



Minutes of the ACA Victoria 2023 Annual General Meeting

11.00am, Wednesday 22 November 2023
Veneto Club, Bulleen

Attendance

Present	45 attendees
Apologies	Nick Moutzouris

1. Welcome and acknowledgement of country Tonii Tran

Today we recognise and celebrate the contributions of the Aboriginal and Torres Strait Islander peoples as the first peoples of Australia, including their role in the education and care of children. We pay our respects to the Aboriginal and Torres Strait Islander cultures and to their elders past and present.

Firstly, I'd like to thank our members for your continued support and patience as we navigate workforce challenges, industrial relations, and national framework changes, securing strong suppliers and partners, provision of relevant professional learning opportunities and new funding projects to improve our sector.

For our AGM, we have a quorum today, with six proxies and 36 providers in attendance.

I'd also like to thank Melinda Ackerman from Nino, she will be our volunteer returning officer who will supervise the counting of the votes.

2. Acceptance of the 2022 AGM Minutes Tonii Tran

Tonii requested that the minutes from the 2022 Annual General Meeting on 18 November 2022 be accepted as true and correct.

Moved by Brooke Eerden

Seconded by Sally Orr

3. Sponsor presentation Rose Wardle, Child Care Super

Childcare Super has agreed to enter a strategic partnership with Future Group from group products and services, both members and employers. Our branding will remain as Childcare Super.

Future Group are a collective of super funds and financial services dedicated to a single cause to use the Power of Money to invest, advocate and campaign for a future worth retiring into. The goal of Future Group is to accelerate childcare super to help Australian women and men to understand, grow and protect their super to help close retirement gap and create a better future.

This change to Future Super takes place on 14 December 2023. Within that first month, our members will receive a reduction in fees. What does this mean for our employers and members? We are committed as ever to continue supporting the ECEC sector - we've become exclusive partners with ACA National. There'll be no change to you as employers' associations.

4. President's Report

Tonii Tran

We have started the 2022-2023 financial year with great hope and vision. However, we have produced a very disappointing financial result due to a combination of factors. Our treasurer, Sam, will provide you with more details shortly.

Since my tenure as president, we have transitioned from 13 team members to 5. I would like to thank our past team members for their hard work and dedication. I'd also like to thank Keely McNamara as well, who was our outgoing GM.

In terms of our existing team members, a huge shout out for their dedication to our vision and commitment that they have shown throughout this challenging year as well.

Huge thank you from the board and from the members for your work. We have landed with a great team, and I am very confident that they will bring us together and help us thrive.

We are building upon our sector suppliers and partners to be able to provide our members with a wide range of opportunities to improve your services. And one of our partners, Rose from Childcare Super has spoken to you today about the benefits of our partnership.

We have suppliers ranging from catering, groceries, resources and equipment insurance and superannuation. We're also currently strengthening our relationships with our Tasmanian members to help with their advocacy, their member benefits, workforce initiatives and professional development. We are organising a Tasmanian conference next year as well.

We are developing our professional learning calendar and events for next year. This will include our PD workshops at our Oakleigh office, 'what's on your mind', which is hosted by our board members, as well as a leadership retreat in the city and a two-day conference.

Our Open Door events have proven successful and these will continue into 2024.

We are currently finalising our Child Information Sharing Scheme project, with our last webinar on the 1st of December. And that will follow with the Q&A session which will be represented by the Department as well as Orange Door.

We look forward to renewing our kinder funding to support children's access to kinder through long daycare, and we are currently undertaking gap analysis to help develop a self-paced interactive web-based learning management system, that's starting next year.

We have our workforce planning project. And that's underway now with the assistance of Community Childcare to develop a web-based learning platform to help our members prepare for their own strategic workforce plan. This will include modules that will talk to SWOT analysis, understanding your future needs and wellbeing supports for your educators as well.

And then our latest project, that will begin in 2024 is related to the Best Start, Best Life Reforms. This will support our members to implement 3-year-old kinder and transition us to the pre prep by 2025. And that's through a range of change management activities.

These project grants will help support our members and provide benefits in the long term for our sector.

They'll also provide ACAV with regular income streams, so that's good for our financials too.

Lastly, I'd like to thank our board members for their contributions and support this year, some of which are here today. So, we have Brooke, Sarah, Sally, Paul, Sam, Nicole and Jenny, with Nick unable to attend today.

We would especially like to thank Paul Mondo for his work with ACA national and his great work with advocacy for Victoria and nationally.

5. Treasurer's Report

Sam Rosenberg

The financial year 2022 to June 2023 was a challenging time for us. And extremely disappointing in the outcome - the loss of \$611,000. Our prudent activity over the previous years let us withstand that loss and keep the organisation solvent so we can move forward.

The Board made decisions in good faith and based on information that we together reviewed. We agreed that we couldn't achieve the budgets that we had set for ourselves.

We engaged a new CEO who brought in some amazingly innovative ideas and concepts, wanted a team to support the delivery of those innovations and programs. And that meant we expanded from a team of about 3 to 12 in a matter of four or five months. By the time we got to October 2022, we had a full complement of staff with varying qualifications in the areas of communications, marketing, membership services, administration, and event management.

We did this with the right intention. We were going to expand; we were going to create a whole range of new activities and programs for the benefit of our members.

The team has done an amazing job in gathering new sponsors. We have major sponsors such as Childcare Super and Office Works.

Our internal team increased that group from about 5, 18 months ago to somewhere in the range of 50 now.

The ACA Victoria team has now reduced from 13, a year ago, back to a core of 5 people. And we also have reigned in our most recent budget. We have tempered our expectations for our conference.

Our plan is to take the activities that we can do that might have smaller profits but are more achievable, attainable, and avoid overreaching.

We think that with the right profile, choosing the right venue and watching our costs, we will achieve our budgetary outcomes.

On top of that, we now have a new stable increase from project grants from the state government, supporting their push for implementation to changes to the early childhood sector.

We believe that we will finish the 2023 year with a modest profit.

Sam requested that the Finance Report for 2022-2023 year be accepted as true and correct.

Moved by Paul Mondo

Seconded by Tonii Tran

6. Advocacy Report

Paul Mondo

It has been a huge year in advocacy for the early childhood education sector. At a Federal level, we have completed around 20 different submissions so far this year, with at least another four to go between now and Christmas.

Two significant bits of work are the ACCC report, which has received a fair bit of media coverage over the last year. The ACCC looked at what profitability levels were like in the sector, looking at viability concerns, looking at the cost, looking at consistency.

The ACCC released two interim reports, one in June and one in October.

The ACCC report doesn't show that the sector is gauging profits. It doesn't show that there's a difference between private and not-for-profit providers in the increase of fees. It shows that the most recent report showed that for the four years from July 2018 to June 2022, that wage operating costs increased by 28%. And that fees in that area increased by 20%, which effectively just covered increase in cost in wages through that time.

It also showed that the sector acts responsibly by large. It showed that the sector is doing things at a reasonable level. It showed that regardless of the governance type people were setting fees in the same way. Broadly, it was an assessment, more of large providers than small providers.

A submission was made in response to the October report. The final report is to be presented to government at the end of December this year.

ACA are working with Nigel Ward from ABLA as the enterprise agent in relation to those negotiations with the supportive bargaining claim. We are four meetings into those negotiations now.

It is a technical phase, there is an industrial process wrapped around in the advocacy campaign. The advocacy campaign included us going to Parliament, last week with the UJU and the two community peaks who were part of this process to stress the

government the urgency that of both timing of funding and a commitment to funding because that process will succeed or fail based on what the government chooses to fund.

We would like to see is that supportive bargaining authorisation and negotiation completed by about late February, early March for an implementation date of 1st July next year.

The next two months will be critical for that. And we're all really waiting in favor for us for government to make a commitment on a couple of things.

One: is it going to fund something firstly? Secondly: how much is it going to fund? Thirdly: what does it include in that funding? Does it include just the wage rise? Does it include on costs? Does it include all these other things there? When we get those thresholds addressed, we can finish the negotiation and agree what the end outcome looks like from there.

7. Declaration of vacancies

Jessica Seddon

It's an exciting time for ACA Victoria, this is the second year we've had to take the election process to a vote. We have 12 nominees with only nine positions to fill. Prior to today, we received six proxies.

I would like to call on Melinda Ackerman to act as Returning Officer, and Sarah Matheson will be the Scrutineer for today's election. Thank you, Melinda and Sarah.

Adjournment for voting

8. Assessment and Rating presentation

Greg Norton
Department of Education

Presentation included an overview of Introduction to QARD and Regulatory Overview, NQF changes from 1st October 2023, and Assessment and Rating- The Victorian approach to refine the process.

Assessment and Rating Key Improvements

- Introduction of greater use of partial reassessment and reduced notice periods for assessment and rating.
- Enhanced focus on the service's QIP as part of its continuous quality improvement.

9. Announcement of Appointed Executive Board

Jessica Seddon

Before I announce the new board, on behalf of everyone at ACA Victoria I would like to say a huge thank you to the 2022-2023 board for their contribution over the last 12 months. As you know, the board positions are voluntary, and our previous board executives have worked tirelessly over this year to support the organisation and us in the team. Thank you.

Voting has now been finalised and I'm pleased to announce the new executive board members for 2023- 2024:

Tonii Tran

Paul Mondo

Sam Rosenberg

Jenny Kearney

Sally Orr

Brooke Eerden

Nicole Llewellyn

Nick Moutzouris

Sarah Tullberg

Thank you to Belle Spillman, Hamish Rotstein and Shan Kuo who were unsuccessful in this election.

Following the vote, an Executive Board meeting was held to appoint the office bearers' for the coming year.

I am pleased to announce:

President – Tonii Tran

Vice President – Nicole Llewellyn

Treasurer - Sam Rosenberg

Company Secretary - Sally Orr

Meeting closed at 12.05pm