



Centre for Excellence
in Child and Family Welfare Inc.

Annual Report

2014 - 2015

Acknowledgements

We respectfully acknowledge that we work on the traditional land of the Kulin Nation and we acknowledge the Wurundjeri people who are the traditional custodians of this land. We pay respects to community members and elders past and present.

We appreciate and celebrate diversity in all its forms. We believe diversity of all kinds makes our teams, services and organisation stronger and more effective.



Our Vision

Victorian children, young people and families are safe, happy and connected, with access to support when they need it.

Our Purpose

Policy and Ideas

Develop, influence and advocate for public policies that advance the rights and wellbeing of children, young people and families and address the social, economic and cultural barriers to improving their lives.

Research and Practice

Lead and share research to support innovation and evidence-based practice.

Capacity Building

Strengthen the capacity of organisations to provide services that best suit the needs of vulnerable families and children.

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Interpreter service

The Centre for Excellence in Child and Family Welfare is committed to providing accessible services to everyone. If you have difficulty understanding this guide, contact us on 03 9614 1577 and we will arrange an interpreter or translation.

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CHAIRPERSON'S REPORT

Our CEO, Deb Tsorbaris, has fully embraced the challenges and opportunities that have faced both the Centre and the sector over the past year. I thank those both on the board and in the membership who have actively supported the work of the Centre.

This year has been the second year of our new constitution and as such work towards implementing and communicating the changes to our governance and related initiatives and procedures has continued. In the longer term this will see improvement and clarity for members. This work has been driven by the Governance Committee and I thank the Committee Chair, Marita Scott, for her endeavours in keeping this on track.

One of the key governance changes undertaken has been to strategically explore other options for our 'Expert Director' positions. We were very grateful to Professor Cathy Humphreys for the expert guidance she has given to the Centre Board over many years and we will continue a strong relationship with her. The new positions have been used to bring advice to further enhance and challenge the Board in its thinking. Thus we were pleased to have Magistrate Greg Levine join us during the year.

It has been a highly productive year, with opportunities for many to contribute to the myriad of submissions, reports and negotiations undertaken in order to give voice to Victoria's vulnerable children, young people and their families.

The Centre continues to work closely with members on the development of policy and its implementation.

Some of the key achievements in the past year include numerous submissions to government including those to Royal Commissions, parliamentary inquiries and proposed legislation. We have also been involved in or lead a number of initiatives regarding Out of Home Care, equal opportunity adoption issues, foster care, Taskforce 1000, the Roadmap to Reform and family violence. We have continued a strong and broadened research partnership between universities and our members. Our focus on strengthening our relationship with both our members and government has been rewarding.

I would like to thank the member organisations who have continued their commitment to vulnerable children and their families. Also, those at the Department of Health and Human Services and Department of Education and Training, as well as other government departments who have collaborated with the Centre and its members over the past twelve months. This year we have also welcomed the Hon. Jenny Mikakos, Minister for Families and Children and Minister for Youth Affairs, to her portfolios and thank her for her commitment, drive and support of Victoria's vulnerable children, youth and their families.

Lastly, I would like to take this opportunity to thank the Board, in particular Paul MacDonald (Vice Chairperson), Grant Boyd (Treasurer) and Marita Scott (Chair of the Governance Committee) for their support; and the staff of the Centre, its leadership group and CEO who continue to perform at a high level that ensures the Centre is effective as the sector's peak body in both its influence and advice.



Angela Forbes
Chairperson



"We have continued a strong and broadened research partnership between universities and our members. Our focus on strengthening our relationship with both our members and government has been rewarding."



Our member organisations work at the forefront of supporting vulnerable children, young people and families. It is a privilege to support their capacity and advocate for the policy and resources needed to reach our shared goals.



CEO REPORT

This year we are reporting against our strategic plan, as we close the final year on the current plan and embark on a new strategy for the future.

Following an organisational review, we feel well placed to support our members, drive innovation and lead policy change for the benefit of children, young people and families.

Overwhelming evidence shows that upholding and advancing rights is a significant factor in improving the wellbeing of both individuals and communities. We believe it is our responsibility to advocate for the rights of children and young people to be heard, to be safe, to access education and to remain connected to family, community and culture.

Evidence also shows services are most effective when they genuinely empower people to make decisions and direct their service use. We need to re-galvanise our efforts to fully integrate the communities we serve in all that we do.

With our sector colleagues, this year we continued to collaborate on the *Beyond Good Intentions Statement*, an agreed commitment to create a fair, just and restorative Victorian child and family welfare service system for Aboriginal and Torres Strait Islander Children.

We have worked closely with the Commission for Children and Young People and their work has been pivotal to the sector this year. Bernie Geary retires with an outstanding legacy working for children and young people to be safe, respected and heard.

Commissioner for Aboriginal Children and Young People, Andrew Jackomos, has been a powerful advocate on the critical importance of upholding the right to culture, kin and community for Aboriginal and Torres Strait Islander children. So too have our colleagues in Aboriginal Community Controlled Organisations.

Collaborating with our members is vital for an effective policy platform to drive change. We developed an Election Statement to clearly represent the views of Centre members on the 2014 election priorities.

Significant elements in our Election Statement were accepted by the incoming Andrews Government, with funding boosts to residential care, client expenses and Integrated Family Services announced in the 2015 State Budget.

The Centre has secured major funding from the Myer Foundation for the next three years to improve educational outcomes for young people in out of home care. We look forward to working with our partners on this important project.

This year we said farewell to our Director of Social Policy and Research, Marilyn Webster, who enters retirement following an incredible career working tirelessly to improve the lives of vulnerable children, young people and families.

The board have provided leadership during a year of change at the Centre. I would like to particularly thank our Chair, Angela Forbes, for her support. Angela is stepping down from the Board after several years of service. I will greatly miss her endless commitment and helpful advice.

I sincerely thank our staff team for their hard work and commitment.

I would also like to acknowledge and greatly thank the ongoing and generous support of our Patron, Professor Dorothy Scott OAM.

Our member organisations work at the forefront of supporting vulnerable children, young people and families. It is a privilege to support their capacity and advocate for the policy and resources needed to reach our shared goals.

We enter the coming year with a clear plan for the next three years and an unwavering commitment to advocate for change that improves the lives of children, young people and families.

Deb Tsorbaris
CEO

INFLUENCE THROUGH ENGAGEMENT

The development of ideas and shaping policy is a crucial part of our role.

As a peak body, we have a unique opportunity to be involved in a number of government advisory groups that facilitate our ability to influence policy developments.

POLICY AND ADVOCACY

Advancing Equality

Update to Koorie Kids: Growing Stronger in their Culture

The Centre participated in and produced the *October 2014 Update to Koorie Kids: Growing Strong in their Culture*.

The Victorian rate of Aboriginal children in out of home care remains amongst the highest in Australia and significantly higher than comparable international jurisdictions for Indigenous children.

This first update to the *Koorie Kids: Growing Strong in their Culture* submission was developed during a workshop on 30 September 2014 convened by the Commissioner for Aboriginal Children and Young People. Representatives from Victorian Aboriginal Community Controlled Organisations and Community Service Organisations were involved and the Update was also informed by the findings of Taskforce 1000.

It is hoped that the important work of developing a plan to specifically address the alarming and increasing over representation of Victorian Aboriginal children in out of home care is seen as a priority by all major political parties; and so receives bipartisan support for action.

The Update and the original 2013 Koorie Kids Report represent a shared consensus across all key stakeholders on future policy and reform priorities for vulnerable Aboriginal children and their families.

The update was co-signed by Mr Andrew Jackomos, Aboriginal Commissioner for Children and Young People, Victorian Aboriginal Child Care Agency, Victorian Aboriginal Children and Young Person's Alliance, Koorie Youth Council, and the Centre.

Development of the Beyond Good Intentions Policy Statement

A working group of agencies, including the Centre, Victorian Aboriginal Child Care Agency, MacKillop Family Services and Berry Street have convened for over two years to discuss how best to create a fair, just and restorative child and family welfare system for Aboriginal and Torres Strait Islander children in Victoria.

The group has prioritised the drafting of a Statement of Intent entitled, *Beyond Good Intentions*, outlining a commitment to ensuring adequate resources and programs are transferred to Aboriginal services and communities to restore their capacity to care for Aboriginal children and families.

Collaborative work on the Statement is progressing and will be finalised for release in late 2015.

Same Sex Adoption

In March 2015, the Centre made a submission to Government supporting the decision to remove discrimination against same sex families and their children under current adoption laws, as well as review of the technical legislative amendments required to permit adoption by same sex couples under Victorian Law.

The Centre advocated that any change to adoption legislation should be accompanied with appropriate training and education to relevant organisations in the out of home care sector.

Election Statement

We produced an Election Statement to clearly represent the views of Centre members on the 2014 election priorities.

The election statement outlined five priority areas that a newly elected government should address to rescue a child welfare system that is under severe strain and to improve the lives and prospects of Victoria’s most vulnerable children and families.

The election statement included recommendations to enhance service planning and delivery. It was based on statewide consultations with the Centre’s member organisations and the 2012 Cummins Inquiry report into protecting vulnerable children.

The election statement was underpinned by the following core values:

- Children’s safety and wellbeing are paramount
- Parents, carers and families are supported and respected
- Children’s views are heard

Several elements in the Centre’s 2014 Election statement were agreed to by the incoming Andrews Government, with significant funding boosts to residential care, client expenses and Integrated Family Services announced in the 2015 State Budget.

The additional \$283 million expenditure announced in the State Budget for child protection, out of home care and family services represents an increase of 14 per cent, compared to an average increase of six per cent in the previous four Budgets.

Centre 2014 Election Statement	2015 State Budget funding announcements (over four years)
Provide growth funding for the out of home care service system to the level of trend growth for at least the next term of government	\$93.3 million to extend and improve out of home care
Provide funding for increased demand being experienced by family support services	\$48.1 million for Child FIRST and Family Services, early intervention services that target families before they reach crisis point
Extend Stronger Families across the State	\$20.8 million to expand placement prevention and reunification services
Increase direct client costs allowance for children in home based care	\$31.4 million to consolidate allowances to provide greater support for carers
Provide all young people moving on from care with holistic support until they turn 21	\$21.3 million to extend the Springboard program
Recognise the need for adequate staffing in residential care (transferring RP2 to RP3 placements)	\$16 million was announced in Feb 2015 to upgrade existing RP2 funded homes to RP3 Level

Securing Children’s Safety

Report: Responses to the sexual abuse and sexual exploitation of children in residential care in Victoria

The Centre was requested by the Commission for Children and Young People to develop a report to inform the work of the Inquiry into the adequacy of the provision of services to children and young people who have been subjected to sexual exploitation or sexual abuse whilst residing in residential care.

The report describes the history of Victorian residential care, legislation and policy in relation to residential care and policy developments regarding sexual abuse and sexual exploitation.

The Centre also prepared a submission to the Commission’s Inquiry.



Highlights:

- Collaborating with our members to produce a thorough evidence-based Election Statement, which secured significant support from the incoming government in 2014 and resulted in substantial funding boosts for child and family services
- Providing formal submissions to the Federal Senate Inquiry into Out of Home Care
- Partnering with a number of community service organisations to progress the *Beyond Good Intentions* statement of principles to work towards creating a fair, just and restorative child and family welfare service system for Aboriginal and Torres Strait Islander children
- Producing key reports, including *Responses to the sexual abuse and sexual exploitation of children in residential care in Victoria* and the October 2014 *Update to Koorie Kids: Growing Strong in their Culture*
- Responding to a number of legislation changes, including implementation of the Betrayal of Trust recommendations, Child Safe Standards for organisations and institutions, Permanent Care legislation reforms, the Working with Children Check legislative amendment and changes to the Adoption Act regarding same sex adoptions
- Providing formal submissions to the Royal Commission into Family Violence (Vic) and the Royal Commission into Institutional Responses to Child Sexual Abuse (Aus), including a consultation paper on redress and civil litigation, and a response to Issues Paper 9 on the risk of child sexual abuse in schools

DEB BALL

Organised by the Commission for Children and Young People and the Centre, the fourth Debutante Ball was held at the historic and elegant Melbourne Town Hall in August 2014.

The idea was born from a group of young people in 2007 that wanted to share similar experiences to those in the community who live with their families. Held every two years, the fourth ceremony was a special celebration for young people who have previously lived or are currently living in out of home care.

Every young person committed to ten weeks of regular two-hour dance classes held at the Salvation Army building in Bourke Street, Melbourne.

They showed incredible dedication to regular dance classes, meeting new people, conquering new dance moves, and ultimately having fun in a safe and explorative environment.

"This was the best night ever, no , really, you don't understand, I don't think I will ever be so happy again" - Khaleah



"this was the first thing I could invite my mum too... and have her be proud of me"
- Johnny

"It's so beautiful, I look like, well not even like me!" - Vanessa

"I never knew it would be this good, thank you." - Paul



EVIDENCE & INNOVATION

We are committed to building and sharing knowledge through research, evaluation and training. We do this in a range of ways, including by hosting research forums and offering a diverse learning and development program.

RESEARCH

Sector Research Partnership

The Sector Research Partnership (SRP) aims to develop research and “research into action” initiatives for the immediate benefit of vulnerable children, their families and the organisations that serve them.

Led by the Centre, there are currently 18 community service organisation members, and sector and university partners continue to grow.

Since 2006
\$5m+
 Invested in research
 across the sector

The SRP aims to:

- Improve the wellbeing of vulnerable children, young people and their families through the development of relevant knowledge to inform policy and practice.
- Build the research capacity of community service organisations through partnership development on research of relevance to the sector.
- Develop ‘research into action’ projects that focus on the dissemination and implementation of current research knowledge that contributes to policy and practice.

The SRP began in 2006 with generous support from The Alfred Felton Trust. Professor Cathy Humphreys was appointed the Alfred Felton Chair and has supported SRP agencies to access funding for research.

Since its inception, a multi-million dollar research program has been undertaken through grants from the Australian Research Council, government tenders and philanthropy - funding which would otherwise not have supported research involving community service organisations in Victoria.

SRP Partners



Thank you to our SRP partners for their support in developing research initiatives for the immediate benefit of vulnerable children, young people and families.



Over 100 people attended the Annual Sector Research Symposium to share knowledge, research and connect with their colleagues.

Annual Sector Research Symposium

Our Fourth Annual Sector Research Symposium brought together practitioners and researchers across the child and family services sector to showcase and share best practice in programs and research.

The theme for 2014 was *Research in a Changing Environment: Challenges and Possibilities*. We welcomed over 15 presentations from across the sector on the themes of:

- Research Driven Practice - Program innovation
- Research and the Skilled Worker - Workforce development
- Research and Outcome Effectiveness - Results accountability

LEARNING AND DEVELOPMENT

Training Program

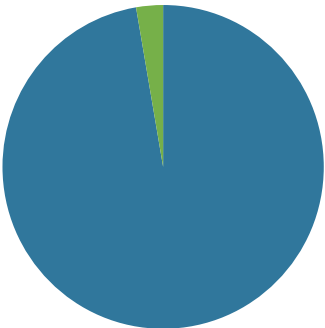
We recognise that services for vulnerable children and families depend on a skilled workforce.

As a Registered Training Organisation, the Centre offers a range of accredited and non-accredited training to members and community service organisations.

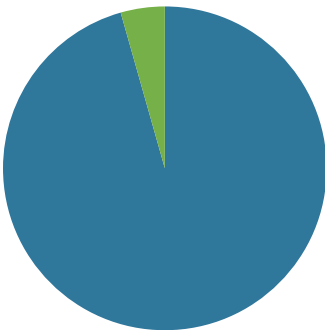


We also developed and delivered 11 tailored training courses to 240 participants.

Participant Feedback



97.3%
of participants
would recommend
our training to others



95.6%
of participants
are satisfied with
our training



"The training was fantastic. The style of presentation, the content and the opportunity to ask specific questions. The training was tailored to the group. Can't speak highly enough about the training." - Training Participant



Study Tour

Our study tour provides our members with an opportunity to travel abroad to study best practices within the child, youth and family service sector.

This year the tour focused on the UK. In Scotland, we attended the British Association for the Study and Prevention of Child Abuse and Neglect Conference and visited the Centre for Excellence for Looked After Children. In London, we visited the National Council of Voluntary Organisations, as well as out of home care and foster care agencies.

We arrange this for our members, as International visits enable participants to witness different models of practice and to meet and learn from practitioners. This exchange of ideas broadens the participants' horizons and enables them to consider and experience practices outside their own. This learning is valuable to ensure the best models of practice are implemented for our children, young people and families in Victoria.

The tour consisted of 12 participants from the following member organisations:

- Anglicare Victoria
- Ballarat & District Aboriginal Co-operative Ltd
- Baptcare
- Caroline Chisholm Society
- Children's Court of Victoria
- Foster Care Association of Victoria
- MacKillop Family Services
- OzChild
- The Victorian Aboriginal Child Care Agency
- Tweddle Child & Family Health Service
- Victorian Aboriginal Community Controlled Health Organisation

Our study tour was sponsored by the Commission for Children and Young People and the Department of Health and Human Services.



"An absolute highlight of my professional career. I would highly recommend that people participate in future study tours to expose themselves to international thinking, networking and experience." - Tour Participant

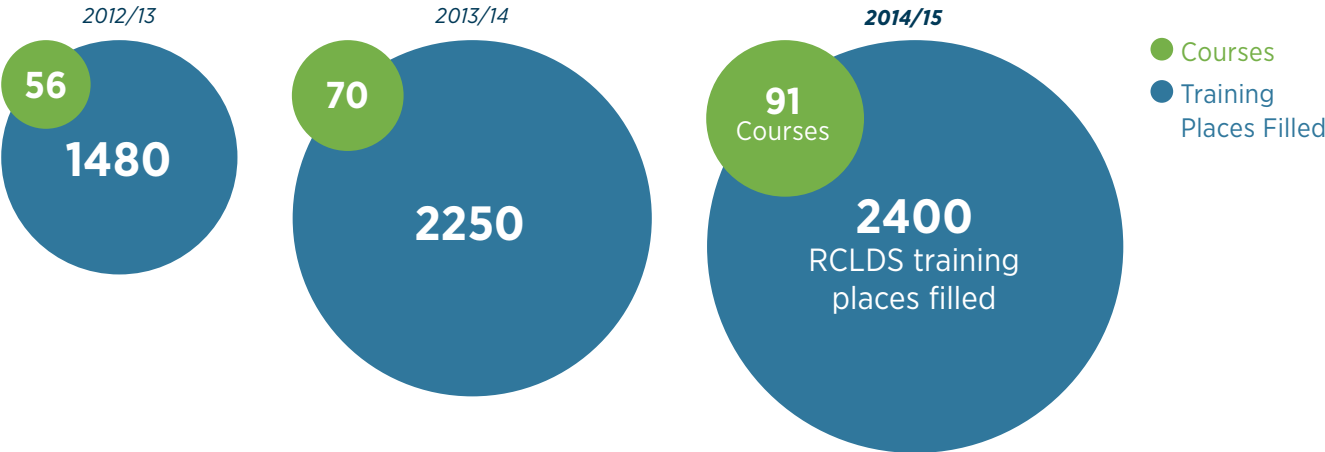


Residential Care Learning and Development Strategy

The Residential Care Learning & Development Strategy (RCLDS) aims to provide ongoing development of a skilled and stable workforce through the provision of high quality training, supervision and support to workers.

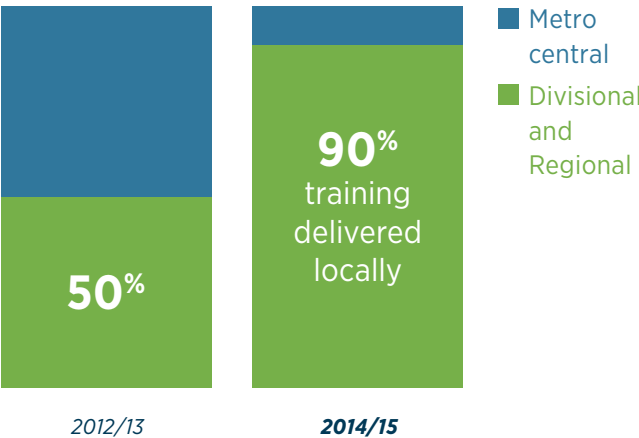
RCLDS is overseen by a Reference Group comprised of senior representatives from community service organisations providing residential care services, the Department of Health and Human Services and the Centre.

Courses and training places



Location of RCLDS training

Recognising the challenges for frontline workers to not only have time off work for professional development, but also the time and cost of travel, we've implemented a shift to provide local training.



"Expert and experienced trainers. Happy and relaxed environment. Great group."
- Training Program Participant



“To be able to be in the same room as so many qualified individuals, all with different experiences, sharing ideas as well as being able to get more of an insight into sexual exploitation of young people - I feel now that I could effectively work with a number of my clients exposed to this or those who may be exposed in the future.”

- Residential Care Worker



Sexual Exploitation Training

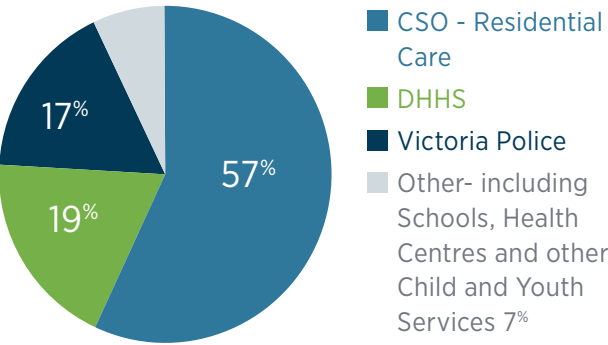
The Sexual Exploitation Preventative Strategy, a joint training initiative between the Centre, Department of Health and Human Services (DHHS) and Victoria Police, provides an opportunity for residential care workers, DHHS and police to learn and work together on how to best address the critical issue of sexual exploitation of young people in care.

By July 2015, sixteen courses were held across the state with over 1,250 staff attending.

Courses include –

- Normative verses sexual behaviour
- Working with children with problem sexual behaviours and young people with sexually abusive behaviours
- At risk of sexual exploitation
- Cyber safety

Training Attendance



Resi ROCKS - Recognising Our Carers Knowledge and Skills

Our annual conference for the residential care workforce - Resi ROCKS (Recognising Our Carers Knowledge and Skills) is the only residential worker forum that brings together residential workers across the state.

In 2014 we had such a high interest we were oversubscribed, with 410 staff registering to attend.

Further Education Scholarship Award Winners

The aim of The Residential Care Learning and Development Strategy Further Education Scholarship is to continue to support the improvements in residential care service provision, by supporting residential care workers to obtain a relevant Diploma or undergraduate degree.

The Hon Jenny Mikakos, Minister for Families and Children and Minister for Youth Affairs presented Scholarships to 6 recipients, assisting them to complete their studies.



Highlights

- Our successful fourth Sector Research Symposium, with over 110 registered participants who contributed to the discussion
- Leading research projects including the Loddon Mallee Take A Stand evaluation and the Residential Care Workforce Qualifications project
- Delivered 65 open and tailored learning and development courses and trained over 1, 000 workers
- Delivered a state-wide conference for the residential care workforce, with record numbers of attendees
- Through our Sector Research Partnership, we've partnered with universities and service providers on Australian Research Council funded projects, including the KContact Project and the Responsible, Responsive and Reparative Fathering Project
- Arranged an international study tour for staff members from 12 of our member organisations
- Established the Sexual Exploitation Preventative Strategy, in partnership with Victoria Police and the Department of Health and Human Services

STRENGTHEN SECTOR CAPACITY

We work collaboratively to improve services and outcomes. We convene a range of forums for the sector to discuss and address systemic issues. We aim to assist our member organisations to enhance their practice to best suit the needs of vulnerable families and children.

IMPROVING SERVICES AND OUTCOMES

Child Safe Organisations

The aim of our Child Safe Organisations forum was to provide an update on the extensive work of the Royal Commission into Institutional Responses to Child Sexual Abuse and the Victorian Government's response to Betrayal of Trust, with a particular focus on child safe organisations.

The forum built capacity in the sector on child safe organisations through presentations on:

- The work and learnings of the Royal Commission into Institutional Responses to Child Sexual Abuse by Commissioner Fitzgerald
- Government response to Betrayal of Trust recommendations –implications for CSOs
- Proposal on child safe standards by Victorian Government
- Clinical understandings which inform child safe organisational practices
- Application of the Sanctuary model
- Learnings from the YMCA public hearing by the Royal Commission
- Child safe models:
 - > Australian Childhood Foundation
 - > Child Wise

Sector Development Forums

The impact of the Centre's policy focus is most keenly felt in its engagement with the sector and the department, particularly through our sector consultations and policy forums.

These help to build our policy platform, engage with practitioners to inform our contributions to government policy and practice discussions and share knowledge and reforms with the sector.

These forums bring together practitioners to inform contributions to government policy and sector reforms.

Our forums include:

- Quality Learning Circle
- Learning and Development Learning Circle
- Integrated Family Services and Child First Forum
- Kinship Services Forum
- Foster Care Network Meeting
- Leaving Care and Post Care Practitioners Forum
- CEO and Corporate Services Network Forum





“This important issue of sibling placement was certainly raised brilliantly and I am sure will stay prominently in all attendee’s minds after they leave.”

- Forum Participant

OVER **35%**

of children and young people do not live with their siblings in care*

**Giving Sorrow Words:
The experience of siblings
separated in care**

In partnership with Berry Street, our Siblings Forum highlighted the rights and needs of children in out of home care for placement with, and access to, their siblings.

The forum drew on the experience and insights developed by keynote speaker, Trish McCluskey.

The forum aimed to develop interest for improving options and outcomes for children and young people with siblings, as well as establish priorities for action to improve co-placement and contact.

*McDowall, J. J. (2015). Sibling placement and contact in out-of-home care. Sydney: CREATE Foundation.

**Improving Educational
Outcomes for Young People
in Out of Home Care**

Students growing up in out of home care have experienced trauma and disruption, which often leads to serious learning problems. They are usually behind their peers academically and are far less likely to complete secondary school.

The Centre has secured major funding from the Myer Foundation to improve educational outcomes for young people in out of home care.

The project will address the educational marginalisation and under-performance of young people growing up in out of home care. It proposes a range of multidisciplinary interventions to address the ‘soft bigotry’ of low educational expectations by and for this group of young people.

We will work with our sector partners MacKillop Family Services and Anglicare Victoria, along with tertiary partners La Trobe University and Federation University to develop, implement and evaluate sustainable, evidence-informed interventions to improve educational outcomes for young people in out of home care.

Our specific objective is to improve rates of care leaver transition to, and successful completion of, tertiary education.

We look forward to working with our project partners over the next three years.

**Intensive Family
Services New Service
Model**

The Centre facilitated the development of the new Intensive Family Services New Service Model.

We brought together and worked with a small group of providers and regional and central departmental staff on the development of the new model.

The key points of difference between the new and existing Intensive Family Services interventions are:

- The more intensive nature of service intervention with children and families (200 hours) compared to the maximum length of service intervention (110 hours);
- Strengthening engagement with early childhood services and schools; and
- Supporting adult carers to access meaningful activity in their local community with the aim of strengthening community participation activities and educational, vocational and employment opportunities.



Working Together to Attract More Foster Carers

Foster care is vital for children and young people who cannot live with their own families. The need for foster care placement options is an essential element of the out of home care response to children under the care of the State of Victoria.

However, over the last few years demand for carers has continued to increase at the same time that the number and diversity of carers has declined. Ensuring that there are sufficient numbers of appropriately skilled and supported carers to meet the diverse and complex needs of children and young people who require care is one of the most urgent issues confronting our community.

Working collaboratively, Victorian Foster Care Agencies secured funding to improve foster carer attraction, recruitment and retention.

The Victorian Foster Care Collaborative Project to improve foster carer attraction, recruitment and retention is an industry developed and led solution to achieve greater impact through provider cooperation in the form of a foster carer attraction campaign, brand, website and enquiry line, in addition to the sharing of agency resources to make the carer recruitment experience more efficient and enquirer friendly.

OzChild provided generous early support and leadership for this project and currently Chair the Governance Group.

We look forward to working with our sector partners over the next 18 months.

Highlights

- Hosting sector consultations and policy forums on the National Framework for Child Protection, the complaints processes in residential care, Sibling Placement changes, and Targeted Care Packages
- Hosting sector network meetings on foster care, kinship care, and leaving care
- Participating in government advisory and reference groups on early childhood development, out of home care and the National Framework for Child Protection
- Visiting the Children’s Court as an organisation to understand the issues facing families in the court process and to inform the advocacy of the Centre
- Facilitating the development of the Intensive Families Services new service model
- Securing funding to project manage the Foster Care Collaborative Project
- Securing a large grant from Myer Foundation to improve the educational outcomes for young people in out of home care
- Participated in a range of joint sector and department working groups, including the Kinship Care Working Group, the Services Connect Working Group, the Cultural Planning Project Advisory Group, the Victorian Residential Care Alliance, the Outcomes Working Group and the Child and Family Services Network Group
- Jointly facilitating a sector working group with DHHS to revise and update the Child Protection – Child FIRST Shell Agreement – to improve practice consistency, collaborative practice and improved partnerships between Child Protection and Child FIRST sites across the State

OUR TEAM

Board	Position	Organisation Representative
Angela Forbes	Chairperson	Connections UnitingCare, CEO
Paul McDonald	Vice Chairperson	Anglicare Victoria, CEO
Grant Boyd	Treasurer	Bethany Community Support, CEO
Ailsa Carr	Board Member	Gippsland Lakes Community Health, Executive Manager
Janet Elefsiniotis	Board Member (Resigned 30/10/14)	VICSEG, Manager
Rudy Gonzalez	Board Member (Resigned 24/09/15)	Lighthouse Institute, Executive Director
Gerard Jones	Board Member	MacKillop Family Services, Executive Director of Operations
Sheree Limbrick	Board Member	CatholicCare Melbourne, Director of Operations
Peter Mulholland	Board Member	The Salvation Army Westcare, Acting General Manager
Marita Scott	Board Member	Baptcare, General Manager
Cathy Humphreys	Independent Expert Member (Term Expired 30/10/14)	
Greg Levine OAM	Independent Expert Member (Appointed 25/05/15)	

Staff (30 th June 2015)	Position	Staff	Position
Rebecca Anderson-Peters	Administration Assistant	Sue Maddison	Executive Assistant
Jessica Iacobucci	Business Development Officer	Mick Naughton	Director, Strategic Projects
Maira Kairys	Director, Learning & Development	Carol Sands	Office Manager, Reception
Grace Kasper	Bookkeeper	Angela Scarfe	Senior Policy & Project Leader
Natasha Kelson	Learning & Development Compliance & Admissions Officer	Christopher Shelly	Director, Operations & Finance
Mary Kyrios	Senior Policy & Project Officer	Kim Somers	Policy & Project Manager, RCLDS
Mietta Kyrios	Foster Care Hotline	Rosie Sparks	Administration Assistant
Jane Lawrence	Training Administration Officer	Amanda Stevenson	Manager, Research & Social Policy
Genevieve Le Bas	Research Assistant	Deb Tsorbaris	CEO
Polly Mccloud	Learning & Development Project Officer	Marilyn Webster	Director, Research & Social Policy

FINANCIAL REPORTS

Treasurer’s Report

After a year of significant activity at the Centre, the Board is pleased to present a small operating deficit of \$15,993 for the financial year ended 30 June 2015. Analysis of the financial reports shows the following significant movements:

- Overall revenue for the year increased by \$307,672 or 13.6% from 2014, with:
- Affiliation Fees from members decreased by 10.6%, with overall membership levels remaining steady.
 - Revenue from Business Undertaking increased by 45.6%, with increased levels of training, consultancy and projects over the year.
 - Government funding increased by 17.4% over the year, with a number of additional projects being funded across the year.
 - Income from investments increased by 14.3% over the year.

- Overall expenditure for the year increased by \$373,405 or 16.8% from 2014, with:
- Employee benefits increased by 16.1%, reflecting a restructure of the organisational staffing levels to better reflect the on-going requirements.
 - Operations expenses increased by 28.5% reflecting the expenditure on the increasing levels of training, consultancy and projects over the year.

- The current assets for the year increased by \$396,961 or 20.9%, with:
- Cash and cash on hand together with other financial assets increased by 21.2%, as cash and funds on deposit were increased as additional funds were received late in the year for on-going projects.

Non-current assets for the year reduced by 5.18% with Depreciation for the year of \$71,865.

Total liabilities for the year increased by \$357,701 or 39.0%, with:

- Deferred revenue increased by \$333,405, due to funding received for projects occurring in the 2015/16 financial year.

The Statement of Cash Flow shows a net increase in cash and cash equivalents across the year of \$380,259. The change in cash flow primarily represents a timing difference between when a project is funded and when those funds are expended.

The Centre for Excellence in Child and Family Welfare continues to maintain a healthy level of reserves to ensure that the important work being undertaken by the Centre can continue to support the organisations working with vulnerable children, young people and their families.

I would like to thank the members of the Finance, Audit and Risk Management Committee during the 2014/15 financial year: Angela Forbes, Ailsa Carr, Graham Boal and Chris Baring-Gould.

I would also like to acknowledge the Centre's finance team Chris Shelly and Grace Kasper for their professional work during the year.

The following financial statements overview has been extracted from the Centre's Financial Statements for the year ended 30 June 2015. The financial statements have been prepared as General Purpose Financial Statements in accordance with Australian Accounting Standards and the Associations Incorporation Reform Act 2012. The financial statements have been audited in accordance with the Associations Incorporation Reform Act 2012 and Australian Auditing Standards by Crowe Horwath Melbourne. The full financial statements can be obtained from the Centre's website www.cfecfw.asn.au or by request to the Centre (03) 9614 1577.



Grant Boyd
Treasurer

Statement of Surplus or Deficit and Other Comprehensive Income

For the Year Ended 30 June 2015

	2015 (\$)	2014 (\$)
Revenue	2,508,992	2,210,000
Investment income	69,361	60,681
Depreciation expense	(71,865)	(80,572)
Employee benefits expense	(1,192,459)	(1,027,367)
Operations expense	(1,018,139)	(792,471)
Office expense	(206,759)	(212,865)
Occupancy expense	(78,445)	(75,906)
Motor Vehicle expense	(26,679)	(31,760)
(Deficit)/Surplus for the year	(15,993)	49,740
Other comprehensive income	-	-
Total comprehensive income attributable to members of the Centre	(15,993)	49,740

Statement of Cash Flows

For the Year Ended 30 June 2015

	2015 (\$)	2014 (\$)
Cash flows from operating activities		
Receipts from customers	3,120,310	2,747,267
Payments to suppliers and employees	(2,792,246)	(2,329,383)
Interest received	68,807	60,692
Net cash generated from operating activities	396,871	478,576
Cash flows from investing activities		
Payments for property, plant and equipment	(16,612)	(1,241)
Net cash used in investing activities	(16,612)	(1,241)
Net increase in cash and cash equivalents	380,259	477,335
Cash and cash equivalents at the beginning of the year	1,793,124	1,315,789
Cash and cash equivalents at the end of the year	2,173,383	1,793,124

Statement of Financial Position

At 30 June 2015

Assets	2015 (\$)	2014 (\$)
Current Assets		
Cash and cash on hand	365,230	32,613
Other financial assets	1,808,153	1,760,511
Trade and other receivables	92,964	66,802
Other assets	33,697	43,157
Total current assets	2,300,044	1,903,083
Non-current assets		
Property, plant & equipment	1,037,702	1,092,955
Total non-current assets	1,037,702	1,092,955
Total assets	3,337,746	2,996,038
Liabilities		
Current liabilities		
Trade and other payables	202,059	210,464
Deferred revenue	359,503	26,098
Provisions	74,360	60,958
Other liabilities	629,902	605,110
Total current liabilities	1,265,824	902,630
Non-current liabilities		
Provisions	9,370	14,863
Total non-current liabilities	9,370	14,863
Total liabilities	1,275,194	917,493
Net Assets	2,062,552	2,078,545
Equity		
Accumulated Surplus	2,062,552	2,078,545
Total Equity	2,062,552	2,078,545

Statement of Changes in Equity

For the Year Ended 30 June 2015

	Accumulated Surplus (\$)
Balance at 1 July 2013	2,028,805
Total comprehensive income for the year	49,740
Balance at 30 June 2014	2,078,545
Total comprehensive income for the year	(15,993)
Balance at 30 June 2015	2,062,552







OUR MEMBERS ARE AT THE FOREFRONT OF SUPPORTING VULNERABLE CHILDREN, YOUNG PEOPLE AND FAMILIES.

Our Members

Anchor Inc, Anglicare Victoria, Australian Childhood Foundation, Australian Childhood Trauma Group, Australian Community Support Organisation (ACSO), Baptcare, Barwon Child, Youth & Family, Benalla Rural City Council, Bendigo Community Health Services, Berry Street, Bethany Community Support, Brophy Family & Youth Services Inc, Brotherhood of St Laurence, CARA Inc, Care With Me Inc, Camcare, Caroline Chisholm Society, CatholicCare Melbourne, CatholicCare Sandhurst, Centacare Ballarat, Child and Family Services Ballarat, Children's Protection Society, Christian Brethren Community Care Ltd T/A Temcare, City of Melbourne, City of Port Phillip - Family and Children's Services, City of Yarra, Cobaw Community Health Service, Cohealth, Colac Area Health, Community Living and Respite Services (CLRS), Connections UnitingCare, Darebin City Council, Doncare, Drummond Street Services, Each Social and Community Health, E. W. Tipping Foundation, Eastern Domestic Violence Service (EDVOS), Family Access Network Inc, FamilyCare, Family Life, Foundations Care Ltd, Gateway Health, Gippsland & East Gippsland Aboriginal Cooperative (GEGAC), Gippsland Lakes Community Health, ISIS Primary Care, Jesuit Social Services, Jewish Care, Junction Support Services Inc, Key Assets, Kyabram Community & Learning Centre, Lentara UnitingCare, Life Without Barriers, Lifeworks Relationship Counselling and Education Services, Lighthouse Institute, MacKillop Family Services, Make A Difference Dingley Village Inc, Mallee Family Care, Mallee Track Health & Community Services, Marillac, Melton City Council, Mirabel Foundation Inc, Moira Inc, Moonee Valley City Council - Family and Children's Services, Odyssey House Victoria, Oz Child: Children Australia Inc, Permanent Care and Adoptive Families, QEC, Quantum Support Services Inc, Relationships Australia, Rumbalara Family Services, The Salvation Army Crossroads, The Salvation Army SalvoCare Eastern, The Salvation Army South East Services Network, The Salvation Army Westcare, Tweddle Child and Family Health Service, UnitingCare Victoria and Tasmania, UnitingCare Werribee Support & Housing, Upper Murray Family Care, VANISH Inc, Victorian Aboriginal Community Controlled Health Organisation Inc (VACCHO), Victorian Association for the Care and Resettlement of Offenders (VACRO), Victorian Co-operative on Children's Services for Ethnic Groups (VICSEG), Waverley Emergency Adolescent Care (WEAC), Wesley Mission Victoria, Wimmera UnitingCare, Windermere Child & Family Services Inc, Women's Information, Support & Housing in the North (WISHIN).



By using ecoStar rather than a non recycled paper for this report, we reduced the environmental impact by:

-  **5,896kg of landfill**
-  **872kg of CO2 and greenhouse gases**
-  **8,718km of travel in average European car**
-  **122,624lt of water**
-  **11,300kWh of energy**
-  **9,580kg of wood**

Source: Carbon footprint data evaluated by Labelia Conseil. Virgin fibre paper data from latest European BREF data.



Centre for Excellence
in Child and Family Welfare Inc.

About the Centre

For over 100 years we have advocated to advance the rights and wellbeing of children, young people and families experiencing economic, social and cultural disadvantage.

We advocate for the rights of children and young people to be heard, to be safe, to access education and to remain connected to family, community and culture.

We represent over 100 community service organisations throughout Victoria working across the continuum of child and family services, from prevention and early intervention to the provision of out of home care.

Our member agencies are at the forefront of supporting vulnerable children, young people and families and we support their capacity to meet their goals.

Contact

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