ANNUAL REPORT

2009 - 2010

Association of Childrens Welfare Agencies (ACWA)

Annual Report 2009 - 2010

Association of Childrens Welfare Agencies

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Chairperson's Report

Following the release of the *Keep Them Safe* (KTS) Action Plan in March 2009, the ACWA Board and members started the 2009/2010 year with great hopes and expectations to achieve better outcomes for vulnerable children, young people and families in NSW.

During this 12-month period, we witnessed the implementation of various aspects of the reform: the new legislation of 'Risk of Significant Harm' was proclaimed in January 2010, the Child Wellbeing Units (CWU) are in operation, and the Family Referral Services are being piloted in three locations.

In May 2010, the release of the Boston Consulting Group (BCG) OOHC Review, with its strong focus on cost reduction and misconstrued assumptions about quality, marked the beginning of yet another OOHC reform that focuses on unit cost, contract re-design and a review of Community Services' caseload. Parallel to this 'new' OOHC Reform is the Service System Realignment (CSGP Reform), which is expected to culminate in a regional road show to kick-start the transition process.

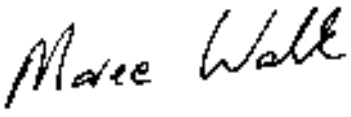
Amidst these reforms, ACWA joined forces with other peaks and member organisations to strengthen its advocacy platform. *Keeping Accountable* is an initiative of ACWA and the child protection peaks to monitor the effectiveness of the implementation of KTS. On the other hand, the formation of the *Coalition for Children in Care* (CCC) is a true sign of civil society and grassroots leadership. ACWA supports the Coalition's initiative and is working closely with its members to negotiate a better deal for children in care.

The work on the *National Child Protection Framework* and the future of the National Coalition of non-government stakeholders was on hold during the federal election.

This year's ACWA 10 conference, with its theme of *Building a Child Friendly Australia: Responding to Vulnerable Families,* delivered food for thought for policy makers, researchers and practitioners.

As a peak organisation, the expansion in funded projects delivered by the Centre for Community Welfare Training (CCWT), ACWA's training arm, provides the organisation with a level of financial independence and security in the face of a changing sector and supports our engagement in advocacy and consultation with government representatives, other peak organisations, our members and the sector in its totality.

At a time of reform, change is inevitable. The next two to five years call for strong and unified leadership from the sector to ensure that our collective efforts and activities are responding to change and are achieving better outcomes for vulnerable children, young people and families.



Maree Walk
Chairperson

CEO's Report

Welcome to ACWA's 2009/10 Annual Report, in what has been a year dominated at a State level by the findings and ramifications of Justice James Wood's Inquiry into the NSW child protection system and the pathway to implementation outlined in the Government's response, *Keep Them Safe.*

We have seen the introduction of Child Wellbeing Units in Health, Police, Education and Human Services as an initiative designed to take pressure off the Community Services Helpline and ensure other government departments take greater responsibility for the wellbeing of vulnerable children and families. This general thrust, which was a key theme throughout the Wood Report and one that ACWA fully endorses, will hopefully lay the foundations for change over time in the prevailing perception and culture that permeates child protection generally and in the eyes of the populace.

ACWA has overall been supportive of the State Government's response to Wood. We coordinated and participated in the *Keep Them Safe Regional Engagement Tour* to inform and get feedback from key stakeholders. Through our training arm CCWT, we have provided many sessions to practitioners and others as to the key changes that came into force with the new legislation in February this year. This has not however stopped us from expressing our concerns. The enacting of some key recommendations lacks a clear implementation plan and much of the necessary early intervention services and those of a preventative nature are slow to materialise. These aspects will be critical to the overall success of *Keep Them Safe* and to the long-term prospects of a changed approach from child protection in its narrowest form to child wellbeing as everybody's concern.

We cannot get bogged down in a debate about can or can't we afford the best suite of services. "Can't" is not an option, as the stakes are far too high and we will be all judged accordingly. If we fail to bed down the necessary changes this time, we will further entrench a residually dominated system that disempowers families and provides dangerous outcomes for children.

March next year will see us at a State Election and it will be crucial that the opportunities afforded by Wood are not lost. And whilst we know the plan outlined in *Keep Them Safe* is very much the current Labor Government's policy approach, we will be looking to the NSW Coalition as the alternative Government to commit to the principles and recommendations that Justice Wood outlined. The election must not be an excuse to maintain the status quo.

In an almost parallel process on the national scene, we have the progression of the National Child Protection Framework. Its future remains murky, but we trust it doesn't lose momentum following the Federal Election. Getting so many jurisdictions on the same page was never going to be easy, so any hiatus could see it falter.

While a lot of work has been done around national out-of-home care standards, nothing is signed off as yet. I think the Federal Government missed an opportunity with the National Framework to bring some incentives to the table in terms of education, health and housing for those children and young people who had experienced the OOHC system. We will watch this space with interest.

People will remember that eventually the Forgotten Australians did receive their apology at both a State and Federal level, and some money was made available by the State Government to provide support services. This was as pleasing as it was overdue and we trust it goes some way in the healing process. More will be needed, but it is a start. The Forgotten Australians and the Stolen Generations are stark reminders of the cost of getting child protection reform wrong.

Although the reporting year was not one that ACWA's conference fell in, it is one where almost all the preparation and planning takes place. August 2010 did see us stage what was from all reports a highly successful conference. The planning and cost associated with this biennial event are enormous and our sponsors, organising committee, scientific committee and conference organisers ARINEX have my and the ACWA Board's sincere thanks.

This conference is a flagship event which has an increasing expectation placed upon it and I am always extremely heartened by the willingness of people to lend a hand. Special mention must be made of Elizabeth Fernandez from the University of NSW, who not only chairs the scientific committee at each conference, dealing with over 200 abstracts, but suggests and liaises with all our overseas and local keynotes. All of this is critical to the event's success, so well done and thanks Elizabeth.

ACWA is a unique and exciting place to work and much of that is down to the eclectic "bunch" of staff, who I say a big thank you to. To Sylvia, Krys, Robyn and Steven, who make up ACWA's management team, you are all to be commended on the extra yards you put in. It is what makes ACWA tick and be the thought provoker it is. We have a privileged role in working with a broad array of stakeholders and that is not lost on the team.

I also extend my personal thanks to the Board, expertly led by Maree Walk, for the support, wisdom and governance they provide to the Association. And the members, whom without we would not exist, we trust our reciprocal relationship is as beneficial to you all as it is to us.

2009/10 has been a big, challenging year as I'm sure the coming 12 months will also prove to be. We do however look forward in the hope that we will go some way in improving the prospects for those at the margins.

Andrew McCallum
Chief Executive Officer

Policy & Membership Report

As at 30 June 2009, there were 34,069 children living in out-of-home care in Australia (AIFS, *Children in care,* June 2010), of whom 16,524 are in NSW (DoCS Annual Statistics Report 2008/2009, 2010). That figure represents more than half of the total number of children in care nation wide. The Wood Report recommendations outlined a balanced platform for reform; a platform that requires legislative, structural and cultural/attitudinal changes. It is pleasing to see the legislative and structural changes have been implemented. The challenge is to implement the cultural/attitudinal change in a way that fosters partnerships and the spirit of a shared responsibility.

Over the past 12 months, ACWA has witnessed numerous highlights and a handful of disappointments. According to formal and informal Government reports, the *Keep Them Safe* (KTS) implementation is progressing according to plan: the changes to the legislations have been proclaimed, the Child Wellbeing Units are operating, the Family Referral Services and the family case management demonstrations are being trialled in three locations each, the consultation with the non-government sector is continuing in numerous forms including the Child Protection Advisory Group, the Group Leadership Projects, the Out-of-Home Care and Service Development Realignment (previously known as CSGP) non-government stakeholders consultative groups. Phase one and phase two of the KTS related training has been conducted, consultants have been contracted, and the ball is certainly in motion. We ought to congratulate the Government and the sector on their efforts to date.

On the other hand, there were a couple of hiccups along the way. The clandestine release of the Boston Consulting Group (BCG) report, which opposed in many ways recommendations from the Wood Report, caused the sector to revolt against the rhetoric of a shared approach when the Government's actions were perceived to contradict this notion. Thankfully, the Minister for Community Services Linda Burney chose to release the report upon request as a sign of goodwill, which helped mend a somewhat shaky relationship at a time of ongoing reform.

The release of the BCG report confirmed the sector's concerns about its recommendations. There were questions about the logic behind some of the assumptions made and whether they took into account the complexity of the OOHC system. Following on from the BCG report, Community Services contracted two other consultants to carry out work in relation to OOHC. KPMG has been contracted to re-design OOHC contracts and Ernst & Young are reviewing the caseload undertaken by Community Services workers. We continue to question whether engaging consultants is being perceived as action and an end result in itself.

On the non-government sector front, speculation about the BCG report led to the formation of the Coalition for Children in Care (CCC). This Coalition is made up of more than 60 per cent of OOHC providers who are working together to negotiate a better deal for children in care. The Coalition is advocating that all children in OOHC deserve access to quality accredited out-of-home services, and that the Government should adequately fund the non-government sector to deliver the majority of these services as per the Wood recommendations and the Government's KTS implementation plan.

At a grass roots level, both ACWA and FamS/YAPA were funded to consult with and support the sector in implementing KTS. This statewide project saw ACWA and FamS/YAPA increasing their regional activities to promote the different elements of KTS and to report back to Community Services on issues at the coalface.

At a broader level, the child protection peaks (ACWA, NCOSS, FamS, AbSec, YAPA, LCSA and CREATE) launched their *Keeping Accountable* campaign in November last year to mobilise the wider human sector peaks to engage in implementing and monitoring the outcomes from KTS. As part of the *Keeping Accountable* campaign, the peaks ran forums, wrote letters, engaged with Government representatives and with other peaks in informed debates to develop an all inclusive picture of the impact of KTS on the lives of vulnerable children, young people and families.

At a national level ACWA, through its membership of the Child and Families Welfare Agencies of Australia (CAFWAA) and its membership on the National Coalition of non-government organisations, commented on the National Child Protection Framework

and, more recently, on the National OOHC Standards. While ACWA is pleased to see that child protection is on the national agenda, there are concerns that the federal election, combined with rhetorical standards and lack of funding, might not lead to much action.

In the midst of the intertwined child, youth and family reforms that occupied the policy space in NSW and at a national level, the ACWA Forgotten Australians Working Group welcomed the NSW Government's apology in September last year. The Forgotten Australians are a reminder to us all that removal, even with the best intention, does not always achieve the best outcomes for children. ACWA was pleased that the NSW Government has announced funding for the provision of advocacy, legal and support services to Forgotten Australians in NSW.

The Apology to the Forgotten Australians in NSW came one week after the launch of the 19th Foster Care Week Celebration and Carnival Day at the Sydney Showground. The Carnival Day was attended by over 1300 people, including 730 children. During the event, the Minister for Community Services launched the *Fostering NSW* website which is aimed at encouraging more people to become foster carers and lifting the profiles of carers in the community. The website was re-launched in April 2010 as part of a wider campaign to recruit carers.

Other ACWA related foster carer activities included the launch of the updated 2010 edition of *Shared Stories, Shared Lives*, a training resource for foster carers, and the updated *Step by Step* resource package which aims to assist foster care agencies in assessing potential foster carers.

The ACWA Leaving Care Working Party (LCWP) continues to meet on a quarterly basis and its annual forum, held each October, persists in attracting a larger group of people who have an interest in or are concerned about leaving care services in NSW. Further to ACWA's ongoing advocacy to increase the age of leaving care to 25 to mirror the changes of community norms, the LCWP has been focusing on a driving campaign this year. The campaign builds on work done by Oasis and the CREATE Foundation to advocate for additional support to enable children who are in care or leaving care to access their learner driver licence. This campaign is likely to run for another six to 12 months.

In the area of in-house research, ACWA conducted two major surveys during 2009/10 to inform its research agenda: Education Outcomes for Children in OOHC, and Carers Training and Support Needs in NSW. The Education Outcomes for Children in OOHC is in its second year and ACWA is hoping to conduct this research for another couple of years to establish a pattern in education outcomes and education needs for children in OOHC. The NSW Carers survey aims to establish the level of satisfaction of carers with the training and support they are receiving from their designated agencies.

2009/10 saw ACWA deliver a myriad of over 50 forums on OOHC, KTS, and other policy and research topics in Sydney and regionally to engage with the membership and the sector. In 2010, ACWA started a new residential care group to follow the regular OOHC Forum at Telopea.

ACWA's suite of publications expanded during this same period beyond the *ACWA News* and weekly *ACWA Newsflash!* to encompass a monthly e-newsletter, *ACWA E-News*. The semi-academic peer-reviewed *Developing Practice* Journal published its 23rd issue, which included a section to capture practitioners' perspectives.

There is a number of significant issues that are yet to be tacked as part of the Wood reform: developing the workforce and expanding the capacity of the non-government sector, transferring direct service delivery in the areas of Brighter Futures, OOHC and Family Support to the non-government sector, providing carers with adequate levels of training and support, expanding the Brighter Futures program to the vulnerable 9-15 age group, investing

in prevention and early intervention programs, providing all children in care with quality accredited care, and increasing the age of leaving care to 25.

As we approach the NSW state election, ACWA continues to advocate for:

1. A boost in investment in prevention and early intervention programs to support struggling families to care for their children at home and reduce the number of families coming into contact with the child protection system.
2. The provision of quality services to, and improving the lifelong outcomes for, children in out-of-home care, when removal is the option of last resort.
3. A commitment to a shared approach in service delivery, and empowering the community sector to take on a greater role in delivering a suite of services to children, young people and families, including early intervention, Brighter Futures and OOHC services.
4. The development of integrated service delivery models and the creation of community hubs that focus on delivering a continuum of services to vulnerable children and families.
5. Expanding the dialogue between the Government and the non-government sector to share knowledge and expertise for the benefit of children and families in NSW, and investing in sector and workforce development to ensure the delivery of quality services that lead to better outcomes for children and families.

On a final note, our policy and advocacy work would not have been possible without the diligence and dedication of ACWA's policy team members, the support and encouragement of the administration and the training teams, and the vision, insight and leadership of the CEO Andrew McCallum, and the Board. But most importantly, we are indebted to our members for keeping us focused and true to our objective, of building now for a better future for all children, young people, their families and communities in NSW.

Sylvia Ghaly
Director: Policy & Membership

Learning & Development Report

ACWA's commitment to the development of a highly skilled community service workforce is expressed through the work of its learning and development arm, known to the sector as the Centre for Community Welfare Training (CCWT).

During 2009/2010, CCWT co-ordinated a range of learning and development services for workers in both regional and metropolitan areas, thus contributing to the four priority areas in ACWA's Strategic Plan.

Successful tendering for training projects has increasingly augmented Calendar and In-House training.

Staff have been active members of the following interagency forums: the NSW Child Protection Providers Forum, the Intersectoral Domestic and Family Violence Workforce Training Reference Group, the Training Providers Network in Western Sydney and a variety of regional interagency meetings particularly on the South Coast. The Director has also participated as a board member for the NSW Community Services and Health Industry Training Advisory Body.

Staff Movements

We warmly welcomed on board six new Learning and Development Project Managers: Jackie Davis, Lesley Furneaux-Cook, Melissa Cureton, Paul Mavromatis, Joanne Lum and Randa Moussa. Yasmin Stein also commenced as the VET and Project Administration Officer.

We also said sad farewells to Sonya Potter, Sonia Hoffman, Heather Armstrong, Alison Carter and Helen Sheeran.

Calendar Training

Calendar training registrations during this financial year dropped by six per cent compared with the previous year's performance. This was partly contributed to by a large number of training projects delivered to the sector as part of the *Keep Them Safe* reforms.

A range of 'CCWT' branded courses have been introduced to the 2010 Handbook, which include: CCWT Time Management and CCWT Self Care for Workers. The CCWT Accidental Counsellor remains the most popular program. Calendar courses that continue to attract the highest number of registrations are:

- Solution-focused Therapy
- Dialectical Behaviour Therapy
- Effective Case Work and Case Management
- Difficult Conversations
- Keeping Current in Child Protection
- Motivational Interviewing
- Manage Budgets and Finances

Training was offered outside of the Sydney metropolitan area in Wagga Wagga, Lismore, Dubbo, Tamworth, Coffs Harbour, Canberra, Newcastle and on the Far South Coast. The best performing region was the Far South Coast, where Saul Nightingale works closely with the local community services workforce as ACWA's Regional Learning and Development representative.

A regional forum was also held in Canberra which attracted 50 participants and was rated a success by those in attendance.

Community Services' SAAP Training Unit has funded registrations for SAAP funded staff to attend 13 selected CCWT programs. This list looks to be expanded in 2011.

Calendar Training Outcomes - 2009/10

Number of courses offered: 402

Training days delivered: 402.5

Run rate days: 64.2%

Total number of registrations: 2744

Average attendance per day: 11.1

Emerging Leaders Program

In 2009, 15 leaders attended the Emerging Leadership Program. Despite the many challenges that the participants faced as a result of rapid organisational change and recruitment in their teams, 14 participants made it through to completion. One participant took up a CEO role during her journey in the program.

Peter Baines spoke at the graduation ceremony in December, sharing an inspirational story of commitment and perseverance in his work with Hands Across the Water, a charity he founded to work with children after the tsunami in Thailand.

Sixteen participants are participating in the 2010 program.

We are grateful to ABRS Socialworks and HESTA for the sponsorship that they have provided for both the 2009 and 2010 programs.

In-House Training

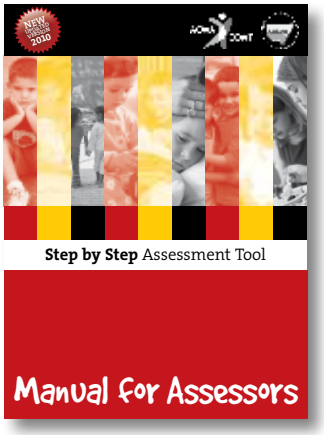
In-House training provides a cost effective solution for organisations that need training for a number of staff with options of the training being off-the-shelf, semi-tailored or fully customised. Performance in this area has seen some fluctuations, with strong performances in the last months of the financial year.

The courses most in demand included:

- CCWT Accidental Counsellor
- Child Protection
- Step by Step
- Conflict Resolution
- Over of Mental Health and AOD
- Motivational Interviewing
- Safe Home Visiting

In-House Training 2009/10

Number of courses delivered: 290
Training days delivered: 393
Number of participants: 2905



Training Projects

Foster Carer Resources

The foster carer resources have been extensively reviewed, which has resulted in totally revised 2010 editions of:

- *Step by Step* (foster carer assessment tool)
- *Shared Stories, Shared Lives* (foster carer training)

The revision of *Shared Stories, Shared Lives* was a partnership project with Community Services.

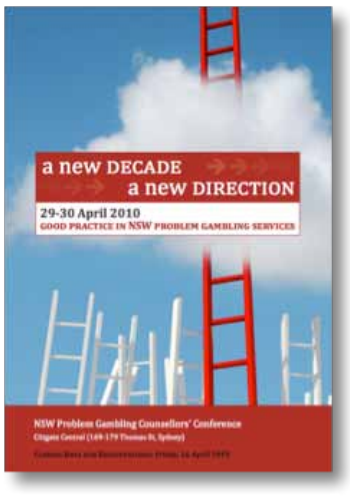
In addition the following two new booklets in the *Real Kids, Real Carers* series were developed to address the needs of Aboriginal children placed with non-Aboriginal carers:

- *Aboriginal History* (the context of Aboriginal children and young people in care today)
- *Preventing another stolen generation* (keeping Aboriginal children and young people in care connected to their culture)

Many of these resources can be downloaded from the ACWA website, as well as being available in hard copy.

Responsible Gambling Fund (RGF) Training

It has been another year of growth and change for this project. Along with the now standard provision of two specialist training calendars annually, in-house and on-line training, provision of financial support



for professional development training that can be accessed from either CCWT or externally, as well as an annual two day practice conference, a couple of new initiatives have also been achieved.

Problem gambling counsellors were provided with a customised media training skills program to provide them with the skills to effectively respond to media enquiries and strategies for promoting their service within their local community.

The popular Orientation to Work in the Problem Gambling Sector training program is well on the way to being completed as an on-line training program. This will help both new problem gambling counsellors as well as generalist counsellors, particularly those in regional areas, to gain knowledge and skills in assisting clients with problem gambling issues.

Provision of problem gambling-focused training to workers in generalist counselling positions across the state has been extremely popular. We have provided record numbers of these trainings to workers, resulting in greater awareness and confidence in the sector for recognising and assisting clients with this issue.

RGF Minimum Qualification Pathway Strategy

In RGF's quest to improve services being delivered to people with problem gambling issues, the RGF has implemented a strategy to ensure that all their funded gambling counsellors have a minimum set of qualifications. The strategy incorporates the units of competency contained in the Diploma of Problem Gambling Counselling, and provides a series of pathways for existing problem gambling counsellors to meet the minimum qualification, taking into account their previous qualifications and experience.

We have been involved in the validation, revision and development of the resources required for this project. We have also commenced delivering training and assessment, and recognition services to assist problem gambling counsellors meet

the requirements of this strategy.

We are well on track to ensuring that the problem gambling counsellors working with us have their minimum qualifications before this project ends in June 2011.

NSW Health Training for Court Diversion Workers

ACWA began a new three-year contract for this project in 2009, providing specialised state-wide training for Magistrates Early Referral into Treatment (MERIT) workers. MERIT workers receive two specialist training calendars annually, as well as access to in-house training and courses offered in our training calendar. A number of MERIT teams also accessed the problem gambling courses funded by the Responsible Gambling Fund.

NSW Cancer Council: Smoking Matters: Lifting the Burden of Tobacco Use

The NSW Cancer Council continues to provide funding to provide subsidised workshops on our training calendar and funding to provide subsidies to agencies to have this training run in-house.

Productivity Places Program

During this financial year, ACWA was funded by the Department of Education and Training to provide 30 participants with the opportunity to undertake the Diploma of Community Services Co-ordination. These 30 places have been successfully filled. As a result of this, another 20 places have been offered.

Youth Sector Development Project

ACWA was granted funding through the NSW Better Futures Strategy, currently being managed by the Commission for Children and Young People, to trial a program to enhance the transfer of learning to the workplace by supporting the participants after the training workshop.

This two-year project, which will be completed in June 2011, involves delivering a free, three-day training program to youth sector workers across metropolitan Sydney, and then ongoing contact, both face to face and on-line, between the participants for a period of six months to discuss their learning, support each other and share their successes and challenges in implementing their learning into their work practices.

Housing NSW

We have delivered the following projects for Housing NSW:

- The development of a resource kit to assist housing and community workers to prepare their clients to sustain tenancies. This resource is for people with little or no experience in the private housing market.
- The Safer Services project involved the development and facilitation of training to assist Housing staff manage difficult and challenging behaviour from clients, both in office and field settings. In 2009/10, 90 workshops were successfully run throughout NSW.

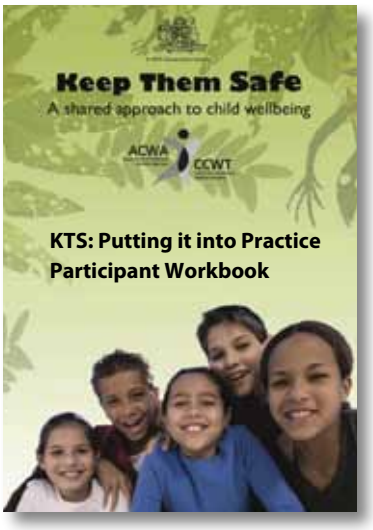
Projects – Keep Them Safe (KTS)

NSW Department of Premier and Cabinet

This project involved:

1. Review of the Switching the Light on Child Protection e-learning course, which is now named Shining the Light on Child Protection. A one-day face-to-face training course was also developed to provide a blended learning option for meeting the requirements of CHCCHILD401A.
2. A review and redevelopment of all existing courses in our training calendar. This component of the project included briefing all trainers (internal and external) on the KTS initiatives and distribution of pre-prepared information materials to assist trainers to review and update their courses.
3. Development of a one-day bridging course and an assessment tool for those workers who have completed CHCCHILD1C to attain CHCCHILD401.
4. New course development to meet identified gaps in existing child protection training to support the KTS initiatives. These courses are:
    - Intensive Family Support Interventions – a two-day course
    - Working with families where co-factors contribute to risk of harm - a two-day course
    - Continuum of Neglect - a one-day course

Putting it into Practice Workshops



This is an additional project funded by the NSW Department of Premier and Cabinet which involved:

- The writing of a 3.5 hour workshop
- Advertising and promotion to potential participants
- Registration management and venue booking
- Venue booking
- Roll out of 80 sessions to 1600 participants throughout NSW.

Ageing, Disability and Home Care (ADHC)

This project involves:

- The development of an extensive range of customised fact sheets for ADHC workers.
- The development of a range of training resources, which include written support materials and

e-learning programs, that reflect ADHC's working environment through the use of customised case studies that also reflect ADHC's new child protection policies and procedures.

- The development of train the trainer resources and the provision of train the trainer workshops.

Nationally Recognised Training (NRT)

ACWA continues to offer nationally recognised training that is contextualised to the community services sector in a range of subjects. This year we have had a particular focus on our management qualifications, with the addition of the new Diploma of Community Services Coordination to our scope of registration.

Many of the candidates for both the Diploma of Community Services Coordination and the Diploma of Management have taken advantage of our new Get Recognised Workshops. These workshops give experienced workers the opportunity to demonstrate that they possess the skills and knowledge required for the qualification without needing to compile extensive portfolios of paper-based evidence. Participants of these workshops have commented on the benefits of undertaking the recognition of prior learning (RPL) process in a supportive group environment. Our trainers have noted that there is a much higher completion rate than with other RPL methods.

Apart from management, we also offer the opportunity to undertake training and/or assessment in subjects such as child protection, supervision, administrative work, working with clients with complex needs, working with cultural diversity, communication skills, conflict management, counselling skills and alcohol and other drugs work.

ACWA is always open to feedback from organisations regarding possible future options for nationally recognised training.

Thank You

Overall, CCWT delivered a solid performance in all areas of activity as a result of the professionalism and dedication of our staff and consultant trainers.

We acknowledge and are extremely appreciative of the support that we receive from our partners, the trust of funding bodies who award projects to us, and the participants and their employers who choose to attend training with us.

Krys Peereboom
Director, Learning and Development

Treasurer's Report

The 2009/10 financial year saw ACWA deliver an operating surplus of $70,041. This performance presents a 12.5 per cent decrease over the 2008/09 surplus of $80,077 when excluding the 2008 Conference surplus of $70,856. *Small Projects* and the *Court Drug Diversion Program* contributed significantly to the operating surplus, with *Small Projects* delivering a massive $209,424 and the *Court Drug Diversion Program* $38,857 in surplus.

Contrary to these performances, both *Customised Training* and *Calendar Courses* did not perform as well as expected, both ending the year in deficit. However registration fees held in advance for both programs remain strong at $383,995, reflecting a good income pipeline and with continued strategic input for these programs.

The continued focus of the ACWA Board on growing the reserves of the organisation saw members funds end the year at $628,841. When looking back to the 2004/05 financial year, which closed with only $2,762 in accumulated funds, it is understood the enormity of the effort by the Board, management and staff.

Cash balances once again reached an all time high, closing the financial year at $1,216,735 (excluding lease guarantee deposit) which was a 41 per cent increase over the 2008/09 closing balance.

The full Auditor's report is published in this Annual Report and our auditors Moore Stephens have issued an unqualified report. The report comments that the general purpose financial report of the Association "*presents fairly the financial position…… as at 30 June 2010"* and that *"the financial records are well maintained and that the accounting systems and internal controls in operation were being complied with throughout the period and were performed in a timely manner."*

On behalf of the ACWA Board, I would like to thank Andrew and his wonderful staff for the continued dedication and passion when representing the voice of our community organisations working with vulnerable children, young people and their families.

Vittoria Borazio
Treasurer

Financial Report

ASSOCIATION OF CHILDREN'S WELFARE AGENCIES INC
ABN 24 459 406 828

ANNUAL REPORT

FOR THE YEAR ENDED 30 JUNE 2010

ASSOCIATION OF CHILDREN'S WELFARE AGENCIES INC
ABN 24 459 406 828

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ASSOCIATION OF CHILDREN'S WELFARE AGENCIES INC
ABN: 24 459 406 828

DIRECTORS REPORT

Your directors present their report on the Association of Children's Welfare Agencies Inc. ("the Association") for the financial year ended 30 June 2010.

The names of the directors in office at any time during or since the end of the financial year are:

Name	Position	Date elected	Term Expires
Maree Walk	Chairperson	16/Oct/08	21/Oct/10
Jane Woodruff	Deputy Chairperson	16/Oct/08	21/Oct/10
Maureen Eagles	Secretary	29/Oct/09	21/Oct/11
Vittoria Borazio	Treasurer	16/Oct/08	21/Oct/10
Karen Berman	Ordinary Member	16/Oct/08	21/Oct/10
Deidre Cheers	Ordinary Member	29/Oct/09	21/Oct/11
Jackie Palmer	Ordinary Member	29/Oct/09	21/Oct/11
Bill Pritchard	Ordinary Member	16/Oct/08	21/Oct/10
Glendra Stubbs	Ordinary Member	16/Oct/08	21/Oct/10
Louise Voigt	Ordinary Member	16/Oct/08	29/Oct/09
Rosemary Hamill	Ordinary Member	29/Oct/09	21/Oct/11
Sue Richards	Co-opted Member	19/Nov/09	21/Oct/10
Jenelle Tinham	Co-opted Member	18/Feb/10	21/Oct/10

Operating Results

The net surplus of the Association for the financial year amounted to $70,041 (2009 surplus: $150,933).

Principal Activities

The principal activities of the Association during the financial year were the improvement of the quality of care available to "at risk" dependant children and young persons who need substitute care.

Review of Operations

A review of the operations of the Association during the financial year and the results of those operations found that during the year, the Association continued to engage in its principal activity, the results of which are disclosed in the attached financial statements.

Significant Changes in State of Affairs

No significant change in the nature of these activities occurred during the year, nor is expected to occur in the future.

Events Subsequent to Balance Date

The Association held its biennial conference in August 2010. Arinex Pty Ltd was appointed to act as an agent in organising the conference. Total surplus expected to be received from this event is $21,471.

Environmental Issues

The Association's operation is not regulated by any significant environmental regulation under a law of the Commonwealth or a State or Territory.

Dividends Paid or Recommended

No dividends were paid or declared since the start of the financial year and no recommendation for payment of dividends has been made. The Association is not permitted to pay dividends in accordance with its Constitution.

Meeting of Directors

During the financial year, 11 meetings of directors were held. The attendances of each director during the year was:

Directors	Directors Meetings	
	Number eligible to attend	Number attended
Maree Walk	11	9
Jane Woodruff	11	6
Maureen Eagles	11	6
Vittoria Borazio	11	5
Karen Berman	11	10
Deidre Cheers	11	8
Jackie Palmer	11	11
Bill Pritchard	11	6
Glendra Stubbs	11	2
Louise Voigt	4	3
Rosemary Hamill	7	7
Sue Richards	11	8
Jenelle Tinham	4	4

Directors Benefits

During or since the end of the financial year, no director has received, or become entitled to receive, a benefit by reason of a contract made by the Association with the directors, or with a firm of which they are a member, or with a company in which they have a substantial financial interest.

Indemnification of Officer or Auditor

During or since the end of the financial year, the Association has given indemnity or entered an agreement to indemnify, or paid or agreed to pay insurance premiums as follows:

The Association has paid premiums to insure each of the directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of director of the Association, other than conduct involving a willful breach of duty in relation to the Association. The Association has paid a premium of $9,150 in 2010 for a package of insurance including Office Bearers Liability, Professional Liability and Association Liability.

Proceedings on Behalf of the Association

No person has applied for leave of Court to bring proceedings on behalf of the Association or intervene in any proceedings to which the Association is a party for the purpose of taking responsibility on behalf of the Association for all or any part of those proceedings.

The Association was not a party to any such proceedings during the year.

Signed in accordance with a resolution of the Board of Directors

Director

Maree Walk

Director

Jane Woodruff

Dated in Sydney this 16th day of September 2010

ASSOCIATION OF CHILDREN'S WELFARE AGENCIES INC
ABN: 24 459 406 828

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2010

	Note	**2010**	2009
		$	$
Revenue	2	**4,042,627**	3,862,591
Employee benefits expense		**(1,733,568)**	(1,479,879)
Depreciation and amortisation expenses	3	**(68,371)**	(71,982)
Consultant fees		**(841,173)**	(757,807)
Training expenses		**(344,272)**	(192,181)
Operating lease expense	3	**(314,136)**	(259,555)
Conference and seminar expenses	3	**(13,533)**	(455,489)
Travel expenses		**(108,357)**	(69,452)
Printing and postage		**(187,399)**	(149,008)
Other expenses		**(361,775)**	(276,305)
Surplus before income tax		**70,041**	150,933
Income tax expense	1(a)	**-**	-
Surplus for the year		**70,041**	150,933
Other comprehensive income after income tax			
Net gain on revaluation of financial assets		**-**	-
Other comprehensive income for the year, net of tax		**-**	-
Total comprehensive income for the year		**70,041**	150,933
Total comprehensive income attributable to members of the entity		**70,041**	150,933

The accompanying notes form part of these financial statements.

ASSOCIATION OF CHILDREN'S WELFARE AGENCIES INC
ABN: 24 459 406 828

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2010

	Note	2010 $	2009 $
Current assets			
Cash and cash equivalents	6	**1,356,373**	1,002,025
Receivables	7	**270,041**	206,800
Other current assets		**70,552**	29,925
Total current assets		**1,696,966**	1,238,750
Non-current assets			
Plant and equipment	8	**105,357**	139,316
Total non-current assets		**105,357**	139,316
Total assets		**1,802,323**	1,378,066
Current liabilities			
Payables current	9	**237,660**	62,417
Provisions current	10	**192,417**	136,384
Other current liabilities	11	**695,696**	571,507
Total current liabilities		**1,125,773**	770,308
Non-current liabilities			
Payables non-current	9	**-**	14,009
Provisions non-current	10	**47,709**	34,949
Total non-current liabilities		**47,709**	48,958
Total liabilities		**1,173,482**	819,266
Net assets		**628,841**	558,800
Member's funds			
Accumulated surplus		**628,841**	558,800
Total member's funds		**628,841**	558,800

The accompanying notes form part of these financial statements.

ASSOCIATION OF CHILDREN'S WELFARE AGENCIES INC
ABN: 24 459 406 828

STATEMENT OF CHANGES IN MEMBER'S FUNDS
FOR THE YEAR ENDED 30 JUNE 2010

	Note	Accumulated Surplus	Total
		$	$
Balance as at 1 July 2008		**407,867**	407,867
Surplus attributable to members		**150,933**	150,933
Other comprehensive income		**-**	-
Total comprehensive income		**150,933**	150,933
Balance as at 30 June 2009		**558,800**	558,800
Surplus attributable to members		**70,041**	70,041
Other comprehensive income		**-**	-
Total comprehensive income		**70,041**	70,041
Balance as at 30 June 2010		**628,841**	628,841

The accompanying notes form part of these financial statements.

ASSOCIATION OF CHILDREN'S WELFARE AGENCIES INC
ABN: 24 459 406 828

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2010

	Note	**2010**	2009
		$	$
Cash flows from operating activities			
Receipts from customers		**4,046,866**	4,021,459
Payments to suppliers and employees		**(3,707,866)**	(3,739,505)
Interest received		**49,761**	43,173
Net cash provided by operating activities	14(b)	**388,760**	325,127
Cash flow from investing activities			
Proceeds from sale of plant and equipment		**-**	12,500
Payments for plant and equipment		**(34,412)**	(24,496)
Net cash used in investing activities		**(34,412)**	(11,996)
Net increase in cash held		**354,348**	313,131
Cash at beginning of financial year		**1,002,025**	688,894
Cash at end of financial year	14(a)	**1,356,373**	1,002,025

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements are general purpose financial statements that have been prepared in accordance with Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board, the requirements of the *Associations Incorporation Act 1984 (NSW)* and the *Charitable Fundraising Act 1991*.

The financial statements cover the Association of Children's Welfare Agencies Inc. ("the Association") as an individual entity. Association of Children's Welfare Agencies Inc. is an Association incorporated in New South Wales under the *Associations Incorporation Act 1984 (NSW)*.

The financial statements of the Association of Children's Welfare Agencies Inc. as an individual entity complies with all Australian equivalents to International Financial Reporting Standards in their entirety.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated.

Reporting Basis and Conventions

The financial statements have been prepared on an accruals basis and are based on historical costs. They do not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

Accounting Policies

(a) Income Tax

The Association is exempt from income tax under Division 50-5 of the Income Tax Assessment Act 1997.

(b) Plant and Equipment

Plant and equipment are measured on a cost basis, less depreciation and impairment losses.

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

Depreciation

The depreciable amount of all fixed assets including capitalised leased assets, are depreciated using the straight line method, at rates based on their estimated useful lives to the Association commencing from the time the asset is held ready for use. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates and methods used for each class of financial assets are as follows:

Class of fixed asset	Depreciation rates
Motor vehicles	20%
Office equipment	20-33%
Furniture, fixtures and fittings	16-20%
Computer equipment	33%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at each balance date.

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

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the Statement of Comprehensive Income.

NOTE1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(c) Impairment of Assets

At each reporting date, the Association reviews the carrying values of its tangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value-in-use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the Statement of Comprehensive Income.

Where it is not possible to estimate the recoverable amount of an individual asset, the Association estimates the recoverable amount of the cash-generating unit to which the asset belongs.

(d) Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives received under operating leases are recognised as a liability and amortised on a straight line basis over the life of the lease term.

(e) Employee Benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the Association to employee superannuation funds and are charged as expense when incurred.

(f) Cash and Cash Equivalents

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

(g) Revenue

Revenue from the rendering of a service is recognised upon the delivery of the service to the customer.

Revenue from sale of goods is recognised upon the delivery of goods to customers.

Grant revenue is recognised in the Statement of Comprehensive Income when it is controlled. When there are conditions attached to grant revenue relating to the use of those grants for specific purposes it is recognised in the Statement of Financial Position as a liability until such conditions are met or services provided.

Membership fee revenue is recognised upon receipt when no significant uncertainty as to its collectability exists.

Donations and bequests are recognised as revenue when received unless they are designated for a specific purpose, where they are carried forward as prepaid income in the Statement of Financial Position.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Other revenue is recognised when the right to receive the revenue has been established.

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

NOTE1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(h) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of the goods and services tax ("GST"), except where the amount of GST incurred is not recoverable from the Australian Taxation Office ("ATO"). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables in the Statement of Financial Position are shown inclusive of GST.

The net amount of GST recoverable from, or payable to the ATO is included as a current asset or liability in the Statement of Financial Position.

Cash flows are included in the Statement of Cash Flows on a gross basis. The GST components of cash flows arising from investing and financing activities, which are recoverable from, or payable to, the ATO are classified as operating cash flows.

(i) Comparative Figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(j) Unexpended Grants

The Association receives grant monies to fund projects either for contracted periods of time or for specific projects irrespective of the period of time required to complete those projects. It is the policy of the Association to treat grants monies as unexpended grants in the statement of financial position where the entity is contractually obliged to provide the services in a subsequent financial period to when the grant is received or in the case of specific project grants where the project has not been completed.

(k) Operating Segment

The Association is incorporated under the *Associations Incorporation Act 1984 (NSW)* and operates predominantly in one business and geographical segment being the promotion of quality care, protection and support for vulnerable children and young people throughout Australia.

(l) Critical Accounting Estimates and Judgment

The directors evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Association.

Key Estimates – Impairment

The directors assess impairment on each reporting date by evaluating conditions specific to the Association that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use calculations performed in assessing recoverable amounts incorporate a number of key estimates.

No impairment has been recognised in respect of any assets for the year ended 30 June 2010.

Key Judgments – Doubtful Debts Provision

Except as disclosed in the financial statements, the directors have assessed each debtor and believe that the full amount of debtors is recoverable.

NOTE1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(m) Application of New Accounting Standards and Interpretations

During the current year, the Association has adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which became mandatory. The adoption of these Standards has impacted the disclosure of certain transactions. The following is an explanation of the impact the adoption of these Standards and Interpretations has had on the financial statements of the Association.

AASB 101: Presentation of Financial Statements
In September 2007, the Australian Accounting Standards Board revised AASB 101 for changes to the presentation and disclosure of certain information within the financial statements. Below is an overview of the key changes and the impact on the Association's financial statements as a result of adopting the standard from 1 July 2009.

Disclosure impact
Terminology changes - The revised version of AASB 101 contains a number of terminology changes, including the amandment of the names of the primary financial statements.

Reporting changes in equity - The revised AASB 101 requires all changes in equity arising from transactions with owners in their capacity as owners to be presented separately from non-owner changes in equity. Owner changes in equity are to be presented in the statement of changes in equity, with non-owner changes in equity presented in the statement of comprehensive income. The previous version of AASB 101 required that owner changes in equity and other comprehensive income be presented in the statement of changes in equity.

Statement of comprehensive income - The revised AASB 101 requires all income and expenses to be presented in either one statement - the statement of comprehensive income, or two statements - a separate income statement and a statement of comprehensive income. The previous version of AASB 101 required only the presentation of a single income statement. The Association's financial statements now contain a statement comprehensive income.

Other comprehensive income - The revised AASB 101 introduces the concept of other comprehensive income which comprises of income and expense that are not recognised in surplus or deficit as required by other Australian Accounting Standards. Items of other comprehensive income are to be disclosed in the statement of comprehensive income. Entities are required to disclose the income tax relating to each component of other comprehensive income. The previous version of AASB 101 did not contain an equivalent concept.

(n) New Standards and Interpretations not yet effective

Certain new accounting standards and interpretation have been issued that are not mandatory for 30 June 2010 reporting period. The Directors believe that it will not result in any material change in relation to the financial statements.

The financial statements was authorised for issue on 16 September 2010.

NOTE 2: REVENUE	2010	2009
	$	$
(a) Operating activities		
Grants received	**1,625,692**	1,631,913
Training	**2,052,755**	1,508,046
Membership fees	**80,669**	76,331
Special events - conferences/forum registrations	**-**	509,191
Other revenue	**233,750**	93,937
	3,992,866	3,819,418
(b) Non-operating activities		
Interest	**49,761**	43,173
Total Revenue	**4,042,627**	**3,862,591**

NOTE 3: SURPLUS FROM ORDINARY ACTIVITIES

Surplus from ordinary activities has been determined after :

(a) Expenses		
Depreciation of plant and equipment		
Motor vehicles	**14,863**	17,655
Office equipment	**2,877**	5,325
Computer equipment	**-**	582
Other capital assets	**50,632**	48,420
Total depreciation of plant and equipment	**68,371**	71,982
Rental expense on operating leases:		
Minimum lease payments	**314,136**	259,555
Bad and doubtful debts	**1,500**	1,464
(b) Significant revenues and expenses		
The following revenue/(expenses) items are relevant in explaining the financial performance:		
Conference registrations revenue	-	509,191
Conference costs	-	(441,714)

NOTE 4: RELATED PARTY TRANSACTIONS

(a) Directors

The names of each person holding the position of the director of the Association during the financial year were as follows:

Maree Walk, Jane Woodruff, Maureen Eagles, Vittoria Borazio, Karen Berman, Deirdre Cheers, Jackie Palmer, Bill Pritchard, Glendra Stubbs, Louise Voigt, Rosemary Hamill, Sue Richards, and Jenelle Tinham.

The directors of the Association did not receive any remuneration, superannuation or retirement payments from the Association. No directors have entered into material contract with the Association since the beginning of the financial period and there were no material contracts involving directors' interests at year end.

(b) Other Key Management Personnel

Andrew McCallum (Chief Executive Officer)

Sylvia Ghaly (Director, Policy & Membership)

Krys Peereboom (Director, Learning & Development)

Mhairi Fraser (Director, Training) resigned in February 2009

	Salaries & Fees	Superannuation Contribution	Bonus	Non-Cash Benefit	Total
	$	$	$	$	$
2010					
Total compensation	198,972	21,723	-	44,555	265,250
2009					
Total compensation	223,721	24,687	-	53,107	301,515

(c) Other transactions with the Association

All transactions with directors and director related entities were contracted on the same commercial terms and conditions offered to other parties.

(d) Child and Family Welfare Association of Australia

Association of Children's Welfare Agencies Inc. is a member of Child and Family Welfare Association of Australia Inc. ("CAFWAA"). CAFWAA is the national peak body of children's welfare agencies and the Association provides secretariat support to CAFWAA for $5,000 per annum (2009: $5,000). The Association also paid membership fees to CAFWAA for $1,012 (2009: $1,012).

NOTE 5: AUDITOR'S REMUNERATION

	2010	2009
	$	$
Audit of the Associations Financial Statements	**23,500**	26,142
Audit of the Associations Grant Acquittals	**5,200**	10,775
Other accounting services	**-**	15,074
	28,700	51,991

NOTE 6: CASH AND CASH EQUIVALENTS	2010	2009
	$	$
(a) Current		
Cash on hand	**300**	300
Cash at bank	**607,311**	864,934
Term deposit	**748,761**	136,791
	1,356,373	1,002,025

(b) Terms and Conditions
The weighted average interest rate of cash assets as at 30 June 2010 is 3.67% p.a. (2009: 4.35% p.a.).

NOTE 7: RECEIVABLES

(a) Current		
Trade debtors	**270,041**	206,800
	270,041	206,800

(b) Terms and Conditions
Receivables are non-interest bearing and unsecured.

NOTE 8: PLANT AND EQUIPMENT

Motor vehicles - at cost	**74,313**	74,313
Less: accumulated depreciation	**(39,432)**	(24,570)
	34,881	49,743
Office equipment - at cost	**104,313**	93,323
Less: accumulated depreciation	**(92,637)**	(89,760)
	11,676	3,563
Computer equipment - at cost	**37,856**	37,856
Less: accumulated depreciation	**(37,856)**	(37,856)
	-	-
Furniture, fixtures and fittings - at cost	**373,322**	349,900
Less: accumulated depreciation	**(314,522)**	(263,890)
	58,800	86,010
Total Plant and Equipment	**105,357**	139,316

NOTE 8: PLANT AND EQUIPMENT (Continued)

Movement in Carrying Amounts

Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial year:

	Motor vehicles $	Office equipment $	Computer equipment $	Furniture, fixtures & fittings $	Total $
2010					
Balance at the beginning of the year	49,743	3,563	-	86,010	139,316
Additions	-	10,990	-	23,422	34,412
Disposals	-	-	-	-	-
Depreciation expense	14,863	2,877	-	50,632	68,371
Carrying amount at the end of the year	**34,881**	**11,676**	**-**	**58,800**	**105,357**

	Motor vehicles $	Office equipment $	Computer equipment $	Furniture, fixtures & fittings $	Total $
2009					
Balance at the beginning of the year	77,545	8,337	582	110,485	196,949
Additions	-	551	-	23,945	24,496
Disposals	10,147	-	-	-	10,147
Depreciation expense	17,655	5,325	582	48,420	71,982
Carrying amount at the end of the year	**49,743**	**3,563**	**-**	**86,010**	**139,316**

NOTE 9 : PAYABLES

	2010 $	2009 $
(a) Current		
Sundry creditors and accruals	**223,683**	28,805
Other liabilities - lease incentives	**13,977**	33,612
	237,660	62,417
(b) Non-current		
Other liabilities - lease incentives	**-**	14,009

(c) Term and conditions

All other payables are non-interest bearing and unsecured.

NOTE 10: PROVISIONS	2010 $	2009 $
(a) Current		
Employee entitlements	**192,417**	136,384
(b) Non-current		
Employee entitlements	**47,709**	34,949
(c) Aggregate employee entitlements liability	**240,127**	171,333
(d) Number of full time employees at year end	**18**	14

NOTE 11: OTHER LIABILITIES		
Accrued expenses	**53,208**	76,638
Deferred income:		
Training income in advance	**266,214**	330,981
Grants in advance	**148,379**	63,888
Other income in advance	**227,894**	100,000
	695,696	571,507

NOTE 12: CAPITAL AND LEASING COMMITMENTS

Operating lease commitments

Non-cancelable operating leases contracted for but not capitalised in the financial years		
Payable		
- not later than one Year	**191,067**	289,819
- later than one year and not later than five years	**148,231**	174,486
	339,298	464,305

General description of leasing arrangement

Operating leases consist primarily of office premises rent along with rental of equipment with expiry terms ranging from one to five years. All leases are non-cancelable leases, with rent payable monthly in advance.

The Association signed a lease for its premises, Level 4, 699 George Street in November 2004 for a six year term, with a further option to extend for a further four years. Contingent rental provisions within the lease agreement of the office premises require that the minimum lease payments shall be increased by the lower of CPI or 4% per annum.

NOTE 12: CAPITAL AND LEASING COMMITMENTS (Continued)

Conference Contract Commitment

On 3 September 2009, the Association of Children's Welfare Agencies Inc ("Association") entered into a Conference Organisation Agreement with Arinex Pty Limited ("Arinex") for Arinex to provide services for the organisation and management of ACWA 2010 Conference and Exhibition in Sydney to be held from 2-4 August 2010 ("the Conference").

Arinex is to receive on behalf of the Association payments from delegates, sponsors and exhibitors for the conference and shall pay those and all other receipts on behalf of the Association into its Trust Account. After all fees, costs, charges and expenditures payable to Arinex and the Australian Taxation Office for goods and services tax have been met, arinex shall pay to the Association forthwith any surplus funds it is holding in the Trust Account on behalf of the Association.

Arinex will be entitled to retain a certain percentage of surplus Trust Account monies to reimburse Arinex for the cost of disputed income or expenditures. If no income or expenditure remains in dispute after six months from the date of receipt of the last Association monies into the Trust Account, the said surplus Trust Account monies will be released to the Association.

It is further agreed that if a back charge or debit amount occurs after the release of Trust Account monies, the Association will reimburse any of the said amounts to Arinex.

As at 30 June 2010, the expenditure exceeded income by $23,000. However, subsequent to the completion of the Conference, the forecast ultimate income is approximately $556,000 and forecast expenses are approximately $535,000 resulting in a net surplus of $21,000 to be received from Arinex.

NOTE 13: EVENTS SUBSEQUENT TO REPORTING DATE

The Association held its biennial conference in August 2010. Arinex Pty Ltd was appointed to act as an agent in organising the conference. Total surplus expected to be received from this event is $21,471.

NOTE 14: CASH FLOW INFORMATION

	2010	2009
	$	$
(a) Reconciliation of cash		
Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:		
Cash on hand	**300**	300
Cash at bank	**1,356,073**	1,001,725
	1,356,373	1,002,025
(b) Reconciliation of cash flow from operations with surplus after income tax		
Surplus after income tax	**70,041**	150,933
Non-cash flows in surplus from ordinary activities		
Depreciation	**68,371**	71,982
Gain on disposal of plant and equipment	-	(2,354)
Changes in assets and liabilities		
(Increase)/decrease in receivables	**(63,242)**	51,556
(Increase) in other current assets	**(40,627)**	(8,926)
Increase/(decrease) in payables	**161,234**	(145,565)
Increase/(decrease) in provisions	**68,793**	35,156
Increase/(decrease) in other liabilities	**124,189**	172,345
Cash flows from operation	**388,760**	325,127

NOTE 15: FINANCIAL RISK MANAGEMENT

Financial Risk Management Policies

The Association's financial instruments consist mainly of deposits with banks, short-term investments and accounts receivable / payable.

The Association does not have any derivative instruments at 30 June 2010.

(a) Terms, Conditions and Accounting Policies

The Association's accounting policies are included in Note 1, while the terms and conditions, including the effective weighted average interest rate of each class of financial asset and financial liability both recognised and unrecognised at the balance date are included under the appropriate note for that instrument.

(b) Treasury Risk Management

The Association Board members meet on a regular basis to analyse financial risk exposure and to evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

(c) Financial Risk Exposure and Management

The main risks the Association is exposed to through its financial instruments are interest rate risk, liquidity and credit risk.

Liquidity Risk

The Association manages liquidity risk by monitoring its credit terms on trade debtors.

The Association's current liabilities are paid based on the normal credit time of 14 to 30 days as agreed with its suppliers.

Interest Rate Risk

The Association has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity which could result from a change in the interest rate.

As at 30 June 2010, the effect on surplus and members funds as a result of the changes in interest rate, with all other variables remaining constant would be as follows:

	2010	2009
	$	$
Change in Surplus		
Increase in interest rate by 2%	**27,127**	20,040
Decrease in interest rate by 2%	**(27,127)**	(20,040)
Change in Members Funds		
Increase in interest rate by 2%	**27,127**	20,040
Decrease in interest rate by 2%	**(27,127)**	(20,040)

This sensitivity analysis has been performed on the assumption that all other variables remain unchanged.

No sensitivity analysis has been performed on foreign currency risk as the Association is not exposed to foreign currency fluctuations.

NOTE 15: FINANCIAL RISK MANAGEMENT (Continued)

Credit Risk Exposure

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount of those assets, net of any provisions for doubtful debts, as disclosed in the Statement of Financial Position and notes to the financial report.

The Association is not materially exposed to any individual credit risk.

(d) Net Fair Values

The aggregate net fair values and carrying amount of financial assets and financial liabilities are disclosed in the Statement of Financial Position and in the notes to the financial statements.

NOTE 16: CAPITAL MANAGEMENT

Management control the capital of the Association to ensure that adequate cash flows are generated to fund its programs and that returns from investments are maximised. The finance committee ensures that the overall risk management strategy is in line with this objective.

The finance committee operates under policies approved by the Board of Directors. Risk management policies are approved and reviewed by the Board on a regular basis. These include credit risk policies and future cash flow requirements.

The Association's capital consists of financial liabilities, supported by financial assets.

Management effectively manage the Association's capital by assessing the Association's financial risks and responding to changes in these risks and in the market. These responses may include the consideration of debt levels.

There have been no changes to the strategy adopted by management to control the capital of the entity since previous year.

	2010	2009
	$	$
Trade and othe payables	**1,173,482**	819,266
Total	**1,173,482**	819,266
Less cash and cash equivalents	**(1,356,373)**	(1,002,025)
Net assets	**(182,891)**	(182,758)
Total equity (reserves + retained earnings)	**628,841**	558,800
Total capital	**445,951**	376,041
Gearing ratio	**-41%**	-49%

NOTE 17: INFORMATION TO BE FURNISHED UNDER CHARITABLE FUNDRAISING ACT 1991

The Association is authorised to fundraise under the *Charitable Fundraising Act 1991*. No fundraising appeals were conducted during the period and as such the Association did not utilise this authority in order to meet its charitable fundraising purposes.

NOTE 18: ECONOMIC DEPENDENCY

The Association is economically dependent on ongoing funding in the form of grants from a number of government departments which include the NSW Department of Community Services and NSW Office of Liquor, Gaming and Racing.

NOTE 19: CONTINGENT LIABILITIES

The Association is subject to a contingent liability of rental bond of $139,636 supported by a term deposit for the same amount at balance date.

NOTE 20: MEMBERS' GUARANTEE

The Association is incorporated under the *Associations Incorporation Act 1984 (NSW)*. If the Association is wound up, the Constitution states that the full and secondary members of the Association contribute only the amount of unpaid membership fees towards the payment of debts and liabilities of the Association. At 30 June 2010 the number of full and secondary members was 104 (2009: 151)

NOTE 21: ASSOCIATION DETAILS

The registered office and principal place of business of the Association is:

Association of Children's Welfare Agencies Inc.

Level 4, 699 George Street

Sydney NSW 2000

ASSOCIATION OF CHILDREN'S WELFARE AGENCIES INC
ABN: 24 459 406 828

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2010

DIRECTORS DECLARATION

The directors of the Association declare that:

1. The financial statements and notes:

   a. give a true and fair view of the financial position as at 30 June 2010 and of the performance for the financial ended on that date of the Association; and

   b. comply with Australian Accounting Standards (including Australian Accounting Standards Interpretations) of the Australia Accounting Standards Board.

2. In the directors opinion:

   a. the provisions of the *Charitable Fundraising Act 1991*, the regulations under that Act and the conditions attached to the authority have been complied with; and

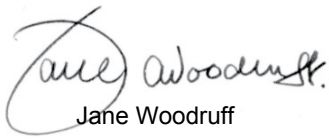
   b. there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

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

Director

Maree Walk

Director



Jane Woodruff

Dated in Sydney this 16th day of September 2010

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION OF CHILDREN'S WELFARE AGENCIES INC.

Report on the Financial Statements

We have audited the accompanying financial statements of the Association of Children's Welfare Agencies Inc. ("the Association") which comprise the Statement of Financial Position as at 30 June 2010 and the Statement of Comprehensive Income, Statement of Changes in Member's Funds and Statement of Cash Flows for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the directors' declaration.

Committee's Responsibility for the Financial Statements

The directors of the Association are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Associations Incorporation Act 1984 (NSW)*. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

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. These Auditing 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 statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, 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 statements 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 statements.

Our audit did not involve an analysis of the prudence of business decisions made by the directors or management.

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

Moore Stephens Sydney ABN 90 773 984 843
Level 7, 20 Hunter Street, Sydney NSW 2000
GPO Box 473, Sydney NSW 2001
Telephone: +61 2 8236 7700 Facsimile: +61 2 9233 4636
Email: sydney@moorestephens.com.au Web: www.moorestephens.com.au

Liability limited by a scheme approved under Professional Standards Legislation

An independent member of Moore Stephens International Limited - members in principal cities throughout the world
The Sydney Moore Stephens firm is not a partner or agent of any other Moore Stephens firm

Independence

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

Auditor's Opinion

In our opinion:

The financial statements of the Association of Children's Welfare Agencies Inc. are in accordance with the *Associations Incorporation Act 1984 (NSW)* including:

i. giving a true and fair view of the Association's financial position as at 30 June 2010 and of its performance for the year ended on that date; and

ii. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Associations Incorporation Act 1984 (NSW).*

We also report that the financial statements and associated records of the Association have been properly kept during the year in accordance with the *Charitable Fundraising Act 1991*.

MOORE STEPHENS SYDNEY

S. TZANNES
Partner

Dated in Sydney this 16th day of September 2010.

ACWA Board

Chairperson
Maree Walk
The Benevolent Society

Deputy Chairperson
Jane Woodruff
UnitingCare Burnside

Treasurer
Vittoria Borazio
Youth Off The Streets Limited

Secretary
Maureen Eagles
CatholicCare Sydney

Ordinary Member
Karen Berman
The Burdekin Association

Ordinary Member
Deirdre Cheers
Centacare Broken Bay

Ordinary Member
Rosemary Hamill
Barnardos Australia

Ordinary Member
Jackie Palmer
Anglicare – Diocese of Sydney

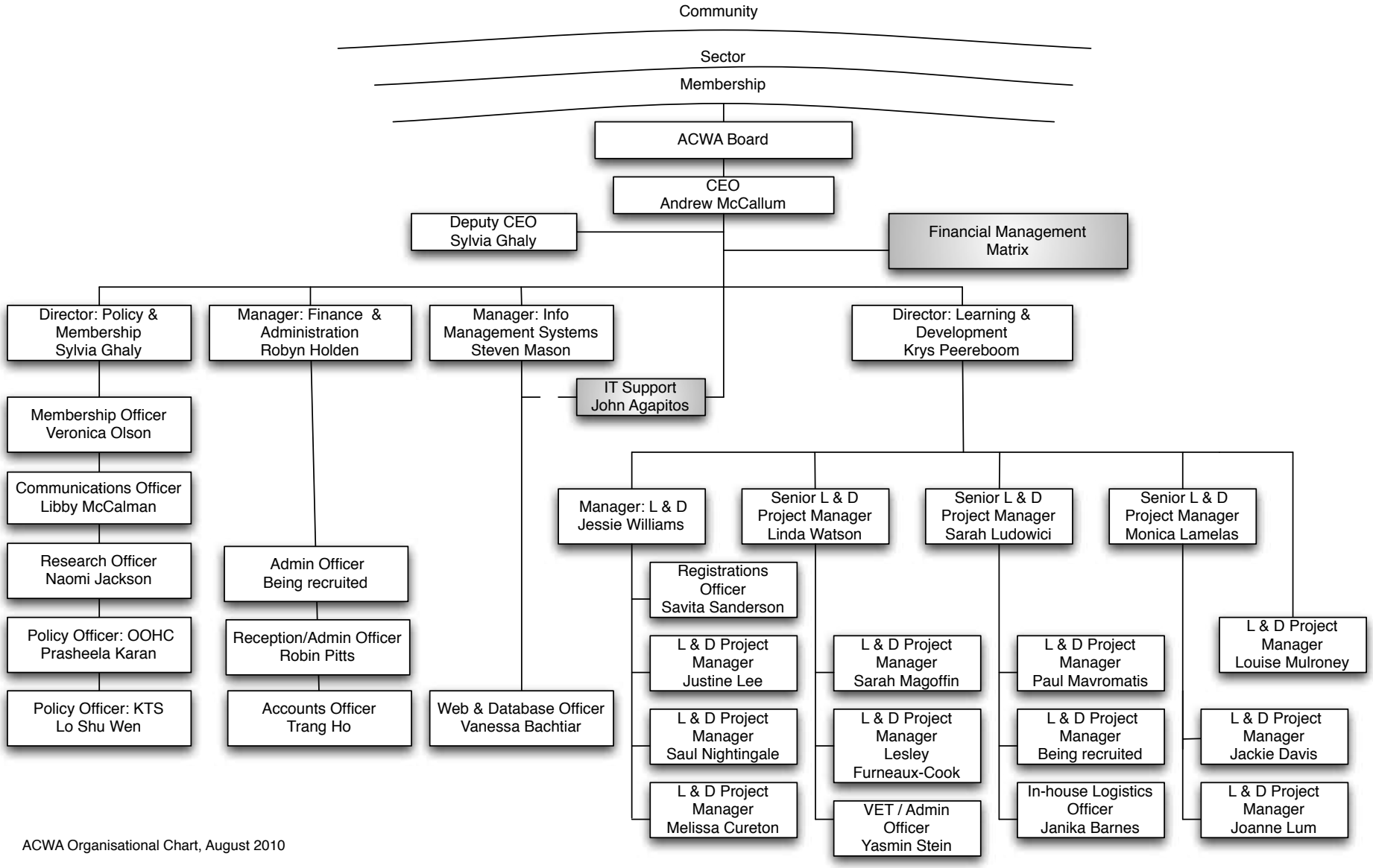
Ordinary Member
Bill Pritchard
Aboriginal Child, Family and Community Care State Secretariat (NSW) Inc

Ordinary Member
Glendra Stubbs
Link-Up (NSW) Aboriginal Corporation

Co-Opted Member
Sue Richards
NSW Family Services Inc

Co-Opted Member
Jenelle Tinham
Anglicare Canberra & Goulburn

Organisational Chart



ACWA Organisational Chart, August 2010

ACWA Staff as of October 2010

Andrew McCallum
Chief Executive Officer

Clarissa Fraser
Casual Admin Assistant

Donna Shadwell
Regional Officer – Western Region

Jackie Davis
Learning & Development Project Manager

Janet Gidley-Baird
Volunteer Librarian

Janika Barnes
In-House Logistics Officer

Jessie Williams
Manager: Learning & Development

Joanne Lum
Learning & Development Project Manager

Justine Lee
Learning & Development Project Manager (Calendar)

Krys Peereboom
Director: Learning & Development

Lesley Furneaux-Cook
Senior Learning & Development Project Manager

Libby McCalman
Communications Officer

Linda Watson
Senior Learning & Development Project Manager

Lo-Shu Wen
Policy Officer (KTS)

Louise Mulroney
Learning & Development Project Manager

Megan Smith
Policy Consultant (Resources Bank)

Melissa Cureton
Learning & Development Project Manager

Monica Lamelas
Senior Learning & Development Project Manager

Naomi Jackson
Research Officer

Paul Mavromatis
Learning & Development Project Manager

Prasheela Karan
Policy Officer (OOHC)

Robin Pitts
Receptionist / Admin Officer

Robyn Holden
Manager: Administration & Finance

Sarah Ludowici
Senior Learning & Development Project Manager

Sarah Magoffin
Learning & Development Project Manager

Saul Nightingale
Learning & Development Project Manager (Far South Coast)

Savita Sanderson
Registrations Officer

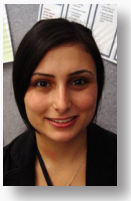
Steven Mason
Manager: Information Management Systems

Sylvia Ghaly
Deputy CEO and Director: Policy & Membership

Trang Ho
Accounts Officer

Vanessa Bachtiar
Website & Database Officer

Veronica Olson
Membership Support Officer



Victoria Franji
Student Placement, UNSW

Yasmin Stein
VET & Project Admin Officer

We said goodbye and good luck to:

Alison Carter
CCWT Training Services Logistics Officer
(March 2010)

Pamela Peters
Student Placement
(December 2010)

Cerys Rogers
CCWT Logistics Coordinator
(July 2010)

Randa Moussa
Learning & Development Project Manager
(September 2010)

Graham Jackson
Regional Officer – Hunter / Central Coast Regions
(June 2010)

Sarah Coleman
Student Placement
(May 2010)

Heather Armstrong
In-House Training Coordinator
(March 2010)

Tamahra Manson
Regional Officer – Far Northern Region
(December 2009)

Helen Sheeran
Learning & Development Project Manager
(June 2010)

Virginia Fitzgerald
Regional Officer – South West Region
(December 2009)

ACWA Members (June 2010)

Aboriginal Child Family & Community Care State Secretariat (NSW) Inc
Allambi Youth Services
Anglicare
Anglicare Canberra & Gouburn
Australian Childhood Foundation
Baptist Community Services Respite & Carelink Centre
Barnardos Australia
Bega Valley Shire Council
Blue Mountains Youth Accommodation and Support Services Inc
BoysTown
Broken Hill YASS Inc
Burrun Dalai Aboriginal Corporation Inc
CareSouth
CASPA
CatholicCare
CatholicCare Newcastle
CatholicCare Wollongong
Catholic Education Office
Centacare Bathurst
Centacare Hunter
Centacare Wagga Wagga
Centacare Wilcannia-Forbes
Cessnock Family Support Service
Coffs Harbour Aboriginal Family and Community Care Centre Inc
Creating Links Co-operative Limited
Family Inclusion Network NSW
Guardian Youth Care
Horizons Central Coast Family Services Inc
Hunter Aboriginal Children's Services
Impact Care Solutions Ltd
JewishCare
Kari Aboriginal Resources Inc
Karitane
Life Without Barriers
Link-Up (NSW) Aboriginal Corporation
Lithgow Community Projects Inc
Lutanda Children's Services
Macarthur District Temporary Family Care
Macarthur Diversity Services Initiative Ltd
Mallee Family Care
Manning District Emergency Accommodation
Marist Youth Care
Marymead Child and Family Service
Ministry to Solo Parents and Families
Moruya Womens Refuge
Narrabri and District Community Aid Service Inc
Ngunya Jarjum Aboriginal Child and Family Network
Northcott Disability Services
Pathfinders Inc
Peppercorn Services Inc
Phoenix Rising for Children Pty Ltd
Premier Youthworks
Quantic Australia Pty Ltd
Relationships Australia
Rosemount Good Shepherd Youth and Family Services
Ruby Gaea Centre Against Rape Inc
SAL Consulting Pty Ltd
San Miguel Family Centre - BoysTown
Share Care Inc
SHINE for Kids Co-operative Limited
Shire Wide Youth Services
Skills Training Employment Program Inc t/as Auswide
Southern Youth and Family Services
Springwood Neighbourhood Centre
SPYNS Incorporated
St Joseph's Cowper Incorporated
St Michael's Family Centre Ltd
Stretch-a-Family
Swinson Cottage Family Centre Inc
Sydney Stepping Stone
Taldumande Youth Services Inc
The ARC (Aftercare Resource Centre)
The Benevolent Society
The Bridge Youth Service Inc
The Burdekin Association Inc
The Caretakers Cottage Inc
The Infants' Home Child & Family Services
The Junction Neighbourhood Centre
The Marian Centre (St Vincent de Paul Society)
The Spastic Centre (Allambie Heights)
United Protestant Association of NSW Ltd
UnitingCare Burnside
University of New South Wales
Walla Mulla Family and Community Support
Wesley Mission
Western Sydney Drug and Alcohol Resource Centre
William Campbell College
Woodrising Neighbourhood Centre Inc
Youth Off The Streets Limited

Individual Members

Ann Symonds
Frank Ainsworth
Gwynnyth Llewellyn
Howard Bath
Judith Gray
Judy Cashmore
Mary Bull
Meighan Jenkins
Michael Durrant
Morri Young
Patricia Hansen
Sandra Mowbray
Sandra Thompson
Sharyn Low

2009 – 2010 Staff Pictorial

Ride to Work Day 2009

Calendar Launch 2010

Calendar Launch 2010

National Volunteer Week 2010

Team Building Day 2010

Foster Care Week Carnival 2010

Staff Bake-Off

Staff Bake-Off

ACWA Conference 2010

Acknowledgements

ACWA works in partnership with a variety of organisations which share our vision of a civil and just society and support our ongoing commitment to systemic reform. We deeply value the support and contribution of the following:

State Level

Non-Government Organisations:

Aboriginal Child, Family & Community Care State Secretariat (NSW) Inc
Australian Association of Social Workers
Australian Services Union
Cancer Council New South Wales
Care Leavers Australia Network
Foster Parents Support Network
Homelessness NSW
Local Community Services Association
Mackerel Sky
NCOSS
NSW Family Services Inc
Youth Accommodation Association
Youth Action and Policy Association NSW

Government:

NSW Department of Education and Training
NSW Department of Human Services
- Ageing, Disability and Home Care
- Communities NSW
  - Responsible Gambling Fund, Office of Liquor Gaming and Racing
- Community Services
- Housing NSW

NSW Department of Premier and Cabinet
NSW Commission for Children and Young People
NSW Community Services and Health Industry Training Advisory Board
NSW Health
NSW Minister for Community Services
NSW Office for Children - The Children's Guardian
NSW Ombudsman's Office

National Level

Non-Government Organisations:

ABRS Socialworks
Alliance for Forgotten Australians
Australian College of Applied Psychology
Australian Council of Social Service
Australia Foster Care Association
Child and Family Welfare Association of Australia
CREATE Foundation
Department of Families, Housing, Community Services and Indigenous Affairs
Families Australia
Family Inclusion Network
HESTA Super Fund
Homelessness Australia
Secretariat of National Aboriginal and Islander Child Care

Research Partners

Social Policy Research Centre, University of NSW
University of Sydney
University of Western Sydney

Individuals

Dorothy Scott
Frank Ainsworth
Judy Cashmore
Leah Bromfield

Association of Childrens Welfare Agencies

Locked Bag 13
Haymarket NSW 1240 Australia
+61 9281 8822
acwa@acwa.asn.au
www.acwa.asn.au