



ANNUAL REPORT 2021

FAMILY DAY CARE
ASSOCIATION QUEENSLAND
Successful futures start early


family day care
inspiring wonderful childhoods

WHO WE ARE



Family Day Care Association Queensland (FDCAQ) is a not for profit organisation and peak body for family day care in Queensland. Since our first meeting in 1977, we have worked tirelessly to support the quality of family day care services and the education and care of children.



Enhance Family Day Care is an experienced and trusted provider of early childhood education and care. Under the Enhance brand we have 14 approved services providing family day care and other types of flexible child care across Queensland.



Capricornia In Home Care provides home-based education and care for families who are unable to access typical early childhood education and care services due to living rurally or remotely, working non-standard hours or who have complex or challenging needs. The brand is a trusted provider of In Home Care, servicing Queensland.



In Home Care (IHC) is an approved child care service type, providing home-based early childhood education and care for families unable to access mainstream child care services due to unique circumstances. The In Home Care Support Agency (Queensland and Victoria), advocates for the needs of families, assessing their eligibility for the IHC Program and connecting them with approved IHC Service Providers.

ABOUT US

OUR BELIEF

Successful futures start early.

OUR PURPOSE

To lead, promote and grow exceptional home-based education and care.

STRATEGIC PRIORITIES



LEAD

To lead the sector in innovative, quality and evidence-informed home-based education and care.



PROMOTE

To promote the benefits of home-based education and care for children, families and the broader community.



GROW

To grow the size and capacity of the home-based education and care sector.

STRATEGIC ENABLERS



PEOPLE

To enable, empower and invest in our people to achieve our goals.



GOVERNANCE

To strengthen our viability and capacity by applying diligent and transparent governance and financial management.



SYSTEMS

To adopt agile, sustainable and compliant processes and systems to enable us to deliver our goals.

CORE VALUES



Children & families are our heart

We listen & respond
We speak up & protect
We are responsible & accountable



We play well with others

We share ideas, challenges & successes
We are relationship oriented & task focused
We do what we say we will do



We colour outside the lines

We are change creators, makers & champions
We seek solutions powered by curiosity & creativity
Our success lies in the extra mile

An evolution of FDCAQ

ANDY ROLFE

BOARD CHAIR

The last twelve months have provided some significant challenges for the sector and the organisation. However, it has been extremely rewarding to see how we have not only come through them, but continued to increase engagement with and representation of Family Day Care (FDC) and In Home Care (IHC) services and educators, coupled with the continued delivery of exceptional home-based education and care.

Services and educators are the heart of our sector and as the Peak body, we have seen the sector strive to succeed with the continued delivery of exceptional home-based education and care, despite navigating through challenging times.

Reflecting on my time as a Board Director (2014) and more recently, FDCAQ Chair (2018), I am proud to say the organisation and sector has seen much evolution and acted through fierce revolution over the past seven years, particularly since the worldwide COVID-19 pandemic.

Our purpose has never been more pertinent than over the past year, as FDCAQ has supported and advocated for members, educators and services impacted by COVID-19. The impact of the pandemic has seen demand for our



Family Day Care services continue, although a drop in the number of educators has seen a decline in attendance compared to other service types. IHC has experienced similar demands.

I am most proud of the way we have come together as a peak and a sector, to professionally manage our response to COVID-19. The collaborative approach, informative communications, action updates, meetings, and our continued advocacy throughout the pandemic has been nothing short of commendable.

When I speak with members, it is reaffirming to hear how the Association's quick response to breaking down the ECEC Relief Package and supporting our members with resources, communication, representation and direct access to help, all confirms that we were and are, all in this together.

An evolution of FDCAQ

ANDY ROLFE

BOARD CHAIR

I have been very pleased to watch the evolution of the Board come from humble beginnings to where it is now, in a relatively short period of time. We have seen the strength, skills and diversity of Board Directors grow and I am exceptionally proud of the current and past directors, who have actively contributed to and guided the Association from strength to strength, reaffirming that we are a professional governance-based Board.

Moving forward, I am hopeful to see the profile and awareness of the unique benefits of home-based education and care raised, and the sector grow so that more children can experience them. Furthermore, I hope that services can come together to work in unison and strengthen our partnership with the government to seek support and additional resources, so we can evolve, leading, promoting and growing our sector.

For us all to succeed we must leverage our collective skills and experience, share resources, increase our collaboration, and maintain our ongoing engagement with the peak and its members. It is through partnering together and working in unison that we will achieve our common goals. I have an enormous appreciation for the dedicated and talented employees at

FDCAQ, who continue to work together to deliver the functions and services of the Association. Over the past year we have seen increasing efficiencies, due to the pandemic, that will continue to assist in the delivery of quality early childhood education and care for Queensland communities.

On behalf of the FDCAQ Board and personally, I wish to thank our Chief Executive Officer, Jason de Bakker, for the way he has led the Association with passion, integrity and professionalism, throughout these challenging times.

I would also like to posthumously pay tribute to our former Chief Executive Officer, Peta McNellie, for her foresight, commitment and leadership of the Association and the FDC sector. Peta's work and guidance, her unwavering commitment and devotion to our sector has made a major contribution to Family Day Care and In Home Care in both Queensland and Australia and she will be forever held in high regard.

Finally, I would like to thank my fellow Board Directors, current and previous, for their support and input during the past seven years, particularly throughout the last twelve months. They have shown resilience, intelligence, compassion and dedication to FDCAQ members,

An evolution of FDCAQ

ANDY ROLFE

BOARD CHAIR

educators and families, ensuring the Family Day Care and In Home Care sectors continue to thrive during these uncertain times and in the years to follow. I wish FDCAQ every success in continuing to make exceptional home-based education and care available for all Queensland families and to be the early years education of choice.

It has been a pleasure and a privilege to serve our educators, children, families and the sector. I am passionate about advocating for and representing our home-based early years educators, children and families and am proud of what we have achieved, particularly since the onset of the pandemic.

This is my final report as FDCAQ Board Chair, however I will continue to strive for better representation and advocacy of our sectors as an FDCAQ Board Director. I wish you all continued success with your individual roles in support of the Family Day Care and In Home Care sectors, as we continue to work together to lead, grow and promote the incredible work of home-based early childhood education and care.

Andy Rolfe

Andy Rolfe
FDCAQ Board Chair



A message from the CEO

JASON DE BAKKER

Children and families are our heart, they are what drives us to continue to advocate for high quality early childhood education and care. Through exceptional home-based early childhood education and care, children are supported to reach their potential and realise a successful future.

Over the past twelve months, the importance of home has never been so front of mind for our community. As we have moved in and out of lockdowns it has symbolised a place of protection, safety and belonging. Our purpose has never been more relevant as we strive to support children learning in, and educators and services working in, home-based environments.

I was deeply heartened earlier this year, when one educator recalled the onset of the pandemic, when one after another parent walked in her door to collect their children and notify her that they had lost their jobs. The family members would share their story with other family members and support each other. The educator offered her computer to families to use to look for work, extended hours for families to job hunt or take on other work. This educator, who was already active in her community, was preparing food hampers and packages for families impacted by job losses. This is why what we do is so important.



During this time of upheaval, isolation and stress in the children's homes, the family day care home and educator was a place of stability, connection and calm.

I was inspired by the story of an IHC educator, who was educating and caring for children of a mother who was immunocompromised, due to treatment for terminal cancer. To ensure the safety of the mother and continuation of In Home Care, the educator lived with the family throughout COVID-19 lockdowns. Without this offer from the educator, the family would not have access to much needed care and support for their children during such a delicate time.

These are just two of the countless stories which come to mind and demonstrate why FDC and IHC are such vital services for children, families and the broader community.

A message from the CEO

JASON DE BAKKER

FDCAQ has been part of Queensland's early childhood education and care sector for over 40 years; playing an important role in the lives of children and families. The past year has demonstrated the resilience of our organisation by continuing to operate throughout a global pandemic, and has given us the confidence and strength to continue to provide support, advocacy and early childhood education and care for the youngest members of our communities.

In late 2019, FDCAQ undertook an extensive consultation and engagement process with our key stakeholders; children, members, educators, government and strategic friends and allies, to develop a new Strategic Plan. In early 2020, the plan was finalised, however, due to COVID-19 the official launch was delayed. Throughout the 2020/2021 financial year the pandemic occupied much of our Organisation and stakeholders' attention, similarly to most sectors.

The core of our Strategic Plan is understanding of the importance of early learning and the lifelong impact it has on children. We exist to ensure and advocate for the success of every child's future being enhanced by quality early childhood education and care.

To realise our belief and purpose, three core strategic priorities were developed; Lead, Grow and Promote. These themes reflected the emphasis, interests and needs of our stakeholders. We also made a strategic decision to maintain a focus on home-based early childhood education and care, reflecting operations in both Family Day Care and In Home Care.

In April 2021, the FDCAQ Board and Senior Leadership Team met to review our Strategic Plan and how it would best support the current backdrop of the ongoing impacts of the pandemic and the key strategic challenges and opportunities presented to the sector. We are confident that this Strategic Plan remains current, and our strategic priorities to lead, grow and promote exceptional home-based education and care are fundamental to our sector's continued success.

Queensland has long been leaders in Family Day Care NQF quality ratings, boasting the highest percentage of exceeding and meeting FDC services across the country. We can attribute this, in large, to the incredible leaders and services we have had over the past four decades.

I pay particular respect and acknowledgement to our founders and

A message from the CEO

JASON DE BAKKER



FDCAQ Board of Directors and Senior Leadership Team - April 2021

our previous CEOs, Jan Birchard and Peta McNellie for their exemplary leadership. Leadership is fundamental to the future growth and prosperity of our sector.

We are all leaders (managers, educators, coordinators and administrative staff), and by working in partnership with children and families, collaborating and working in unison with each other to share practices and ideas, we will see our sector grow and thrive within this everchanging climate.

We seek to build on the legacy of our past leaders whilst being stewards of our emerging leaders of tomorrow. To that end we have been delighted to partner with the Queensland University of Technology, to contribute to the

Education Horizons Research Project on Distributed Leadership in Family Day Care Research, led by Professor Sue Irvine. This project examines the leadership model in the context of Family Day Care and we are excited by the findings and the resources being developed to help translate this research into practice.

Furthermore, we have established a strong professional partnership with Trevor Roberts and other community organisations, to develop a range of online learning modules to better support existing and emerging leaders in the sector.

During the pandemic we saw our sector come together, connect and collaborate like never before.

A message from the CEO

JASON DE BAKKER

Technology assisted greatly in connecting with our regional and remote services to reinstate the type of collaboration we have been known for.

We were proud to launch an online communities of practice where services and educators can come together to share, collaborate and educate - [PLACE](#) (Professional Learning and Community Engagement). The strength of our sector draws from our ability to share, connect and maximise our combined knowledge. I implore you, if you have not already done so, to please join our [PLACE](#) – www.place.org.au - and become part of the conversation.

Whilst the pandemic has created many challenges, there has been much transformation occurring across the sector which will prove positive for our ongoing success and viability. Most notably the adoption of technology by services and educators have influenced and improved all parts of their operation and will be critical to future success.

Congratulations and celebrations are in order to four Queensland FDC services who successfully achieved Exceeding NQS this year:

- Beenleigh Family Day Care
- Gympie Family Day Care
- Excellence in Care Family Day Care
- Wynnum Family Day Care

Over the past 12 months we have continued to see a steady decline in FDC educators and difficulty recruiting IHC educators.

The broader sector workforce challenges are acutely affecting our sector, further solidifying the importance of our strategic priority to grow educator numbers.

We have been working on multiple initiatives to support the growth of educator numbers, including booking a stand at the Early Childhood Australia conference to promote FDC and IHC as careers of choice to educators. The conference was postponed and held online which we attended. We have also been supporting the development of the Queensland Government's educator recruitment campaign. A range of resources developed are available for member use.

Our marketing strategies and initiatives were enhanced to further highlight the benefits of FDC and IHC and promote home-based education and care to educators as a career of choice. We saw the sector become more visible through our B105 FDC Radio Campaign, multiple social media campaigns as well as advertising and featured editorial content for Families Magazine and other local publications. We are excited to be working on an additional collective campaign in early 2022,

A message from the CEO

JASON DE BAKKER

where we will seek wider sector support for a collective marketing campaign to promote the benefits of FDC and IHC.

This year FDCAQ have undertaken a refresh of our organisational values (see page 3), which are both an evolution of existing values and a reflection of the values which mirror who we are now and who we need to be to secure future success. These values strongly resonate with us; they keep children and families at our centre, strengthen our commitment to collaboration and relationships, and focus our attention on innovation and change.

On behalf of the sector, I would like to thank Minister for Education, Grace Grace MP, and the departmental staff at Education Queensland for their ongoing support during the pandemic. The Queensland Government was quick to respond and communicate by holding regular teleconferences to provide information and to help coordinate the sector's response. We were heard and valued via the support of Minister Grace, who enabled us to continue providing much needed services to essential workers and vulnerable and disadvantaged children. The assistance helped us to relay information to our members which

helped everyone navigate constantly changing health directives and responses to COVID-19.

We thank Minister Tehan and the Federal Government for the assistance provided at the onset of the pandemic, primarily through JobKeeper, the Early Childhood Education and Care Relief Package and Transition Payments. Whilst the packages were problematic in their design and application to FDC and IHC given our different operating contexts, they did ensure services and educators were sustained throughout the period.

We advocated strongly to government the issues related to the different service types and the extreme pressure and stress it placed on services and educators. We were delighted when the Department of Education, Skills and Employment (DESE) responded to our calls and established a new ECEC working group for IHC, FDC and OSHC (Out of School Hours Care) which we are now members of. We acknowledge the work of Minister Dan Tehan whilst in the portfolio and welcome Minister Alan Tudge.

We also thank the Department of Education, Skills and Employment for their support via the Community Child

A message from the CEO

JASON DE BAKKER

Care Fund. Without this support many of our services would not have been able to continue to provide services in rural, remote and poorly serviced areas of our state or service vulnerable and disadvantaged children and families. The assistance has provided services to transition to more sustainable business models and reach and engage children and families who otherwise wouldn't have access to ECEC services.

This year, we have been saddened by two unfortunate incidents in our services. We are supporting the ongoing investigations by the Queensland Regulatory Authority and we have diligently conducted our own internal reviews, which saw the organisation bring forward changes to our processes and procedures to maintain the safety and wellbeing of children.

I would like to take this opportunity to wholeheartedly thank the entire FDCAQ team. Amidst the incredible challenges and adversity that we have faced throughout this year, you have risen to the occasion and always kept children and families at the heart of everything we do. Your commitment and dedication to children and families has never wavered, you continue to go above and beyond to support our

members, educators, children and families when they needed us most. I am proud to work with each and every one of our talented team.

I extend my deepest gratitude to the Senior Leadership Team for your leadership, expertise, and the support you have provided me, the organisation and your teams.

Our Board has now evolved to a skills-based governance Board, featuring a combination of experienced and knowledgeable leaders in Family Day Care and In Home Care. Most recently, FDCAQ Board Directors have been appointed due to their experience in risk, compliance, law, finance, strategy, government, advocacy and communications. This shift will support our organisation and sector to respond to the opportunities and challenges which lie ahead. Supporting the Board, CEO and organisation to maintain our focus on and understanding of key sector issues, is the establishment of an FDC Advisory Group and the ongoing meetings the IHC Support Agency has with IHC service providers. We thank all of our Directors and Advisory Group members who voluntarily donate their time to share their knowledge, experience and wisdom to benefit of entire sector.

A message from the CEO

JASON DE BAKKER

Finally, I would like to extend my sincerest thanks and appreciation to Andy Rolfe who stepped into the role of FDCAQ Chair shortly after my appointment in 2018. Andy's support and encouragement in stewarding the organisation and the Board to where we are today will have a long lasting impact for the sector. I have been energised by your commitment and dedication to the role of our sector and you have modelled through your leadership and guidance, the importance our sector plays in the lives of children and families. Your expert knowledge, guidance, care and commitment to the sector has seen us exceed and has set us up to continue our expert delivery of exceptional home-based education and care throughout some extenuating circumstances and challenging times. Thank you.



Jason de Bakker
FDCAQ Chief Executive Officer



OUR ACTIVITY

Please see below the Organisation's key activities and achievements throughout the past 12 months.

58

Services

21

Service visits

650

Resource enquiries

383

Online training courses completed

150

Resources shared via PLACE

12

Members Meetings via Zoom

6

Educational Leaders Meetings via Zoom



ADVOCATING FOR THE SECTOR

Advocacy

- FDCAQ COVID-19 Response and Support
- ECE COVID-19 Recovery Group
- Thrive to Five Campaign
- Meetings with Family Day Care Australia

Advisory Group Membership

- QLD Ministers Education Council
- Blue Card Implementation Working Group
- ECEC Regulatory Advisory Group
- BeYou Bushfire Response
- Harmony Reference Group
- DESE Service Type Advisory Group

Research Partners

- QUT | “Distributed Leadership in FDC”
- Macquarie University | “Harnessing the Health Communication Power of the Early Childhood Sector”
- Trever-Roberts | Developing Leadership Training Modules





FDCAQ

Peak & Membership

An overview of the Peak's operation throughout 2020-2021:

- Member's meetings held via Zoom monthly including guest presentations
- Educational Leader Meetings held bi-monthly via Zoom
- Advisory Groups and subgroups established to provide advice and direction to the CEO, FDCAQ Board and member services.
- Affordable online training modules developed with a focus on NQF quality practice areas, compliance and critical reflection aimed at providing all FDC staff and educators with professional development opportunities including;
 - Reviewed Child Protection – Mandatory reporting
 - Reviewed Safe Food Handling
 - Newly developed Educator Induction Package (7 Quality Areas of NQF)
 - Individual Modules based on each of the 7 Quality Areas of the NQF
 - FDC Administration
- Launch of *PLACE* – online communities of practice platform open to all early childhood practitioners.
- Professional development sessions held via Zoom and face to face upon request of members.
- New Coordinator/Practice Mentor Workshop (March 2021)

Projects and Partnerships:

- Provided research assistance to Macquarie University research project - *Harnessing the Health Communication Power of the Early Childhood Sector*
- Submission to 2019 Review of the National Quality Framework – Consultation Regulation Impact Statement
- Ongoing participation and collaborative partnership with QUT and FDCA - *Distributed leadership in family day care: Challenge, change and opportunities*
- Ongoing collaboration with Trever-Roberts – developing Leadership online learning modules
- Participation and ongoing submissions to the review of the Learning Frameworks
- Researched and provided a range of relevant resources and information to support the FDC Sector including;
 - COVID-19 – Quick Links
 - Essential Blue Card Information
 - Becoming an Educator
 - How to start an FDC service
 - Transportation – legislation changes
 - Kidsafe – latest edition



CHILDREN SERVICES

Enhance Family Day Care

Throughout the past twelve months Enhance Family Day Care's key activities and achievements have included:

- Implementation and support for educators during the Transition Package
- Implementation of a new Children's Services structure model – Queensland South and Queensland North
- Continued alignment of the operational systems and processes within each Enhance service, throughout the two regions (Queensland South and Queensland North)
- Continuation of the Educator Representation Group – meets every 6 weeks
- Regional Virtual Educator Meeting (bimonthly) to discuss operational processes and changes
- Quarterly Organisational Meetings with CEO and GM to discuss strategic and organisational decisions
- Implementation of Professional training for Educators and Staff in the following areas;
 - Transportation of children
 - Safe Sleep and Relaxation
 - Red Nose – Safe Sleep
 - Sun Safe Practices
 - NQS Quality Areas 1 Program and Practice
 - NQS Quality Area 2 Children's Health and Safety
 - NQS Quality Area 3 Physical Environment
 - Well-Being and Resilience
- Educational Leader Network bi-monthly meetings.
- Virtual Educator Conference (May 2021) – Inspire Spark and Ignite Educator Conference – with a focus on NQF Quality Area 1
- Launch of the Educator Portal connected to the Enhance FDC website – access to all Enhance FDC policies, procedures, resources and training.
- Development of Continued focus on mentoring, coaching and connection of our educators across communities within each region.
- Introduction of a Monthly Educator Newsletter with educator spotlights, good news stories, training and ECEC resources
- Educator networking opportunities – virtual trivia night, playgroups in park, face to face meetings
- Rating and Assessment – Townsville and Regions (Outcome: Meeting NQS)
- Access to Our Mob Indigenous Cultural Awareness Training online (6 modules) to all staff and educators
- Development and implementation of a compliance review project – policy and policies review and training for all staff members and educators
- Development of an Education and Quality working group
- Nominations in the FDCA Excellence Awards 2020
 - 40 educator nominations
 - 5 coordinator nominations
 - 3 service nominations
 - 1 regional winner (Rockhampton and Central Queensland)



CHILDREN SERVICES

Enhance Family Day Care

19 673

Education & Care
hours per week
(average)

1 022 996

Education & Care
hours per year

199

Educators

1586

Children

1249

Families

44

Educators with English
as Second Language

183

Children with English
as Second Language

273

Families with English
as Second Language

50

ACCS
Children

60

Indigenous
Children



CHILDREN SERVICES

Capricornia In Home Care

Throughout the past twelve months Capricornia In Home Care's key activities and achievements have included:

- Implementation and support for educators during the Transition Package
- Continued review and alignment of the operational systems and policies and procedures
- Continuation of the Educator Representation group – meets every 6 weeks
- Regional Virtual Educator and Families Meeting (bimonthly) to discuss operational processes and changes
- Implementation of Professional training for educators and staff in the following areas:
 - Transportation of children
 - Safe Sleep and Relaxation
 - Red Nose – Safe Sleep
 - Sun Safe Practices
 - Well- Being and Resilience
- Educational Leader Network bi-monthly meetings.
- Development of continued focus on mentoring, coaching and connection of our educators across the IHC service.
- Introduction of a Monthly Educator Newsletter with educator spotlights, good news stories, training and ECEC resources
- Access to Our Mob Indigenous Cultural Awareness Training online (6 modules) to all staff and educators
- Development and implementation of a compliance review project – policy review and training for all staff members and educators
- Implementation and Training in fee policy and FAL/CCS compliance and obligation





CHILDREN SERVICES

Capricornia In Home Care

1991

Education & Care
hours per week
(average)

103 532

Education & Care
hours per year

86

Educators

137

Children

56

Families



In Home Care
SUPPORT AGENCY

IN HOME CARE SUPPORT AGENCY

The In Home Care Support Agency connects families with quality, government approved In Home Care Services. We do this by assessing the families eligibility for In Home Care, connecting them with a service that meets their needs and referring families to other support services that may be able to assist them.

The last twelve months has continued to be dominated by COVID-19 interruptions and restrictions in the jurisdictions of Queensland and Victoria, currently covered by the In Home Care Support Agency (IHCSA).

This has created challenges for many Service Providers as they try to keep abreast of everchanging health advice, 'border-bubbles' and lockdowns, whilst continuing to provide much needed IHC services for families and children who wouldn't otherwise have access to to early childhood education and care. For a variety of reasons, the sector continues to be hampered by a lack of educators, and In Home Care has been no exception. The introductions of mandatory vaccinations is expected to further exacerbate this issue.

Since November 2020, the IHCSA has experienced an increase in the level of enquiries from families seeking In Home Care, with 15% more enquiries compared to 2020.

Over the last year, the IHCSA has put considerable effort into increasing the knowledge and expertise of the Family Liaison Officers, especially in regard to the In Home Care eligibility criteria.

This will continue, focusing on the following areas:

- Increase utilisation – the number of families using IHC
- Simplify our processes – to increase productivity and absorb the increasing enquiries and workload
- Contribute to the future of IHC in a significant way by offering ideas, suggestions and improvements to the Department of Education, Skills and Employment



FINANCIAL STATEMENTS

The Financial Statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Australian Charities and Not-for-Profits Commission Act 2012. The Directors have determined that the company is not a reporting entity.

The Financial Statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except when stated specifically, current valuations of non-current assets.

[Download the full Financial Statements below.](#)

For the year ended 30 June 2021.

[ACCESS THE FINANCIAL STATEMENTS HERE](#)



OUR TEAM

BOARD

Rose Kent (Chair)

Former Senior Executive in the Queensland Public Service.

Andy Rolfe (Vice Chair)

Director, Kids at Home Family Day Care & Director/Owner, FDSee.

Nicki Herriot

Former Senior Executive in both government agencies and the private sector.

Jenni Marsh

Principal Consultant for Risk, Safety & Quality at Abate Risk Pty Ltd.

Kate Simpson

Employment & Safety Lawyer with Workplace Relations Specialist accreditation.

Phillip Hay

Head of Marketing at The Uniting in Church Australia, Queensland Synod.

Ro Andersen

Family Day Care Manager at Wesley Mission Queensland.

Kerry Smith

Approved Provider & Educational Leader of We Belong Family Day Care Services.

Musa Sesay

Founder & director of Liberty Family Day Care, owner & director of Infinity QCare.

STAFF

Cathryn Ackroyd

Simone Barber

Kasey Bassett

Emma Beach

Yvette Bellwood

Robert Blin

Sarah Bobart

Cathy Cahill

Victoria Campbell

Emma Carroll

Sharyn Condon

Jason de Bakker

Birgitt Dixon

Kelly Downes

Melissa Evans

Helen Gersbach

Karen Gill

Sean Harper

Brad Harris

Cassandra Harsley

Bruce Harvey

Mira Henen

Bernardette Hoffmann

Shanna Hughes

Melissa Irving

Alicea Jeynes

Claire Kennedy

Martina Lindner

Shirley Mak

Carmen McShane

Louisa Moloney

Nicole Murray

Nicole O'Connor

Denise Marshall

Kate Martineau

Julia Matthews

Donna O'Shea

Kelly Parker

Nicole Powell

Amanda Randall

Rebecca Stanley

Rayleen Tramacchi

Leesa Tschirpig

Deb Tuckey

Eleni Villani

Veronica Willis

Louise Zacharia



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FAMILY DAY CARE ASSOCIATION QUEENSLAND
