

Annual Report 2018 - 2019

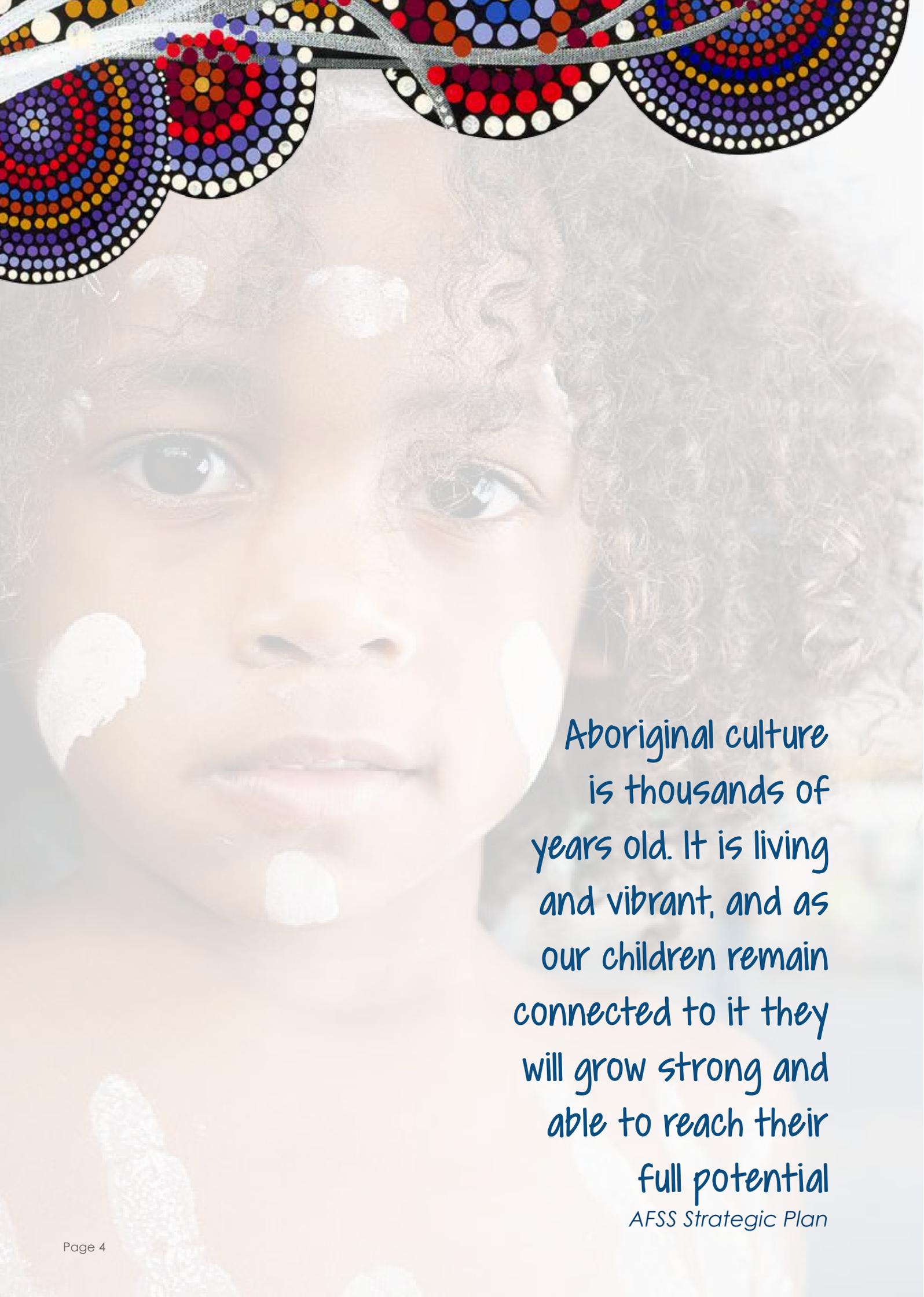


Aboriginal Family Support Services
Together with the community

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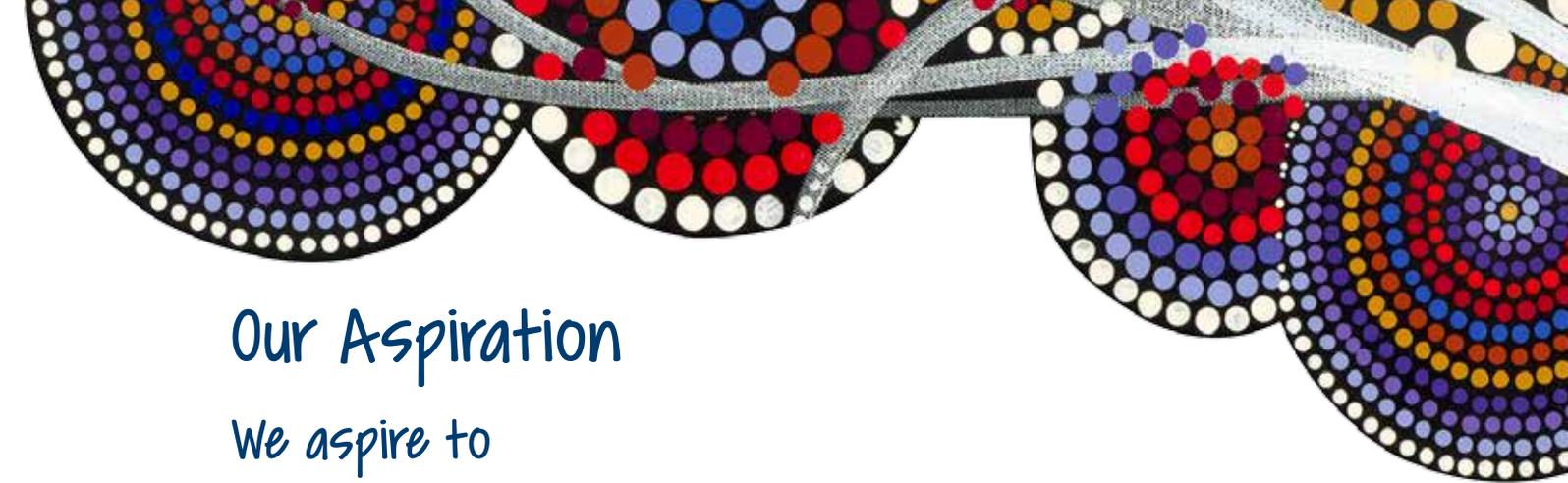
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Aboriginal culture
is thousands of
years old. It is living
and vibrant, and as
our children remain
connected to it they
will grow strong and
able to reach their
full potential

AFSS Strategic Plan



Our Aspiration

We aspire to

Build strong futures for Aboriginal children and young people in South Australia

Sustain safe, supportive and resilient Aboriginal communities

Be a courageous, knowledgeable, effective, professional, hardworking and respected organisation that is strengthened and nourished through culture

Our Values

Our values guide our behaviour - this is what we all believe in and will stand up for

People

We believe Aboriginal children have the right to be raised in a safe and healthy environment, preferably within their own community
We believe everyone should be treated with dignity and respect
We believe everyone has a right to be heard

Culture

Our culture gives us strength, stability, wisdom and power
We have an obligation to share our culture within our communities and with others

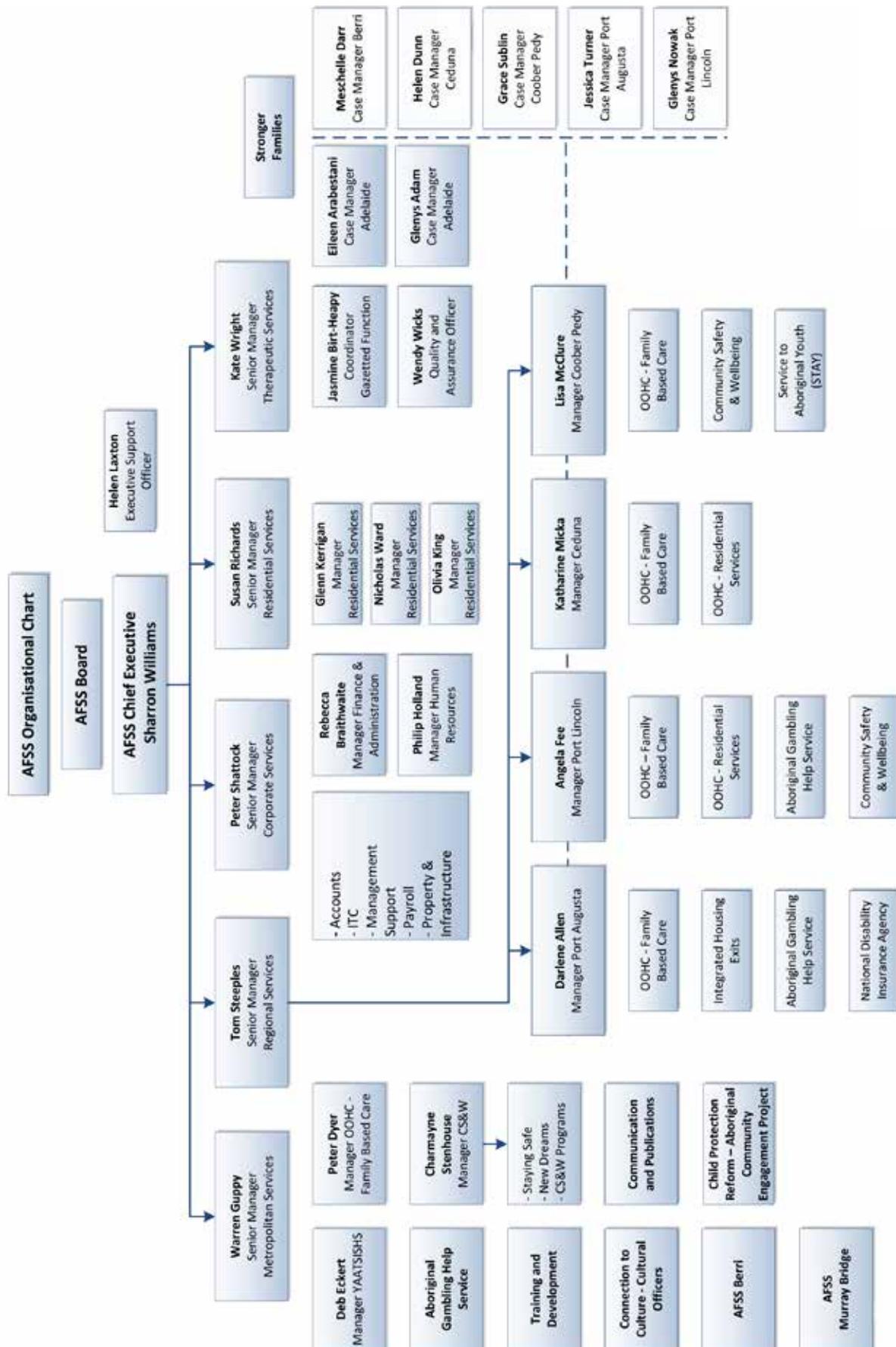
Integrity

We are truthful and honourable in everything we do
We are accountable/responsible for our actions and decisions

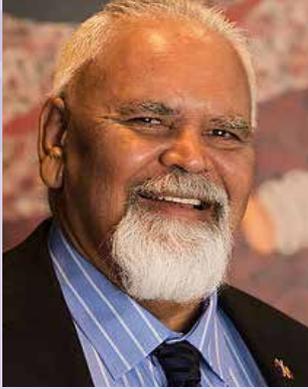
Sustainability

We are committed to achieving lasting, positive change
We believe we are creating our future through our current actions and decisions

Organisational Chart



The AFSS Board 2018 - 19



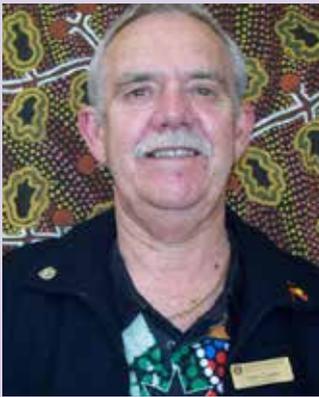
*Tauto Sansbury
(Chairperson)*



*Greg Sinclair
(Deputy Chairperson)*



*Wayne Rigney
(Secretary)*



*Ivan Copley
(Treasurer)*



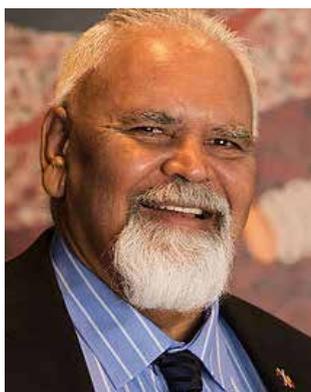
*Margaret Nelson
(Executive Member)*



*Donna Henry
(Executive Member)*



*Sharron Williams
(Public Officer)*



Acknowledgment of our Chairperson

Tauto Sansbury

2 July 1949 - 23 September 2019

It is with great sadness and heavy hearts that we say our goodbyes to our chairperson, Tauto Sansbury. Tauto passed away peacefully at home surrounded by his loving family and his soul mate and partner Grace Nelligan. Tauto was a true warrior for Aboriginal and Torres Strait Islander people and spent much of his life dedicated to seeking equality and justice for all Aboriginal people across South Australia and Australia.

Working across many Aboriginal agencies over the last 40 years, Tauto was at the forefront of leading the way for the rights of Aboriginal people wherever he could. He was instrumental in establishing the South Australian Aboriginal Justice Advocacy Committee which he chaired for many years and he was also central to the establishment and functioning of the National Aboriginal Justice Advisory Committee. Both Committees focused on the Governments' implementation of Royal Commission into Aboriginal Deaths in Custody recommendations and required extensive travel, determination and an unwavering ability to hold Governments to account. Tauto was also involved with other Aboriginal Community Controlled Organisations including Aboriginal Legal Rights Movement, APOSS, Kura Yerlo, Aboriginal Health Council of South Australia, Ceduna Koonibba Health and many more.

More recently, Tauto was the Chairperson of Aboriginal Family Support Services and, as with his involvement with all Aboriginal agencies and communities, he provided a determined focus on the rights of Aboriginal children and young people and their families who have been impacted by policies of child removal. Tauto would always make you laugh, and while his steely determination for justice was always at the forefront of everything he did, his ability to see the funny side of life and to make everyone around him laugh was contagious.

He will be truly missed.



From the Chief Executive

This is my 21st Annual Report to South Australia's Aboriginal communities as Chief Executive of AFSS. As I say each year, there have been numerous challenges and achievements, many of which are detailed on the following pages.

Our involvement in Aboriginal community events provides some of the major highlights in the AFSS calendar including National Sorry Day, Reconciliation Week and NAIDOC. The success of our annual Connection to Culture celebrations for National Aboriginal and Torres Strait Islander Children's Day continues to grow and our involvement in the NAIDOC Family Fun Day via the Elders Marquee is always a humbling experience.

Late 2018 saw AFSS 40th Celebrations held at the Adelaide Convention Centre as well as smaller community events convened in Adelaide, Ceduna, Coober Pedy, Port Augusta and Port Lincoln. The new Children and Young People (Safety) Act 2017 has kept many of our teams busy as we achieve the deadlines set by the introduction of significant changes to the child protection system. Significant growth of existing programs and the introduction of new programs has placed enormous pressure on our teams but they rise to the occasion and continue to make me proud of their commitment and dedication.

In closing, I offer my sincere thanks to the AFSS Board of Management for the advice and support they have provided to me in my role as Chief Executive, and for their advocacy on behalf of our organisation. The Senior Management team has continued to provide leadership within the organisation; I thank them for the vital role they play, and I thank our staff for their commitment to AFSS and our clients. Thanks also to the South Australian and Australian Governments (our funding bodies) and the agencies with whom we work, for their support year after year. I look forward to the challenges ahead as we continue to ensure positive outcomes for Aboriginal children and families across South Australia.

Sharron Williams
Chief Executive

The Senior Management team



AFSS Senior Management team, from left: Peter Shattock Senior Manager Corporate Services; Kate Wright Senior Manager Therapeutic Services; Warren Guppy Senior Manager Metropolitan Services; Tom Steeples, Senior Manager Regional Services; Susan Richards Senior Manager Residential Services Metropolitan.

Metropolitan Services

Aboriginal Gambling Help Service

AFSS provides Aboriginal Gambling Help Services (AGHS) in Berri, Murray Bridge, Port Augusta and Port Lincoln. Overall responsibility for the service is shared between the Senior Manager Regional Services (Port Augusta and Port Lincoln) and the Senior Manager Metropolitan Services (Berri and Murray Bridge).

The framework for delivery of the AFSS Aboriginal Gambling Help Service is focused on building resilience, promoting connectedness, and awareness and education. The program incorporates five separate presentations that cover a range of areas including for problem gambling, for family members affected by gambling and for community groups to raise awareness. In addition to formal presentations on a range of gambling matters, AFSS Gambling Support Workers also provide minor

case work for individuals and families impacted by gambling and work closely with industry representatives.

During the period 2018 - 2019, AFSS Gambling Support Workers continued to organise regular presentations to community groups and organisations. AFSS AGHS presentations include:

- Problem Gambling
- What am I Really Gambling With?
- Stop the Chase – Myths and Facts
- Deadly Choices – Taking Control
- Gambling and the Workplace.

AFSS Gambling Support Workers, along with AFSS Managers and Senior Managers, convened a planning day to review the current services provided. Apart from some minor updates to existing presentations, work is now focusing on addressing some

gaps including the large increase of online gambling for all ages and how to provide gambling awareness and education programs to school-aged children and young people.

With June 2019 being the end of a three-year funding cycle, AFSS acknowledges, with gratitude that the Office of Problem Gambling (Community Services Division, Department of Human Services) has announced a three-year continuation of AFSS Aboriginal Gambling Help Service taking us through until June 2022.

Community Safety and Wellbeing

The AFSS Community Safety and Wellbeing (CS&W) suite of programs continues to be in high demand across South Australia. Significant developments have taken place over the last 12 months. These include placement of an AFSS CS&W Facilitator in both Murray Bridge and

AFSS' Berri team members attended the Money Minded Facilitator Training Session in the Riverland last year. The program is an adult education program that aims to help people build their financial skills, knowledge and confidence.





Charmayne Stenhouse, (Manager CS&W) and Tracy Miller (Lead Facilitator CS&W) with the first Aboriginal Women's Choice for Learning forum.

Mount Gambier, allowing AFSS to increase its services to these communities. Two new programs have also come into effect during this period – Staying Safe and the Aboriginal Women's Choice for Learning project.

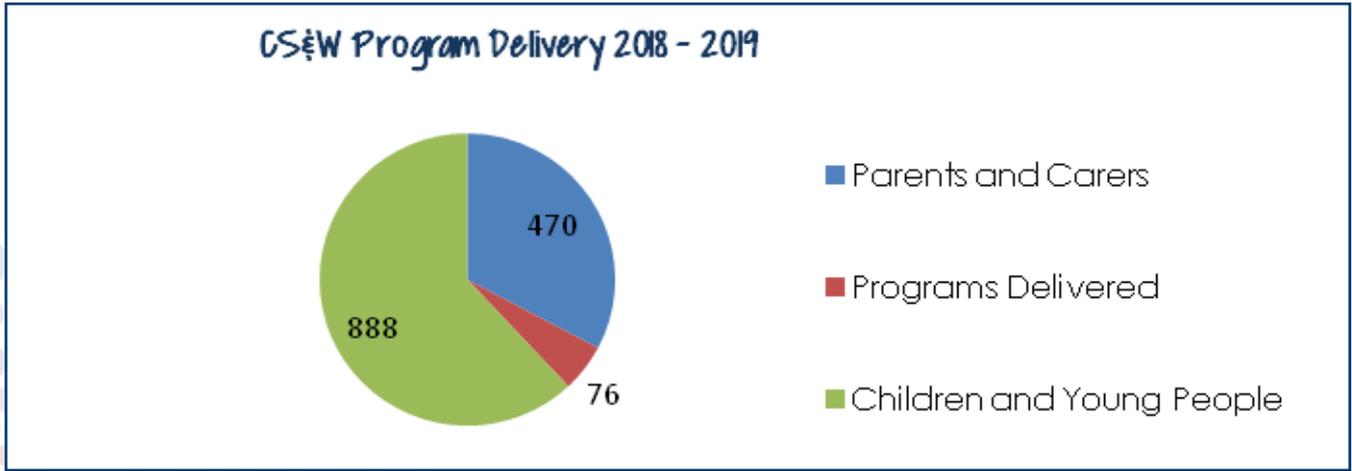
Staying Safe works with Aboriginal families who have, or who are currently experiencing, family violence. Staying Safe's Case Workers work closely with Aboriginal families and focus on immediate needs such as safety plans and stable accommodation. Once out of crisis, work focuses on the development of an agreed case plan to ensure families are able to manage the present, and sometimes the past, impact of violence.

The Aboriginal Women's Choice for Learning project was initiated through funds provided by the Department of Prime Minister and Cabinet. In recognising the NAIDOC 2018 theme *Because of Her We Can*, the Minister provided funding to a range of Aboriginal organisations for projects that focused on Aboriginal women and the vital role they play across all Aboriginal communities. AFSS' project

includes convening a number of forums across South Australia - Aboriginal Women's Choice for Learning (AWCL) - where the Community Safety & Wellbeing Manager and team engage with Aboriginal women in each of the communities visited. The focus is on seeking input from local communities about their key concerns regarding what is happening in their communities. During 2018 - 2019, a total of 71 Aboriginal women participated in AWCL forums in Mount Gambier, Adelaide and Port Lincoln.

AFSS works closely with many young Aboriginal families ensuring that, where possible, families remain together. The CS&W suite of programs provides an early intervention and prevention approach, often resulting in positive outcomes for the families the CS&W team works with. CS&W receives many referrals from the Department for Child Protection, schools and health services as well as other mainstream NGOs. Ultimately, our programs are aimed at diverting Aboriginal families' involvement with SA's child protection system.

CS&W programs currently offered include:



- Circle of Security-Parenting
- Season for Healing - Grief and Loss Education and Awareness
- Respect Sista Girls 2
- Healthy Homes, Resilient Families - Growing up Healthy
- Healthy Homes, Resilient Families - Routines and Rules

During 2018 - 2019, a total of 76 programs were delivered to 470 parents and carers who between them care for 888 children and young people. The number of Aboriginal parents engaging in workshops being delivered has been a catalyst for change and the need for ongoing support for many families has risen significantly.

Connection to Culture

Funded by the Department for Child Protection, AFSS Connection to Culture program employs two Cultural Officers whose focus is to ensure connection to culture for Aboriginal children and young people in care with an AFSS carer or residing in an AFSS Residential Service.

Significant outcomes for the period include the completion of an initial Cultural Plan for over 200 Aboriginal children and young people.

A celebration for National Aboriginal and Islander Children's Day was convened at the Taoundi Aboriginal Community College on Friday 3 August 2018. The day provided an opportunity for Aboriginal families, carers, children and young people to come together and celebrate Children's Day.

AFSS Cultural Officers are also becoming more immersed in many AFSS program areas and provide a cultural lens across a range of processes, including participation on interview panels, representing AFSS at community events, developing strong networks with Aboriginal communities across South Australia and reviewing foster care assessments to ensure that prospective foster carers are equipped with relevant knowledge and awareness about the cultural needs of Aboriginal children and young people placed in their care.

Out of Home Care - Family Based Foster Care

There have been ongoing changes in the Out of Home Care space due to the continued



The Connection to Culture Children's Day at Taoundi College was a great success.



Metro Family Based Care team members at the AFSS stall at the Children's Health Expo.



Thanks to the wonderful staff from AGL who ensured that a good time was had by all at the foster care Christmas Party.

rollout of the *Children and Young People (Safety) Act 2017*. Significant reforms taking place across child protection have generated increased workloads and expectations for the NGO sector to deliver outcomes. AFSS continues to meet these expectations and welcomes the reforms and the stability that they bring to the out of home care sector.

AFSS continues to be concerned at the increasing number of Aboriginal children and young people entering care. Aboriginal children and young people continue to make up one-third of all children in care in South Australia, while the percentage of Aboriginal children in juvenile detention is double and sitting at approximately 67%.

During the 2018 - 2019 period AFSS consistently exceeded placement targets resulting in growth payments beyond base line funding for all four quarters. Additional resources are directed back into the program to increase the capacity of the team to recruit, train and support additional foster care households.

The employment of an additional Carer Liaison Officer in the team allowed



National Aboriginal and Torres Strait Islander Children's Day - AFSS 2018 Connection to Culture event at Tauondi Aboriginal Community College

the carer to worker ratio to move from 26 to one down to a more acceptable ratio of 18 to one.

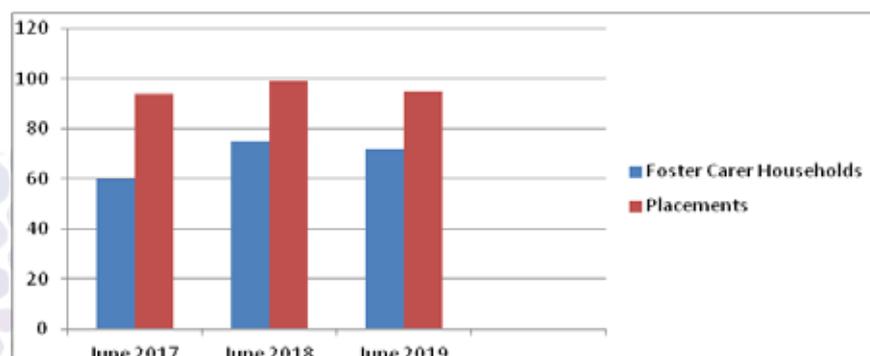
Additional growth is planned for the 2019 - 2020 period to meet rising demand for placements and to ensure AFSS Foster Carers are afforded the best support possible and to ensure our Carer Liaison Officers are able to meet the specific needs of each of the carer households they support.

AFSS now uses a number of assessment tools to recruit new foster carers. These are the Winangay Aboriginal Foster Carer Assessment Tool, the Step by Step 2017 Foster Carer Assessment Tool and the Specific Child Only Psychosocial Assessment Tool. While Step by Step 2017 is a mainstream foster care assessment tool, the Winangay Aboriginal Foster Carer Assessment Tool is a culturally strong and robust process that reflects more of a yarning and visual approach to the assessment, making it a more appropriate process for many Aboriginal and non-Aboriginal families wishing to become AFSS foster carers.

Training and Development

The AFSS Training Facilitator and Training Officer continue to work hard ensuring all new employees at AFSS

AFSS Foster Carer Households and Placements - June 2017, 2018 and 2019



receive ongoing training and support. They also play a key role in ensuring compliance issues for existing and new staff is maintained to a high standard. For example, Safe Environments – Through their Eyes, Information Sharing Guidelines and Case Note Writing. Significantly, all new employees in an AFSS Residential Service are required to complete a two-week block of training prior to undertaking shifts. In addition the planned roll-out of Therapeutic Crisis Intervention has added an additional four days' training for all new Residential Services employees.

The AFSS Training Facilitator and Training Officer have overall responsibility for development and delivery of the following AFSS training:

- AFSS Induction
- Case Note Writing
- Child Development
- Community Safety and Wellbeing (Healthy Homes, Resilient Families – Growing up Healthy and Routines and Rules)
- DCP Practice Manuals
- Infant Safety
- Information Sharing Guidelines
- Maybo (Safer PI)
- Medication Administration
- Residential Services Procedures
- Safe Environment – Through their Eyes
- Seasons for Healing (Grief and Loss Education and Awareness)
- Self Care

- Self Harm and Suicide Awareness
- Solution Based Casework
- Therapeutic Crisis Intervention
- Trauma Informed Practice
- Understanding Attachment
- WHS - Manual Hazardous Tasks
- Youth Accommodation Aboriginal and Torres Strait Islander Specific Homeless Service Induction

Youth Accommodation Aboriginal and Torres Strait Islander Specific Homeless Service

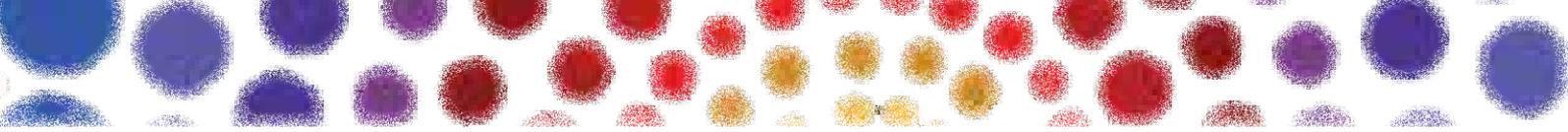
AFSS Youth Accommodation Aboriginal and Torres Strait Islander Specific Homeless Service (YAATSISHS) is a short-term emergency accommodation service for Aboriginal and Torres Strait Islander people from 15 to 25 years of age. YAATSISHS provides waitlist, in-centre and outreach support and case management to people staying in one of our accommodation services (Olga Fudge Lodge and Narungga House) or to clients pre and post accommodation.

The aim of the National Affordable Housing Agreement (NAHA) Specialist Homeless Services is to provide supported accommodation and related support services to help people who are homeless, or at imminent risk of homelessness, achieve the maximum possible degree of self-resilience and independence. Further within this aim the goals are to resolve crisis, to re-establish family links and to

re-establish a capacity to live independently of specialist homelessness services.

The period 2018 - 2019 has continued to see significant improvements for YAATSISHS. Following on from significant work in the previous period (Business Continuity Plan, Service Principles, Service Model, YAATSISHS Procedures), AFSS continues to work with the South Australia Housing Authority to improve data collection outcomes and the overall experience for young Aboriginal men and women who use the service. AFSS continues to meet the agreed annual KPI target of 100 clients per annum and work is now focusing on ensuring the waitlist and outreach targets as per Performance Improvement Plans are met.

A review of the YAATSISHS focused on fine-tuning and increasing our service delivery around waitlist and outreach services. The aim was to ensure we are able to work with clients pre and post accommodation by offering a wrap around service that assists young people to navigate the housing sector to secure longer-term housing while being supported towards full independence. AFSS also aims to ensure we are providing the best possible service for clients and that as an Aboriginal agency, our service delivery reflects culturally appropriate service responses. Outcomes from the review resulted in a minor restructure resulting in two Lead Support Worker positions being replaced with a single Coordinator over both services and the employment of a dedicated Outreach Officer to increase capacity to provide dedicated waitlist and outreach services.



Child Protection Reform - Aboriginal Community Engagement Project

In late 2017, AFSS identified the need for a community engagement project to assist Aboriginal communities across South Australia to engage in child protection reforms.

Applying through the Sidney Myer Foundation, AFSS was successful in securing funds for a two-year project, Child Protection Reform – Aboriginal Community Engagement Project. The funding allowed the recruitment and appointment of a dedicated Project Officer for the entirety of the funded project.

The main objectives of the project are detailed below:

Aboriginal communities, especially families who have been and are still most affected by child removal practices, to influence child protection policy and practice by actively engaging with the State Government's Statewide Community Engagement Strategy and

To build the capacity of Aboriginal people, families and communities, especially those most affected by child removal practices, to positively and actively engage with local decision making processes related to child protection intervention and responses that contribute to the reduction over time of the rate of removal.

On 22 October 2018, the Department for Child Protection's new child safety laws came into effect. These changes are the biggest changes to child protection in South Australia in over 25

years. *The Children and Young People (Safety) Act 2017* signals a number of changes that will impact on Aboriginal parents and families.

When we think about child protection we think about Aboriginal children being taken away from families and about families being broken apart, confused, stressed and powerless against a system that seems to have so much power.

AFSS strongly believes that all Aboriginal people have a right to be heard and to be involved in all decisions that affect their children and young people. AFSS' role in this project is to facilitate genuine, meaningful and honest engagement with local Aboriginal families and groups and to create pathways of communication between Aboriginal groups and the Department for Child Protection.

Through this initiative our goal is to share information about the changes in the child protection system and to consult with parents, extended family, and local communities. The focus will always be about improving outcomes for Aboriginal families and on ways to keep Aboriginal children within their family and communities.

Supported by the Sidney Myer Foundation, and overseen by a Steering Committee, AFSS Aboriginal Community Engagement Project aims to engage with Aboriginal families and communities across Northern Metropolitan Adelaide and Port Augusta about child protection.

AFSS will do this by engaging with the Department for Child Protection, Aboriginal

communities and other relevant service providers.

We will hold a series of Aboriginal community forums to engage Aboriginal people in discussions, and solutions, to child protection matters and we will create communication pathways between Aboriginal communities and the child protection system.

We will provide clear information and education about the changes in child protection in South Australia, we will facilitate discussions with Aboriginal families and groups and we will advocate on behalf of families to ensure that Aboriginal voices are heard at all stages of the implementation.

AFSS wants a long-term plan where the child protection system works closely with Aboriginal people and empowers them, one that includes genuine teamwork and partnership and one that empowers Aboriginal communities to take control of child protection. AFSS knows that the best people to give input and guidance on how to change a system are the ones living and experiencing the difficulties.

Since commencement in September 2018, a total of nine forums have been held across metropolitan Adelaide as well as in Port Augusta, Port Pirie and Whyalla, with over 77 Aboriginal people and families and service providers participating in the forums.

Warren Guppy
Senior Manager
Metropolitan Services

Regional Services

General

There are always comings and goings of staff, and I would like to acknowledge everyone who has played a part in maintaining AFSS as such a vibrant agency throughout regional South Australia. Our staff complement has seen some change this year. I joined the team as Senior Manager – Regional Services in August, and Darlene Allen started as the Port Augusta Regional Manager in April. Our core business remains child protection, and the changes to the legislation in October signified a new era for us and our work. Port Lincoln, in particular, had a very busy start to the year, with the excitement of moving to their new location of 21 Washington Street, in October. The new premises are light and airy, with additional room to expand our services.

A further milestone for AFSS was the 40th Anniversary Celebrations. Each local office marked this milestone with an event.

Katharine Micka, AFSS Ceduna Manager, and Tom Steeples, AFSS Senior Manager Regional Services, get right into the spirit of the Teddy Bears' Picnic, a highlight of Carers' Week in Ceduna.

Residential Services

For several years AFSS has provided residential care in Ceduna and Port Lincoln. Our two houses are more often than not full, providing a home-like setting for children and young people in our care. Our dedicated team of residential workers is focused on the “where next” for these children and young people, and works closely with our Foster Care teams to find families to provide that more stable environment for their ongoing growth.

Foster Care

All four AFSS' regional offices have teams dedicated to recruiting, assessing and then supporting foster carers. It is these carers who welcome Aboriginal children and young people into their homes, providing a nurturing environment, and welcoming them into family. Over the year our team of family care workers hosted events, gave training to carers, and





AFSS' Coober Pedy office maintains strong links with community and local industry. OZ Minerals generously donated a range of goods for families and the youth program, and also raised funds through NAIDOC which were donated to AFSS Coober Pedy youth program for youth leadership. Pictured, Lisa McClure, AFSS Manager Coober Pedy, receives the donations from Chris Warrior, Oz Minerals.

travelled throughout our state to engage with carers. Their work is much appreciated.

Disability Supports

This year saw the development of a new program at AFSS supporting people with disabilities to better access the NDIS. A team of two travelled between Whyalla and Port Pirie presenting at community forums and events, assisting Aboriginal people and communities to engage with disability support services.

Youth Work

Many of our activities focus on children and young people, but in Coober Pedy we also provide additional youth work activities through our STAY program, and the soon to open Coober Pedy Youth Shed. The STAY program engages with young people through a variety of activities, including Operation Flinders, and works closely with schools and communities in Coober Pedy and Oodnadatta. This year

we also have received funding to launch a youth hub in Coober Pedy, the Youth Shed. The Youth Shed is open to any young person and will provide the only after-hours activities for children and young people in Coober Pedy.

Community Safety & Wellbeing

The CS&W program has provided a wide range of programs in Ceduna, Yalata, Port Lincoln, Whyalla and Coober Pedy. Our team of three facilitators leads people on a journey to learn new skills and refine old ones. The programs provided have included ways to empower young women – Respect Sista Girls, the journey through grieving – Seasons for Healing, how to create a secure home environment – Healthy Homes and Resilient Families, and focus on positive parenting techniques, Circle of Security-Parenting.



Kevin Kropinyeri (centre front) nationally acclaimed and hilarious Nunga comedian, raised awareness about the impacts of problem gambling in regional South Australia during Gambling Harm Awareness Week.

Stronger Families

The Stronger Families teams work out of all of our regional offices, identifying ways for families to remain together, or work towards reunifying a family in distress. This work has a strong therapeutic focus, with the aim of reducing family breakdown.

Gambling

The Port Lincoln and Port Augusta teams include workers aiming to reduce the harm that gambling does in our communities. There are

over 300 pokie machines in Port Augusta and a further 260 in Port Lincoln, and the availability of online gambling and betting on sports is creating real social problems. Our two workers work with individuals and venues to try and minimise these social costs. But the challenge is that in communities like Copley the local hotel has 15 pokie machines, and the population is about 70!

*Tom Steeples
Senior Manager
Regional Services*



The Growing Up Healthy program proved a great hit with participants in Whyalla.

Residential Services - Metropolitan

AFSS Residential Services – Metropolitan provides care for Aboriginal children and young people who are under the Guardianship of the Minister in 10 Residential Houses across the metropolitan area. All houses continue to run with a culturally responsive and therapeutically informed approach and we continue to reflect on and develop our services on an ongoing basis.

All houses are funded by the Department for Child Protection, nine under the Residential Care model and due to the demand for placements for children in care AFSS agreed to staff a tenth house under a fee-for-service model.

This year saw a change in structure with the responsibility for all metro houses coming under the one Senior Manager. AFSS now employs three Managers, 10 Team Leaders and up to 150 staff who support up to 37 children in our Metro Residential Services.

Leadership Team

Managers Nick Ward and Glenn Kerrigan continue in their roles at AFSS ensuring we give the best support possible to young people in our care.

During the year we said goodbye to and thanked Manager Susie Crisa for her commitment to AFSS. Susie left AFSS to spend time in the country with family. We welcomed

Liv King to our Resi Management team. Liv came to us with over 10 years of experience managing disability services across South Australia and has a strong clinical background.

Focussing on the management team's strengths and interests, each member now has a "Matrix Responsibility" across the Residential Metro programs. Glenn looks after compliance and networking, Nick's responsibility is training and recruitment and Liv drives our quality and practice. This new way of working has enabled us to ensure we have consistency across our services and also the time to focus and grow in each of the areas.

Practice Approach

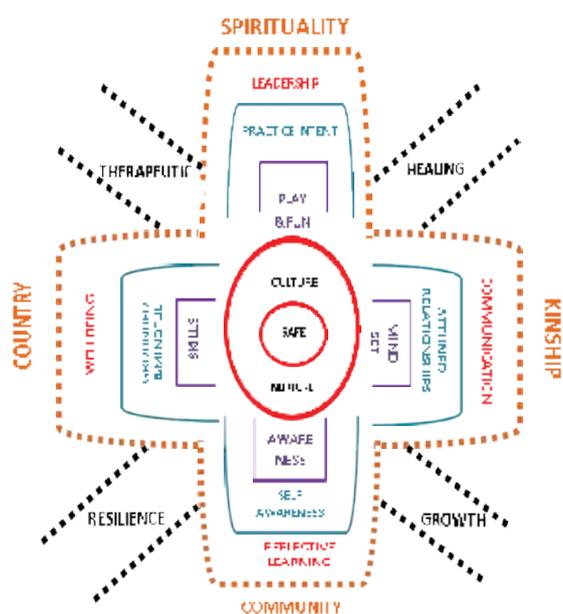
AFSS committed again to supporting our staff through the provision of reflective practice sessions for our teams run by Connected Self. These sessions support our teams to work from a therapeutic and growth mindset when working with young people in AFSS care. The Therapeutic Crisis Intervention framework and positive behaviour support plans continue to be rolled out across our services to support young people in our care (see diagram below left).

Cultural Responsiveness

During the year management was approached by Charlotte Sumner and Tricia Wilson who had some exciting ideas on how we can better ensure the children in our care are connected to their culture. Charlotte and Tricia met with Susan Richards and Chief Executive Sharron Williams to discuss their idea for a new program, Karing for Kulture Karing for Kids. This idea resulted in AFSS running cultural days that were specifically for children and young people in AFSS care (see photos on pages 21 and 22). The first workshop was run in April and included traditional dancing, face painting, basket weaving, carving, storytelling, boomerang and spear throwing. Activities were run by Major Moogy Sumner and the Tal-Kin-Jeri dance troupe.

Working across the State

Collaboration and consistency between our Metropolitan and Regional Services is





vital to the running of AFSS services. In May our leadership team attended a two-day residential workshop for our Managers and Team Leaders facilitated by Tania Elliott. This involved a refresher on Therapeutic Crisis Intervention, Trauma Informed Practice and working from a therapeutic approach in Residential Care. Additionally Regional Managers Angela Fee and Katharine Micka presented on recruitment and retaining staff. Team leaders Dyvia Sibal and Jo Griffin presented on a two-day Professional Supervision training run by Child and Family Focus SA they had attended:

“The two day workshop was really inspiring and provided team leaders with the skills to facilitate positive supervisions with their team members to encourage strong growth. Other organisations also attended the workshop which allowed team leaders to network and share ideas that work in each other's organisations. Employees from other organisations were really impressed with the approach that AFSS has towards supervision and the processes that are currently in place. The flow on from this training will be evident in the months to come as the skills and knowledge is implemented into practice to support our employees and to create a strong service for the young people who we care for.”

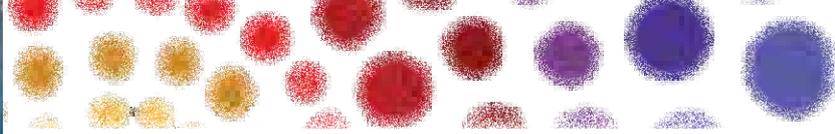
Minister Rachel Sanderson regularly visits the Residential Houses across the state. This year we welcomed the Minister into AFSS houses. As part of her engagement with AFSS, the Minister plants a tree. The young people select a plant of their choice and look forward to planting with the Minister (*see picture next page*). In addition to this, young people have hosted afternoon teas and made lemonade, biscuits and coffee!

AFSS Strategic Plan

In November 2018 AFSS launched our 2018-2023 Strategic Plan. To support the plan being embedded into everyday practice at AFSS we have a number of initiatives including “Afternoon Tea With the CE”. There are also quarterly recognition awards which come under two categories, the Values Award and the Strategic Award.

AFSS staff members nominate other AFSS staff whom they believe have gone above and beyond and demonstrated elements of the AFSS Strategic Plan in the work they do with AFSS.

The six staff nominated for the award were invited to celebrate the award over afternoon tea with CE Sharron Williams who presented each with a certificate of appreciation (*see picture next page*).



Legislative Changes

This year was a time for change as we continue to roll out the requirements of the *Children and Young People (Safety) Act 2017*. The requirements are that by April 2020 all staff working in a children's residential facility must have undergone a psychological or psychometric assessment and are deemed suitable to work with children. The psychological assessment provider must be of "a kind determined by the Department for Child Protection Chief Executive". AFSS has procured Adelaide-based provider PsychCheck and since January 2019 all new employees working in AFSS Residential Care or YAATSISHS have undergone the assessment. AFSS will complete the assessment of all current staff by 2020 when it becomes mandatory that all staff have undergone the assessment.

The Fringe

During this year's Fringe, many of the young people and families AFSS works with attended a number of Fringe performances, thanks to the generosity of the Fringe Donor Circle. AFSS is extremely appreciative of the tickets provided and glad that the families and young people AFSS works with were able to access the Arts and be part of the diversity and richness of such an exciting event. Many of the Fringe artists are Aboriginal and it was extremely valuable that the young people we work with were able to see so many positive Aboriginal role models in action (see photo below left).

Susan Richards
Senior Manager
Residential Services



Therapeutic Services

2018-2019 has seen transitions, changes, planning and development both across the sector and in the AFSS Stronger Families team.

One of the most significant changes this year has been the implementation of the new *Children and Young People (Safety) Act 2017*. This new piece of legislation has had a profound impact on how all of child protection business is carried out in South Australia, and thus how the Stronger Families programs operate.

As a result of the new legislation we have seen some of the Stronger Families program move as part of some realigning of services and contracts within government. Initially the Targeted Intervention Service moved to Department of Education and another move for this program and the Family Preservation service will occur in the 2019-2020 year.

The Early Intervention Research Directorate (EIRD) undertook several very significant pieces

of work over the course of the year. Much of their work has been to better understand the current services and supports available to families at risk, understand the needs of these children and families and to start the process of working with the sector to design services that will better meet these needs. AFSS Stronger Families team has continued to participate at every level and is excited to see some of the learning from EIRD's research starting to be used with some co-design and consultations starting to happen in order to shape the early intervention and family support space into the future. AFSS will continue to bring the knowledge and experience wrought, as the only Aboriginal led service in this space, and will advocate for services to meet the needs of the families and communities we have been working with for many years.

Another big change this year has been the decision made by DCP to discontinue the use of Solution Based Case Work as its case



Colin (pictured) and his partner Janine, found the Stronger Families program to be of great help to them and successfully made important changes that enabled them be reunited with their little ones.



Two of our clients enjoy a cooking session and hone their skills at AFSS Community Safety & Wellbeing's Healthy Homes Resilient Families program.

management framework. After five years of working to train staff and integrate this framework across Stronger Families this has signalled a significant change for the program. AFSS has taken all that we learnt from SBC and have used that knowledge to develop our own framework and tools which will enable our staff to continue to deliver consistent, child centred and family focussed support to our families across South Australia.

In amongst all this change and growth the Stronger Families team continues to provide services to families in a large area of South Australia – Ceduna, Coober Pedy, Port Lincoln, Port Augusta, Berri and the extended Metro area. In all of these regions we strive for, and value, the positive relationships we have with community, DCP, Department for Education and many other services. Our committed,

skilled and passionate staff have come together several times throughout the year to learn and share together to ensure that we all understand the changes to legislation and systems, while also ensuring that the families we support continue to receive the support they need from us. In all of our regions this year we have continued to see a strong demand for all of our programs. We have continued to support families to address what can sometimes be significant and seemingly overwhelming challenges so they don't end up having children removed. We have also worked with families to understand and address the issues that had required their children to be away from them, and to make plans, develop skills and embrace change so their children could come home.

Our Targeted Intervention Service (TIS) has

provided support to families who care for more than 160 children this year and our Family Preservation and Reunification service has worked alongside more than 100 families.

This year we are really excited that our funding partner for TIS, the Department for Education, allowed us to utilise some regional unspent funds to launch a small TIS pilot in the Southern Metro area. This is the first time AFSS has been able to offer a TIS anywhere in the metro area as previously this service was offered only in regional areas. This program allows families to be referred in not only by DCP but by other support services, schools, child care centres and to also self refer. We work with families to address concerns and challenges so that families can stay outside of the child protection system.

While TIS Metro is currently a very small team they have already developed a sound reputation and have been working at full capacity for many months. We hope to secure ongoing funding to allow this team to grow and also cover other areas of Adelaide as we are currently having to turn down referrals from other parts of the metropolitan area.

Within the first eight months this small team of two workers had visited more than 70 services to explain what the program can offer and has accepted more than 15 referrals.

Another noteworthy milestone this year is the 10 years of amazing and committed service of Amber Shannon.

Amber has been with the Stronger Families team in Ceduna since the very early days of our program and has been a dedicated and supportive member of both the local Ceduna team and the broader Stronger Families team. Well done Amber, and thank you, we look forward to many more years!

The new child protection legislation has also changed the role and function of the Gazetted Cultural Consultancy program. The team is continuing to

work closely with DCP to understand the changes to legislation and support the embedding of the Aboriginal and Torres Strait Islander Child Placement Principle which is now enshrined in the legislation. We look forward to continuing to support the growth and development of practice in this area and throughout the first year of the new legislation.

*Kate Wright
Senior Manager
Therapeutic Services*



Quotes from our clients:

- ... feel hope for my future
- ... now feel much more comfortable in dealing with issues at the school
- ... extremely grateful to AFSS for assisting in securing a new home and now feel safe and much happier
- ... things are a lot better for the family. The children aren't fighting as much and everyone is going to school now.
- ... without the support of AFSS I don't think I would still have my children with me, you have helped me gain control back
- ... I enjoyed having someone to talk to, someone that could give me advice and keep me on track. AFSS helped me get my life back on track and has helped me do things differently. I am thankful that AFSS has been a part of my life
- ... AFSS are awesome; they made everything easy to understand and helped us see that we needed to make some changes. Without AFSS support we wouldn't have been able to get our babies back.

Corporate Services

Corporate Services incorporates the following areas:

- Administrative Support
- Human Resources
- Accounts Payable/ Receivable
- Payroll
- Information Technology (IT)
- Finance and Reporting
- Records Management
- Property and Infrastructure.

Another busy 12 months has passed and the following are some of the notable highlights.

After over eight years' service, our Finance and Administration Manager, Amy Brooks left us to further develop her career in finance. Although sad to see Amy leave, we welcomed Rebecca Braithwaite to fill Amy's position.

In September 2018, we also welcomed a new team member, Amy Magnusson, to take on the ever-increasing work around recruitment.

During the year, we recruited 104 new employees, mostly in Residential Care which carries a heavy regulatory workload, so Amy was also a welcome addition to our team.

Whilst welcoming newcomers, we also have some long-serving team members in Corporate Services, who between them have a combined total of many years experience:

Peter Shattock, Senior Manager, 10 years in July 2018

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Lyn Lemm (*pictured below*), Management Support, 10 years in November 2018

Rob Phillips (*pictured below*), IT Coordinator, 10 years in February 2019

Kim Appelby, Payroll Coordinator, 9 years in December 2018

Philip Holland, Manager HR, 8 years in November 2018

Elizabeth Wright, 7 years in November 2018.

Other highlights include the commencement of an audit of all assets across the organisation, outsourcing of archived records, occupation of our own leased premises in Murray Bridge and creation of an office in Mount Gambier, in space provided by Pangula Mannamurna Aboriginal Corporation.

The upgrade of our telecommunications foreshadowed in last year's report has been in full swing this year. Conversion from the old PSTN and copper-based telephone lines across

to the NBN and Business SIP technology has been progressively undertaken, with only several sites remaining to be completed in the coming year.

We also implemented a full off-site back-up and disaster recovery facility for our systems, so that in the event of a disruption to our IT, we should be able to get back-up systems activated within minutes.

As we have grown, our IT and communication requirements have also increased.

Although a high cost to the organisation, it is important to keep up with changes to ensure our employees have the system support they need to deliver their important services.

Although a small team, our thanks again to each member who works diligently behind the scenes to keep the systems and back-office processes flowing.

Peter Shattock
Senior Manager
Corporate Services





AFSS Financial Statements for the year ended 30 June 2019

The following pages provide an abridged version of the

Financial Statements. The full report is available from AFSS upon request.

ABORIGINAL FAMILY SUPPORT SERVICES LIMITED

ABN : 82 853 278 164

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2019**

	Note	2019 \$	2018 \$
Revenue and other income	2	20,555,883	18,607,706
Employee benefits expenses		(16,913,466)	(15,516,677)
Wages secondments			
Depreciation and amortisation expenses		(227,155)	(222,417)
Finance costs		(91,444)	(88,776)
Repairs, maintenance and vehicle running expense		(1,129,681)	(865,454)
Fuel, light and power expense		(153,508)	(152,637)
Rental expense		(103,238)	(105,352)
Training expense		(246,675)	(245,598)
Audit, legal and consultancy expense		(158,060)	(101,934)
Administration expense		(736,648)	(582,186)
Fundraising expense		(27,045)	(58,302)
Program service expense		(610,331)	(462,179)
Current year surplus (deficit) before income tax		158,631	206,192
Income tax expense		-	-
Net Current year surplus (deficit)		158,631	206,192
Other comprehensive income		-	-
Total other comprehensive income for the year		-	-
Total comprehensive income attributable to members of the company		158,631	206,192

ABORIGINAL FAMILY SUPPORT SERVICES LIMITED

ABN : 82 853 278 164

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2019**

	Note	2019 \$	2018 \$
CURRENT ASSETS			
Cash and cash equivalents	3	3,328,439	3,785,344
Accounts receivable and other debtors	4	40,578	2,968
Other current assets	5	<u>60,218</u>	<u>10,578</u>
TOTAL CURRENT ASSETS		<u>3,429,235</u>	<u>3,798,890</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	<u>6,384,243</u>	<u>6,383,053</u>
TOTAL NON-CURRENT ASSETS		<u>6,384,243</u>	<u>6,383,053</u>
TOTAL ASSETS		<u>9,813,478</u>	<u>10,181,943</u>
CURRENT LIABILITIES			
Accounts payable and other payables	7	3,021,907	3,511,620
Borrowings	8	166,301	118,264
Employee provisions	9	<u>968,109</u>	<u>917,476</u>
TOTAL CURRENT LIABILITIES		<u>4,156,317</u>	<u>4,547,360</u>
NON-CURRENT LIABILITIES			
Borrowings	8	1,808,464	1,881,831
Employee provisions	9	<u>158,332</u>	<u>221,017</u>
TOTAL NON-CURRENT LIABILITIES		<u>1,966,796</u>	<u>2,102,848</u>
TOTAL LIABILITIES		<u>6,123,113</u>	<u>6,650,208</u>
NET ASSETS		<u>3,690,365</u>	<u>3,531,735</u>
EQUITY			
Retained surplus		1,593,974	1,745,091
Asset revaluation surplus	10	<u>2,096,391</u>	<u>1,786,644</u>
TOTAL EQUITY		<u>3,690,365</u>	<u>3,531,735</u>

ABORIGINAL FAMILY SUPPORT SERVICES LIMITED
ABN : 36 709 591 145

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2019

	Retained Surplus	Asset Revaluation Surplus	Strategic Funds Reserve	Total
	\$	\$	\$	\$
Balance at 1 July 2017	1,922,737	1,402,806	-	3,325,543
Comprehensive income				
Net surplus (deficit) for the year	206,192	-	-	206,192
Other comprehensive income for the year	-	-	-	-
Total comprehensive income attributable to members of the company for the year	206,192	-	-	206,192
	(383,838)	-	383,838	-
Balance at 30 June 2018	1,745,091	1,402,806	383,838	3,531,735
Balance at 1 July 2018	1,745,091	1,402,806	383,838	3,531,735
Comprehensive income				
Net surplus (deficit) for the year	158,631	-	-	158,631
Other comprehensive income for the year	-	-	-	-
Total comprehensive income attributable to members of the company for the year	158,631	-	-	158,631
Transfer to Reserve	(309,747)	-	309,747	-
Balance at 30 June 2019	1,593,974	1,402,806	693,585	3,690,365

ABORIGINAL FAMILY SUPPORT SERVICES LIMITED
ABN : 82 853 278 164

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts from members and funding bodies		20,468,306	18,552,220
Payments to suppliers and employees		(20,626,052)	(17,711,865)
Interest received		48,814	51,708
Interest paid		(91,444)	(88,776)
Net cash provided by (used in) operating activities		<u>(200,376)</u>	<u>803,287</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant & equipment		(232,351)	(328,355)
Payments for property, plant and equipment		1,151	
Net cash used in investing activities		<u>(231,200)</u>	<u>(328,355)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from Borrowings (net of repayments)		(25,330)	(118,264)
Net cash provided by (used in) financing activities		<u>(25,330)</u>	<u>(118,264)</u>
NET INCREASE (DECREASE) IN CASH HELD		(456,906)	356,668
Cash at the beginning of the financial year		3,785,344	3,428,676
CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR	3	<u><u>3,328,439</u></u>	<u><u>3,785,344</u></u>

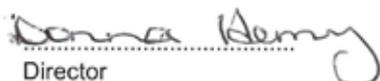
ABORIGINAL FAMILY SUPPORT SERVICES LIMITED
ABN : 82 853 278 164

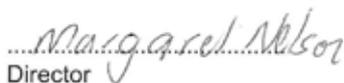
DIRECTORS' DECLARATION

The directors of Aboriginal Family Support Services Limited declare that, in the directors' opinion:

1. The financial statements and notes, as set out on pages 1 to 1~~3~~⁵, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - a. comply with Australian Accounting Standards – Reduced Disclosure Requirements; and
 - b. give a true and fair view of the financial position of as at 30 June 2019 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subs 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013*.


.....
Director


.....
Director

Dated this 24th day of October 2019

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ABORIGINAL FAMILY SUPPORT SERVICES LIMITED



Opinion

We have audited the financial report of Aboriginal Family Support Services Limited ("the entity") which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Aboriginal Family Support Services Limited is in accordance with Div 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- a) giving a true and fair view of the entity's financial position as at 30 June 2019 and of its financial performance and cash flows for the year then ended; and
- b) complying with Australian Accounting Standards–Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the entity in accordance with the ACNC Act, auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards-Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Basso Newman Audit Pty Ltd
ABN 98 618 562 824
286 Flinders Street
Adelaide, South Australia
PO Box 7033 Hutt Street,
South Australia 5000
Telephone: (08) 8224 0066
Facsimile: (08) 8224 0670
bnc@bassonewman.com.au
www.bassonewman.com.au
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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



Trevor Basso - Director
Basso Newman Audit Pty Ltd
Chartered Accountants
286 Flinders Street, Adelaide
Dated this 24th day of October 2019

ABORIGINAL FAMILY SUPPORT SERVICES LIMITED

**AUDITORS INDEPENDENCE DECLARATION UNDER S 307C OF THE
CORPORATIONS ACT 2001 AND SECTION 60-40 AUSTRALIAN CHARITIES AND
NOT-FOR-PROFITS COMMISSION ACT 2012
TO THE DIRECTORS OF
ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**



To the board of Aboriginal Family Support Services Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2019, there have been no contraventions of:

- the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- any applicable code of professional conduct in relation to the audit.

A handwritten signature in blue ink, appearing to read 'T A Basso'.

**T A Basso - Director
Basso Newman Audit Pty Ltd
Chartered Accountants
286 Flinders Street, Adelaide
Dated this 24th day of October 2019**

Basso Newman Audit Pty Ltd
ABN 98 618 562 824

286 Flinders Street
Adelaide, South Australia
PO Box 7033 Hutt Street,
South Australia 5000

Telephone: (08) 8224 0066
Facsimile: (08) 8224 0670

bnc@bassonewman.com.au
www.bassonewman.com.au

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Where to find us

Adelaide 134 Waymouth Street Adelaide SA 5000 Phone: (08) 8205 1500	Murray Bridge 4a 17-19 Adelaide Rd Murray Bridge SA 5253 Phone: 0418 499 649
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Berri 23 Denny Street Berri SA 5343 Phone: (08) 8582 3192	Port Augusta 8-10 Victoria Parade Port Augusta SA 5700 Phone: (08) 8641 0907
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Ceduna 28 Poynton Street Ceduna SA 5690 Phone: (08) 8625 3466	Port Lincoln 3 Gloucester Terrace Port Lincoln SA 5606 Phone: (08) 8683 1909
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Cooper Pedy Lot 1991 Aylett Street Cooper Pedy SA 5723 Phone: (08) 8672 3066	Smithfield 39a Anderson Walk Smithfield SA 5114 Phone: (08) 8254 1077
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Mount Gambier
Pangula Mannamurna
191 Commercial Street West,
Mt Gambier SA 5290
Phone: 0499 889 729

