



Communities@Work
2016-17

Not only do we offer a number of fantastic programs, but sometimes you get a bit more than you bargain for – like reconnecting with an old friend.





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Communities@Work

Our Organisation

Communities@Work is a social enterprise, providing quality children's services that in turn serve the greater Canberra community with essential services, such as food, accommodation, clothing, education and community support services to seniors and people with a disability.



Board of Directors

(Left to right)

Alan Greenslade

Chair

First Assistant Secretary
Commonwealth Department
of Finance

Gail Kinsella

Treasurer

Principal of Kinsella Partners
Chartered Accountants, Fellow of the
Institute of Chartered Accountants,
Fellow of the Taxation Institute
of Australia and a Commissioner
on the Legal Aid ACT Board

Karen Curtis

Director

Former Chief Executive
Officer of the Australian
Children's Education
and Care Quality
Authority (ACECQA)

Bernice Ellis

Director

Partner, Dispute
Resolution at Meyer
Vandenberg Lawyers

John Runko

Director

Chief Executive
Officer of Independent
Property Group

Dr Brian Babington

Director

Chief Executive Officer
of Families Australia

Andrew Snaidero

Director

Partner at Hardwickes
Chartered Accountants

Ayesha Razzaq

Director

General Manager at
ActewAGL Retail

Message from the Chair

Social impact for the benefit of everyone

It is pleasing to present this report, which speaks to our position as a large local social enterprise, contributing to improving the lives of Canberrans on a daily basis.

Directly and indirectly, we lay the foundation for young minds to learn and develop. Whilst doing so we support, through our social enterprise model, social connection, health and well-being, personal empowerment and meaningful relationships. Ultimately, we seek to build a stronger community for the benefit of all.



The pages of this report tell stories that show how Communities@Work's social impacts create ripples that flow to the benefit of everyone in our community. We are proud that the support and services we provide are not only beneficial to our clients, but also their families and the broader community.

We have accomplished a great deal on several strategic fronts – most notably in strengthening our children's services, deploying technology solutions and in activating our new purpose-built facility in Holder.

Over the last year, we have placed increasing emphasis on being a centre of excellence in early childhood, education and care. We recognise that our children's services is the core enabler in making a significant social impact and this focus shapes our financial and growth decision-making.

We have also made substantial inroads in deploying technological solutions in our children's services, and across the rest of the organisation. This has yielded better records and data, improved and streamlined communication, engagement with families and provides a solid infrastructure for the future.

It has been an honour to serve as Chair of the Board this year. I wish to acknowledge the members of the previous Board for their service and for the amazing work that was done under their stewardship. My special thanks go to the previous Chair, Archie Tsirimokos, for his wise counsel and support.

Karen Curtis, Andrew Snaidero, Bernice Ellis and Dr Brian Babington have been appointed to the Board and we are excited about skills and professional qualities that they bring to Communities@Work.

I wish to extend my appreciation to the employees and volunteers of Communities@Work. It is because of you that we can grow Communities@Work's services to deliver outcomes that make Canberra a better and brighter community that cares for the well-being of all. In particular, I would like to thank the CEO, Lorcan Murphy, and the executive team for leading the organisation with such passion and dedication.

I look forward to progressing our vision for the future to set strategic goals to see us through the next decade. We will continue to find innovative and practical ways to respond to the changing needs of our clients, during what is likely to be a period of ongoing sector change. I am confident that, as we plan for the future, our service excellence in early childhood, education and care will continue to hold strategic prominence and support strengthening and deeper social impacts.

Alan Greenslade, Chair

Message from the CEO

I am truly humbled to lead the skilled, talented and dedicated people who work and volunteer for Communities@Work. It is thanks to you – our staff, volunteers, supporters and stakeholders – that it has been a year filled with so many rewarding moments.



These moments range from the many positive outcomes we achieve daily for our clients and our community, to the internal milestones we reached in our deliberate efforts to become more efficient and sustainable.

Over the past year, we invested in and rolled out a complete new ERP system. This fully integrated, streamlined and efficient system enables us to better manage core business processes, in real-time.

We took bold steps in achieving a revitalised, professional and leaner back-office team offering Finance and Administration, HR, Payroll, Quality, Business Development, Contract Management, Corporate Communication and Marketing functional support services across the organisation.

Our children's services resources and capability have been strengthened in line with our desire to being a centre of excellence in our children's services, and all our services have embraced new technology platforms in their daily operations.

We have optimised our administrative locations to provide support and service delivery from the Tuggeranong Community Centre, Gungahlin Community Centre and our Dixon Drive facility in Holder. This delivered greater space efficiencies, but also resulted in re-energised vertical teams in Children's Services, Organisational Support, Social Programs and our Transport, Disability and Seniors services.

The second campus of our Galilee School, of which construction was jointly funded by the Australian Government under the Capital Grants Program and Communities@Work, was launched. The purpose-built facility in Holder has adapted contemporary learning and teaching spaces which are open-plan, allowing for the natural flow of light and discussions between teams. Spaces within the building allow for a mix of teaching and learning styles to be accommodated. The new space offer an academically-focused yet flexible environment specifically for the Year 10 students, while students in Years 7, 8 and 9 are still based at the first campus in Kambah.

The Executive, Program Directors and Communities@Work team are proud of the work achieved and we are ready and eager for another year of great outcomes.

In conclusion, I wish to acknowledge and thank the Board and in particular our Chair, Alan Greenslade, for their wisdom and sage leadership during the past year.

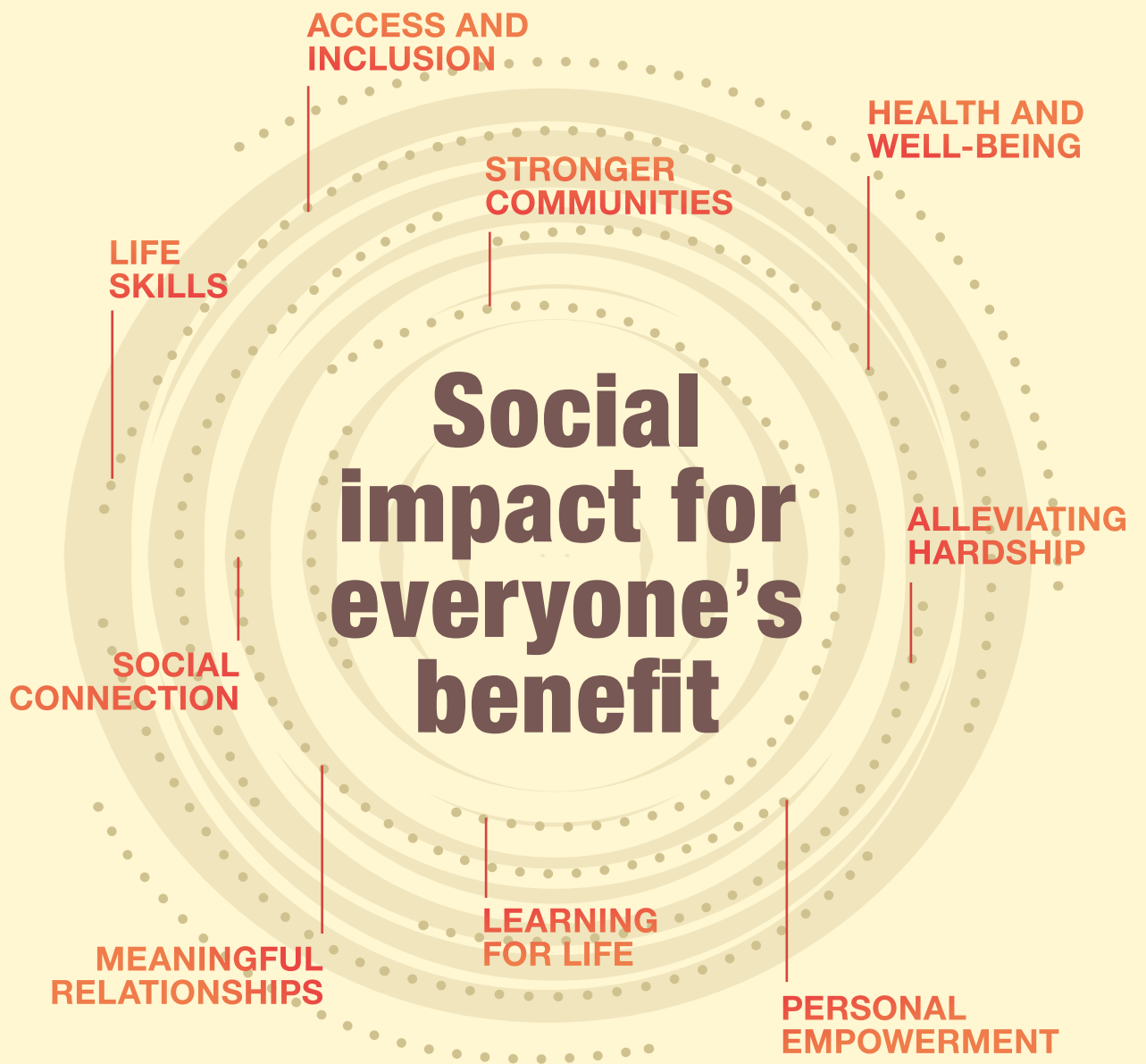
Lorcan Murphy, Chief Executive Officer

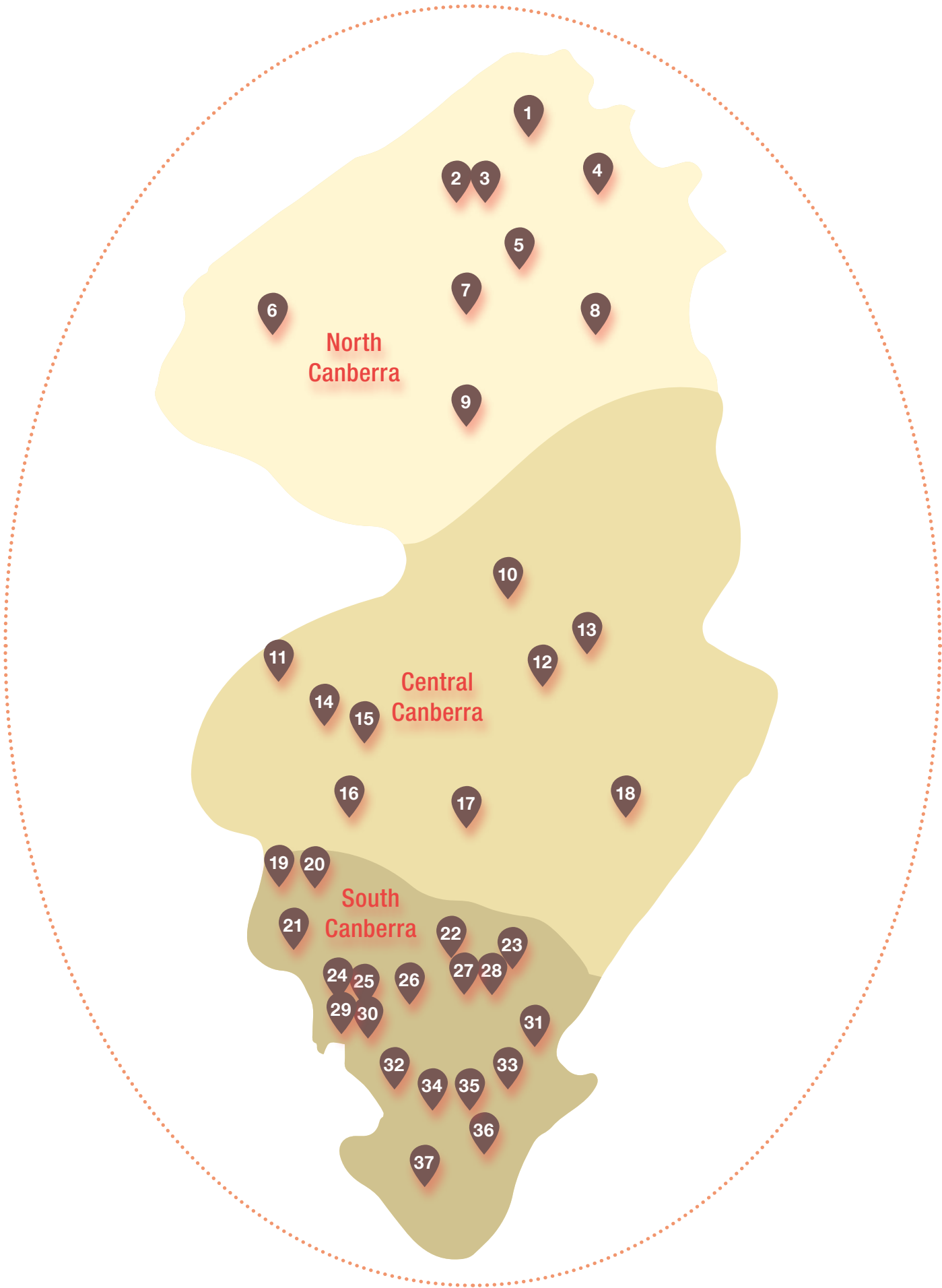
**At
Communities@Work,
our impacts reach far and
wide across the community.**

Whether it's something like driving an elderly community member to a doctor's appointment, or providing a home for a family escaping violence, the ripples of what we do are felt across the region.

Every time you select one of our children's services, you are not only making an excellent choice in early education and care, you are also helping us support another Canberran who is doing it tough. These fees-for-services directly enable us to provide food, accommodation, clothing and specialist secondary education to those most vulnerable, disadvantaged and disengaged in our community.

**That's what we call
a win/win!**





Our Service Locations



Family Day Care and In-home Care

Locations are spread throughout the ACT and surrounding region.

Out of School Hours Care Programs

(SHP) = School Holiday Program available

- 1 Amaroo School (SHP)
- 4 Neville Bonner Primary School (SHP)
- 2 Ngunnawal Primary School
- 8 Harrison School (SHP)
- 7 Palmerston District Primary School
- 6 Mount Rogers School
- 9 Maribyrnong Primary School
- 11 Charles Weston School (SHP)
- 17 Malkara School
- 20 St Thomas the Apostle School
- 22 Wanniasa Hills Primary School
- 23 Fadden Primary School (SHP)
- 26 Monash Primary School (SHP)
- 31 Caroline Chisholm School
- 35 Isabella Plains Early Childhood Service (SHP)
- 32 Bonython Primary School
- 36 Theodore Primary School
- 37 Gordon Primary School
- 10 Australian National University (SHP)

Early Education and Care Services

- 2 Ngunnawal Child Care and Education Centre
- 13 Abacus Child Care and Education Centre
- 12 Capital Hill Early Childhood Centre
- 18 Narrabundah Early Childhood Service
- 16 Stirling Child Care and Education Centre
- 21 Taylor Child Care and Education Centre
- 27 Appletree Child Care and Education Centre
- 28 Illoura Child Care and Education Centre
- 24 Tuggeranong Child Care and Education Centre
- 25 Greenway Child Care and Education Centre
- 33 Richardson Child Care and Education Centre
- 34 Isabella Plains Child Care and Education Centre
- 35 Isabella Plains Early Childhood Service

Galilee School

- 19 Kambah Campus
- 15 Holder Campus

Community Pantries

- 5 Gungahlin Community Centre
- 29 Tuggeranong Community Centre

Seniors and Disability

- 3 Ngunnawal Neighbourhood Centre
- 5 Gungahlin Community Centre
- 14 Weston Creek Community Centre
- 30 Southern Hub

Organisational Support

- 5 Gungahlin Community Centre
- 15 Holder
- 29 Tuggeranong Community Centre



Communities@Work

Children's Services

As the largest provider of children's services in the ACT, Communities@Work is a recognised leader committed to providing the highest quality early childhood education and care.



Leesa's view is simple *"This isn't my job; it's my life."*

Family Day Care

With over 100 educators, our Family Day Care scheme offers families the option of small group care in a home environment. Our scheme enables educators to run their own businesses, with the training and support of Communities@Work behind them.

Leesa gives children a great start

One of our educators, Leesa, has been running her Family Day Care service for eight years and cares for nine children each week. She likes to introduce them to as much diversity within the community as possible, organising special events and presentations from Aboriginal storytellers and African dancers to Army officers.

This year, Leesa started taking the children on fortnightly visits to an aged care home. “We’ve watched the children build up really strong relationships with the residents; it’s really beautiful,” Leesa says.

Through her innovative approach, the children in Leesa’s care are being equipped with the tools to be thoughtful and meaningful members of the community. “At this age they’re learning sensible life skills.”

For her commitment, dedication and passion, Leesa was named as a Regional Winner in the 2016 Excellence in Family Day Care Awards.

“Leesa absolutely loves the children in her care and provides over and above what is expected. Her contribution is outstanding.”

Parent



Our Family Day Care service is an award winning program, named the ACT and National Family Day Care Service in 2015 and 2016.

STRONGER COMMUNITIES

LEARNING FOR LIFE

MEANINGFUL RELATIONSHIPS

LIFE SKILLS

Early Education and Care

With 13 early education and care centres across the Canberra region, Communities@Work prides itself on providing quality care with a difference. Our focus is on empowering passionate and dedicated staff, encouraging a sense of belonging, building relationships with families and offering children an opportunity for play-based learning.

Richardson's sense of community

Our Richardson Early Education and Care Centre has been operating for over 30 years, priding itself on being an integral part of its local community.

Educational Leader Cherie has called Richardson home for the past nine years. "When I started, the educators were all so welcoming and comforting," she says. For Cherie, who was a very reserved person at the time, the mentorship she received from her peers inspired her to come out of her shell.

"I wasn't surprised when I figured out I wanted early education and care to be my career."

Lourdes has been working at Richardson for over 10 years and also considers Communities@Work to be "one big family". Her sons, now in their 20s, also attended one of our early education and care centres.

"As an educator, you're such an important part of the children's development," Lourdes says. "You help them build confidence and become socially and emotionally strong; you watch them transition from babies to toddlers to pre-schoolers and then see them go off to school. There's nothing like it."



Our Deputy CEO, Lee, started her career in an early education and care centre. Her two sons both attended Richardson and now so do her grandchildren!

LEARNING
FOR LIFE

SOCIAL
CONNECTION

MEANINGFUL
RELATIONSHIPS

STRONGER
COMMUNITIES



For Cherie, having her son at the centre with her is an added bonus ***“There’s great flexibility, connection with the community and a real sense of family here.”***

Communities@Work

THANK YOU!

Your thoughts will help inform
the future of education.



If I could change
one thing about
school or learning
it would be



Many of the ideas from
students focus around
creativity, collaboration
and critical thinking.

Communities@Work

Out of School Hours Care and School Holiday Programs

Communities@Work offers 16 Out of School Hours Care programs and 9 School Holiday Programs across Canberra. Children are encouraged to meet and make new friends, try new things and enjoy a variety of different activities – including sports, incursions and excursions, music, cooking, gardening, arts and crafts.

Turning to the future of education

Across our Children's Services, we are exploring the future of education. This year, our Out of School Hours Care program at Harrison School participated in the ACT Education Minister's 'Future of Education' project.

A video booth was set up to hear directly from the students on their thoughts about school.

Communities@Work values the voices of children and participating in the 'Future of Education' project aligned with our philosophy that children's opinions are important.



Focus on fun

The School Holiday Programs are curated from a large selection of possibilities designed to cater to all children.

This year our School Holiday Programs have offered ice skating, making tie dye t-shirts, magic shows, dance workshops, cooking classes, trips to the movies and the circus, swimming, bubble sports and more. Each day offers a new experience that children may not have the opportunity to try at school.

Over the duration of our School Holiday Programs, the coordination team visit the different services, engaging in conversation with the children to find out the highlights, lowlights and reasons why. This feedback is then incorporated into the next School Holiday Program.

ACCESS AND INCLUSION

LIFE SKILLS

SOCIAL CONNECTION

MEANINGFUL RELATIONSHIPS



Communities@Work

Qualifications & Professional Learning

Communities@Work's Registered Training Organisation (RTO 88148) specialises in delivering nationally recognised early childhood education and care qualifications and professional learning opportunities to support rewarding careers in children's services.

Qualifications and Professional Learning

Our Ascend program is a unique 12-month traineeship program designed to give students all the support, education and opportunities needed to launch a career in early childhood education and care.

Ascending with on-the-job training

Our students can focus all their energy on obtaining their qualification without having to worry about paying the bills. We take the financial stress out of studying – Ascend is a structured, fully paid for, on-the-job development program. That means that students who meet all the requirements will not only be paid while they complete their qualification, but will also have the cost of their qualification covered.

“Ascend is so much more than study,” graduating student Cloe says. “It’s made me grow as a person.” Cloe had no idea that when she went for her first ever interview for her first ever job, she’d be presented with a career.

“I’ve found my career,” she says.



Ascend offers the **Diploma of Early Childhood Education and Care and the Certificate III in Early Childhood Education and Care.**

Both Cloe and Sharlene have completed their Certificate III and are enrolling to continue with the Diploma in Early Childhood Education and Care.

LEARNING FOR LIFE

PERSONAL EMPOWERMENT

LIFE SKILLS

SOCIAL CONNECTION



For Sharlene, Ascend has changed her perspective of the early childhood education and care sector. ***“I didn’t realise the importance of what we do until I got in this job. We have a great impact on children as they’re growing up; we’re teaching them life skills and we’re a vital part in their early lives.”***



Communities@Work

Essential Services

Communities@Work provides a suite of quality community services that empower people to create better futures by fostering independence, resilience and social connection.



Harley loves volunteering at the community pantry because he feels like part of the team.

Communities@Work

Disability Programs

Our disability programs provide opportunities for people of all ages and abilities to be valued members of their community.

Harley and Stewart tackling fitness

Our client Harley recently decided to lose some weight and has been working with his Communities@Work support worker Stewart to reach his goal. We worked with Harley on healthy eating workshops, cooking programs, finding a personal trainer, exercise and life skills.

Over the past year, Harley has lost over 25kgs by attending the gym, swimming and completing mini workout sessions at local parks. He has been eating healthy meals and has cut out soft drinks – except one after his weekly swim!

Harley also began volunteering at our community pantry to learn some skills for possible future employment. These have been big steps for Harley, whose confidence was very low.

Stewart and Harley have a great working relationship. Stewart is proud of his role as a mentor for young adults and teens, empowering them to be able to achieve great things.



Client favourite: art and craft

There are always a lot of new and exciting activities to choose from, but art and craft has always been a client favourite!

Darin, a regular client with the Adult Disability program, particularly likes creating mosaics. She says that the art and craft activities make her feel relaxed and happy, and that using her creativity makes her proud.

ACCESS AND INCLUSION

LIFE SKILLS

PERSONAL EMPOWERMENT

HEALTH AND WELL-BEING

Seniors Programs and Transport Services

We offer a variety of social and recreational activities for men and women to socialise and have fun over a hot lunch. From exciting excursions to informative talks, art and craft, and just time to chat, our seniors programs have something for everyone. Plus our transport services are on hand to support our clients' community access needs.

Georgina is making the senior's group fun

When Georgina became a widow and the days grew long and lonely, she was encouraged by her daughter Denise to join a senior's group. Though daunting at first, Georgina now attends twice a week and has made a great group of new friends – even reconnecting with a friend she used to work with 30 years ago.

“We go on excursions and have a nice lunch and they're all so supportive and caring,” Georgina says. “They don't make you feel like a little old lady.”

Denise says that she's been very impressed by the range of activities on offer for her mother at the senior's group.

“It was nerve-wracking to take that first step, but now I look forward to it,” Georgina says. “The days don't seem so long anymore.”



Martin and Jane have built up a strong, trusting relationship with their activities facilitator Pene.

HEALTH AND WELL-BEING

ACCESS AND INCLUSION

PERSONAL EMPOWERMENT

SOCIAL CONNECTION



“It’s a really good peace of mind for me, knowing that she’s going out somewhere safe, that’s fun, and she’s getting that social interaction is really great. Mum’s almost like her old self again.”



On average, we receive 3,500 visits to our pantries at Tuggeranong and Gungahlin each month. This number increases significantly over the Christmas period.

Communities@Work

The Essentials

We provide a suite of essential services to empower people to create better futures by fostering independence, resilience and social connection.

Clothing

Our partnership with Canberra Institute of Technology’s ‘Return to Work for Women’ program provides their students with suitable work wear.

“The surprising thing for me was coming out with a whole new work-appropriate wardrobe,” says student Jenny. “I thought I’d just get one outfit.”

On her visit to our clothing program, she was pleased to discover a wide range of items to choose from. “There was a good mix of brands and quality clothing; some even had the original tags attached,” she says. “I was made to feel very welcome. The volunteers were very knowledgeable and suggested styles and colours to suit me.”

Accommodation

Anna came to us needing a house. With three young children, Anna had split from her abusive partner, who had left her in a lot of debt and eviction from their home. Juggling a nursing degree, motherhood and trying to support her family, Anna was overwhelmed. She was referred to us through OneLink and within 24 hours of meeting her, she was given the keys to her new home. We’ve been able to link her with other support services and now Anna is getting back on her feet.

Food

Year 7 student Ben decided to collect cans for our community pantries as a school project. He rallied his local community together to help and ended up donating over 300 cans; something he plans on continuing each year. “I think the pantries are really smart because families can choose what food they want,” he says.



“I’m not doing it for myself, I’m doing it for others. It’s really important that everyone has enough food.”

Year 7 student Ben

ALLEVIATING
HARDSHIP

HEALTH AND
WELL-BEING

SOCIAL
CONNECTION

ACCESS AND
INCLUSION

Education

Our school provides secondary education to young people for whom mainstream schooling has not succeeded.

Changing their worlds with education

“I didn’t like school very much prior to going to Galilee,” a Year 10 student says. Through conversations with students at the school, it is clear that large class sizes were a common reason they struggled to concentrate. Communities@Work’s Galilee schooling experience is unique. Class sizes are smaller and there’s a lot of additional support for students, from both teachers and youth workers.

“At times, school is still not easy but with the help I have at Galilee I feel like it’s more achievable,” the student says. “College is now an option for me, however I know that it will be difficult and I will miss the support that Communities@Work gave me.”

Head of Student Support, Joel, has seen a lot of growth over the years. “With growth, there is a greater opportunity to help more students.”

This year has seen the expansion of our school to a second campus. The Holder campus offers a more academic atmosphere for our Year 10 students, to make the transition into further education or the workforce easier.



“Our aim is for students to have a sense of belonging here.”
Cassandra, Campus Coordinator



In 2016, 10 students graduated with their Year 10 certificate.

Pictured (left to right)
Cassandra, Campus Coordinator
Joel, Head of Student Support
Tony, Teacher

LEARNING FOR LIFE

STRONGER COMMUNITIES

ACCESS AND INCLUSION

PERSONAL EMPOWERMENT



“With the support and encouragement from the teachers and youth workers, I have a newfound confidence in myself to face my challenges and fears.”

Year 9 student (not pictured)

We worked with Canberra Transition Town, coming together with other community and environmental organisations.

A woman with brown hair tied back, wearing a dark top and a grey scarf, is smiling and holding a white sign. The sign features a hand-drawn thought bubble with the text: "I'm dreaming of a zero waste Canberra. (and Australia... and the Earth)". The background shows a whiteboard with a complex mind map and some yellow sticky notes.

I'm dreaming
of a zero
waste Canberra.
(and Australia...
and the Earth)

Community Development

In our Community Development we use a holistic approach to work with new, emerging and existing communities to build stronger and safer neighbourhoods with a real sense of community.

At the forefront of new communities

Our New and Emerging Communities program assists in delivering Mingle, a community development program, which has a very strong focus in Bonner and the Molonglo Valley.

Communities@Work uses an Asset Based Community Development approach. Working with the community to develop a resident's group, much of the decision-making around events and activities happens collaboratively.

“The involvement of Communities@Work in the support of the Suburban Land Agency’s Mingle program has been key to its success,” Molonglo Valley resident Tim says. “Karen, Communities@Work’s Community Development Officer, has been a much needed connector of ideas, people and resources – she helped us lay the foundation to developing a vibrant and healthy community in the suburbs of Wright and Coombs. We still have a long way to go, but I feel that the involvement of Communities@Work at this early stage has set us on a positive and practical path that will be sustainable into the future.”



In the last year, we’ve assisted with community garden projects, workshops, BBQs and morning teas, Neighbour Day and the development and installation of a shared ‘book box’.

STRONGER COMMUNITIES

SOCIAL CONNECTION

MEANINGFUL RELATIONSHIPS

PERSONAL EMPOWERMENT

Community Development

Donuts with a difference

This year we've joined forces with local business, Krofne, to create meaningful employment opportunities for people with special needs.

In just over a year, Krofne has taken Canberra by storm! Danijela and John wanted to create an opportunity for employment for their son, Anthony, who has Down syndrome. Their handmade Croatian treats are widely recognised – as is Anthony's friendly smile as he assists in the production, sale and distribution of the donuts each week.



Communities@Work has been involved in Anthony's life for some time, as he attends the Teens After School Disability Program, but when CEO Lorcan Murphy heard about the family's social enterprise, he wanted to help. He's been working with Danijela to grow her business. As a result of our partnership, Krofne has been able to relocate the production of their sweet treats to our commercial kitchen at Tuggeranong Community Centre, free of charge, and have had business and marketing mentorship and support.

Together, Krofne and Communities@Work is making a difference.

Celebrate Gungahlin

The Celebrate Gungahlin Festival receives more than 5,000 visits each year. It showcases the achievements of the Gungahlin community and serves as a platform for building stronger networks to connect that community. The festival has become the biggest event on Gungahlin's calendar, and is great fun for the young and young-at-heart.

The festival provides an array of exciting entertainment and a selection of scrumptious food options. A variety of performances span different genres, reflecting the community's rich cultural diversity.

ACCESS AND INCLUSION

LIFE SKILLS

STRONGER COMMUNITIES

PERSONAL EMPOWERMENT



Of the Celebrate Gungahlin visitors surveyed this year, 97% said that the festival is a positive event for the Gungahlin community, with 82% saying they would definitely come again.



Communities@Work

Our Supporters

Communities@Work values the generous support of many volunteers, donors, sponsors and partners who make a difference to the lives of thousands of people in the community each year.

Our Volunteers

We couldn't achieve half of what we do without the help of our generous cohort of volunteers. From organising the community pantries, to driving our buses, to working in our Best Dressed Store – our volunteers make a genuine difference in the lives of thousands of Canberrans.



Creating a community

When Kala saw a gap in the services available specifically to Fijian-Indian seniors, she approached Communities@Work with the idea to start a community group. Now a year on, over 20 people meet every week to share their experiences, food and friendship with Kala.

"I realised there are so many people in my culture who need assistance," she says.

She volunteers her time to ensure that each week the group have new activities to try, interesting guest speakers to listen to and exciting excursions to go on. "Four hours are gone just like that and we look forward to the next one," Kala says.

Without the group, these men and women may have continued to be culturally and socially isolated.

Derryl has been volunteering with us for a year, doing weekly pick-ups of donations for our food clothing programs. "I know how much community organisations rely on volunteers," he says. "I've had a good life; when I've needed help, there's been help. You feel good, knowing you're making a contribution to something that is helping a lot of people."



If you'd like to volunteer with us, visit commsatwork.org/volunteer

STRONGER COMMUNITIES

SOCIAL CONNECTION

ALLEVIATING HARDSHIP

PERSONAL EMPOWERMENT



“We’re like one family now. There are strong ties and friendships and we enjoy the company. As a culture, our voices are heard by Communities@Work.”

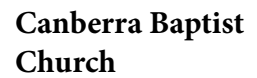
Kala

Communities@Work



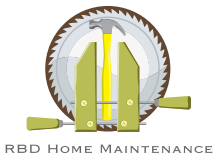


We gratefully acknowledge the support we receive



Canberra Weekly







Communities@Work

Our Staff

With over 700 staff members across the organisation in a variety of roles, Communities@Work is proud to be an employer of choice.



“Communities@Work has given me a massive amount of opportunities to be able to progress my career.”

Communities@Work

Our Staff

We take the time to invest in our staff, knowing that it will ultimately benefit both staff and the organisation. Our employees work for us because they are proud of the difference they are making in the community.

A chance for career progression

Brynn started with Communities@Work as a casual educator five years ago. “It was just a casual job,” Brynn says. “Previously I was a truck driver. But slowly the passion built and I took opportunity after opportunity that came my way.”

He has progressed from a casual educator to assistant manager. He has completed his Certificate III and Diploma in Early Childhood Education and Care, and is currently on a Communities@Work scholarship to complete his Bachelor in Education. “Being supported by Communities@Work to complete my education has made it a lot more achievable,” Brynn says. “I can’t see myself doing anything else.”

For Brynn, his favourite thing about working in early education and care is being a good role model.



Across the organisation, our staff are dedicated and passionate about the work we do here. Even our families get involved!

**PERSONAL
EMPOWERMENT**

**LEARNING
FOR LIFE**

**STRONGER
COMMUNITIES**

**MEANINGFUL
RELATIONSHIPS**

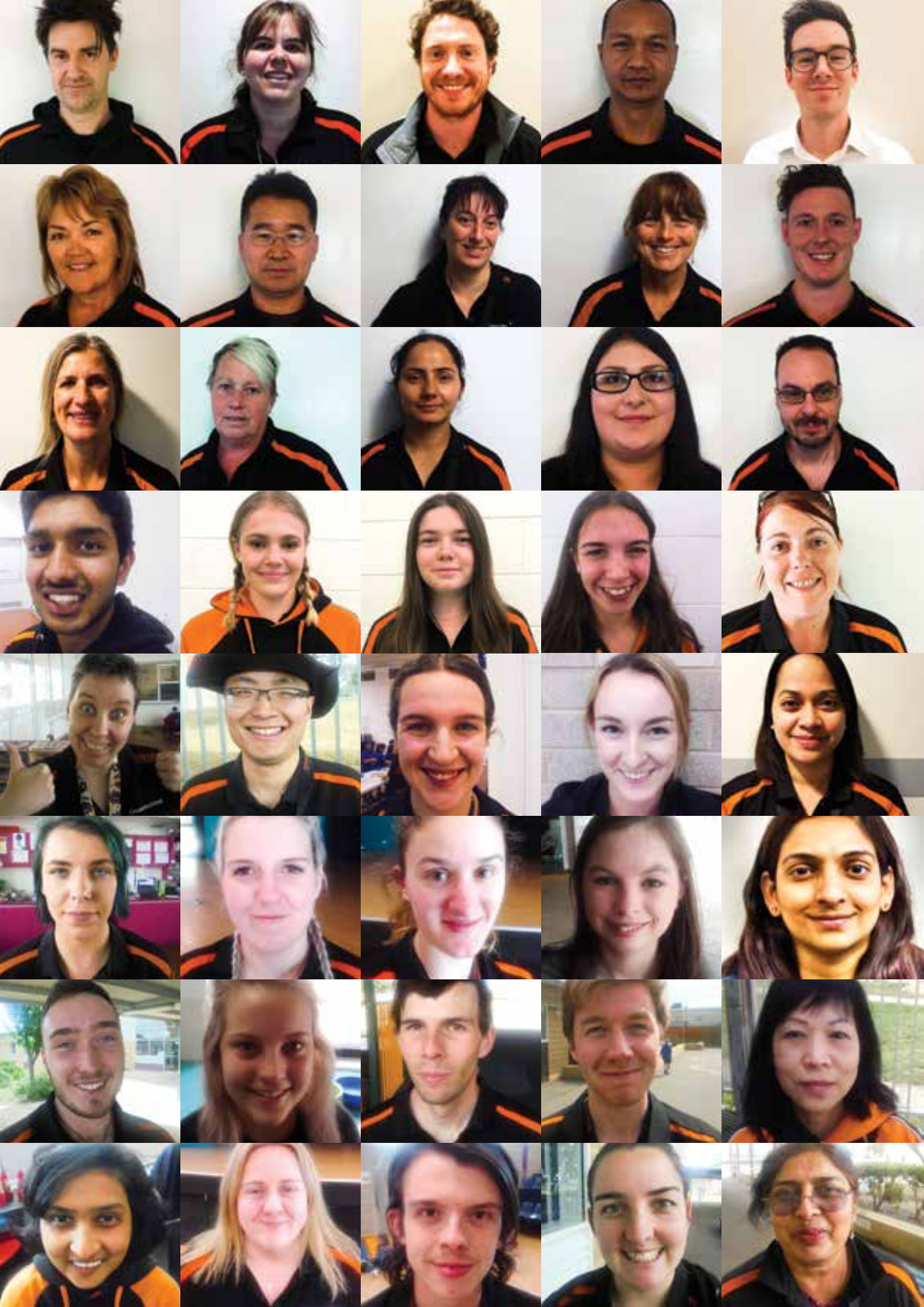
“Great things are done by a series of small things brought together.”

Vincent Van Gogh

At Communities@Work we have 700+ staff doing great things, here are some of those faces...











Communities@Work

Financial Report

As a social enterprise, Communities@Work's surplus for purpose philosophy enables the revenue from our children's services to directly assist Canberra's most vulnerable and disadvantaged.

Income received from Government grants and fundraising make up less than 17% of our total income, meaning that we rely on our fees-for-services to directly support our community.

Financial Report

The Board and Executive of Communities@Work have implemented several major reforms during the year, aimed at modernising its systems and processes, and realising efficiencies to its back-office services.

Disparate data collection models and systems were streamlined into an integrated ERP system during the year, covering the major elements of Finance, Payroll, Human Resources and Children's Services. Data capture technologies were installed into all Early Childhood Centres and School Aged programs - improving the speed and reliability of staffing and child attendance records.

The Executive oversaw the restructure of its back-office services. Whilst this program negatively impacted the operating result in 2016/17 to the value of \$820K, the ongoing savings to the organisation will be in the order of \$1.7M per annum.

The opening of our Dixon Drive facility in Holder, ACT has created a modern, purpose-built facility for our Corporate Services, Communications and Human Resource teams. The Year 10 Campus of the Galilee School is also based at Dixon Drive, as are several function rooms for community service providers to use. Whilst the building of this facility has meant that the organisation has taken on debt for the first time in its history, we have an excellent asset that will benefit Communities@Work for many years to come.

Statement of Comprehensive Income For the Year Ended 30 June 2017

	2017	2016
	\$	\$
Revenue	34,287,024	34,773,535
Gain on disposal of assets	312	21,646
Administrative and other expenses	6,735,629	6,714,079
Depreciation and amortisation expenses	598,490	440,395
Employee benefits expense	28,664,703	28,000,563
Surplus/(deficit) before income tax	(1,711,486)	(359,856)
Surplus/(deficit) for the year	(1,711,486)	(359,856)
Other comprehensive income	-	-
Total comprehensive income/(loss) for the year	(1,711,486)	(359,856)

Statement of Financial Position
As At 30 June 2017

	2017	2016
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	79,543	3,541,539
Trade and other receivables	1,818,671	1,564,096
Other financial assets	1,026,932	1,000,000
Other assets	212,357	65,387
TOTAL CURRENT ASSETS	3,137,503	6,171,022
NON-CURRENT ASSETS		
Other financial assets	1,000	1,000
Property, plant and equipment	7,436,964	6,920,863
TOTAL NON-CURRENT ASSETS	7,437,964	6,921,863
TOTAL ASSETS	10,575,467	13,092,885
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	2,310,957	2,596,075
Financial liabilities	1,847,779	1,641,228
Other liabilities	506,462	761,793
Provision for employee entitlements	1,315,058	1,885,728
TOTAL CURRENT LIABILITIES	5,980,256	6,884,824
NON-CURRENT LIABILITIES		
Financial liabilities	98,636	-
TOTAL NON-CURRENT LIABILITIES	98,636	-
TOTAL LIABILITIES	6,078,892	6,884,824
NET ASSETS	4,496,575	6,208,061
EQUITY		
Retained earnings	4,496,575	6,208,061
TOTAL EQUITY	4,496,575	6,208,061

Statement of Cash Flows
For the Year Ended 30 June 2017

	2017	2016
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from government, customers and others	34,517,773	34,800,156
Payments to suppliers and employees	(36,253,487)	(35,467,782)
Interest received	57,335	135,152
Interest paid	(104,830)	(12,942)
Net cash provided by/(used in) operating activities	(1,783,209)	(545,416)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from sale of plant and equipment	58,555	73,727
Payments for property, plant and equipment	(1,975,581)	(4,199,261)
Proceeds from investments	-	1,000,000
Payments for investments	(26,932)	-
Net cash provided by/(used in) investing activities	(1,943,958)	(3,125,534)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Proceeds from borrowings	421,400	1,641,228
Repayment of borrowings	(156,229)	-
Net cash provided/(used in) financing activities	265,171	1,641,228
Net increase (decrease) in cash and cash equivalents held	(3,461,996)	(2,029,722)
Cash and cash equivalents at beginning of year	3,541,539	5,571,261
Cash and cash equivalents at end of financial year	79,543	3,541,539



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