

# THE YEAR IN REVIEW

## Annual Report



# 2021/2022

The Child and Family Welfare Association of  
South Australia Incorporated

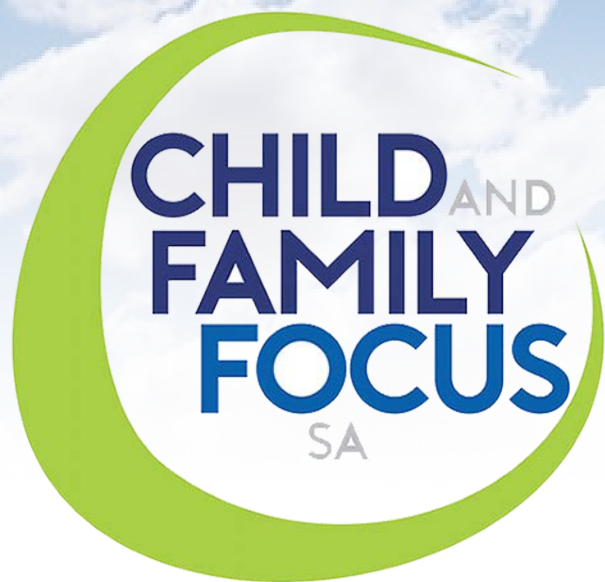
ABN: 84 671 295 106

Association Number: A 20169

trading as

**CHILD AND FAMILY FOCUS SA**





# FROM THE CHAIR

Nancy Penna – Chairperson / President and Executive General Manager of Services, Anglicare SA



The year 2021-2022 has been a year of progressing our strategic agenda, that of the commitments and focus of our Strategic Plan and working with the sector and government collaboratively in a joined commitment to keep families safe and supported, with quality and targeted services that help stem the flow of children and young people entering care, and supporting the sector to provide quality care and services to those that are in care, ensuring their voice and their rights are prioritised.

What has been evident throughout the work that CAFFSA has been involved in, whether with individual people, agencies, government or non-government service providers, is a recognition that the collective commitment and effort strengthens and amplifies impact. There has been a growing maturity in our focus and approach and CAFFSA with the sector, continues to be focused on its role, responsibilities and capabilities in bringing about the systemic change that is required to change the trajectory of children entering care, or of families struggling in their everyday life.

Change is complex and tough, but CAFFSA is well positioned to be a leader in supporting and facilitating this change.

I want to thank the CAFFSA staff who work so well together and for a small group, have achieved so much. I particularly thank Rob who leads this organisation exceptionally well and supports the Board in executing its responsibilities. I welcome Melissa Gibson, our Deputy CEO who brings a diversity and depth of expertise and knowledge that we are fortunate to have, who leads our Policy and Advocacy work and who quickly connected with all in this sector. We also welcome back Andrea Konigsmann who is leading the critical piece of work around workforce development, an issue that the whole sector is concerned about and that which requires a strategy to manage and meet the current and future demands.

I want to thank the Ministers we have worked with in the past year for their respect, openness, and willingness to support and seek guidance from CAFFSA and its members. Equally we want to thank our government colleagues that have also afforded us the same.

Finally, I would like to thank all Board members for their time, expertise and support. The work of all in this sector can be relentless with so much to do and so much we all want to do; so with sincerity, I thank you for the hours you give to CAFFSA supporting its focus, growth and impact.

Thank you all for the opportunity of being Chair of CAFFSA and I look forward to continuing working with you all in this sector in the many ways we come together for the same purpose.

## Nancy Penna

Chairperson & President  
CAFFSA Board of Directors  
October 2022





# FROM THE CHIEF EXECUTIVE OFFICER

Dr Robert Martin – CEO, Child and Family Focus SA



It is my sincere pleasure to contribute to and present this Annual Report for the members and stakeholders of Child and Family Focus SA for 2021 / 2022. I continue to be exceptionally grateful for what the CAFFSA Board and team has been able to achieve and contribute towards this year.

The lead up to the election and the eventual change in government in March 2022 heralded an obvious opportunity to reinforce our relationships with government, and like many other peak bodies, CAFFSA took this as a chance to refine and refocus our policy and advocacy objectives for and on behalf of children and families connected with or at risk of being connected with the child protection system in South Australia.

CAFFSA was able to engage deeply with both sides of government in the lead-up to the state election on issues deemed of most importance by our members. These included a reportable conduct scheme in South Australia, raising the age of criminal responsibility for children and young people, support for young people exiting care, addressing the skills shortage and workforce development gaps for child protection and child safety staff in South Australia, support for Aboriginal self-determination and family advocacy and appropriate funding and support for the South Australian Child and Young Person's Visitor scheme.

We were delighted that the incoming Labor government committed to three of these policy asks, and we wrote to Minister Hildyard on the day she was sworn in as Minister for Child Protection in order to reaffirm our commitment to working with government on the following Labor election priorities:

- Bring together experts from Health, Education and other departments to ensure that all arms of government are identifying and supporting families that are vulnerable in a cohesive way that puts the needs of children at the centre of decision making;
- Develop accountability mechanisms and clarity in role, remit and deliverables for the departments working in any aspect of child protection;

- Ensure expeditious and safe sharing of data within and between government departments and community organisations in order to identify children and families at risk and to provide wrap around support at critical times; and
- Develop a workforce plan, in consultation with workers and their unions and community organisations, to ensure sustainable, safe staffing levels for the future.

We clearly stated that as the South Australian peak body for child safety and child protection, CAFFSA is uniquely placed to partner with government and the relevant departments to ensure the sector are well informed and supported to participate in an efficient, effective, and meaningful manner in the implementation of these commitments.

We continue to value our partnerships with government (DCP, DHS, Education and Health) and our member organisations. These will always be relationships that we hold in the highest regard and we will continue to commit time and energy to nurture and maintain them for the highest levels of cooperation and collaboration.

Our new partnership with Skills SA and the Department of Education in 21/22 has presented a very exciting opportunity this year to progress work in identifying workforce development and skills challenges for our sector, and ways that we can work across government and with the sector to address these; we are really looking forward to our continued relationship and work with the Skills SA team on these important whole-of-sector workforce issues which are also an obvious priority for government.

It has been an absolute pleasure and a privilege to welcome **Andrea Konigsmann** back to CAFFSA in order to lead the Workforce Development project alongside **Rebecca Paddon** who continues to drive and develop our training business – I am very confident that their work is going to yield some excellent results for the sector in the coming year.

Welcoming **Melissa Gibson** to the role of Deputy CEO and Policy Advocacy Lead in November 2021 has been a delight, and Melissa has worked

tirelessly to reinvigorate our Network forums, to elevate the voice of our Policy and Advocacy Advisory Committee, and to assist us to build new relationships with the South Australian government. Her expertise and advice has been so warmly and gratefully received by CAFFSA and by the sector.

**Joanne Else** has continued to support the Family Matters Leadership Group in South Australia and has dedicated much of her time and energy into supporting grassroots responses to issues affecting Aboriginal families and communities in South Australia and providing cultural advice and wisdom to the broader CAFFSA team.

**Karryn Sedmak** has expertly and seamlessly guided the CAFFSA Board and Team through our second ASES accreditation process this year and has done so with the utmost professionalism and care – I am so very grateful for her leadership of this important work.

**Nicole Black, Clare Johnston and Sarah Murton** have continued to provide outstanding training and sector development opportunities for our members and to the general public, and continue to receive amazing reviews of their engagement, knowledge and facilitation of learning.

Finally, after some sleuthing, I can confirm that we have been officially 'in existence' for 31 years this year! We were first incorporated as an organisation in South Australia on 28th November 1991.

To the CAFFSA Board and the CAFFSA team, thank you once again for your dedication and commitment. It is a pleasure working alongside each and every one of you, and I sincerely look forward to the next twelve months!



**Dr Robert Martin**

Chief Executive Officer, Child and Family Focus SA  
October 2022



# CAFFSA BOARD MEMBERS 2021 - 2022



Ms. Nancy Penna, Anglicare SA (Chairperson and President)

Ms. Simone Mather, Life Without Barriers (Deputy Chairperson / Chair, Policy and Advocacy Advisory)

Ms. Susan Richards, Aboriginal Family Support Services

Ms. Kerry Court, Uniting Country SA (Treasurer)

Ms. Leanne Haddad, Centacare (Secretary)

Mr. Craig Rigney, Kornar Winmil Yunti (KWY)

Ms. Linley Shine, Centacare Country SA

Mr. Shane Maddocks, acCare

# CAFFSA STAFF 2021 - 2022



Dr Robert Martin, Chief Executive Officer

Melissa Gibson, Deputy Chief Executive Officer / Policy and Advocacy Lead *(from Nov 21)*

Rebecca Paddon, Sector Development Lead

Joanne Else, Family Matters (SA) and Aboriginal Engagement Lead

Andrea Konigsmann, Policy and Advocacy Lead *(to Oct 21)* / Project Officer, Workforce Development *(from June 22)*

Karryn Sedmak, Business and Operations Coordinator

Nicole Black, Trainer and Assessor

Sarah Murton, Trainer and Assessor *(to Dec 21)*

Clare Johnston, Trainer and Assessor

Belinda Lorek, Trainer

Linda White, Trainer

Pictured left to right: Joanne Else, Robert Martin, Rebecca Paddon, Karryn Sedmak, Andrea Konigsmann. Absent – Nicole Black, Clare Johnston, Sarah Murton.

Photograph – Tom Eggers.



Melissa Gibson, Deputy Chief Executive Officer / Policy and Advocacy Lead



# FINANCIAL REPORTS 2021 - 2022



\*Please refer to the list of appendices



# KEY ACHIEVEMENTS 2021 - 2022



- **Written submission to both sides of government on the Sector Policy Priorities prior to the SA State Election**
- **Written submission to the incoming Labor Government on CAFFSA's supportive capacity to implement election policy priorities**
- **Written submission on the Inquiry into Foster and Kinship Care** written by Deputy CEO *Melissa Gibson*
- **CAFFSA CEO Strategic Directions Forum** hosted on 6th May 2022 with **Julie McCrossin AM** as MC and facilitator
- **Successful funding of \$150,000 for a Whole of Sector Workforce Development Project** via the Department of Education and Skills SA
- **Commitment to the Department for Child Protection (DCP)** to support and sponsor an NGO Excellence Award at the annual 2022 Child Protection Awards
- **Collaboration with the Department for Human Services (DHS)** on the review and re-design of the Sector Support and Advocacy (SSA) funding guidelines
- **CAFFSA CEO Rob Martin** appointed as the **National Chairperson of the Child and Family Wellbeing Association of Australia (CAFWAA)**, the national peak body for child protection
- **New partnership with SHINE SA** facilitated by *Rebecca Paddon*, Sector Development Lead to address issues for young people in residential care
- **New Network Forum / Working Group** established by *Melissa Gibson*, Deputy CEO, for **Research and Evaluation**
- **10 meetings** of the CAFFSA Policy and Advocacy Advisory Committee
- **Over 30 meetings** of the DCP Care Concerns Assessment and Management Panel (CCAMP)
- **6 meetings** of the Australian Children's Safety Alliance (ACSA)
- **2 Communities of Practice of the Australian Children's Safety Alliance (ACSA)**
- **6 meetings** of the DCP / CAFFSA Executive Group
- **6 meetings** of the Family Matters Leadership Group SA
- **Family Matters Leadership Group** consultation with SNAICC on the formation of an Aboriginal Children's Peak in South Australia led by *Joanne Else*
- **Second ASES accreditation process completed and achieved** by *Karryn Sedmak*
- **667** CAFFSA Facebook page followers (up from 589 the previous year)
- **137** LinkedIn followers (up from 63 the previous year)
- **33 workshops to 355 participants** by the CAFFSA sector development and training team

# MEMBER SURVEY RESULTS 2021 - 2022



We are pleased to report that this year (2022) we received 31 responses to the annual member survey.

We are conscious that our organisational reach with our various mailing lists is well over 300 strong, and we are still very interested to seek feedback from our members around how we can boost our response rate in future years and make participation in the annual member survey more meaningful and yield feedback that we can use to improve our services and supports to our members.

Responses across the four primary questions around CAFFSA's role as a peak body and industry association have remained in the majority satisfied with our performance. We have again received some very useful feedback this year around how we can improve our role as an industry association that more closely meets the needs of our member organisations.

The four primary areas of focus across CAFFSA's member survey were:

- Satisfaction with **information received** from CAFFSA across all mediums;
- Satisfaction with **CAFFSA engagement, consultation and advocacy** with the sector;
- Satisfaction with **workforce capacity building activities** offered by CAFFSA; and
- Satisfaction with **CAFFSA's external representation of and advocacy** for its membership

In the analysis of the member survey results from 2022, we have been able to again observe some consistent themes in the responses which has provided us insight into the areas of improvement for CAFFSA moving forward. The key pieces of thematic feedback and areas that CAFFSA will be focusing on over the 22/23 year include:

## **Communications and membership relations**

– This includes both continuing to review and improve communications from CAFFSA to and with members, along with strengthening the voice and presence of CAFFSA as a peak body and industry association.

**Networks, Events and Forums** – continuing to refine and support the network forums and working groups, with a view that discussions that occur within these groups serve to inform CAFFSA's advocacy at higher levels of the organisation. Hosting a new network forum focussing on research and evaluation and co-hosting the DCP Residential Care Taskforce.

**Advocacy** – Including pro-active identification of systemic themes and a focus on the nature of the outcomes we want to see across the sector, and pro-active engagement with the South Australian government.

Our members continue to help us to identify the most important role that we can play as a peak body and industry association. In 2022, our members identified networking and events, training and staff development, advocacy on behalf of the sector and improving relationships between government and the sector as priorities.

Comments and feedback from survey participants have been insightful, and we consider this feedback to be enormously important:

*'I would love to see CAFFSA being more vocal in solutions to issues that get raised in the media around child protection. It would also be great to better promote the good work in the sector as a contribution to changing the narrative on what is currently a very negative narrative of child protection.'*

*'I would like to see more networking and in-person events. I think the sector has missed that over the COVID period.'*

*'I believe CAFFSA should be playing a more pro-active role – our advocacy currently seems reactionary, once things have become an issue.'*

*'Regional workers and services aren't engaged adequately.'*

*'Papers are very well researched and well written. Meetings with DCP are then supported. Continuing to build the networking opportunities of the sector will provide an even stronger voice.'*

*'Initial consultation is strong. Review of consultation feedback and review could be strengthened.'*

*'Sector feedback and consultation is often sought from our government on the implementation of changes. Using CAFFSA forums to collate the views of the sector and contribute to ideas from a broader sector sense (like the carer enquiry) would be a helpful way to get consistent sector views across and implement influence the proposed changes.'*



# CAFFSA HIGHLIGHTS

– from Robert Martin,  
Chief Executive Officer



Ordinarily we would provide a written update summarising our work this year, however with the boost in our staff numbers, and the skill and expertise represented in the CAFFSA reports that have been provided by each of them, we have decided to opt instead for a Photo Journal of some of our collective highlights for the year 2021 / 2022. It includes CAFFSA highlights as well as some from our members.



The Australian Children's Safety Alliance (ACSA) Community of Practice Workshop, September 2021. Phil Martin from Uniting Communities facilitating the panel discussion.



Fabian and Olivia (CREATE Foundation SA) speaking at the CAFFSA CEO Workshop, May 2022.



PeakCare QLD CEO Lindsay Wegener speaking to participants at the CAFFSA CEO Forum, May 2022.



Child and Youth Arts and Culture Workshop, October 2021, hosted alongside Kindred Australia, Junction Australia and Uniting Communities.



Professor Sarah Wendt, Flinders University SWIRLS, speaking at the CAFFSA CEO Forum, May 2022.



CAFFSA Board Secretary Leanne Haddad was successfully appointed to the role of Deputy Director, Centacare, August 2021.



A BOLD Boandik artwork was installed at ac.care's Mount Gambier Family Relationship Centre to celebrate National Reconciliation Week.

The event followed the launch of the country not-for-profit organisation's Stretch Reconciliation Action Plan in Berri on May 25, outlining three years of bold action to make a difference in the lives of Aboriginal and Torres Strait Islander peoples.

Local Aboriginal and broader community representatives, fellow service providers and staff of the homelessness, foster care and human services agency gathered for the unveiling of the mural by Boandik woman Bonnie-May Saunders.

Installation of the artwork is the final stage of a revamp of the Mount Gambier Family Relationship Centre design to ensure it is welcoming of all and pays respect to Boandik people as the traditional owners of the Mount Gambier region.



Life Without Barriers, the Department for Child Protection and Flinders presented at the **2022 International and National Foster Care Conference** in Darwin recently.

The presentation highlighted the success of the MOCKINGBIRD FAMILY™ Program in helping increase support for carers and keep siblings connected in South Australia.

The theme of this year's conference was 'Finding Ways Forward: Celebrating Identity, Culture, Families and Community' and provided an opportunity to hear from key stakeholders including foster families, children in care, social workers and academics. It was wonderful to hear firsthand from the foster carers the positive impact that being part of a Mockingbird constellations has on the young people in their care.





AnglicareSA were awarded Tenant Engagement and Social Inclusion and Scholarship Award winner and were presented with the inaugural South Australian Child Protection Awards in the 'Transition to Independence' category.

Post Care Pathways is a 12-month pilot program, based at community housing apartments in Adelaide's inner south-west. The program assists young care leavers with reduced rent and supports them to maintain education and employment while establishing independent living skills.

The service provides the young tenants with a range of life skills, including household budgeting, obtaining a driver's licence, engaging in wellbeing programs and local community initiatives, and enrolling to vote.

Another major focus of Post Care Pathways is to support young tenants in navigating relationships and, where appropriate, safely reconnect with family.

Since the program's commencement in March of last year, a total of 19 young people have become tenants into the self-contained one-bedroom apartments.



The Board of Grandparents for Grandchildren SA Inc (GFGSA) was pleased to announce the appointment of Michael Feszczak as Chief Executive Officer from 23rd May 2022.

Mike is a former UK Police Inspector with substantial experience in engaging local communities and investigating child protection issues. Since emigrating to Adelaide in 2005, Mike has held a wide variety of leadership and operational roles in major events, local government and the not-for-profit sector.



# CAFFSA POLICY AND ADVOCACY ACHIEVEMENTS – from Melissa Gibson, Deputy Chief Executive Officer and Policy and Advocacy Lead



## CAFFSA's Pre-election work on behalf of CAFFSA Members

CAFFSA's Board Chair (Nancy Penna), CEO (Robert Martin) and Deputy CEO & Policy and Advocacy Lead (Melissa Gibson) met with the incumbent Minister for Child Protection, the then Hon Rachael Sanderson MP in late December to discuss CAFFSA's six policies for the 2022 South Australian election.

We were also invited to attend a small online roundtable to broadly discuss the policy settings and solutions that are needed to improve outcomes for children in care, hosted by the Hon Katrine Hildyard MP in March of this year.

CAFFSA was delighted that three of the six CAFFSA Election Policies developed in conjunction with members (workforce development, funding for the community visitor scheme, and more adequately meeting the needs of young people leaving care until they are aged 21) were all included in the incoming Labor Government's platform.

CAFFSA wrote to the then Shadow Minister for Child Protection, the Hon Katrine Hildyard, MP about our six election policies and received correspondence from her outlining the Labor Government's election commitments. Relevant commitments for our members include:

- Bring together experts from Health, Education and other departments to ensure that all arms of government are identifying and supporting families that are vulnerable in a cohesive way that puts the needs of children at the centre of decision making;
- Develop accountability mechanisms and

clarity in role, remit and deliverables for the departments working in any aspect of child protection;

- Ensure expeditious and safe sharing of data within and between government departments and community organisations in order to identify children and families at risk and to provide wrap around support at critical times; and
- Develop a workforce plan, in consultation with workers and their unions and community organisations, to ensure sustainable, safe staffing levels for the future.

CAFFSA wrote again to the new Minister on the day she was sworn in (Thursday 24 March 2022) advising that our organisation is well positioned to facilitate the engagement, consultation and co-design efforts with the sector in relation to these commitments. We then met with the Minister in May to discuss these and other matters further.

## Child and Family Focus SA Strategic Priorities Forum

**"Improving Family Wellbeing and Child Protection: What are our priorities for the next four years in SA?" was held on 6 May 2022.**

Facilitated by Julie McCrossin, AM, sixty-eight participants attended from 28 organisations with a series of interactive panel discussions. There were also five video presentations recorded especially for the forum. A discussion paper was circulated to members prior to the forum to stimulate the lively debate on the day and in the weeks following.

Key priorities for the sector were identified as:

- Opportunities to gather as a sector to focus on solutions
- Joint advocacy for positive reforms to improve safety for children and young people
- First Nations peoples' cultural authority: Recognition, resourcing, and implementation
- Workforce development is the fundamental priority, including Foster Carer and Kinship Carer recruitment, engagement, training and support.
- Value of all the voices of lived experience: children and young people; siblings; family; foster carers.
- Family Group Conferencing
- Resourcing early intervention, prevention of abuse and deaths and keeping families together
- CREATE Foundation's advocacy: voice, siblings, and integrated support
- Taking responsibility for taking evidence-based solutions to government
- Building an effective working partnership with the Department of Child Protection
- Increased collaboration and partnership with interstate colleagues. How do we know we are making a positive difference?
- Building the evidence base through research and evaluation
- Primacy of mental health and need to improve every aspect of support.
- Increasing the age when a young person leaves care and improving the availability of on-going support.



*Photo: CAFFSA  
Forum MC Julie  
McCrossin AM,  
and Guardian for  
Children and Young  
People Penny Wright*

## **CAFFSA Submission to the Foster and Kinship Care Inquiry**

The CAFFSA submission to the Independent Inquiry into Foster and Kinship Care was submitted to the Inquiry on 17 May 2022.

As well as focussing on local, national and international evidence, our submission incorporated recommendations arising from the previous hard work of CAFFSA's Care Concerns Working Group and their Transitions in Care Working Group.

We also ensured it covered the themes of submissions made by our member agencies and suggestions that were received and reviewed and endorsed the voices of carers that were so well represented in the submission made by our colleagues at **Connecting Foster and Kinship Carers SA**.

## **CAFFSA's Policy and Advocacy Advisory Committee Meetings**

Chaired by Simone Mather, State Director of Life Without Barriers, the purpose of the Policy and Advocacy Committee is to contribute to sector wide policy development and advocacy efforts that direct, influence, and inform changes in government policy, practice, and legislation. It continues to meet monthly and is the source of much of CAFFSA's authorisation to advocate on particular issues and concerns.

Some of the key achievements of the committee were overseeing the development of a detailed paper on the possible models for a reportable conduct scheme, the finalisation of the policy position on young people leaving care and a position paper incorporating suggested ways forward regarding the comprehensive licencing reform required in SA.

## CAFFSA's Network Forums and Working Groups

Network forums continue to bring members together and feature opportunities for information exchange, advocacy and networking. Sector expertise and knowledge is drawn upon to inform policy, advocacy and practice improvements across the sector.

The Residential Care Network met in January and March and considered a broad range of topics in these meetings. This Network continues to be a strong source of information and feedback on the issues facing our residential care providers in South Australia.

The Family Based Care Taskforce met in January and March and considered a broad range of topics in the meetings. This Network continues to meet and incorporates discussion around support for foster and kinship care families and joint work that can be undertaken with the Department for Child Protection. The Intensive Family Support Services Network Meetings, met in January and March and considered a broad range of topics in the meetings.

Along with consideration of a range of program specific policy and programs, the networks considered matters such as the election policies, the contracting and licencing position paper and the development and delivery of a state-wide program of training and other supports for workers and carers (including unpaid foster carers) in the area of sexual health.

The New Training Requirements for Support Agencies Working Group held its first meeting on 10 May 2022, following completion of a survey by most member agencies that was issued by CAFFSA in April 2022. This working group has proved critical in the collation of feedback on behalf of the sector to DCP's qualifications and training requirements for staff and carers.

The survey focussed on changes arising from DCP's updated minimum qualification and training service provider personnel requirements issued in March 2022. They apply to all out-of-home care service agreements executed prior to 16 March 2022, with a transition phase from 16 March 2022 to 15 March 2023.

## Priorities for the coming year 2022/23

CAFFSA is grateful for the funding support for our Policy and Advocacy Lead position. An annual workplan for the DCP-funded position of Policy and Advocacy Lead has been finalised for 2022. DCP agreed to increase funding for the position from 0.8 FTE to 1.0 FTE for the 22/23FY.

Amongst the primary agreements in the workplan are proposals to establish a series of co-convened meetings on disability and residential care similar to the Carer Recruitment and Retention Taskforce, participation in the development, launch and ongoing promotion of a refreshed Statement of Commitment and joint work on an attraction strategy.

### Melissa Gibson

Deputy Chief Executive Officer / Policy and Advocacy Lead





# MEMBERSHIP AND SECTOR DEVELOPMENT AND TRAINING

– from Rebecca Paddon, Sector Development Lead



It has been another busy year for the Sector Development and Training team and despite the ongoing impacts of COVID, the team continues to build its reputation by providing professional and relevant industry training.

Over the past year there have been a number of achievements which can be seen across the team and is reflected in the outstanding feedback received from both participants of our training and organisations who have worked with us.

**Of note, our 'in-house' training** has expanded significantly and has given us the opportunity to support several organisations. This has been evident in our consultation work with Centacare and Country Outback Health which resulted in organisational specific tailored Professional Case Note Training packages. Delivered across their workforce, these training packages not only supported staff to write client records in line with industry expectations, thus reducing risk, it provided opportunities for each organisation to assess gaps and needs to ensure targeted support was put in place for their team's continued growth. CAFFSA is aware that both organisations continued to work on addressing highlighted gaps once training ceased.

CAFFSA also continued to deliver **Safe Environments "Through their Eyes"** training to the public this year. An important program within the suite of our workshops, we will continue to provide this essential training to our sector online and face-to-face.

CAFFSA also had the privilege of supporting Sue Marks and her team at **the Department for Human Services** in coordinating and providing a training space for the **Safe Environments "Through their Eyes" Train the Trainer** in August and December 2021. It's great to see that more of our members now have their own trainers to utilise within their organisations.

After 4 years of operating as a training team we are proud of how far we have come. This year we noted some key indicators of success:

- Repeat custom/delivery from organisations asking for the same workshop
- Repeat custom/delivery from organisations asking for a different workshop
- Work generated by word of mouth
- Increased requests for in-house training (Standard Package)
- Increased requests for tailored in-house training
- Increased requests for tailored training to be delivered across the whole of organisation
- Testimonials that support what we say we do
- Consistently high evaluation scores across all aspects of the work that we do
- Our training calendar filling up quickly for the first half of 2023 with past and current organisational clients

Over the past year we have delivered training and started consultations with the following member organisations:

- Carers SA
- Centacare
- Country Outback Health
- Uniting Country SA
- Lutheran Care

This is the second year we have assisted to support and promote the **DCP Practice Approach Workplace Learning**. The sector continues to encourage the opportunity to have DCP Staff and NGO staff hearing about these approaches side by side in an online forum.

There have been a few changes to the Sector Training and Development team this year:

In December we farewelled **Sarah Capriotti** who continues to work within the sector with vulnerable families, children and young people.

We welcomed back **Linda White** as a **Safe Environments "Through their Eyes"** facilitator who was an integral part of pivoting and delivering Safe Environments when the pandemic first hit us. Linda is an experienced facilitator and bring with her years of experience in community service sector.

We also welcomed **Belinda Lorek** to the team to assist with the delivery of **Professional Case Notes and Client Records and Professional Supervision** to our in-house training clients. Belinda brings with her more than 20 years' experience in the Youth Sector, with a background in youth justice, child protection, health and homelessness and passionate about strengthening the voices of children, young people and families.

Our Lead Trainers and Consultants, **Nicole Black** and **Clare Johnston** continue to be an integral part of the team as the lead trainers for all CAFFSA's workshops. They continue to raise the bar with our in-house training, deepening our consultation process to ensure that organisations key messages are drawn out and embedded throughout the trainings.

---

### Trainer Highlights:

#### **Nicole Black**

*What a year and what amazing outcomes!*

*Throughout this year we had the privilege of consulting with over 3 organisations to tailor training to suit their needs. I continue to be energised by the work both Clare and I do within this space. It has allowed us to really connect with and learn about so many of our member organisations and their passionate staff. Sitting in our vulnerability and maintaining curiosity isn't easy and it is with much pride I can say I have witnessed so many of us walking the learners journey this year.*

*What I am most excited about is the work we have completed to review and rewrite our Professional Supervision package. Both Clare and I are passionate believers in great supervision. That through relationship we can create high performing teams that feel valued, cared for and seen. We have revitalised this package to include a strong leadership coaching framework that supports the ongoing learning and development of supervisees.*

## Clare Johnston

The highlights for me this last financial year have been our ability to further improve and develop our online training experience delivering the Professional Case Note and Documentation package.

We have been able to provide tailored training using an online format to country services which felt really special to both myself and Nicole, as we have both grown up in country areas.

I have again learned so much about the needs of our sector and have had great learning opportunities across a number of organisations. We have loved seeing the growth and change that has occurred through our consultation partnerships and training. I am looking forward to going back to face-to-face training this coming year and can't wait to see as many of our colleagues in person as I can.

## Linda White

It's been a great year, co-facilitating training with Nicole Black for Child Safe Environments. The ability to train people across various organisations to ensure children are kept safe is not something to be taken lightly. From foster carers, and social work students, to registered psychologists, the responsibility for child safety is on all our shoulders. We follow the Department of Human Service curriculum to ensure both staff and organisations are aware of their reporting responsibilities. We look forward to many more trainings across this next year.

## What Participants and Clients are saying this year

### In-house Training Consultation Process

**"The consultation process and training identified some changes that were required across the organisation. These changes have improved staff practices. The training therefore did assist with risk mitigation."**

**"I appreciated your willingness to work towards a tailored training for better outcomes for my staff and clients. Working with you, you were really willing to learn, and it was a genuine consultation process."**

**"We shared a sense of wellbeing through the consultation process. I think a real side benefit to the training, is the wellbeing that comes out of the consultation process. It's a real value add."**

**"The consultation process gives the opportunity to grow together because you always end up a little different by the end of these processes."**

**"Tailoring the training was the most important thing for us to make it relevant to staff that come from CALD backgrounds"**

**"They are really welcoming and flexible to work with and that they will customise the package to your organisational needs"**

**"The training helped us to set a benchmark and expectation around documentation"**

**"I have observed a significant increase in the case note quality over a couple of staff members. Previously only writing minimal notes they are now documenting more explicitly."**

**"The best change is staff having an understanding of the organisation's expectations and having a consistency in their approach. The content and consistency has improved across the organisation which has decreased risk."**



## Professional Case Notes and Client Records (In-House Training)

*"Great engaging trainers that had researched what our needs were and ensured the course met these, good understanding of the diverse range of skills that will need this training, kept the day moving and relevant." -*

*"Instructive and informative. There were plentiful clarifications around what aspects needs attentions when writing case notes."*

*"Very engaging training, with relevant and enjoyable activities. Included transferable examples to meet the needs/questions of a variety of clinicians/disciplines/backgrounds/experiences. Thankyou."*

*"Great interactive learning - lots to take away and lots I am excited to try. The booklet is really helpful. Thank you for facilitating!"*

*"very easy to follow, interactive and informative. Enjoyed the training."*

*"I found alot of helpful information as to how to document in a professional manner, clear dot points. Subjective and Objecting documentation. Very clear training, and easy to understand. Thank you"*

*"Material was tailored to the organisation and reflected the needs of my team"*

## Safe Environments "Through Their Eyes"

*"Very considerate and caring, informative trainer made this difficult subject palatable"*

*"I think it is a very good refresher to remind that child safety is everyone's responsibility. I like the point of difference between child focus and adult focus when looking at a potential concern."*

*"The trainers created a safe space and made me feel comfortable to participant."*

*"Very informative, my confidence has grown to make appropriate reporting."*

# CAFFSA Training Statistics 2021/2022 Financial Year



## CAFFSA Delivered Workshops

Total number of  
CAFFSA workshops:  
33

Total number of  
participants: 355

### Non-Accredited Public Workshops delivered:

Trainers: Nicole Black and Clare Johnston

Workshop Title	# workshops	# participants
Professional Case Notes and Client Records for Disability Services Information Session	1	50
	1	50

### Recognition of Prior Learning (RPL) Workshops delivered:

Trainers: Sarah Capriotti and Nicole Black

Workshop Title	# workshops	# participants
Diploma in Leadership and Management RPL	1	6
	1	6

### In-house training delivered:

Trainers: Nicole Black, Clare Johnston and Belinda Lorek

Workshop Title	# workshops	# participants
Professional Case Notes and Client Records for Disability Services (7.5hr) Centacare	1	10
Professional Case Notes and Client Records Team Leader Consultation (7.5hr) Country Outback Health	1	9
Professional Case Notes and Client Records for Administration Team (4hr) Country Outback Health	1	11
Professional Case Notes and Client Records (7.5hr) Country Outback Health	6	68
Professional Case Notes and Client Records Team Leader Consultation (7.5hr) Carers SA	1	14
Professional Case Notes and Client Records (7.5hr) Carers SA	5	67
	15	179

## Safe Environments “Through Their Eyes”:

Trainers: Sarah Capriotti, Nicole Black and Linda Watson

Full day / refresher	# workshops	# participants
Full Day face to face	3	31
Refresher face to face	1	5
Full Day Online	9	66
Refresher Online	3	18
	<b>16</b>	<b>120</b>

## CAFFSA Supported Trainings

Workshop Title	# workshops	# participants
<b>Department of Human Services</b>  Safe Environments “Through their Eyes” Train the Trainer – August and December 2021	2	48
<b>Department for Child Protection</b>  Practice Approach Workplace Learning  July 21 – June 22	33	821
	<b>35</b>	<b>869</b>

**Rebecca Paddon**  
Sector Development Lead





# OOHC Workforce Mapping Project

– from Andrea Konigsmann, Project Officer



## Out of Home Care (OOHC) Workforce Mapping Project

In June 2022, CAFFSA began its work on the Out of Home Care Workforce Mapping project. We know that the sector has faced a growing number of challenges over the past twenty years in this sector. There has been a steady increase of the number of notifications and children entering out of home care. Families are presenting with greater complexities and challenges.

***The Life They Deserve*** among other inquiries and reports, highlighted significant deficits within the child protection workforce and it was characterised by inadequate training and qualifications, high staff turnover and insufficient industry planning.

The nine-month long project will conclude in April 2023 and has been funded by Skills SA (Department of Education). The project will map three main priority areas to identify key challenges faced by the workforce and identify current gaps that need to be addressed to equip the sector with the skills, expertise and knowledge required to improve the outcomes of children, young people and families in South Australia.

The three main priority areas are:

- Workforce Recruitment and Retention
- Qualifications, Skills and Training
- Skills, training and development needs and gaps

Project Outcomes:

1. A desktop data analysis of state, national and international In Care (Out of Home Care, Alternative Care) sector to identify:
  - a) The skills knowledge required for a well-prepared sector, including capacity for change
  - b) The skills knowledge required for well-prepared, effective service provider
  - c) Existing workforce development planning in the child protection government and non-government sectors
  - d) Sector workforce baselines, capability gaps and training needs
2. A Literature Review, which seeks to explore current and available research on the following:
  - a) The skills knowledge required for a well-prepared sector, including capacity for change
  - a) Workforce Recruitment and Retention
  - b) Qualification Skills and Training
  - c) Skills, Training and Development Needs and gaps
3. Development of a proposed monitoring and evaluation tool – although out of scope for current project, a monitoring and evaluation tool
4. Consultation with the sector involving the establishment of a Governance Committee and Working Group with representatives from Department for Child Protection, Department for Industry and Skills, Department for Human Services, CAFFSA Member Organisations and Peak Bodies.

5. Final Report which including results from above investigations with recommendations and the need for a future industry blueprint and a sector workforce development strategy that addresses key challenges faced by the workforce.

**Andrea Konigsmann**  
Project Officer



# SUPPORTING ABORIGINAL SELF DETERMINATION AND FAMILY MATTERS

– from Joanne Else, Aboriginal Engagement (Family Matters) Lead



**Family Matters: Strong Communities. Strong Culture.** Stronger Children is Australia's national campaign to ensure that Aboriginal and Torres Strait Islander children and young people grow up safe and cared for in family, community, and culture.

Family Matters aims to **eliminate the over-representation of Aboriginal and Torres Strait Islander children in non-kinship out-of-home care by 2040.**

In South Australia, the Family Matters Campaign priority change actions are led by the **Family Matters South Australia Aboriginal Leadership Group** who are charged with progressing change actions in the South Australian child protection system.

The Leadership Group consists of SA 'grassroots' Aboriginal Elders and Aboriginal community representatives who provide the 'people's voice' to the SA Government child protection systems reform, in accordance with Human Rights frameworks. The Leadership Group is also responsible for providing feedback and advice to all sides of government on the child protection issues that are most impacting on vulnerable Aboriginal children and families.

The Family Matters South Australia Aboriginal Leadership Group is auspiced and supported by Child and Family Focus South Australia (CAFFSA). CAFFSA is the South Australian peak body for child protection and child safety and represents the needs of children and families in contact with or at risk of coming in to contact with the child protection system.

CAFFSA provide practical support to the SA Aboriginal Leadership Group via 1 x FTE Project Coordinator who assists with the strategic advancement of national campaign priority change actions and key asks in accordance with SA Aboriginal child protection strengths and vulnerabilities as identified by 'the SA Aboriginal people's representative voice'.

2021 commenced the second full year of COVID-19 pandemic 'effects' that have included compliance with complex COVID restrictions that varied across states and territories.

The SA COVID-19 public health key requirements and movement restrictions have severely diminished the 'impact capability' of the campaign's SA priority change efforts in relation to prevention and early intervention as well as family and community support for a second consecutive year, however, provided a valuable opportunity for literature reviews, intersectoral networking, participation in broad based Aboriginal social justice discussion groups and/or consultations and strengthening of partnerships with independent Aboriginal community controlled organisations and enterprises.

During this reporting cycle, the Family Matters (SA) Leadership Group have continued to lobby for priority change actions that underpin improved outcomes in recognising traditional Aboriginal cultural authority protocols and rights; self-determination and respectful partnerships in accordance with the Family Matters Roadmap – pathways for change.



**Self-determination** is a collective right of Aboriginal peoples to determine and control their own destiny by exercising autonomy in their own affairs and maintaining distinct political, legal, economic, social and cultural institutions.

Respect for Aboriginal people's right to self-determination and culture is essential to achieving all four building blocks of the Family Matters campaign:

1. **All families enjoy access to quality, culturally safe, universal and targeted services necessary for Aboriginal and Torres Strait Islander children to thrive.**
2. **Aboriginal and Torres Strait Islander people and organisations participate in and have control over decisions that affect their children.**
3. **Law, policy and practice in child and family welfare are culturally safe and responsive.**
4. **Governments and services are accountable to Aboriginal and Torres Strait Islander people**

---

## Issues and Barriers to Achieving the Family Matters Campaign Overarching Goals in SA

Commonwealth, State, and Territory governments committed to reduce the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45% by 2031 through the National Agreement on Closing the Gap – yet according to the report, representation is expected to increase by 54% by 2030.<sup>1</sup>

If one thing is clear from this evidence, it is that current efforts are failing, and that much more extensive reform is required at a state and national level to enable better outcomes for children. The result of the current

level of inaction is the perpetuation of inter-generational harm and continuing culturally destructive interventions in Aboriginal lives.

***“Changes in child protection measures that have been framed as solutions – such as arbitrary short timeframes for reunification and streamlined pathways to permanent care orders – only entrench many of the problems our children and families face.”***

Overwhelming evidence confirms two object failures in the response to the escalating crisis of child removal.

- First, there has been government failure to intervene early to support, strengthen and heal families and communities.
- Second, there has been government failure to enable a genuine space for self-determination – a platform in policy, legislation and resourcing that provides SA localised Aboriginal communities with opportunities for empowerment to draw on their strengths and lead responses to the issues facing their children and families

Despite policy frameworks that espouse an early intervention focus to address negative impacts for children within South Australia's over-burdened child protection system, in June 2021 \$20 million of a \$500 million South Australian child protection budget was allocated to intensive family support for the states most vulnerable families.

Entrenched and worsening poverty and disadvantage for Aboriginal people reflect government failures to address disparities driven by historical and continuing injustice. These disparities impact the health and wellbeing of parents and carers and ultimately erode the supportive environment for children.

## SYSTEMIC RACISM

When leadership denies racism, it results in it becoming systemic and irrefutably linked to escalating rates of children being taken from family.

There is substantial evidence that demonstrates how ineffective mainstream approaches are in addressing Aboriginal trauma, attachment, and parenting needs. The economic and human cost of continuing with such approaches is that racism costs Australia an estimated \$45bn a year.

Systemic racism is Ignoring the evidence - Ignoring the science - because your lived comfort is in using mainstream approaches and assessment tools.

## HUMAN RIGHTS DUE DILLIGENCE

The UN Guiding Principles on Business and Human Rights (UNGPs) are the recognised global standard for States and businesses for preventing and addressing human rights harms. The principles were unanimously endorsed by the United Nations Human Rights Council in 2011. The Australian Government co-sponsored this resolution at the United Nations.

The Guiding Principles clarify that all business enterprises have an independent responsibility to respect human rights, and that in order to do so they are required to exercise human rights due diligence to identify, prevent, mitigate and account for how they address impacts on human rights.

It is time for Australia's governments to walk the talk and accept the "need" to remediate harms via accountability for human rights impacts at state and federal levels for Aboriginal Australians; until this happens Aboriginal children will continue to be removed at alarming rates increasing the risk of cultural genocide for one of the earth's oldest harmonious, culturally diverse democracies.

## September 2021 – June 2022 Activity

### Family Matters SA Aboriginal Leadership Group

The Family Matters South Australia Leadership Group provides SA 'grassroots' Aboriginal people an opportunity to participate in the SA Government driven child protection systems reform that is grounded in non-Aboriginal perspectives and decision-making for South Australia's Aboriginal children and families, our social fabric.

During the reporting period the Family Matters South Australia Leadership Group met and developed priority change actions of 'the people' pursuant to The Family Matters Roadmap in accordance with SA jurisdictional strengths and vulnerabilities.

The Family Matters South Australia Aboriginal Leadership Group continue to pursue change priorities and key asks in accordance with Aboriginal self-determination grounded in the understanding that Aboriginal 'peoples' are responsible for the safety and wellbeing of Aboriginal children and young people. Parents, with support from families and communities, have the primary responsibility and accountability for raising their children and keeping them safe.

For Aboriginal peoples, **culture is key** to understanding our health and well-being, shaping the connection between self to Country, kin, community and spirituality. Moreover, it is important for our collective pride.

During the reporting period the Family Matters SA Leadership Group have prioritised and pursued:

ATSICPP Compliance		
The number of Aboriginal children in out-of-home care with a cultural support plan that records the child's cultural heritage and ensures the child is connected to their 'own' culture.	The number of Aboriginal children in out-of-home-care who have been placed with family or community members from their 'own' culture.	The number of Aboriginal children who have been placed with non-Aboriginal family or in residential care facilities

Transforming Power			
Recognition of localised cultural authority and the distinct identities and cultures of Aboriginal South Australia is vitally important to the well-being of Aboriginal children, families and communities in SA.	Lobbying for a space or forum that allows for grassroots voices to address directly with government issues such as worsening poverty, escalating mental health and homelessness that are exacerbating the crises of Aboriginal child removal rates in SA.	Lobbying the SA government to invest in initiatives that strengthen localised <a href="#">cultural authority</a> , including traditional community governance and nation building.	Lobbying the SA government to invest in <a href="#">cultural safety and cultural determinants</a> training for SA's government and non-government workforce to address and eliminate racism.

Aboriginal people continue to live with the consequences of mainstream 'values' every day. If the number of Aboriginal children residing in non-kinship out-of-home-care is to be reduced, urgent political transformation by Australia's state and federal governments to embrace, respect and respond to Aboriginal people's calls for self-determination is essential.

## During the reporting period Family Matters SA members provided:

### Workshop and Consultation attendance

#### Secretariat National Aboriginal Islander Child Care

- Scoping Report for the proposed South Australian Aboriginal Child and Family Peak Body

#### South Australian Council of Social Services (SACOSS)

- Raise the Age of criminal responsibility forum
- South Australian Health and Medical Research Institute (SAHMRI)

#### Aboriginal Communities and Families Research Alliance

- Corka Bubs Project

#### Australian Human Rights Commission

- National Anti-Racism Framework forum

#### Flinders University

- Master Level Social Work Students - Family Matters Campaign – culturally effective (public health) 'best practice' with Aboriginal clients and populations



### Supported Independent Aboriginal Community Controlled Enterprises

- Marra Dreaming Aboriginal Arts and Culture Centre
- Aboriginal Deaths in Custody Watch Committee
- Ruby Worthy Enterprises
- Black Fella Way Aboriginal Wellbeing Centre

### **During the reporting period Family Matters SA members provided:**

- Participated in 103 hours of Webinars relevant to Aboriginal child protection;
- Provided 206 hours of community education; and
- Provided 607 hours of child protection advocacy support and follow up for families

### **National Family Matters Campaign:**

As well as work undertaken in South Australian, the Family Matters SA Leadership Group supports and contributes to the direction of the national campaign. During the reporting period Family Matters South Australia have:

- Participated in the Family Matters Campaign National Week of Action;
- Participated in the Family Matters Leadership Group meetings and outcome actions; and
- Provided grassroots community input and feedback for the Family Matters Campaign 2021 Report

### **Concluding Remarks**

Cultural connectedness is one of the best protective factors to keep children safe within their families. We trust that Aboriginal children are strongest in their cultures when connected to family, community, and country.

Realising meaningful change will require targeted and sustained effort. It will require a new approach that allows localised Aboriginal peoples and communities to design, deliver, and evaluate their own solutions.

The Family Matters South Australia Leadership Group commends the South Australian and Australian Labor Governments pledges to enact in full 'the Uluru Statement from the Heart' as part of the Labor government's commitment to ensuring Aboriginal children, families and communities are safe, healthy, happy and thriving.

**Joanne Else**

Aboriginal Engagement Lead



# Australian Children's Safety Alliance (ACSA) – from Michael Hawke, Anglicare SA



The last two years have been very exciting for ACSA as the Community of Practice (CoP) Working with Perpetrators has been established and built upon over this period. In February 2021, we employed the Flinders University Social Work Innovation, Research Living Space (SWIRLS) and their Social Work Department to co-design the CoP along with Service Managers and Practitioners from across the sector.

We met three additional times in 2021, in April, September and November. We were delighted to miss the COVID restrictions (sometimes only by a week) and were able to meet face to face for the entire year. Across the year we had an average of 30-40 participants per session. In 2022 we weren't so lucky and both our March and June CoP's were hosted online. This did impact our numbers, which were less overall, but as a result of being online we did have a few participants from regional locations.

As part of the co-design session back in February 2021, participants discussed the importance of sharing information amongst each other, encouraging ideas and discussions and supporting each other's interactions and collaborations.

As a result of the CoP, a number of agencies have collaborated to learn together. Staff from several agencies, including a governmental agency, have been able to observe each other's men's behaviour groups, to learn how others do the work and reflect on their own. Inter-agency group supervision between

practitioners was also something that was birthed through the CoP sessions.

In addition to these examples, participants were asked directly how the CoP improved their practice, with answers ranging from teams having more discussions around the issues and looking at training opportunities, to increased confidence, ability to refer and improvements made to their service delivery.

I want to acknowledge the valuable time the organisations involved in ACSA have given to their staff to participate in the CoP. This is an investment in the shared understanding of the work at a sector level. It is also growing a community of competent, capable and confident practitioners and managers who can protect children through providing opportunities for men to change their behaviour. We hope this will lead to preventing the use of violence in relationships into the future.

Thank you to CAFFSA for supporting this initiative with the support of staff (Andrea Konigsmann and Melissa Gibson) and Rob Martin who is a great supporter and advocate for ACSA, and who provide COVID friendly spaces for us to meet.

**Michael Hawke**  
Chair of ACSA



# APPENDICES



1. Audited Financial Report, 2021 – 2022



# Appendix 1

## – Audited Financial Report, 2021-2022



## Financial Report

Child and Family Focus SA  
ABN 84 671 295 106  
For the year ended 30 June 2022

Prepared by Business Initiatives



## Contents

3	Committee's Report
4	Income and Expenditure Statement
6	Assets and Liabilities Statement
8	Notes to the Financial Statements
10	True and Fair Position
11	Auditor's Report



## Committee's Report

### Child and Family Focus SA For the year ended 30 June 2022

Your Board of Management submits the financial accounts of the Child and Family Focus SA for the financial year ended 30 June 2022.

#### Board Members

The names of Board Members at the date of this report are:

Board Members	
Nancy Penna (Chairperson)	Linley Shine
Kerry Court (Treasurer)	Joanne Koen
Simone Mather (Deputy Chair)	Craig Rigney
Leanne Haddad (Secretary)	Shane Maddocks

#### Principal Activities

To represent the needs and interests of children, young people and families connected with or at risk of entering the child protection system and the not-for-profit, non- government organisations who support them.

#### Significant Changes

There were no significant changes in the operations of the association during the year.

#### Operating Result

The loss after providing for income tax for the financial year amounted to \$236,601.

Signed in accordance with a resolution of the Members of the Committee on:

Nancy Penna (Chairperson)

Date 19 / 10 / 22

Leanne Haddad (Secretary)

Date 19 / 10 / 22



## Income and Expenditure Statement

Child and Family Focus SA  
For the year ended 30 June 2022

	2022	2021
<b>Income</b>		
ACSA Income	-	6,177
CAFWA Conference Income	8,500	-
CAFFSA Training	76,675	12,157
Family Matters Campaign	136,364	186,364
Grant Revenue - Covid-19 Cashflow Boost	-	52,698
Grant Revenue - Dept for Child Protection	-	100,000
Grant Revenue - Dept for Human Services	145,097	144,238
Grant Revenue - Online Learning	-	9,152
Interest Income	243	337
Membership Fees	127,816	120,584
Research	-	16,624
Seminars & Training	(270)	47,522
Donations	15,000	-
<b>Total Income</b>	<b>509,424</b>	<b>695,852</b>
<b>Gross Surplus</b>	<b>509,424</b>	<b>695,852</b>
<b>Expenditure</b>		
Accounting & Audit Fees	6,293	6,714
ACSA Expenses	-	3,073
Admin Support	1,312	33,097
Bank Fees	94	39
Consultancy Fees	17,820	29,720
Depreciation	5,002	3,181
Insurance	2,384	2,149
Interest Expense	801	112
IT Support	4,696	3,160
Meeting Costs & Catering	1,848	650
Movement in Employee Provisions	29,332	8,006
Office & Meeting Room Hire	465	-
Office Lease	32,059	41,565
Printing & Stationery	5,760	6,893
Seminars & Training Expenses	94,664	95,983
Subscriptions & Memberships	8,452	9,514
Sundry Expenses	559	2,570
Stripe Credit Card fees	235	6
Superannuation	47,079	37,361
Telephone & Communication	4,662	4,034
Travel & Accommodation	1,178	473
Wages and Salaries	475,485	393,269
Website Expenses	189	2,500

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.



Income and Expenditure Statement



	2022	2021
Workcover	5,653	6,044
<b>Total Expenditure</b>	<b>746,025</b>	<b>690,111</b>
<b>Current Year Surplus / (Deficit)</b>	<b>(236,601)</b>	<b>5,741</b>

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.



## Assets and Liabilities Statement

### Child and Family Focus SA As at 30 June 2022

	NOTES	30 JUN 2022	30 JUN 2021
<b>Accumulated Funds</b>			
Retained Earnings		423,860	418,119
Current Year Earnings		(236,601)	5,741
<b>Total Accumulated Funds</b>		<b>187,260</b>	<b>423,860</b>
<b>Accumulated Funds Are Represented By:</b>			
<b>Assets</b>			
<b>Current Assets</b>			
<b>Cash and Cash Equivalents</b>			
Child & Family Welfare AssocSA		552,299	381,387
Australia Post Pre Paid Debit Card		152	-
<b>Total Cash and Cash Equivalents</b>		<b>552,451</b>	<b>381,387</b>
<b>Trade and Other Receivables</b>			
Accounts Receivable		49,687	124,490
<b>Total Trade and Other Receivables</b>		<b>49,687</b>	<b>124,490</b>
<b>Total Current Assets</b>		<b>602,138</b>	<b>505,878</b>
<b>Non-Current Assets</b>			
<b>Plant and Equipment</b>			
Computer Equipment		12,401	9,976
Less Accumulated Depreciation on Computer Equipment		(7,774)	(2,952)
Office Equipment		500	500
Less Accumulated Depreciation on Office Equipment		(410)	(229)
<b>Total Plant and Equipment</b>		<b>4,718</b>	<b>7,296</b>
<b>Total Non-Current Assets</b>		<b>4,718</b>	<b>7,296</b>
<b>Total Assets</b>		<b>606,856</b>	<b>513,173</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Bank Overdraft</b>			
Australia Post Pre Paid Debit Card		-	6
<b>Total Bank Overdraft</b>		<b>-</b>	<b>6</b>
<b>Trade and Other Payables</b>			
Accounts Payable		3,571	7,844
ATO - Integrated Client Account		28,519	10,885
GST Payable		67,903	42,415
PAYG Withholdings Payable		10,590	9,408
Superannuation Payable		9,018	-
<b>Total Trade and Other Payables</b>		<b>119,599</b>	<b>70,551</b>
<b>Deferred Income</b>			

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Assets and Liabilities Statement



	NOTES	30 JUN 2022	30 JUN 2021
Grants Received in Advance		251,909	-
<b>Total Deferred Income</b>		<b>251,909</b>	<b>-</b>
<b>Provisions</b>			
Provision for Annual Leave Liability		48,088	18,756
<b>Total Provisions</b>		<b>48,088</b>	<b>18,756</b>
<b>Total Current Liabilities</b>		<b>419,597</b>	<b>89,313</b>
<b>Total Liabilities</b>		<b>419,597</b>	<b>89,313</b>
<b>Net Assets</b>		<b>187,260</b>	<b>423,860</b>

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.



## Notes to the Financial Statements

### Child and Family Focus SA For the year ended 30 June 2022

#### 1. Summary of Significant Accounting Policies

These financial statements are a special purpose financial report. They have been prepared specifically to report on the financial performance of the association. They are based upon historic costs and do not take into account the changing value of money. The accrual and going concern basis of accounting have been applied.

No regard has been paid to the application of Accounting Standards or other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) issued by Australian professional accounting bodies except where specifically stated.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

#### Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. 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.

#### Accounts Payable and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

#### Employee Provisions

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee provisions have been measured at the amounts expected to be paid when the liability is settled.

#### Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

If conditions are attached to the grant that must be satisfied before the association is eligible to receive the contribution, recognition of the grant as revenue will be deferred until those conditions are satisfied.

All revenue is stated net of the amount of goods and services tax.

---

These notes should be read in conjunction with the attached compilation report.





#### Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). 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 ATO is included with other receivables or payables in the assets and liabilities statement.

---

These notes should be read in conjunction with the attached compilation report.



## True and Fair Position

### Child and Family Focus SA For the year ended 30 June 2022

#### Annual Statements Give True and Fair View of Financial Position and Performance of the Association

We, Nancy Penna, and Leanne Haddad, being members of the committee of Child and Family Focus SA, certify that –

The statements attached to this certificate give a true and fair view of the financial position and performance of Child and Family Focus SA during and at the end of the financial year of the association ending on 30 June 2022.

Signed: 

Dated: 19 / 10 / 22

Signed:

Dated: / /



## Auditor's Report

### Child and Family Focus SA For the year ended 30 June 2022

#### Independent Auditors Report to the members of the Association

We have audited the accompanying financial report of Child and Family Welfare Association of SA Inc (the association), which comprises the Income and Expenditure Statement, Assets and Liabilities Statement, Notes to and forming part of the Financial Statements and other explanatory notes for the financial year ended 30 June 2022.

#### Committee's Responsibility for the Financial Report

The Committee of the association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and the Associations Incorporation Act 1985, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error. In Note 1, management also states in accordance with Accounting Standard AASB 101: Presentation of Financial Statements, that the financial report complies with International Financial Reporting Standards.

#### Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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

#### Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.



### Auditor's Opinion

In our opinion:

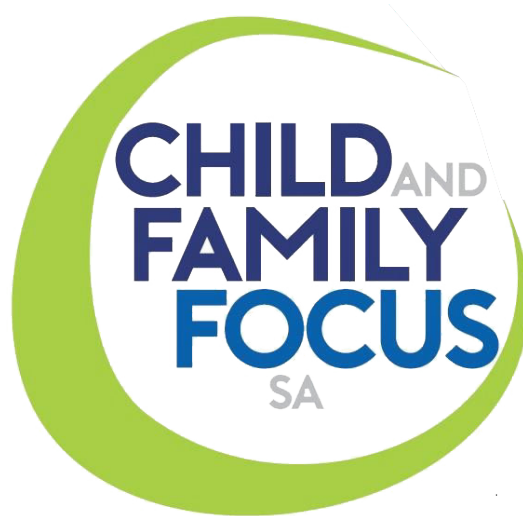
- (i) The financial report gives a true and fair view of the financial position of Child and Family Welfare Association of SA Inc as 30 June 2022, and of its performance for the year ended in accordance with the Australian Accounting Standards and the Associations Incorporation Act 1985; and
- (ii) the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

---

Matthew White, CA 90095  
Business Initiatives Pty Ltd  
20D William Street, Norwood SA 5067

Dated: 21 / 10 / 2022





The Child and Family Welfare Association of  
South Australia Incorporated

ABN: 84 671 295 106

Association Number: A 20169

trading as

**CHILD** AND **FAMILY** **FOCUS** SA