



Aboriginal Family Support Services Annual Report 2014 - 2015

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About us

Our Vision

Together with Aboriginal communities strengthen families to ensure safe and culturally strong futures for our children and young people.

Our Mission

Aboriginal Family Support Services acknowledges the diversity of Aboriginal communities and ensures that all services are innovative, creative and healing-based.

Through strong leadership Aboriginal Family Support Services influences change in policies and service delivery in all areas of capacity building within Aboriginal families and communities.

We maintain that our Aboriginal heritage is beyond value and no child should be deprived of its richness.

Our guiding principles

Together with the community

We work together with the community to ensure our purpose is achieved in a culturally sensitive manner.

Spirituality, culture and country

We recognise the importance of our spirituality, rich cultural heritage and our strong connection to country. We ensure that we acknowledge this as an integral part of our organisation.

Leadership

We show strong leadership that challenges and influences social change for the wellbeing of our communities.

Equity

We treat all people in an ethical and professional manner.

Respect

We treat all people with respect, honour cultural sensitivity and promote an environment based on these principles.

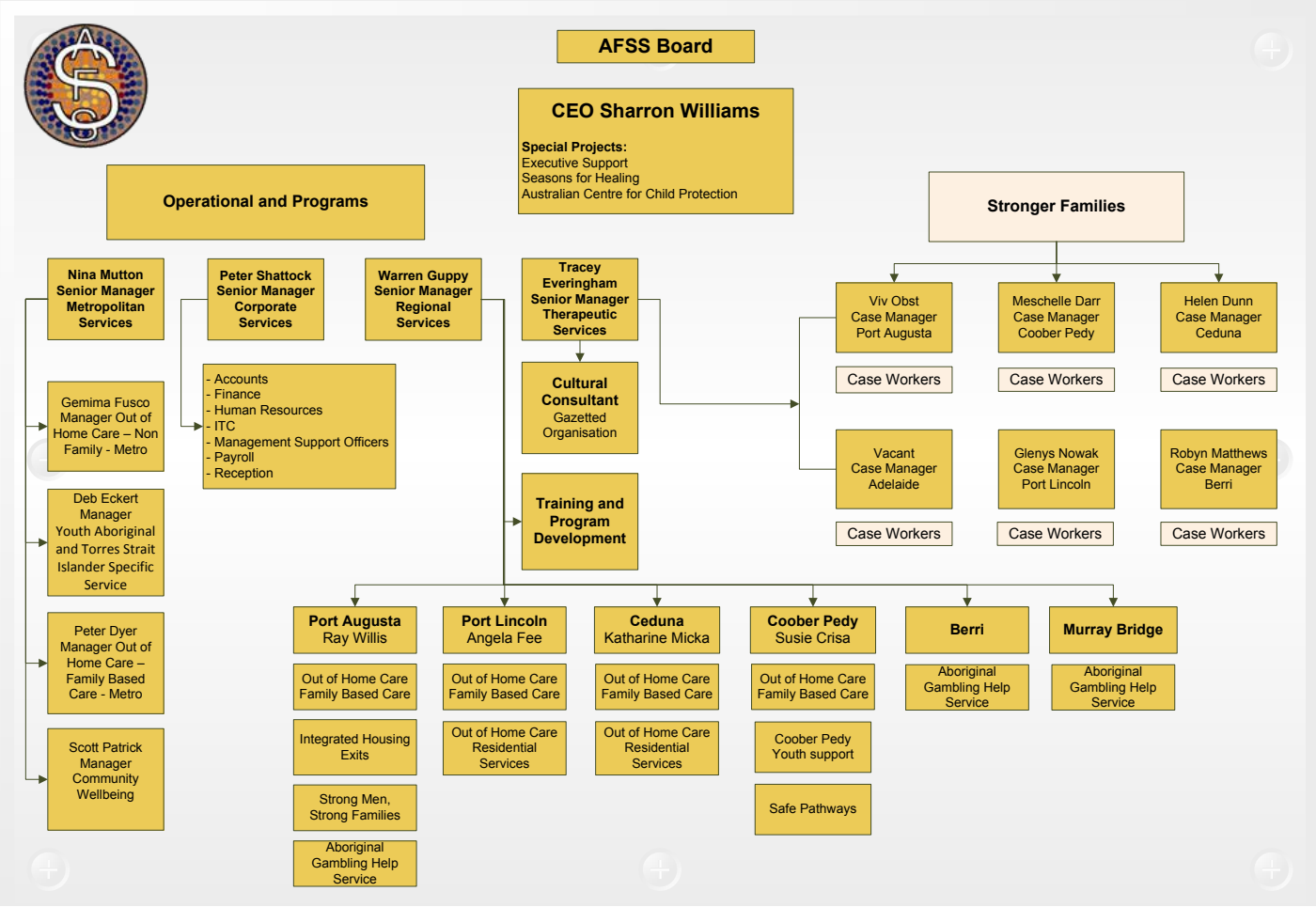
Responsibility

We are responsible for the decisions we make and for our actions. We are responsible to each other and to our clients.

All employees are supported and valued

As an organisation, we value our staff and their contribution.

Organisational chart



The AFSS Board



Pictured, from left to right, are the AFSS 2014-15 Board:

Bev Ewen, (Chairperson), Margaret Nelson (Secretary), Maryanne Clements (Executive Member), Wayne Rigney (Executive Member), Greg Sinclair (Executive Member) Sharron Williams (Public Officer).

Absent from photo is Paul Elliott (Treasurer), pictured below.



Chairperson's message

I am pleased to provide you with the Chairperson's Report for 2014 - 2015.

This document is testament to the hard work that AFSS undertakes and provides an overview of our activities for the reporting period.

I became Chairperson at the end of 2014, taking over from Paul Elliott. We have maintained a wonderfully committed team of Board Members, Greg Sinclair, Wayne Rigney, Margaret Nelson, Paul Elliott and Maryanne Clements.

Together with our CEO Sharron Williams, the Senior Management team and all AFSS staff, we focus on keeping Aboriginal families together, safe in culture, and we work to ensure that we fulfil the aims of our vision and mission, which you will find on page 4 of this Annual Report.

I encourage all Aboriginal people in South Australia to become members of AFSS, so that you are able to join with us as we strive to provide the best possible service to, and outcomes for, Aboriginal children and families in South Australia.

*Bev Ewen
Chairperson*



CEO's message



Sharron Williams
Chief Executive Officer

I am pleased to report that, once again, it been a very rewarding 12 months at AFSS, with much happening throughout the organisation.

Staff participated in a number of significant Aboriginal community events throughout the year:

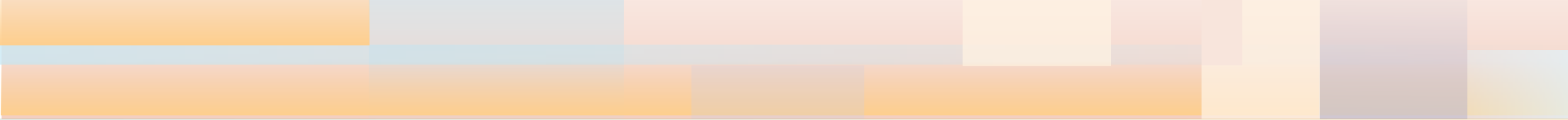
Our involvement with the NAIDOC Week Family Fun Day is a regular part of the AFSS calendar. As in previous years staff ran an information stall and hosted the Elders' Pavilion, providing free refreshments to the community. This is always an enjoyable event and we look forward to it each year. Staff in our regional areas also celebrated NAIDOC events with their local communities.

National Aboriginal and Torres Strait Islander Children's Day was celebrated in August, with activities taking place throughout our regions, along with the distribution of activity bags to the children in our care

As Chairperson of the Gladys Elphick Awards Committee in 2014 I was extremely proud to host the Awards Ceremony on 9 July 2014. It was a most successful event, enjoyed by all who attended, and took place at the Grainger Studio on Hindley Street.

AFSS was very much involved in the Secretariat of National Aboriginal and Islander Child Care (SNAICC) Family Matters forum – "Kids Safe in culture, not in care", held here in Adelaide in August 2014. As National Chairperson of SNAICC I was pleased to see numbers for the Adelaide forum exceed expectations. As a result of the forum a working group has been formed to progress matters to help address the high number of Aboriginal children being separated from their families.

Due to funding cuts to Aboriginal programs nationwide under the Indigenous Advancement Strategy (IAS), April saw the closing of our doors in the Community Wellbeing program, at both Smithfield and Christies Beach. Similarly, the end of June saw the end of our Safe Pathways and the Strong



Men Strong Families programs. Fortunately, as one door closes another opens, and we have been successful in securing funding through the IAS to provide a Community Safety and Wellbeing program statewide. This will commence in July 2015.

Continuing professional development for our staff is of the utmost importance at AFSS, and throughout the year staff have undertaken a range of training to enhance their knowledge and skills. You will find more details about staff training within this Annual Report.

The 2014 Annual General Meeting was held in Port Lincoln. It provided a wonderful opportunity to share with the local Aboriginal community, funding bodies and other Port Lincoln service providers information about the work AFSS undertakes.

Each year we plan to hold our AGM in a different AFSS region to connect with the local community and build on the sound relationships we have established with staff and communities across the state.

In closing, I thank our dedicated Board and staff, the Aboriginal community of South Australia, our funding bodies and those agencies with whom we work closely, for their support throughout the year. I look forward to the challenges that will be presented to us as we continue to strive to achieve positive outcomes for the Aboriginal children, youth and families in this state.

Sharron Williams
Chief Executive Officer

Meet the Senior Management team



Above: The Senior Management Team. Standing are Nina Mutton, Senior Manager, Metropolitan Services and Peter Shattock, Senior Manager, Corporate Services. Seated are Warren Guppy, Senior Manager, Regional Services and Tracey Everingham, Senior Manager, Therapeutic Services.

Metropolitan Services

The last 12 months have been a busy and exciting period for Metropolitan Services. Key partnerships have continued to be maintained with the major funding providers, including the Department of Education and Child Development (DECD) and the Department for Communities and Social Inclusion (DCSI). Some funding, including the previous funding from the Commonwealth Department for Prime Minister and Cabinet, is now provided under the Indigenous Advancement Strategy funding, which will provide a service covering both regional and metropolitan areas. As a result, the metropolitan Community Wellbeing Program has been de-funded to make way for a program that services both regional and metropolitan areas.

Significant relationships have been established with other Non Government Organisations to scope partnerships and joint service delivery across the Metropolitan region, including Re-Engage Youth Services, Uniting Care Wesley Port Adelaide and Junction Australia.

AFSS participated in the Family Matters forum, held in Adelaide and hosted by SNAICC. This forum highlighted many of the issues faced by communities and families, and the concerns over the high numbers of Aboriginal children presenting within the child protection system.

Family Based Out of Home Care

This year has continued to be a busy time for the Family Based Out of Home Care program. Significant shortages of foster carers, including Aboriginal foster carers, continues to place pressure on the foster care system. Late last year AFSS presented a submission to the Select Committee on Statutory Child Protection in South Australia. The major points highlighted in AFSS' submission included:

The high rates of Aboriginal children entering the child protection system; current rates indicate that Aboriginal children are on average 10 times more likely than their non-Aboriginal peers to enter the child protection system¹.

Since the 1997 inquiry into the forcible removal of Aboriginal and Torres Strait Islander children from their families (stolen generation), child removal has increased by 400%².

The shortage of Aboriginal foster carers, due to several factors, including carers caring for their own kin, systemic practices that deter Aboriginal community from becoming carers, resource shortages and an ageing population.



Above: Greenhills Adventure Park was the venue for the Metro Family Based Care annual Christmas party.

The increasing complexity and needs of children entering the care system.

Assessment of foster carers that is not culturally sensitive, aware or safe.

Payment system for foster carers that places a financial burden on the carers. The current payment system does not take into account the longer term social and financial impact on carers, such as lack of accrual of superannuation¹.

While the above issues are sobering and do highlight a system that is somewhat in crisis, it should not detract from those carers who have provided, and continue to provide, extraordinary care and support to children and young people who have had to face many challenges.

Currently, Metropolitan Services has the following number of carer households, including assessed new carer households over the year:

80 carer households

25 new carer households assessed.

This year AFSS developed a statewide recruitment plan in collaboration with Regional and Metropolitan Services; this provided a professional look and slogan to AFSS recruitment and branding.

The metropolitan family based out of home care team has continued to participate in community events, including NAIDOC Week Family Fun Day, where they facilitated the Elders' pavilion.

Over the last 12 months AFSS Family Based Out of Home Care has been privileged to receive a generous donation of funding, organised by Mr Eoin Loftus, for a scholarship fund to assist carers in the cost of children and young people's extra curricular activities. This has included the cost of dance classes, football fees, singing lessons and netball fees to name a few. Many thanks Eoin.

1. Berry Street 2013

Non-Family Based Out of Home Care

Metropolitan residential services has worked closely with regional residential services, to develop and deliver closely aligned programs coordinated by policy and best practice approaches. The last 12 months have seen a program restructure, moving from one coordinator position, to two team leaders, to provide consistency and continuity of practice within the program.

Challenges in the residential care space include the system's issues that have been part of daily media reports and the increasing complexity and challenging needs of children and young people placed in residential care.

However there are times when residential care can be appropriate for some children and young people, particularly where staff have appropriate training, small groups of children are placed and the developmental stages and needs of children and young people are similar.

Training for staff has included accredited training provided by the Australian Childhood Foundation. See page 21 for more details.

Evidence is clear that the physical environment is very important to support children and young people to heal from trauma. AFSS has continued to refurbish the service and supported the children



Above: Metro Family Based Care team members, from left, Peter Dyer (Manager), Lily Stuart and James Thelwell getting ready for the AFSS Reconciliation Week event at Marra Dreaming.



and young people to personalise their own spaces and participate in this process.

This year AFSS metropolitan residential care developed a Partnership in Practice forum with other organisations, including Junction Australia, delivering services in the residential care space to better inform practice, service delivery and knowledge.

Ongoing work continues to connect children and young people with their communities and culture, through participation in community and cultural events and support to access family and community.

Youth Accommodation Aboriginal and Torres Strait Islander Specific Service (YAATSISS)

Over the past 12 months YAATSISS has undergone a service restructure. This has created two team leader positions, one for Olga Fudge Lodge and one for Narungga House. The service continues to provide best practice approaches in supporting young people who are homeless and at risk, including outreach support, and sourcing longer term housing options.

The team is continuing to focus on service collaboration to ensure there is no “wrong door” for young people who are experiencing homelessness.

The team continues a partnership approach with other agencies and services, to deliver programs, group work and one-on-one support to the youth who access the service.

There is an increase in younger Aboriginal young people experiencing homelessness, with a corresponding increasing need for more intensive support from the service.

Recently a partnership was formed with Uniting Care Wesley, Port Adelaide, and Re-EngageYouth Services, for a youth program to be delivered across Adelaide. This is an exciting opportunity for AFSS to work in collaboration with agencies that have expertise in youth work to provide much needed services to Aboriginal young people. The new program will be called URBAN youth program and will deliver one-on-one case management, crisis intervention, group work and community engagement.

*Nina Mutton
Senior Manager
Metropolitan Services*

Regional Services

Select Committee on Statutory Child Protection and Care

As part of general business during the 2014-2015 period, AFSS made a significant written submission to the State Government's Select Committee on Statutory Child Protection and Care. Following our submission, AFSS was also invited to provide a verbal presentation to the Select Committee. This involved responding to questions from the Select Committee about certain elements of our submission.

Department for Social Services and the Australian Government's Indigenous Advancement Strategy

Funding for AFSS Safe Pathways (Coober Pedy Family Violence) and the Strong Men, Strong Families (Port Augusta) programs ceased on 30 June 2015. Prior to this date, AFSS was required to submit funding applications through the Australian Government's Department of Social Services (DSS) and Indigenous Advancement Strategy (IAS) funding rounds. AFSS was successful in securing Emergency Relief funding for 2.5 years through DSS (for Coober Pedy only) and in securing

significant funds for a Statewide Community Safety and Wellbeing program through to June 2018.

AFSS Coober Pedy relocation

AFSS was involved in a significant matter with the Coober Pedy Council over the location of our facility being based in a residential area. The matter has taken several years to resolve but has now reached an amicable conclusion with AFSS Coober Pedy currently in the process of relocation to a permanent site.

Aboriginal Gambling Help Service

In this annual reporting period the AFSS Aboriginal Gambling Help Service (AGHS) underwent a complete revamp to ensure the program is still relevant and culturally appropriate in the current climate, for example, in maintaining currency with the changes in gambling behaviour and with the extended range of gambling products (mainly through online gambling applications) being offered to the consumer.

The first step was the completion of a review and rewrite of the AFSS AGHS *Problem Gambling Awareness and Education Program*. The framework for the Program is focused on building resilience,



Above: The AFSS Gambling Help Service team, from left, Bronte Warneke, Norman Giles, Charles Jackson and Tony Lawrence (Coordinator).

promoting connectedness, and awareness and education. The program incorporates six separate modules that encompass all age ranges that are involved in the gambling arena and include the problem gambler, family members affected by gambling and community groups, to raise awareness.

Another significant achievement includes the AFSS-led establishment of an industry-wide *Gambling Help Services and Industry Forum*. The Forum's intent is to facilitate the free exchange of information between GHS workers and industry representatives in relation to changes in legislation or approaches that may impact on the manner in which the GHS workers can best work with their clients. It also provides an opportunity for all workers to discuss any current trends and to share with other workers any difficult cases they may be experiencing, with the hope of attaining a better outcome for the client.

Out of Home Care – Family Based Foster Care (Ceduna, Coober Pedy, Port Augusta and Port Lincoln)

The growth of foster carer households across AFSS regional sites has been slow. There are real challenges for all agencies involved in the recruitment of both Aboriginal and non-Aboriginal carer households. AFSS Regional Services continue to look at more creative ways in which to encourage Aboriginal families to become foster carers. This is increasingly a challenge because many Aboriginal families already care for members of their extended families through informal arrangements. This, coupled with unacceptably high rates of removal of Aboriginal children and young people from their families and communities, has meant that foster care for Aboriginal children and young people has reached crisis proportions.

As a result of an AFSS-convened statewide forum for all AFSS staff involved in the Out of Home Care – Family Based Foster Care program (July 2014), a 2014-2015 Statewide Carer Recruitment Strategy was finalised and is now being rolled out across South Australia. Its aim is to ensure that the South

Australian community becomes aware of the urgent need for carers through the saturation of radio, TV and print media with information about AFSS and the need for foster carers.

Out of Home Care – Non Family Based Care (Residential Care – Ceduna and Port Lincoln)

AFSS spent considerable effort in rewriting its Residential Services Policy and Procedures. AFSS staff from both metropolitan and regional sites were consulted and involved in the development of the new Policy and Procedures, signed off by the AFSS Board in February 2015. A new induction and training package was also developed by the AFSS Training Facilitator and has been delivered to all existing Residential Services staff.

In addition to AFSS' own standards around the care and protection of children and young people, AFSS is required to actively participate in other quality assurance mechanisms. This includes Service Excellence Accreditation, annual licensing reviews by the Department of Education and Child Development and random audits by the Office of the Guardian.

Emergency Relief and Financial Counselling

During the 2014 - 2015 period, AFSS continued to provide emergency relief to clients in both Port Augusta and Coober Pedy. AFSS' focus for emergency relief is provided through Coles Cards, or in the case of Coober Pedy, through the Miner's Store, both of which allow the recipient to purchase food items only. With such a small allocation of emergency relief, AFSS was keen to ensure that any emergency relief funds were used to purchase food for households with children and young people residing in them.

Where possible, AFSS takes the opportunity to spend time with each client, further exploring their financial issues and looking at options for longer term solutions. For example, Coober Pedy also provides a financial counselling¹ service, which is made possible through funds provided by the Coober Pedy Multicultural Affairs Forum.

AFSS is only able to provide small levels of emergency relief to assist families make ends meet until their next payment comes in. For the period 2014-2015, a total of approximately 200 people in Coober Pedy and Port Augusta were provided with Emergency Relief support.

1. Note that AFSS no longer receive funds to employ a Financial Counsellor in Coober Pedy



Strong Men, Strong Families (Port Augusta)

The Program provided an ongoing holistic and relaxed learning environment for Aboriginal men of various ages to participate and contribute their experiences, mostly at our Merrill Street Programs' House.

Programs centred on positive parenting, communication with children, anger management, roles and responsibilities of men within the family, finance and budgeting, service availability and improved communication with service agencies to mention a few. The men involved have learned from the experience of the program and can understand the importance of education and knowledge to be strong men and parents.

The younger men who continued throughout the program have strengthened their roles as parents and local community members by their actions of being positive and responsible.

Men's Program workshops to develop skills in leather work were very rewarding. The men were taught to make belts, bags and wallets and some purchased leather themselves and are now teaching their children and building a better, united family structure.

The combining of various age groups provided more open conversations and sharing of life experiences of good and bad issues between the men.

Friendships and cultural sharing expanded with the older Aboriginal men willing to speak about their different cultures and experiences from various tribal backgrounds.

The Men's Program also highlighted the effects of family violence and the overuse of drugs and alcohol that destroys families and ruins relationships. This part of the program brought a more sombre feeling within the group of men and some struggled with accepting responsibility and willingness to change. However, during the course of the Program the men were taught to understand the variety of controlling behaviours that are commonly

enacted and the impact that violent and abusive behaviour has on all members of the family. Anger management techniques, self awareness and recognising one's own responsibility to respect others were introduced during these sessions.

Overall, the enthusiasm displayed by the participants and their continued attendance through the highs and lows of the Program, and the positive feedback, indicated the success and popularity of the Strong Men, Strong Families program.

Safe Pathways

AFSS Safe Pathways (Cooper Pedy) program continued to provide a focus on the provision of community education initiatives around family violence. AFSS actively participates with other local service providers in Cooper Pedy to run a number of ongoing groups including a Women's Group, an Active Girls' and Boys' Group, a Playgroup and a monthly Oodnadatta Women's Group where AFSS staff travel to Oodnadatta to spend a day with the community. AFSS has established pathways with the Courts Administration Authority and now receives referrals to support men who may be engaged in family violence. AFSS also partners with Umoona Tjutagku Health in supporting the men's program to address health and wellbeing issues.

A partnership with the Aboriginal Legal Rights Movement has enabled a number of AFSS clients to access legal advice in relation to civil and criminal matters. AFSS staff provided one-on-one support to a number of clients who are involved in family violence. Safe Pathways also co-facilitated a community Family Day BBQ, Reconciliation Week, and White Ribbon Day to help contribute to community safety and wellbeing.

Integrated Youth Housing (Service to Youth Council)

AFSS, through a Memorandum of Understanding with the Service to Youth Council, provides case work support to up to four young Aboriginal people who are exiting juvenile detention in South Australia. Four independent living units in Port Augusta are made available to these young people and AFSS works closely with SYC in terms of identifying and supporting tenants for this program.

AFSS' role is to assist young people to set themselves up in accommodation, which includes buying a houseful of new furniture and appliances, which they take with them when they move on. Once the young people are set up, AFSS will provide case work services for up to 12 months to assist the young person in terms of day-to-day support, referrals and advocacy.

Coober Pedy Youth Support

The purpose of the program is to mentor young people to help them to set goals and strengthen protective factors by reconnecting participants with ongoing community activities.

The focus is to assist youth to engage in constructive activities through a mentoring model to minimise the risk of them engaging with the youth justice system. The mentors support and help to empower youth, ensuring there are referral processes for them to access relevant services.

The program provides opportunities for young people to develop confidence and capacity to increase their sense of wellbeing. The program engaged 24 youth in the 2014-2015 period, mainly through a football program and a bike repair program.

Recruiting mentors has proved to be challenging; nonetheless the partnerships with other agencies has continued to grow. These include District Council of Coober Pedy, Youth Justice, Remote School Attendance Strategy, Coober Pedy Area School and the Stride Foundation.

Staff Training and Development

It has been an extremely busy year for the AFSS Training Facilitator. Significant training was undertaken during the 2014-2015 period across all program areas.

General training delivered to AFSS staff has included Child Safe Environments, Infant Safe Care, Hazardous Manual Tasks, Self Care, Trauma Informed Practice and a number of AFSS-specific induction packages.

A new induction package that reflects the new policy and procedures was also developed and has been delivered to all existing Residential Services Staff.

In addition, the Training Facilitator was the driving force behind the following trainings:

Maybo

The Maybo Safer PI Assault Avoidance and Disengagement training required significant efforts. As nationally accredited training, the process is much more demanding and requires a solid commitment from all participants including annual refreshers and reaccreditation. Reaccreditation for our four Maybo

Right: A Statewide Family Based Foster Care Workshop was held at the Arid Lands Botanic Gardens in Port Augusta.



Trainers has occurred during 2015 with annual refresher training being rolled out across all AFSS Residential Services.

Residential Services Policy and Procedures

The new Residential Services Policy and Procedures training has been undertaken across all sites. This training provides consistency in standards and guidelines for all our Residential Services. The development has been a collaborative approach and was recently recognised by the Guardian of the Office of Children and Young People for ensuring the voice of young people is at the heart of the work.

Australian Childhood Foundation Trauma and Young People

This intensive four-day training program provided to residential care staff of AFSS addressed some core aspects of working in the out of home care sector.

Topics covered included:

- Child development
- Impacts of abuse-related trauma
- Intergenerational trauma experienced within some Aboriginal communities
- Vicarious trauma
- Reflective practice
- Supervisor and leadership training.

Medication Training

The Medication Management Course covered our legislative requirements regarding medication administration in our residential services. Participants were provided with a good understanding of the importance of correct administration and recording of medications for our clients. Additional training and documentation is currently being developed, which will be provided to workers across our Residential Services later this year.



Above: Staff take part in one of the sessions at the Family Based Foster Care Workshop.

Solution Based Casework (SBC)

Nearly 100% of our workers across the organisation in Stronger Families and Family Based Out of Home Care have been trained in SBC. The next rollout of training will be provided to our Residential Services staff who will undertake a condensed version of the training.

Our two AFSS Trainers, Wendy Wicks and Tania Elliott were certified as SBC Trainers in June this year. Congratulations Wendy and Tania.

In June 2015, 45 staff gathered for a two-day intensive workshop on SBC in Adelaide, providing additional resources and learning materials to assist with the implementation of SBC as a practice model across all AFSS programs.

Seasons for Healing

The AFSS Training Facilitator is now also one step away from being able to teach others to deliver the Seasons for Healing Grief and Loss Education Program. The Program is a significant partnership with Good Grief and the Healing Foundation. It builds upon the mainstream grief and counselling education program, with a particular focus on Aboriginal people and the extensive and ongoing grief and loss many Aboriginal people experience.

AFSS communications

The employment of a professional Communications Officer has allowed AFSS to focus on our communications to staff, foster carers, funding bodies and the wider community.

A rebranding process has taken place, to reflect the professionalism of AFSS as the peak body for Aboriginal child care in South Australia.

As well as rebranding our publications, display materials and creating new AFSS pull-up banners, we have been pleased to provide our carers and community with a new professional, easy to navigate website. If you haven't already visited, log in to www.afss.com.au and take a tour.

The AFSS Newsletter has also received a makeover, and you are invited to contact AFSS Head Office if you would like to be added to the mailing list.

To progress our strategy to attract foster carers, the Communications Officer has worked closely with all regions to develop and implement a foster carer recruitment marketing plan, which will be implemented in the new financial year.

A new slogan "Strong children, strong community, stand with us – become a carer", will feature on all relevant promotional and advertising materials.

Call waiting system

If you call any of our offices, you may hear the messages on our new call waiting system, once again designed to attract new carers, as well as provide some general information about AFSS.

In addition, all internal forms for AFSS programs are being redesigned for ease of use, and to provide consistency across the organisation.

*Warren Guppy
Senior Manager
Regional Services*



**Strong
children,
strong
community**



Aboriginal Family Support Services is urgently seeking foster carers to provide a safe and caring environment in which a child can learn, grow and reach their full potential.

Finding out more is easy!

Contact AFSS Ceduna office on **8625 3466**

or visit **www.afss.com.au**

Stand with us – become a carer

Therapeutic Services



It has been an exciting year for AFSS Therapeutic Services, with the implementation of the Solution Based Case Work model within Stronger Families, which standardises work practice, and the development and extending of the Cultural Consultancy Program in meeting the needs of Aboriginal families and children who have come into contact with Child Protection Services.

Stronger Families

AFSS' Stronger Families provides services to Aboriginal families who are in contact with Child Protection services. The Program includes Family Preservation, Reunification and Targeted Intervention Services, working to keep children within the family home, or kinship group.

The AFSS Stronger Families program is part of the statewide government funded Family Support Services Program established in 2009. Stronger Families provides services in Ceduna, Coober Pedy, Port Lincoln, Port Augusta, the Riverland and the Adelaide metropolitan area, to a diverse range of Aboriginal communities. Families engage on a voluntary basis to work with AFSS after they are referred by Families SA when child protection concerns have been raised. The Stronger Families program is based on strong beliefs in the importance of keeping children safely with their families and communities, that people have the capacity to change their lives for the better, and that they can come up with their own solutions.

The introduction of the Solution Based Casework (SBC) model provides a structure that guides the practice of Case Managers and workers within AFSS and is in line with the standardising of work practices across the state

Above: The Community Wellbeing teams undertook a range of fun activities for Aboriginal families and children.

in government and non-government agencies who work with children. The model was developed to improve service delivery and to work in partnership with families, taking into account the family development model and strengths-based problem solving, reducing the likelihood of families re-entering the child protection system.

The implementation of SBC is now being rolled out across all AFSS sites. There are currently two AFSS certified trainers who are heavily involved in staff training in the implementation process.

Senior Management thanks Tania Elliott and Wendy Wicks for their hard work in the training and implementation of Solution Based Case Work across the state.

Stronger Families – Regional Ceduna

Ceduna Stronger Families have had two successful reunification cases in the last two years, involving two families and six children.

Case workers were able to work consistently, and made a strong commitment as the families worked in partnership with AFSS staff in having their children returned to their care.

One young eight-year-old boy was reunified to his grandmother and community, after having several placement breakdowns. AFSS worked with housing and the community, in obtaining permanent accommodation and furnishing. The little boy is currently doing very well and is happy in family and community.



Above: The Community Wellbeing teams undertook a range of fun activities for Aboriginal families and children.

A family of five children was successfully reunified after the mother turned her life around; the case workers commitment was over four years.

Ceduna has been very good at celebrating our achievements with the families, and has had fun with the families, taking photo shoots. These pictures sit proudly on the families' walls.

Ceduna office also closed several Targeted Intervention referrals given the family's successful completion of meeting their goals in keeping their children safe.

Ceduna staff travel once a week to Yalata and Koonibba communities, to work with clients.

The Stronger Families team in Ceduna is a very committed, engaging and hard working group, who have been around for a while. This, coupled with good communication skills and an understanding of peoples' hardship, contributes to the successes we have achieved.

The team also has a very good, open and honest relationship with Families SA, which has contributed to the success of the last year.

Riverland

Stronger Families, Riverland has progressed during the 2014-2015 period, as two permanent full-time staff are now employed. Clients/families

have engaged with new staff and partnerships have been formed, collaborative working relationships now exist with Families SA staff and regular Partnerships meetings occur. Professional relationships have also been formed with other agencies through networking and advocacy.

Staff attended SBC training and are starting to implement this with clients. Staff have also updated Child Safe Environments and attended workshops in Post Separation/Family Law (Relationships Australia), and "Crossing the River" & "Pathways to Care" Suicide Bereavement (Standby SA Country South).

AFSS staff are of the opinion that some of the work done over the past months has been about "foundation laying". Developing and/or updating our knowledge and skills, establishing links to community and building trust with clients are all essential if Stronger Families Riverland is to continue to positively support clients.

Port Lincoln

The Staff in Port Lincoln have had a busy year working with 14 families during this period, which consisted of:

- Targeted Intervention x 8 families
- Family Preservation x 4 families
- Reunification x 2 families.

AFSS staff ran the Circle of Security course; five of our clients have completed the course.

AFSS staff also ran the Cooking in the home six-week program, which shows families how to produce affordable, nutritious meals. Six families have participated and completed the program.

AFSS Port Lincoln has also been involved in the SBC training and have been proactive in starting case consultations.

Staff have a good working relationship with other agencies in Port Lincoln and work closely with Families SA, Housing SA, schools, youth services, the Salvation Army, women's shelter (Yarredi) and the Bargain Centre – which has donated furniture to clients – CentaCare and Uniting Care Wesley.

AFSS Port Lincoln has also been involved in community events, including NAIDOC Week, partnership meetings, and the Family Safety Framework meetings.

Coober Pedy

Staff within Stronger Families, Coober Pedy, have highlighted that the number of barriers we face as an agency has made our work particularly challenging. However, through an amazing turn of events a shift within the Coober Pedy community by one of the major agencies, has facilitated change for the better, with the establishment of an interagency meeting.

Every second Friday agencies come together as a group and discuss community concerns and share information about upcoming events. Agencies are building a rapport with each other in providing better services to the Aboriginal community. It has been a slow process, but meets a greater need for this community to come together and start to build and grow, both as a community and for the community.

Since the interagency meetings have begun staff have observed some of our clients attending other agency workshops and info sessions to their benefit, for example, doing activities which are therapeutic and take them away from being lonely or depressed, or thinking about drinking or taking drugs. Other agencies have begun to formalise programs to work with their clients.

The location of Coober Pedy is either too far out of the range of Port Augusta or does not fit the criteria when servicing the APY lands. Therefore the local community misses out. The interagency meetings have been successful in bringing community together, and providing our clients with a better range of services. We would like to see this community grow and families thrive.



Above: Charles Jackson, from AFSS' Port Augusta office, cooks Kangaroo tails at a barbecue to celebrate NAIDOC Week.

Port Augusta

Port Augusta has achieved full staffing from December 2014. We are now able to carry a reasonable case load and deliver quality service to our clients.

Port Augusta staff feel fortunate that there have been no staffing changes and that they are all navigating through the SBC model as a team.

Getting a people mover has been a big help, especially in terms of running programs.

Cross Roads, metropolitan Adelaide

A restructure occurred at Cross Roads in February 2015 due to the implementation of the Solution Based Case Work model, with the introduction of a Senior Quality and Accountability Officer, Case Manager, and staff all full time. The restructure design provides a better service to families in ensuring families have continuity of service and support. Staff at Crossroads are dedicated and passionate as change agents in ensuring children have a better chance of returning to, or remaining with their families, through Family Preservation and Reunification.

Over the past 12 months, partnership meetings with Families SA have resumed, after AFSS had some difficulties engaging due to Families SA's redesign and staffing issues. Partnership meetings are an essential component in the communication and referral process.

Cultural Consultancy program

AFSS is the only active gazetted Agency in South Australia. In 2003, AFSS identified the need to have an independent senior Aboriginal worker to provide advice to the Courts and attend Family Care meetings, and appointed a Cultural Consultant in August 2004 to fill this role. Prior to this date, this role was undertaken by staff within the Alternative Care program.

From 2004 - June 2015 the program has consisted of one Cultural Consultant across South Australia. The Cultural Consultant provides written Cultural responses to all Families SA Care and Protection applications before the Youth Court of South Australia; they also attend all Family Care meetings as a Cultural Representative within South Australia regarding Aboriginal children who have come to the attention of the Child Protection Services, South Australia.

Recent recognition by the funding body regarding to the large volume of court responses and requirements of attendance at Family Care meetings allowed for an increase in funding.

In improving our capacity to represent and respond to Court requests for responses and representation at Family Care Meetings, AFSS has now created two new positions within the program, consisting of a Coordinator, Cultural Consultancy Program and an additional Cultural Consultant in the new Financial Year. A Cultural Consultant will be positioned within the Port Augusta region, servicing the regional areas of South Australia and within Metropolitan Adelaide, servicing the Metropolitan area.

The Program is enhanced through relationships between the Care and Protection Unit, Youth

Court of South Australia, Families SA's Cultural Consultants and Aboriginal and non-Aboriginal Alternative Care service providers.

Data

From 30 June 2014 - 30 June 2015, the Cultural Consultancy program responded to 187 Care and Protection applications and attended 140 Family Care meetings involving a total of 612 Aboriginal children.

*Tracy Everingham
Senior Manager
Therapeutic Services*

Corporate Services

Corporate Services incorporates the following areas:

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

The Corporate Services team is a small and diverse group providing a wide range of administrative support.

A major exercise during the year was the upgrade of air conditioning systems at our Waymouth Street premises. The upgrade was well overdue as the systems were old, using less environmentally-friendly gas and were inefficient and ineffective. The four-week project was timed to occur in April once the summer heat had passed, little knowing that the first day of work was the first day of South Australia's bitterly cold winter weather. However, the project was completed and should see a reduction in operating and maintenance costs.

Another activity successfully completed during the year was the renewal of our Certificate level quality accreditation under the Australian Service Excellence Standards, which expired in March. Significant groundwork was undertaken across the organisation in the 10 months leading up to our review by an external assessor. We were thrilled to achieve a perfect score of 100% from the assessor which saw our accreditation endorsed for a further three years.

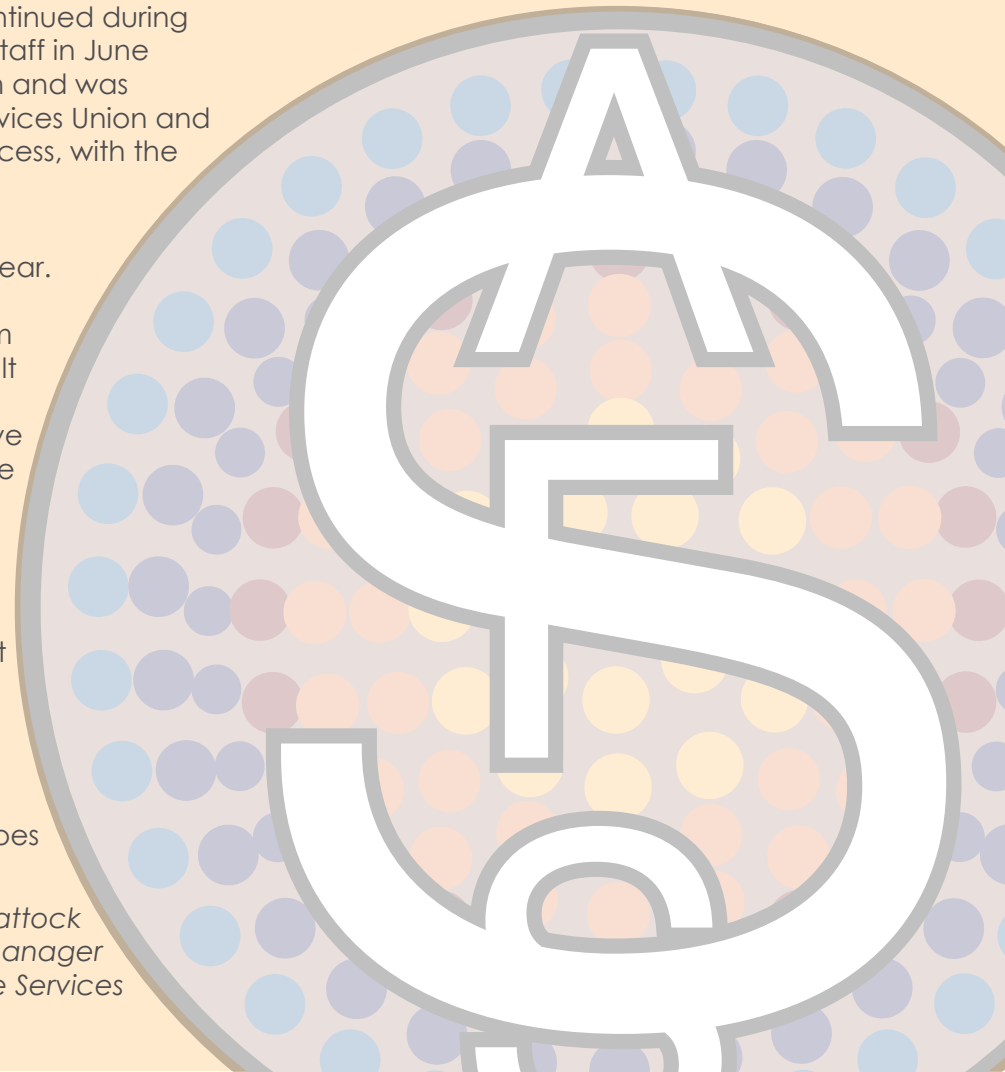
Negotiations on the renewal of AFSS' Enterprise Agreement continued during the year and the final draft was accepted by majority vote of staff in June 2015. The draft was then submitted to the Fair Work Commission and was ratified by them in July. Thanks to all the staff, the Australian Services Union and Senior Management for their participation and input to the process, with the agreement in place for three years.

It was also extremely pleasing to have all the members of our administration team complete accredited training during the year. Staff undertook a Certificate IV in either Business or Business/Bookkeeping which enhanced their knowledge and gave them a broader understanding of business operations. It was a difficult exercise for some of the team who hadn't undertaken formal study for a very long time, but they persevered and all now have certificates to validate their effort and the increased knowledge they gained.

In the latter part of 2015, an exhaustive search for alternative office accommodation was undertaken in Coober Pedy. A suitable property was finally located that met our needs and negotiations were undertaken for the purchase, with settlement occurring in June 2015. This will provide a permanent base for our services in Coober Pedy and surrounding areas.

The above provides an overview of the major highlights during the year. A special thanks to the team which, although small, manages to provide a very wide range of support that often goes unseen.

*Peter Shattock
Senior Manager
Corporate Services*







AFSS

**Financial Statements
for the year ended
30 June 2015**

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2015

	Note	2015 \$	2014 \$
Revenue			
Grant revenue	2	10,107,667	9,946,967
Other revenues	2	425,304	257,134
Net Gain on Disposal of Non Current Assets	4	11,917	-
Employee benefits expenses		(8,530,557)	(8,072,586)
Goods and Services expenses	3	(1,693,909)	(1,721,683)
Finance Costs		-	-
Depreciation and amortisation expenses	8	(272,079)	(283,187)
Current year surplus (deficit) before income tax		48,341	126,645
Income tax expense		-	-
Current year surplus (deficit) for the year		48,341	126,645
Other comprehensive income			
Items that may be classified subsequently to profit or loss:			
Fair value gains on available-for-sale financial assets		-	-
Items that will not be re-classified subsequently to profit or loss:			
Other comprehensive income for the year		-	-
Total comprehensive income for the year		48,341	126,645
Total comprehensive income attributable to members of the equity		48,341	126,645

The accompanying notes form part of these financial statements

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 30 JUNE 2015

	Note	2015 \$	2014 \$
CURRENT ASSETS			
Cash and Cash Equivalents	5	2,916,788	2,831,702
Accounts Receivable and Other Debtors	6	263,045	74,314
Other Current Assets	7	8,293	93,142
TOTAL CURRENT ASSETS		3,188,125	2,999,158
NON-CURRENT ASSETS			
Property, Plant and equipment	8	2,289,522	2,231,010
TOTAL NON-CURRENT ASSETS		2,289,522	2,231,010
TOTAL ASSETS		5,477,648	5,230,168
CURRENT LIABILITIES			
Accounts Payable and Other Payables	9	2,647,850	2,497,172
Employee Benefits	10	433,197	479,458
TOTAL CURRENT LIABILITIES		3,081,047	2,976,630
NON-CURRENT LIABILITIES			
Employee Benefits	10	218,340	123,620
TOTAL NON-CURRENT LIABILITIES		218,340	123,620
TOTAL LIABILITIES		3,299,387	3,100,249
NET ASSETS		2,178,260	2,129,919
EQUITY			
Retained Surpluses		1,608,723	1,560,381
Asset Revaluation Reserve		569,538	569,538
TOTAL EQUITY		2,178,260	2,129,919

The accompanying notes form part of these financial statements

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2015

	Retained Surpluses	Asset Revaluation Reserve	Total
	\$	\$	\$
Balance at 1 July 2014	1,433,736	215,564	1,649,300
Net surplus (deficit) for the year	126,645	-	126,645
Other comprehensive income for the year	-	-	-
Total comprehensive income attributable to members of the equity for the year	126,645	215,564	126,645
Movement in Reserve		353,974	353,974
Balance at 30 June 2014	1,560,381	569,538	2,129,919
Balance at 1 July 2014	1,560,381	569,538	2,129,919
Comprehensive income			
Net surplus (deficit) for the year	48,341		48,341
Other comprehensive income for the year	-	-	-
Total comprehensive income attributable to members of the equity for the year	48,341	-	48,341
Balance at 30 June 2015	1,608,723	569,538	2,178,260

The accompanying notes form part of these financial statements

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2015

	Note	2015 \$	2014 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Cash receipts in the course of operations		10,175,480	10,036,665
Cash payments in the course of operations		(9,874,343)	(10,026,961)
Finance Costs		-	-
Interest received		102,622	116,578
Net cash provided by/(used in) operating activities	14	403,759	126,282
CASH FLOW FROM INVESTING ACTIVITIES			
Payments for plant and equipment		(331,597)	(201,937)
Receipts from disposal of plant and equipment		12,923	-
Net cash used in investing activities		(318,675)	(201,937)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of Borrowings		-	-
Net cash provided by/(used in) financing activities		-	-
NET INCREASE/(DECREASE) IN CASH HELD		85,085	(75,654)
Cash at the beginning of the financial year		2,831,703	2,907,357
CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR	5	2,916,788	2,831,703

The accompanying notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015**

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**Basis of Preparation**

The Aboriginal Family Support Services Incorporated (RDR) Inc applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: *Application of Tiers of Australian Accounting Standards* and AASB 2010-2: *Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements* and other applicable Australian Accounting Standards – Reduced Disclosure Requirements.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB), the Australian Charities and Not-for-profits Commission Act 2012 and the *Associations Incorporation Reform Act 2012*. The association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting Policies**(a) Income Tax**

The Association is not subject to income tax and therefore no income tax expense or income tax payable is shown in the financial statements.

(b) Fair Value of Assets and Liabilities

The association measures some of its assets at fair value on a recurring basis. Fair value is the price the association would receive to sell an asset or would have to pay to transfer a liability in an orderly (ie unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

As fair value is a market-based measure, the closest equivalent observable market pricing information is used to determine fair value. Adjustments to market values may be made having regard to the characteristics of the specific asset or liability. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data.

To the extent possible, market information is extracted from either the principal market for the asset or liability (ie the market with the greatest volume and level of activity for the asset or liability) or, in the absence of such a market, the most advantageous market available to the entity at reporting date (ie the market that maximises the receipts from the sale of the asset or minimises the payment made to transfer the liability, after taking into account transaction costs and transport costs).

For non-financial assets, the fair value measurement also takes into account a market participant's ability to use the asset in its highest and best use, or to sell it to another market participant that would use the asset in its highest and best use.

The fair value of liabilities and the entity's own equity instruments (excluding those related to share-based payment arrangements) may be valued, where there is no observable market price in relation to the transfer of such financial instrument, by reference to observable market information where such instruments are held as assets. Where this information is not available, other valuation techniques are adopted and, where significant, are detailed in the respective note to the financial statements.

(c) Property, Plant and Equipment**Plant and equipment**

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(g) for details of impairment).

The cost of fixed assets constructed within the association includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit or loss during the financial period in which they are incurred.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, is depreciated on a straight-line basis over the asset's useful life commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015**

The depreciation rates used for each class of depreciable asset are:

Buildings	2.5%
Motor Vehicles	15%
Computing Equipment	25%
Other Plant and Equipment	14% - 20%
Artwork	2%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing net proceeds with the carrying amount. These gains and losses are recognised in profit or loss in the period in which they occur. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained surplus.

(d) Leases

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the association, are classified as finance leases.

Finance leases are capitalised by recognising an asset and a liability at the lower of the amount equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the Association will obtain ownership of the asset or ownership over the term of the lease.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are recognised as expenses on a straight-line basis over the lease term.

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

(e) Financial Instruments**Initial recognition and measurement**

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the Association commits itself to either purchase or sell the asset (ie trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method or cost.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the *effective interest method*.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying amount with a consequential recognition of an income or expense item in profit or loss.

(i) Financial assets at fair value through profit or loss

Financial assets are classified at 'fair value through profit or loss' when they are held for trading for the purpose of short-term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying amount being included in profit or loss.

(ii) Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(iii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the association's intention to hold these investments to maturity. They are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(iv) Available-for-sale investments

Available-for-sale investments are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015

They are subsequently measured at fair value with any remeasurements other than impairment losses and foreign exchange gains and losses recognised in other comprehensive income. When the financial asset is derecognised, the cumulative gain or loss pertaining to that asset previously recognised in other comprehensive income is reclassified into profit or loss.

Available-for-sale financial assets are classified as non-current assets when they are not expected to be sold within 12 months after the end of the reporting period. All other available-for-sale financial assets are classified as current assets.

(v) **Financial Liabilities**

Non-derivative financial liabilities are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

Impairment

A financial asset (or a group of financial assets) is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a 'loss event') having occurred, which has an impact on the estimated future cash flows of the financial asset(s).

In the case of available-for-sale financial assets, a significant or prolonged decline in the market value of the instrument is considered to constitute a loss event. Impairment losses are recognised in profit or loss immediately. Also, any cumulative decline in fair value previously recognised in other comprehensive income is reclassified into profit or loss at this point.

In the case of financial assets carried at amortised cost, loss events may include: indications that the debtors or a group of debtors are experiencing significant financial difficulty, default or delinquency in interest or principal payments; indications that they will enter bankruptcy or other financial reorganisation; and changes in arrears or economic conditions that correlate with defaults.

When the terms of financial assets that would otherwise have been past due or impaired have been renegotiated, the association recognises the impairment for such financial assets by taking into account the original terms as if the terms have not been renegotiated so that the loss events that have occurred are duly considered.

Derecognition

Financial assets are derecognised when the contractual right to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised when the related obligations are discharged or cancelled, or have expired. The difference between the carrying amount of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

(f) **Impairment of Assets**

At the end of each reporting period, the association assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 115). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

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.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where an impairment loss on a revalued asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

(g) **Employee Provisions**

Short-term employee benefits

Provision is made for the association's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The association's obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as a part of current trade and other payables in the statement of financial position.

Other long-term employee benefits

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015

Provision is made for employees' annual leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Any remeasurements of obligations for other long-term employee benefits for changes in assumptions are recognised in profit or loss in the periods in which the changes occur.

The association's obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the association does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current provisions.

(h) **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.

(i) **Accounts Receivable and Other Debtors**

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from customers for goods sold in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment. Refer to Note 1(f) for further discussion on the determination of impairment losses.

(j) **Revenue and Other Income**

Non-reciprocal grant revenue is recognised in the statement of comprehensive income when the Association obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the Association and the amount of the grant can be measured reliably.

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

When grant revenue is received whereby the association incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

The association receives non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in profit or loss.

Donations and bequests are recognised as revenue when received.

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

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers. All revenue is stated net of the amount of goods and services tax.

(k) **Borrowing Costs**

Borrowing costs directly attributable to the acquisition, construction or production of assets that necessarily take a substantial period of time to prepare for their intended use or sale are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale.

All other borrowing costs are recognised as expenses in the period in which they are incurred.

(l) **Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

(m) **Comparative Figures**

When required by Accounting Standards or for improved presentation of the financial report, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

(n) **Accounts Payable and Other Payables**

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

(o) **Provisions**

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015

(p) Key Judgments

(i) Employee Benefits

For the purpose of measurement, AASB 119: Employee Benefits (September 2011) defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related services. As the association expects that all of its employees would use all of their annual leave entitlements earned during a reporting period before 12 months after the end of the reporting period, the association believes that obligations for annual leave entitlements satisfy the definition of short-term employee benefits and, therefore, can be measured at the (undiscounted) amounts expected to be paid to employees when the obligations are settled.

NOTE 2: REVENUE AND OTHER INCOME

	2015 \$	2014 \$
Grant Revenue:		
State & Federal Government Grant Revenue	10,107,667	9,946,967
Total Grant Revenue	10,107,667	9,946,967

	2014 \$	2013 \$
Other Revenue:		
Interest	102,822	115,578
Net Gain on disposal of non-current assets	11,917	-
Other	322,982	140,555
Total Other Revenue	437,721	257,134

TOTAL REVENUE	10,544,887	10,204,102
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NOTE 3 - GOODS AND SERVICES EXPENSES

	2015 \$	2014 \$
Goods and Services expenditure recorded in the Statement of Comprehensive Income comprises:		
Advertising/promotion	51,593	61,077
Bank Charges	1,775	1,666
Carer Recruitment & Training	48,370	16,891
Client Counselling, Activities & Residents Expenses	154,686	159,188
Computer Costs	48,496	44,785
Conferences & State Forum	29,722	25,479
Consulting Fees	22,977	49,866
Cleaning	57,556	54,210
Donations & Subscriptions	4,974	4,106
Electricity & Gas	87,734	88,233
External Auditors Remuneration	19,175	19,864
Insurances	57,761	101,172
Legal Costs	54,596	26,919
Loss on Scrapping of Assets	12,923	-
Motor Vehicle Expenses	286,428	230,586
Office, Administration & Corporate Expenses	52,808	75,472
Postage & Petty Cash Expenses	6,084	7,081
Printing & Stationery	49,891	43,807
Program Costs	(1,773)	6,865
Repairs, Maintenance & Occupancy Costs	271,120	291,545
Security	9,179	9,209
Training, Development & Recruitment	60,806	133,277
Travel Allowances & Fares	176,043	123,768
Telephone & Internet	112,318	142,209
	1,663,909	1,721,683

NOTE 4 - NET GAIN (LOSS) ON DISPOSAL OF NON CURRENT ASSETS

	2015 \$	2014 \$
Proceeds from disposal	12,923	-
Less net book value of assets disposed	(1,006)	-
	11,917	-

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015

NOTE 5 - CASH AND CASH EQUIVALENT ASSETS

	Note	2015 \$	2014 \$
Cash at bank		913,738	828,453
Cash on deposit		2,000,000	2,000,000
Cash on hand		9,950	9,259
	17(a)	2,916,788	2,831,703

The effective interest rate on short-term bank deposits was 2.02% (2014: 2.95%); these deposits have an average maturity of 90 days.

Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is

reconciled to items in the statement of financial position as follows:

Cash and cash equivalents	2,916,788	2,831,703
---------------------------	-----------	-----------

NOTE 6 - ACCOUNTS RECEIVABLE AND OTHER DEBTORS

	2015 \$	2014 \$
Grant funding receivable	-	-
Other receivables	283,045	74,314
	283,045	74,314
Less: Provision for Doubtful Debts	-	-
	283,045	74,314

Past due but not impaired receivables

2014	Within initial trade terms	Past due but not impaired (days overdue)				Total
		<30	31-60	61-90	>90	
Grant funding receivable	-	-	-	-	-	-
Other receivables	74,314	-	-	-	-	74,314
	74,314	-	-	-	-	74,314

2015	Within initial trade terms	Past due but not impaired (days overdue)				Total
		<30	31-60	61-90	>90	
Grant funding receivable	-	-	-	-	-	-
Other receivables	263,045	-	-	-	-	263,045
	263,045	-	-	-	-	263,045

NOTE 7 - OTHER CURRENT ASSETS

	2015 \$	2014 \$
Prepayments	8,293	93,142
	8,293	93,142

NOTE 8 - PROPERTY, PLANT AND EQUIPMENT

	2015 \$	2014 \$
Freehold Land:		
At independent valuation (Adelaide) - 2013	573,750	573,750.13
At independent valuation (Ceduna) - 2013	43,128	43,128.07
Purchase Aylett Str (Coober Pedy) - 2015	32,000	0.00
Total Land	848,878	616,878
Buildings		
At independent valuation (Adelaide) - 2013	776,250	775,250
At independent valuation (Ceduna) - 2013	226,872	226,872
Purchase Aylett Str (Coober Pedy) - 2015	1,159,241	1,003,122
	(116,174)	(88,041)
Less: Accumulated Depreciation	1,042,828	915,081
Plant and equipment at cost	1,096,404	1,082,906
Less: Accumulated Depreciation	(706,124.09)	(729,760)
	390,280	352,847

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
Motor Vehicle at cost	1,226,701	1,266,261
Less: Accumulated Depreciation	(1,018,865)	(920,057)
	<u>207,836</u>	<u>346,204</u>
Total Property, Plant & Equipment	<u>2,289,522</u>	<u>2,231,010</u>

The association's Waymouth Street and Foynton Street, Ceduna properties were revalued on the 12th and 28th February 2013 respectively by independent valuers. The valuation was made for the purpose of updating current valuations for accounting purposes. The revaluation surplus was credited to the revaluation surplus in equity.

Reconciliation

Reconciliations of the carrying amounts for each class of asset are set out below:

	Freehold Land (at valuation) \$	Freehold Buildings (at valuation) \$	Plant & Equipment \$	Motor Vehicles \$	Total \$
Balance at 1 July 2014	616,878	915,079	352,846	346,203	2,231,006
Additions	32,000	156,120	143,479	-	331,596
Disposals at book value	-	-	(1,006)	-	(1,006)
Depreciation expense	-	(28,671)	(105,039)	(138,367)	(272,077)
CARRYING AMOUNT AT 30 JUNE 2015	<u>648,878</u>	<u>1,042,528</u>	<u>390,280</u>	<u>207,836</u>	<u>2,289,521</u>

NOTE 9 - ACCOUNTS PAYABLE AND OTHER PAYABLES

	2015 \$	2014 \$
Current		
Trade Creditors and Accruals	607,322	601,601
Unexpended Grants	<u>2,040,528</u>	<u>1,895,671</u>
	<u>2,647,850</u>	<u>2,497,172</u>

NOTE 10 - EMPLOYEE BENEFITS

	2015 \$	2014 \$
Current		
Payroll Liabilities	714	65,845
Annual Leave	259,305	264,020
Long service leave	<u>173,088</u>	<u>149,592</u>
	<u>433,197</u>	<u>479,458</u>
Non-current		
Long Service Leave	<u>218,340</u>	<u>123,620</u>
	<u>218,340</u>	<u>123,620</u>
Number of employees		
Number of employees at year end	153	156

NOTE 11 - COMMITMENTS

	2015 \$	2014 \$
Operating Lease Commitments		
Houses & Office Rent	224,091	386,036
Motor Vehicle	<u>54,571</u>	<u>27,526</u>
Total Operating Lease Commitments	<u>278,662</u>	<u>413,562</u>
Operating Lease Commitments are payable:		
- not later than 1 year	135,468	146,665
- later than 1 year but not later than 5 years	<u>128,670</u>	<u>266,897</u>
Total Operating Lease Commitments	<u>264,138</u>	<u>413,562</u>

Operating Lease commitments are shown at GST inclusive values.

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015

NOTE 12 - RELATED PARTY DISCLOSURES

Board of Management

The Board of Management for the year ended 30 June 2015 comprised:

Beverley Ewen (Chairperson)
Margaret Nelson (Secretary)
Paul Elliott (Treasurer)
Wayne Rigney
Greg Sinclair
Maryanne Clements

No member of the Board received remuneration from the Association in their capacity as member. No other entity that the above members are associated with has received funds other than through dealings with the Association in the ordinary course of business and on normal commercial terms and conditions.

Key Management Personnel Compensation

	2015 \$	2014 \$
Short Term Benefit	732,613	689,408
Post Employment Benefit	<u>47,000</u>	<u>42,801</u>
Total Compensation	<u>779,613</u>	<u>732,209</u>

NOTE 13 - AUDITOR REMUNERATION

	2015 \$	2014 \$
Auditor Remuneration		
Audit services	19,493	19,053
Non-audit services	-	-
	<u>19,493</u>	<u>19,053</u>

NOTE 14 - CASH FLOW INFORMATION

	2015 \$	2014 \$
Reconciliation of Net Cash provided by/(used in) Operating Activities to Net Surplus/(Deficit)		
Net Surplus/(Deficit)	48,341	126,645
Add/deduct: Non cash items		
- gain/loss on disposal of plant and equipment	(11,917)	-
- depreciation	<u>272,079</u>	<u>283,187</u>
	<u>308,504</u>	<u>409,833</u>
Change in assets and liabilities		
(increase)/decrease in receivables	(188,731)	(58,288)
Increase/(decrease) in other assets	84,850	11,026
(Increase)/decrease in payables	5,721	276,714
(Increase)/decrease in other operating liabilities	144,956	(572,469)
Increase/(decrease) in employee benefits	<u>48,480</u>	<u>59,496</u>
Net cash provided by/(used in) operating activities	<u>403,780</u>	<u>126,281</u>

NOTE 15 - ECONOMIC DEPENDENCY

The Association is dependent on funding from the State and Federal Government to maintain its operations.

NOTE 16 - CONTINGENT LIABILITIES

There are no contingent liabilities as at 30 June 2015.

NOTE 17 - ADDITIONAL FINANCIAL INSTRUMENTS DISCLOSURE

The Association's financial instruments consist mainly of deposits with banks, accounts payable and receivable. The Association does not have any derivative financial instruments as at 30 June 2015.

(a) Interest Rate Risk

The Association's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities, is as follows.

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015

2015	Weighted Average Effective Interest Rate	Non-Interest Bearing	Floating Interest Rate	Fixed Interest Rate maturing			Total
				Within 1 Year	1 Year to 5 Years	More than 5 Years	
FINANCIAL ASSETS							
Cash and cash equivalents	2.02%	3,050	914,336	2,000,000	-	-	2,917,386
Receivables	-	263,045	-	-	-	-	263,045
TOTAL FINANCIAL ASSETS		266,096	914,336	2,000,000	-	-	3,180,430
FINANCIAL LIABILITIES							
Payables	-	2,647,850	-	-	-	-	2,647,850
Borrowings	-	-	-	-	-	-	-
TOTAL FINANCIAL LIABILITIES		2,647,850	-	-	-	-	2,647,850

2014	Weighted Average Effective Interest Rate	Non-Interest Bearing	Floating Interest Rate	Fixed Interest Rate maturing			Total
				Within 1 Year	1 Year to 5 Years	More than 5 Years	
FINANCIAL ASSETS							
Cash and cash equivalents	2.99%	3,250	828,453	2,000,000	#REF!	#REF!	#REF!
Receivables	-	74,314	-	-	-	-	74,314
TOTAL FINANCIAL ASSETS		77,564	828,453	2,000,000	#REF!	#REF!	#REF!
FINANCIAL LIABILITIES							
Payables	-	2,497,172	-	-	-	-	2,497,172
Borrowings	-	-	-	-	-	-	-
TOTAL FINANCIAL LIABILITIES		2,497,172	-	-	-	-	2,497,172

(b) Credit Risk

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

The Association does not have any material credit risk exposure to any single debtor or group of debtors under financial instruments entered into by the Association other than from the State and Commonwealth government departments.

(c) Net Fair Values

The following methods and assumptions are used in determining net fair value:

For other assets and other liabilities the net fair value approximates their carrying value. No financial assets and financial liabilities are traded on organised markets.

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the balance sheet and in the notes to the financial statements.

(d) Sensitivity Analysis

The Association's cash levels and subsequent impact on profit and equity would not change significantly through an increase of 2% of the interest rate of cash deposits. Therefore no sensitivity analysis has been performed.

NOTE 16 - ASSOCIATION DETAILS

The principal place of business for the Association is :

Aboriginal Family Support Services Inc
134 Waymouth Street, Adelaide SA 5000

NOTE 19 - EVENTS AFTER THE BALANCE SHEET DATE

There have been no material events after the reporting date that have not been recognised in the financial report.

ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

STATEMENT BY MEMBERS OF THE COMMITTEE

In the opinion of the committee the financial report as set out on pages 1 to 28: ¹³

- 1 Presents a true and fair view of the financial position of the Aboriginal Family Support Services Incorporated as at 30 June 2015 and its performance for the year ended on that date in accordance with Australian Accounting Standards - Reduced Disclosure Requirements (including Australian Accounting Interpretations) and the Associations Incorporation Act 1985.
- 2 At the date of this statement, there are reasonable grounds to believe that Aboriginal Family Support Services Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:


Committee Member


Committee Member

Dated this 9th day of November 2015

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

Report on the Financial Report

We have audited the accompanying financial report of Aboriginal Family Support Services Incorporated (the association), which comprises the statement of financial position as at 30 June 2015, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by the members of the committee.

Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements, the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act 1985 and for such internal control as the committee determines 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 report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation of the financial report that gives a true and fair view 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 association's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee as well as evaluating the overall presentation of the financial report.

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

Independence

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

**basso
& newman**
chartered
accountants

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

Auditor's Opinion

In our opinion, the financial report of Aboriginal Family Support Services Incorporated is in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act 1985 including:

- i. giving a true and fair view of the association's financial position as at 30 June 2015 and of its performance for the year ended on that date; and
- ii. complying with Australian Accounting Standards - Reduced Disclosure Requirements as described in Note 1, Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013 and the Associations Incorporation Act 1985



Trevor Basso - Partner
Basso Newman & Co
Chartered Accountants
Adelaide
Dated this 10th day of November 2015

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ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

COMPILATION REPORT
TO ABORIGINAL FAMILY SUPPORT SERVICES INCORPORATED

Scope

We have compiled the accompanying special purpose financial statement of Aboriginal Family Support Services Incorporated which comprises the Income and Expenditure Statement.

The specific purpose for which the special purpose financial statement has been prepared is to provide information relating to the performance of the entity that satisfies the information needs of the committee.

The Responsibility of the Committee for the financial report

The committee is solely responsible for the information contained in the special purpose financial statement and has determined that the basis of accounting is appropriate to meet their needs and for the purpose that the financial statement was prepared.

Our responsibility

On the basis of information provided by the committee we have compiled the accompanying special purpose financial statement in accordance with the basis of accounting adopted and APES 315: Compilation of Financial Information.

Our procedures used accounting expertise to collect, classify and summarise the financial information, which the committee provided, into compiling the financial statement. Our procedures do not include verification or validation procedures. No audit or review has been performed and accordingly no assurance is expressed.

The special purpose financial report was compiled exclusively for the benefit of the committee. We do not accept responsibility to any other person for the contents of the special purpose financial statement.



T A Basso - Partner
Basso Newman & Co
Chartered Accountants
Adelaide
10th November 2015

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