



the  
**pyjama**  
foundation



THE PYJAMA FOUNDATION'S  
**ANNUAL REPORT**  
2019/2020



## MEET PYJAMA ANGEL LIZ

Following the completion of her previous placement, Liz stepped in as Miss L's temporary Pyjama Angel in June of 2018. Three years on, and Miss L is blossoming under Liz's tutelage. Where she was once hesitant to do anything resembling schoolwork, preferring to paint throughout each session and refusing to do much else, with Liz's gentle persistence she began to attempt other tasks and activities and is becoming increasingly confident. Miss L now excitedly takes on the many challenges Liz creates for her.

While there have been many wins, it has not been all smooth sailing in this three-year placement with some tricky behaviours to navigate. However, with the carer's unwavering support and Liz's unwavering commitment, they have worked together to support and guide Miss L to gain as much as she can from her time with Liz.

Even after a difficult session, Liz shows up the following week with all the positivity required to make learning fun for her sweet Pyjama Child. Of all the gifts that Liz shares with Miss L during their sessions – from her time, to her enthusiasm and knowledge – this gift of always showing up is possibly the greatest.

Liz is the kind of Pyjama Angel who will go above and beyond outside of her sessions, meeting the carers at her Pyjama Child's basketball game over the holidays, posting letters and cards from near and far, and hand-delivering special birthday gifts to her Pyjama Child and other children in the house.

During COVID, Liz would send an email each week on the same day as well as deliveries of activities through the post, including three stamped addressed envelopes sent with the hope of one day receiving a reply.

As Liz excitedly shared in an email: "What a Wonderful Wednesday! Was rather excited so wanted to share with you. The postman came late but with a special delivery – Miss L had written a few sentences and drawn a picture of me and her on my pretty note paper and then posted it back in my self-addressed envelope. She seemed pleased to be back at school."

Liz has made an indelible mark on all of us here at The Pyjama Foundation but, undoubtedly, it's the impact she's made on the lovely Miss L that will be truly everlasting.

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# A MESSAGE FROM THE CEO

2020 and The Pyjama Foundation celebrates 16 years

2020 has been a year that no one expected or could have possibly imagined. The year for The Pyjama Foundation started off strong with our Love of Learning training sessions having record numbers of new volunteers, for example, at one training in February, Sydney trained 75 very excited new volunteers. Little did we know at the time that we would be stopping all visits to children in their homes the next month. Very unusual times were just on the horizon for us all.

The Pyjama Foundation has a strong vision of empowering the children with education and bringing fun, joy and a box of activities to our visits every week. We want our precious children to be happy and love learning. The magic that happens at The Pyjama Foundation is that we attract the most creative, passionate, and dedicated volunteers who truly want to make a difference in the lives of children less fortunate. Therefore, it is no surprise that our wonderful volunteers once faced with the obstacle of not being able to visit the children in person, jumped on board to make the connection still possible.

The current environment saw our committed volunteers supporting their foster families virtually. The ideas and activities that they quickly implemented were amazing. They started letter writing, dropping resources to

the foster homes and sending care packages in the mail. Our Pyjama Angels were connecting with the children over the phone, video calling and playing varied and fun games over the internet. I think my favourite activity is both child and Pyjama Angel baking a cake together over Whatsapp, at the same time, in their own kitchens.

The real magic of our program is the relationships and the positive connections that develop between the child and Pyjama Angel. The forming of positive relationships is vitally important for a child who has experienced trauma. Dr Bath a Clinical psychologist explained the outcomes of trauma include: loss of trust, social wariness and loss of ability to manage emotions. Trauma and pain make a child irritable, anxious and aggressive. The more, healthy relationships a child has, the more likely they are to recover from trauma and thrive. Relationships are the agents of change and the most powerful therapy for these children is human love. And this is exactly what our Pyjama Angels give.

The significance of these relationships has come to the forefront through our collaborative research project with QUT, The Australian Centre for Philanthropy and Nonprofit Studies.



The Pyjama Foundation acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of lands throughout Australia, and their connection to land and community. We pay our respect to them and their cultures, and to Elders past, present and emerging.

The significance of these relationships has come to the forefront through our collaborative research project with QUT, The Australian Centre for Philanthropy and Nonprofit Studies. Together we have established a Theory of Change, created a Measurement Framework and through this, given a voice to the children we support. We know the connection between the child and volunteer is very significant, which led to the creation of 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 outcomes suggest that the Relational Pedagogy, the relationship between the volunteer and child, positively contributes to the Academic Resilience, Learning Confidence and School Connectedness of the young person.

Children in out-of-home care thrive when they begin to form positive relationships. Relationship duration and strength are important factors for these children. Social connection can lower anxiety and depression, help us regulate our emotions, lead to higher self-esteem and empathy and can improve our immune system. The beauty of connection requires both parties to feel valued, listened to, and understood. It also means that everyone is able to be entirely present in the

moment when spending time with others. This kind of connection greatly improves a person's capacity for satisfaction and fulfillment in life.

Thank you to our wonderful volunteers for sprinkling some magic in the children's lives. A big thank you to the hard working and dedicated staff and board members. And a heart-felt thank you to our donors and supporters for helping us transform the lives of children less fortunate.



**Bronwyn Sheehan**  
Founder and CEO

**Somewhere inside all of us is the power to change the world.**

- Roald Dahl

# A MESSAGE FROM THE CHAIR

2019-2020 recap from Fiona Murdoch



Whatever the problem,  
community is the answer.

- Margaret Wheatley

This year we have all experienced an unprecedented challenge in the form of the COVID-19 pandemic. Throughout this period, the unwavering focus of Bronwyn Sheehan, our Founder and CEO, of our staff and of our volunteers in supporting the precious children that we serve has been inspiring. Their response to the pandemic has highlighted their leadership, resilience, adaptability, and the true sense of community that is at the very heart of The Pyjama Foundation.

This global health and economic crisis has not only changed the way we live and work but also the way we connect. The safety and wellbeing of the children, their foster families, and our staff and volunteers is our highest priority and is an integral part of everything we do. To this end we temporarily ceased Pyjama Angel visits to homes in March to mitigate the risk of further spreading the virus in accordance with government health advice.

The pandemic has presented us with opportunities as well as challenges. Our volunteers were able to continue to support the children and ensure some normalcy in their week by connecting with them virtually. Going forward, The Pyjama Foundation will build on this success by exploring how these 'virtual visits' could be used to reach children in isolated areas for whom it is difficult to arrange weekly face to face visits.

At present, home visits have resumed in some regions, whilst in others weekly virtual visits are continuing due to the ongoing challenges experienced in those areas. We are very grateful to our volunteers for the flexibility and dedication that has enabled these vital connections with the children to continue.

Despite the fluidity of this year, the priorities which were set last year have been achieved:

- We have ensured that our Foundation is financially sustainable, in partnership with our donors and social partners
- We have supported more children in out-of-home care by enhancing and expanding our Love of Learning Program in both existing and new regions
- We have focused on enhancing The Pyjama Foundation's cultural capability to support, in a culturally meaningful and respectful way, the children in our Program who are of Aboriginal and Torres Strait Islander descent or identify as an Aboriginal or Torres Strait Islander person
- We have ensured that The Pyjama Foundation's collaborative research programs are at the forefront in out-of-home care research.

The Pyjama Foundation's existing business systems were certainly put to the test this year and responded impressively, enabling our staff to work remotely to continue to seamlessly interact with one another and to provide their services and support our volunteers.

Recently we also successfully implemented a new data base, enabling us to more effectively communicate with our community, to enhance our monitoring and reporting, and to manage and protect our data.

Additional priorities for the next year include:

- Extending our services to engage with community and corporate partners to provide young adults who have been living in out-of-home care, with work experience and vocational training
- Continuing our commitment to embedding awareness of First Nations culture in our Love of Learning Program including establishing our Aboriginal and Indigenous Advisory Board
- Providing further training and additional support for our staff and volunteers.

On behalf of the Board, we are, as always, very grateful to our amazing Pyjama Foundation Community. I would like to thank our highly capable and passionate staff for consistently living the values of The Pyjama Foundation, their strong commitment to our mission and vision and always going above and beyond.

To our beautiful Pyjama Angels, we sincerely thank you for your continued dedication and excellence in supporting the children in developing educational and life skills. Thank you also to my fellow Directors for their valuable contributions and sage oversight.

To our donors, sponsors and social partners, we are very appreciative of you for choosing to be part of our community and supporting us in our continued endeavours to achieve The Pyjama Foundation's 'WHY' "Because every child deserves the opportunity to reach their full potential despite their fragile start."

Finally, I also would like to thank Bronwyn or her strong leadership, ongoing vision and joyous spirit. I would also like to thank my fellow Directors for inviting me last year to join the Board. I feel truly blessed to be able to serve such a beautiful community and am very excited about the opportunities that next year holds for The Pyjama Foundation's journey.

## OUR PURPOSE

There are more than 48,000 Australian children living in out-of-home care in Australia. Of this number, more than 92% of children in foster care fall below the average reading level by age 7, and 75% don't go on to finish high school. Without support or early intervention, these children will have lower educational attainment, lower employment prospects, higher criminal and arrest rates, and higher rates of teen pregnancy – a life of disadvantage. We strongly believe every child deserves the opportunity to reach their dreams and with the help from a stable, trusting relationship, our Pyjama Angels can help kids in care reach their full potential.



### OUR VISION

A world of unlimited opportunity for all children



### OUR MISSION

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



### WE VALUE

Empowerment, Trust, Fun, Teamwork and Transformation

## OUR CULTURE

We are strong because we look for opportunities to learn and grow; we have a positive, playful attitude; we say everything we want to say

## MEASURING OUR IMPACT

100,000+

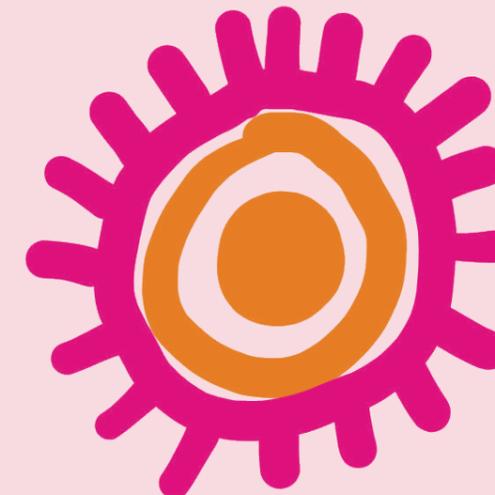
HOURS SPENT MENTORING AND SUPPORTING KIDS IN CARE

97%

OF THE CHILDREN IN OUR PROGRAM INDICATE THAT THEIR PYJAMA ANGELS SUPPORTS THEM TO DO WELL AT SCHOOL

\$2.3M

MONEY RAISED FOR THE LOVE OF LEARNING



1316

FOSTER CHILDREN READ TO AND SUPPORTED EVERY WEEK.

3.6 YEARS

AVERAGE AMOUNT OF TIME CHILDREN AND PYJAMA ANGEL MENTORSHIP RELATIONSHIPS LAST

100,000+

NUMBER OF BOOKS READ EACH YEAR

I am somebody. I was somebody when I came. I'll be a BETTER somebody when I leave. I am POWERFUL, and I am STRONG. I deserve the education that I get here. I have things to do, people to impress and places to go.

-Rita Pierson



## FIRST NATIONS FOCUS

In 2020, The Pyjama Foundation made a further commitment on the path to greater awareness and inclusion of Aboriginal and Torres Strait Islander peoples and cultures within our organisation. Of the 1,400 children we are currently supporting weekly, 35% identify as Aboriginal or Torres Strait Islander. Our goal is to create an environment where every child in care sees themselves and their culture reflected, through our branding, marketing and everything we represent.

The Pyjama Foundation's branding has always been bright, colourful and reflective of its number one stakeholder – the children it supports. But it has always dreamt of a piece that was engaging, fun, and reflective of the cultural inclusivity it wanted to be representative of.

The Foundation was delighted to discover the beautiful work of Rachael Sarra and work in collaboration with her to create a piece of art which is reflective of the foundation and the families it

supports. Rachael is an artist and designer whose work is an extension of her being and experiences. As a contemporary Aboriginal artist from Goreng Goreng Country, Rachael uses art as a powerful tool in storytelling, to educate and share Aboriginal culture and its evolution. Her style is fun and engaging but is strongly drawn from her heritage and her role as an Aboriginal woman in a modern world.

The Pyjama Foundation will continue to learn and evolve by connecting with communities and Elders to provide a safe and inclusive environment for all First Nations children and families. This is just one of the many steps we are taking as an organisation to ensure every child feels themselves and their culture represented. Our next goal is to formalise this in an actionable Reconciliation Plan and establish our plan and goals for continued future growth. To see the breakdown and meaning of each of the elements, please visit our website at [www.thepyjamafoundation.com](http://www.thepyjamafoundation.com).

# OUR LOVE OF LEARNING PROGRAM

From National Program Manager, Kevin Gallard

The stated "Values" of The Pyjama Foundation are:

**Empowerment**    **Trust**    **Fun**    **Teamwork**    **Transformation**

2020 has tested our Pyjama Angel's ability to meet these values and they have passed with flying colours!

Pyjama Angels have continued to **empower** the children with learning by continuing to bring **fun** into their Pyjama Child's life via many creative means during COVID lockdowns and limitations. This has maintained the **trust** that our children have in this special relationship and allowed for the continuing **transformation** of the children's lives. With the support of the Carers, our Regional Coordinators and staff and our Head Office Program staff, our **teamwork** has never been stronger.

Speaking of Teamwork, I would like to give a special mention to Jorgia (PR and Communications), Liz (Campaigns), and their interns, Tahlia and Julia. The resources and activities that they have sent via our closed Facebook group and fortnightly COVID 19 Update emails has been nothing less than inspirational. The Pyjama Angels have found these resources so helpful in this year of exceptional circumstances.

The other big event for the team that manages the Love of Learning Program is the change to "Salesforce Lightning" as our database. This is our new platform for managing the complicated process of bringing input from Government Departments, Agencies, Carers, Pyjama Angels and Children together in order

to make the placements between Pyjama Angels and children.

Our Regional and Head Office teams have been learning fast to use the new system to maintain a steady process of screening, training, and placing Pyjama Angels with children.

A huge thank you to every member of our Program Team for making this change possible, but especially to Geomar and Katie who handled the critical, "user acceptance testing" period so well. Lots of long days and sleepless nights have enabled our Program to continue to function at a higher level than ever before..

Despite the unpredictability of 2020, this year we have trained 341 new volunteers. We have made 401 new placements of Pyjama Angels with Children and we currently have 1341 children being visited each week by their Pyjama Angel.

This has been a challenging year, but we have maintained our important values to meet the challenges with positivity and creativity, and continued to meet our vital mission of empowering every Australian child in out of home care.

## FOSTER CARER TESTIMONIAL

I am a Foster mother of two lovely young girls now aged 11 and 7 years old. They came into our care five years ago. Katherine is a Pyjama Angel who is a volunteer from the Pyjama Foundation. She has consistently and lovingly given her time over four years to come to our house once a week to help our youngest foster child by implementing the Foundation's Love of Learning Program. Katherine is a very creative person who has introduced our child to playing music, drama and creative arts - something that we could never have done with such passion. Katherine puts so much effort into the hour that she spends with our child - even bring several bags full of arts and crafts for our child to create artwork.

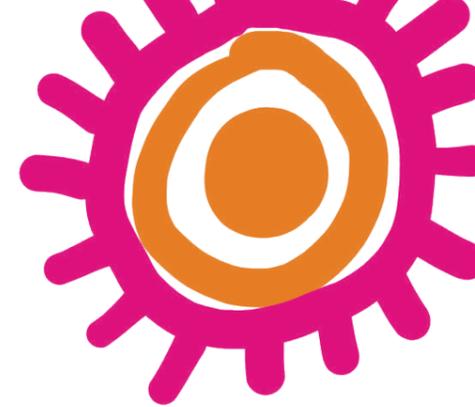
Katherine has brought fun to learning, assisting with reading, mathematics and writing as well as an appreciation of arts. Her dedication is humbling, and words cannot explain how much she has contributed to the academic and emotional wellbeing to our vulnerable young child. With her love and support she has helped our youngest blossom into a vibrant young girl. She has empowered our child with learning, life skills and confidence. For that we thank her from the bottom of our hearts. Katherine will always have a special role within our family and in particularly our youngest that will never be forgotten.

Jane is a Pyjama Angel who is a volunteer from the Pyjama Foundation. She has consistently and lovingly given her time over four years to come to our house once a week to help our oldest foster child by implementing the Foundation's Love of Learning Program. Jane is a very creative person who has introduced our child to reading, cooking, science and the arts - with enthusiasm and passion - something

that we could never have done. Jane puts so much effort into the hour that she spends with our child. Jane is so thoughtful and kind that during COVID-19 she sent our child letters and care packages which has been received with delight. Jane's thoughtfulness and kindness shines through she has been such a good role model for our foster child.

Jane has brought fun to learning, assisting with reading, maths and writing as well as an appreciation of arts and science. Jane even taught our child how to sew, something that is small but has given our child a skill that she will never forget. It's that level of detail and attention that Jane gives our child which makes such a difference to her world. Jane's dedication is humbling, and words cannot explain how much she has contributed to the academic and emotional wellbeing to our vulnerable child.

Before Jane, our child was below her peers academically and Jane has enabled our child to achieve A's and B's in her school work. Jane has even sparked an interest in science and nature which is amazing. With her love and support she has helped our oldest blossom into a vibrant young tween. She has empowered our child with learning, life skills and confidence. For that we thank her from the bottom of our hearts. Jane will always have a special role within our family and in particularly our oldest that will never be forgotten.



# DISTANCING NOT DISCONNECTING

## A COVID-19 UPDATE

It was late March when our worlds turned upside down. We quickly had to adapt our regular weekly mentoring visits to ensure the safety of our volunteers and the families we support. While we were concerned, we were also confident that our volunteers would thrive despite the circumstances.

There has been no surprise that our Pyjama Angels went above and beyond to adapt to these uncertainties. This commitment and adaptability has allowed us to ensure that during such an uncertain time we were immediately able to continue meeting our mission and support our Pyjama Children, in new and innovative ways.

During these times, we were committed to supporting our volunteers and helping them remain connected with their Pyjama Children.

We did this by providing weekly updates via emails to volunteers and their foster carers. These updates included policy updates, self care tips, uplifting words and ofcourse a wide range of resources that are easily adapted to the virtual realm.

Here is a range of examples of some of the resources we have provided during the COVID-19 lockdown to our volunteers and foster families to support them with the transition to online. These resources include downloadable post cards to assist with letter writing, a daily planner, Facetime Battleship, growth mindset reminders, a scavenger hunt and a colouring in story book written by one of our Pyjama Angels to help our kids understand whats happening around them during this time.

As well as weekly support emails to all of our actively visiting volunteers, and fortnightly virtual catch ups we have also undertaken two surveys which asked our volunteers to comment anonymously on how they are connecting with their Pyjama Child during these difficult times.

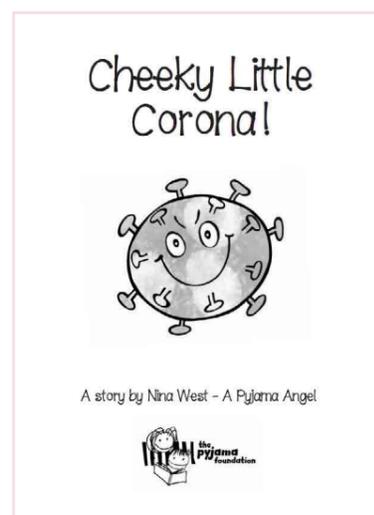
We knew our Pyjama Angels were incredible, but of the 329 people who responded from across the country (a response rate of more than 25 per cent), we received some amazing results about how wonderfully they were adapting to the current situation and going above and beyond to support their child.

From this survey we determined that approximately **two thirds** of our Pyjama Angels across Australia continued to connect with their Pyjama Children, many on a regular basis, in the peak of the lockdown. Pyjama Angels in Victoria continue to do just this, with almost all continuing with their regular virtual visits.

And out of the Pyjama Angels who had been in contact with their child, approximately **70 per cent** felt they had been able to maintain a relationship and connectedness, despite the move to a virtual connection.

**With our physical visits on hold for the moment, it's important my little friend G and I remain in contact in other ways. Today I was lucky enough to find a big pile of Easter artwork at my front gate from her - it's a lovely feeling to know that even though we haven't seen each other for a few weeks now, she's still thinking of me and wanting to sit down & make me things."**

- Pyjama Angel



# AMBASSADOR REPORT

from Megan Daley, Author and Teacher Librarian

The work of the Pyjama Foundation is helping to improve literacy outcomes for children in Out of Home Care...and so much more. As a teacher librarian, author, speaker and academic in Early Literacy I feel passionately about all young people experiencing the joy of story, building skills in reading and writing and being nurtured to become lifelong readers and learners.

I came across The Pyjama Foundation in my role on The Children's Book Council of Australia many years ago and have followed their progress and always hoped to be able to be involved 'one day'. When I was asked to be an ambassador for The Pyjama Foundation I had not a moments hesitation, as I knew I could add value. I so enjoyed the talk I did on 'Raising Readers' for Brisbane based Pyjama Angels and look forward to more personal and professional development for them in the future.

Being able to use my social media platform and speaking opportunities to spread the word

about their work is a privilege and an honour and I look forward to a long association.

How do we nurture a child's love of books? In a nutshell – we model reading, we share the joy of story with young people and we create opportunities for young people to engage with and access books.

One of the ways adults can support any child to reach their potential, is through regular reading and engagement with words and images throughout the early formative years and way beyond. It is never too late to begin a reading routine and the work of the Pyjama Angels becomes a key factor in reading routine, regularity of this routine and the forming of positive associations and feelings around books and feelings of closeness with a trusted and consistent adult. When a child is supported in their reading journey, an atmosphere and attitude of calm and joy begins to build around literacy development and just the simple pleasure of books.

"Regardless of reading difficulties and differences, every child deserves an identity as a reader, and it's our responsibility as parents and educators and professionals to help them develop that identity" - Megan Daley



Reading 'Our Home, Our Heartbeat'  
written by Adam Briggs, illustrated by  
Rachael Sarra and Kate B. Moon

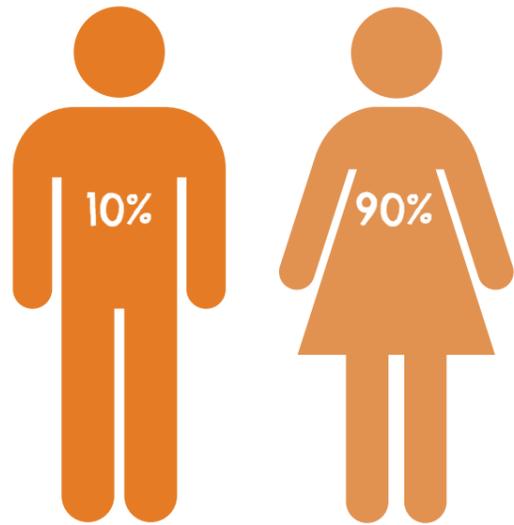


# OUR INCREDIBLE VOLUNTEERS



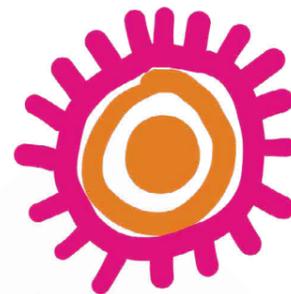
## Who are our volunteers?

Our generous Pyjama Angel volunteers are at the core of all we do at The Pyjama Foundation. Without them, we wouldn't be having such a huge impact on Australian kids in care every single week.



18-25 years old	12%
26-35 years old	27%
36-50 years old	23%
51-65 years old	26%
66+ years old	12%

- 75% have higher education
- 68% are employed
- 13% are currently studying
- 11% are retired



## FOSTER CARER TESTIMONIAL

I have been involved with the Pyjama Foundation since 2008, initially for three years as part of their Love of Learning Program as a Pyjama Angel and a further eight years being supported in my role as a Foster Carer.

During this time I have been witnessing the positive impacts that the Pyjama Foundation's Love of Learning program has had and continues to have on children in foster care. There is no doubt that a child in care has had a traumatic start to life and through this there has been damage to many aspects of their development, most of all their self-esteem and self-confidence is effected.

When a Pyjama Angel comes into a foster child's life through the Program, something quite magical happens. The Pyjama Angel might not know the impact they are having, but the child will likely be waiting inside the door for them to come, told other kids in the house that their Pyjama Angel is coming and then act so cool when they do arrive.

The change that starts to occur in the child is subtle but each week that the Pyjama Angel comes makes a huge difference over time.

The child's self-confidence and self-esteem starts to repair. There is someone in their life who turns up each week (so they can rely on them), they come because they want to (they must like me), and they teach me new things (I can do things now I use to think we're too hard). In a foster carers home, we have a lot of people coming to visit and check in with the kids, sometimes they want things or need to talk about things but the Pyjama Angels are different, they are the fun ones, the ones that are just there for me! They also help with homework as the kids get older, have taught my foster kids to cook, taken them on excursions, shown them new things and taught them that they are loved and are important in the world.

Pyjama Angels are also a great support for foster families as well and are considered part of the village that raises the child and provides another positive adult who influences them as they grow.

Everyone loves The Pyjama Foundation and so they should. They do such an amazing job in giving wonderful humans training to support kids in care.

CHILD PROTECTION WEEK  
VOLUNTEER OF THE YEAR:

**ELIZABETH  
MELVIN**



As well as being acknowledged as this year's Brisbane Pyjama Angel of the Year, longstanding volunteer Elizabeth Melvin was also recognised this year on a larger scale for her volunteer work, winning the Volunteer Award Category at this year's Queensland Child Protection Week Awards.

A volunteer of more than a decade, Elizabeth has been a passionate crusader for The Pyjama Foundation, as well as the most incredibly kind and supportive mentor for the young man she supports.

**"The aim is to walk with that child for as long as possible; the whole idea of that one on one mentorship is that you are just there for that child, with their best interests in mind."**

"My boy in foster care is 10 years old and needs to improve his reading, so we look at ways to help him but in a fun way," she said.

"Our favourite activity to do is cooking because that means reading, organising and learning patience; it's a really great way of introducing reading without it being intimidating."

Elizabeth said one of the other significantly important parts of being a Pyjama Angel is offering her foster family time of respite each week, a chance for them to relax, take a moment for themselves or catch up with the housework.

"Most children, because they're vulnerable, have special appointments so the parents become really busy people," she said.

"To have someone come in to the house for one on one time, it's so beneficial for both the child and the foster parents."

Elizabeth's role has become part of her identity, a badge of honour some may say - and the Foundation could not be more honoured to have her wearing it with pride.

**We make a living by what we get, but we make a life by what we give.**

- Winston Churchill





## RESEARCH PROJECT WITH QUT

For the last two years, The Pyjama Foundation has been working in collaboration with Dr Ruth Knight from the Queensland University of Technology's Australian Centre for Philanthropy and Nonprofit Studies to gain research-based evidence about our Love of Learning Program.

“ Our initial research found a association between a positive mentoring relationship with the child and the child's confidence; the child's positive attitude towards the Pyjama Angel's visits; and the child's general positive attitude towards learning.

The project initially began by undertaking a literature review to identify the key risk and protective factors that impact the educational experience of children in out of home care.

The review describes evidence-based interventions that improve educational outcomes for children and young people in

out of home care in Australia and overseas. This review helped us gain confidence that our Program at The Pyjama Foundation aligns with best practice and is succeeding in the mission to change the life direction of children in the care system.

An initial evaluation collected observation data from 121 Pyjama Angels. The Pyjama Foundation has been using this research and ongoing feedback from Pyjama Angels, carers and children, to facilitate healthy, positive and caring relationships that provide the children with opportunities to enjoy learning, gain confidence and educational success.

# DEVELOPING AN OUTCOMES MEASUREMENT FRAMEWORK

## OUR THEORY OF CHANGE

### OUR AIM

The aim of the Outcomes Measurement Framework is 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 Love of Learning Program participants.

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.

### CREATING OUR MEASUREMENT FRAMEWORK

QUT's Australian Centre for Philanthropy and Nonprofit Studies supported us in developing an Outcomes Measurement Framework to assist in assessing the key outcomes of our Love of Learning Program and determine how best to improve the impact on children's lives. At the conclusion of the literature review, two focus groups were then held, one with child development experts and one with carers, to explore and validate the program's Theory of Change and key outcomes. A Logic Model was developed to explain and expand the Theory of Change.

The indicators that would provide specific, observable and measurable evidence about the outcomes being achieved were then chosen. The selected indicators were developed into a child-friendly booklet to enable children who provide their individual feedback. In order to complete this, we have been distributing the data collection tool in order to collect the children's feedback and analyse the results. We conducted this initial data collection stage by ensuring the process is designed and accomplished in a manner that respects the rights, privacy, dignity and entitlements of the children contributing to the evaluation.

## OUR LOGIC MODEL



# THE FINDINGS SO FAR

178 CHILDREN (MALE AND FEMALE) PARTICIPATED BY COMPLETING THE SURVEY



AVERAGE LENGTH OF TIME IN PROGRAM IS 3.6 YEARS



'MY ANGEL SUPPORTS ME' WAS THE HIGHEST SCORING QUESTION



To date, 178 children, both male and female across Queensland, New South Wales and Victoria have participated in the survey. The majority of these children are aged between 9-12 years (54%). The findings at the conclusion of this pilot stage of the evaluation already show that there is evidence of a strong association between Relational Pedagogy and the key desired outcomes of our Outcomes Measurement Framework. **91% of children** confirmed that their Pyjama Angel is using relationship pedagogy and helping them develop school connectedness, academic resilience and learning confidence

Relational Pedagogy is what our Love of Learning Program uses to create change and achieve the desired outcomes. This approach suggests that children's positive development depends, to a considerable degree, on whether the contexts in which they develop are reliable sources of supportive relationships. Evidence suggests that a positive respectful relationship

between a child and a mentor (their Pyjama Angel) can improve a child's willingness to learn.

Furthermore, using a relational approach to provide meaning-making learning experiences, has been found to be associated with improved academic and socioemotional functioning among children at behavioural and demographic risk. The Outcomes Measurement Framework identified the outcomes that should be influenced by using the Relational Pedagogy approach (identity, academic resilience, learning confidence, school connectedness).

Age or time in the program did not impact on any of the scores retrieved in the survey, with positive feedback being returned by children whether they had been in the program for 3 months or 3 years. It was also established from this detail, that on average a relationship between Pyjama Angel and child lasts for **3.6 years**.

Contact The Pyjama Foundation for full report including references.



# THE FINDINGS SO FAR

SURVEY FEEDBACK FROM CHILDREN

A child-friendly booklet and online survey was designed for the children with 20 statements (indicators). These are being used to help understand what the children are experiencing and determine how Relational Pedagogy might be achieving the expected effects/changes in the short, intermediate, and long term.

Questions indicating that "my Pyjama Angel supports me" and "my Pyjama Angel wants me to do well at school" were the highest scoring questions at 97%. The results also indicated that the survey was very reliable as responses from children were very consistent across the sample who responded.

"I have had my Pyjama Angel for 8 years now and without Pam I wouldn't be where I am today without her help and guidance. She's not only been there for me but for my family and has always been the best listener and solution finder. We love Pam and we'd never give her up."

- Female, 16

"Maria tries to encourage me to enjoy school but I don't make it easy for her. She continues to support me and always tries to improve my reading and learning skills."

- Male, 11



# PYJAMA ANGELS OF THE YEAR

The Pyjama Foundation's Pyjama Angel of the Year Awards celebrates the enthusiasm, commitment and dedication Pyjama Angels have made to the life of a child in foster care. This year, we unfortunately had to cancel our physical events across the nation but still wanted to honour our incredible volunteers whose unwavering commitment blows us away year after year. We are truly humbled to hear the stories and experiences of carers who have been blessed to have a Pyjama Angel in their home. Congratulations to all the amazing Pyjama Angels who continue to transform the lives of children in care with learning, life skills and confidence. Meet a few of our wonderful 2020 recipients:

## Gold Coast Wendy List

Wendy was first placed as a Pyjama Angel in 2009, committed and eager as ever. She was first placed with a little boy who moved to a new carer one year later, after this Wendy was placed with a little girl in the same household who she visited for about 6 years. Shortly after this placement ended, she was placed with the young boy who she has remained visiting ever since. In this time she has become an important part of her carers family. The children's carer acknowledged the impact she has made so beautifully: "Wendy has had a positive influence on R's life. He looks forward to her coming each week and is more settled whilst she's here. Wendy shows a genuine interest in his life and teaches him positive choices."

## Wide Bay Jenny Ballard

Jenny has been a wonderful Pyjama Angel for Mr H for 4 years. She has helped to bring his reading level up to align with his age and school grade level. In numeracy, although he is still behind his peers, he has jumped ahead by 2 school years and now believes that he can achieve success in maths as well. Jenny has been a consistent person for this young man through her own tough times and his. Nothing has interrupted their sessions. Her foster carer says, quite plainly, "I would not have survived without Jenny". "She has been a huge support to me as she supports all the children who come into my care. She has worked consistently with Mr H, but she has also been a big help to others who have come and gone. Jenny is so deserving to win an award for her selfless help for everyone in my home."

## Townsville Dawn Thomas

Dawn started her journey as a Pyjama Angel in early 2013. When she was placed with a 5 year old boy. She made consistent weekly visits with him until he turned 10. Dawn was then placed with a 12 year old girl. Dawn visited with this young girl for a year, before the placement had to sadly come to an end but not without overwhelming gratitude from the child's foster carer. She said, "We have had Dawn for some time now, she visits R. She is awesome she always come prepared and has different things for R to do. R loves cooking and I don't have much time to do this with R. Dawn provides that special cooking time with R. Dawn is a quiet person who gets along with R really well and R responds well to Dawn's caring kind approach."

North QLD Coordinator Mel Vaughan, agrees. "In a month's time, Dawn will be celebrating one year of visits with her new Pyjama Child, an 8 year old girl. Dawn has the ability to form a special bond with her Pyjama Child no matter their age or interests. She has a gentle, calming fun approach with her cherub and ensures she provides activities that are engaging and work on the child's interests and strengths."

## Sunshine Coast Ian Mason

Ian has worked with his Pyjama child for more than two years. The child's carer couldn't speak highly enough of Ian, in her words - "he is an angel". She says that he can get M\* to do things she has never been able to do. "He explains things to him and has enormous patience. "He goes over and above with everything, he takes him to big games for fun outings and takes him to his own games and training sessions." Their time together is truly special and ranges from a walk on beach, playing card games, to help with homework. Some sessions they just talk for the whole hour as friends, and above all else - this is truly special for the young man he supports.

**"I would not have survived without Jenny". "She has been a huge support to me as she supports all the children who come into my care. She has worked consistently with Mr H, but she has also been a big help to others who have come and gone."**

## OUR EVENTS AND FUNDRAISERS



### CAMP FOR KIDS IN CARE

Back in December 2019, we were lucky enough to take 45 children and their carers on a holiday to Tallebudgera Recreation Centre for a much-needed break. Thanks to our supporter Phil Di Bella from Di Bella Group, we have been able to treat some of our families to this weeklong holiday for the past 4 years. Physical and mental strength was tested as children and teens pushed their limits and tried out a range of activities including paddle boarding, high ropes, abseiling, kayaking and body boarding. Foster carers were treated to massages and encouraged to allow themselves moments to relax, including being treated to a special kid-free dinner.



This has always been a special time for The Pyjama Foundation's team as it gives staff the chance to get to know different kids and carers in a fun and relaxing environment. Building these relationships at camp and seeing the families at different events during the year really encourages trust, guidance and further fuels our passion.

**"Thank you so much for the opportunity to attend this wonderful camp. I came not knowing what to expect and what I got was to meet wonderful staff and carers that understand exactly what you have to deal with on a daily basis. It was amazing to hear the stories that you could connect your children with. I feel privileged and honoured to have been invited."** – Foster Carer.

## OUR EVENTS AND FUNDRAISERS



### MOTHER'S DAY RAFFLE FUNDRAISER

In March 2020, we hosted an online Mother's Day Raffle for the first time. We were lucky enough to be donated some incredible prizes from Homebodies, Piyama, Francesca, and Bluebird & Co, to raffle off to our supporters. With all of our physical events either postponed or cancelled due to COVID-19 restrictions, all ticket sales made that much more of a difference for our organisation. This raffle raised over \$5,000 for our Love of Learning Program to support more kids living in out of home care.



### BATTLE OF THE BRAINS TRIVIA NIGHT

For the past four years, we have hosted Trivia Night Fundraisers in 10 locations in regional Queensland, New South Wales and Victoria. Our Battle of the Brains Trivia Nights see participants battle against other teams in categories including general knowledge, music, movies, sports, and kids. As well as raising much-needed funds for our program, it is also a fun way for Pyjama Angels, staff, supporters, and foster families to get together and enjoy a night out. Due to COVID-19 restrictions, our events in most areas had to be postponed or cancelled. The remaining events which will be going ahead on various dates in November are Brisbane, Gold Coast, and Townsville's events. Apart from the Sunshine Coast's event which went ahead with 100 guests before the restrictions came into place, the other events have all been cancelled and tickets either refunded or donated.

# OUR FUNDRAISING APPEALS



## CHRISTMAS APPEAL 2019

The 2019 calendar year was brought to a bright and merry end with a successful Christmas Appeal. For the second year running, we integrated a 'gift for a gift' concept where for every \$50 donated, our supporters and donors would receive a gift star ornament to hang on their Christmas tree with a personalised note from a child in our program in return. We raised over \$44,000 for the Christmas Appeal, making it our most successful end of year appeal to date. A big thank you to all of our generous donors for gifting 60 children in care their very own special Pyjama Angel over the New Year. We would also like to thank Prism Surgical and Direct Connect for being our 2019 Christmas Appeal corporate partners, matching donations over a 48 hour period.



## TAX APPEAL 2020

This year for our 2020 end of year Tax Appeal we shared with our supporters the beautiful journey and story of Grace, a recipient of our Love of Learning Program. Three inspiring emails were sent to our supporters; the first was from the perspective of Pyjama Angel Barb, the second was the story of Grace and the third was from Bronwyn Sheehan, Founder and CEO of The Pyjama Foundation. The powerful campaign raised over \$35,000 for the Love of Learning Program thanks to 213 generous donors. With the results from this campaign, we were able to support a further 30 children in care who were on our waiting list nationally. These children have been matched with a Pyjama Angel mentor who will guide, empower and support them with their learning.



# NATIONAL PYJAMA DAY 2020

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

At the start of planning for National Pyjama Day 2020, we knew COVID-19 would have a large impact on how our regular supporters could participate in the day. Participants in past years have donned their PJ's for face-to-face parties, free dress days and morning teas, which had to change to be compliance with federal and state health guidelines.

As a result, the Fundraising and Marketing team had to think creatively on how Pyjama Day would be executed despite social distancing practices in place.

We decided to tweak our mass communication strategies and social media strategy to keep

our registrants informed but still engaged to host Pyjama Day whether it was held in a physical location or virtually – most importantly, they knew where to donate (especially if participating virtually).

With the help of our incredible media partners, OMD and UnLtd, we were able to secure phenomenal advertising space digitally, on television and radio. This helped to propel our campaign forward and to spread the word, encouraging the wider community to get involved to support kids in care by wearing their favourite Pyjamas.

Fast-forward, our National Pyjama Day 2020 campaign has been our most successful one yet, raising a record \$350,000 and counting (2020 calendar year) and more than 2,300 organisations involved in the campaign!



## OUR RESULTS

2,300+

EVENT REGISTRANTS / ORGANISATIONS INVOLVED

\$2m

VALUE OF PRO BONO ADVERTISING

\$350,000\*

DOLLARS RAISED FROM NATIONAL PYJAMA DAY 2020

\*2020 calendar year



## OUR MEDIA PARTNERS

### UNLTD

For another year, we have been fortunate to continue our strong partnership with UnLtd whose sole mission is to unlock the power of marketing so that we can grow and focus on delivering our own mission of mentoring children in care so that they can achieve their dreams. UnLtd plays a crucial role in our partnership with OMD, ensuring that we receive maximised media reach and brand awareness throughout our key campaigns.

*"We love working with The Pyjama Foundation because of the impact they have on the lives of a group of the most vulnerable children in Australian. The work they do is giving these children a great start with their learning and most importantly, modelling positive relationships which all assist in breaking this cycle of disadvantage."*

- Rachel Troy, COO UnLtd

### OMD

For the past four years, we have been lucky to be working closely with media agency, OMD who have secured a culminated \$9.5 million worth of advertising for The Pyjama Foundation. Each year OMD reaches out to key media partners to secure TV, radio, advertorial in magazines, strip ads in newspapers and digital ad support.

To date this year, OMD has invested more than 500 hours into strategy, planning, trading, and creative execution of our National Pyjama Day and donation campaigns. We have been blown away by the creativity, passion and drive the team at OMD bring to the table each year.

*"We believe in a world where every child is inspired to build a purposeful and happy life through learning. We are very aligned with The Pyjama Foundation as they empower children in foster care with learning life skills and confidence, in order to change the direction of their life path. Part of my company ethos is to give back to the community and support Australian children who are less fortunate. I love working with The Pyjama Foundation as its especially personal and rewarding to me. I feel so privileged to work on something that creates such a meaningful impact to the lives of so many."*

- Amanda Watts, Manager OMD



**"Everyone should be able to live the best life they possibly can."**



## SKYE'S PLEDGE

Growing up in two different foster homes on the Gold Coast, 18-year-old Skye knows the uncertainty and instability that can come with living in foster care first-hand. From her experience, Skye greatly appreciates the support The Pyjama Foundation is able to provide to kids in care. After personally struggling with reading and writing during school, Skye believes that extra help from a Pyjama Angel could make a huge difference in helping children like her overcome challenges they may otherwise face alone.

After seeing an ad for National Pyjama Day, Skye was inspired to get involved and is determined to raise awareness and money for kids in care.

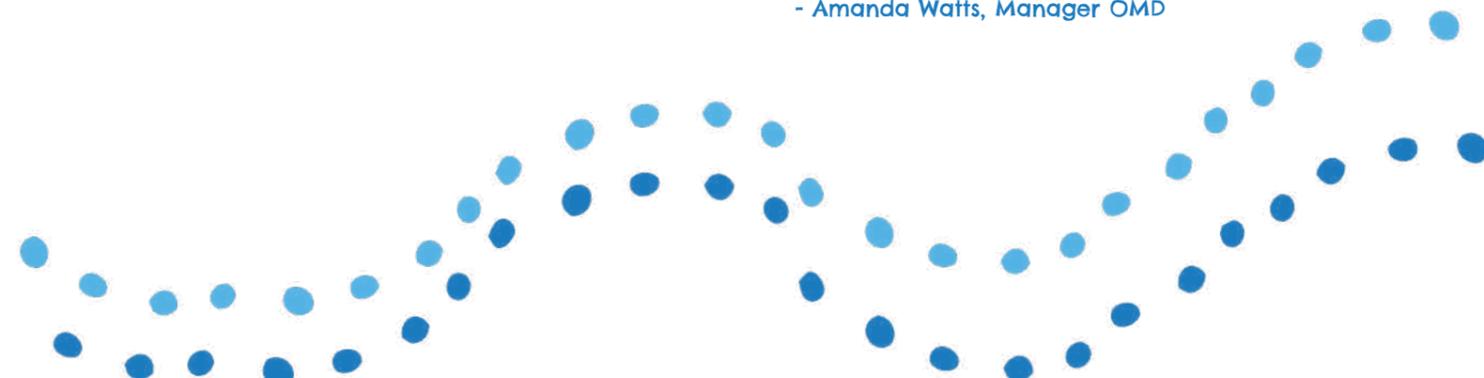
"I had heard of The Pyjama Foundation when I was younger and saw an ad that reminded me of how much [Pyjama Angel's] can help kids

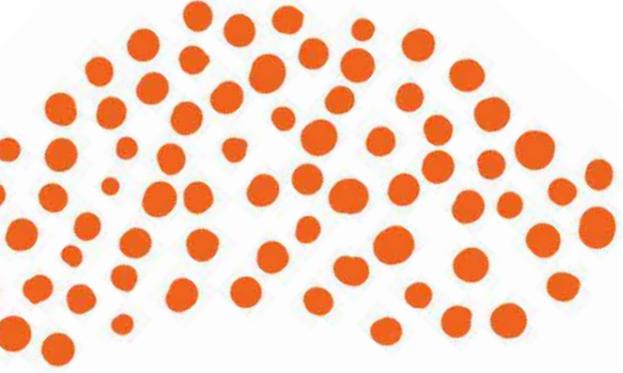
in foster care," she said, "So I decided to do something good and set up a fundraising page that same day."

*"It is easy to go down the wrong road or down the right road. For myself, I could have easily gone down the wrong road but I knew I wanted better for my life. Now, I want to help give other children the same opportunity."*

Skye initially launched her National Pyjama Day fundraiser with a goal of raising \$200. However, with her hard work and community support, Skye's fundraising page reached over \$1000!

Skye is ecstatic that her fundraiser has been so successful and, although she has already smashed her goal, plans to keep raising awareness for The Pyjama Foundation in her community.





## GRACE'S STORY

Arriving on my doorstep one afternoon with a little red bag full of books and crafts is a memory of Barb held in my heart forever. Little did I know that this forever friend would create so many memories and adventures far beyond anything I could ever imagine.

From as early as I can remember my Pyjama Angel, Barbara Brown, has been a grandmother figure and has shown me nothing but love and happiness. Growing up in a family of 7 siblings made it difficult to receive one-on-one care as often as desired. My foster parents did an exceptionally good job at ensuring we had everything we needed, yet when it came to showing us how to cook, sew and even go sightseeing it turned out to be harder with 6 other kids. Even schoolwork proved to be challenging in my younger years, particularly reading.

Each week, Barb put time aside from her own family and friends to dedicate a couple hours just to me. Looking back now, these few hours meant much more than just a visit. These hours made me feel loved, special and as though I deserved to learn new things and do just as well as my other classmates. Barb shaped me academically and, as a person. I admired the kindness she expressed to me, even when I wasn't always kind back.

In the beginning, I felt like I didn't need help, like I could do it all on my own. Throughout this period, Barb was patient and sometimes simply just came to sit with me and read. During the first couple years of my life I was surrounded by unstable and unhealthy environments, leading to the anxiety that Barb would pack up and leave me at any moment.

9 years later and she's proved me wrong! After Barb got to know me a little more, she started showing me a bit about her life. She took me on adventures to the state library where she worked, shared her favourite recipes with me and showed me the finer things in life. The list is endless of the experiences I had with Barb, seeing the lighthouse and botanic gardens, visiting the planetarium and the science museum, as well as teaching me lifelong lessons like how to read, cook and sew.

Barb did my more than just read me books and be my Pyjama Angel, she became my best friend. I began to look forward to her visits each week and sometimes wished she came more. My grades at school improved and I became academically confident across all of my subjects.

Our relationship developed over the years and turned into a friendship that will last a lifetime. As I began high school Barb guided me through, and congratulated me on all my efforts as often as possible. The constant positivity and happiness that radiated off her each week has had such a significant impact on me as a person, and has taught me that no matter your situation, you can always try your best. Barb's husband, Rob, has become more of a grandpa than anyone could ever be. In particular, during my high school years he taught me everything I know about how to maintain cars and continues to ensure that I am always looking after myself. He has taken me to drag races and made me feel a part of his family for many years now.



My sister, Annie, has also been quite a large part of this journey with Barb as well. Annie has suffered with anxiety and autism since the early stage of her life. She refused to talk, make eye contact or communicate in any way with anyone she was unfamiliar with. Annie had trouble communicating her thoughts and emotions in any way. As Annie watched Barb's and my relationship grow, she admired it and wanted the same connection. Barb took Annie under her wing and loved her like her own, and Annie has developed excessively well since having Barb as her Angel.

Without The Pyjama Foundation, Barb would've never have stepped into my life and to this day I would be a different person. The hard work and dedication each angel puts into their child is priceless and from experience, there is no better feeling than to be loved. Through guiding and mentoring each kid in care in perusal of changing their direction in life for the better, The Pyjama Foundation has done an exceptionally good job at executing their goal into their training. As an adult now, I am finally grasping the ability it takes for someone to change a child's life for the better. These Angels are filled with more patience and love that could ever be put into words.

Getting good grades is a thank you to Barb, she always encouraged me to be proud of the work I have achieved, regardless of what other kids got. I made my way through year 12, was accepted into university and am now studying Nursing. Receive distinctions and high distinction is a result of the teaching and guidance I received from Barb in my younger years.

Barb did more than just read me books and be my Pyjama Angel, she became my best friend.





## PARTNER AND CORPORATE ENGAGEMENT



### PRISM SURGICAL

Prism Surgical is the first Australian based designer, developer, manufacturer and supplier of innovative and novel spinal technologies. "At Prism Surgical we are delighted to be able to sponsor the incredible work of the Pyjama Foundation. Bronwyn and all of the dedicated Pyjama Angels provide life changing educational support to the most vulnerable in our society. The Pyjama Foundation is a remarkable organisation."

### CIVIL GEOTECHNICAL CONSULTANTS (CGC)

GCG is a geotechnical engineering consultancy that is committed to creating stronger foundations, both in our community and through our engineering work. CGC is Australia's first certified engineering social enterprise (by Social Traders). "We invest time, money and resources into our social purpose, which is to improve the learning opportunities for young people from disadvantaged backgrounds. We support the Pyjama Foundation because they are committed to improving the lives of vulnerable children with learning, life skills and confidence in order to change the direction of their life path."

### TEACH STARTER

Teach Starter creates brilliant teaching resources that save teachers hours each week preparing for the classroom. "At Teach Starter, we believe in a world where every child is inspired to build a purposeful and happy life through learning. As such, we are so excited to support organisations such as The Pyjama Foundation in the incredible work they do to empower children in foster care through learning life skills and confidence. This work changes children's path in life, and we are proud to support this."

We are so grateful for the organisations we get to work and partner with. These organisations help us to achieve our mission in supporting kids in care so that they can reach their life potential.

Whether it's through monetary funds, in-kind donations or corporate volunteering, every bit counts!



THE PYJAMA FOUNDATION  
LIMITED ABN 43 111 196 742

FINANCIAL REPORT  
FOR THE YEAR ENDED  
30 JUNE 2020

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**DIRECTORS' REPORT**

The directors present their report on the company for the financial year ended 30 June 2020. 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:

Brian Healey  
Bronwyn Sheehan  
Fiona Murdoch (*appointed November 2019*)  
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.

**DIRECTORS' REPORT (CONTINUED)****PERFORMANCE MEASURES**

The company measures its performance in a number of ways:

- Time spent with child – The Pyjama Foundation is providing in excess of 100,000 hours per annum to mentor and support children in care.
- Number of children participating in the program every week – We are currently reading to 1316 foster children every week.
- Number of books read per year – We are reading approximately 100,000 books each year to children in foster care.
- Satisfaction from foster carers – 90% of foster carers of children in The Love of Learning Program have seen an improvement in the child's literacy skills.
- 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 and school and;
- 91% of the children agree that the positive relationship with their Pyjama Angel helps them with their Academic Resilience and Learning Confidence.

**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 2020, 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 2020 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.

**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.

**ENVIRONMENTAL REGULATION**

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

## DIRECTORS' REPORT (CONTINUED)

### INFORMATION ON DIRECTORS

3.



#### **Bronwyn Sheehan**

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. Starting her career as a nurse and midwife, Bronwyn was inspired to create The Pyjama Foundation after she realised the plight of children living in out-of-home care in Australia. Now in its fourteenth year, The Pyjama Foundation has trained more than 5,000 volunteer mentors and has taken out several awards for its life-changing Love of Learning Program including the 2018 Telstra Business Award for Social Change.

The Pyjama Foundation is recognised as a charity which positively contributes to the Child Safety sector, actively making a difference to the life outcomes of children in care. Bronwyn has also won several prestigious awards including the Telstra Business Women's Awards in 2008, Queensland Australian of the Year in 2009 and was a recipient of Westpac's Social Change Fellowship in 2017.



#### **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, Metro Mining Limited and KGL Resources Limited. She also serves on the Joint Venture Committee for the West Pilbara Iron Ore Project, and is a Board Member of infrastructure advisory body Building Queensland. 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 November 2019



#### **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

4.

## DIRECTORS' REPORT (CONTINUED)

### INFORMATION ON DIRECTORS



#### **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



#### **Roxanne Dunkel**

Roxanne has vast 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



#### **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



#### **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

**DIRECTORS' REPORT (CONTINUED)**  
**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	8	10
Bronwyn Sheehan	9	10
Fiona Murdoch	9	9
Peter Ostick	9	10
Rowan Macdonald	9	10
Roxanne Dunkel	10	10
Shane O'Kane	8	10

**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 2020 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 15th Day of October 2020



Ms Fiona Murdoch  
Director

Dated this 15th Day of October 2020

5.

**Anthony Bryen & Co**  
**Chartered Accountants**

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 2020 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 fifteenth day of October 2020

**Anthony Bryen & Co Pty Ltd**  
 ABN 37 163 461 550

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 2020**

7.

	Note	2020 \$	2019 \$
<b>Income</b>			
Donations Received		325,704	510,017
Event Income		85,931	247,097
Fundraising - other		63,461	46,792
Grant Income		322,952	141,795
Interest		22,766	13,127
Operating - Recurrent		16,500	21,500
Operating- Non Recurrent		128,000	121,000
Operating -Non Recurrent State		50,000	-
Operating - Recurrent Commonwealth		250,000	-
Other Income/Loss		253,999	17,075
PJ Day donations		274,444	230,665
Recurrent- State		506,096	496,088
Sponsorship		-	43,710
Tax Deduct Donations		155,930	208,425
<b>Total Income</b>		<b><u>2,455,783</u></b>	<b><u>2,097,291</u></b>
<b>Less Operating Expenses</b>			
Bank Charges		82	1,302
Books Puzzles and Games		3,510	1,876
Carer Training		1,057	1,418
Children/Volunteer gifts and cards		7,141	9,969
Cleaning		1,872	2,840
Commission collection donations		8,981	8,025
Community Engagement		2,588	11,663
Computer/website		3,572	3,141
Consultancy Expenses		44,360	284
Depreciation		2,305	2,086
Depreciation expense - Right of Use Asset		62,774	-
Electricity		4,956	6,695
Events		41,591	131,878
Freight		866	382
Fuel on Motor Vehicle		1,880	2,743
Fundraising - other		79,856	19,762
Insurance		5,680	849
Insurance and Rego on Motor Vehicle		2,217	1,974
Internet and Database		86,410	21,269
Land Lines and Mobile Phones		15,259	12,781
Legal & Accounting		5,168	4,442
Low Value Assets (< \$5,000)		17,821	25,244
Maintenance		1,448	1,294

The accompanying notes form part of these financial statements.

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2020 (Cont.)**

8.

	Note	2020 \$	2019 \$
<b>Operating Expenses Cont.</b>			
Makegood		-	16,835
Marketing and Promotions		15,511	14,474
Meeting exp		504	1,709
Merch Fees		904	1,394
Non-cash interest expense – Right of Use Asset		11,983	-
Office Expense		3,838	17,135
Office Expense Interstate		9,785	13,858
Outgoings		19,209	20,626
Photocopier hire		10,825	10,108
Postage		361	2,968
Printing and Stationary		3,753	10,043
Program Events		51,436	51,175
Provision for Annual & LSL		10,985	(1,040)
Recruitment Expense		234	280
Rent		-	57,490
Software		8,550	8,306
Staff Amenities		2,596	3,172
Subscriptions/Memberships		21,069	15,208
Superannuation		124,706	120,002
Training & Development (Staff)		11,877	11,400
Training & Development (Volunteers)		10,958	23,325
Travel - General		11,510	31,867
Travel - Volunteer Training		1,165	3,136
Volunteer & Public Liability Insurance		5,989	8,071
Volunteer Training Resources		4,153	27,275
Wages & Salaries		1,341,251	1,246,760
Workers' Compensation		15,998	11,545
<b>Total Operating Expenses</b>		<b><u>2,100,544</u></b>	<b><u>1,999,039</u></b>
<b>Current year surplus</b>		<b><u>355,239</u></b>	<b><u>98,252</u></b>
<b>Other Comprehensive Income</b>			
<b>Total Comprehensive Income for the year</b>		<b><u>355,239</u></b>	<b><u>98,252</u></b>

The accompanying notes form part of these financial statements.

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	1,766,023	1,533,599
Trade and other receivables	5	79,474	42,490
Other current assets	6	<u>57,558</u>	<u>47,564</u>
<b>TOTAL CURRENT ASSETS</b>		<u><b>1,903,055</b></u>	<u><b>1,623,653</b></u>
<b>NON-CURRENT ASSETS</b>			
Plant and equipment	7	8,534	10,239
Right-of-use assets	8	183,092	-
Other non-current assets	9	<u>18,043</u>	<u>18,043</u>
<b>TOTAL NON-CURRENT ASSETS</b>		<u><b>209,669</b></u>	<u><b>28,282</b></u>
<b>TOTAL ASSETS</b>		<u><b>2,112,724</b></u>	<u><b>1,651,935</b></u>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	10	86,773	180,212
Lease Liabilities	11	62,548	-
Provisions	12	<u>114,051</u>	<u>113,716</u>
<b>TOTAL CURRENT LIABILITIES</b>		<u><b>263,372</b></u>	<u><b>293,928</b></u>
<b>NON-CURRENT LIABILITIES</b>			
Lease Liabilities	11	134,104	-
Provision	12	<u>15,839</u>	<u>5,189</u>
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u><b>149,943</b></u>	<u><b>5,189</b></u>
<b>TOTAL LIABILITIES</b>		<u><b>413,315</b></u>	<u><b>299,117</b></u>
<b>NET ASSETS</b>		<u><b>1,699,409</b></u>	<u><b>1,352,818</b></u>
<b>EQUITY</b>			
Retained Surplus		<u>1,699,409</u>	<u>1,352,818</u>

The accompanying notes form part of these financial statements.

## 9. STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2020

10.

	Note	Retained Surpluses \$
<b>Balance at 30 June 2018</b>		<u>1,254,566</u>
Total comprehensive income for the year		<u>98,252</u>
<b>Balance at 30 June 2019</b>		<u><b>1,352,818</b></u>
Adjustment for change in accounting policy	2	<u>[8,648]</u>
<b>Balance at 1 July 2019 - restated</b>		<u><b>1,344,170</b></u>
Total comprehensive income for the year		<u>355,239</u>
<b>Balance at 30 June 2020</b>		<u><b>1,699,409</b></u>

The accompanying notes form part of these financial statements.

## CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
<b>Cash Flows from Operating Activities</b>			
Receipts from donations/ grants		2,385,733	2,084,725
Payments to suppliers and employees		(2,118,213)	(1,913,703)
Interest received		22,766	13,127
		<u>290,286</u>	<u>184,149</u>
<b>Cash Flows from Investing Activities</b>			
Payments for property, plant and equipment		-	-
		<u>-</u>	<u>-</u>
<b>Cash Flows from Financing Activities</b>			
Repayments from borrowings (rent expense)		(57,862)	-
		<u>(57,862)</u>	<u>-</u>
<b>Net increase / (decrease) in cash and cash equivalents</b>		<u>232,424</u>	<u>184,149</u>
Cash and cash equivalents at beginning of year		<u>1,533,599</u>	<u>1,349,450</u>
<b>Cash and cash equivalents at end of year</b>	4	<u>1,766,023</u>	<u>1,533,599</u>

The accompanying notes form part of these financial statements.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

12.

The financial report covers The Pyjama Foundation as an individual entity. The Pyjama Foundation is a not-for-profit Company, registered and domiciled in Australia.

The principal activities of the Company for the year ended 30 June 2020 was to provide children in foster care the opportunity to change the direction of their lives with learning, life skills and confidence.

The functional and presentation currency of The Pyjama Foundation is Australian dollars. The financial report was authorised for issue by the Directors on 15th October 2020.

Comparatives are consistent with prior years, unless otherwise stated.

### 1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*.

### 2 Change in Accounting Policy

The following Accounting Standards and Interpretations are most relevant to the consolidated entity:

#### AASB 16 Leases

The consolidated entity has adopted AASB 16 from 1 July 2019. The standard replaces AASB 117 'Leases' and for lessees eliminates the classifications of operating leases and finance leases. Except for short-term leases and leases of low-value assets, right-of-use assets and corresponding lease liabilities are recognised in the statement of financial position. Straight-line operating lease expense recognition is replaced with a depreciation charge for the right-of-use assets (included in operating costs) and an interest expense on the recognised lease liabilities (included in finance costs). In the earlier periods of the lease, the expenses associated with the lease under AASB 16 will be higher when compared to lease expenses under AASB 117. However, EBITDA (Earnings Before Interest, Tax, Depreciation and Amortisation) results improve as the operating expense is now replaced by interest expense and depreciation in profit or loss. For classification within the statement of cash flows, the interest portion is disclosed in operating activities and the principal portion of the lease payments are separately disclosed in financing activities. For lessor accounting, the standard does not substantially change how a lessor accounts for leases.

#### Impact of adoption

AASB 16 was adopted using the modified retrospective approach and as such the comparatives have not been restated. The impact of adoption on opening retained profits as at 1 July 2019 was as follows:

	1 July 2019 \$
Operating lease commitments as at 1 July 2019 (AASB 117)	358,188
Operating lease commitments discount based on the weighted average incremental borrowing rate of 4.50% (AASB 16)	(44,317)
Accumulated depreciation as at 1 July 2019 (AASB 16)	(68,005)
Right-of-use assets (AASB 16)	<u>245,866</u>
Lease liabilities - current (AASB 16)	<u>(57,862)</u>
Lease liabilities - non-current (AASB 16)	<u>(196,652)</u>
Reduction in opening retained profits as at 1 July 2019	<u>(8,648)</u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020 13.

## 2. Change in Accounting Policy (Cont.)

When adopting AASB 16 from 1 July 2019, the entity has applied the following practical expedients:

- applying a single discount rate to the portfolio of leases with reasonably similar characteristics;
- accounting for leases with a remaining lease term of 12 months as at 1 July 2019 as short-term leases;
- excluding any initial direct costs from the measurement of right-of-use assets;
- using hindsight in determining the lease term when the contract contains options to extend or terminate the lease; and
- not apply AASB 16 to contracts that were not previously identified as containing a lease.

## 3. Summary of Significant Accounting Policies

## (a) New or amended Accounting Standards and Interpretations adopted

The entity 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.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the entity.

## (b) Revenue recognition

The entity recognises revenue as follows:

*Revenue from contracts with customers*

Revenue is recognised at an amount that reflects the consideration to which the entity is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the entity: 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.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020 14.

## 3. Summary of Significant Accounting Policies (Cont.)

## Revenue Recognition (Cont.)

*Grants*

Grant revenue is recognised in profit or loss when the entity satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the entity 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.

## (c) New or amended Accounting Standards and Interpretations adopted

The entity 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.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the entity.

## (d) Income Tax

The Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

## (e) 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 entity'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 entity'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.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020 15.

## 3. Summary of Significant Accounting Policies (Cont.)

**(f) Cash and Cash Equivalents**

Cash and cash equivalents includes cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

**(g) Trade and Other Receivables**

Trade and other receivables include amounts due from donors and any outstanding grant receipts. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

**(h) Contract Assets**

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

**(i) Plant and Equipment**

Each class of plant and equipment is carried at cost or fair values as indicated, less, where applicable, accumulated depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Plant and equipment that have been contributed at no cost, or for nominal cost are valued and recognised at the fair value of the asset as the date it is acquired.

The capitalisation limit of all plant and equipment is \$5,000, all assets below that threshold are expensed immediately in the Statement of Profit and Loss.

**Depreciation**

Equipment is depreciated on a straight-line basis over the asset's useful life to the company, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable assets are:

Fixed asset class	Useful life
Plant and equipment	10% - 50%
Motor vehicle	25%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020 16.

## 3. Summary of Significant Accounting Policies (Cont.)

**Plant and Equipment (Cont.)**

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

**(j) Right of use Assets**

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the entity expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The entity has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

**(k) Impairment of Assets**

At the end of each reporting period, the entity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair amount less costs of disposal and value in use, is compared to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of a class of asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

## 3. Summary of Significant Accounting Policies (Cont.)

## (l) Trade and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount being normally paid within 30 days of recognition of the liability.

## (m) Contract Liabilities

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

## (n) Lease Liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the entity's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

## (o) Employee Entitlements

*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.

## 3. Summary of Significant Accounting Policies (Cont.)

## (p) 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.

## (q) 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.

## (r) Critical Accounting Estimates and Judgments

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.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020 19.

## 3. Summary of Significant Accounting Policies (Cont.)

## Critical Accounting Estimates and Judgements (Cont.)

*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 entity 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 entity 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 entity unfavourably as at the reporting date or subsequently as a result of the Coronavirus (COVID-19) pandemic.

*Estimation of useful lives of assets*

The entity 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.

*Lease term*

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the entity's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The entity reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

*Incremental borrowing rate*

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the entity estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

*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 2020 20.

	2020 \$	2019 \$
<b>4. Cash and cash equivalents</b>		
Cash at bank	1,766,023	1,533,599
	<u>1,766,023</u>	<u>1,533,599</u>
<b>5. Trade and other receivables</b>		
Other receivables	79,474	42,375
GST	-	115
	<u>79,474</u>	<u>42,490</u>
<b>6. Other current assets</b>		
Prepayment	57,558	47,564
<b>7. Plant and Equipment</b>		
Office furniture & equipment - at cost	22,917	22,917
Less: accumulated depreciation	(15,853)	(14,638)
	<u>7,064</u>	<u>8,279</u>
Motor vehicle - at cost	14,686	14,686
Less: accumulated depreciation	(13,216)	(12,726)
	<u>1,470</u>	<u>1,960</u>
Total Plant and Equipment	<u>8,534</u>	<u>10,239</u>
<b>8. Right-of-use Assets</b>		
Land and Buildings - right of use	313,871	-
Less: accumulated depreciation	(130,779)	-
	<u>183,092</u>	<u>-</u>
<b>9. Other non-current assets</b>		
Bond	18,043	18,043
<b>10. Trade and other payables</b>		
<b>CURRENT</b>		
Trade creditors	4,315	35,052
Other creditors and accruals	73,842	77,980
Accrued income / deferred revenue	8,616	67,180
	<u>86,773</u>	<u>180,212</u>

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.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	\$	\$
<b>11. Lease Liabilities</b>		
CURRENT		
Lease Liability Right of Use Asset	62,548	-
NON-CURRENT		
Lease Liability Right of Use Asset	134,104	-
	<u>196,652</u>	<u>-</u>
<b>12. Provisions</b>		
CURRENT		
Employee benefits	114,051	113,716
NON-CURRENT		
Employee benefits	15,839	5,189
	<u>129,890</u>	<u>118,905</u>

**13. 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.

	2020	2019
	\$	\$
Total key management personal remuneration	527,515	534,470

**14. 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.

**15. Contingencies**

There were no material contingent assets and liabilities as at 30 June 2020 and 30 June 2019.

**16. Operating Lease Commitments**

Non-cancellable operating lease contracted for but not recognised in the financial statements:

	2020	2019
	\$	\$
Payable – minimum lease payments		
- not later than 12 months	-	92,732
- between 12 months and five years	-	279,773
	<u>-</u>	<u>372,505</u>

21.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

22.

**17. Commitments**

As at the 30 June 2020 and 30 June 2019, The Pyjama Foundation had no commitments, not recognised within these financial statements.

**18. Related Party Transactions****Key management personnel**

Disclosures relating to key management personnel are set out in note 13.

**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.

**19. 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 2020, 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 2020 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.

**20. 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

## DIRECTORS' DECLARATION

23.

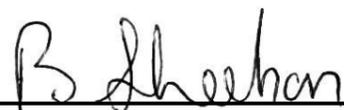
The directors of the registered entity declare that, in the directors' opinion:

1. The financial statements and notes, as set out on pages 7 to 22, comply with Australian Accounting Standards and give a true and fair view of the financial position of the registered entity as at 30 June 2020 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 2020:

- 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 15th Day of October 2020



Ms Fiona Murdoch  
Director

Dated this 15th Day of October 2020

## Anthony Bryen & Co Chartered Accountants

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

24.

#### 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 2020, 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 2020 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

PO Box 565 Albany Creek Qld 4035

**0418 159 051**

✉ anthonybryenandco@gmail.com

25.

*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.

26.

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 fifteenth day of October 2020**

# A BIG THANK YOU TO OUR AMAZING SUPPORTERS

A very big thank you to all of our generous corporates, donors, foundations, event and community fundraisers - we are forever thankful for your support and hope you will be able to support us again in the years to come.



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- Association of Financial Advisors
- ASX Refinitiv Charity Foundation
- Bank of Melbourne Foundation
- Brisbane Broncos
- Chris Jack Photography
- Commbank Foundation
- Copper Refineries
- Central Queensland University
- Cuscal
- Di Bella Group
- Direct Connect
- Energex
- Ernst & Young
- Gambling Community Benefit Fund
- James Kirby Foundation
- Macpherson Kelley Foundation
- Mac Park Foundation
- Matana Foundation for Young People
- Millett Family Foundation
- Naylor-Stewart Ancillary Fund
- Newcastle Permanent Building Society
- Pamarma Private Ancillary Fund
- Queensland Community Foundation
- Shine A Light Foundation
- Stockland
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- The Funding Network
- The Rali Foundation
- The Ross Trust
- The Sutters Foundation
- Victorian Women's Trust
- Westpac Foundation

## HOW YOU CAN HELP



Commit to a regular gift

Partner with us

Volunteer with us (as a Pyjama Angel, or in our office)

Fundraise on our behalf

Join us at our annual events

Make a donation (monetary or in-kind)

Consider leaving a Gift In Will

Spread the word!



**FOR MORE INFORMATION, PLEASE CONTACT  
OUR BRISBANE HEAD OFFICE**

Phone: 07 3256 8802

Address: Unit 1, 43-49 Sandgate Road,

Albion 4010

Email: [admin@thepyjamafoundation.com](mailto:admin@thepyjamafoundation.com)



