



Aboriginal Child, Family and
Community Care State Secretariat
(AbSec)

ABSEC ANNUAL REPORT 2015/2016



THE PLAN ON A PAGE IS A **STRATEGY** FOR
SELF-DETERMINATION AND FOR ENSURING
THE **PROTECTION** AND WELLBEING OF
ABORIGINAL CHILDREN AND **YOUNG** PEOPLE

ACKNOWLEDGEMENT

The Aboriginal Child, Family and Community Care State Secretariat (AbSec) would like to acknowledge that our work is conducted on the land of the Aboriginal nations of NSW.

We pay our respects to Elders, both past and present, and to those emerging leaders for the future as they hold the memories, the traditions, the culture and aspirations of our Aboriginal communities.

AbSec acknowledges members of the Stolen Generations who never returned home and still searching for their belonging and identity.



Welcome

As the NSW Aboriginal peak body for the child and family sector, we recognise the importance of strong collaboration, engagement, and a focus on outcomes that delivers for Aboriginal children, young people, families and the Aboriginal agencies there to support them. Our focus at AbSec is on providing the means to shape the debate and direction that will meet the needs of vulnerable Aboriginal children and families across NSW.

We acknowledge that the best way to do this is through Aboriginal community controlled organisations that are equipped to provide holistic and tailored supports to Aboriginal children and families most in need. The overrepresentation of Aboriginal children within the NSW child protection system is an issue for which Aboriginal people and communities have the solution to overcome.

AbSec is pleased to provide our 2015/16 Annual Report to valued members and stakeholders to showcase our focus, support and directions over the past 12 months, and looking into the future. We look forward to working with you to address the barriers and challenges impacting our Aboriginal children and families in NSW.

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Who we are

The Aboriginal Child, Family and Community Care State Secretariat (AbSec) is the peak Aboriginal organisation within the child and family sector in NSW. AbSec is committed to advocating on behalf of Aboriginal children, families, carers and communities, and to ensure they have access to the services and supports they need to keep Aboriginal children safe and families strong, providing them the best possible opportunities to fulfil their potential within a culturally enriched framework offered by Aboriginal community controlled organisations.

Our vision is that Aboriginal children and young people are looked after in safe, thriving Aboriginal families and communities, and are raised strong in spirit and identity, with every opportunity for lifelong wellbeing and connection to culture, surrounded by holistic supports.

In working towards this vision and representing the Aboriginal sector, children and families, we have the following objectives that motivate us:

- ⦿ working towards achieving self-determination for all Aboriginal people and communities, and building a safe, secure and caring environment surrounded by culture
- ⦿ supporting Aboriginal organisations in delivering quality holistic supports for all Aboriginal children, young people, families and carers, people with disability and communities

- ⦿ providing and supporting opportunities for continual improvement, learning, growth and change for organisations delivering for Aboriginal children, young people, families, people with disability and their communities, recognising the principles of self-determination
- ⦿ representing and informing government and key stakeholders of the issues facing Aboriginal children, young people, families, carers and communities, particularly in accessing quality holistic supports for lifelong wellbeing surrounded by culture
- ⦿ supporting workforce development to ensure a strong and capable workforce for our Aboriginal children, young people, families, people with disability and their communities

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Chairperson's report

Ms Dana Clarke

It has been an exciting year for the Aboriginal Child, Family and Community Care State Secretariat (AbSec) and I am proud to represent AbSec as Chairperson. Our annual report highlights a number of activities and achievements in 2015/16.

Following an extensive consultation process with our members, staff and stakeholders, the new AbSec Strategic Plan 2015–2018 was launched with a focus on holistic Aboriginal child and family supports, including the mechanisms to better support all Aboriginal people in our community.

Our commitment to implementing *Plan on a Page for Aboriginal children and young people* (the Plan), which was developed by AbSec with Aboriginal agencies and other key stakeholders, is for a future that enables us to manage our Aboriginal service system to meet the needs of Aboriginal children, young people, families and communities. We believe the action-orientated strategy sets out implementation activities to commence transformational change.

The Aboriginal Youth Leadership initiatives were established to bring together and empower Aboriginal young people, leading to the establishment of the AbSec Youth Ambassador Program. AbSec's Youth Ambassadors provide a platform for Aboriginal young people with lived experience of the child protection or out-of-home care systems to strengthen their voice and facilitate their direct engagement in sector-wide policy and reform discussions.

We are honoured to have had a high level of interest from Aboriginal young people across the state and those Ambassadors who were selected should be proud of their contribution to the program.

The AbSec board are committed to providing strategic direction and strong governance for our NSW Aboriginal peak organisation. This is why we engaged a consultant and undertook a performance review of the organisation focused on governance, systems, workforce and delivery. We welcomed the recommendations which were aimed at better delivering our strategic plan and future proofing our organisation.

In considering the future and a more sustainable approach we are embarking on a journey that will establish a training and development arm under the banner of AbSec. We envisage that AbSec will be able to respond to growing demand for skilled Aboriginal workers in the future across the state.

As Chairperson, I believe the future of AbSec is strong. We are focused on achieving a holistic Aboriginal service system to provide better targeted support to Aboriginal children, young people, families and communities into the future.

I would like to acknowledge the great work by everyone involved in the organisation and for their commitment and contribution throughout the year. I also thank my fellow Board members and our Chief Executive Officer, Mr Tim Ireland, for the leadership they have shown in ensuring we have a strong Aboriginal child and family sector in NSW.



Chief Executive Officer's report

Mr Tim Ireland

2015/2016 was a foundational year for AbSec as the peak Aboriginal organisation within the child and family sector in NSW. It is a year where we continued to show our commitment to advocating on behalf of Aboriginal children, families, carers and communities through the release of our new Strategic Plan. It is also a year where we maintained our focus on ensuring there is an Aboriginal safety net of providers delivering supports to keep Aboriginal children safe and provide them the best possible opportunities to fulfil their potential through Aboriginal community controlled organisations.

AbSec released the *Plan on a Page for Aboriginal children and young people* (the Plan) in 2015, and it demonstrated our commitment to delivering a future Aboriginal service system equipped with targeted supports and services to assist families under a holistic approach. The Plan recognises the need for transformational change in the current child protection system, empowering Aboriginal people, communities and organisations.

The Plan ultimately is a strategy for self-determination and for ensuring the protection and wellbeing of Aboriginal children and young people, within a strengthened family environment. This plan was developed by Aboriginal people, for Aboriginal families and communities, with maximum participation of the Aboriginal and other key stakeholders, including FACS.

The year has also seen AbSec focus on empowering our Aboriginal young people to voice their opinion, concerns and solutions to drive better outcomes for their peers in NSW. I was honoured to be a part of establishing AbSec Youth Ambassadors, and was impressed by their passion for delivering better outcomes for other Aboriginal young people across NSW. This program commenced in 2015/16, and I am pleased to see the program going from strength to strength.



A STRONG SAFETY-NET OF ABORIGINAL COMMUNITY CONTROLLED ORGANISATIONS THAT EFFECTIVELY MEET THE NEEDS OF ABORIGINAL CHILDREN, FAMILIES AND COMMUNITIES THROUGH HOLISTIC AND INDIVIDUALLY TAILORED ABORIGINAL CHILD AND FAMILY SERVICES ACROSS NSW.

Recognising the important role our carers play in the lives of Aboriginal children and young people, AbSec's Aboriginal State-wide Carer Support Service has been providing a fundamental service to carers of Aboriginal children and young people, to support them in their role and provide them advice when needed. We value the role foster and kinship carers have in raising our children and young people strong in culture and identity in a safe environment.

The year ahead will be filled with many challenges and opportunities. AbSec is in a strong position to tackle this, to ensure we are genuinely representing those that we are there for—our children, families, communities and organisations. Building on our achievements in the last 12 months as outlined in the 2015/2016 Annual Report, AbSec will be striving to deliver more for our Aboriginal workforce across NSW, better supporting our carers, and including our young people in discussions about their future.

Importantly, the year ahead will see AbSec focused on supporting our Aboriginal community controlled sector to transition and change as

new contracting models are introduced by the NSW Government, ensuring our Aboriginal organisations are able to demonstrate and deliver outcomes for our Aboriginal children, families and communities. Collectively, our focus will be on ensuring better outcomes for Aboriginal children, young people and families across NSW.

I am excited about what we have planned for the future and with the support of our communities, members and stakeholders, I am confident we will achieve a strong Aboriginal service system in NSW. I would like to acknowledge and thank the Board of AbSec for their leadership, and the contributions made by current and previous employees of the organisation that have brought us to the strong position we are in as the NSW Aboriginal peak organisation in the child and family sector.





Treasurer's report

Mr Garry Matthews

As the Treasurer, I am pleased to confirm the financial position of the Aboriginal Child, Family and Community Care State Secretariat (AbSec) for the 2015/2016 financial year. 2015/2016 saw the organisation end the year with total equity of more than \$2.6 million, approximately \$1 million down from the previous financial year largely due to use of grants paid in advance.

AbSec's strategic objectives establish the organisation fit for the future in being able to identify further revenue for the organisation, and establish strong self-generating programs in future years to benefit Aboriginal children, families, communities and organisations.

The reserves of the organisation provide a sound financial position to pursue its objectives. At year's end, total assets for the organisation were more than \$2.9 million against total liabilities of just over \$0.3 million. The 2015/16 financial year saw the organisation utilising funds paid in advance under previous financial year grant funds, meaning a reduction in organisational liabilities, while still maintaining a strong operating position.

The full Auditor's report is published in this Annual Report and our auditor A F Wallis & Co Chartered Accountants have issued an unqualified report. The year ahead is demonstrating the organisation's financial results will track at a satisfactory level, with plans underway to secure the organisation's financial position and diversify revenue streams.

I would like to recognise the hard work and dedication by those involved with AbSec and for their ongoing passion to supporting Aboriginal children, young people, families and communities.

An overview of AbSec in 2015/2016



During 2015, The Aboriginal Child, Family and Community Care State Secretariat (AbSec) set out on a path of renewal, conducting strategic planning workshops with members, stakeholders, board and staff to refresh our focus and build upon our foundations. In October 2015, the AbSec Strategic Plan 2015–2018 was launched at University of Technology, Sydney (UTS) representing a consolidated focus for the Aboriginal peak organisation in the NSW child and family sector.

The AbSec Strategic Plan 2015–2018 is defined under four Strategic Directions that aim to guide the organisation's focus in working to achieve our vision. These directions are characterised as our outcome areas:

- A** Our Aboriginal children, families, carers and communities are involved in decision making and participate in creating a future that is able to meet their needs within their local community
- B** Our Aboriginal sector is strong, sustainable and capable to cater for the needs of our children, families, carers, people with disability and communities and are supported to provide more holistic responses

- C** Our partners work with us to ensure Aboriginal children, young people, families, carers and communities are supported in safe, thriving and holistic environments, providing the resources to meet cultural needs and lifelong wellbeing
- D** Our organisation is sustainable and capable of meeting and responding to the challenges of changing environments, ensuring good practice and modelled and represented to our stakeholders

Our work, and effort throughout the past 12 months and into the future is tied to these directions, with our emphasis being on ensuring a representative Aboriginal peak organisation for Aboriginal children, young people, families, carers and the Aboriginal community controlled agencies that are there to support them. Much of our focus in 2015/2016 has been on resetting our directions and driving the organisation towards achieving outcomes for those stakeholders we are there to serve.

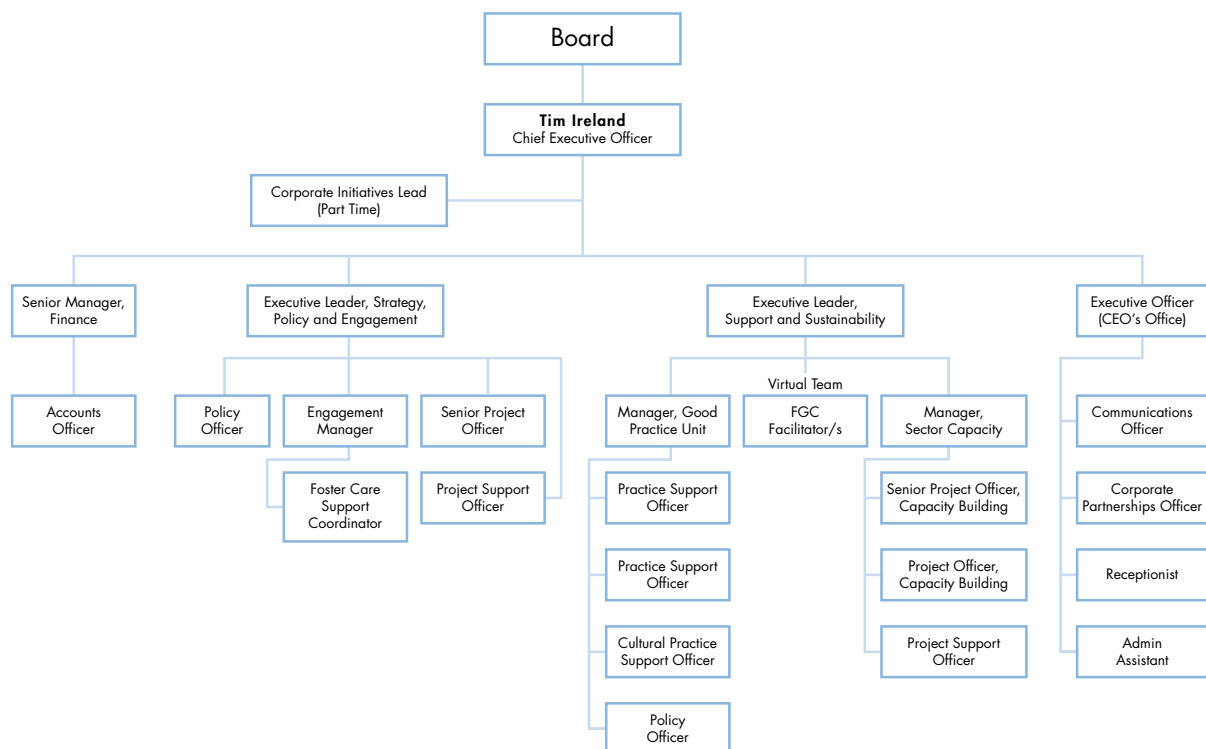
STRUCTURE

Complementing our Strategic Plan, in February 2016, AbSec underwent a restructure within the organisation which aimed to better deliver results against the directions in our Strategic Plan. This restructure has meant we are able to achieve more for our stakeholders than ever before, while also performing our core duty as an Aboriginal peak organisation within the child and family sector in NSW.

AbSec's structure is broadly grouped into three main streams reporting to our Chief Executive Officer:

- ⦿ **Strategy, Policy and Engagement:** to inform, influence and advocate on behalf of Aboriginal agencies, communities, children, young people, families and carers—building policy perspectives, strategy and effective engagement from the point of view of Aboriginal people and communities in NSW.
- ⦿ **Support and Sustainability:** to continue building and supporting a sustainable Aboriginal community controlled child and family sector, delivering support across the whole continuum of child protection and child wellbeing—from family support to out-of-home care. Focusing on good practice and sector capacity, as well as providing support to families that will benefit the core role of our Aboriginal agencies.
- ⦿ **Corporate Support:** to provide support within the organisation including communications, publications, corporate partnerships, member support, and back office functions with the ultimate aim of ensuring our message of the importance of Aboriginal community control and better outcomes for Aboriginal children and families, is reaching key stakeholders.

Aboriginal Child, Family and Community Care State Secretariat (AbSec) 2016



Our board of governance

The AbSec board for 2015/2016 was made up of Aboriginal representatives from our member Aboriginal Community Controlled Organisations. The AbSec board aims to provide strategic focus for the Aboriginal child and family sector in NSW, while also ensuring good governance for the Aboriginal peak organisation in NSW.

The AbSec board for 2015/2016 consisted of the following representatives:

- ☉ Ms Dana Clarke, Chairperson
- ☉ Ms Petrice Manton, Vice-Chairperson
- ☉ Mr Garry Matthews, Treasurer
- ☉ Ms Tina McGhie, Secretary
- ☉ Mr Ernest Lovelock, Board Member
- ☉ Mr Glen Ella, Board Member
- ☉ Ms Kelly Goldsworthy, Board Member
- ☉ Ms Michelle Craig, Board Member
- ☉ Mr Craig Ardler, Board Member

During this 12 month period there were three board members who resigned from their position, and AbSec acknowledges their contribution to the work we do:

- ☉ Ms Kathy McKenzie, Vice-Chairperson—October 2015
- ☉ Mr Denis Jackson, Board Member—March 2016
- ☉ Ms Cecily Lyons, Board Member—September 2015

AbSec membership overview

Membership with AbSec is made up of Aboriginal and non-Aboriginal organisations and foster/kinship carers who are either voting or non-voting members within a range of categories.

Members of AbSec are provided with many opportunities to be involved in the work we do on a daily basis to support Aboriginal children, families and carers and the Aboriginal agencies that are there to support them.

AbSec acknowledges the critical role that non-Aboriginal non-government agencies play in supporting Aboriginal children and young people in care. AbSec works with our non-Aboriginal partners to improve access to culture for Aboriginal children and young people in their care.

As at 30 June 2016, AbSec had 36 organisational members. This was made up of 21 Aboriginal agencies and 15 non-Aboriginal agencies. Additionally, recognising the importance of our carer and individual members, for the same period, AbSec had more than 350 individual and carer members accessing support, advice and information.

In turn, AbSec recognises the importance of building our partnerships with other organisations in NSW and nationally. During the 2015/2016 period, we held membership or a partnership with:

- ⦿ NSW Council of Social Services
- ⦿ Association of Child Welfare Agencies
- ⦿ SNAICC—National Voice for Our Children
- ⦿ National Disability Services
- ⦿ NSW TAFE—Aboriginal Learning Circle

Supporting local initiatives

Aboriginal communities are strongest when they are empowered to engage with and develop their own solutions to the issues impacting them. Throughout the 2015/2016 period, AbSec was proud to support local and national initiatives to the value of more than \$150,000, enabling Aboriginal communities to engage in child safety and wellbeing activities and awareness through significant events, cultural activities or awareness gatherings. This included supporting the following activities and organisations:

- ☉ Kids in Care Cup 2015
- ☉ PCYC Nations of Origin
- ☉ Dindima Aboriginal Football Club
- ☉ St Johns Glebe Scarred Tree Indigenous Ministry
- ☉ Campbelltown Rugby League Ghosts
- ☉ Combined Countries Aboriginal Sports Club
- ☉ Bundjalung Baygal Warriors RLFC
- ☉ Murray Rivers Warriors
- ☉ Redfern All Blacks Junior Teams
- ☉ National Indigenous Football Championships
- ☉ Wunanbiri Preschool
- ☉ Tribal Warrior Boxing Program
- ☉ National Family Matters—kids safe in culture, not in care



A close-up photograph of a young boy's face, showing his eyes, nose, and a slight smile. He has short brown hair and is wearing a blue collared shirt. The text 'Our' is overlaid in a large, white, sans-serif font, with the 'O' being a thin outline. Below it, the word 'ACHIEVEMENTS' is written in a smaller, bold, yellow, sans-serif font.

Our

ACHIEVEMENTS



OUR **CHILDREN**, FAMILIES, CARERS AND COMMUNITIES

Our Aboriginal children, families, carers and communities are involved in decision making, and participate in creating a future that is able to meet their needs within their local community

During 2015/2016 AbSec has focused on delivering for Aboriginal children, families, carers and communities and ensuring their involvement in decision making on matters impacting their lives. This is in direct response to our **Strategic Direction A**. More specifically, our focus has broadly been on:

- © **Establishing** ongoing mechanisms for Aboriginal young people to be engaged and empowered so their voices are heard and are able to influence decision making of government
- © **Developing** mechanisms for families and carers, focusing on connection and participation to encourage thriving networks, resilience and addressing systemic issues
- © **Providing** avenues for Aboriginal communities to engage on topics related to child protection and out-of-home care within communities to provide understanding and support for change



ABORIGINAL YOUTH LEADERSHIP

The AbSec Aboriginal Youth Leadership initiatives were established in 2015 to bring together Aboriginal young people between the ages of 16 and 24 from both urban and regional communities in NSW. The initiatives, under our flagship program the AbSec Youth Ambassador Program, provides a platform to Aboriginal young people with lived experience of the children protection or out-of-home care systems to strengthen their voice and facilitate their direct engagement in sector-wide policy and reform discussions.

The purpose of our AbSec Aboriginal Youth Leadership initiatives is to:

- ☉ Celebrate the strength and resilience of our young people, and empower them through our Ambassadors Program within a culturally enriched program
- ☉ Motivate and inspire the non-government sector and wider community
- ☉ Influence government and decision-makers
- ☉ Speak publicly, with the support from AbSec, on experience and issues impacting Aboriginal young people across NSW.

Our young people participated in a two day consultation, meeting with representatives from NSW Department of Family and Community

Services, NSW Police, NSW Ombudsman and Aboriginal Legal Service. They called these meetings to hear more from each of these representatives about their role, providing a clearer understanding of their work with Aboriginal children, young people and families. The consultations have provided a broader foundation for the young people in preparation for their facilitated consultations with Aboriginal young people across the state.

Our AbSec Youth Ambassadors held consultation sessions with Aboriginal young people across NSW to discuss various topics including safety and wellbeing, current challenges they face, and identifying possible solutions from their perspective for how Aboriginal young people can be engaged in driving the solutions to issues they see in their community.

The information gained from these consultations with their peers informed an AbSec Aboriginal Youth Report, to be publicly released later in 2016. The initial themes from this report were identified as:

- ☉ Relationships Aboriginal young people hold
- ☉ Domestic and family violence
- ☉ Access to and availability of services for Aboriginal young people



Our carers
play an important
role in the life of an
Aboriginal child or
young person

CARER SUPPORT

The Aboriginal State-wide Carer Support Service (ASCSS) was established to improve the information, support and training opportunities for carers of Aboriginal children and young people in NSW.

AbSec's Aboriginal State-wide Carer Support Service is a vital free telephone advice and advocacy service for carers of Aboriginal children. The Support Service also works with our member agencies to enhance local foster care recruitment activities, including events and promotion. In 2015/2016, the Support Service received more than 140 phone calls, with activities put in place throughout the 12 months to enhance its reach and further promote the valuable support and advice it provides to carers of Aboriginal children and young people.

AbSec aims to enhance the services we provide by identifying the diverse needs and expectations for Aboriginal and non-Aboriginal foster and kinship carers who care for our

children and young people. We aim to ensure that information we provide is comprehensive, accurate and impartial, accessible and current. In 2015/2016, AbSec released our information resource, *Growing Stronger Futures*, for carers of Aboriginal children, aimed at promoting effective and resilient caring. The resource provides invaluable information to support carers to understand their obligations in caring for an Aboriginal child or young person, including understanding changing needs of an Aboriginal child or young person while they are in care.

Our carers play an important role in the life of an Aboriginal child or young person, and AbSec maintains our links to the needs of carers through our 361 registered carers as members.

ABORIGINAL COMMUNITY DECISION MAKING

In 2015/2016, AbSec supported the establishment of the *Guiding Principles for strengthening the participation of local Aboriginal community in child protection decision making* (the Principles), launched in November 2015. The Principles were developed following discussions between the Department of Family and Community Services (FACS), Grandmothers Against Removals (GMAR), NSW Ombudsman's Office and AbSec.

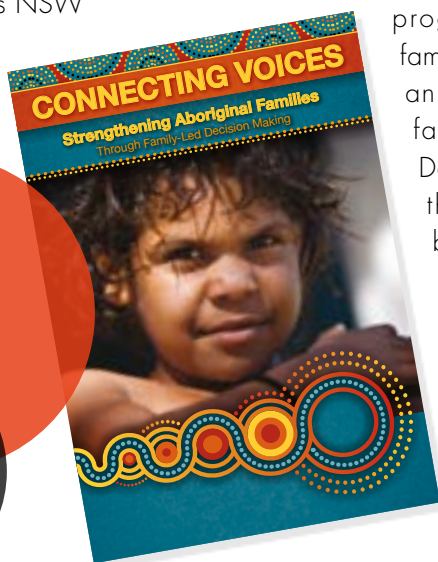
The Principles set out a new way of operating for FACS and local Aboriginal communities to work together in the practical application of the *Child and Young Persons (Care and Protection) Act 1998 (NSW)* (the Act) and relevant policies, aiming to ensure involvement of Aboriginal communities in decisions made around the care and protection of Aboriginal children and young people.

The aim for the Principles is to apply them by individual communities and FACS District offices across NSW to establish and guide their working relationship. It also sets out the structure of the State Wide Advisory Group to oversee the implementation of the Principles, which AbSec is a member. As at 30 June 2016, there were no local advisory groups established under the Principles, with initial planning commenced for priority implementation across NSW in 2016/2017.

CONNECTING VOICES— ABORIGINAL FAMILY-LED DECISION MAKING

AbSec's Connecting Voices—Aboriginal Family-Led Decision Making program is an evidence based program that provides parents, family and extended family and community with the opportunity to actively participate in decision-making processes, and to develop solutions to address concerns or needs in relation to Aboriginal children and young people. AbSec's Connecting Voices program was developed in direct response to ensuring Aboriginal families have greater decision making authority of matters impacting the care and protection of their children, while also working to empower Aboriginal families to take responsibility for their child's welfare and wellbeing with a view to returning to family where safe to do so.

AbSec facilitated 13 conferences and reviews, with a further 11 conferences that are ongoing due to complexity, with the feedback following each conference being positive and focused on the changes that have occurred to the lives of those who have participated. AbSec's Connecting Voices program is a self-funded, innovative initiative that requires funding to continue its good work. Beyond 30 June 2016, no further funding has been identified to the program and with the introduction of the Department of Family and Community Services (FACS) Family Group Conferencing program, it has placed barriers on families having the opportunity to access an Aboriginal designed and operated family-led decision making process. Despite this, AbSec remains optimistic that Aboriginal families impacted by care and protection will have the opportunity to access AbSec's Connecting Voices program in the future, with services funding their participation in the model.





Aboriginal
family-led decision
making





OUR **ABORIGINAL SECTOR** SUPPORTING OUR CHILDREN AND FAMILIES

Our Aboriginal sector is strong, sustainable and capable to cater for the needs of our children, families, carers, people with disability and communities, and are supported to provide more holistic responses

During 2015/2016 AbSec has focused on supporting our Aboriginal community controlled sector to deliver better outcomes for Aboriginal children, families, carers and communities. This is in direct response to our **Strategic Direction B**. More specifically, our focus has broadly been on:

- ⊙ **Representing the interests** of the Aboriginal sector to partners and other stakeholders through policy and position papers
- ⊙ **Providing meaningful support** to the Aboriginal sector in transitioning and changing environments for Aboriginal children, young people, families, people with disability and communities
- ⊙ **Creating and maintaining** a cultural safety-net of Aboriginal agencies across NSW to cater for the needs of Aboriginal children, young people, families, people with disability and communities in a holistic support system
- ⊙ **Increasing** the number of Aboriginal people employed within the sector to be capable, strong and resilient for delivering into the future



ABORIGINAL AGENCY FORUMS— ABSEC MEMBERS FORUMS

Throughout the 12 months, AbSec has hosted more than five Aboriginal Agency Forums to discuss emerging issues, trends and solutions from a collective Aboriginal sector perspective. These forums have also provided an opportunity to explore policy positions and strategic issues impacting quality delivery and achieving outcomes for Aboriginal children and families across NSW.

AbSec's Aboriginal Agency Forums have also provided an opportunity for our Aboriginal Community Controlled Organisational members to contribute to the discussion in shaping the directions and plans of the NSW Aboriginal child and family sector, including how best to position the Aboriginal sector to be stronger, sustainable and deliver for Aboriginal children.

Guest speakers are invited to address the forums participants on current programs, reforms and issues within the sector, with the aim being to ensure a sophisticated and current Aboriginal sector in delivering better outcomes in the communities that they serve. The forums have welcomed participation by the Hon. Brad Hazzard MP, Minister for Family and Community Services, and FACS representation, the NSW Ombudsman's Office and the Office of the Children's Guardian to explore current issues impacting quality service delivery within a culturally rich environment offered by Aboriginal community controlled organisations.

PLAN ON THE PAGE FOR ABORIGINAL CHILDREN AND YOUNG PEOPLE

AbSec with our Aboriginal agencies and other key stakeholders have been focused on a future that enables us to manage our Aboriginal service system to meet the needs of Aboriginal children, young people and families involved with the child protection and out-of-home care system in NSW. This is largely about rethinking how we address the continuing gaps across the state where Aboriginal children, families and communities are not supported by Aboriginal agencies, and the need to support evolving Aboriginal organisations to focus on: community responsiveness, family strengthening, and individual child need without a one-size-fits all approach.

The *Plan on a Page for Aboriginal children and young people* (the Plan) was developed following an 18-month co-design process with FACS, where the Aboriginal agencies provided full participation to rethink the future Aboriginal sector to deliver better outcomes for Aboriginal children and young people. The Plan is our focus on addressing the overrepresentation of Aboriginal children and young people involved in the system, while also working to ensure there is an Aboriginal sector with the right capacity and capability to respond to emerging needs around child protection concerns.

This plan is an action-orientated strategy that sets out implementation activities to commence transformational change from our perspective. The Plan has been endorsed by the Hon. Brad Hazzard MP, Minister for Family and Community Services, and awaiting further discussion with FACS regarding its implementation. The Plan is established under five levers for change, including:

- ⦿ Driving cultural and good practice through implementation of the Aboriginal Children and Young Person Placement Principles
- ⦿ Enhancing the existing Aboriginal sector
- ⦿ Establishing Aboriginal policy driven by Aboriginal people

- ⦿ Building a safety-net of Aboriginal agencies across NSW
- ⦿ Delivering on the immediate needs of Aboriginal children and young people

Importantly, the *Plan on a Page* establishes a vision for the Aboriginal system developed by Aboriginal people, being: *A strong safety-net of Aboriginal community controlled organisations that effectively meet the needs of Aboriginal children, families and communities through holistic and individually tailored Aboriginal child and family services across NSW, working towards child safe communities and reducing the over representation of Aboriginal children in out of home care and providing for better outcomes over time.*

Ultimately, the Plan on a Page is a strategy for self-determination and for ensuring the protection and wellbeing of Aboriginal children and young people. Importantly, it is a blue-print for engaging with our Aboriginal communities in care and protection matters across NSW, and aims to ensure holistic Aboriginal child and family approaches are established to provide flexibility to deliver greater outcomes for Aboriginal children and young people. As at 30 June 2016, resourcing for the Plan on a Page has not been identified.



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A strong safety-net
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child and family services
across NSW

HOLISTIC ABORIGINAL CHILD AND FAMILY SECTOR

AbSec recognised the need for an innovative approach to the Aboriginal child and family sector and commissioned Deloitte Access Economics (DAE) to examine the current service system for Aboriginal children and families, specifically to identify the benefits of shifting to a more holistic approach. DAE's report, *Benefits of a holistic approach to child and family services* provided analysis from a literature review of models of child and family services in other Australian jurisdictions as well as international experiences and consultations with service providers. AbSec released this paper in the fourth quarter of the 2015/2016 period, which can be accessed via the AbSec website.

As part of our core focus, in consultation with Aboriginal community controlled agencies, AbSec develop our paper that provides the conceptual view of what a holistic Aboriginal child and family system for NSW entails. AbSec's *Achieving a Holistic Aboriginal Child and Family Services System for NSW* built on the work and discussions held to develop the Plan on a Page by focusing on the essential elements for a holistic system that enabled Aboriginal community controlled organisations to respond to need. AbSec's paper provided the following tiered approach to a holistic Aboriginal child and family system:

- ⦿ Aboriginal Community Response—focused on supports for the whole community to embed a child safe response to protecting and supporting Aboriginal children and families. Typically, a response from this tier would be around education, raising awareness, developing community responsibility and inclusive universal services.
- ⦿ Aboriginal Family Strengthening—targets individuals and families at risk of their child entering care, with supports focused on intensive family services that are tailored to meet need. Typically, supports in this

tier would include family support services focused on diverting families to formal and informal supports when they need them.

- ⦿ Aboriginal child safety—working with children in care to maintain their connection to family and culture, and work towards returning them home, when safe to do so. Typically, this would be individual and tailored responses to out of home care to achieve better outcomes for Aboriginal children in care.



AbSec's Achieving a Holistic Aboriginal Child and Family Service System for NSW is underpinned by three

foundation principles focused on child development occurring in the context of their social and physical environment, Aboriginal families and communities being stronger and better able to meet the needs of their children when empowered to do so, and that culture represents a significant positive factor in overcoming adversity for Aboriginal children. Importantly, a holistic Aboriginal child and family service system would be built on the following key features:

- ⦿ Self-determination
- ⦿ Aboriginal community controlled organisations
- ⦿ Cultural safety
- ⦿ Capacity building
- ⦿ Localised and shared decision making
- ⦿ Flexible funding
- ⦿ Mixture of targeted and universal supports

AbSec's Achieving a Holistic Aboriginal Child and Family Service System for NSW outlines the focus of the Aboriginal sector in working to address the current disadvantage experienced by Aboriginal children and families, through a set of responses that is designed by Aboriginal community controlled organisations and the communities they serve. AbSec's paper can be accessed via the AbSec website.



SUPPORTING OUR MOB IN A DISABILITY MARKET

AbSec was funded \$1.5m by FACS in 2013 to build capacity in the disability sector by increasing the number of Aboriginal community controlled organisations across NSW providing disability supports in their community.

The funding would target new and emerging Aboriginal community controlled organisations in NSW who had not previously provided disability services to build their capacity to support Aboriginal people with disability; providing choice when the National Disability Insurance Scheme (NDIS) is completely rolled out across the state.

AbSec implemented the project by working to develop three key resources that would support emerging Aboriginal community controlled organisations, including:

- ③ Development of informational resources to provide easy-read information booklets for understanding and delivering in the NDIS context

- ③ Developing a capacity building tool to facilitate activities based on identified gaps with participating organisations
- ③ Developing AbSec assessment based tool to test readiness and encourage organisational ownership of moving into the disability sector.

During 2015/2016 AbSec worked with nine Aboriginal community controlled organisations to support them to deliver under a NDIS in NSW, and provide choice for Aboriginal people with disability in their community.



OUR **PARTNERS** WORKING WITH US FOR ABORIGINAL CHILDREN

Our partners work with us to ensure Aboriginal children, young people, families, carers and communities are supported in safe, thriving and holistic environments, providing the resources to meet cultural needs and lifelong wellbeing

During 2015/2016 AbSec has focused on working with our partners to deliver better outcomes for Aboriginal children, families, carers and communities. This is in direct response to our **Strategic Direction C**. More specifically, our focus has broadly been on:

- ⊙ **Establishing** a strong network with non-Aboriginal services to foster the interests of Aboriginal children, young people and families being connected to culture and community
- ⊙ **Identifying** innovative projects and initiatives in partnership with the corporate sector to provide positive outcomes for Aboriginal children, young people, families, carers, people with disability and communities
- ⊙ **Influencing** the broader political environment, and associated reform agendas, through strong engagement in whole of sector activities, ensuring the other interest and that of our stakeholders are represented

VIBRANT SECTOR, CAPABLE WORKERS AND STRONGER KIDS—SUPPORTING ABORIGINAL CHILDREN AND YOUNG PEOPLE TO HAVE THE BEST POSSIBLE FUTURE (ABSEC CONFERENCE)

Vibrant Sector, Capable Workers and Stronger Kids—Supporting Aboriginal Children and Young People to have the best possible future was held in for workers on 24–25 November 2015 and the sector session was 26 November 2015 with the Office of the Children’s Guardian as a major sponsor for the conference.

The conference provided the 209 participants an opportunity to strengthen their skills and knowledge in supporting Aboriginal children and young people in the out-of-home care and child protection sectors. The conference targeted Aboriginal workers in the out-of-home care and child protection sectors for the first two days and the final day included those from the sector who work to support Aboriginal children, young people, families and communities.

The conference program provided a variety of opportunities for participants to exchange information on innovative programs and share experiences from the frontline. Based on the feedback from conference participants the keynote address by our guests Dr Leland Ruwhiu and Dr Moana Eruera, Principal Advisors Maori, Child, Youth and Family Services New Zealand was moving, culturally strengthening and well received. After their keynote address many participants attended the workshop hosted by Dr Ruwhiu and Dr Eruera and experienced Maori culture.

The conference proved to be an exciting three days filled with opportunity for participants to network, share experiences and gain insights into delivering better outcomes for Aboriginal children and families. AbSec’s next conference will be held in 2017.



SOCIAL INNOVATION COUNCIL

The Social Innovation Council is a strategic partnership between NSW Government and non-government organisations (NGOs) to harness and foster innovation across government and NGO sectors. NGOs perform a critical role in the delivery of human services to the NSW community and this partnership aims to boost innovation in the way services are conceived, delivered and measured.

The Social Innovation Council oversees the development of quality improvements to human services in NSW. The purpose of this partnership is to fast track activities that require a concerted effort by Government to enable innovation. The collective engagement of leaders from the NGO sector with the NSW Government creates a new dynamic for thought leadership and social innovation. AbSec became a member of the Council in the 2015/2016 period, representing the interests of the Aboriginal child and family sector.

The objectives of the Social Innovation Council are to:

- ⦿ Establish an agreed NGO performance management and benchmarking system
- ⦿ Reduce administrative costs and streamline regulation of NGOs
- ⦿ Simplify funding processes and institute a standardised human services contract header agreement
- ⦿ Fast track consistent whole of government data sharing on NGO performance and program effectiveness
- ⦿ Showcase innovative procurement models for delivery of government services by NGOs.

Membership for the Social Innovation Council comprises:

- ⦿ Minister for Innovation and Better Regulation (Chair)
- ⦿ 5 representatives appointed by the Forum of Non-Government Associations (FONGA), including an Aboriginal peak body representative and representatives from rural and regional NSW
- ⦿ A representative from the Department of Family and Community Services (FACS)
- ⦿ A representative from NSW Ministry of Health
- ⦿ A representative from the Department of Justice
- ⦿ A representative from the Office of Finance and Services.

AbSec maintains active participation in the Council, providing input and contribution into the development of the Human Services Outcomes Framework, NGO Benchmarking, communications around the Human Service Agreement and other critical work priorities that would enable the NGO sector in NSW to deliver more for the communities they are there to serve.



REVIEW OF CULTURAL CONNECTIONS (CONSULTATION GUIDE)

AbSec and our members are committed to ensuring that Aboriginal children and young people are supported in safe, thriving and holistic environments that meet their cultural needs and promote lifelong wellbeing.

We acknowledge that cultural planning is a central element of case planning and meeting the needs of Aboriginal children and young people deprived of their home environment and have significant concerns about the quality and implementation of cultural planning for Aboriginal children in OOHC, and the broader engagement of Aboriginal families and communities in decision making about the care of Aboriginal children and young people.

Following the completion of the Cultural Care Plan, as part of the Care Plan for children in out of home care, in 2015/2016, AbSec realised the importance to ensure that proper cultural care and cultural support planning was being undertaken. This led to the development of the *Creating Cultural Connections for Aboriginal Children and Young People Guide*, formerly known as the Aboriginal Consultation Guide.

The *Creating Cultural Connections for Aboriginal Children and Young People Guide* has been drafted over the last year following an extensive feedback and consultation process. The aim of the guide is to embed a standard in ensuring that every Aboriginal child or young person has a meaningful Cultural Care Plan, and subsequent Cultural Support Plan, ensuring their cultural access is maintained. Importantly, the guide aims to ensure that effective and meaningful consultation and engagement is occurring to ensure that cultural connections for an Aboriginal child or young person are established during their time in out of home care.

This resource, along with a training package will be launched in 2016/17 following an extensive quality assurance process.

NSW FAMILY MATTERS GROUP

Family Matters is a national campaign overseen by SNAICC that aims to ensure that all Aboriginal and Torres Strait Islander children and young people grow up safe and cared for in family, community and culture, with the explicit target of addressing the over-representation of Aboriginal and Torres Strait Islander children in the out-of-home care system within a generation. AbSec is the lead Aboriginal peak organisation in NSW charged with leading the NSW Family Matters approach, which is focused on NSW priorities and awareness raising activities.

In NSW, AbSec is working with our colleagues to develop our state priorities and achieve meaningful systemic change that sees fewer Aboriginal children entering care and those that do, returning safely to their parents or family in a timely fashion. We see this as an opportunity to build on the priorities already identified through the Plan on a Page for Aboriginal children and young people, but also identify other areas that will raise community conversation on this significant objective.

The NSW Family Matters Jurisdictional Group has begun discussions with key partners in NSW with further work being undertaken in 2016/17.





OUR **ABORIGINAL PEAK** IS STRONGER FOR THE FUTURE

Our organisation is sustainable and capable of meeting and responding to the challenges of changing environments, ensuring good practices are modelled and represented to our stakeholders

During 2015/2016 AbSec has focused on developing ourselves as the NSW Aboriginal peak organisation for the child and family sector, recognising that as a strong Aboriginal peak organisation, we are able to focus on better outcomes for Aboriginal children, families, carers and communities. This is in direct response to our **Strategic Direction D**. More specifically, our focus has broadly been on:

- © **Ensuring Aboriginal culture** is embedded in everything we do as an organisation for our stakeholders
- © **Improving** systems and processes to ensure contemporary approaches against industry benchmarks
- © **Fostering** a learning and development culture to support implementation of strategic initiatives
- © **Building** communications and system change capabilities as the leading Aboriginal peak organisation in the sector



MATCHING SKILLS TO OUR WORK

In 2015/2016, AbSec engaged in a process to identify the skills that each of our AbSec employees bring to the organisation, to better target their focus and enable us as the NSW Aboriginal peak organisation to achieve more for our members and communities. The process provided an opportunity for staff to have their skills and capabilities assessed and to showcase how this aligns to their role within the organisation. Ultimately, this was a positive for AbSec to undertake this process, as it meant we were focusing on upskilling and developing our valuable human resources to benefit our members and stakeholders.

The findings were interesting and helpful for the organisation to enable its focus on achieving its strategic directions and business priorities. AbSec has a dedicated workforce that is passionate about the role they are appointed to. Within this, it was identified that there is a need for a more formalised process to recognise informal qualifications and work towards formalising those skills. The process has given the organisation an opportunity to reflect on human resources practices including revision of position descriptions and performance goals and outcomes within staff contracts.

FUTURE FOCUSED ORGANISATION

Recognising our refreshed strategic directions, AbSec aims to provide a strong Aboriginal voice to ensure cultural connection, safety and wellbeing for Aboriginal children in need of care, and for families that may be experiencing difficult times. As such, the organisation underwent a restructure to deliver for our members and stakeholders that expect more from us. This has meant AbSec structured itself into two key delivery streams:

- ② **Strategy, policy and engagement:** to inform, influence and advocate on behalf of Aboriginal agencies, communities, children, young people, families and carers—building policy perspective, strategy and effective engagement from the point of view of Aboriginal people and communities in NSW.
- ② **Support and Sustainability:** to continue building and supporting a sustainable Aboriginal community controlled child and family sector, driving an industry development agenda that focuses on delivering support across the whole continuum of child protection and child wellbeing—from family support to OOHHC. This area focuses on good practice and sector capacity, as well as providing support to families that will benefit the core role of our Aboriginal agencies.

This structure supports the work that AbSec is focused on undertaking in NSW with Aboriginal community controlled organisations and aligns with the areas identified in the *Plan on the Page for Aboriginal Children and Young People*.

REFLECTING ON OUR PERFORMANCE

AbSec is committed to continual improvement of the organisation to identify good practice in organisational governance and leadership. It is important as the Aboriginal peak organisation in the child and family sector in NSW that we are able to demonstrate and showcase our performance against high standards. In 2015/2016, AbSec underwent a process to review its performance to identify areas for improvement. To facilitate this process, Deloitte was engaged to undertake a performance audit of the organisation, focused on governance, systems, workforce and delivery.

The outcome of the performance audit was a range of recommendations focused on improvements to the organisation, to better able deliver its strategic plan on behalf of the Aboriginal child and family sector. AbSec is working through these recommendations, while also maintaining its commitment to members and stakeholders in delivering our policy advice and representing on issues impacting the sector.

DIVERSIFYING OUR FOCUS

In June 2016, AbSec held a Special General Meeting to vote on a Special Resolution to change the Constitution of AbSec. The resolution focused on updating the AbSec constitution to provide the organisation with the ability to explore sustainable and diverse funding opportunities, beyond that of government. This is a positive step for AbSec in being able to look beyond the current financial year, and empower the AbSec Board and management to source funding opportunities that enables the organisation to continue representing Aboriginal children, families, communities and community controlled organisations in NSW.

The essential change to the AbSec constitution has meant that the AbSec Board is now empowered to invest in opportunities that will contribute to the aims and objectives of the organisation, as the NSW Aboriginal peak organisation in the child and family sector.

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...empowered to
invest in opportunities
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the organisation

Our year ahead



ABSEC WILL BUILD ON THE ACHIEVEMENTS OF 2015/2016 AND DELIVER MORE FOR ABORIGINAL CHILDREN, YOUNG PEOPLE, FAMILIES, COMMUNITIES AND AGENCIES THERE TO SUPPORT THEM, IN 2016/2017.

TRAINING AND DEVELOPMENT

AbSec has recognised a growing gap in building and maintaining a strong and qualified workforce working with Aboriginal children and families. In 2015/2016, AbSec has embarked on a journey that will establish a training and development arm under the banner of AbSec as the peak Aboriginal organisation. It is envisaged that AbSec will be able to respond to growing demand for skilled Aboriginal workers within the disability, child welfare and child protection sectors across NSW through establishing a Registered Training Organisation to deliver a suite of courses to meet this demand. AbSec will also be working to develop and deliver its own training packages associated with the care and cultural connection of Aboriginal children and young people in NSW.

CULTURAL SUPPORT

Recognising the need to ensure that Aboriginal children and young people have access to their culture and the opportunity to maintain connection to their culture, AbSec will be focused on supporting the sector to embed cultural connections for Aboriginal children and young people. This will include the development of a training program aimed at supporting workers in the sector to create and maintain cultural connections, as well as the release of the AbSec *Creating Cultural Connections* guide.

AbSec is committed to ensuring that Aboriginal children and young people are raised in strong culturally rich environments to provide them with a stable sense of belonging and inform their identity formation. The organisation will be building on the work to ensure quality cultural care plans by actively supporting development, implementation and continual review of cultural support plans for Aboriginal children and young people in care.

CARER SUPPORT

Ensuring that carers of Aboriginal children and young people have the best possible support they need in their caring role, AbSec will be undertaking consultation seeking the views from foster and kinship carers, young people that have been in care and agency carer support staff on:

- ③ knowledge and experiences, and to identify what they need to better support Aboriginal children and young people to achieve better outcomes
- ③ identify how best carers and carer support staff can support Aboriginal children and young people, and to gather what they need to do their job more effectively
- ③ identify what young people want and need in a carer

AbSec will utilise this information to form an Aboriginal Carer Support model for NSW, to ensure that our Aboriginal children and young people in care are receiving the best possible support to achieve lifelong wellbeing, enriched by their culture.

WORKFORCE DEVELOPMENT

Recognising the need for a strong and capable Aboriginal workforce and AbSec's role in developing a strong Aboriginal sector, AbSec will be developing an Aboriginal Workforce Development Strategy capturing four key elements to a strong sector into the future:

- ③ Recruitment of the best candidate
- ③ Retaining skills and capable Aboriginal workers
- ③ Developing leadership qualities and succession
- ③ Upskilling the existing workforce to meet new challenges

A strong and capable workforce will mean that Aboriginal children and families are better supported to achieve meaningful outcomes. AbSec has engaged a consultant to undertake a comprehensive engagement approach to gather and report on the workforce needs of the Aboriginal child and family sector in NSW.

This consultation process is especially in light of the NSW government reform agenda within the child protection and out of home care system, and lessons learnt through the Royal Commission into Institutional Child Sexual Abuse. Following the consultations a robust Aboriginal Workforce Development Strategy will be developed for the Aboriginal child and family sector in NSW.



IN THE YEAR AHEAD, ABSEC HAS SET ITSELF STRONG **TARGETS** TO DELIVER MORE AND MEET THE GROWING **DEMAND** FOR ADVICE AND **SUPPORT** IN DELIVERING **BETTER** OUTCOMES FOR **ABORIGINAL CHILDREN AND FAMILIES**.



COMMUNITY ENGAGEMENT

AbSec is working to develop and implement community engagement activities with key stakeholders to build AbSec's profile and understanding of issues facing Aboriginal children, families and communities as reform agendas continue to be implemented in NSW.

Our community engagement work will be reporting on community and Aboriginal Community Controlled Organisational engagement, with the outcomes used to inform AbSec's policy and systemic advocacy responses. A comprehensive community engagement agenda will be implemented over the 12 month period.

CORPORATE PARTNERSHIPS

AbSec recognises that it is everyone's business in supporting and enabling better outcomes for Aboriginal children and their families. It is with this in mind, that AbSec will be working build it corporate partnerships to leverage opportunities for the corporate sector to support innovative activities occurring in local Aboriginal communities to keep children safe and strong. Our Corporate Partnerships program will take charge in fundraising and marketing efforts that align with AbSec's intentions to serve the Aboriginal sector and communities broadly.

GOOD PRACTICE

The AbSec Good Practice unit is a team of professionals charged with delivering practice and continuous improvement activities related to child protection, out of home care and disability services for Aboriginal community controlled agencies. This is a fundamental role for AbSec in performing our industry development function. AbSec's Good Practice work will focus on applying relevant standards into practice and releasing important practice notes and guides to improve and strengthen the Aboriginal community controlled sector in supporting Aboriginal children and families.

In the coming 12 months, this team will work to support the sustainability of an Aboriginal sector in NSW through effective and sustainable good practice improvements and innovation, as well as commence implementation of an Aboriginal Industry Development Plan.



BUILDING CAPACITY OF OUR SECTOR

The AbSec Sector Capacity unit is working to build the capacity of the Aboriginal sector in NSW, focusing on emerging Aboriginal community controlled organisations within the child protection, out of home care and disability sectors and working to achieve our objective of an Aboriginal community controlled safety-net across NSW delivering for Aboriginal children, families and communities.

Over the coming 12 months, this unit aims to drive performance in supporting existing Aboriginal community controlled organisations to change and adapt to new standards, benchmarks and objectives for delivering holistic and tailored service delivery to Aboriginal children, young people, families, people with disability and communities across NSW.

POLICY POSITIONS FOR OUR CHILDREN AND YOUNG PEOPLE

AbSec acknowledges the gaps in policy advice that remain evident within the child protection and out of home care system; these gaps include guidance to agencies working within the system around core definitions of kinship, community and family. AbSec will be embarking on a comprehensive journey to ensure policy positions are released and promoted to ensure better outcomes for Aboriginal children, young people and families.

AbSec considers it a fundamental role for a peak organisation to develop and deliver policy positions on critical topics to educate and ensure improved practice in working within the system. Based on member and community feedback, AbSec will be releasing brief policy positions over the coming 12 months that aim to inform key stakeholders working in the system to develop improved practice and deliver better results for Aboriginal children and families.



Acknowledging our team

Throughout the 2015/2016 period, AbSec had a number of staff members leaving the organisation. Recognising the expertise and knowledge they brought to the Aboriginal sector, AbSec would like to acknowledge the following staff that contributed to the organisation during the 12 month period:

- © Mr Barry Lenihan
- © Ms Michelle Lester
- © Mr Noel Walker
- © Mr Greg Bennet
- © Mr Michael Higgins
- © Ms Jessie Longbottom
- © Ms Bev Sales
- © Mr Rod Broad



Public submissions made

The 12 month period 2015/2016 has been a time of significant change and commencement of comprehensive reform agendas. AbSec has continued to play an important role in influencing these agendas from an Aboriginal perspective, ensuring that those we are there to represent have the opportunity to submit to public consultation processes. The following is a selection of the public submissions AbSec made throughout the 12 month period, which can be accessed via the AbSec website:

- ⦿ AbSec Paper: Achieving a Holistic Aboriginal Child and Family Service System in NSW
- ⦿ AbSec Paper: Position on Guardian and Permanent Care Orders
- ⦿ Submission: 2016 NSW Budget Expectations
- ⦿ Submission: Royal Commission Consultation Paper on Out-of-home care
- ⦿ Submission: Australian Human Rights Commission—Social Justice and Native Title Report
- ⦿ Submission: Adoption Regulation 2015—Regulatory Impact Statement
- ⦿ Submission: Upper House Inquiry into Child Protection in NSW
- ⦿ Submission: Upper House Inquiry into Reparations for the Stolen Generations in New South Wales
- ⦿ Submission: Royal Commission Consultation Paper on Advocacy and Support and Therapeutic Treatment Services
- ⦿ Submission: Royal Commission Consultation Paper on Responding to Complaints of Child Sexual Abuse in Institutions
- ⦿ Submission: draft NSW Human Services Agreement (DPC)
- ⦿ Submission: Targeted Earlier Intervention Reform Discussion Paper (FACS)
- ⦿ Submission: Quality Assurance Framework (FACS)
- ⦿ Submission: Performance Audit of the Indigenous Advancement Strategy

AbSec balance sheet

To be viewed in conjunction with AbSec 2015/2016 Audited Financial Report.

Aboriginal Child Family & Community (AbSec) Balance Sheet June 2016

	2016	2015	\$ Difference
Assets			
Current Assets			
Cash On Hand	\$218,896.58	\$272,987.25	(\$54,090.67)
Receivables	\$41,766.40	\$7,906.10	\$33,860.30
Investments	\$1,341,810.80	\$3,553,380.83	(\$2,211,570.03)
Other Assets	\$3,712.06	\$8,576.01	(\$4,863.95)
Total Current Assets	\$1,606,185.84	\$3,842,850.19	(\$2,236,664.35)
Non-Current Assets			
Computer Equipment	\$22,734.32	\$18,798.67	\$3,935.65
Motor Vehicles	\$132,996.75	\$196,928.01	(\$63,931.26)
Office Equipment	\$24,590.02	\$11,042.04	\$13,547.98
Buildings	\$1,159,318.74	\$1,174,333.01	(\$15,014.27)
Total Non-Current Assets	\$1,339,639.83	\$1,401,101.73	(\$61,461.90)
Total Assets	\$2,945,825.67	\$5,243,951.92	(\$2,298,126.25)
Liabilities			
Current Liabilities			
Credit Cards	\$8,180.55	\$1,121.75	\$7,058.80
Payables (Trade Creditors)	\$76,534.45	\$22,467.11	\$54,067.34
Accrued Expenses	\$92,630.96	\$105,310.00	(\$12,679.04)
Income in Advance	\$0.00	\$1,200,000.00	(\$1,200,000.00)
GST Liability	-\$17,705.25	-\$1,096.15	(\$16,609.10)
Total Current Liabilities	\$159,640.71	\$1,327,802.71	(\$1,168,162.00)
Payroll Liabilities			
Group Tax	\$32,881.00	\$27,850.84	\$5,030.16
Total Payroll Liabilities	\$32,881.00	\$27,850.84	\$5,030.16
Employee Provisions			
Annual Leave Provision	\$94,571.37	\$96,987.60	(\$2,416.23)
L S L Provision	\$14,028.52	\$17,925.70	(\$3,897.18)
RDO Provision	\$6,953.05	\$7,116.23	(\$163.18)
Time in Lieu Provision	\$1,968.49	\$3,340.91	(\$1,372.42)
Total Employee Provisions	\$117,521.43	\$125,370.44	(\$7,849.01)
Long-Term Liabilities			
Loan: 21 Carrington Rd Marrickville	\$0.00	\$199.25	(\$199.25)
Total Long-Term Liabilities	\$0.00	\$199.25	(\$199.25)
Total Liabilities	\$310,043.14	\$1,481,223.24	(\$1,171,180.10)
Net Assets	\$2,635,782.53	\$3,762,728.68	(\$1,126,946.15)
Equity			
Retained Earnings	\$3,762,728.68	\$3,664,499.91	\$98,228.77
Current Year Surplus/Deficit	-\$1,126,946.15	\$98,228.77	(\$1,225,174.92)
Total Equity	\$2,635,782.53	\$3,762,728.68	(\$1,126,946.15)

