ANNUAL REPORT 2010-2011

Association of Children's Welfare Agencies

Contents

Chairperson's Report 3

CEO Report 4

Policy & Membership Report 6

Learning & Development Report 9

Staff Pictorial 13

Treasurer's Report 15

Financial Report 16

ACWA Board 34

Organisational Chart 35

ACWA Staff 36

ACWA Members 39

Acknowledgements 40

Chairperson's Report

Never before has the OOHC sector in NSW come so close to reaching an agreement on the transfer of services from government to the non-government sector with the views of improving outcomes for children in care. Both the government and non-government sectors share a vision for a service system that is designed with children's needs at its core; a system that is designed to achieve stability and permanency of placement, reward restoration and fund outcomes not just beds. This advocacy agenda started more than 20 years ago and we are finally seeing the light at the end of the tunnel. The process might take up to 10 years to transfer all children in care to accredited non-government providers, but we are at least starting the process on the right foot.

In the lead up to the NSW election, the Coalition for Children in Care (CCC) managed to mobilise the non-government OOHC sector and, with ACWA, secured a policy commitment from the new government to reduce the number of children in care and to transfer OOHC services to the non-government sector. After the election, the Coalition for Children in Care ceased to exist in its initial format and instead the Non-Government OOHC Transition Action Group (NOTAG) was formed as a sub-committee of ACWA's Board. As the name implies, the NOTAG is focusing on the transition of OOHC services to accredited non-government providers. To date, NOTAG members have contributed to the transition planning process and have coordinated information sharing at a regional level.

Collaboration between government and non-government is at its peak. The Minister for Family and Community Services has announced the formation of a Ministerial Advisory Group (MAG) to advise on issues relating to the transition of OOHC. The MAG is co-chaired by Andrew McCallum and Jim Moore, A/ Director General of the Department of Family and Community Services. In addition, a transition planning unit has been formed by the MAG to develop a transition plan. We are very pleased that Professor Marie Connolly has agreed to represent the non-government sector in that process.

At a Board level, we are very pleased with the changes to the constitution, which were approved at the last AGM. The changes allow for greater transparency and accountability. Nominations to the Board will be received two weeks before the AGM and full-members will be able to vote electronically. This change allows for a greater participation from the membership in electing a representative board.

As the chair of the Board, I had the pleasure of travelling with my Board colleagues to two regional centres, Wagga Wagga and Coffs Harbour, to meet with our regional members. This initiative, in its third year now, was introduced to ensure that the Board is aware of and connected to regional issues. It is always with great pleasure that I meet with our regional members and listen to their good work in the regions.

As you might have heard Jane Woodruff, ACWA Deputy Chairperson and CEO of UnitingCare Burnside, is taking time off due to unexpected illness. A Board member since 2003, Jane has been a very strong advocate for children in NSW and our thoughts are with her during this time.

As always, the work at ACWA could not have been done without the hard work and dedication of the CEO, Andrew McCallum, and the staff. As we approach 2012, we hope that the reforms will translate into tangible actions for the benefits of vulnerable children, young people, families and the community.

Maree Walk

Maree Walk
Chairperson

CEO Report

ACWA has enjoyed another busy year, with the first half dominated by the impending State Election and then "reading the tea leaves" of the result to see what the future would hold for the sector. Although the result was never in doubt, we didn't want to lose the reform agenda begun post Wood as a consequence of a change of government and, in essence, capitalise on the opportunities presented by an enthusiastic first term government.

To this end, ACWA committed a great deal of time and considerable energy in ensuring the Coalition, and especially the Minister in waiting Pru Goward, were across the issues that ACWA and our members felt were important. Whilst the jury is still out, we are hopeful that the agenda the Coalition took to the election and reiterated post election will provide real opportunities for system reform and the best window yet to achieve Justice Wood's recommendation to transfer out-of-home care services to the non-government sector.

Minister Goward has appointed the Family and Community Services Director General and myself as co-chairs of an advisory group to do just that. Although history may be against us, I'm optimistic we can come up with mechanisms for transfer to occur.

The change of government saw Linda Burney step down as Minister. Linda deserves praise for her dedication to the portfolio and for driving the *Keep Them Safe* reform agenda. Her commitment to better outcomes for vulnerable children and families, especially Aboriginal, could never be questioned. All in the sector enjoyed working with her.

On the national front ACWA, via myself, has continued to be represented on the implementation advisory body for the National Child Protection Framework. While the Framework is a "work in progress" and will take some time, we did get "sign off" by the Federal and all the State and Territory Community Service Ministers for the adoption of National OOHC Standards and to progress the Framework's agenda.

The 2010-2011 financial year was also a conference year for ACWA. Our conference is always a flagship event on the sector's calendar and 2010 proved no different. Run over three days at Darling Harbour, the conference attracted over 800 registrations, which represents well over 1000 participants; a very pleasing outcome. One of the highlights was the conference dinner honouring Dorothy Scott, on the occasion of her retirement, for the tremendous contribution she has made to the sector both nationally and internationally. It was a fitting tribute to a selfless career.

During 2010-2011, ACWA continued the practice of holding two Board Meetings in regional locations. Board members are appreciative of the opportunity to get a feel for local issues and hear from those on the ground from a variety of perspectives.

On a sadder note, past ACWA Chair and current Deputy Chair Jane Woodruff, CEO of Burnside, was diagnosed with a brain tumour whilst on holidays in New York. Jane is currently off work recuperating after treatment. The ACWA community wishes Jane the best with her recovery.

Annette Gallard, Chief Executive of Community Services, called time on her long and distinguished career in June. All in the sector wish her well in her retirement.

During the year, Krys Peereboom stepped down as Director of Learning and Development with ACWA to take a well earned break. Krys never intended to take on the role permanently and I am grateful for her assisting us during this time. Gabi Rosenstreich has since been appointed to the position and is already making an invaluable contribution.

The pace of change over the past year has been incredible and I extend my thanks to ACWA Deputy CEO Sylvia Ghaly for juggling this sensitive and complex policy and advocacy environment amid what has been a tightly packed change agenda. Her support, not only to me but to the sector, has proven invaluable.

There are many organisations and individuals who make an enormous contribution to the work and life of ACWA, including a tremendous staff, an engaged Board and a great Chair, Maree Walk.

While the next 12 months will be challenging, I am sure we will all rise to the occasion and see a sector better placed to meet the needs of children and families.

Andrew McCallum
Chief Executive Officer

Policy & Membership Report

'Children's rights: But what is right for children?' is the motto chosen for the ACWA Conference, ACWA 12, in August next year. Children's rights and child centred practice is becoming more and more prominent on ACWA's advocacy agenda. This year, the ACWA Research Forum hosted some of the most prominent speakers in this field including Aron Shlonskly, Tracey Feild, Peter Pecora and Jo Fox, all of whom reminded us that to achieve better outcomes for children, we need to stop being concerned about ticking boxes or who pays the bill and start seeing the child and responding to his and her needs.

I would like to thank Marilyn McHugh for her contribution to the ACWA Research Forum as the Chairperson over the last couple of years and welcome Elizabeth Fernandez to the role. Elizabeth is also the Chairperson of the Conference Scientific Committee and is the lead contributor to the Conference program.

Continuing with the research theme, ACWA has completed a three-year research project measuring the education outcomes for children in OOHC. The project provides a snapshot of 300 children and young people in care and highlights the need to achieve, monitor and encourage better education outcomes. ACWA has also completed a research project measuring the level of satisfaction of carers with the training and support they receive. This project attracted responses from over 900 carers in NSW (or around 40 per cent of carers). The highlight of the findings is that carers' satisfaction is directly linked to the relationships in their lives. Carers feel supported when they feel connected with families, friends and the community in which they live. As we all know, a happy carer means happy kids in care.

Speaking of carers, the Foster Care Week Celebrations this year attracted another massive number of carers and children. During Foster Care Week, regional celebrations took place in Dubbo, Lithgow, the Clarence Valley, Coffs Harbour, Ballina, Orange, Leeton, Narrandena, Wagga Wagga and Newcastle. This celebration would not have been as successful if it was not for the enormous contribution of carers, volunteers and staff from both the government and the non-government sectors. The Foster Care Week Committee represents a good model of partnership and collaboration.

In terms of advocacy, ACWA launched its *'Protecting Our Children, Protecting Our Future'* Campaign 12 months ago. This campaign put forward five calls to government. These calls are:

1. To increase investment in early intervention and prevention services.
2. To ensure that by 2012, all children taken into care are placed with the non-government sector.
3. To guarantee better lifelong outcomes for children and young people in care.
4. To develop integrated service models that ensure 'no door is the wrong door' and delivers better outcomes for vulnerable children, young people and families.
5. To invest in workforce development to ensure the delivery of quality services that lead to better outcomes for children and families.

ACWA was pleased to see a general commitment from the Government to these calls and a particular commitment to the transfer of services to the non-government sector.

At a policy level, ACWA continues to work with oversight bodies and the Department on issues relating to the recruitment and the authorisation of carers. The Ombudsman's Office highlighted the need to screen members of the household of an authorised carer, and the Children's Guardian is working on developing a database to record carers' authorisation, training and security screening results. In the meantime, ACWA is working with Community Services to take over the Foster Care recruitment campaign as part of the Government's commitment to transfer OOHC services to the non-government sector.

Over the last 12 months, a lot of energy went into lobbying the NSW Coalition Government, since they were in opposition, to commit to the transfer of OOHC services to the non-government sector as per the Wood recommendations. We were very pleased to see that the Minister for Family and Community Services, the Hon. Pru Goward, MP, has made a commitment to reduce the number of children who come into care in NSW to match the national average, and to transfer OOHC services to the accredited non-government sector in an attempt to deliver better services to children in care. The commitment to the transfer of services did not come as a surprise. It was the direct result of ongoing lobbying and campaigning since the release of the Wood recommendations.

The commitment to the transfer has been at the front and centre of our work of late. The OOHC Ministerial Advisory Group meets regularly to discuss the transition plan, capacity building and other issues pertinent to the transfer. A virtual Transition Planning Unit has been formed to devise a common transition plan for the sector. We are very fortunate to have Prof. Marie Connolly as the ACWA representative on this group.

To ensure the engagement of service providers, ACWA has harnessed the energy of the Coalition of Children in Care (CCC) by forming the Non-Government OOHC Transition Action Group (NOTAG). The NOTAG is highly active in sharing information at both sector and regional levels. Members of the NOTAG had several opportunities to contribute to the work of the Transition Planning Unit at a strategic level.

Other issues that are yet to be resolved include unit cost, contract negotiations and reforming the service system to reduce the number of children who come into care. We are advocating for a fair and flexible contractual arrangement that rewards outcomes and empowers non-government providers to deliver better services for children in care.

At an operational level, the regular OOHC forums convened by ACWA in Telopea and in the Southern region, and the ad hoc ones held in other regions, continue to provide practitioners with a great opportunity to network and to learn more about what is happening in the sector. These forums provide ACWA with invaluable information about systematic operational issues that need to be unpacked and addressed. This year we started a residential OOHC forum. This forum meets every second month to discuss issues pertinent to residential providers.

Other forums convened by ACWA include the Leaving Care Working Party (LCWP) and the Forgotten Australians/Past Care Providers Working Party. This year the LCWP campaign focuses on consistency of care plans. ACWA is working with current leaving care providers and CREATE to ensure that all young people leaving care have a comprehensive care plan.

The Forgotten Australians/Past Care Providers Working Group is going through a review process to reassess its objectives and terms of reference, with the view of making the working group more effective. At a policy level, ACWA has contributed to consultation on the retention and destruction of records of NSW Families and Community Services.

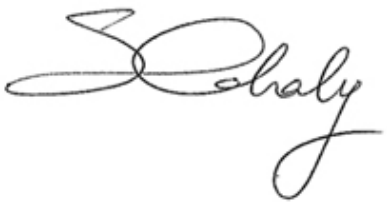
We aim to communicate regularly with our members through a number of means, including ACWA's website, ACWA Newsflash!, *ACWA News*, emails and over the phone. *Developing Practice* is increasing in popularity and its articles are being quoted systematically by researchers from the field. We are fortunate to have Marc Receretnam leading this publication.

As always, this year's work would not have been possible if it was not for the dedication and commitment of the policy team, particularly Lo-Shu Wen who has been taking increasing responsibilities over time, including supporting the NOTAG and convening Foster Care Week in 2011, Prasheela Karan who is convening the OOHC forums and leading the Leaving Care Working Party Campaign, Veronica Olson whose contribution to maintaining the database

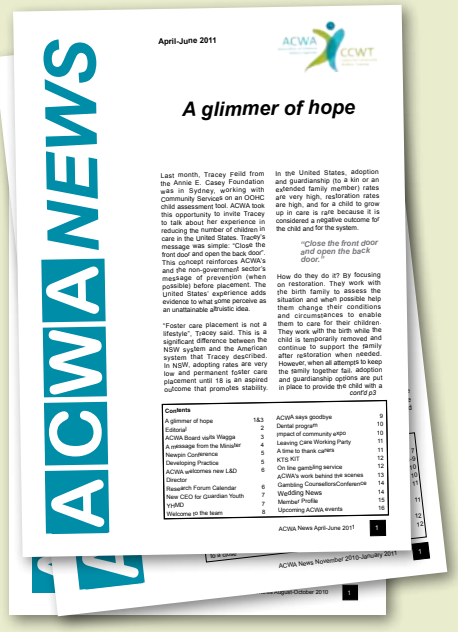
Policy & Membership Report

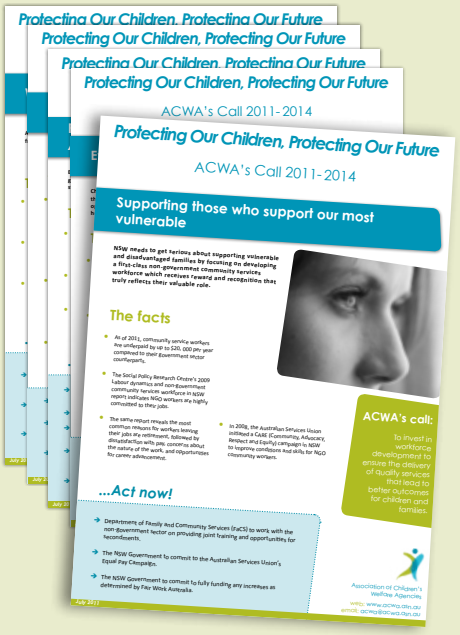
and responding to members enquiries is invaluable and Libby McCalman whose media releases are a proactive tool that ensures ACWA's position is being heard. I would also like to acknowledge the work of Megan Smith and her contribution to helping members develop operational policies and procedures.

Last but not least, my thanks goes to ACWA's members for keeping us informed, to the ACWA Board for their contribution to shaping ACWA's strategic direction and to ACWA's CEO, Andrew McCallum, for ensuring that ACWA delivers on these strategic objectives.



Sylvia Ghaly
Director: Policy & Membership





Learning & Development Report

Empowering the NSW human and community services workforce to be ready and able to support vulnerable children, young people, families and the broader community is one of ACWA's four priorities in the 2008-2011 Strategic Plan. This is the main focus of the Learning and Development (L&D) team.

Working under the name Centre for Community Welfare Training (CCWT), the L&D team has provided a range of successful activities throughout regional and metropolitan NSW during 2010-2011. They have strengthened the ability of the human and community services workforce to contribute to ACWA's other three priority areas: a civil and just society, out-of-home care that nurtures children and young people and provides equal opportunities, and strong communities.

Our own internal workforce faced some challenges over this year, with significant staff turnover and no Director in place for five months. These challenges were managed very capably by senior staff, and did not hinder the team in achieving great successes in all three core areas of work:

- Calendar
- In-House/Customised
- Projects & Programs

Our external audit as a Registered Training Organisation was successfully managed by Linda Watson, Senior L&D Project Manager, in March 2011.

Staff Movements

We welcomed the following new members to the L&D Team over the 2010-2011 year: Diane Duvall, Melissa Martin, Simone Patterson, Jody Kardos, Amanda Stobbie, Justine Lee, Rodean Roozbehani.

In April 2011 Gabi Rosenstreich joined the team as the Director of Learning and Development, following an extended period of absence from Krys Peereboom and her subsequent decision not to return in this role.

During the year we also said farewell to Jessie Williams, Janika Barnes, Helen Sheeran, Sarah Magoffin, Amanda Stobbie, Jody Kardos and Simone Patterson.

Interagency Participation

L&D staff have been active members of the following interagency forums: Community Trainers and Assessors Meeting, NSW Child Protection Providers Forum, NCOSS Sector Development Forum and NSW Community Services and Health Industry Training Advisory Body Board, metropolitan and regional problem gambling counsellor forums, Monaro Regional Interagency, Far South Coast Koori Network, Far South Coast Youth Services Network, Far South Coast Family Support Service Management Committee.

Calendar

Calendar training registrations during 2010-2011 rose by 12 per cent, compared with the previous year's performance. This can be partly attributed to the rise in student numbers in Diploma of Community Services Coordination and Diploma of Management courses due to the Productivity Places Program (PPP) funding received during the same period.

Since its update in 2010, CCWT Accidental Counsellor (three-day and two-day workshops) continues to attract the highest number of registrations. CCWT Self Care for Workers also remains particularly popular.

Other top performing Calendar courses in 2010-2011 were:

- Solution Focused Brief Therapy
- Identify and Respond to Children and Young People at Risk
- Case Notes and Documentation
- Case Management Excellence
- Beyond Smoke and Mirrors: Dealing with Problem Gambling
- Complex Trauma and Mental Health
- Motivational Interviewing

The most popular course streams included Counselling and Therapy, and Community Services Management and Governance.

The number of 2011 calendar courses eligible for reimbursement from the specialist homelessness services learning & development program (SHS L&D) in Community Services NSW rose from 13 in the previous year to 28 in 2010-2011. SHS L&D incorporates the former SAAP learning and development program and funds training for staff and volunteers from SHS agencies (including SAAP).

Also for the first time in 2011, YAPA, FamS and LCSA selected 90 courses in the Calendar as being appropriate courses for former Community Service Grants Program (CSGP) funded workers. These were marked in the calendar with symbols to assist agencies in selecting courses relevant to their needs.

Training was offered in 13 locations across NSW, including Sydney, Wagga Wagga, Tamworth, Canberra, Lismore, Newcastle, Merimbula and Batemans Bay.

Regional Training Forums designed to create new learning opportunities and networking for regionally based government and non-government community services workers were offered in Coffs Harbour, Canberra, and Dubbo.

Calendar Training Outputs 2010-2011

- Number of courses offered: 400
- Run rate: 63.3%
- Total number of registrations: 3126
- Average Attendance Per Day: 12.1

In-House L&D

The In-House team supports organisations and agencies with designing L&D activities to suit their specific needs. In-House training provides a cost effective solution for organisations that need training for a number of staff, with options of off-the-shelf, semi-tailored or fully customised workshops, in addition to supervision, mentoring and coaching.

This area of L&D grew significantly over the 2010-2011 year, with a 33 per cent increase in the number of courses run.

The courses most in demand were:

- CCWT Accidental Counsellor
- CCWT Self Care for Workers
- Child Protection
- Case Management and Documentation
- Step by Step (out-of-home care)
- Domestic Violence

In-House training outputs 2010-2011

- Number of courses delivered: 387
- Training days delivered: 470
- Number of participants: 5224
- Average participants per course: 13.5

L&D Projects & Programs

Emerging Leaders Program

In August the 16 Emerging Leaders 2010 participants joined program Alumni at the event "The View from the Top – Knowledge Sharing from Female CEOs in the Community Services Sector". The participants completed the 2010 Program with a graduation event in November.
The 2011 program was oversubscribed, with 24 applicants accepted who commenced in March 2011.

This program is possible due to the generous sponsorship of ABRS Socialworks, Hesta and KARI Aboriginal Resources.

Productivity Places Program

The Productivity Places Program (PPP) is funded by State and Federal governments to address skills shortages in the workforce, and administered by the NSW Department of Education and Training.

During 2010-2011, we successfully gained PPP funding to enable 123 workers to complete the Diploma of Community Services Coordination. This built on the 50 places that ACWA/CCWT was successful in gaining PPP funding for in the previous year. This qualification has been offered through a Recognition of Prior Learning (RPL) Workshop

to experienced managers, who have therefore managed to gain a qualification in only four days of face to face workshops with follow up homework tasks. For more inexperienced workers, or for those who wished to update their skills, a complete training and assessment program has been offered which has included 12 days of face to face training.

Better Futures – Youth Sector Development

As part of the NSW Better Futures Strategy, we completed this project in 2011. It aimed to enhance the transfer of learning to the workplace by supporting youth sector workers after a three-day training workshop that covered a range of topics identified in the previously conducted needs assessment. These included strategies for engaging and empowering 'difficult to access' clients and motivational interviewing. Forty four youth workers participated. Post workshop support included facilitation of both face to face and on-line forums for participants to discuss their learning, support each other and share their experiences, successes and challenges in implementing their learning into their work practices.

Responsible Gambling Fund (RGF) Statewide Training

Building on the successes of previous years, the NSW Government Responsible Gambling Fund (RGF) Statewide Training Project provided a range of learning and development activities to support staff both working in the field of problem gambling and those in generalist positions whose clients' issues may include problem gambling: specialist training calendars, in-house and on-line training courses, provision of financial support for professional development either via our own calendar courses or externally, and a two-day practice conference. The uptake has affirmed the value of these opportunities to build awareness and confidence of problem gambling in the community and human services sector, resulting in improved support for clients.

RGF DVD

The NSW Government Responsible Gambling Fund (RGF) also enabled us to produce a DVD resource for problem gambling counsellors to demonstrate various appropriate models of counselling. This was produced using a combination of professional actors and ACWA/CCWT staff and will be disseminated late 2011.

RGF Minimum Qualification Pathway Strategy

The NSW Government also enabled us to continue to support gambling counsellors funded within RGF programs to attain 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 have their experience and prior learning recognised and to acquire additional skills and knowledge.

Ageing, Disability and Home Care (ADHC): Shining the Light

As a follow on from the project we delivered in 2009-2010 to support the learning and development of ADHC workers in the area of child protection, this year we adapted the Shining the Light CD previously produced by ACWA/CCWT to take the updated child protection legislation into account.

NSW Cancer Council: Smoking Matters

Continuing our work in the previous financial year, funding from the NSW Cancer Council has enabled us to deliver subsidised workshops under our training calendar and in-house services to provide community and human services staff with encouragement and strategies to stop smoking.

Keep Them Safe

Last year's Keep Them Safe (KTS): Putting It Into Practice training project informed the community services sector workforce about the KTS action plan to re-shape the way that family and community services are delivered in NSW. In 2010-2011 we began development of a follow up project with the Department of Premier and Cabinet to empower regional facilitators to contribute to the learning and development of their local stakeholders. This project is to be delivered in 2011/2012.

NSW Health Training for Court Diversion Workers

In the second year of a three-year project, we delivered specialised state-wide training for Magistrates Early Referral into Treatment (MERiT) workers. We provided two specialist training calendars as well as access to in-house training and courses offered in our general training calendar.

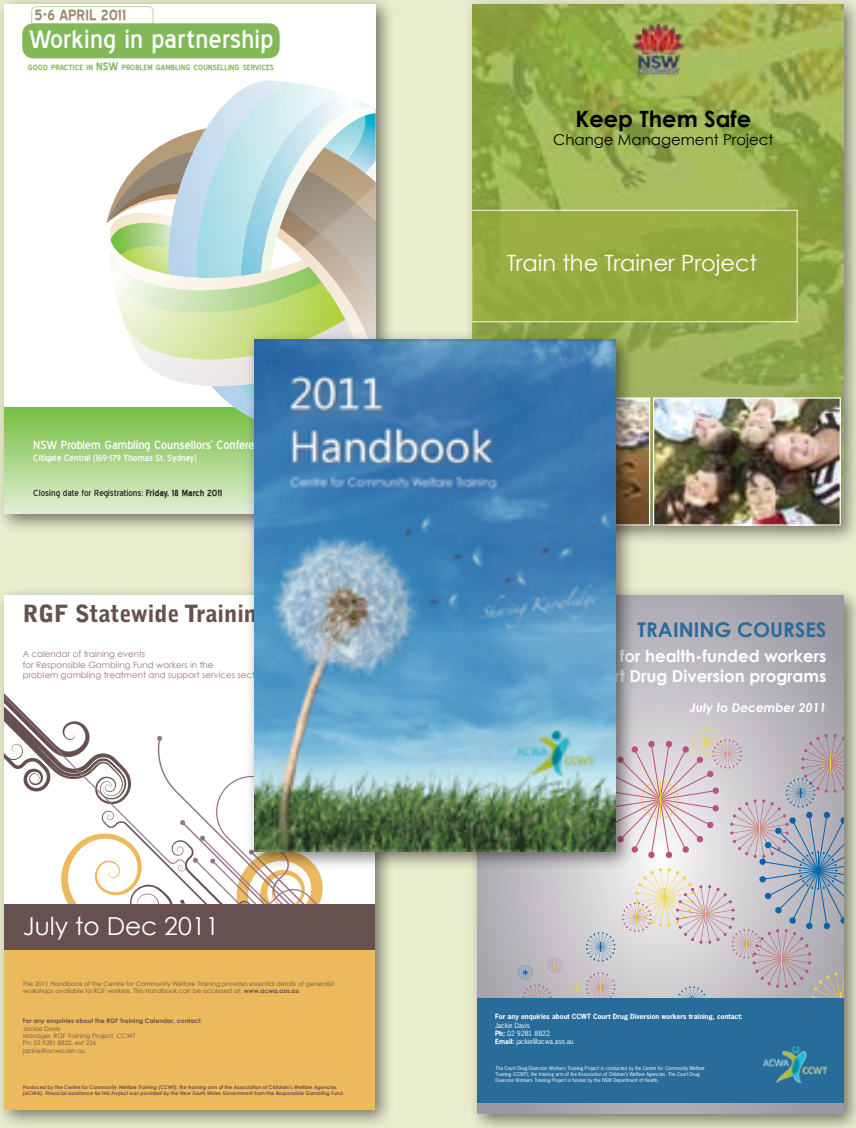
Nationally Recognised Training (NRT)

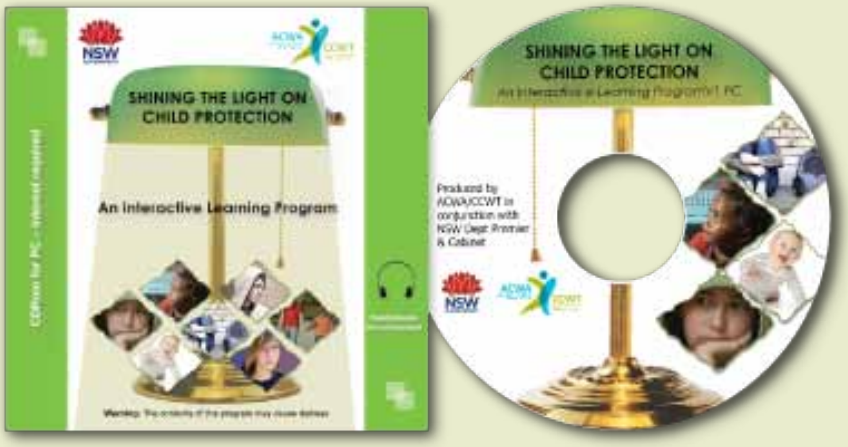
We continue to offer nationally recognised training for the community and human services sector workforce within all three of our L&D areas. The Diploma of Community Services Coordination that was added to our scope in the previous year has had good uptake. Of particular note is the interest in the Get Recognised Workshops, which were introduced in 2009 and were well attended in 2010-2011. These workshops enable the recognition of prior learning (RPL) of experienced staff, and thus facilitate their attainment of relevant qualifications.

In March 2011, the Vocational Education and Training Advisory Board (VTAB) conducted an external audit of ACWA/CCWT as a Registered Training Organisation. This was successfully managed by Linda Watson, Senior L&D Project Manager, and resulted in our re-registration for a further five years.

As we commence the 2011/2012 year, we can draw on the experience of our many achievements over the last year and build further on this foundation.

Gabi Rosenstreich
Director Learning & Development





Staff Pictorial

▲ ACWA Board Members

◀ Foster Care Week Carnival

▲ ELP Graduation

▲ ACWA CEO Andrew McCallum

- **All**: Calendar Launch

Treasurer's Report

The 2010-2011 financial year saw the Association of Children's Welfare Agencies Inc. deliver an operating surplus of $428,672 (2009-2010 $70,041).

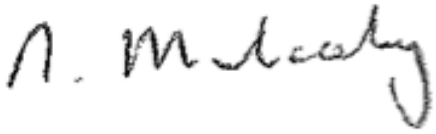
During the financial year significant contribution to the business was made from the ACWA Conference, Calendar Courses and the Small Projects Group. Operating expenses were extremely well managed.

The continued focus of the ACWA Board on growing the reserves of the organisation saw members funds end the year at $1,057,513. This places the organisation in a strong financial position to pursue its objectives in coming years.

Cash balances once again reached a record high, closing the financial year at $2,013,775 which was a 48 per cent increase over the 2009-2010 closing balance.

The full Auditor's Report is published in this Annual Report and our auditors Moore Stephens have issued an unqualified report.

On behalf of the ACWA Board I would like to thank Andrew McCallum and his wonderful team for their continued dedication and passion. They are also well supported by the service and advice provided by the team at Matrix on Board.



Bob Mulcahy
Treasurer

Financial Report

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

ANNUAL REPORT

FOR THE YEAR ENDED 30 JUNE 2011

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

Table of Contents

Directors Report	3-4
Financial Statements	
Statement of Comprehensive Income	5
Statement of Financial Position	6
Statement of Changes in Member's Funds	7
Statement of Cash Flows	8
Notes to the Financial Statements	9-15
Directors Declaration	16
Independent Audit Report	17

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 2011.

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	21-October-2010	18-October-2012
Jane Woodruff	Deputy Chairperson	21-October-2010	20-October-2011
Maureen Eagles	Secretary	29-October-2009	20-October-2011
Bob Mulcahy	Treasurer	21-October-2010	18-October-2012
Jenelle Tinham	Ordinary Member	21-October-2010	18-October-2012
Glendra Stubbs	Ordinary Member	21-October-2010	18-October-2012
Karen Berman	Ordinary Member	21-October-2010	18-October-2012
Jackie Palmer	Ordinary Member	29-October-2009	20-October-2011
Deirdre Cheers	Ordinary Member	29-October-2009	20-October-2011
Sue Richards	Co-opted Member	18-November-2010	18-October-2012
Bill Pritchard	Co-opted Member	18-November-2010	20-October-2011
Rosemary Hamill	Co-opted Member	18-November-2010	20-October-2011

Operating Results

The net surplus of the Association for the financial year amounted to $428,672 (2010 surplus: $70,041). The net surplus increased significantly due to the strong performance of particular training projects and the conference, which is held every two years by the Association.

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 directors are not aware of any item, transaction or event of a material and unusual nature not otherwise dealt with in the report or financial statements that has significantly affected, or may effect the operations of the Association, the results of those operations or the state of affairs of the Association in subsequent years.

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	10
Jane Woodruff	11	6
Bob Mulcahy	7	7
Maureen Eagles	11	9
Deirdre Cheers	11	8
Karen Berman	11	5
Vittoria Borazio	4	-
Jackie Palmer	11	9
Glendra Stubbs	6	3
Sue Richards	11	5
Bill Richards	11	2
Rosemary Hamill	11	9
Jenelle Tinham	11	9

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 $9,650 in 2011 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

Bob Mulcahy

Dated in Sydney this 15th day of September 2011

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

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2011

	Note	2011	2010
		$	$
Revenue	2	5,046,756	4,042,627
Employee benefits expense		(1,893,840)	(1,733,568)
Depreciation and amortisation expenses	3	(48,245)	(68,371)
Consultant fees		(840,045)	(841,173)
Training expenses		(382,588)	(344,272)
Operating lease expense	3	(277,300)	(314,136)
Conference and seminar expenses	3	(517,473)	(13,533)
Travel expenses		(105,976)	(108,357)
Printing and postage		(179,446)	(187,400)
Other expenses		(373,171)	(361,776)
Surplus before income tax		428,672	70,041
Income tax expense	1(b)		-
Surplus for the year		428,672	70,041
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		428,672	70,041
Total comprehensive income attributable to members of the entity		428,672	70,041

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 2011

	Note	2011	2010
		$	$
Current assets			
Cash and cash equivalents	5	2,013,775	1,356,373
Receivables	6	175,832	270,041
Other current assets		51,934	70,552
Total current assets		2,241,541	1,696,966
Non-current assets			
Plant and equipment	7	118,370	105,357
Total non-current assets		118,370	105,357
Total assets		2,359,911	1,802,323
Current liabilities			
Payables	8	234,312	237,660
Provisions	9	191,497	192,417
Other current liabilities	10	828,550	695,696
Total current liabilities		1,254,359	1,125,773
Non-current liabilities			
Provisions	9	48,039	47,709
Total non-current liabilities		48,039	47,709
Total liabilities		1,302,398	1,173,482
Net assets		1,057,513	628,841
Member's funds			
Accumulated surplus		1,057,513	628,841
Total member's funds		1,057,513	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 CHANGES IN MEMBER'S FUNDS
FOR THE YEAR ENDED 30 JUNE 2011

	Accumulated Surplus
	$
Balance as at 30 June 2009	558,800
Surplus attributable to members	70,041
Other comprehensive income	-
Total comprehensive income	70,041
Balance as at 30 June 2010	628,841
Surplus attributable to members	428,672
Other comprehensive income	-
Total comprehensive income	428,672
Balance as at 30 June 2011	1,057,513

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 2011

	Note	2011	2010
		$	$
Cash flows from operating activities			
Receipts from customers		5,484,854	4,337,998
Payments to suppliers and employees		(4,792,941)	(3,921,777)
Interest received		74,600	33,173
Net GST Paid		(54,653)	(60,634)
Net cash provided by operating activities		711,860	388,760
Cash flow from investing activities			
Proceeds from sale of plant and equipment		26,818	-
Payments for plant and equipment		(81,276)	(34,412)
Net cash used in investing activities		(54,458)	(34,412)
Net increase in cash held		657,402	354,348
Cash at beginning of financial year		1,356,373	1,002,025
Cash at end of financial year	5	2,013,775	1,356,373

The accompanying notes form part of these financial statements.

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 Australian Accounting Standards Reduced Disclosure Requirements.

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.

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.

Accounting Policies

(a) Adoption of New and Revised Accounting Standards

The Association has elected to early adopt the pronouncements AASB 1053 - Application of Tiers of Australian Accounting Standards and AASB 2010-2 - Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements to the annual reporting period beginning 1 July 2010.

The company is categorised as Tier 2 under AASB 1053: Application of Tiers of Australian Accounting Standards and has adopted AASB 2010-2: Amendments to Australian Accounting Standards arising from reduced disclosure requirements.

(b) Income Tax

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

(c) 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)

(d) 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.

(e) 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.

(f) 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.

(g) 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.

(h) 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 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)

(i) 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.

(j) Comparative Figures

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

(k) 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.

(l) 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.

(m) 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 2011.

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.

NOTE 2: REVENUE	2011	2010
	$	$
(a) Operating activities		
Grants received	1,773,907	1,625,692
Training	2,404,854	2,052,755
Membership fees	89,247	80,669
Special events - conferences/forum registrations	629,428	-
Other revenue	61,806	233,750
	4,959,242	3,992,866
(b) Non-operating activities		
Interest	87,514	49,761
Total Revenue	5,046,756	4,042,627

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	14,863
Office equipment	4,615	2,877
Other capital assets	28,767	50,631
Total depreciation of plant and equipment	48,245	68,371
Rental expense on operating leases:		
Minimum lease payments	277,300	314,136
Bad and doubtful debts	-	1,500
(b) Significant revenues and expenses		
The following revenue/(expenses) items are relevant in explaining the financial performance:		
Conference registrations revenue	629,428	-
Conference costs	517,473	-

NOTE 4: RELATED PARTY TRANSACTIONS

(a) Directors

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

2011	
Total compensation	283,367
2010	
Total compensation	265,250

Key Management is the Chief Executive Officer, the Director of Learning & Development and the Director of Policy.

(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. These transactions generally relate to membership fees.

(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 (2010: $5,000). The Association also paid membership fees to CAFWAA for $1,012 (2010: $1,012).

NOTE 5: CASH AND CASH EQUIVALENTS

	2011 $	2010 $
(a) Current		
Cash on hand	300	300
Cash at bank	754,818	607,312
Term deposit	1,258,657	748,761
	2,013,775	1,356,373

(b) Terms and Conditions

The weighted average interest rate of cash assets as at 30 June 2011 is 5.17% p.a. (2010: 3.67% p.a.).

NOTE 6: RECEIVABLES

(a) Current		
Trade debtors	175,832	270,041
	175,832	270,041

(b) Terms and Conditions

Receivables are non-interest bearing and unsecured.

NOTE 7: PLANT AND EQUIPMENT

Motor vehicles - at cost	73,672	74,313
Less: accumulated depreciation	-	(39,432)
	73,672	34,881
Office equipment - at cost	104,313	104,313
Less: accumulated depreciation	(97,252)	(92,637)
	7,061	11,676
Computer equipment - at cost	37,856	37,856
Less: accumulated depreciation	(37,856)	(37,856)
	-	-
Furniture, fixtures and fittings - at cost	380,927	373,322
Less: accumulated depreciation	(343,290)	(314,522)
	37,637	58,800
Total Plant and Equipment	118,370	105,357

NOTE 7: 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
	$	$	$	$	**$**
2011					
Balance at the beginning of the year	34,881	11,676	-	58,800	**105,357**
Additions	73,672	-	-	7,604	**81,276**
Disposals	20,018	-	-	-	**20,018**
Depreciation expense	14,863	4,615	-	28,767	**48,245**
Carrying amount at the end of the year	**73,672**	**7,061**	**-**	**37,637**	**118,370**

NOTE 8 : PAYABLES

	2011	2010
	$	$
(a) Current		
Sundry creditors and accruals	234,312	223,683
Other liabilities - lease incentives	-	13,977
	234,312	237,660

(b) Term and conditions

All other payables are non-interest bearing and unsecured.

NOTE 9: PROVISIONS

(a) Current		
Employee entitlements	191,497	192,417
(b) Non-current		
Employee entitlements	48,039	47,709
(c) Aggregate employee entitlements liability	239,536	240,127
(d) Number of full time employees at year end	24	18

NOTE 10: OTHER LIABILITIES	2011 $	2010 $
Accrued expenses	46,121	53,208
Deferred income:		
Training income in advance	733,005	448,137
Grants in advance	23,631	148,379
Other income in advance	25,793	45,972
	828,550	695,696

NOTE 11: LEASE COMMITMENTS

Operating lease commitments

Non-cancelable operating leases contracted for but not capitalised in the financial years Payable		
- not later than one Year	332,607	191,067
- later than one year and not later than five years	960,518	148,231
	1,293,126	339,298

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 2010 for a five year term. Contingent rental provisions within the lease agreement of the office premises require that the minimum lease payments shall be increased by 4% per annum.

NOTE 11: EVENTS SUBSEQUENT TO REPORTING DATE

The directors are not aware of any item, transaction or event of a material and unusual nature not otherwise dealt with in the report or financial statements that has significantly affected, or may effect the operations of the Association, the results of those operations or the state of affairs of the Association in subsequent years.

NOTE 12: 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 13: 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 14: CONTINGENT LIABILITIES

The Association is subject to a contingent liability of rental bond of $158,657 supported by a term deposit for the same amount at balance date.

NOTE 15: 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 2011 the number of full and secondary members was 104 (2010: 104).

NOTE 16: 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

DIRECTORS DECLARATION

The directors of the Association of Children's Welfare Agencies declare that:

1. The financial statements and notes as set out on pages 5 to 15 :

    a. are in accordance with the Association Incorporation Act 1984 (NSW) and

    b. give a true and fair view of the financial position as at 30 June 2011 and of the performance for the financial ended on that date of the Association; and

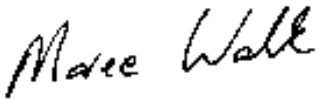
    c. comply with Australian Accounting Standards Reduced Disclosure Requirements (including Australian Accounting Standards Interpretations) of the Australia Accounting Standards Board.

2. In the directors opinion:

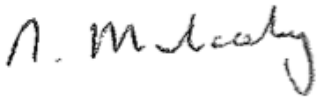
    a. the provisions of the *Charitable Fundraising Act 1991*, the regulations under that Act and the conditions attached to the authority have been complied with; and

    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 

Bob Mulcahy

Dated in Sydney this 15th day of September 2011

MOORE STEPHENS
ACCOUNTANTS & ADVISORS

Level 7, 20 Hunter Street
Sydney NSW 2000

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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 2011 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.

Director'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 - Reduced Disclosure Requirements (including Australian Accounting Interpretations) and the *Associations Incorporation Act 1984 (NSW)* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial statements 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.

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*Other than for the acts or omissions of financial services licensees. 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.

MOORE STEPHENS
ACCOUNTANTS & ADVISORS

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 2011 and of its performance for the year ended on that date; and

ii. complying with Australian Accounting Standards – Reduced Disclosure Requirements (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

MOORE STEPHENS SYDNEY

C. CHANDRAN
Partner

Dated in Sydney this 15th day of September 2011.

Board Members

Chairperson
Maree Walk
The Benevolent Society

Deputy Chairperson
Jane Woodruff
UnitingCare Burnside

Treasurer
Bob Mulcahy
Youth Off The Streets Ltd

Secretary
Maureen Eagles
CatholicCare Sydney

Ordinary Member
Karen Berman
The Burdekin Association

Ordinary Member
Deirdre Cheers
Centacare Broken Bay

Ordinary Member
Jackie Palmer
Anglicare – Diocese of Sydney

Ordinary Member
Glendra Stubbs
Link-Up (NSW) Aboriginal Corporation
(Until December 2010)

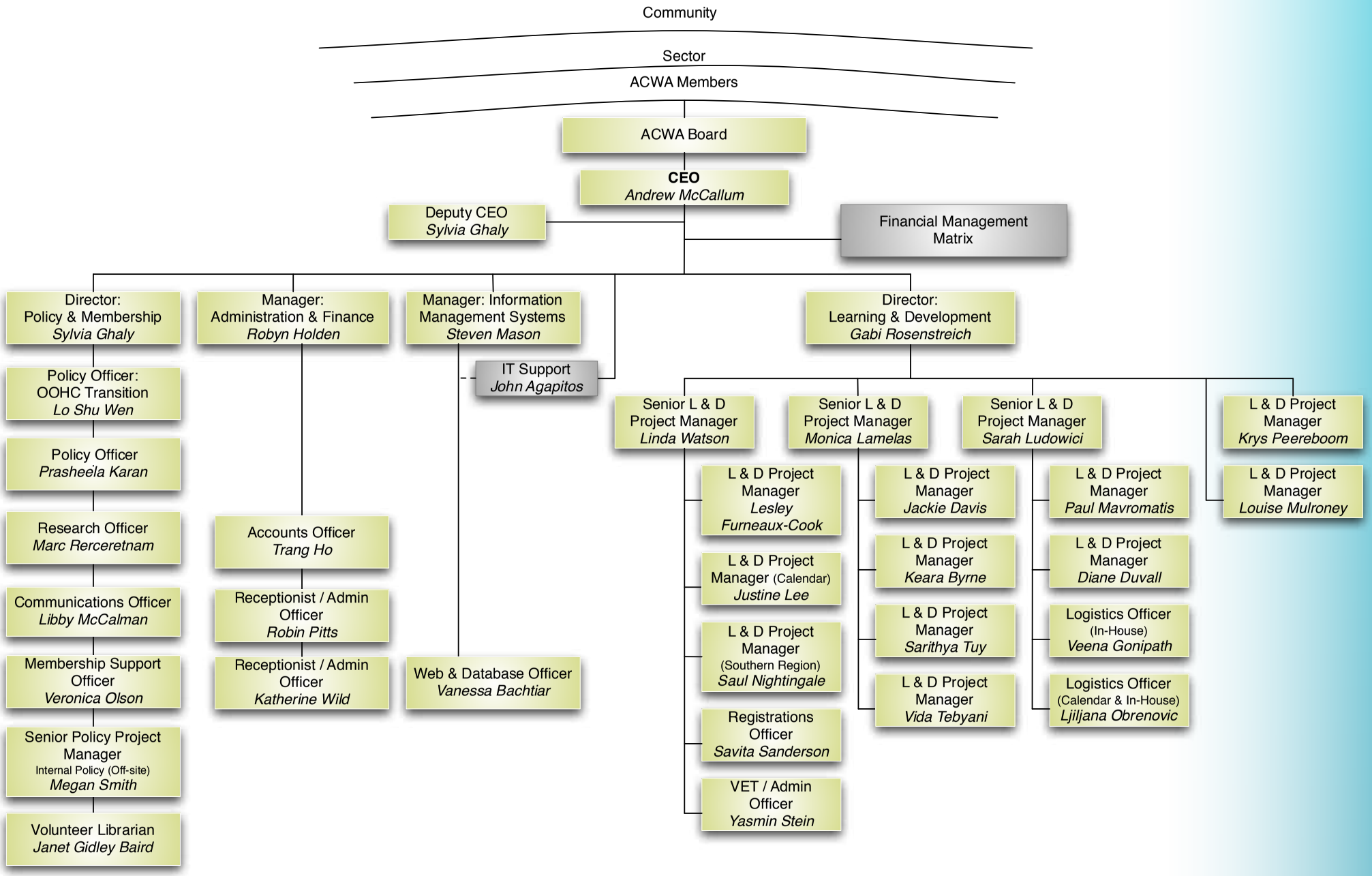
Ordinary Member
Jenelle Tinham
Anglicare Canberra & Goulburn

Co-Opted Member
Rosemary Hamill
Barnardos Australia

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

Co-Opted Member
Sue Richards
NSW Family Services Inc

Organisational Chart



ACWA Organisational Chart, October 2011

ACWA Staff as of October 2011

Andrew McCallum
Chief Executive Officer

Katherine Wild
Receptionist / Admin Officer

Ljiljana Obrenovic
Logistics Officer
(Calendar & In-House)

Diane Duvall
Learning & Development
Project Manager

Keara Byrne
Learning & Development
Project Manager

Lo-Shu Wen
Policy Officer:
OOHC Transition

Gabi Rosenstreich
Director: Learning &
Development

Krys Peereboom
Learning & Development
Project Manager

Louise Mulroney
Learning & Development
Project Manager

Jackie Davis
Learning & Development
Project Manager

Lesley Furneaux-Cook
Learning & Development
Project Manager

Marc Rerceretnam
Research Officer

Janet Gidley-Baird
Volunteer Librarian

Libby McCalman
Communications Officer

Megan Smith
Senior Policy Project
Manager
(Internal Policy)
(Off-site)

Justine Lee
Learning & Development
Project Manager (Calendar)

Linda Watson
Senior Learning &
Development Project
Manager

Monica Lamelas
Senior Learning &
Development Project
Manager

ACWA Staff

Paul Mavromatis
Learning & Development
Project Manager

Saul Nightingale
Learning & Development
Project Manager
(Southern Region)

Veena Gopinath
Logistics Officer
(In-House)

Prasheela Karan
Policy Officer

Savita Sanderson
Registrations Officer

Veronica Olson
Membership Support Officer

Robin Pitts
Receptionist / Admin Officer

Steven Mason
Manager: Information
Management Systems

Vida Tebyani
Learning & Development
Project Manager

Robyn Holden
Manager:
Administration & Finance

Sylvia Ghaly
Deputy CEO
Director: Policy &
Membership

Yasmin Stein
VET Admin Officer

Sarah Ludowici
Senior Learning &
Development Project
Manager

Trang Ho
Accounts Officer

Sarithya Tuy
Learning & Development
Project Manager

Vanessa Bachtiar
Website & Database Officer

ACWA Staff

We said goodbye and good luck to:

Amanda Stobbie
Administration Support
(March 2011)

Joanne Lum
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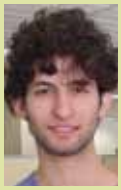

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ACWA Members (June 2011)

- Aboriginal Child Family & Community Care State Secretariat (NSW) Inc
- Allambi Youth Services
- Anglicare
- Anglicare Canberra Goulburn
- Australian Childhood Foundation
- B. Miles Women's Housing Scheme
- Baptist Community Services Respite & Carelink Centre
- Barnardos Australia
- Bega Valley Shire Council
- Blue Mountains Youth Accommodation and Support Service Inc
- Broken Hill Yass Inc
- Burrun Dalai Aboriginal Corporation Inc
- CareSouth
- CASPA
- CatholicCare
- CatholicCare Wollongong
- CatholicCare Social Services
- CatholicCare Social Services Hunter Manning
- Centacare Bathurst
- Centacare Broken Bay
- Centacare Managers Inc
- Centacare Wilcannia-Forbes
- Central West Family Support Service
- Cerebral Palsy Alliance (Allambie Heights)
- Cessnock Family Support Service
- Challenge Disability Services
- Coffs Harbour Aboriginal Family and Community Care Centre Inc
- Creating Links Cooperative Limited
- Delphi Community Services Pty Ltd
- Dunlea Centre (formerly Boys' Town)
- Family Inclusion Network NSW
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- Headstart Acquired Brain Injury Service
- Horizons Central Coast Family Services Inc
- Hunter Aboriginal Children's Services
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- JewishCare
- Kari Aboriginal Resources Incorporated
- Karitane
- Life Without Barriers
- Lifestyle Solutions
- Lithgow Community Projects Inc
- Lutanda Children's Services
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- Macarthur Diversity Services Initiative Ltd
- Mackillop Family Services
- Mallee Family Care
- Marist Youth Care
- Marymead Child and Family Service
- Miyagan Aboriginal Development Association
- Moruya Women's Refuge
- Narrabri and District Community Aid Service Inc
- Nepean Community and Neighbourhood Services
- Ngunya Jarjum Aboriginal Child and Family Networking
- North Coast Community Housing Company
- Northcott Disability Services
- Pathfinders Inc
- Phoenix Rising for Children Pty Ltd
- Premier Youthworks
- Protective Behaviours Consultancy Group
- Relationships Australia
- Rosemount Good Shepherd Youth and Family Services
- SAL Consulting Pty Ltd
- The Samaritans Foundation
- Share Care Inc
- SHINE for Kids Co-operative Limited
- Shire Wide Youth Services
- Sisters Housing Enterprises Inc
- Skills Training Employment Program Inc t/as Auswide
- Southern Youth and Family Services
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- St George Family Support Service
- St Josephs Cowper Inc
- St Michael's Family Centre Ltd
- Stretch-a-Family
- Swinson Cottage Family Centre Inc
- Sydney Stepping Stone
- Taree Women and Children's Refuge
- The ARC Aftercare Resource Centre
- The Benevolent Society
- The Bridge Youth Service Inc
- The Burdekin Association Inc
- The Caretakers Cottage Inc
- The Guardian Foundation
- The Infants Home
- The Junction Neighbourhood Centre
- The Marian Centre (St Vincent de Paul Society)
- The Shack Youth Services Inc
- United Protestant Association of NSW Ltd
- UnitingCare Children, Young People and Families
- Walla Mulla Family and Community Support
- Wesley Mission
- Western Sydney Drug and Alcohol Resource Centre
- William Campbell Foundation
- Woodrising Neighbourhood Centre Inc
- Woodville Community Services
- Youth Off The Streets Limited

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National Level

Non-Government Organisations:

- Alliance for Forgotten Australians
- Australian College of Applied Psychology
- Australian Council of Social Service (ACOSS)
- Australian Foster Care Association
- Child and Family Welfare Association of Australia
- CREATE Foundation
- Department of Families, Housing, Community Services and Indigenous Affairs
- Families Australia
- Homelessness Australia

Secretariat of National Aboriginal and Islander Child Care (SNAICC)

State Level

Non-Government Organisations:

- Aboriginal Child, Family & Community Care State Secretariat (NSW) (AbSec)
- Australian Association of Social Workers
- Australian Psychological Association
- Australian Services Union
- Cancer Council New South Wales
- Care Leavers Australia Network
- Catholic Social Services
- Council on the Ageing (COTA) NSW Inc
- Family Inclusion Network
- Foster Parents Support Network
- Homelessness NSW
- Local Community Services Association
- Matrix on Board
- NSW Family Services Inc
- The Council of Social Service of New South Wales (NCOSS)
- Yfoundations
- Youth Action and Policy Association NSW

Government:

- NSW Department of Education and Communities
- NSW Department of Family and Community Services
  - Ageing, Disability and Home Care
  - 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 Office for Children - The Children's Guardian
- NSW Office of Liquor, Gaming and Racing, Responsible Gambling Fund
- NSW Ombudsman

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- KARI Aboriginal Resources Inc
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