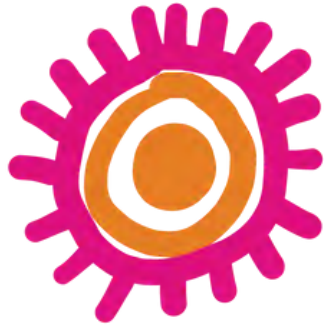




20/21 YEAR IN

Review

including Annual Financial Report



We acknowledge the Aboriginal and Torres Strait Islander peoples as the first inhabitants of this nation and the traditional custodians of the lands where we live, learn and work. We pay respects to all Aboriginal and Torres Strait Islander Elders past, present and emerging from all nations across this country.

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FROM THE BOARD CHAIR



As I reflect on the last year, a year during which we have all continued to experience significant uncertainty due to the impacts of the ongoing COVID-19 pandemic and lockdowns, there is one matter which I am very certain of, as I have seen it demonstrated time and time again.

That is the unwavering commitment and focus of the amazing and passionate Bronwyn Sheehan, our Founder and CEO, our dedicated, creative and incredibly hard working staff and our inspiring heartfelt volunteers, so aptly called 'Pyjama Angels', to supporting the children in out of home care.

I am very proud of the resilience of the Pyjama Foundation community and how together as a community we have responded to the ongoing challenges.

We are however very conscious of the tremendous effort that has been required by everyone to achieve this both professionally and personally and as an organisation we have remained focused on supporting our staff and their wellbeing, who in turn have supported our volunteers and the children.

The team have so capably guided the organisation through the challenges presented, and have continued to adapt and create, to not only meet our goals, but in many instances exceed them.

Compliance with various State Government health requirements has at times this year again required our Pyjama Angels to switch between visiting their children at home and connecting virtually. Our recently introduced business systems enabled us to support our volunteers and effectively and efficiently communicate with our community.

Despite the impacts of the pandemic we achieved our key strategic objectives including:

- In partnership with our donors, sponsors and social partners, we ensured the Foundation's financial sustainability.
- During the year, the Board also approved the adoption of an Operating Reserve Policy to continue this focus on the financial stability and long-term sustainability of The Pyjama Foundation. The operating reserve is an important component in The Pyjama Foundation's management of risk and critical to ensure that The Pyjama Foundation can meet its commitments, continue to deliver our Love of Learning Program and advance our strategy, even when unexpected events, or costs, arise in the future
- Sharing the Love of Learning Program with more children in out-of-home care in both existing and new regions
- Continuing to develop our awareness of First nations cultures through training and our Reconciliation Action Plan that commits to shaping a more inclusive Australia. We have also expanded our First Nations resources that are available to support the children.



Fiona Murdoch

A Year in Reflection...

In addition to continuing with those objectives in the coming year we are also focused on:

- Enhancing how we connect and further developing our online resource platform
- Continuing to be a trusted Social Partner by further nurturing our relationships with existing valued supporters and developing new connections with supporters to work together to ensuring our shared vision of supporting children in out-of-home care is achieved sustainably
- Committing to building on the research that the Foundation has already completed by undertaking a further monitoring and evaluation research program to collect evidence on the positive outcomes from the Love of Learning Program. This will enable us to understand and test why the Program is successful and improve outcomes for children in out-of-home care and ensure we are following best practice and continuously improving/become a more efficient and effective organisation.

On behalf of the Board, I would like to acknowledge and thank our deeply committed and capable team for always living our values and remaining focused on the Foundation's mission and vision.

"Alone we can do so little, together we can do so much."

- Helen Keller

We are sincerely grateful to you, as we are to each dedicated volunteer who becomes such an important person in their child's life, and their child in theirs, and through that special relationship help their child to succeed with their confidence and learning.

To our donors, sponsors and social partners, we thank you for your support and partnering with us. We value your assistance. If you have connected with us recently, welcome to our community, and to those who have been with us on the journey for a while, in some cases since The Pyjama Foundation was founded by Bronwyn Sheehan in 2004, a special acknowledgement and thank you for your strong and consistent support.

I would also like to acknowledge my fellow Directors for their significant contributions, commitment and strong governance focus.

We are excited about the future of The Pyjama Foundation, and what we can all achieve together.



Alone we can do so little...
together we can do so much

- Helen Keller





FOUNDER AND CEO MESSAGE

Message of thanks from the Founder and CEO of The Pyjama Foundation, Bronwyn Sheehan OAM

Today, in our current climate, it's difficult not to worry about the world around us.

When adults are concerned our children get to witness this first-hand. It is distressing to know that our young people are burdened by the state of the world.

One gift we can give our children is the power of mindfulness and gratitude. These are simple and practical ways to learn to observe our thoughts, rather than being trapped by them and worrying about the past or the future.

So... why is mindfulness important? Now, more than ever:

- It reduces stress, anxiety, and worry - with practice and over time, mindfulness meditation can reduce the amount of stress
- It is linked to better sleep – the more relaxed we become, the easier it is to sleep
- Mindfulness helps us realise we are perfectly ok just as we are, right here and right now
- Greater feelings of joy and freedom - mindfulness allows us to experience natural feelings of calm

We have practiced mindfulness frequently over the last 18 months with the children and young people in our program. We have been delighted to witness the children embrace this concept.

We have been very spoilt by the The Well Being Box Co, who have sent close to 100 boxes of mindful activities to promote healthy wellbeing to our Pyjama children.

As well as this, we have also received a generous donation from The Grow Journal, which encourages children to reflect on their day, grounds them with engaging activities and encourages them to notice their feelings.

“Piglet notices that even though he had a very small heart, it could hold a rather large amount of gratitude”

- Winnie the Pooh by A.A. Milne

BRONWYN SHEEHAN OAM

"You have been my friend. That in itself is a tremendous thing."

- Charlotte's Web

Living your life with gratitude helps you notice the little wins - like the bus showing up right on time, a stranger holding the door for you, or the sun shining through your window when you wake up in the morning.

Each of these small moments strings together to create a web of well-being that, over time, builds resilience and an addictive joy for life that exudes throughout all facets of life.

And here is what I am grateful for... To the incredible Pyjama Foundation team members, your hard work and dedication along with your ability to be flexible and get the important work accomplished despite the circumstances, is something to be honoured. I dedicate the outcomes and successes of The Pyjama Foundation to each one of you.

On behalf of all those we have the pleasure of having an impact on every week, I express the deepest gratitude to our supporters, volunteers, ambassadors, and funders. Without your support none of our reading magic would be possible. And lastly, to my incredible board members, your guidance throughout this unusual time has been unwavering.

A special thank you to the 1,250 children and young people we support. We appreciate your efforts, humour, and talents. Thank you for always trying your hardest and for letting us become part of your world.

You have been generous with your time. And we appreciate how you put things in perspective for us - each and every one of you have truly enriched our lives. We are excited about your future.

To our entire remarkable community... thank you will never quite cut it.

With Gratitude,

Bronwyn Sheehan



OUR PURPOSE



We strongly believe every child deserves the opportunity to reach their dreams and with the help of a stable, trusting relationship, our Pyjama Angels can help kids in care reach their full potential.



Our Mission

Creating positive relationships for every Australian child in care; empowering them with learning, life skills and confidence.

Our Values

Empowerment,
Trust, Fun,
Teamwork, and
Transformation.

Our Vision

A world of unlimited opportunity for all children.



REFOCUSING OUR 'WHY'

Across Australia, there are almost *50,000* children living in care...

Through no fault of their own, these children have some of the worst educational outcomes of any group of children nationally. Exposed to extreme cases of domestic violence, neglect, psychological, emotional, social, and sexual abuse prior to entering the care system. Evidence shows that the trauma they experience will impact and shape the rest of their lives.

Statistics show the severity and societal impacts experienced by these children:

92% fall below the average reading level by age 7

75% do not complete high school

50% of the youth justice system has been in care

50% of homeless people are from a care background

Research tells us that the cost to society of not adequately supporting a foster children has been estimated at almost \$740,000 per child in their lifetime. This is due to subsequent justice, welfare, and mental health expenses after they leave care.





LOVE OF LEARNING PROGRAM

The Pyjama Foundation’s Love of Learning Program is administered by the “Program Team”, which is sometimes called the “Placement Team”. The second name exists because making placements between children and Pyjama Angels is not only the best part of our job but, of course, the pivotal point of our various roles.

Our team consists of Regional Coordinators and Regional Program Support staff, Head Office Support staff, Placement Coordinator, National Volunteer Manager, National Program Manager, AND several extraordinary Head Office Volunteers.

Another year of interrupted visits and changing situations has seen some innovative responses from our volunteer Pyjama Angels and our Program Team, as we endeavour to support, guide, and care for the thousands of people touched by The Love of Learning Program.

With a theme of “One Team”, our National Volunteer Manager, Tash Hodson, has created fortnightly catch-ups for our Regional Coordinators.

These meetings provide opportunities for discussion, training, and building the One Team connections that ensure the program is being delivered and administered consistently throughout the nation.

Each week when Head Office and Regional staff gather for our Placement Team update meeting, I am blown away by the hundreds of individual tasks that our dedicated staff plough through to ensure that trained Pyjama Angels are placed with anxiously waiting children and that our database (affectionately known as Darcy) accurately keeps track of all our communication. I am sure that our weekly calls, texts and emails with Carers, Child Safety workers, Support Agencies and Pyjama Angels would number in the thousands.

Our Placement Team

Joeleen Bettini

Cairns and Far North Queensland

Kate Morris

Sunshine Coast

Megan Luke-Guenther &

Billie-Ann Kingdom

New South Wales

Mel Vaughan & Robyn Narratone

Townsville and North Queensland

Karen Smith

Toowoomba and Darling Downs

Shannon O’Brien and Brigit King

Victoria

Kris Clancy

Mackay

Stephanie Reardon

Gold Coast

LOVE OF LEARNING PROGRAM



I could not be prouder of the hard work, dedication, effort, and care that our team exhibits, week in and week out, to keep The Love of Learning Program up and running for 1,300 children and 1,100 Pyjama Angels throughout Australia.

There have been some positives to the COVID effect on our Program. Lockdowns have made the whole nation more comfortable with “online connections”. Online connections between Pyjama Angels and their Pyjama Child are now commonplace. Lockdowns are now a regular part of life. To help us maintain regular contact with the children in our Program, the Government Departments of Child Safety, Carers and The Pyjama Foundation have agreed upon protocols that allow us to maintain online contact in up to 70% of our placements through the many lockdowns.

A follow-on effect of this change is that The Pyjama Foundation is currently working on an online portal to facilitate a safe method for our Pyjama Angels and their Pyjama Children to meet and share resources online.

We are optimistic the new online portal may provide opportunity for our children who live remotely in Out of Home Care to link with Pyjama Angels that don't live near their regions.

The portal project has been directed by our Chief Operating Officer, Alison Gosper, who has enlisted the support of Pyjama Angel and App developer, Rachael Albrecht.

The Love of Learning Program is one cog in the intricate machine that is The Pyjama Foundation. The Pyjama Foundation Family, which includes Events, Marketing, Communication, Fundraising, Management, and Board, surrounds, and supports our Program. Our team members love being part of this family and contributing to what Mem Fox called, Bronwyn's “grand innovative idea”.



Mel Green

Placement Coordinator Head Office

Tash Hodson

National Volunteer Manager

Kevin Gallard

National Program Manager

Sam Bell

Julia Clarke

Glenda Clancy

Lindsey Phillips

Head Office

June Thorn

Karen Cutlack

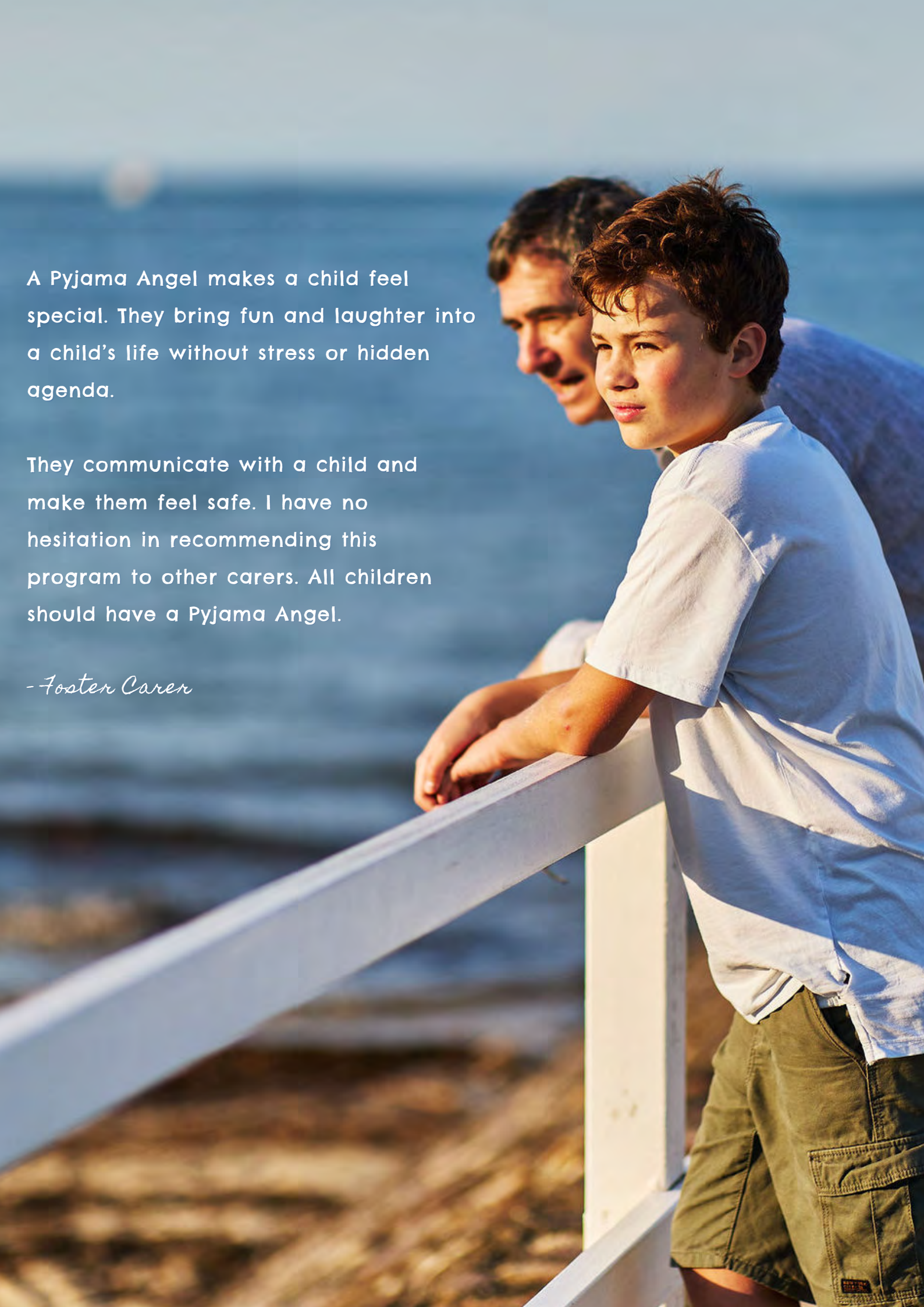
Penni Fyfe

Claire Willis

Jane Armstrong

Head Office Volunteers

Head Office staff also support our program in Bendigo, Central Queensland and Wide Bay where there are no paid staff but dedicated training teams: Leonie Paton, Roana O'Neill, Emma Crabtree, Barbara Smith, Kylie Hull, Lindell Lutton, and Kelsey Williams.

A photograph of a man and a young boy standing on a balcony, looking out at the ocean. The man is on the left, and the boy is on the right, leaning on a white railing. The background is a vast blue ocean under a clear sky. The lighting is warm, suggesting late afternoon or early morning.

A Pyjama Angel makes a child feel special. They bring fun and laughter into a child's life without stress or hidden agenda.

They communicate with a child and make them feel safe. I have no hesitation in recommending this program to other carers. All children should have a Pyjama Angel.

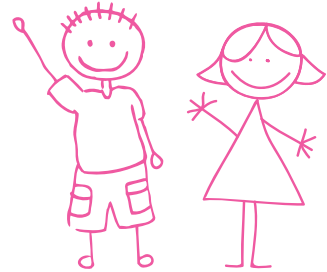
- Foster Carer

MEASURING OUR IMPACT



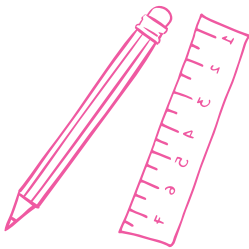
2 Million+

number of books read to children since 2004



10,500+

children have been supported since 2004



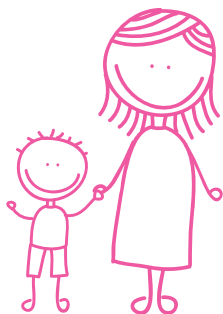
97%

of children in the program say that their Pyjama Angels supports them to do well at school



103,000

Hours volunteers spend per annum supporting children in care



3.6 YEARS

average amount of time that Pyjama Angel mentoring relationships last with children



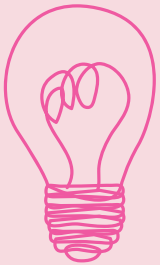
\$2.5M

Amount raised to fund our Love of Learning Program

QUT EVALUATION

Since The Pyjama Foundation was founded, there has been a continuous focus on monitoring and evaluating to identify if The Love of Learning Program is proving successful and why. This has supported the organisation to:

- ★ Define the Love of Learning Program's Theory of Change
- ★ Understand why outcomes occur
- ★ Develop and refine the volunteer training and retention strategies
- ★ Remain accountable and answerable to stakeholders and funders
- ★ Make the program culturally safe and inclusive
- ★ Provide an opportunity for children to have a voice and share their feedback
- ★ Manage organisational risks and innovate



Our 'Theory of Change'

The Pyjama Foundation believes a trusted mentor supports a child living in Out of Home Care to engage with and enjoy learning, helping them to thrive in school and life.

Our Aim

An Outcomes Measurement Framework has been developed to collect and report on the evidence that relational pedagogy can, and is, influencing the levels of academic resilience, school connectedness, and learning confidence in children who are part of The Love of Learning Program.

Current Measurement Activities

- ★ Monthly Pulse Survey of volunteers
- ★ Quarterly Feedback Survey of volunteers
- ★ Bi-annual survey of children
- ★ Annual survey of donors



EVALUATION NEXT STEPS

In the 21-22 Financial Year, we are committed to the continuous growth of our evaluation activities to ensure our Foundation is following best practice, is ethical, inclusive and continuously improving. The investment of time and money in measurement and engagement activities is helping us to identify challenges early and make informed decisions.

This work is helping to fuel innovative thinking and test assumptions about why outcomes occur and when. More than this, as we continue to scale nationally, these measurement frameworks support us in learning more and improving outcomes for children in care.

For the Children

In this next stage of our evaluation, we will be engaging with QUT experts who have backgrounds in education and trauma-informed learning for children. By working with key experts in this area of trauma-informed learning, we will be deepening our knowledge that will be of direct benefit to the children we support.

For our Organisation

The information gleaned on trauma-informed learning for children will inform future training for both staff and Pyjama Angels. It will help to improve how the program is designed and implemented.

For the Sector

Sharing the findings from current evaluation activities is already providing other practitioners with invaluable insights. When further activities are implemented, it will enable more learnings to be shared with the sector. This has the potential to influence future policy decisions, leading to better outcomes for all children in care.





Pyjama Angel

Pi-ja-ma Ain-jel [noun]

A person who freely dedicates time, and gives a part of themselves to create a meaningful connection.

A person whose love, generosity and belief changes the life of a child.

CONNECTING DURING COVID

As COVID-19 continues to evolve and change the way we live, our Love of Learning Program has similarly adapted.

For much of 2021, our NSW and VIC Pyjama Angels have connected virtually during their Pyjama Angel visits.

Through the use of programs such as Zoom, Teams and Google Hangouts, Pyjama Angels have continued to connect by playing games, chatting, supporting with school work and almost everything in between.

We are blown away by the stories we hear from our dedicated volunteers going above and beyond to do whatever they can to support their Pyjama Children.

In what has been an incredibly uncertain time, we are certain that our mission continues to be met due to the dedication of our incredible volunteers.

Further to this dedication, these unpredictable times have given us the opportunity to innovate.

As such, thanks to funding from the AMP Foundation we have commenced work on a dedicated volunteer resource portal which will eventually be used by volunteers to support children virtually in a safe space.

Despite being in lockdown, NSW and VIC Pyjama Angels have recorded more than 65+ mentoring hours in the last month

How We're Adapting

- ★ Pyjama Angels mentoring virtually
- ★ Downloadable resources sent to support volunteers
- ★ Virtual education sessions for volunteers
- ★ Virtual sessions to engage children (most recently with author Andy Griffiths)
- ★ Development of online resource/mentoring portal



MEET OUR PROGRAM GRADUATE

Jenny and Ashley's more than 16-year friendship has navigated many circumstances and challenges that has only strengthened their indescribable bond.

Born with Fetal Alcohol Syndrome, Ashley's neurological development was largely compromised. With difficulty in achieving the milestones of his peers, Jenny focused on all the other ways Ashley could be successful and gain confidence in himself and his abilities. A strategy that has been instrumental in his growth as a "kind, caring and empathetic" young man... as a very proud Jenny would describe him.

"He has become part of my "extended" family. Supporting Ashley now is just as important as it was all those years ago," Jenny tells us.

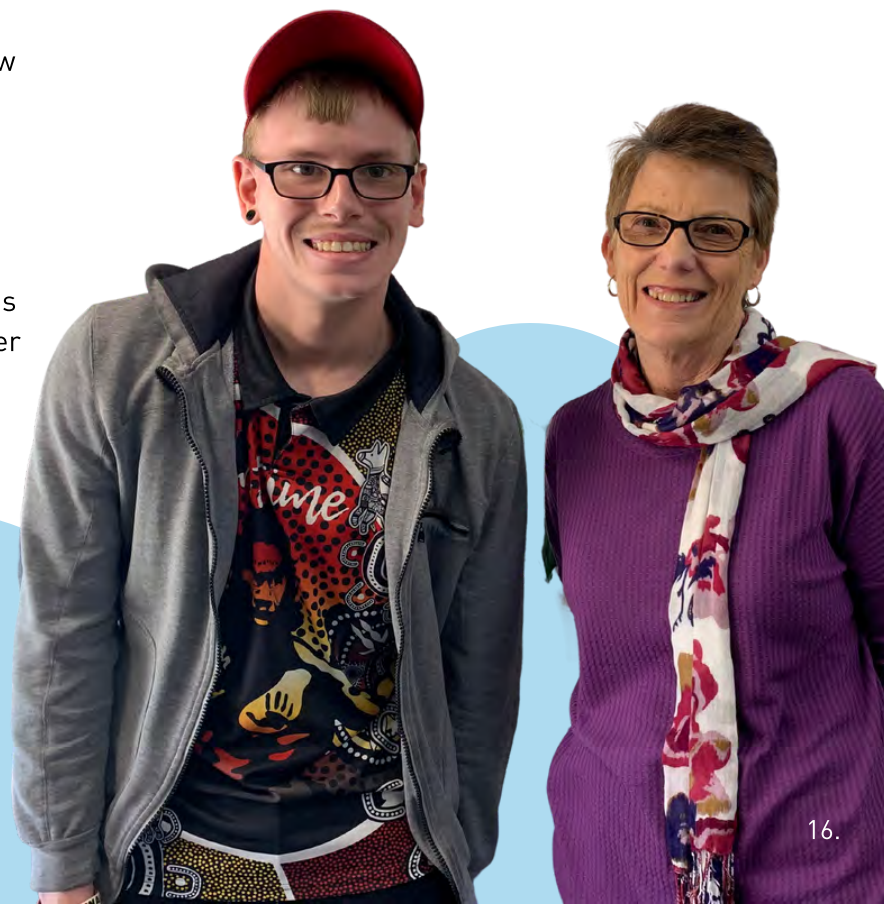
"He was very shy and withdrawn when we started and now, we are really a team. There have been challenges along the way, keeping him interested and thinking of new ways to "do and learn" hasn't always been easy but now as he is an adult there are many ways that I can support him."

Of the many life-defining moments Ashley faced, with Jenny of course by his side, was the devastating loss of his incredible Foster Carer, Marcia.

"That was a very difficult period when Marcia was in Palliative Care," Jenny so openly shares.

"Ashley speaks fondly of Marcia, and we visit her resting place on special occasions. He was very close to her and misses her, I am sure she would be very proud of the way he has stepped up and continued to live a responsible, productive and healthy life."

With so much delight, Jenny shares just how incredibly proud of the empathy and kindness Ashley shows to all those around him. Before Marcia grew her angel wings, Jenny tells us of a promise she so inspiringly made to Marcia... that she would be there for Ashley; no matter what.



Ashley

ON THE PATH OF RECONCILIATION

We are very proud to have progressed on the path of greater awareness and inclusion of Aboriginal and Torres Strait Islanders peoples and cultures. Our Reconciliation Action Plan is an exciting extension of our embedded commitment. This plan will form the basis of our action as a Foundation, as we continue to formally acknowledge our commitment to shaping a more inclusive Australia, reflect upon and grow our understandings and create an environment where every child in care sees themselves and their culture reflected.

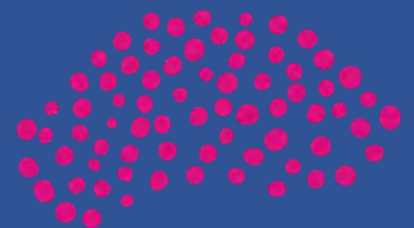


Relationships

- ★ Establishing and strengthening mutually beneficial relationships with First Nations stakeholders and organisations.
- ★ Promotion of commitment to Reconciliation through internal and external networks.

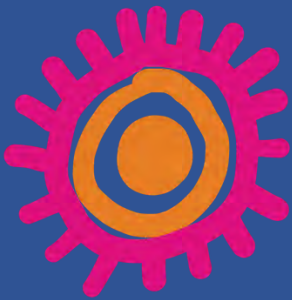


Respect



- ★ Increasing understanding, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning.

Opportunities



- ★ Increasing First Nations supplier diversity to support improved economic and social outcomes.
- ★ Building a case for increasing First Nations recruitment, retention and professional development.



Governance

- ★ Focus on building accountability and transparency through reporting Reconciliation Action Plan achievements, challenges and learnings both internally and externally.



Acknowledgement of Country

Gratitude Puzzle Activity

We have created this activity for mentors or teachers to use with their children. An Acknowledgement of Country is an important aspect of recognising Aboriginal people as the First Australians and custodians of the land on which we live.

This will help ensure the children/child is aware of the past and ongoing connection of First Nations people to place and land. It is a small gesture of respect and recognition of the association with land and place of Aboriginal people and their history.

Activities

Gratitude Puzzle

Cut out the puzzle pieces on the following page and write on each what you are grateful to do, and experience on this precious land in which we live, walk and learn. Work together or ask the child to colour in each piece with a different design, signifying why you are grateful to live on the land which has been cared for by First Nations people for thousands of years. When each piece is coloured in, put the puzzle together and talk through all the things you are grateful for together.

Write a personal Acknowledgement of Country


Expand on your puzzle and thank you and write an Acknowledgement of Country for the land that you learn, work and play on. Consider all that you are grateful to do on this land, and demonstrate respect for First Nations people. You could research together the group in which this land belongs, the language they speak and the traditions they have practiced for years. An example Acknowledgment is given above.

Example Acknowledgement of Country

We acknowledge the Aboriginal and Torres Strait Islander people as the traditional custodians of the land upon which we meet. We continue this learning journey together.

We pay our respects to the Elders of the past, present and future and acknowledge their spiritual connection to Country.





Pyjama Angel
“A ~~good teacher~~ can inspire
hope, ignite the imagination,
and instill a love of learning.”

- Brad Henry



MEET PYJAMA ANGEL

Rachel

Rachel Albrecht has been a Pyjama Angel for four years, making the commitment after seeing the impact Pyjama Angels had on the family of one of her closest friends, who grew up in care.

"Her two youngest siblings still with her foster parents both had a Pyjama Angel each and they made a massive impact on their confidence and life skills."

"I felt like knowing her family and seeing these kids gain so much through their Angels was something I wanted to be involved in and make a positive impact on a child in care.

"We take for granted how much influence the people around us have on us and it's a privilege to give these kids someone else to truly see them."

Rachel has had two previous placements but is currently spending her weekly Pyjama Angel visits with a three-year-old girl. This young girl lives with conditions that will likely never see her in a mainstream school.

This could be seen as challenging to some but for Rachel, she simply shows up with hope to provide love, fun and support to her life.

"I love that no matter how each of our visits go, she has consistency and another person in her life to help teach and guide her."

When reflecting on some of her most fulfilling moments as a volunteer for The Pyjama Foundation, Rachel told us of a success she and the carer had, working together to meet a new milestone.

"Seeing my third cherub learn a new sign has been one of my favourite moments as a Pyjama Angel. She is non-verbal and has no facial expressions but is incredibly smart."

"She started to create her own signs for bubbles, hungry, and Incy Wincy Spider. The carers and I thought we would see if she could learn please and thank you using Auslan."

After two weeks of consistency, Rachel got to witness this young girl using the new signs she had learnt. This was such a pivotal moment for the family, and for Rachel.



NATIONAL PYJAMA DAY

National Pyjama Day is The Pyjama Foundation's flagship fundraising day. The aim of the day is to raise awareness and vital funds for foster children in our Love of Learning Program.

When National Pyjama Day was first conceptualised in 2010, the campaign had approximately 300 organisations involved. Fast-forward to 2021, the day has grown into a favourite fundraising initiative for many childcare centres, schools and organisations, with more than 3,000 businesses involved in the comfiest day of the year.

Despite COVID-19 lockdown and restrictions in Victoria and New South Wales posing a risk to impact National Pyjama Day plans, many businesses still supported The Pyjama Foundation by opting to host virtual fundraisers and meetings online, dressed in their pyjamas for some novelty while raising funds for kids in care.

Our National Pyjama Day campaign reached new heights, with more than \$500,000 raised for our Love of Learning Program.



National Pyjama Day Highlights:

\$554,000

Amount raised for National Pyjama Day (calendar year)

280,000

Approximate number of participants wearing their PJ's for kids in care

3,200

Organisations and workplaces signed up for National Pyjama Day

\$3.5M

Approximate value of pro bono advertising

44,950

Unique visitors to Nationalpyjamaday.com (in 3 month period)

715

Fundraising pages created and shared



NATIONAL PYJAMA DAY

For the first time, The Pyjama Foundation team was involved in directing and coordinating a television commercial and campaign photoshoot for National Pyjama Day.

With brand new photographs and assets to work with, the campaign propelled National Pyjama Day into a new light.



SCAN ME
TO WATCH THE TVC!



Thanks to the following businesses and individuals who helped make National Pyjama Day extra special:

**OMD Australia
UnLtd**

Supported by:

Acast

ARE Media

ARN

ATN

Bleacher Co.

Daily Mail

Elevate Communications

Facebook

FiveGrid

Foxtel

GOA

JCDecaux

Mamamia

Midnight Mischief

NewsCorp

Nine

Playground XYZ

QMS

SBS

SCA

Seven

Shopper Media

Spine Street Studio

Stream Outdoor

Tahlia Rose Photography

TenPlay

TRSN


Val Morgan

Verizon Media



National Pyjama Day Snapshots





OUR MEDIA PARTNERS

OMD

OMD has been a phenomenal support to The Pyjama Foundation for the past six years. They have generously provided pro-bono support to help raise awareness of National Pyjama Day and our work for children in foster care.

The curators of our “Little People with Big Dreams” campaign, OMD has been a driver in making connections for The Pyjama Foundation by securing inventory for our National Pyjama Day campaign valuing more than \$6m (since 2015) and hundreds of pro-bono OMD head hours. They have given us exposure across TV, radio, print, digital and outdoor media platforms, through their ongoing support.

UNLTD

Partnering with UnLtd over the last 8 years has been a complete game changer for The Pyjama Foundation. The media partners we have had the opportunity to work with have developed millions of dollars worth of advertising and promotions for our organisation – thanks to UnLtd.

This exposure has attracted funding and volunteers and drastically improved our public awareness. This type of contact with the media industry is a dream come true for any not for profit and we are truly grateful for this opportunity.

This year, OMD's support reached new heights by securing \$8 million worth of advertising for The Pyjama Foundation. Our campaign would not have the success it has without the incredible team at OMD.

We would like to thank and acknowledge the following supporters:

Amanda Watts – Head of Telstra
Jennifer Warren – Account Director
Julie Matthews – Director of Creative Solutions
Marelle Salib – Head of Trading
Anthony Sciacca – Trading Director
Lira Dasmariñas – Trader



UnLtd have absolutely enabled us to achieve our vision of helping and empowering foster children in Australia.

We would like to thank the whole team at UnLtd for continuing to help power and propel us forward, with special mentions to Account Director, Kate Holland, and Rachel Troy, COO Head of Social Impact Partnerships.



EARNED MEDIA SNAPSHOT



Central to National Pyjama Day expanding its reach across Australia is earned media opportunities to help spread its vital message. This year, we had extensive traction locally and nationally across print, digital and broadcast networks projecting our message about why our day is so important in supporting our Love of Learning Program. With the support of Public Relations Agency, Elevate Communication, more people were able to connect with our organisation than ever before.

Today Extra Segment

194 HITS

Across print, broadcast and digital locally and nationally



Individual Reach = 400,000+

Studio 10 Segment



3 MIL+

People reached by the expected audiences of coverage recieved

Individual Reach = 200,000+

SUPPORTER HIGHLIGHTS

Wishes By Wyndham

One of the first major corporate supporters to come on board supporting National Pyjama Day was Wishes By Wyndham. They encouraged participation from staff at Wyndham resorts nation-wide, as well as asked their wider supporter base to get involved by donating. With the help of Wyndham Destinations Asia Pacific who agreed to match every dollar raised, they donated over \$12,000.



AMP Foundation

The AMP Foundation generously supported our Love of Learning Program as our volunteers went virtual in 2020. For National Pyjama Day this year, they encouraged their staff to don their PJ's for the work day and for every photo uploaded, they committed a \$25 donation. A total of 416 photos were uploaded to their staff, which resulted in the AMP Foundation making an incredible \$10,400 contribution to our Love of Learning Program.

Star 106.3 Townsville

Crystal and Brady from the morning show on Star 106.3 hosted an event with local celebrities stuck on a bed until they had each raised \$1,000. Safe to say, they smashed their goal with the support of the Townsville community, raising \$8,400 in total.



"Every child in care deserves a Pyjama Angel."



OUR INCREDIBLE SUPPORTERS

Each year, we are blown away with the incredible generosity of our community. National Pyjama Day is a time where we get to connect with so many of our supporters and hear their stories. This Pyjama Day, we connected with two year old, Oliver Porter, and his mother Tara. The Porter family live in Brisbane and are passionate about giving back to their community through charitable efforts.

"My goal is to raise Ollie to understand the importance of giving back to other people" Tara said, "I have started him nice and young - I think that is so important."

Tara explained that she tries to do everything right by Ollie so he can have a good life and grow up to be confident, caring and strong – something she believes every child deserves.

Therefore, when she first became aware of The Pyjama Foundation and our mission to empower children in care, she knew she had to support us!

From here, Tara registered Ollie to participate in Pyjama Day and set him up with his very own fundraising page. They started with an initial goal of \$500 however, after sharing their page with their friends and family, they very quickly exceeded this goal. Tara increased their goal to \$800 and again, they reached this goal within a matter of days and by July 23rd this incredible family had raised over \$1,000 for children in care.

Tara is over the moon with this result not only because of their fundraising efforts but because she has raised much needed awareness in her community.



"She is one of the nicest people I have ever met. She has done so many nice things for me. When I was really young she used to read me lots of stories. As I got older she would read a page and then I would read a page. I used to get really excited when she brought her box because there were lots of interesting and fun things in there."

Foster child, age 13

WORDS FROM A FOSTER CARER

I cannot over emphasise the importance of this program in the lives of children in care.

The quality of the Foundation's sourcing and training of volunteers is exemplary. It is a pleasure to welcome the Angels into my home each week.

In my experience the volunteers achieve a perfect balance of professionalism and flexibility to work effectively with the children - who can often present challenging behaviours. Each Angel spends their time with their child differently - some do homework and tutoring; others read for the entire time; some do educational games.

Regardless of the activities, the children adore their time with their Angels and long for the visits each week. Personally, The Pyjama Foundation is the single biggest support to me in my role as a foster carer. The children's Angels celebrate their successes and debrief with me when I've had a difficult week.

They encourage me and brainstorm with me. And even the knowledge that most afternoons one or more of the children is being supervised by another adult can make a huge difference to that terribly busy time between school and dinner. This is a rare organisation that does so much good in the individual lives of these children.

- Foster Carer

"This is a rare organisation that does so much good in the individual lives of these children."

OUR FUTURE FOCUS

The Pyjama Foundation is committed to helping vulnerable and marginalised children, and young people living in Out of Home Care who have experienced disadvantage, neglect, trauma, and adversity.

Our vision is a world of unlimited opportunity for all children, with the core mission to create positive connections for every Australian child in Out of Home Care. As part of The Pyjama Foundation's 5-year Strategic Plan, we are focusing on several key areas for growth, expansion, and sustainability.

Working closely with our Board of Directors, and the wider team, we will be focusing on the following strategic goals:

Expansion

Enhance and expand programs and services to increase the learning skills of 2,000 children in care by 2025

- ★ Our objectives are to expand our Love of Learning Program into priority regions where there is room for more growth and opportunity to meet the demand of children needing a Pyjama Angel.
- ★ We will focus on constructive outcomes through an accredited framework, evaluation, measurements, and systems.
- ★ We will enhance our pool of committed and dedicated volunteers and Pyjama Angels through research, reliable resources and informative face-to-face events presented by industry professionals
- ★ Engage with our volunteers and key stakeholders in active participation using their feedback to inform and evolve our services.





Partnerships

Develop our existing partnerships with communities focussing on collaborating and connecting with First Nations people in a culturally meaningful and respectful way.

- ★ Formalising our First Nations Advisory Board whose sole mission will be to explore opportunities to connect with people, organisations, and communities to contribute to increasing the strength and independence of Aboriginal and Torres Strait Islander children and youth
- ★ Ensuring all The Pyjama Foundation's staff, volunteers and Board Members are culturally aware and culturally competent
- ★ Maintaining positive and mutually beneficial relationships with government (both Federal and State), the non-government sector, other funders, philanthropists, donors and corporate partners and the broader community.

Service Delivery

Consistently improve service delivery methods with a focus on remote, online mentoring, and increase resource accessibility for all Pyjama Angels.

- ★ We aim to achieve this through research, and by piloting and implementing an online service delivery method to support the literacy, numeracy and learning skills of children in care (remote mentoring)
- ★ Implement best-practice record keeping through technology (look to improve our current Monthly Pulse Reports, with a mobile application)
- ★ Increase resource accessibility for all Pyjama Angels by working towards an online Volunteer Portal (via our online portal), containing updated, relevant, and recommended learning resources, which will be catered to all ages, and will have resources accessible to children with diverse learning needs.



To learn more about our Strategic Goals and to see all 6 key areas of focus, please contact our team via engagement@thepyjamafoundation.com to receive a copy of our 2022-2025 Strategic Directions document.

SUPPORTER HIGHLIGHT

The Pyjama Foundation has had an ongoing membership with Good360 since 2015 and it has been a true gift to us, and our wider community.

Good360 is a charity that repurposes brand new goods from corporate business and makes them available to the not-for-profit sector. This organisation is the ultimate "matchmaker", helping distribute items of value by directing them to the Australians who need them most.

In 2012, the Australian founder, Alison Covington, discovered Good360 USA and was amazed by its scale and efficiency. Alison immediately knew that Australia needed a Good360. Such a great solution where businesses have the opportunity to donate their spare and excess goods to lift up Australians.

The Pyjama Foundation is very grateful to receive so many amazing products.



Since 2015 we have received an astonishing \$826,304.00 worth of brand-new goods, which we have shared with the children and foster families we support.

These include clothes for the whole family from Big W, beautiful products from The Body Shop, to the fan-favourite product LEGO which never disappoints!

It is partnerships like this that add enormous value to our program. Good360 Australia has an ambitious and remarkable goal to distribute \$1 billion worth of goods by 2025 which we are sure they will achieve.

One of the core values of Good360 that resonates with The Pyjama Foundation's team is kindness. 'We bring kindness to every interaction. Tempering every interaction with kindness allows people and possibilities to flourish'.





The Pyjama Foundation Ltd ABN 43 111 196 742

Financial Report

for the year ended 30 June 2021



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DIRECTORS REPORT

1.

The directors present their report on the company for the financial year ended 30 June 2021. In order to comply with the provisions of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), the directors report as follows:

DIRECTORS

The names of each person who has been a director during the year and to the date of this report are:

Bronwyn Sheehan – CEO & Founder
Fiona Murdoch – Chair
Brian Healey
Peter Ostick
Rowan Macdonald
Roxanne Dunkel
Shane O’Kane

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

OBJECTIVES

Our Why – Every child deserves the opportunity to reach their full potential despite their fragile start.
Our Vision – A world of unlimited opportunity for all children.

Our Mission – Creating positive relationships for every Australian child in care; empowering them with learning, life skills, and confidence.

Our Values –
Empowerment/Trust/Fun/Teamwork/Transformation

STRATEGY FOR ACHIEVING THE OBJECTIVES

The Pyjama Foundation’s strategy is to provide a reading and learning mentor to every Australian child in foster care. With 51,000 Australian children in care, and rising, children on protection orders are less likely to meet national minimum literacy and numeracy standards.

We will enhance and expand our programs and services that increase the learning skills of children in care in Australia. In the

next three years, we aim to double the number of children in care who participate in the Love of Learning Program. Ultimately our strategic intent is to reach all Australian children in care with our programs.

PRINCIPAL ACTIVITIES

The principal activities of the company during the financial year were implementing The Pyjama Foundation Love of Learning Program and other activities supporting foster children and the foster care community. There were no other significant changes in the nature of the company’s principal activities during the financial year.

PERFORMANCE MEASURES

The company measures its performance in several ways:

- Time spent with child - The Pyjama Foundation is providing approximately 103,000 hours per annum mentoring and supporting children in care.
- Number of children supported – We have provided support to more than 1510 children throughout the year
- Number of books read per year – We are reading approximately 138,000 books each year to children in foster care.
- Empowering children and young people through the Love of Learning Program - 97% of the children and young people indicate that their Pyjama Angel volunteer supports them to do well at school.
- Engagement of children in Love of Learning Program – 91% of Pyjama Angels reported that the child they support consistently showed a positive attitude towards their visits.
- Ongoing commitment of volunteers – On average, Pyjama Angels are maintaining a mentoring relationship of more than 3.6 years with the children they support.

OPERATING RESERVE POLICY

In June 2021, the Board approved the adoption of an Operating Reserve Policy to ensure the financial stability and long-term sustainability of The Pyjama Foundation.

The Board considered that an operating reserve is an important component in The Pyjama Foundation's management of risk and critical to ensure that The Pyjama Foundation can meet its commitments, continue to deliver its Love of Learning Program and advance its strategy, even when unexpected events or costs arise.

The Pyjama Foundation's operating reserve is intended to provide an internal source of funds for the following situations:

- sudden increase in expenses;
- one-time unbudgeted expenses;
- unanticipated loss in funding;
- uninsured loss; and
- key strategic initiative.

The Operating Reserve Policy requires that:

- for any reserves that are used to ensure the uninterrupted operations of The Pyjama Foundation, that such reserves are replenished within 12 months of withdrawal from the Operating Reserve Fund;
- the Operating Reserve Fund will be funded annually with surplus unrestricted operating funds to ensure the total fund amount represents at a minimum six months of normal expenses; and
- the amount of the Operating Reserve Fund be determined by the Board each year together with the approval of the annual budget, with the target minimum Operating Reserve Fund being equal to six months of average operating costs.

For the 2021/22 financial year, the Board has approved an Operating Reserve Fund equal to six months of average operating costs, being \$1,000,000 (note 3). This Operating Reserve Fund is recorded in the financial statements as 'Board-Designated Operating Reserve'.

LIKELY DEVELOPMENTS AND EXPECTED RESULTS OF OPERATIONS

Information on likely developments in the operations of the entity and the expected results of operations have not been included in this report because the directors believe it would be likely to result in unreasonable prejudice to the entity.

MATTERS SUBSEQUENT TO THE END OF THE FINANCIAL YEAR

The impact of the Coronavirus (COVID-19) pandemic is ongoing and while it has not had a negative financial impact for the entity up to 30 June 2021, this is primarily due to the additional Government Assistance received in the form of Jobkeeper and other incentives. It is not practicable to estimate the potential impact, positive or negative, after the reporting date. The situation is rapidly developing and is dependent on measures imposed by the Australian Government and other countries, such as maintaining social distancing requirements, quarantine, travel restrictions and any economic stimulus that may be provided.

No other matter or circumstance has arisen since 30 June 2021 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

ENVIRONMENTAL REGULATION

The entity is not subject to any significant environmental regulation under Australian Commonwealth or State law.



INFORMATION ON DIRECTORS



Bronwyn Sheehan OAM

Founder and Executive Director, The Pyjama Foundation

Bronwyn Sheehan founded The Pyjama Foundation in 2004 to make a positive impact on the lives of our community’s most vulnerable children. A nurse, midwife and business owner, Bronwyn was inspired by the work of Foster Carers. Alarmed at the statistics highlighting the poor literacy and numeracy levels of children in care, Bronwyn was determined to create a solution to address this issue, and this was the beginning of the Love of Learning Program.

Bronwyn is a motivational keynote speaker and has received a multitude of awards and accolades during her career, including: 2009 Queensland Australian of The Year, 2010 Finalist for Australian of the Year, 2017 Harvard Business School studying Performance Measurement for Effective Management of Nonprofit Organisations, 2018 EY Social Entrepreneur National Finalist, 2018 Volunteer Impact Award Queensland, 2018 Telstra Business Award Social Change Marker National Finalist and 2021 Recipient of Order of Australia Medal (OAM).



Shane O’Kane

Shane has over 30 years of experience in the finance sector. He has extensive experience in the not-for-profit sector and currently serves on the board of a private philanthropic foundation, a regional children’s hospital trust and an environmental foundation.

Appointed February 2009



Fiona Murdoch – Chair

Fiona brings more than two decades of experience in Board and senior executive roles to The Pyjama Foundation.

She has extensive experience in the resources and infrastructure sectors in Australia and internationally with senior operational roles held with AMCI Investments, MIM Holdings and Xstrata Queensland.

Fiona is a Non-Executive Director of publicly listed companies NRW Holdings Limited and Metro Mining Limited. She also serves on the Joint Venture Committee for the West Pilbara Iron Ore Project. Her corporate roles have spanned the public and private sectors, across mining, water, minerals processing and infrastructure for rail and port.

Fiona holds a Masters of Business Administration and a Bachelor of Laws (Honours), and is a Graduate of the Australian Institute of Company Director program.

Appointed August 2019



Rowan Macdonald (Partner, EY Financial Services) Rowan has more than 25+ years’ experience in the financial services sector. His experience spans taxation, transaction execution, risk management and investment banking. His experience includes work with change management, addressing the impact of regulatory change and bedding down capital market transactions. Rowan has also had significant business leadership roles in the national, regional and global business of EY.

Appointed November 2017

INFORMATION ON DIRECTORS



Peter Ostick

Peter is an Internet executive, founder and board member. Peter is the co-creator of various successful companies such as TVN a video marketplace and Soma Byron a physical and digital destination for the intersection of creativity and consciousness.

Before founding TVN, Peter was part of the Microsoft executive team that launched Microsoft Media Network in Australia and an early-stage employee of Aquantive which was sold to Microsoft in 2008. Peter brings an entrepreneurial energy combined with a goal orientated mindset to any venture he is involved with.

Appointed November 2014



Roxanne Dunkel

Roxanne has commercial experience gained both as a commercial lawyer and as the co-owner and publisher of the Australian Jewish News. Throughout her career she has provided voluntary legal advice at both the Kingsford and Redfern Legal Centres, advising on diverse issues relating to families. Roxanne became a director of The Pyjama Foundation in 2016 and has broad philanthropy sector experience.

Appointed September 2016



Brian Healey

Brian is a partner and the Global Co-Chair of the Agribusiness, Food and Beverage Industry Group at K&L Gates, a global law firm with 40 offices located in key capital cities and world commercial and financial centres across 5 continents. He has more than 25 years' experience servicing clients in agribusiness and primary industries including in agricultural property transactions, water transactions, and leading teams in mergers and acquisitions.

Focusing primarily on agricultural property, water rights and investment in agribusiness, Brian is listed as a Preeminent and Leading Agribusiness Lawyer in Doyle's Guide (2016-2021) and is recognised as one of Australia's leading Agriculture & Rural Affairs lawyers in the 2017-2021 editions of Best Lawyers.

Other roles Brian performs include Chair of the Australia China Business Council (Qld) Food & Agribusiness Industry Group Working Committee and Chair of the Queensland Law Society Agribusiness and Water Law Committee.

Appointed June 2014



MEETINGS OF DIRECTORS

The number of directors’ meetings (including special meetings) and number of meetings attended by each of the directors of the company during the financial year are:

Board Member	No. of Meetings Attended	No. of Meetings Eligible to Attend
Brian Healey	5	9
Bronwyn Sheehan	9	9
Fiona Murdoch	9	9
Peter Ostick	8	9
Rowan Macdonald	7	9
Roxanne Dunkel	9	9
Shane O’Kane	9	9


CONTRIBUTION ON WINDING UP

Every member of the Company undertakes to contribute to the assets of the Company in the event of the Company being wound up during the period of membership or within one year afterwards for payment of the debts and liabilities of the Company contracted before the time at which membership ceases and the costs charges and expenses of winding up the same and for the adjustment of the rights of the contributories amongst themselves such amount as may be required, not exceeding the sum of \$100.

AUDITOR’S INDEPENDENCE DECLARATION


The auditor’s independence declaration for the year ended 30 June 2021 has been received and can be found on page 6 of the financial report.

Signed in accordance with a resolution of directors. On behalf of the directors



Mrs Bronwyn Sheehan
Director

Dated this 21st Day of October 2021



Ms Fiona Murdoch
Director

Dated this 21st Day of October 2021

THE PYJAMA FOUNDATION LIMITED
ABN 43 111 196 742

6.

**AUDITOR'S INDEPENDENCE DECLARATION UNDER S 307C OF THE
CORPORATIONS ACT 2001 TO THE DIRECTORS OF THE PYJAMA FOUNDATION
LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2021 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.


Anthony Bryen & Co


A C Bryen
Director

Dated at Brisbane this twenty-first day of October 2021

Anthony Bryen & Co Pty Ltd
ABN 37 163 461 550

Director – Anthony Bryen

 PO Box 565 Albany Creek Qld 4035

 **0418 159 051**

 anthonybryenandco@gmail.com

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2021

7.

	Note	2021 \$	2020 \$
INCOME			
Donations Received		412,110	325,704
Event Income		51,800	85,931
Fundraising - other		-	63,461
Grant Income		131,606	322,952
Interest		6,806	22,766
Operating - Recurrent		19,145	16,500
Operating- Non Recurrent		-	128,000
Operating -Non Recurrent State		-	50,000
Operating - Recurrent Commonwealth		250,000	250,000
Other Income/Loss		488,532	253,999
PJ Day donations		382,461	274,444
Recurrent- State		524,808	506,096
Tax Deduct Donations		135,000	155,930
TOTAL INCOME		2,402,268	2,455,783
LESS OPERATING EXPENSES			
Bank Charges		27	82
Books Puzzles and Games		3,741	3,510
Carer Training		564	1,057
Children/Volunteer gifts and cards		11,316	7,141
Cleaning		1,872	1,872
Commission collection donations		13,128	8,981
Community Engagement		3,153	2,588
Computer/website		884	3,572
Consultancy Expenses		15,491	44,360
Depreciation		1,999	2,305
Depreciation expense - Right of Use Asset		70,275	62,774
Electricity		5,295	4,956
Events		4,336	41,591
Freight		-	866
Fuel on Motor Vehicle		384	1,880
Fundraising - other		-	79,856
Insurance		4,475	5,680
Insurance and Rego on Motor Vehicle		1,151	2,217
Internet and Database		81,254	86,410
Land Lines and Mobile Phones		7,567	15,259
Legal & Accounting		5,750	5,168
Low Value Assets (< \$5,000)		30,294	17,821
Maintenance on Motor Vehicle		201	1,448

The accompanying notes form part of these financial statements.

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2021 (Cont.)**

8.

	Note	2021 \$	2020 \$
OPERATING EXPENSES CONT.			
Marketing and Promotions		26,551	15,511
Meeting exp		876	504
Merch Fees		135	904
Non-cash interest expense – Right of Use Asset		10,076	11,983
Office Expense		5,903	3,838
Office Expense Interstate		3,142	9,785
Outgoings		18,425	19,209
Photocopier hire		249	10,825
Postage		20,284	361
Printing and Stationary		3,193	3,753
Program Events		455	51,436
Provision for Annual & LSL		29,206	10,985
Recruitment Expense		560	234
Software		4,800	8,550
Staff Amenities		3,204	2,596
Subscriptions/Memberships		9,462	21,069
Superannuation		124,065	124,706
Training & Development (Staff)		12,408	11,877
Training & Development (Volunteers)		8,969	10,958
Travel - General		844	11,510
Travel - Volunteer Training		2,037	1,165
Volunteer & Public Liability Insurance		6,071	5,989
Volunteer Training Resources		18,470	4,153
Wages & Salaries		1,365,712	1,341,251
Workers' Compensation		15,981	15,998
TOTAL OPERATING EXPENSES		<u>1,954,235</u>	<u>2,100,544</u>
CURRENT YEAR SURPLUS		<u>448,034</u>	<u>355,239</u>
OTHER COMPREHENSIVE INCOME			
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		<u>448,034</u>	<u>355,239</u>
TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO THE ENTITY		<u>448,034</u>	<u>355,239</u>

The accompanying notes form part of these financial statements.

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021

9.

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	2,337,643	1,766,023
Trade and other receivables	4	30,297	79,474
Other current assets	5	49,026	57,558
TOTAL CURRENT ASSETS		2,416,966	1,903,055
NON-CURRENT ASSETS			
Plant and equipment	6	7,135	8,534
Right-of-use assets	7	149,871	183,092
Other non-current assets	8	18,043	18,043
TOTAL NON-CURRENT ASSETS		175,049	209,669
TOTAL ASSETS		2,592,015	2,112,724
CURRENT LIABILITIES			
Trade and other payables	9	122,896	86,773
Lease Liabilities	10	75,569	62,548
Provisions	11	154,580	114,051
TOTAL CURRENT LIABILITIES		353,045	263,372
NON-CURRENT LIABILITIES			
Lease Liabilities	10	87,012	134,104
Provision	11	4,516	15,839
TOTAL NON-CURRENT LIABILITIES		91,528	149,943
TOTAL LIABILITIES		444,573	413,315
NET ASSETS		2,147,442	1,699,409
EQUITY			
Retained Surplus		2,147,442	1,699,409
TOTAL EQUITY		2,147,442	1,699,409

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY AS AT 30 JUNE 2021

10.

	Note	Retained Surpluses \$
Balance at 30 June 2019		<u>1,344,170</u>
Total comprehensive income for the year		<u>355,239</u>
Balance at 30 June 2020		<u>1,699,409</u>
Total comprehensive income for the year		<u>448,034</u>
Balance at 30 June 2021		<u>2,147,442</u>

The accompanying notes form part of these financial statements.

CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

11.

	Note	2021 \$	2020 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from donations/ grants		2,443,180	2,385,733
Payments to suppliers and employees		(1,798,624)	(2,118,213)
Interest received		8,265	22,766
Net cash inflows / (outflows) from operating activities		<u>652,821</u>	<u>290,286</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		-	-
Net cash inflows / (outflows) from investing activities		<u>-</u>	<u>-</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayments from borrowings (rent expense)		(81,201)	(57,862)
Net cash inflows / (outflows) from financing activities		<u>(81,201)</u>	<u>(57,862)</u>
NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS		<u>571,620</u>	<u>232,424</u>
Cash and cash equivalents at beginning of year		<u>1,766,023</u>	<u>1,533,599</u>
CASH AND CASH EQUIVALENTS AT END OF YEAR	3	<u><u>2,337,643</u></u>	<u><u>1,766,023</u></u>

The accompanying notes form part of these financial statements

NOTE 1. SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

NEW OR AMENDED ACCOUNTING STANDARDS AND INTERPRETATIONS ADOPTED

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

BASIS OF PREPARATION

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and Interpretations issued by the Australian Accounting Standards Board ('AASB'), the Australian Charities and Not-for-profits Commission Act 2012 and Victorian legislation the Fundraising Act 1998 and associated regulations and the Corporations Act 2001, as appropriate for not-for-profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

REVENUE RECOGNITION

The company recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the company: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable

consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Sales revenue

Events, fundraising and raffles are recognised when received or receivable.

Donations

Donations are recognised at the time the pledge is made.

Grants

Grant revenue is recognised in profit or loss when the company satisfies the performance obligations stated within the funding agreements. If conditions are attached to the grant which must be satisfied before the company is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Volunteer services

The company has elected not to recognise volunteer services as either revenue or other form of contribution received. As such, any related consumption or capitalisation of such resources received is also not recognised.

INCOME TAX

As the company is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

CURRENT AND NON-CURRENT CLASSIFICATION

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

CASH AND CASH EQUIVALENTS

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other

short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

TRADE AND OTHER RECEIVABLES

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

CONTRACT ASSETS

Contract assets are recognised when the company has transferred goods or services to the customer but where the company is yet to establish an unconditional right to consideration. Contract assets are treated as financial assets for impairment purposes.

PROPERTY, PLANT AND EQUIPMENT

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment over their expected useful lives as follows:

Plant and equipment	10% - 50%
Motor vehicles	25%

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the company. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

IMPAIRMENT OF NON-FINANCIAL ASSETS

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated

future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

TRADE AND OTHER PAYABLES

These amounts represent liabilities for goods and services provided to the company prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised

cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

CONTRACT LIABILITIES

Contract liabilities represent the company's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the company recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the company has transferred the goods or services to the customer.

EMPLOYEE BENEFITS

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

FAIR VALUE MEASUREMENT

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest

and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

GOODS AND SERVICES TAX ('GST') AND OTHER SIMILAR TAXES

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

NOTE 2. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Coronavirus (COVID-19) pandemic

Judgement has been exercised in considering the impacts that the Coronavirus (COVID-19) pandemic has had, or may have, on the company based on known information. This consideration extends to the nature of the products and services offered, customers, supply chain, staffing and geographic regions in which the company operates. Other than as addressed in specific notes, there does not currently appear to be either any significant impact upon the financial statements or any significant uncertainties with respect to events or conditions which may impact the company unfavourably as at the reporting date or subsequently as a result of the Coronavirus (COVID-19) pandemic.

Estimation of useful lives of assets

The company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Impairment of non-financial assets other than goodwill and other indefinite life intangible assets
The company assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by

evaluating conditions specific to the company and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021 16.

	2021 \$	2020 \$
3. CASH AND CASH EQUIVALENTS		
Cash at bank	1,337,643	1,766,023
Cash at bank – Operating Reserve	1,000,000	-
	<u>2,337,643</u>	<u>1,766,023</u>
4. TRADE AND OTHER RECEIVABLES		
Other receivables	30,297	79,474
GST	-	-
	<u>30,297</u>	<u>79,474</u>
5. OTHER CURRENT ASSETS		
Prepayment	<u>49,026</u>	<u>57,558</u>
6. PLANT AND EQUIPMENT		
Office furniture & equipment - at cost	22,917	22,917
Less: accumulated depreciation	(16,885)	(15,853)
	<u>6,032</u>	<u>7,064</u>
Motor vehicle – at cost	14,686	14,686
Less: accumulated depreciation	(13,583)	(13,216)
	<u>1,103</u>	<u>1,470</u>
Total Plant and Equipment	<u>7,135</u>	<u>8,534</u>
7. RIGHT-OF-USE ASSETS		
Land and Buildings - right of use	350,925	313,871
Less: accumulated depreciation	(201,054)	(130,779)
	<u>149,871</u>	<u>183,092</u>
<p>The entity leases its office at 1/43-49 Sandgate Road, Albion, Qld under an agreement of five years with an option to extend. On renewal, the terms of the leases are renegotiated.</p>		
8. OTHER NON-CURRENT ASSETS		
Bond	<u>18,043</u>	<u>18,043</u>
9. TRADE AND OTHER PAYABLES		
CURRENT		
Trade creditors	2,296	4,315
Other creditors and accruals	69,600	73,842
Accrued income / deferred revenue	51,000	8,616
	<u>122,896</u>	<u>86,773</u>
10. LEASE LIABILITIES		
CURRENT		
Lease Liability Right of Use Asset	75,569	62,548
NON-CURRENT		
Lease Liability Right of Use Asset	87,012	134,104
	<u>162,581</u>	<u>196,652</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021 17.

	2021	2020
	\$	\$
11. PROVISIONS		
CURRENT		
Employee benefits	154,580	114,051
NON-CURRENT		
Employee benefits	4,516	15,839
	<u>159,096</u>	<u>129,890</u>

12. KEY MANAGEMENT PERSONNEL DISCLOSURES

The aggregate compensation made to officers and other members of key management personnel of the entity is set up below. Key management personnel consist of 5 senior managers of The Pyjama Foundation.

	2021	2020
	\$	\$
Total key management personal remuneration	571,093	527,515

13. MEMBER'S GUARANTEE

The Pyjama Foundation Limited is a company limited by guarantee. Every member of the Company undertakes to contribute to the assets of the Company in the event of the Company being wound up during the period of membership or within one year afterwards for payment the debts and liabilities of the Company contracted before the time at which membership ceases and the costs charges and expenses of winding up the same and for the adjustment of the rights of the contributories amongst themselves such amount as may be required, not exceeding the sum of \$100.

14. CONTINGENCIES

There were no material contingent assets and liabilities as at 30 June 2021 and 30 June 2020.

15. COMMITMENTS

As at the 30 June 2021 and 30 June 2020, The Pyjama Foundation had no commitments, not recognised within these financial statements.

16. RELATED PARTY TRANSACTIONS

Key management personnel

Disclosures relating to key management personnel are set out in note 12.

Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021 18.

17. SUBSEQUENT EVENTS

The impact of the Coronavirus (COVID-19) pandemic is ongoing and while it has not had a negative financial impact for the entity up to 30 June 2021, this is primarily due to the additional Government Assistance received in the form of Jobkeeper and other incentives. It is not practicable to estimate the potential impact, positive or negative, after the reporting date. The situation is rapidly developing and is dependent on measures imposed by the Australian Government and other countries, such as maintaining social distancing requirements, quarantine, travel restrictions and any economic stimulus that may be provided.

No other matter or circumstance has arisen since 30 June 2021 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

18. GENERAL INFORMATION

The registered office of the company is:
LG Solomon, 16 Cox Road, Windsor QLD 4030

The principal place of business is:
Unit 1, 43-49 Sandgate Road, Albion, QLD 4010



The directors of the registered entity declare that, in the directors' opinion:

1. The financial statements and notes, as set out on pages 7 to 18, comply with Australian Accounting Standards and give a true and fair view of the financial position of the registered entity as at 30 June 2021 and of its performance for the year ended on that date.
2. This declaration is signed in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.
3. There are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable.

Declaration under the Charitable Fundraising Act 1991 (the "Act") for the financial year ended 30 June 2021:

- a) The statement of profit or loss and other comprehensive income gives a true and fair view of all income and expenditure of the company with respect to fundraising appeals conducted by the company, and
- b) The statement of financial position gives a true and fair view of the state of affairs of the company with respect to fundraising appeals conducted by the company, and
- c) The provisions of the Act, the regulations under the Act and the conditions attached to the authority have been complied with by the company and
- d) The internal controls exercised by the company are appropriate and effective in accounting for all income received and applied by the company from any of its fundraising appeals.

This declaration is made in accordance with a resolution of the Board of Directors.



Mrs Bronwyn Sheehan
Director

Dated this 21st Day of October 2021



Ms Fiona Murdoch
Director

Dated this 21st Day of October 2021

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS
THE PYJAMA FOUNDATION LIMITED**

20.

Opinion

We have audited the financial report of The Pyjama Foundation Limited "the Company", which comprises the statement of financial position as at 30 June 2021, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of The Pyjama Foundation Limited is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and the *Corporations Act 2001*, including:

- giving a true and fair view of the company's financial position as at 30 June 2021 and of its performance for the year then ended; and
- complying with Australian Accounting Standards to the extent described in Note 1, and the *Australian Charities and Not-for-profits Commission Regulation 2013* and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012* and the *Corporations Act 2001*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Anthony Bryen & Co Pty Ltd
ABN 37 163 461 550

Director – Anthony Bryen

📍 PO Box 565 Albany Creek Qld 4035

☎ **0418 159 051**

✉ anthonybryenandco@gmail.com

Responsibilities of the Directors for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Corporations Act 2001* and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:


- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

22.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Anthony Bryen & Co



A C Bryen
Partner

Dated at Brisbane this twenty-first day of October 2021



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**For more information, please contact our
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Phone: 07 3256 8802

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