

**Meeting:** ELAA's 30<sup>th</sup> Annual General Meeting

**Date:** Thursday, 18 November 2021

**Time:** 6.30pm

**Present:** Please refer to Attachment 1 for a full list of those present.

**Apologies:** Please refer to Attachment 1 for a full list of apologies provided.

## 1. Host: Lynsey Leong Welcome

Lynsey provided a warm welcome to all present, covered a number of items of housekeeping:

- Attendees were asked to place themselves on mute to minimise any sound disturbances.
- Attendees were asked to provide their name, title and the name of their organisation in the chat function to inform our records of attendance.

## 2. Welcome and Acknowledgement of Country

"ELAA acknowledges that this meeting is being held on the traditional lands of the Woiworong people of the Kulin nation and I pay my respects to elders past and present. I would also like to acknowledge the traditional lands wherever you may be from around Victoria and extend our respects to Aboriginal and Torres Strait elders here tonight. We recognise the strength, resilience and capacity of Aboriginal people who have been raising and educating children on this land for over 60,000 years."

Acknowledgement to the Board Members of ELAA, ELAA members, representatives from the Department of Education and Training, guest speakers, stakeholders, partner organisations, life members, and staff who are joined the evening.

## 3. Minister for Early Childhood Education: Minister Ingrid Stitt

Pre-recorded video was played

- Minister Stitt welcomed everyone to the AGM and acknowledged Aboriginal and Torres Strait Islanders present. Minister Stitt explained why she was not able to attend in person, she was sitting in Parliament.
- The Minister acknowledged Carol Allen as ELAA's first executive director between 1993 and 2002, Grant Boyd the current chair of ELAA's board, all board members, ELAA's chief executive officer David Worland and all of the other hard-working kindergarten leaders, parents, committees and Early Years Management Services staff.
- Minister Stitt thanked ELAA for all their hard work over the past 20 months

- The Minister recalled how volunteers Mark Stevens and Carol Western and other who worked tirelessly with other parents to ensure kindergartens survive the economic recession of the late 1980s.
- Over 30 years ago they founded the Parent Action for Kindergartens, the group grew and in 1991 the organisation that is now ELAA was launched by Victorian Premier Joan Kirner at the Collingwood Children's Centre.
- ELAA's work and dedication has ensured that kindergartens have not only survived but thrived
- The Minister congratulated ELAA on three decades of successful advocacy for equity and excellence in early childhood education and care sector
- ELAA represents 1200 not-for-profit services right across Victoria
- The Victorian Government highly values the strong collaborative relationship it has with ELAA, proud to be working in partnership with ELAA to deliver shared ambition to make Victorian kindergartens bigger, better and fairer, including the rollout of 3-year-old kindergarten
- This year, 15 more regional local government areas joined the rollout of three-year-old kindergarten and now 2500 children are enrolled at more than 170 services
- ELAA members played a significant part in leading this nations reform, from 2022 all children across the state will have access to 2 years of funded kindergarten
- The sector has been under enormous pressure introducing this landmark change during the global pandemic, and the challenges of the COVID 19 restrictions.
- The Minister thanked ELAA members for their determination and creativity in keeping children and families engaged in kindergarten during a global health emergency
- The Minister thanked ELAA for their advocacy for mandatory vaccinations, and the sectors determination to keep children and staff safe
- Victorian Government will continue to support kindergarten services with COVID safe arrangements and support, it recognises the importance of early childhood services for children and their families, but also the State's economic recovery
- Moving forward as one of the most vaccinated places' in the world, the Minister looks forward to a less disruptive 2022
- Minister Stitt wished ELAA all the best for rest of the year and congratulated ELAA on 30 years of outstanding work.

#### **4. Confirmation of Minutes of Previous AGM by Grant Boyd - ELAA President**

ELAA President, Grant Boyd declared the meeting opened at 6.40pm with the required quorum.

The President provided apologies on behalf of Aileen Ashford

The President asked whether any changes needed to be made to the 2020 Annual General Meeting minutes.

**Motion:** That the minutes of the Early Learning Association Australia Annual General Meeting 2020 be accepted as a true and correct record.

The ELAA Constitution 18 (2) states that A resolution put to vote at a general meeting shall be decided on a show of hands or by ballot, as determined by the Chairperson of the meeting. Given this year's AGM was held virtually, members were provided with an opportunity to make note of any dissention of this motion or to choose to abstain by typing in the Zoom chat. As no comments were made in the chat by members, the President declared the motion carried.

## **5. Keynote speakers: Carol Allen KPV's first**

Carol was KPV's first Executive Director of ELAA from 1993- 2002. She was awarded ELAA Life Membership in 2003. Carol is currently President of the Rotary Club Mt Martha

- Carole joined the KPV Board shortly after their first parents meeting in 1991 and took on the role of Executive Director after leaving the City of Know where she was the Manager of Children's Services
- KPV was established in a time of extreme changes. Kindergartens although managed by parent committees in name only. The State Government paid the staff and managed all their entitlements such as super and long service leave. Kindergarten teachers worked a 40-hour week with 50% of their time allocated to preparation and planning. They had two groups of children receiving 10 hours of kinder a week.
- The 2 major changes the Government wanted to see were;
  1. Increase the hours of children's attendance and
  2. reduce the risk and liability of being the legal employer of preschool staff and make the volunteer parent committees responsible.
- KPV was set up to support committees during this significant time of change
- KPV soon recognised that it was imperative that we raise the awareness of the importance of an early childhood education and the many benefits to children who attended kindergarten
- Treasure Kindergarten Day launched in Volunteers Week with McArthurs
- Preschool Foundation Day launched in Children's Week at the brand-new Children's Museum with Joan Kirner
- Raising the awareness of kindergarten in the media (No Facebook)

- Developing relationships with all members of parliament on both sides
- There needed greater recognition of the work and responsibility of parent committees - the employers and the children's parents was a conflict of interest, hiring and firing staff!
- Lobbying for resources and training for both teachers and parents with the Gowrie / KPV Conference
- Gained first computers and internet access for committees
- Advocating for the recognition that Kindergarten Teachers needed pay parity with Primary Schools.
- Telephone advisory service provided by trained Early Childhood teachers called PMAs who also travelled all over Victoria running workshop for volunteer parent committees soon after their AGMs each year
- Payroll support to treasurers relating to all Payroll issues
- Developing resources such as the A-Z of preschool management manual
- Treasurers' manual
- Policies and Procedures to meet all regulatory requirements
- Assisting with fundraising for both KPV and kindergartens with the KPV raffle and Children's books for Christmas
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#### **6. Keynote speakers: Jo Guerts, former ELAA Board member**

Jo is a former ELAA Board member and was on the board for 9 years. 8 of those years was in the Executive and was the President of the Board from 2014-2016. She is currently CEO of Eureka Combined Kindergarten Association which is an ELAA member. Jo received ELAA Life Membership in 2019

- Jo reflected on the many changes and achievements over the last ten years.
- Acknowledged the enormous amount of work undertaken by ELAA to support the Early Learning Sector, through a significant amount of change.
- Jo spoke of the support provided by ELAA including resources and services, consultancies, advisory services advocacy and professional development
- Jo spoke about her journey with ELAA. In 1995 Jo became a member of her children's kindergarten committee, here she developed great understanding of just how valuable the KPV membership. KPV provided Jo support in her executive roles in the committee and supported the whole committee to understand their obligations as a licensed early childhood service provider and as a small business manager.
- In 2000s the State Government undertook a review of kindergarten management called the Kirby review. Jo participated in the review, which lead to the outcome of a new initiative grouping kindergarten together under the one employee organisation, this was called Group Employment which now known as Early Years Management (EYM)
- KPV was incredibly important during this phase and Jo alongside other new EYM's worked closely with Jared (previous ELAA CEO) and his team to navigated this new landscaping. There were no resources as to how to undertake this work. KPV had to develop a range of resources and a suite of supports for EYM's to ensure that the members were engaged and adequately supported during this significant reform in the provision of kindergarten in Victoria
- Jo believed that it was extremely important that the kindergarten stay together as one and that the introduction of this model did not result in the sector dividing. Jo believed KPV was a conduit for both standalone committee managed kindergartens, and kindergartens under EYM's bringing them together under one united voice
- In 2010 Jo joined the ELAA board, 2 years as Treasurer, 3 years as President, and spent time as Vice President and Acting President. During her nine years, Jo admired the expertise, skills and passion of ELAA, and how they ensured excellence in governance and excellence in ELAA services was achieved
- With Danny's (President of ELAA at the time) support Jo took on the role as Treasurer, then as President upon Danny's retirement. It was a demanding role, with many meetings and trips to Canberra. Jo is grateful to Danny and the board for their faith in her, she enjoyed her role despite the challenges and heavy workload.
- Jo has worked alongside three dedicated and extremely capable CEOs, Emma King, Shane Lucas and David Worland.
- Jo spoke about the milestones achieved in her nine years at ELAA:
  - 2012 through extensive planning and consultations change from KPV to the Early Learning Association of Australia (ELAA)
  - In that same year ELAA supported the whole sector with the introduction of the National Quality Framework, National Quality Standards and the assessment and rating process

- 2013 supported the sector in implementing 15 hours of the kindergarten in the year before school
  - 2014 ELAA played a significant role in the productivity commission review, putting forward the view of members to help shape the Commonwealth Government's investment and policies for early childhood education and care
  - 2017 supported the sector as the Child Safe Standards were introduced in Victoria
  - 2018 supported the sector with the introduction of School Readiness Funding
- ELAA has been an enormous advocate on a number of significant issues such as the continuation of the universal access to 15 hours of kindergarten in the year before school, this is required as a Commonwealth Government funding portion is still not committed to on an ongoing basis
- ELAA has maintained a strong advocacy for standalone kindergarten services and the parents who contribute to the management of those services
- ELAA advocated for a well-funded resource to the EYM sector which included the development of an influential paper called 'Achieving Sustainable Service System', this helped to achieve a high level of funding for EYM providers
- ELAA has supported early childhood staff with many years of wonderful early childhood conferences and professional development opportunities
- Jo spoke about becoming a life member, something she will always cherish. One thing that it has not changed over that time is ELAA's vision for excellence in early learning for every child

## **7. Keynote speakers: Zora Marko, current coordinator for ELAA's Road Safety Project**

Zora Marko is the current Coordinator for ELAA's Road Safety Project and has been a valued ELAA staff member since 2007. She recently celebrated her 14th Anniversary at ELAA.

- Zora acknowledged the Woiworung people of the Kulin nation and paid her respects to elders past and present
- Zora is the longest serving employee and has worked under four CEO's, Meredith Carter, Emma King, Shane Lucas, and David Worland. It was during Emma's time as CEO that there was a name change, from KPV to ELAA.
- Zora was originally employed as an industrial advisor, after 20 years of IR experience in the health sector.
- At the time KPV was located in Westgarth, only 10 mins from Zora's home, originally sharing the space with ECMS.
- Zora's experience as an IR advisor, she understood the unique role in supporting early years managers and parents who found themselves in the position of being the employer of those educating their children

- Zora spoke about how she quickly developed a passion for early childhood non-for-profit sector and the amazing work and results achieved. ELAA negotiated industrial agreements, assisted services with their budgets, calculator payments to staff, advised on governance issues and of other matters
- Zora recalled stories of phones calls received, asking where the keys to the filling cabinet were, or how to turn on a computer, members seeing ELAA as a source of knowledge on everything
- In 2008, ELAA was invited to apply for the OSH Champions Project which was delivered for three years. This was a significant project, it delivered for the first time considerable OHS resources specific to the early years sector. ELAA delivered inspections, training opportunities, website, OSH conference, videos, guidance materials, templates, and the development of the largest chapter of the Employment Management Manual, the OSH chapter
- ELAA worked closely with Work Safe to develop the still current Children Services OSH Compliance kit, with Goodstart and Babyhood to design an ergonomic cot for the sector which won a Work Safe award
- ELAA still liaises with Work Safe for the development of appropriate support to the sector and continues to deliver workplace inspection, training seminars and tailored OSH training
- At the end of the project, Zora became the manager of the Vic Roads Road Safety project, which has continued on for the past 11 years. The team of 3 (Zora, Anita and Christina) have been together since the beginning of the program, and now are the 3 longest serving employees at ELAA. The team is also supported by consultants – Catherin Hydon, Louise Dorrat, Gilda Howard, Karen Glancy, Nicole Pilsworth (for a substantial time) who have helped developed and delivered professional training to over 110, 000 early childhood educators. Professor Eric (Ericaperiment)Cam Ben, Eva Popov, Jill McCovin, and Peter have delivered Thingle Toodle pantomime performances to over 100,00 children.
- Zora and Jill Green have delivered car seat information session and conferences to Maternal Health Nurses, CALD communities, Family Day Care Services and to organisations that transport children.
- ELAA/RSE team have collaborated with the Children's Hospital, and with Associate Professor Warwick Teague producing a video on keeping children safe in cars.



- Zora and Anita have attended Agriculture Field Days, Parent and Baby Expos, and Community Festivals to talk about child car seats. They have also worked with Victoria Police, TAC, Melbourne Museum and numerous State politicians
- The team has also undertaken 2 Road Safety Inquiry projects, working with very highly functioning early education services, providing intensive support to assist educators. The projects were practitioner driven and research orientated, incorporating real life road safety issues and challenges. Through the support of skilled consultants and a range of curriculum and operational strategies the project delivered safer outcomes for children and their families. Through this program a network of Road Safety Champions was created, advocating with children for their and the community's road safety
- Zora spoke of the highlights of the program, this year though these challenge times, the project engaged with two MP's - Tim Richardson and Steve McGhie and a number of Mayors and Counsellors. They engaged with ECEC services and speaking directly to children regarding road safety issues in their community. As a result, a number of improvements have occurred – insulation of pedestrian crossings, reduction of speed limits, reconfigured carparks and children publishing their own road safety books. Tim Richardson announced that he would talk about his engagement with the children in Parliament
- Zora is very proud to be part of the Road Safety team – the best Road Safety Education program in Australia!

#### **8. Keynote speaker: Grant Boyd, current ELAA President**

Grant Boyd, President of the ELAA Board since 2019 and CEO of Bethany Community Support and Bethany Kindergarten Services

- Grant spoken of the history of how Bethany was established in Geelong 1868, now running 22 sessional kindergartens
- Grant spoke of how the Geelong Kindergarten Association (GKA) and Bethany Community Support came to share office space and how they could work together to become Bethany Kindergarten Services. It was during this merger that he discovered ELAA. The CEO of GKA Tia Martin (at the time) took the role as Deputy CEO at ELAA, this led to Bethany becoming members of ELAA.
- It was soon realised how valuable ELAA was to the early years sector, providing support on complex IR matters, policy templates, support navigating the VECTEA etc...
- In 2019 Grant joined the ELAA board as President



- Grant spoke about the last 20 months; how resilient the sector was/is in 2020 and 2021. There was disruption to children learning, families experiencing stress, impacts in mental health and wellbeing, economic and social disruptions, exacerbation of disadvantage, increase rates of child protection notifications and concerns, rates of family violence, the housing market affordability decreased dramatically and the health system under stress with reduced access.
- During this time, early childhood has been at the frontline during the pandemic, governance models at times somewhat under stressed, and financial sustainability was highlighted. Grant spoke about the Victorian Government providing support to the sector with Free Kindergarten and other initiatives. Also implemented an ambitious Early Years Reform Agenda, including the expansion of subsidies 3 year of kinder, school readiness funding, access to early learning and the early childhood education and care recruitment campaign
- Grant reflected on the long-term future and what is might hold. The four years old's of today will be future leaders, needing a strong foundation, a good start in life has never been more important. Evidence shows, good quality early childhood education has lifelong impact, it does lay a good foundation for children.
- ELAA's role in advocating for accessible quality early childhood education and care and supporting our member in delivering that hasn't been more important. Grant expressed how proud he is to be part of it, and looking forward to continued support as we shape the future together.

## 9. Annual Report

Lynsey confirmed that ELAA's 2020/21 Annual Report is available on the ELAA website, and a link was provided in the chat.

## 10. President's Report: 2020/21: Year in Review

The President's Report for 2020-21 was presented by Grant Boyd.

### Report

"It is now my pleasure to present to you the President's report for 2020/2021.

Good evening everybody.

I would like to thank you all for joining ELAA's 30th annual general meeting.

My name is Grant Boyd and I have been ELAA's President for two years.

I am also the Chief Executive Officer at Bethany Community Support and Bethany Kindergarten Services.

Amidst a very challenging year linked to the ongoing impacts of the coronavirus pandemic, it has been a big year for ELAA for another very important reason.

In 2021, we celebrate our 30-year anniversary as a peak member association.

I would like to acknowledge the three previous speakers on tonight's agenda:

- Carol Allen
- Jo Geurts
- Zora Marko

Each of you have played a critical role at some point in ELAA's ongoing history.

It was wonderful to hear each of you speak with great passion about ELAA's evolution as an organisation from humble but purposeful beginnings to a modern peak association.

With a proud 30year history behind us, ELAA continues to look to the future and our role leading the early childhood education and care sector forward.

We are committed to ensuring that ELAA is still a force for good in another 30 years and beyond.

Just over 12 months ago now, the ELAA Board endorsed the implementation of the ELAA 2025 strategy.

The ELAA 2025 strategy provides a clear road map for the next five years centred around our vision of excellence and equity in early childhood education and care.

The strategy is linked to four strategic pillars, including:

1. Excellence and equity in service provision to children and their families
2. Provision of quality solutions to ELAA's members
3. ELAA's role in leading and influencing advocacy outcomes
4. Building a capable and sustainable for the long term.

Our new organisational values reflect clearly who we are as an organisation and the way in which we work with each other to achieve outcomes:

- Excellence
- Equity
- Collaboration
- Empowerment
- Innovation

Th ELAA 2025 strategy has been framed in response to the coronavirus (COVID-19) pandemic in terms of the timelines and language we are using to describe our organisational priorities.

These time horizons are as follows:

- Respond – 2020/21
- Recover Phase 1 – 2021/22
- Recover Phase 2 – 2022/23
- Thrive – 2023/24+

In 2020/21 we laid the early foundations for sector and organisational sustainability through our targeted advocacy work and the implementation of a new operating model. These efforts helped us navigate through the complex new challenges presented by the pandemic.

In 2021/22, we are now focused on several key projects to build our platform for future growth, including:

- Changes to our membership and commercial models to ensure long term value to members and ELAA's sustainability
- A new advocacy strategy to ensure ELAA can continue to provide evidence-based solutions to Government policy, funding and regulatory challenges
- Implementation of a new Customer Relationship Management system to ensure we have the internal systems and processes to efficiently support our members and staff.

In future years, our strategy will see ELAA take on the challenges of a rapidly changing sector through our organisation becoming more efficient and effective in the way that we work. This will include a decision on whether or not we move to a fully or mostly virtual employer, with our lease in Fitzroy expiring in May 2023.

Whatever the outcome, we will be well placed to continue to add value to our members because we are planning for the future today.

On that note, I would like to acknowledge the support and ongoing contributions of ELAA's Board of Management members, including Sue West, Krishnan Rangaswamy, Ros Casey, Stacey Fox, Tracey McKay, Georgie Chapman, Sam Kolasa, Aileen Ashford and Ian Sanders. I would also like to acknowledge the amazing efforts of the entire team at ELAA for your continued hard work and commitment to change.

It is really important that I thank the efforts of both Federal and State Governments, the Federal Department of Education, Skills and Employment and the Victorian Department of Education and Training for your collective efforts responding to the coronavirus pandemic. Your willingness to work with ELAA and the sector and develop new policy and funding positions has played a massive role in ensuring the sector has continued to be viable and, in doing so, support families and children throughout the pandemic. Beyond ELAA 2025, 2020/21 was a highly productive year for ELAA:

- 97% member retention rate
- Responded to over 22,500 enquiries (108% increase)
- Engaged with 718 practitioners via our Learning Brought to Life sessions
- Delivered 46 governance and information webinars with over 1260 attendees
- Updated numerous member resources, including PolicyWorks, BudgetWorks & ModelWorks

- Successfully negotiated the Victorian Early Childhood Teachers and Educators Agreement 2020 (VECTEA), which covers 383 respondents in the ECEC sector
- Launched new child focused road safety website and resources
- Successfully advocated for free kindergarten at a State level
- Regularly engaged with Federal government on sustainability issues
- Participated in ACECQA's National Workforce Strategy
- Record level of staff morale and engagement at 8.2 / 10 (from 7.5 / 10)

Finally, I would like to thank ELAA's sponsors for continuing to stand behind ELAA and the early childhood education and care sector through such a challenging period. Your contributions help ELAA enormously so a big thank you goes to: Hesta, Bunnings, Officeworks, McArthur, Rentokil Initial, Ithea, EnrolNow and BankFirst

I would now like to move that ELAA's annual report of activities in 2020/21 be endorsed.

The ELAA constitution Clause 18 (2) A resolution put to vote at a general meeting shall be decided on a show of hands or by ballot, as determined by the Chairperson of the meeting. Given this year's AGM is held virtually, if members don't make a comment in the chat, I will take that as approval."

Anyone against the motion or chooses to abstain from voting, can type in Zoom chat. As no comments were made in the chat by member the President declared the motion carried (7.36pm).

## **11. 2020/21 Audited Financial Results**

The Treasurer's Report for 2019/20 was presented by Krishnan Rangaswamy.

### **Report**

"Good evening everyone.

My name is Krishnan Rangaswamy and I have been Treasurer at ELAA for seven years.

I am also an Executive Director at the ANZ Bank.

My role at tonight's AGM is to present ELAA's financial results for 2020/21, including our balance sheet position.

2020/21 proved a challenging year for ELAA to manage financially.

One of ELAA's biggest historical revenue items has been the delivery of a large scale, high quality face to face conference.

For the second year running, ELAA cancelled this event and the process of diversifying ELAA's revenue base continued in earnest.

Total revenue into ELAA in 2020/21 was \$2.869M, down on the \$3.109m received in 2019/20 – largely due to a reduction in grant revenue into ELAA.

Of the revenue received:

- 57% related to grant revenue
- 22% related to membership revenue
- 13% related to Federal Government cashflow or JobKeeper incentives

Expenses totalled \$2.476M in 2020/21, down \$156K on 2019/20, with the largest expense item relating to employee benefits (\$1,689M).

ELAA's end of year financial result for 2020/21 was a profit of \$123,492.

ELAA's balance sheet position at 30 June 2021 reveals a net asset position of \$1.009M.

ELAA remains a going concern for 2021/22 and is well placed to meet the financial challenges and opportunities ahead.

Having said that, we remain focused on ensuring that ELAA will be a capable and sustainable organisation into the future.

As part of the ELAA 2025 strategy, a key deliverable for management in 2021/22 is a Sustainability and Growth Strategy.

Whilst the final strategy will be presented to the Board in February 2022 for approval, the scope of the Sustainability and Growth Strategy includes:

- Implementing a suite of tactical revenue growth initiatives in 2021/22 to ensure budget targets are met
- Developing and implementing a framework for securing at least \$500K in new grant revenue annually, with priorities linked to ELAA's strategy, member needs and Government policy objectives
- Designing a new membership and commercial model that reflects the complex needs of ELAA's increasingly diverse membership base and ensures that ELAA is financially viable
- Leveraging operational efficiencies to ensure our cost overheads can be reduced over time, through initiatives such as implementing a new CRM and a move to a virtual ELAA.

The Treasurer thanked the Finance and Risk Committee members for their fantastic work in 2020/21, including:

- Grant Boyd
- Ian Sanders
- Stacey Fox

**Motion:** ELAA's 2020/21 financial reports be endorsed as a true and accurate record.

The ELAA constitution Clause 18 (2) A resolution put to vote at a general meeting shall be decided on a show of hands or by ballot, as determined by the Chairperson of the meeting. Given this year's AGM is held virtually, if members don't make a comment in the chat, I will take that as approval.

Anyone against the motion or chooses to abstain from voting, can type in Zoom chat. As no comments were made in the chat by member the Treasurer declare the motion carried.

(7.43pm)

## **12. Election of ELAA Board Members**

Nancy Saliba, ELAA's Manager of Operations and Governance who acted as Returning Officer and presented the results of the election to the ELAA Board.

"The ELAA board is made up of 10 elected members who fill the role for one or two year terms. Three members of the board are elected each year for a two-year term, (alternating each year with the other 3) and four persons are elected each year for a one-year term. So, a total of 7 re-elections (or elections if there are any vacancies) need to occur each year.

Three board members, Krishnan Rangaswamy, Sue West and Stacey Fox will continue on for the second year of their two-year term.

We have received 3 Board re-election nominations for 2-year terms; Grant Boyd, Ian Sanders and Ros Casey and 4 1-year term; Aileen Ashford, Tracey McKay, Georgie Chapman and Sam Kolasa

With no vacant position, I can declare the 7 board member positions re-elected.

Please join me in thanking our 2020/21 Board Members and welcoming their continued contribution throughout 2021/22."

## **13. McArthur Early Childhood Volunteer of the Year Awards 2021**

Marice Lamovska from the Member Solutions team announced the McArthur Early Childhood Volunteer of the Year Awards nominees and Matthew Mullins, Managing Director of McArthur announced the 2021 winner.

The Awards acknowledge the significant contribution that volunteers provide to early learning services – a contribution that benefits children, parents, early learning professionals and our communities.

The selection panel shortlisted four nominations. Three of those nominations will be recognised with as finalists and the fourth the winner. In addition, three Honorable Mentions have been awarded to:

- Mario Borg from Lancaster Preschool
- Sophie Jackman from Sunnyside Kindergarten
- Nadeeshani Rajapriya from Dandenong Primary Kindergarten

The four Finalists:

- Adele Cassar from Robina Scott Kindergarten
- Liz Capp from Chelsea Heights Kindergarten
- Sarah Swilks from Brentwood Kindergarten
- Alison (Ally) Tregent from Baxter Kindergarten

The 2021 McArthur Volunteer of the Year Award was announced as Sarah Swilks from Brentwood Kindergarten. A short video of Sarah accepting the award was shown.

### **13. Meeting closed**

Tessa Cerreto, Membership & Sponsorship Specialist from ELAA announced the lucky door prize winners that was held courtesy of Officeworks (2 x \$50.00 vouchers):

- Julie Molloy, Manager Early Years Education & Community Barwon Child, Youth & Family
- Brooke Arnold, Children & Youth Coordinator, Loddon Shire Council

Tessa Cerreto also mentioned that ELAA is running another competition on ELAA's social media platforms like Facebook and LinkedIn. As ELAA celebrates 30 years, they invite anyone who has photographs of or with ELAA to post it with the hashtag #30yearsofelaa. 2 photographs will be selected on the 26th of November and will win for themselves a \$50 Officeworks voucher. The winner will be announced on our Facebook Page at 4.30pm AEST on the 26th of November.

Lynsey Leong declared the meeting closed at 8.02pm.



# ATTACHMENT 1

ELAA AGM 2021 - ATTENDEES					
Name	Position	Service/Organisation	Type	Voting Rights	Member No
Melanie Thomas	Lecturer	Australian Catholic University	Other	FALSE	0
Adrian Wilson	Business Development Manager	Bank First	Stakeholder/ Sponsor	FALSE	0
Emily Calogero	Kinder Committee Secretary	Barry Road Preschool	Member	TRUE	20
Julie Molloy	Manager Early Years Education & Community	Barwon Child, Youth & Family	Member	TRUE	1818
Ally Tregent	Secretary	Baxter Kindergarten	Member	FALSE	377
Emma Hunt	President	Baxter Kindergarten	Member	TRUE	377
Grant Boyd	CEO & ELAA Board President	Bethany Kindergarten Services Limited	Member	TRUE	1539
Kate Noble	Kindergarten Services Manager	Bethany Kindergarten Services Limited	Member	FALSE	1539
Sarah Swilks	President	Brentwood Kindergarten	Member	TRUE	45
Jia Cao	Treasurer	Brentwood Preschool	Member	FALSE	45
Lydia Bustin	Director	Brookville Kindergarten	Member	TRUE	386
Joy Nunn	General Manager	Child & Family Care Network (Bestchance)	Member	TRUE	1829
Nadeeshani Rajapriya	Volunteer	Dandenong Primary Kindergarten (bestchance)	Member	FALSE	400
Kay Millican	Assistant Secretary, Provider Integrity Branch	DESE	Other	FALSE	0
Anita Valenzisi	RSE Admin Coordinator	ELAA	Other	FALSE	0
Christina Martono	RSE Administration Specialist	ELAA	Other	FALSE	0
David Worland	CEO	ELAA	Other	FALSE	0
Emma Incrti-Zapedowski	Senior Advisor - Workplace Relations	ELAA	Other	FALSE	0
James Gardener	Marketing Specialist	ELAA	Other	FALSE	0
Julie Thompson	Specialist Administration	ELAA	Other	FALSE	0
Lisa Minchin	Advocacy Solutions Specialist	ELAA	Other	FALSE	0
Loredana Dowdle	Project Resources Coordinator	ELAA	Other	FALSE	0
Lynsey Leong	PLD/Consultancy Advisor	ELAA	Other	FALSE	0
Marice Lamovska	Workplace Relations Advisor	ELAA	Other	FALSE	0
Megan O'Connell	Director, Member and Advocacy Solutions	ELAA	Other	FALSE	0
Miles Quintarelli	Workplace Relations Advisor	ELAA	Other	FALSE	0
Nancy Saliba	Manager - Operations & Governance	ELAA	Other	FALSE	0
Sage Michaels	Manager - Project Delivery	ELAA	Other	FALSE	0
Sharon Rogers	Manager - Member Solutions	ELAA	Other	FALSE	0
Tessa Cerreto	Membership Growth Specialist	ELAA	Other	FALSE	0
Zora Marko	RSE Project Lead	ELAA	Other	FALSE	0
Georgina Chapman	ELAA Board member	ELAA Board Member	Member	TRUE	0
Ian Sanders	ELAA Board member	ELAA Board Member	Member	TRUE	0
Ros Casey	ELAA Board Secretary	ELAA Board Member	Member	TRUE	0
Stacey Fox	ELAA Board member	ELAA Board Member	Member	TRUE	0
Sue West	ELAA Board Vice President	ELAA Board Member	Member	TRUE	0
Tracey McKay	ELAA Board member	ELAA Board Member	Member	TRUE	0
Vicki Morrow	Administration officer	Ellie V Pullin PreSchool Inc.	Member	TRUE	108
Tania Gray	Director	EnrolNow	Stakeholder/ Sponsor	FALSE	0
Jo Geurts	CEO	Eureka Community Kindergarten Assoc. (ECKA)	Member	TRUE	1552
Samantha Kolasa	CEO & ELAA Board member	Glen Eira Kindergarten Association	Member	TRUE	1715
Nicole Pilsworth	Early Learning Executive Manager	Gowrie Victoria	Member	FALSE	1634
Susan Anderson	CEO	Gowrie Victoria	Member	TRUE	1634
Jason Waterford	National Manager Business Development	HESTA	Stakeholder/ Sponsor	FALSE	
Lou Skepper	President	Highmount Preschool	Member	TRUE	14151
Georgina Manning	Enrolments and operations	Hurlingham PreSchool	Member	TRUE	812
Peter Kyriacou	Director & Marketing Manager	ITHEA	Stakeholder/ Sponsor	FALSE	0
Karen Bonson	Program Leader	Kensington Community Children's Co-Operative	Member	TRUE	951

Kerrie Gould	Educator	Lancaster Preschool	Member	FALSE	677
Carol Allen	Life Member	Life member	Member	TRUE	2213
Gerard Mansour	Life Member	Life Member	Member	TRUE	1501
Karalynn McDonnell	Life Member	Life Member	Member	TRUE	1507
Kerryn Bennett	Business Operations Manager	Lilydale Community Child Care Inc	Member	TRUE	1853
Aaron Kilner	President	Lilydale North Preschool	Member	TRUE	479
Katrina Nightingale	Director	Little St Margaret's	Member	TRUE	430
Brooke Arnold	Children & Youth Coordinator	Loddon Shire Council	Member	TRUE	1543
Kate Hill	Children's Services Manager	Lutheran Church of Australia Victorian District	Member	FALSE	2012
Pamela Dewhurst	Coordinator Children's Services	Manningham Council	Member	TRUE	1564
Devi Crosby	President	Maroondah Montessori Preschool	Member	TRUE	201
Matthew Mullins	Managing Director	McArthur	Stakeholder/ Sponsor	FALSE	0
Tracie Burwash	General Manager	McArthur	Stakeholder/ Sponsor	FALSE	0
Anna Margolis	Business Specialist	Officeworks	Stakeholder/ Sponsor	FALSE	0
Karen Williams	National Marketing Manager	Play Australia	Other	FALSE	0
Jane Hutton	President	Robert Cochrane Kindergarten	Member	TRUE	561
Adele Cassar	CoM HR member	Robina Scott Kindergarten	Member	TRUE	273
Susanne Sordan	CEO	Shine Bright EYM	Member	TRUE	1532
Kathleen Brohier	Head of ELC	St Peter's Early Learning Centre	Member	FALSE	35629
Dao Bui	President	Summerhill Park Kindergarten	Member	TRUE	708
Angela Forbes	CEO	TRY Australia Children's Services	Member	TRUE	1522
Vik Naidu	Interim CEO	Yarra Ranges Kindergartens Inc	Member	TRUE	1524
				<b>70</b>	<b>35</b>

ELAA AGM 2021 - APOLOGIES					
Delegate Name	Position	Service/Organisation	Type	Voting Rights	Proxy Appointed
Katie McNeill	President	Alfred Road Kindergarten	Member	TRUE	COB
Kyla Price	President	All Saints Preschool Yarra Junction	Member	TRUE	COB
Naomi Hart	Secretary	Bimbadeen Preschool	Member	TRUE	COB
Emily Malone	Director and general committee	Brighton Baptist Kindergarten	Member	TRUE	COB
Sophie Rigg	President	Canterbury & District Preschool	Member	TRUE	COB
Chris Chronis	CEO	Child & Family Care Network (Bestchance)	Member	TRUE	
Melissa Loschiavo	President of CoM	Deer Park West Kindergarten Inc	Member	TRUE	COB
Andrew Hume	CEO	Early Childhood Management Services	Member	TRUE	
Heidi Preston	Manager Child & Family Services	Golden Plains Shire Council	Member	TRUE	COB
Kristy Ellery	Secretary	Heritage Preschool Association	Member	TRUE	COB
Robert Lazic	Business Development Manager	HESTA	Stakeholder/ Sponsor	FALSE	
Caroline Carr	Secretary	John Mackenzie Kidnergarten	Member	TRUE	COB
Aileen Ashford	CEO & ELAA Board member	Kids First Australia	Member	TRUE	Grant Boyd
Wendy Gladman		Loddon Shire Council	Member	TRUE	
Becky Scott	Administration Officer	Monbulk Preschool	Member	TRUE	COB
Leigh Chadban	Manager	NERPSA	Member	TRUE	COB
Lynn Turner	Early Years Services Liaison Officer	Nillumbik Shire Council	Member	TRUE	
Karen Treppo	Director	Phillip Island Early Learning Centre	Member	TRUE	COB
Linda Elston	Board member	Sale Combined Kindergartens	Member	TRUE	COB
Mary Abou Hadia	Vice President	Thomastown West Preschool Inc	Member	TRUE	COB
Ingrid Stitt	Minister for Workplace Safety & Early Childhood	Victorian Government	Stakeholder/ Sponsor	FALSE	