



Children are unique and valued citizens
with rights and responsibilities.

2021



Care and education
are interwoven and
founded on relationships,
strengthened by families
and educators, sharing
responsibility and
collaboration with the
global community.



ANNUAL REPORT

STAYING TRUE TO WHO WE ARE





From Larrakia to Wajuk Country, Boonwurrung Country and every Country in between – One Tree Community Services acknowledges the traditional custodians of the land on which we work.

We pay special thanks and respect to the Elders and leaders who have welcomed us to Country - at each of our services across Australia. We provide this Acknowledgement in the spirit of reconciliation and as part of our commitment to the unfinished business of reconciliation.

One Tree Community Services values and respects the knowledge and heritage of First Nation's people. We acknowledge Aboriginal people as the first teachers and caretakers. We respect the continued and ancient tradition of orally passing down stories, knowledge, history, and language. As wisdom flows to the next generation, we recognise the learning, culture and strengths that Aboriginal children and their families bring to our services.

We are grateful to be able to work alongside and learn from Aboriginal people as experts.



Contents

04	Message from the Chair
06	Message from the CEO
08	Organisational chart
10	Our services
12	Our supporters
14	A year in review
16	Welcoming new services and communities
18	EduTribe community and recruitment
20	Training and development
22	Children's services
24	One Tree Defence Childcare Unit (OTDCU)
26	Community services
28	Wadeye funding
30	Braybrook exceeds National Quality Standards (NQS)
32	Fly-in Fly-out (FIFO) recruitment
34	Registered Training Organisation (RTO)
36	RTO statistics
38	Board of Directors
40	Our CEO and executive directors
41	Our leadership team
42	Financial overview
44	Statement of comprehensive income
45	Statement of financial position
46	List of staff by service



Ethical and systematic decision making

from
THE CHAIR

WELCOME TO THE ANNUAL REPORT OF ONE TREE COMMUNITY SERVICES

Over the past year our industry has been, and still is, facing significant challenges - staff shortages, covid uncertainty and increasing regulation come to mind - but, as a glass-half-full person by nature, I have every confidence that One Tree will not only survive but flourish in coming years.

My fellow board members and I are, by necessity, removed from daily operations but my optimism comes from the attitude and approach I see in the people I do have dealings with. The effects of these qualities are notoriously difficult to measure but if this year's financial results are any guide, and I think they are, One Tree is in good hands.



Children are capable of initiating their own learning by building on each other's strengths, facilitated by educators as co-learners.

Our annual surplus has grown to \$1.4 million from \$84 thousand last year, leaving us with net assets of \$4.1 million, which provides a useful buffer given the current challenges.

Corporate culture creates the environment for these positive qualities to thrive. Such a culture is embedded by 'living the talk'. This is what pervades One Tree. This is what makes it special. We're all on the same bus.

My sincere thanks to everybody at One Tree for taking the journey together, we wouldn't get there without you.

On behalf of the board,

David Beattie





Like the rest of the world, One Tree Community Services has navigated the global pandemic for yet another year. Perhaps this is the new normal for some time to come. If so, our purpose of 'transforming challenges into possibilities with people and communities' remains relevant and meaningful.

I would like to thank our unsung heroes, our staff working on the front line. Their resilience and commitment to serve in the face of this challenge has been remarkable.

I would also like to acknowledge our Board of Directors, our management team and support staff. One Tree really is a community of people that live our spirit of working together, meeting the challenge and being determined to lead.

Thankfully, with assistance from governments and our diverse partners and supporters, we were able to build some financial reserves to help us through the next 12 months, given a significant deficit is forecast.

Like in years before, One Tree has grown, innovated and improved. We successfully tendered for six new services. Our focus has been on kindergartens in Victoria and our services in rural and remote Aboriginal communities. This includes our Registered Training Organisation's (RTO) expansion into the Northern Territory supporting trainees in these communities.

The most significant challenge for our early education and care services (and the industry nationally) has been a lack of qualified staff. This situation is forecast to get worse. By 2023 it is predicted that the industry will need 23,900 educators and teachers. Thankfully we have been planning for this and have some strategies in place. One Tree has created a new Fly-In Fly-Out (FIFO) program to support services when short staffed.

This year, there has been a lot of media coverage about educators leaving the industry because of high levels of stress. With the pandemic, and increasing responsibilities related to compliance, educators have expressed feeling undervalued, underpaid and overworked.

This information would come as no surprise to those working in the early education and care sector. Compliance, in practice means more paperwork, and less time for educators to do what they love; spending time with children.

It's time to stop and think. If we don't adapt and challenge our current thinking about what quality looks like, the industry is not going to be able to meet demand. At One Tree we are asking ourselves some hard questions. Questions like, what does quality look like to a child and their family? Is it meeting prescribed educational standards or knowing that their child is happy, safe and cared for by the people who spend time with them each day?

Are all the strict qualification requirements really necessary, especially when we hear of educators having their qualifications fast tracked to meet demand and taking on responsibilities that they are not ready for? We are committed to finding solutions that mean staff can give their best to children in a workplace that is safe, stress free and relationship focused.

This financial year we have operated without a strategic plan. Our last strategic plan concluded at the end of June 2020. The Board of Directors and the Executive team decided to take extra time to consider our strategic direction in response to the uncertainty of the impact of the pandemic. In July 2021, our new strategic plan was launched. Our focus is on quality, culture and sustainability.

In June 2021, One Tree Community Services was invited to be a member of the Early Learning and Care Council of Australia (ELACCA). Being a member of ELACCA has been a wonderful experience personally as I get to know industry leaders who care about quality services and their workforce as much as we do.

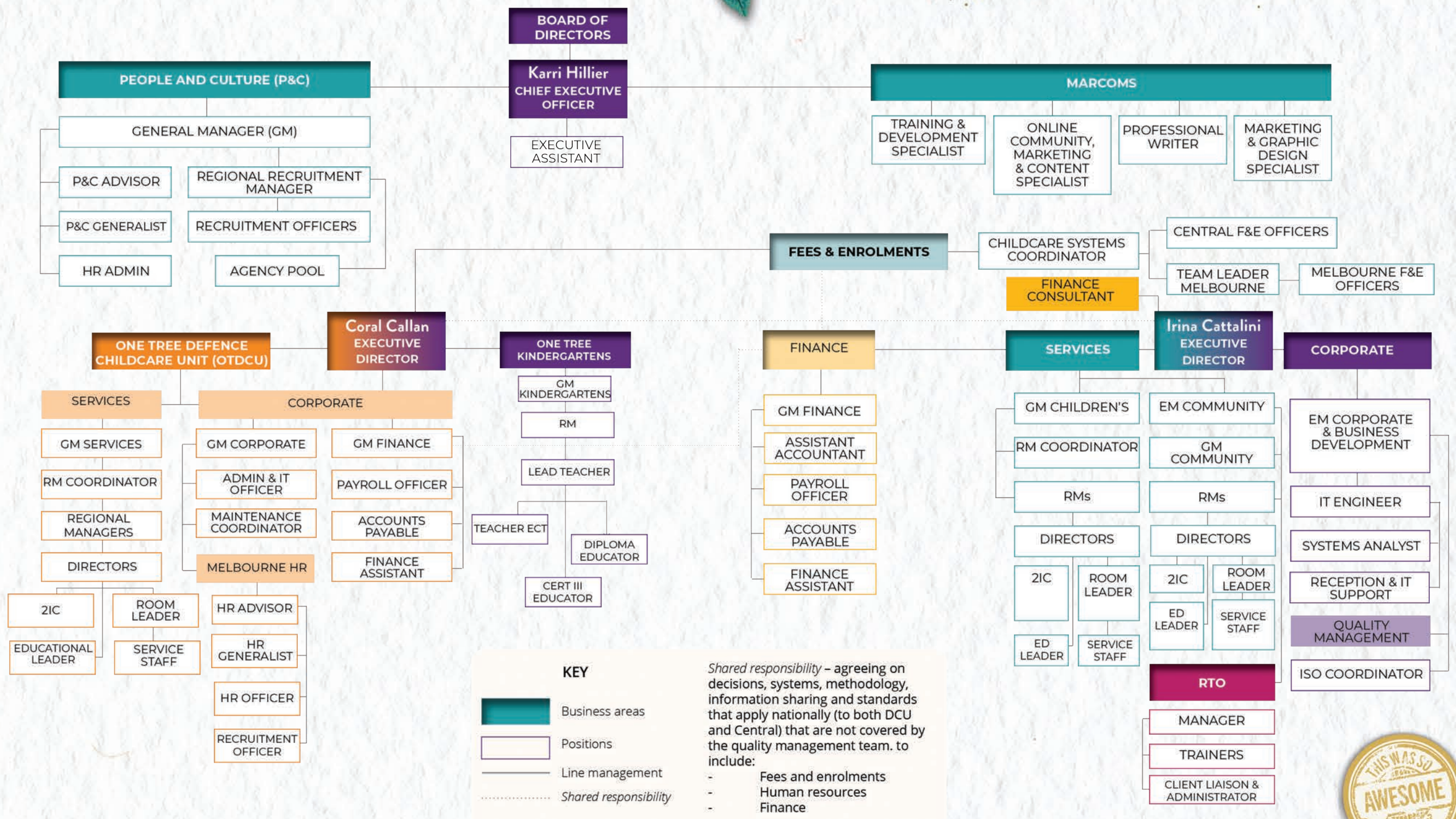
In closing my report for this year, on behalf of myself, our Board of Directors and staff I'd like to say farewell to Natasha Esau Executive Manager of Corporate who passed away this year with cancer. Natasha was loved by everyone and very much a part of our One Tree workplace community. The impact of the work she did in places like Laverton in the Eastern Goldfields and Roebourne in the Pilbara still remains. Natasha was a born leader, the type that makes a difference in the lives of others. We will miss her.

Kim Hillis





Organisational Chart



The right people on the bus

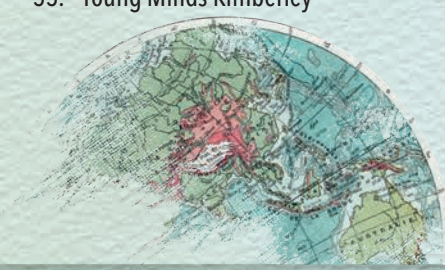
OUR SERVICES



- OT Central Childcare Services (CS)
- OT Defence Childcare Unit (OTDCU)
- OT Kindergarten/ELC
- OT Community Services
- OT c-Verse OSHC
- OT RTO
- OT Kindergarten & OTCS
- OT Community Services and OTCS
- OT Kindergarten & OTDCU
- Town
- City

- | | | |
|------------------------------------------------|------------------------------------------------|------------------------------------------------------------|
| 1. Family Information Support and Help (FISH) | 23. OTDCU Kids Crew OSHC | 43. OT Timbertop Early Learning Centre |
| 2. Laverton Crisis Intervention Service (LCIS) | 24. OTDCU Little Diggers | 44. OT Wadeye Children & Family Centre & Wadeye Safe House |
| 3. OT Altona Meadows CS | 25. OTDCU Little Eagles & The Blue House OSHC | 45. OT Wickham CS |
| 4. OT Altona North CS & Kindergarten | 26. OTDCU Little Geckos | 46. OT Woothoo-woothoong thoon Ninggoowoong Dawang CS |
| 5. OT Balim Balim Kindergarten | 27. OTDCU Puckapunyal & OSHC & OT Kindergarten | 47. OT Yarralin CS |
| 6. OT Bernice McLeod CS | 28. OTDCU Russell Hill | 48. OT Yera CS |
| 7. OT Braybrook Early Learning Centre | 29. OTDCU The Sunny Child | 49. RTO Central |
| 8. OT Bulgarra CS | 30. OTDCU Tingira | 50. RTO Karratha |
| 9. OT c-Verse Brentwood OSHC | 31. OTDCU Williams | 51. RTO Port Hedland |
| 10. OT c-Verse Lithgow OSHC | 32. OT Derby CS | 52. WAIA Broome |
| 11. OT c-Verse Mundijong OSHC | 33. OT Gurlu Gurlu Maya CS & CPC Roebourne | 53. WAIA Karratha |
| 12. OT c-Verse Palmyra OSHC | 34. OT Kalkarindji CS | 54. WAIA Kununurra |
| 13. OT c-Verse Perth Individual OSHC | 35. OT Kambalda CS | 55. Young Minds Kimberley |
| 14. OT c-Verse Sussex Inlet OSHC | 36. OT Len Taplin CS | |
| 15. OTDCU Cerberus | 37. OT Millars Well CS | |
| 16. OTDCU Coral Sea | 38. OT Onslow CS | |
| 17. OTDCU Coventry | 39. OT Pannawonica CS | |
| 18. OTDCU East Sale | 40. OT Paraburdoo CS | |
| 19. OTDCU Enoggera | 41. OT South Hedland CS | |
| 20. OTDCU Flying Start | 42. OT Riverwalk Kindergarten | |
| 21. OTDCU Kangaroo Cottage | | |
| 22. OTDCU Kids Brigade | | |

dream big





FOR HELPING US ALONG THE WAY

OUR GOVERNMENT, CORPORATE AND COMMUNITY FUNDERS AND PARTNERS MAKE A HUGE DIFFERENCE TO OUR SUCCESS AND WE ARE GRATEFUL FOR THEIR SUPPORT.

Government

Australian Government Department of Education, Skills and Employment
Australian Government Department of Social Services
City of Karratha
Department of Defence
Department of Education, Skills and Employment
Department of Territory Families, Housing and Communities
Government of Western Australia Department of Education
Hobsons Bay City Council
Indigenous Land Corporation
National Indigenous Australians Agency
Northern Territory Government Territory Families
Police and Community Youth Centres (PCYC) Inc.
Shire of Coolgardie
Shire of Derby West Kimberley
Shire of Exmouth
Town of Port Hedland
Victoria Daly Regional Council
Western Australia Department of Communities
Wyndham City Council (Victoria)

Corporate

AngloGold Ashanti
BHP
Chevron
Cleanaway
Educational Experience
Gold Fields Australia
Lynas Corporation
Nighthawk Transport
Rio Tinto
Woodside Petroleum Ltd

Community

Anglicare
EPIC Inc.
Foodbank
Foundation Housing Ltd
GIVIT Gumala Aboriginal Corporation Indigenous Literacy Foundation
Healing Place Alliance
KindiLink
Lotterywest
Mawarnkarra
Minara Community Foundation
Ngala Parenting Connection WA
Ngalkarrang-Wulungann Aboriginal Trust
Ngarluma Yindjibarndi Foundation
The Northern Land Council
The Sebastian Foundation
Yaandina

Partners

Communicare
Helping Minds
Wanslea Early Learning and Development



A YEAR IN REVIEW

2020

July

Commitment to learning
We launched our internal learning management system, Treehouse.

LOVE THOSE LEAVES

OH HAPPY DAY

August

September

Aiming for Exceeding
We launched our Groundhog Day project to support our services Exceed the National Quality Standards.

October

ISO accredited
Achieved certification as an International Standards Organisation (ISO).

New service
South Hedland Children's Service opened its doors to families in Port Hedland.

Graduation for Perth trainees
Our first group of Perth school-based trainees graduated with a Certificate III qualification.

New playgrounds
OTDCU Tingira Children's Services opened two upgraded outdoor environments.

November

Mara Pirni Healing Place opened

We joined the Healing Place Alliance. Our Laverton service began offering family and domestic violence outreach support in collaboration with the Mara Birni Healing Place in Kalgoorlie.

December

COVID-19 safe

OTDCU Kids Brigade and Little Geckos received a commendation from the NT Government for ensuring a COVID-19 safe environment.

2021

January

One Tree Riverwalk Kindergarten opened

We opened a new kindergarten with the Wyndham City Council (Victoria)

WHERE WE BELONG

Defence contract renewed

We were awarded the Defence Childcare Program for a further two years.

February

Community consultation

Co-designed a new early childhood pathways program with the Roebourne community.

Inclusion resource launch

Launched positive behavioural support and inclusive environments resources for staff across the organisation.

Premier visit

The WA Premier Mark McGowan visited One Tree Millars Well Children's Service.

March

Built a house

Community Services built a house in Yarralin (a remote Aboriginal community) for staff. This was the first time we managed a capital works project for government.

April

Exceeding National Quality Standards (NQS)

One Tree Braybrook Children's Services was rated as Exceeding National Quality Standards in all seven areas.

Reconciliation events

Celebrated Reconciliation Action Week with virtual 'yarning circles' and events across the organisation.

Increasing childcare places

OTDCU Little Diggers' extension was completed, increasing the service occupancy by 20 places.

May

Expansion

One Tree Onslow Children's Service doubled its childcare capacity due to the expansion of the building.

Industry collaboration

The CEO, Karri Hillier was invited to join the Early Education and Care Council of Australia (ELACCA).

200 face-to-face visits

The Inclusion team delivered their 200th visit this year to services across the Kimberley, Pilbara and Gascoyne.

June



WELCOMING NEW SERVICES AND COMMUNITIES

It has been a year of trying new things at One Tree. We've opened new children's services and we've expanded and refreshed older services. The team have welcomed new communities and joined alliances.

We've even built a house.

One Tree South Hedland Children's Service

We opened a 52-place service in South Hedland that offers the Port Hedland community with much needed education and care for babies, toddlers and kindergarten-aged children.

The Healing Place alliance

Mara Pirni Healing Place is a Family and Domestic Violence Hub in Kalgoorlie. It was opened as part of a program funded by the WA Department of Communities and is run by the Healing Place Alliance. One Tree is proud to be part of this alliance and offer satellite services to the community in Laverton.

One Tree Riverwalk Kindergarten

In partnership with the Wyndham City Council (Victoria), we opened One Tree Riverwalk Primary School Kindergarten. This is a beautiful new kindergarten that focuses on celebrating the cultural and linguistic diversity of this vibrant community. The service offers both three-year-old and four-year-old sessional kindergarten programs.

One Tree Onslow Children's Service was upgraded

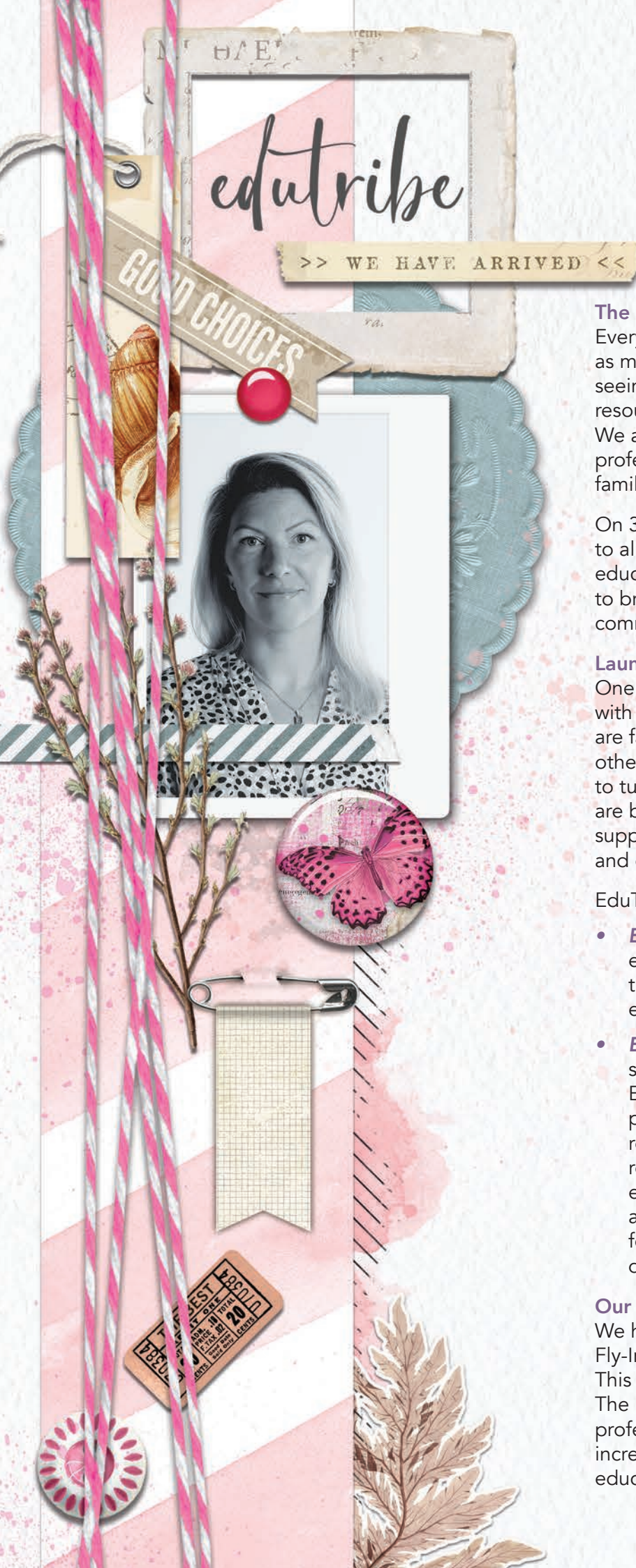
The Chevron-operated Wheatstone Project supported the expansion and refurbishment of the One Tree Onslow Children's Service, providing the service with the capacity to grow.

Karri Hillier joined the Early Education and Care Council of Australia

One Tree CEO Karri Hillier was invited to join the Early Learning and Care Council of Australia (ELACCA). She joins a working group of 18 service providers. All members are leading representatives from early education and care providers across Australia.

One Tree Defence Childcare Unit Little Diggers expanded its capacity

Our OTDCU Little Diggers was expanded to support 20 more children to attend the service. The extension project was completed in consultation with the Department of Defence, educators and families.



The future is bright for EduTribe

Every day the EduTribe community grows as more educators join our tribe. We love seeing our community download and use the resources and watch the webinars we create. We are proud to give back to early education professionals who do so much for Australian families.

On 30 June, our community had grown to almost 10,000 actively engaged early education professionals. We are planning to bring even more value to this growing community and the sector.

Launching EduTribe Recruitment

One Tree turns challenges into possibilities with people and communities. Currently, we are facing a sector-wide staffing crisis. Like all other challenges we face, we are determined to turn this challenge into a possibility. We are building an accessible, transparent, and supportive recruitment company for One Tree and other organisations to use.

EduTribe will provide two services:

- **EduTribe Connect:** an app connecting employers with educators allowing them to make job bookings directly with educators.
- **EduTribe Employ:** a bespoke recruitment service that uses our unique strengths. EduTribe Employ will help service providers, including One Tree, with relief staffing for remote locations and recruitment for metropolitan areas. Our experience in remote locations and as a not-for-profit early education provider for 47 years gives us the confidence to deliver this service.

Our progress

We have already successfully launched our Fly-In Fly-Out (FIFO) program for educators. This program is part of EduTribe Employ. The FIFO program allows early education professionals to work while exploring incredible locations and growing their early education and care skills and experience.

Our very own EduTribe app is in development. Educators will use the app to find resources, get access to free professional training, find jobs and, of course, connect. Service providers will use the app to list available jobs and connect with preferred educators.

The app is expected to be available for the very first users by February 2022. We are very excited about this project and the positive impact it will bring to our sector.

EduTribe in numbers

9,533	Early childhood professionals have joined the community.
1,857	Educators, early childhood teachers and educational leaders use our reflective journal.
1,564	Certificates have been delivered to educators who watched the Critical Reflection webinar and completed the quiz.
3,363	Educators use our free calendar to plan their daily learning activities.
5,481	Educators have completed our educator personality quiz to find out their superpowers and strengths.
455	Certificates have been delivered to educators who watched the Positive Behaviour Support webinar and completed the quiz.
14,000+	Educators engaged with EduTribe content monthly.

Elena Cheremisenova is the truly incredible online content manager and digital product specialist behind EduTribe. She's the person who manages the community, writes articles, creates downloadable resources, produces webinars, sends emails, lists jobs, manages the social media and the website – she does it all. And soon she'll be launching software solution EduTribe Connect.

Watching Elena work, weave her digital magic and help the EduTribe community grow is something to behold. We can't wait to see what the next year brings.





SUPPORTING OUR PEOPLE WITH MORE TRAINING AND DEVELOPMENT

It has been an exciting year as we keep building on the One Tree learning management system, Treehouse. This platform ensures we can provide much needed learning tools for our people.

Becoming a learning hub

Treehouse was the brainchild of our ICT Manager Aaron Divitini and continues to grow every week as we add more online training. We deploy an amazing amount of content covering so many different areas. Elsa Norvill, our Training and Development Specialist, uploaded many valuable resources including videos, reading materials and quizzes. Whilst she has moved to another role, the team responsible for training and development continue to build on the foundation of knowledge she established.

Sandie Davis joined the training and development team in February. She was immediately tasked with producing 'how-to' videos which we call our Dear Deidre series.

The Dear Deidre approach to training is based on the short sharp video you might find on Google on how to do something. Because they are less than five minutes you can refer to them whenever you need to apply a new skill. A section for the Dear Deidre video approach has been added to Treehouse with over 20 new videos launched in September 2021. One Tree also intends to provide the training video products to EduTribe so all members can use them by February 2022.

Simplifying the National Quality Standards

We are taking our innovative Dear Deidre approach of short 'how to' videos to support staff in our early education and care services to Exceed the NQS. In collaboration with CEO Karri Hillier, Sandie is producing the videos.

We are committed to supporting our services by developing and rolling out One Tree's approach to the NQS based on feedback from staff and families. The project is led by our CEO Karri Hillier and will set a new benchmark for One Tree's services providing resources to include products and training (including the Dear Deidre videos).

These resources are being released through Treehouse currently and on EduTribe early 2022. A face-to-face and train the trainer course for the NQS is being developed and released in stages.

Another first on camera

The team have created another first for One Tree – a video for One Tree Wadeye Safe House (Safe House) that has an Indigenous language voiceover. Communicating in local language puts clients more at ease while they learn about the rules of the Safe House. Helping people feel safe, comfortable, and personally considered during difficult experiences is paramount.

This video involved true collaboration by the One Tree team and the community. Sandie created the video while the Wadeye team Laura Crossfield and Noelene Jorgensen brought the community together to share local knowledge and voices.



Children's

SERVICES

Safety of children

FAMILY

endless
ADVENTURE

37258

Bringing big ideas to life for our services

The past year has been far from business as usual. We have learnt to work within a COVID-19 world, faced a sector-wide skills crisis and nation-wide childcare shortage. It's been a year of thinking differently, pulling together and never, ever giving up.

While it hasn't been easy, there is still much to celebrate. We have opened new services and expanded our central team. We have developed recruitment solutions and found new ways to support our incredible people.

Across Australia, our educators, teachers and directors have gone above and beyond too. While the rest of the country moved in and out of lockdowns, they have been an unwavering pillar of support for working families.

Working as one

We achieve so much more when we pull together, and our children's services have proved it. To maintain childcare places for local families, services have regularly shared staff and resources. It has been inspiring to watch our people offer help, even while facing staffing challenges of their own.

Creating new roles to offer relief

We developed full-time permanent positions in relief roles for our hard-to-staff services in the Pilbara. Our relief educators are on the ground, working at the service that needs them most. This support has been invaluable while services have been stretched during recruitment drives.





Altona Meadows



delightful



Nadeye children and family services

Stepping up and stepping in to help when needed

At our children's services, we know it hasn't been easy for our staff on the ground. It's been incredible to watch our people step into new roles across the services. From Second in Charge (2IC's) challenging themselves to take on the role of being a director to regional managers helping in services for months at a time. It's inspiring to see what we can achieve when people step up and work together. We've seen so many positive changes and great feedback from families.

We're proud to be at a stage where we have a full team of directors and regional managers. A great achievement at a time when we are experiencing a workforce shortage.

little details



GO OUTSIDE

take life in



Looking forward

We are on a mission to give our educators more time off the floor. This year, we successfully trialled the key person approach at some of our long-day care services.

The key person approach supports close attachments between an educator and a child. Our educators will be given more time off the floor to focus and design individual learning programs for children. For parents, the key person will be their main point of contact. This will further support meaningful engagement with families, which is a requirement for Exceeding the NQS. We are excited to watch this roll out across our services.





ONE TREE DEFENCE CHILDCARE UNIT (OTDCU)

One Tree Defence Unit (OTDCU) is a force to be reckoned with. Despite the unpredictable nature COVID-19 has played, we are proud of how hard our services have worked at creating a 'normal' happy space for children, staff, and families.

The entire OTDCU team are in awe of how well our families and children have adopted our COVID safe practices. We appreciate their patience while we grappled with understanding the new normal. We would like to acknowledge the hard work that our educators do across Australia. Their commitment and expertise have kept our children safe while supporting them to grow and learn.

Our service support staff have risen above 'meeting the challenge' as they unpacked and found different ways to support services during lock downs. Some new methods of doing things have been embedded into our everyday practices and will likely remain in place as our practice evolves. While the past twelve months has been disruptive, the services have still led the way in providing quality care and practices.

OTDCU Little Geckos and OTDCU Kids Brigade received a commendation and were both recognised for their contribution in providing a COVID safe environment. Several service environments received an upgrade making their surroundings more inviting and sustainable.

The perimeter fence at the OTDCU The Sunny Child was replaced along with improvements made to their front yard and the children's climbing frames. The flooring was replaced at the OTDCU Coral Sea and even the cubby house at OTDCU Little Diggers received some attention with the installation of a new roof.

In May, One Tree officially opened the OTDCU Little Diggers third room extension, increasing occupancy from 45 to 65 places. The extension was opened by Lieutenant Colonel (LTCOL) Bradley Heskett Commanding Officer. The third room provides a dedicated space for children over the age of three to explore things safely and at their own pace.

Several OTDCU services were chosen to take part in the Early Learning Languages Australia [ELLA] program. Research shows that children who engage with and learn a variety of languages have an increased overall literacy and strengthened literacy-related capabilities that can be transferred across to all developmental domains. The program utilises technology platforms and language experts. The program will run throughout the year until December 2021 and includes languages from Vietnam, China, Spain, Indonesia, Italy, and Japan.

National Reconciliation Week, which ran from the 27th of May until the 3rd of June was celebrated across all services. This year's theme being 'Reconciliation Takes Action'. Services celebrated and showed recognition of the journey First Nations people have taken and continue to take within Australia.

We give thanks to the Defence Community Organisation for entrusting us the responsibility of managing the Defence Childcare Program. The trust we hold has enabled One Tree to continue to support and meet the needs of Australian Defence Force families and continue to exceed and deliver on our targets. As a result of our commitment and success One Tree has been awarded a two-year contract extension.



Over the last year, the community services team has continued to grow in size and in impact.

Funding for family domestic violence services in Wadeye

Wadeye is a remote Aboriginal community 420km southeast of Darwin. One Tree provides community services at the One Tree Wadeye Safe House and the One Tree Wadeye Parent and Child Centre. This year, we secured \$629,346 worth of additional funding. The funding allows us to run preventative family domestic violence programs and have a broader community impact.

Building a house in Yarralin

Yarralin is another remote Aboriginal community in the Northern Territory that One Tree works alongside. We provide early education and care at One Tree Yarralin Children's Service.

Yarralin has a total of 61 houses, with over 350 people living in them. No houses have been built in over 20 years. The housing shortage means there was limited accommodation for our childcare and school nutrition staff. To overcome this, we sourced funding from the Department of Education, Skills and Employment (DESE) and managed the build of our very own house.

The Northern Land Council and Ngalkarrang-Wulungann Aboriginal Trust worked with us to find a block of land. The house was built in Darwin and transported into the community on two separate trucks. Sarah Dingle and Tassia McCaffery managed the build and transport into the community exceptionally well. They ensured the community was consulted every step of the way and the build was to a high standard, within budget and met the needs of our staff.

Growing our impact in Roebourne

We have two embedded services in Roebourne, a small community in the Pilbara but we wanted to do more. We engaged in a thorough and genuine consulting process with the community to uncover what the community needed for their children and families.

The community told us they needed an outdoor classroom so children could learn on Country. They also wanted a language teacher to support children's language development and learning in their first language, a creche that supports parents to study, and a full-time mentor to work with our trainees to improve completion rates. One Tree is grateful to Woodside for providing the funding to introduce these programs over three years.

From Claire MacManus, General Manager of Community Services

Working with the community services team is a privilege. To work alongside intrinsically motivated and passionate women is inspiring and makes the job one that I love. Every member of our team, across each of our services, works hard each day to ensure better outcomes for the communities they serve. I could not be prouder of how our team has continued to operate and expand on our service delivery to support vulnerable and impacted people throughout this pandemic. This has been a year of learning and growth, and we are so excited to do more of the same next year.



Mutually beneficial relationships



Community

SERVICES

LOVE
THIS
PLACE

WHO IS THE CLIENT?

Name: _____ Title: _____

Address: _____

WHO BROUGHT THEM TO THE SAFE HOUSE?

☐ POLICE ☐ FRIEND ☐ FAMILY ☐ OTHER ?

WHAT HAPPENED?

☐ PHYSICAL ABUSE ☐ SEXUAL ABUSE ☐ FINANCIAL ABUSE ☐ OTHER ?

Wadeye
funding

Winning additional funding for One Tree Wadeye Safe House

OTCS has operated the One Tree Wadeye Safe House in the remote Northern Territory community of Wadeye for a decade. The service provides support and respite for women and children who are victims of domestic and family violence.

We worked hard to secure additional funding through the Domestic Family and Sexual Violence (DFS) grant last year. This enabled us to implement five new projects this year. We have begun works on a mural project, a new playground for children and improved security at the service.

Extra funding is improving outcomes already

The objective of the Domestic Family and Sexual Violence (DFS) grant is to expand service options at the One Tree Wadeye Safe House. We are proud to share the improved outcomes we have already seen.

Project 1: Flexible support package

The flexible support package offers personalised responses to individual circumstances of women and children experiencing DFSV. We have used this money to transport women out of the community to ensure their safety, purchased items that support them to be safe, and created personalised packs for many children and women experiencing DFSV.

Project 2: Counselling services

We have created a new position titled Wellbeing Support Worker to provide a holistic case management process for clients of the Safe House and to focus on the women who are utilising the service for respite. Traditionally, women attending the Safe House are reluctant to engage in any formalised support such as counselling. We have created recreation and education programs where concerns and advice can be addressed in a non-intrusive, client-driven manner.

Project 3: Practice management

We reviewed our procedures and forms to ensure they were suitable and easy to access for clients and staff. After considerable consultation, we have released new infographic-based forms for clients and local staff, to support communication and understanding across local language barriers.

Project 4: Practice supervision

We are aiming to increase the capacity of staff by providing culturally appropriate supervision. Through practice supervision staff feel valued, supported and better equipped to face the challenge of being a support worker living and working remotely.

Project 5: Critical intervention outreach service

We created a new position of Critical Outreach Worker to operate out of the Safe House. This has significantly impacted the case management process for exiting existing clients and our referral process. Our Critical Outreach Worker has also focused on making appropriate referrals to relevant specialist services and supporting women to access these services.

We are proud of the positive impact our service is having in this remote community. We look forward to continuing to meet the needs of local women and children. As always, we are grateful to Department of Territory Families, Housing and Communities for the ongoing support of the work that we do, and the support of our innovation projects which have enabled us to do more.

TOGETHER

led to the Libr



BRAYBROOK EXCEEDS NATIONAL QUALITY STANDARDS

Think about the last time you truly went above and beyond. It takes hard work to be exceptional at even one thing. Now, imagine you go above and beyond in every single aspect of your work life. That's what it takes for a service to be rated as Exceeding the National Quality Standards (NQS) in all areas.

An exceptional early education service

We couldn't be prouder of the Braybrook team who Exceeded all seven areas in the NQS. The rating shows parents and the community that One Tree Braybrook Early Learning Centre offers high-quality services that help children learn and develop. It's a huge achievement for the service.

Inspiring our other services

We are focused on Exceeding the NQS across every single one of our children's services – just like we have done in the past. We believe in our services and the talented educators that run them. We can't wait to see what they achieve with extra support from our soon-to-be-released NQS product and training. The achievement by the Braybrook team is our first big step in the right direction and one that will inspire all of us on our journey to Exceeding.

WORKING AS ONE TEAM

The One Tree Braybrook Early Learning Centre Director, Yena told us how the service worked together to be rated as Exceeding.

“This was my first year in the director role at Braybrook. The previous director created a great team culture. They had a deep commitment to vulnerable communities, were successful in obtaining grants and helped the service develop a strong educational philosophy in consultation with children and families. The previous director inspired us all. When she left, the whole team were driven to continue the great work she'd been doing.

It was a big decision for me to follow in the footsteps of this director – but I'm so glad I did. I have really enjoyed leading and supporting this beautiful educational team. It has been a whole team effort to get Exceeding in all areas. I feel so proud to have educators who are respectful, compassionate and have the best interests of the children and community at heart. They amaze me with their capacity to grow with the desire to engage in the latest research evidence and contemporary teaching and learning approaches.”



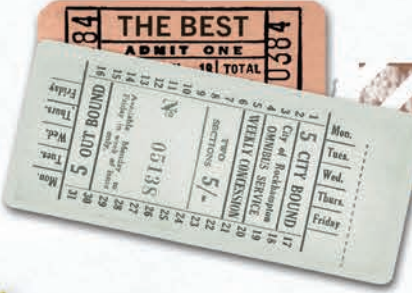
ENJOYMENT



MEMORABLE MOMENTS

Noted:

YES!



GETTING EDUCATORS TO SERVICES THAT NEED SUPPORT THE MOST

How do you staff rural childcare services and maintain childcare places in the middle of a sector-wide workforce crisis? At One Tree, we don't just use status quo recruitment strategies to find rural staff. Instead, we create a whole new program that sends educators where they are needed most.

Introducing our Fly-In Fly-Out program

This year we launched our Fly-In Fly-Out (FIFO) program to send qualified educators to hard-to-staff services in rural and remote Western Australia. Educators who are employed in the FIFO program are flown around the state to support services and teams on short term placements. While they are working away from home, the program supplies educators with housing, transfers, transport, manager support, breakfasts and dinners.

Short term placements can range from two weeks to two months depending on what the FIFO educator and the service requires.

The FIFO program helps families

Each qualified educator at a service allows us to open extra childcare places for families. When our services are not fully staffed, we cannot maintain the number of childcare places. Simply put, children and families miss out. Access to consistent childcare and early education is vital for parents or carers who want to return to work. For children, it ensures there is no break in their vital early years education.

The FIFO program sends educators to hard-to-staff services. FIFO educators fill positions while permanent staff are recruited. The FIFO program is still in the early stages; however, since commencement 28 FIFO workers have been sent to 13 services.

Expanding our horizons

The FIFO program will continue expanding and it will keep supporting One Tree's services. We plan to offer the program to other service providers as part of EduTribe Employ. We are looking forward to watching this project evolve and we're proud to offer vital staffing support.

Tracey Jones has 28 years of experience in early education, and she's supported many of One Tree's rural services as a regional manager. She's the one-woman-powerhouse behind the FIFO program who regularly conjures up houses, flights, transport and educators, seemingly out of thin air.

She uses her experience to make sure consistent and high-quality care is always maintained. And she ensures that educators get rewarded with a range of benefits and opportunities for experience.



WE HAVE ARRIVED



MAP OF

SUN. SEA. SAND & SHELLS





There has never been a more important time to train the next generation of educators. Every time an educator graduates there are more childcare places for Australian families. Another qualified professional joins a workforce that desperately needs them. When we develop educators from hard-to-staff remote and rural locations, our impact is even larger.

Expanding to the Northern Territory

We're proud to have established our RTO in the Northern Territory and we are building a name as a preferred training provider, particularly in remote communities. Our unique model of training local staff on Country is proving very successful. Plus, we are creating career pathways and sustainable services in these remote locations.

We now have over 16 Aboriginal trainees working towards their Certificate III in Early Childhood Education and Care and this number continues to increase. We have big plans for the coming year, hoping to expand into delivering accredited training in community services, domestic family violence and school-based trainees in Darwin.

Pushing our Western Australian program forward

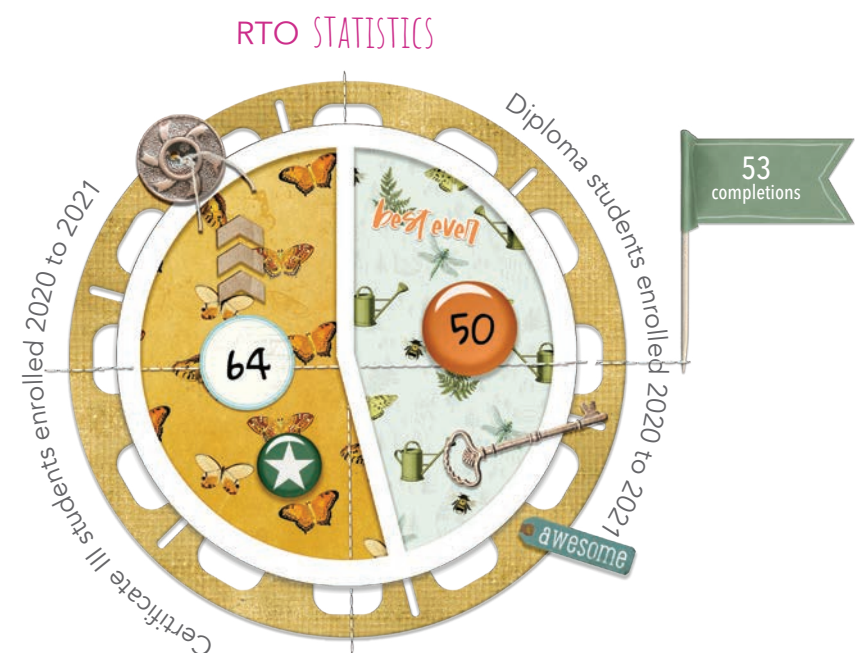
This year, we've kept our Western Australian program running full steam ahead despite the challenges. We've continued to successfully deliver our school-based trainee program in the Pilbara. We have implemented new technology, using Treehouse Learning Management System to support our students.

In October, our first group of Perth school-based trainees received their Certificate III. Three trainees finished the qualification, and one trainee is now enrolled to complete her Diploma with One Tree.

As always, the entire RTO team have done an incredible job. There have been many roadblocks, crossroads, and hurdles to jump. Yet, the team have helped students reach the finish line by celebrating each and every step along the way.

What's next?

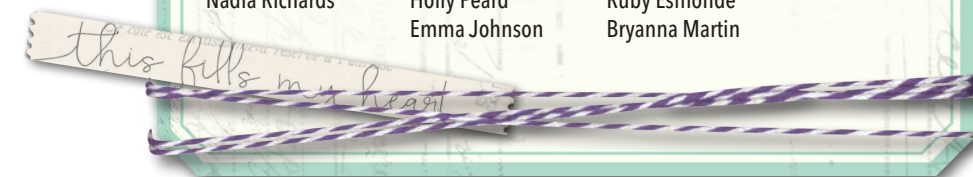
We're always looking at how we can keep growing our RTO to expand our impact. We hope to bring a new qualification into our training offering soon. We have expanded in 2020 and we have welcomed an additional part-time trainer in the Pilbara, enabling us to support more students.



Congratulations

to the students who have completed their Certificate III and Diploma in 2020/21

Jemma Breton	Nandani Nawarathna	Ravinder Kaur	Ella Sanders-McDonald
Maddison McCracken	Meg Everitt	Bridget Donnelly	Mallika Begum
Haillee Carr	Cassie Riddell	Jazz Petkovich	Clarissa Menezes
Raina Mortensen	Nicolle Divitini	Jayde Hunter	Leteisha Woods
Chantelle Watts	Sadie Grant	Wendy Bautista	Tamara Power
Abbey Harris	Kourtney Lee	Hayley Ryan	Rebecca Wootton
Molly Burton	Melissa Needs	Chloe Biddlecombe	Sierra Cooper
Rebekah Green	Jaimee Fielder	Claudia Pensabene	Taylah Allard
Sasha Cran	Ingrid Sherry	Annabel Roseveare	Kayce Ferrick
Ashley Pascoe	Kaylee Moffatt	Kathryn Savage	
Rhiannon Payne	Rachael Burgess	Courtney Parsell	
Bryannah Willmott	Shelby Plewright	Warren Grant	
Tia Gordon	Renee Grossman	Mae Tabinas	
Nadia Richards	Holly Peard	Ruby Esmonde	
	Emma Johnson	Bryanna Martin	



Our Board of Directors



David Beattie - Chair

BOARD MEMBER SINCE 2008

MBA, FCMA

David brings more than 15 years of experience as a Chief Financial Officer with various commercial organisations. He has extensive experience in general and financial management, corporate governance and commercial activities.

David runs his own financial and management consultancy.



Zeljko Krestelica
Vice Chair

Cert IV (Training & Education),
Post Grad Diploma (Social
Science - Counselling),
BA (Philosophy & German
Language and Literature),
Diploma (German)



Anne-Marie Connolly
Member

Assoc. Dip (Social Science)



Terri-Anne Pettet
Member

BSc (Health Science), DAICD
(Diploma Australian Institute of
Company Directors)



Katherine Hbar
Member

Certified in Cultural Intelligence
(CQ) Assessment Facilitation,
Grad Diploma (Management),
B Economics (Hons -
Japanese Studies)



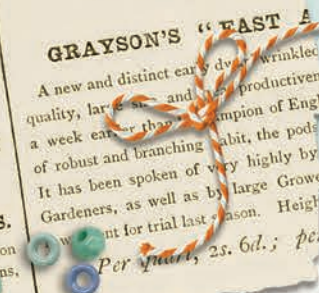
Gordon Melsom
Member

Post Grad Business,
MAICD



Susan O'Byrne
Member

BA, MA Investment
Management Certificate
(UK Society of Investment
Professionals)



Our CEO & Executive Directors



Chief Executive Officer



Karri began her career as a youth worker in the 1980s. Karri's aptitude for finding innovative solutions to social disadvantage and to communicate, particularly in writing, was the catalyst for early opportunities in management roles.

Karri held leadership positions in the not-for-profit sector summarising her experience as 'having worked in and managed community services in all areas other than disabilities and aged care.'

In the 1990's Karri attended university and attained a Bachelor of Arts in Training and (Organisational) Development graduating as a member of the Golden Key Society. Continuing to work, while studying, Karri held several positions in senior management or as a chief executive officer. This included being selected by Aboriginal elders to be the director of an Indigenous service in an Aboriginal identified position.



Executive Director, Melbourne



Coral is the Executive Director (ED) of the One Tree Community Services Defence Childcare Program.

Growing up in a remote rural town, Coral began her career in the children services industry as an educator for a small not-for-profit service in Port Hedland. Three years later Coral took on the leadership role of a service manager of a multi-functional Indigenous children service.

Relocating to the Goldfields in 2004, Coral worked for the local Aboriginal health service as an early years strategist where she undertook a research project that involved conducting a skills audit on the available services for families within the region. This data was later used to develop early literacy, health and play programs for children under eight.



Executive Director, Central



Irina began her career in public policy advocacy for sustainable housing, energy and environmental protection, followed by a focus on community and children's services.

Prior to joining One Tree, Irina held senior positions in two of WA's leading peak bodies, the Conservation Council of WA, and the WA Council of Social Service (WACOSS), where she was the CEO until 2017. During her term as the WACOSS CEO, Irina worked with representatives of the Stolen Generation to establish Reconciliation WA and continues to serve as a founding board member.

Irina's other Board roles include former vice president of the Australian Conservation Foundation; Advisory Boards of the Centre for Social Impact and Social Ventures WA, the CEO's for Gender Equity group; and Customer Representative of the Energy and Water Ombudsman. She is an independent director of Gumala Investments, supporting three Pilbara-based Aboriginal language groups.



ALICE MACPHILLAMY
Executive Manager
Corporate & Business Development

CLAIRE MCMANUS
General Manager, Community Services

SARAH SHORT
General Manager, People & Culture

ELSA NORVILL
General Manager, Children's Services

BRAD MILLER
General Manager, Kindergartens

LIA JONES
General Manager, Finance

TANIA IEZZI
General Manager, Corporate

SHELLIE TAIA
General Manager, Children's Services

LORENSZ SENN
General Manager, Finance



This financial year saw the early stages of a global pandemic that is proving to have enduring tragic consequence. Its impact has touched the staff, families and communities One Tree works with at personal and professional levels. Thankfully, from a financial perspective, we have been well supported and well managed to be resilient throughout the year.

JobKeeper was removed from the Early Childhood Education and Care sector on the 20th July 2021, and we adjusted the policy and business settings, providing free care.

We opened a new early learning service in South Hedland early in the financial year. Then, a new kindergarten service at Riverwalk Primary School for the new calendar year.

The pandemic heated the already competitive environment and made the challenge of recruiting and retaining staff much harder. The impact of the uncertainty of ongoing border closures on national organisations can't be overstated. The constraints on moving staff between services, accessing support services and recruiting staff from interstate jurisdictions had real consequences.

While we were able to adjust to new virtual models of support, we couldn't keep delivering the level of services we, or the community, would have hoped for. Staffing shortages have led to caps well below licenced capacity across the country. It goes without saying that as the workforce constraints in the sector have worsened, so too has our income.

While buoyed by a comprehensive sector funding package for the first half of the year, the trend beyond that and short-term future forecasts mean we are faced with a large deficit in the coming year.

Once again, we have been fortunate to get through the year without standing staff down or closing services, aside from short term mandated temporary closures. It's hard to see how we would have achieved that without so much support.

Our total revenue for the financial year was \$49,748,661, employment expenses \$37,901,455, and net assets \$4,044,293. We closed the year with a significant surplus of \$1,398,313 – one capable of seeing us through the year ahead, while we build the resilience of our workforce.

Congratulations and thanks are due to the finance team who pivoted back and forwards in response to policy and funding shifts. The calm heads and hard work of Lia Jones, Lorensz Senn, General Managers, Finance and their teams together with Rod Lillis from Crunch Consulting and Barry-John Rothman and his team at Dry Kirkness have all performed remarkably to leave One Tree in such a strong end of year position, ready to face the next.



Statement of comprehensive income

RECURRENT OPERATIONS	2021	2020
Revenue	45,021,985	34,166,244
Finance income	5,487	17,662
Consumables and service delivery	(3,014,773)	(2,701,092)
Depreciation and amortisation expense	(241,312)	(163,233)
Employee benefits expense	(37,901,455)	(34,613,274)
Finance expenses	(40,716)	(43,210)
Impairment losses on receivables	(18,963)	(126,932)
IT expenses	(615,861)	(564,170)
Motor vehicle expenses	(415,939)	(362,238)
Other expenses	(1,406,871)	(1,178,289)
Rent and outgoings	(850,186)	(754,369)
Repairs and maintenance	(596,526)	(490,437)
Telephone and internet	(422,418)	(335,085)
Training and other staff related expenses	(1,397,528)	(797,127)
Travel expenses	(967,568)	(1,048,168)
Utilities	(344,512)	(361,925)
Deficit from recurrent operations	(3,207,156)	(9,355,643)
NON-RECURRENT OPERATIONS		
Revenue	4,721,189	9,707,402
Grant funded expenses	(115,720)	(266,778)
Surplus from non-recurrent operations	4,605,469	9,440,624
Surplus for the year	1,398,313	84,981
Other comprehensive income, net of income tax	-	-
Total comprehensive income for the year	1,398,313	84,981

Statement of financial position

CURRENT ASSETS	2021	2020
Cash and cash equivalents	9,872,757	7,906,070
Trade and other receivables	2,483,628	3,298,284
Other assets	312,625	206,134
Total current assets	12,669,010	11,410,488
NON-CURRENT ASSETS		
Property, plant and equipment	1,104,704	1,044,228
Total non-current assets	1,104,704	1,044,228
Total assets	13,773,714	12,454,716
CURRENT LIABILITIES		
Trade and other payables	2,145,793	3,053,419
Borrowings	1,025,686	841,202
Contract liabilities	1,152,313	1,426,305
Employee benefits	5,090,751	4,125,845
Total current liabilities	9,414,543	9,446,771
NON-CURRENT LIABILITIES		
Employee benefits	314,878	361,965
Total non-current liabilities	314,878	361,965
Total liabilities	9,414,543	9,808,736
Net assets	4,044,293	2,645,980
EQUITY		
Accumulated funds	4,044,293	2,645,980
TOTAL EQUITY	4,044,293	2,645,980

List of staff by service

Administration & Governance Kinder

MELISSA BARBUTO
FATMA BITIR
LSA CAMERON
AMANDA MASTERS
BRAD MILLER

Administration & Governance Central

ALISA BRADLEY-MOORE
WADE BRADY
NICOLA CAHILL
IRINA CATTALINI
ELENA CHEREMISENOVA
CARLEY CRIMP
SANDRA DAVIS
JENNIFER DE BRUYN
TASSIA DE SOUZA
SARAH DINGLE
AARON DIVITTINI
SHADIA EISSA
NATASHA ESAU
HAILEY FARRELL
NAOMI GENTELY
DANIELLE HEATON
KATIE HELPS
HENRIETTE HERBST
KARRI HILLIER
JADE JOHNSTON
LIA JONES
TRACEY JONES
NOELEN JORGENSEN
ALICE MACPHILLAMY
CLAIRE MCANUS
TANIA MIDDLETON
ELSA NORVILL
JANINE POA
KISA RISTANOVICH
TRUDI ROBSON
JACQUE SHAW
ARLETTE SHENTON
SARAH SHORT
J TAPPER
KRISTEN TAYLOR
VICKY THOMPSON
SANDRA TOTARO
ASHLYN VAN GRAMBERG
NICOLE VERNEDÉ
CHENOA WATTS
KIRSTEN WEBSTER
SARAH WOODS
HUIPING (LAURA) YIN

Administration Defence

APARNA ARAVIND
JACK BODDEKE
CORAL CALLAN
DEBRA CHAPMAN
RUTH CIVELLE
CHARMAINE COUCH
MICHELLE EVANS
LYDIA HATZEDEMETRAKIS
MARIAN HEENAN
TANIA IZZI-GIKOVSKI
JENNIFER JENKINS
DEBRA KILFORD
STACEY LETTE
KERYN LEWIS
AMANDA LOPEZ
LAUREN MCWATERS
SHARON MULHOLLAND
ASHLEE SCOTT
LORENZ SENN
NAMRATA SHAH
SHELLIE-ANNE TATA
HAILEY TRAINOR
SAM TWIDDLE
ANNELISE VAN ZYL

Altona Meadows

IRIS ANDREWS
MARILYN ARANDA
ASHLYN BOYCE
STEPHANIE BROWN
CAITLIN CASLEY
JILLIAN CLAYTON
REMI COOPER
HANH DANG
MADDISON FORREST
GABRIELA HEINZ
LEILA HOSSEINI
RENE KIRKPATRICK
DAVID MAURER
LAUREN MCCANN
RUBY MCWATERS
VEDRANA MITROVIC
THI DANG NGUYEN
CHELSEA PHILLIPS
REBECCA RAMONDETTA
TANIA READ
MADELINE SALTMARSH
RHONDA WALTA
MARGOT YOUNG
FATIMA ZOGHEIB

Altona North

JANINE APPELBY
PATAMAPORN EIAMCHINDA
MALAK EL HASSAN
ROSELEY ESGUERRA
KRATITJA FATIMA
RATINDER KAUR
SIMONA KRESS (ADDARI)
DIPTI KULKARNI
CHIT THANDA LING
GLENN LUKE
IRINA MAGUREAN
ANGELA MITREVSKA
PARASCHIVA RADUCANU
SAVITA RAJ
MARIA SCHIRIPA
VEERA SODDER
LISA THOMPSON
BETTY TUKIMATA
RENEE VALLIS
RUFANG WANG
SIMONE WATKINS
XIAOLI YUAN

Balim Balim Kindergarten

KATE ABSOLOM
HEMABEN BHATT
SONJA ROWE
CHLOE RYAN
HWET PING YONG

Bernice McLeod

CINDY BATTLE
MARIA COETZEE
SAMANTHA DOWNS
LELANI EMLIE
EBONY GRAHAM
ERIN KAVANAGH
TAYLOR KOSTANTINIDIS
SOPHIE LEBREDONCHEL
TAYA MCWILLIAM
LAUREN SIMPSON
ANIKA SMITH

CERBERUS

CHRISTINE DUNGAN
KERRY HEKTE
CASSANDRA JAMES
CHLOE JAMES
JANE KOHRY
ANITA MCMAHON
TAYLOR MEARS
NICOLE O'CONNELL
ROBYN WHITEHEAD
EMILY WRIGHT
MARGARET WRIGHT



Bulgarra

COURTNEY AAGESEN
SHILPA ADHIKARI
MISHANI AREAITTI
MOLLY BURTON
CHARDONNAE CANT
KATHLEEN DESPOTOVSKI
ASHLEIGH DODD
MICHELLE EDWARDS
BETHANY HILL
ALYSA JACKMAN
SHELLEY KILVINGTON
RENAE LEYLAND
ELLE OLIVER
MADISEN OWENS
ANNABEL ROSEVEARE
RHIANNON WHITE

CASUAL SERVICE STAFF

COURTNEY ARTO
KYLIE AUSTEN
CATHERINE BAKER
ELLIE COWDREY
LUISA D'AMATO
REBECCA DELLA-BONA
SHANNON EVANS
KATE GRAY
NEVE GULLFOILE
FAITH LEE
RHIANNON MACPHERSON
HEATHER MCADAM
JENNIFER MOLINA
MARIA MORENO CUESTA
MONICA NGETCH
LAUREN O'CONNELL
MARIE ANN PONTRE
LIGIA RAQUEL REYES
JESSICA WADE
JOSEPHINE WILLIAMS
REBECCA YOUNG

Coral Sea

KIMBERLEY AGIUS
ISABELLA BISHOP
PAIGE CHEESEMAN
KRISTIE HEWITT
NIAMH JENNINGS
SARAH MARKHAM
CATHY MATHER
BREANNA McDONALD
ALISON PARR
DEANNE PAUL
IRIS ROBINSON
STACEY STECKELBRUCK
AMBER VALLANCE
LEAH VICKERY

COVENTRY

MAHMUDA ALAM
BISHNU BANIA
CHRISTINA BOMBACI
NASSIM CONWAY
ATSHA EL SOUKI
MAIRA ESCOBAR
ALESSANDRA GIAMPETRONI
STEPHANIE HANCOCK
JIANG (ANGELA) JIANG
GRACE LAGARAN
JAY PARK
SWIKRITI RIMAL
SANDRA SELVAGGIO
MADISON WEEKS
LIANG ZHAN

c-Verse Brentwood

CHLOE GRINSELL
ETHAN HARGREAVES-INGRAM
MATHEW HUGHES
CASSIO MARCHION-TURRENTI

c-Verse Lithgow

SAMANTHA BAKS
BRIELLE MOBS
SARAH SPACKMAN

c-Verse Mundijong

KIRSTYN CLEWS
KAITLYN DAVEY
GEMMA FROW
ANN WALKER

c-Verse Palmyra

BRYTTANY D'AGUI
KATIE HURD
DALTON STOKES
MERRICK STOKES

c-Verse Perth Individual

YOH ARAKI

c-Verse Sussex Inlet

ROSALYN BLADES
SAMANTHA BRADY
KAREN BURRELL
JONATHAN HART

Derby

KELSEY CLARK
MELISSA HASLUCK
ROSITA HOLZHAUSER
DENISE HUMAN
AMANDA IRELAND
RAVINDER KAUR
MARKEISHA OZIES
CLAIRE ROGERS
IMOGEN STANLEY
RUCHELLE THERON

EAST SALE

ALICE ARBUTHNOT
CHANTELLE BROAD
LEISA BRUNT
KEIRAH COSTANZO
DANA DARBY
EMILY DUNCAN
MORGAN FALLS
BRYDIE FATCHEN
EMMA FYFE
HEATHER GARDAM
GEORGIA HARKET
TIANA HENDERSON
EBONIE JONES
KERRY JONES
MANISHA KOLALI
ELISA KOSTERMAN
KELLIE LEWIS
JANINE MACREADEE
JESSICA MAYTOM
ISABELLE POPOVIC
AMELIA RAUTMAN
DIANE ROBINSON
GEMMA SHORT
HANNAH STOKELL
SIMON TARRAN
ANGELA TEW
SKYE WATSON

Enoggera

KAY AFFLECK
BHANU CHINTALA
BARBARA DAVEY
LEILANI FENWICK
NICOLE FRANCIS
ETSUKO GLEDHILL
LINDA LUCAS
CATHY PATERSON
DYLAN SHEPION
DAWN STANLEY
MELINA THOMAS
TAYLOR THOMPSON
JANIS VENESS
SARAH VENESS
TRACEY WATTS

Flying Start

JACQUELINE BALL
BALJEET KAUR BRAR
DONNA CAREY
LOUISE CROFTS
JADE DAWE
JESSICA HUGHES
NANDANI NAWARATHNA
SIMRAN PREET
JODY SARGENT
LOUISE SEIVWRIGHT

GURLU GURLU MAYA

HALLIE CARR
ARONA HINAKI
NASIMA NAZIM
ASSUNTA NORTHCOTT
SUNISA THAR
NICOLE WEBB
MAHALIA HINAKI
MIRANDA IHANIMO
GLORIA NEWLAND
JESSICA TAYLOR
BIANCA THOMAS
IAN WALLY

Inclusion Support

ISLA BIRNIE
LAUREN CAMPBELL
EMER DONOHOE
SOPHIE MARTIN
JANET MCLEWAN
SARAH WOODS

Kalkarindji

SUSAN DANDY
SUSAN HADDEN
ERIN MURPHY
TAMZEN PADDY

HELLO Kambalda

DILMAYA CHHETRI
CARA ARABELLA MORTENSEN
CLAUDIA NAGY
LUCIE ROBINSON
JENNY ZILLMANN

Kangaroo Cottage

PAULINE BANFIELD
ANDREW EAST
CAITLIN FOWLER
MELISSA PEARSE
NICOLE PETRA
SHARLENE PRICE
SARAH WILLIAMS

Kids Brigade

MARIA DEL PILAR BISBAL
SHU-YU CHANG
TEGAN CRITCHELL
PRISCILLA DE MATOS
RODRIGUES
REBEKAH EVANS
SHANNON GAUDION
KERRIE GIBBS
SAMANTHA GRINYER
SABRINA HAVEL
LEANN HAYES
SHARON LOCKE
ROAD-DAVY MAO
SONYA MARTIN
BIANCA MOLLER
KIRSTEN PAGE
NATALIE PASTRIKOS
JOSIAN MARSTERS-HENRY
ELONA MORGAN
EMMA REID
TAMMY STODOLY

Kids Crew

SARAH LORD
JESSICA SMITHERS
CHRISTINE SPARTALIS

KUNUNURRA NINGGOOWONGDAWANG

TORI ELLIOTT
TRACEY ELLIOTT
KENDRA ENGEL
PEI-SHAN (SHANDI) HSIEH
PARMJEET KAUR
CARMEN KEITH
HILLARY LENEHAN
MILA MAGO
THAO NGUYEN
NADIA RICHARDS
CALYCA ROGERS
ELISSA WENZEL

LAVERTON

HEIDI ABBOTT
LEAH ASHWIN
ERIN FOLEY
RHONDA FOLEY
BROOKE FRAZER
DAVINA HILL
TANIA ISAACS
JESAMINE THOMAS

Len Taplin

TAYLA BAUM
SUSAN COLEMAN
ALANA LOUISE DIMMOCK
KANCHANAPORN GARROICH
EMMA HERWIG
JAYMIE LUCOT
EMMA PORTER
ALLISON REMINIS
TANISHA SMITH BOLTON
TRACEY TOTTMAN
ANDREA VANGER
TRACY WYNWOOD

Little Diggers

TANEESHA ADHAR
PENELOPE ARGYROPOULOS
CHRISTINA BARTOLIC
PRISCILLA BONO
SOPHIA DEDES
BRIANNA DUKE
JANETTE KAHILA
KATHY KAHILA
RESHMI KUMAR
PRIYA NATDU
LU QIU
SHOBHNA RAIPURIA
ANITA SENGAL
CATHERINE SELBY
JODIE WINSLETT

Little Eagles

SUGANYA BAHUBALI
JESSICA BELL
JOANNE BRAGANZA
ELIZABETH DONALDSON
JUSTINE FABIAN
REBECCA FARRUGIA
KIRSTY HAINES
ANGELA HAYMES
DEBORAH MARGETTS
JOSIAN MARSTERS-HENRY
ELONA MORGAN
EMMA REID
TAMMY STODOLY

LITTLE GECKOS

TIMARIE ANDERSON-KOFOED
COURTNEY CRIPPS
HYUN KYUNG KIM
EMILEY KNIGHT
CARLENE MCMAHON
THI BE THOM NGUYEN
ADUT NYARNHOM
ALLISON SHEATHER
SARAH WILLIAMS

MILLARS WELL

CRYSTAL-ANN ASHCROFT
SAMANTHA BENADDI
REBECCA BOLT
HAYLEY BYLUND
DANIEL COOK
SASHA CRAN
MELANIE DEJONG
TARA DRUMMOND
SHAE HAWKES
MELANIE HAWKINS
RACHEL HINKLEY
FLEUR JOHNSTON
KULDEEP KAUR
JADE KEREMELEVICH
CALLUM KNOTT
LEE PEING LIM
SUZANNE LOTHIAN
ALLY MCCOY
ALLANNAH MORLEY-DAVIES
ASHLEY PASCOE
MARINA PIRES BATISTA
EBONIE READ
GEMMA RODGERS
PORTIA SCAFDI
TEAGAN SINGER
UGYEN TSHOMO
DAKOTA WARREN

Onslow

REBECCA CORRIGAN
BRIENNA DOHERTY
CASSANDRA EDWARDS
SINEAD MARSHALL
AMBER MONTGOMERY
SHENAE WINGATE

Pannawonica

JASMINE CLARKE
CASIE DRUMMOND
CARINA GAJNIK
EDEN MORRISON
REBECCA PAUL
LJUBICA VRANJESJEVIC

PARABURDOO

KARA BILES
JEMMA BRETON
ALEXANDRIA CRILLY
NICOLLE DIVITTINI
JEMMA FERGUSON
TIA GORDON
DANIELLE HUTCHINGS
GEMMA JONES
RACHEL MAXFIELD
ADEOLA ODEDEYE
ABBY SUNDERLAND

Puckapunyal CS

TYLER AGIUS
REBECCA ALTHAM
KAREN BAYNES
LAUREN COLE
HANNAH CORNTHWAITE
SHELLEY DOWN
CHLOE FILLIPONI
DARCEY GOODMAN
MEGAN HANLEY
SARAH KILPATRICK
MADISON KOCIANCIC
SHANDI MACKENZIE
RACHEL MCCARTHY
ZOE MILLER
CARLY O'SHEA
RACHAEL SAUNDERS
MADELINE SHEPPARD
AMY SMITH-JONES
KATHERINE WATTS
WANITA WATTS-LARKINS
DANIEL WRIGGLESWORTH

PUCKAPUNYAL KINDERGARTEN

REBECCA GREESHAW
DEBRA LEMON
THU TRANG MAI
BREE TURNER

RIVERWALK KINDERGARTEN

ANDREA DOLEGOWSKI
NANCY DOUGLAS
EMMA WELSH

Roebourne Woodside Project

SHENARA SMITH

Russell Hill

RAZIA AKHTAR
NUR ALFAH
CURJET BADWAL
LINDA BERNARDI
NATASHA BOSWELL
ANNA COLALACO
FIONA COLLIS
VANESSA COUNSEL
FORTUNATA CUMMING
ANNALISE DENNEY
LINDA D
LINDSAY DICKEN
OLYMPIA DRAKOS
SARBJIT GHATORHA
AMY GORDON
MICHELLE HILL
ZACHARY MALJEVAC
HAMISH MCLEAN
LIAM MCLEAN
TIGIST MSHINA
ASHLEIGH STEPHEN
BEN THORNTON
KATRINA TINDALL
YUSHANG WANG
SYLVIA WARD
TRACY WEATRE
CHUNLI XU

SOUTH HEDLAND

KAYLEE BUDD
TALIEGAH COTTER
SAMARIS DAVEY
JAMARA GALLAGHER
JODIE HODGSON
NYANAWAN LEM
MIKAELA NOONAN
ALLANAH NORTH
LAYLA OCAMPO
STACEY PETERSON
JAGRUTIBEN PRATAPATI
RAHAB RUHAKAIL
MAE MAUREEN TABINAS
ELLA TAYLOR
MADISON WATSON
FIONA WEBB
COURTNEY WILLIAMS

THE BLUE HOUSE

MIKAELA DIMOND
NATALIE EGGLESTON
FELICITY MITCHELL
AMY SCHULTZ
ZARIA SHAH

THE SUNNY CHILD

MARA ATTERTON
CARLO BANTOG
FOLUKEMI DARAMOLA
FRANCES GILMOUR
MARISSA GILMOUR
MICHELLE HARTSHORN
REBECCA JOHNSON
MARAZIA KOROWAQUELEWU
GEORGINA MARTIN
GABRIELLE PIOTTO
MELLIN YOUNG

Timbertop ELC

ORJONA BORO
TESHA BREWER-BOWARD
HONEY FAITH DE CASTRO
BELINDA FOWLES
RACHEL HUDSON
SRILEKHA NAMBURI
AMY O'BRIEN
PIETERNELLA OOSTERHUIS
RAGINI RAGINI (GUPTA)
SAVANA SHARMA
GURDEEP KAUR SIDHU
AVNEET SIDHU KAUR
ALICIA SIDON
BESET TIBEBU
SALLY WALKER
YU WEI WU

Timbertop Kindergarten

JESSICA BARBIERT
SHANTAL DIJAK
LOUISE FRANKAS
AYESHA GAMA ARACHCHIGE
SARBJIT KAUR
HIMABEN (HIMA) LALWANI
THYRON NIKITAS
RASHMI SHARMA
RISHA SHARMA
JACINDA TROSELT

Tingira

KERRIE BARNES
KAROLYN BIGGS
AIMEE BROOKE
JAE-MAREE BUNN
CHLOE BURNS
CATHERINE CHAPMAN
BRET CRAIG
KRISTY DYE
KAYLA GEHL
ASHLEIGH JENKIN
AMANDA JONES
SAMANTHA KING
MICHELLE KLAUSEN
STACEY LAMMING
SHYANE LEWIS
SASHA LORBER
CARMEN MAZZAFERRO
STACEY MCANENY
MAUREEN MCKINNON
ROBYN MEREDITH
ALISON NICHOLLS
REBEKAH NIELSEN
NAOMI O'CONNELL
KRISTY ROSE
LEANNE STETSMA
CATHERINE SILK
HANNAH WILSON
LAUREN WILSON

Registered Training Organisation RTO

TANYA ANSTEE
INDIANA ASH
DANIELLE BAKER
COURTNEY BARKER
BRIANNA BELLETTE
TIANA BENSON
SAMANTHA BULLEN
HAYLEY FISHER
CHARLIZE GREEN
KAITLYN HULL
EMILY LAWSON
ALEXIS MACARTHUR
ALYSSA MCKENZIE
ANNMARIE NEEL
KYLIE ROUTLEY
JACK RUDD
KAELEE SHARP
BROOKE THOMPSON

WADEYE CS

GABRIELA DIAZ
LEA HAPPE
GEORGINA KARUI
MAJELLA KINTHARI
GERALDINE KOLUMBOORT
HELEN MORRISBY
ZOE PELLOWE-GALLOWAY
KELLY RAVEN
KATHRYN SAVAGE
SARAH SMITH

WADEYE SAFE HOUSE

LAURA CROSSFIELD
GRACE LANJTIN
DANIELA MARDIGAN
ANGELA NENNAL
CASIMIRA PULTCHEN
ALLYANNA TITLOURA
CHRISTINA WEEKEND

WADEYE SAFE HOUSE SDFV

EMMA COMPEN
DEBORAH MCNEILL

Wickham

HAYLEY CARR
JULIE CARR
SARAH CARR
TOSHEKA EDNEY (PATTIYAGE)
STEPHANIE GREEN
SUMMER HUTCHINGS
PRIMROSE LOVEL
CATHY MCLEAN
BIANCA MILLER
CAMILLE PELEA
CASIE RIDDELL
MELISSA SCOBLE

Williams

RACHEL ARCHIBALD
CHERYL BEDELLA
AMANDA BRIGGS
JESSIE CHESTER
KERRY EGAN
SHIRANI EPALYANAGE
CHELSEA HEATH
ROSHNI JENDAL
MANJIT KAUR
AFSHAN KHALID
ANETA LEE
NEHA NEHA
CHELSEA PORTOGALLO
HEATHER SMITH
CARLEE SPITERI
ASTYE VOLKAN
KALAVATHI VUPPULA
ANA LUCIA WARREN
ERIN WILLIAMS
KELLY WILLIS

Yarralain

WARREN GRANT-VEST
SELENTHIA HARRISON
DONNA HEENAN
MICHELLE JOHN
BRENDA PEDWELL

YARRALAIN SCHOOL NUTRITION PROGRAM

CAROLYN VICKERS

Yera

CLAUDINE BRAIN
KIRBY MCINTOSH
TALIAH MCKENZIE-ROBERTSON
ANNELYSSE PARKANYI
BONITA PENHALIGON
GAIL RIOLT
ALLESHA WOODWARD

Young Minds

RACHELE CARROLL



Central Office

First Floor
277 Great Eastern Highway
Belmont WA 6104
(08) 6557 4400

Karratha

Welcome Lotteries House,
Unit 4/7 Morse Court,
Karratha, WA 6714
(08) 6557 4400

Melbourne Office

187-189 Fairbairn Road
Sunshine West,
VIC 3020
(03) 8311 6200

Kununurra

Kununurra Youth Hub
Ron Hodnett Drive,
Kununurra, WA 6743
(08) 6557 4400

Darwin Office

40/29 Woods Street,
Darwin City, NT 0800
(08) 6557 4400

HER • BETTER TOGETH

BETTER TOGETHER • BETTER TOGETHER • BETTER



www.onetree.org.au

