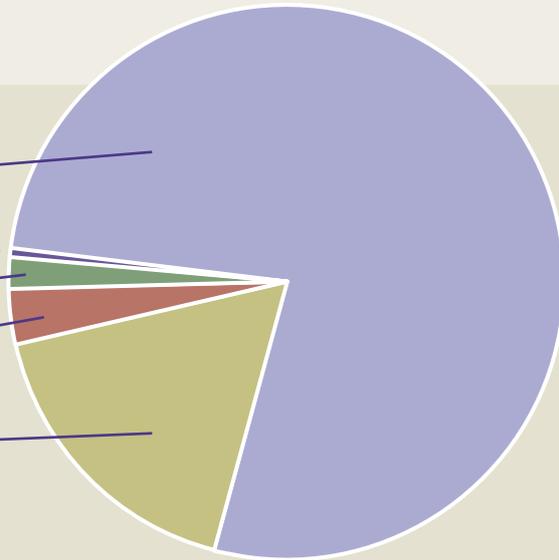
- The addition of Centre Road kindergarten for the full year

# FINANCIAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2019

## WHERE THE MONEY WAS SPENT

- Staff costs - \$3,983,692
- Accounting and Audit - \$13,649
- Fundraising - \$50,663
- Depreciation - \$217,674
- Programs and Administration - \$776,325



Staff costs totalled \$3,983,692 in 2019 (versus \$3,632,098 in 2018). Factors contributing to this increase were:

- The addition of Centre Road kindergarten for the full year

Program and Administration costs totalled \$776,325 in 2019 (versus \$864,694 in 2018). Costs included under this heading include:

- Classroom resources for kindergartens
- Incursion/excursion costs for kindergartens
- Rent for GEKA kindergartens payable to Glen Eira Council and commercial agreements for Head Office and Murrumbena.
- Office operating costs.

GEKA's operating income is supplemented by fundraising income generated by volunteer Parent Advisory Groups. In 2019, fundraising income totalled \$68,951 (versus \$69,592 in 2018).

# THANK YOU

## GEKA WOULD LIKE TO THANK THE FOLLOWING PARTNERS

Children and families enrolled that have utilised GEKA services

Staff and volunteers

The Department of Education and Training (DET)

Glen Eira City Council (GECC)

Early Learning Association Australia (ELAA)

Carnegie Primary School Community

Early Childhood Australia (ECA)

Holy Nativity Anglican Church

Compass Church

Crowe Horwath

HumanIT

INSYNC

Yooralla

Officeworks

Play Australia

Pricebreakers

Connecting Up

Play to Learn

PlayBall Glen Eira

Gillon Group

Virginia Park Café

Resource Rescue

Suarez Group

Tri Nature

Pixel Storm

Bunnings South Oakleigh

Brighten Cleaning Services

The Marketing Business

Family Life

Glen Eira Senior Citizens Group

Local member for Bentleigh, Mr Nick Staikos MP





# GEKA SERVICES

## GEKA BENTLEIGH

9 Higgins Rd,  
Bentleigh 3204  
P: (03) 9557 1804



## GEKA BENTLEIGH EAST

202 East Boundary Rd  
Bentleigh East 3165  
P: (03) 9570 4806



## GEKA BRADY ROAD

84 Brady Rd  
Bentleigh East 3165  
P: (03) 9570 1149



## GEKA CARNEGIE

51A Truganini Rd  
Carnegie 3163  
P: (03) 9571 0575



## GEKA CENTRE ROAD

850-852 Centre Rd  
Bentleigh East 3165  
P: (03) 9570 6103



## GEKA CAULFIELD SOUTH

1C Birch St  
Caulfield South 3162  
P: (03) 9528 4131



## GEKA GLOVER STREET

11 Glover St  
Bentleigh East 3165  
P: (03) 9570 5200



## GEKA HOLIDAY CARE

220 McKinnon Rd  
McKinnon 3204  
P: (03) 9570 5866



## GEKA MCKINNON

220 McKinnon Road  
McKinnon 3204  
P: (03) 9578 5964



## GEKA MURRUMBEENA

1A Blythe Street  
Murrumbeena 3163  
P: (03) 9569 9405



## GEKA OFFICE

2 North Drive  
Bentleigh East 3165  
P: (03) 9570 5866



## GEKA ORRONG ROAD

55 Orrong Rd  
Elsternwick 3185  
P: (03) 9528 2203



GLENN EIRA KINDERGARTEN ASSOCIATION (GEKA) INC.

Virginia Park  
Level 1, 2 North Drive  
236-262 East Boundary Road  
Bentleigh East 3165

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