



ANNUAL REPORT 2019



Fin



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*The Family Inclusion Network of WA Inc. acknowledges
the traditional custodians of this land and the Noongar Nation;
we honour and pay respect to elders and their people past and
present and walk together in reconciliation.*

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OUR MISSION

To have a child protection system that is respectful and inclusive of parents, family and community as key stakeholders

OUR OBJECTIVES

Enhance the valuable role and intrinsic value of parents and families within the child protection system.

Develop and sustain a viable, effective organisation based on best practice.

Empower parents and families to participate meaningfully in the child protection system.

Foster a collaborative and inclusive child protection system.

OUR PRINCIPALS

Families are the experts in their own lives.

Families are central agents of change in their lives.

Families are to be encouraged and inspired to find solutions for their families.

Children may be separated from their family, however, they are intrinsically connected for life.

Families are to be included as equal partners in the assessment and decision making processes.

Dignity and hope must remain central to inspire families.

All stakeholders in the child protection process need to be treated with dignity, respect, inclusion and honesty.

OUR VALUES

Inclusion

Families of origin are a key stakeholder in the child protection process.

Equity & Justice

Parents have the right to timely, accurate information, legal and other support during their time working with the child protection system.

Transparency

Honest and open communication enhances all relationships.

Diversity

We respect people's culture, age, abilities, sexuality, beliefs and life choices.

Independence

Regardless of funding source, our commitment remains focussed on advocating for the rights of (and supporting) parents and families.

Partnership

Working collaboratively and in partnership will achieve better results than working independently.

COMMITTEE PROFILES

JOHN BERGER *Chairperson*

John is a qualified Social Worker and is the Chair of the 'WA Endhomelessness Alliance'.

John has spent a significant part of his professional career in Child Protection and Out of Home Care, both within Government and the non-government sector. John's work has led him to believe, and advocate in, a system that is fair and just and be inclusive of all - including families.

John has been a strong supporter and an advocate, and feels his experience and skills led him to take on the role of Chair of Fin WA nine years ago. In an era of consumer directed care, the need to give voice to parents with children in care is a significant issue for our society, and John is committed to working towards a more balanced system that recognises the importance of families, and their place within the child protection system and process.

John is a graduate of the Australian Institute of Company Directors and a Fellow of Leadership WA.

VICKI TATE *Vice Chairperson*

Vicki Tate is an experienced social worker having commenced her career with the Dept for Community Welfare in 1987 in the West Kimberley. Vicki has 17 years' experience working in the area of child protection with vulnerable families in WA. Her passion is to work alongside families to empower them to be the best they can be in keeping their children safe. She has a strong commitment to social justice to ensure all is done to keep families together to build stronger communities. Vicki transitioned into WA Health in 2015 and is currently the Head of Department Social Work at King Edward Memorial Hospital.

ALLISON LEONARD *Treasurer*

Allison holds a Bachelor degree in Business and is a qualified CPA with over 20 years experience. Her career has encompassed manufacturing, the public sector and the not-for-profit-sector.

Allison is the Executive General Manager of Corporate Support for Anglicare WA. Her portfolio covers finance, IT, human resources, OH&S, facilities, corporate administration, quality and risk, op shops, and insurance. Allison's responsibilities also include attending Audit and Risk committee and board meetings.

Allison is also a board member of the WACOSS Finance Committee.

CHARLOTTE CAIN *Secretary*

Charlotte has over 14 year's experience in Out of Home Care as a Social Worker in both the UK and Australia. She has been employed by Wanslea Family Services since July 2007 and is currently the Operations Manager for the South Foster Care and Leaving Care team. She has been on the Fin WA Management Committee since 2009 and remains committed to supporting the organisation. She feels strongly that it is important to strengthen the relationships between everyone in a child's life and remains committed to finding ways to make this happen.

SONJA PARKER *Committee Member*

Sonja is an independent social worker, teacher and child protection consultant from Perth, Western Australia. Sonja currently provides ongoing consultation and training to child protection organisations and practitioners around the world to support them in building their skills in using the Partnering for Safety approach, in trauma-informed safety planning, and in family and safety-centred child protection practice.

Sonja also works directly with families as an independent practitioner, providing child protection services in high-risk cases, and situations of 'denied' child abuse. She is passionate about supporting child protection workers in the difficult work that they do, and ensuring that family members, including children and young people, have a strong voice in planning for their future.

KYLE MARTIN *Committee Member*

Kyle Martin is an experienced lawyer in the Family Law Division of Legal Aid WA. He commenced his career in 2008 and has held a number of positions in the community legal sector.

Kyle has practiced extensively in the child protection jurisdiction, acting for both parents and children as separate representatives. He has a special interest in child protection matters, and has participated in various working groups in the child protection arena.

RENNA GAYDE *Family Partner & Committee Member*

I am an Aboriginal mother of four beautiful girls, born in NSW, living in WA for twenty-five years.

I became involved with the Department fourteen years ago after the birth of my third child. She was apprehended at five days old from the hospital without prior consultation or discussion. My three-year-old was also apprehended at the same time.

Over the following ten years, while battling with the Department, I became involved in some research and spoke at conferences regarding removal of babies from their mothers. This work, alongside others, and the dedication of a collective of passionate advocates and parents, saw the birth of Fin WA.

I am currently studying Social Work at University and work part time as a lived experience educator/ advisor. My role at Fin WA as a Family Partner has fulfilled the vision of supporting other families who are struggling with statutory intervention. The emotional and practical support Family Partners offer is everything I wished for when my family were experiencing the unique and devastating challenges of being separated from each other.

Fin WA carries out the very vital and complex work of supporting and advocating for birth families with the deepest respect, compassion and integrity. The team have amazing capacity for building relationships and promoting empowerment. I feel very blessed to be a part of the team and on the Management Committee.

SHARLENE MCDONALD *Family Partner & Committee Member*

I have been associated with Fin WA since 2013 when I participated in the Parent Voice project which led to the publication of 'Our Life, Our Journey'

I have been a client of Fin WA, as I have three children in care and I now have a newborn at home following the pre-birth signs of safety process.

I became a Family Partner so that I can walk alongside families to help them navigate the complexity of being involved with the Department of Communities, Child Protection and Family Support.

I became a committee member in December 2018 in the hope of influencing systemic change in policy and practice.

CHAIRPERSON REPORT



This year marked a significant milestone in the life of Fin WA. Although Fin WA was incorporated in October 2006, this year marked the 10-year milestone of delivering services to families in WA. Initially funded by a Lotterywest grant, Fin WA then received ongoing funding via the Department of Communities and has been recontracted to continue providing services for the next 5 years.

This is a testament to the commitment of the staff, committee, volunteers and supporters to ensure the voice of parents is acknowledged, supported and central to an effective child protection system. The ability to truly hear and listen to the stories will not only improve outcomes for parents but also for their children and the broader system of child protection.

In November 2018 we marked this significant milestone with a celebration and reflection of the work of Fin WA over the past decade. The event was attended by over 100 people connected to the story of Fin WA. We invited past committee members, staff, parents, volunteers and supporters to share in the celebration as we recalled the story of Fin WA during that time. We paid tribute to the parents, staff and volunteers who have ensured that the voice of families is central to an effective child protection response.

Fin WA continues to lead the nation in its attempts to provide a consumer informed child protection system and is achieved across a range of activities from: direct engagement with families; training of the sector; parent consultations and input into policy and practice; peer mentor programme development, and systems reform more generally.

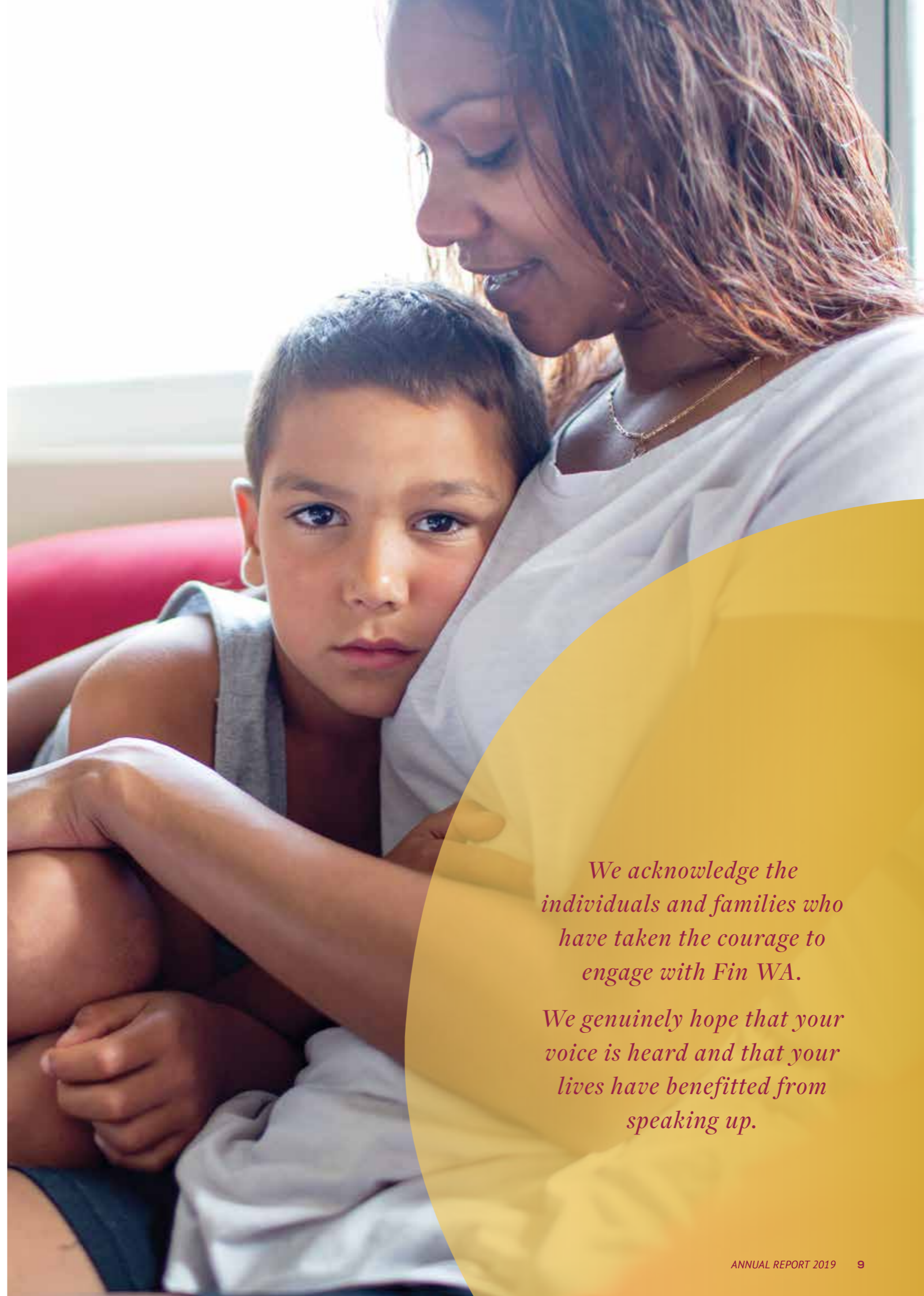
Fin WA has also been focussing on its partnerships and relationships with various stakeholders including; Aboriginal communities both locally and regionally; other service providers including the legal system, to work collaboratively to further enhance the support of parents within child protection. This has resulted in a number of key developments and events including a Legal Symposium and a Charter of Rights.

The committee reviewed the management structure to enable the executive officer to focus on the many strategic opportunities that continue to present to Fin WA. A decision has been made to create an operational management position to free up the EO to concentrate on strategic opportunities. This year sees the end of our current strategic plan and therefore we have the need to allow the EO to focus on the strategic direction of the organisation for the coming years.

In terms of the committee, we have undertaken a review of the committee membership and skills capacity, and developed a plan for future appointments based on experience and skills required. This is in line with our constitutional changes where we have a commitment to have committee turnover in a gradual and planned manner.

I would like to take this opportunity to sincerely thank Debbie and the staff, volunteers and committee members for their dedication and contribution to the work of the agency during the past year. I would like to especially acknowledge Debbie's leadership of the organisation over the past decade – the success of the organisation is a testament to her commitment and hard work! I would also like to acknowledge the many individuals and families who have taken the courage to engage with Fin WA. We genuinely hope that your voice is heard and that your lives have benefitted from speaking up.

John Berger
Chairperson



We acknowledge the individuals and families who have taken the courage to engage with Fin WA.

We genuinely hope that your voice is heard and that your lives have benefitted from speaking up.

'No solution to a complex system problem is likely to be successful unless the people it affects are involved meaningfully in change'

(Parent from Rise Magazine).



The mission of Fin WA, 'to have a child protection system that is respectful and inclusive of parents, family and community as key stakeholders' remains as critical today as it was over the past 10 years. What helps us do that, and cement our place in the child protection space, is how we do our work in collaboration and partnership with the broader sector.

There has not been a time when the role and inclusion of the consumer's voice was more needed. Indeed, 'no solution to a complex system problem is likely to be successful unless the people it affects are involved meaningfully in change' (parent from Rise Magazine).

To this end, the last year has taken us in some exciting and challenging directions.

Family Partner (peer/mentor) work is developing purposefully and meaningfully. Regardless of the skill and experience of professionals, they cannot provide what family partners bring- that is the lived experience. Family Partners are influencing culture, practice and policy within the organisation, and most importantly have a focus on providing connection and support with families.

The lack of legal representation for parents with protection and care matters before the Children's Court, has long been regarded as a human rights issue. Recent collective action from stakeholders across the legal, academic, judicial and community service sectors, has activated actions to elevate the experience of parents having little or no representation, and identified strategies to begin addressing this gap that has such serious consequences. As commented by Her Honour, Judge Wager, at a legal symposium in March 2019:

'The dangers of a lack of representation and the potential consequential lack of faith in the system needs to be addressed urgently.'

Strong collaboration between various parties is gaining traction, to achieve better representation for families in the court system, that have lifelong consequences.

Demonstrating the worth of our work is vital in sharing the outcomes of what we do. We acknowledge this is an area of work that has consistently been challenging. We gratefully accepted the expertise of Jennifer Duffecy to help us develop an outcomes framework, review our evaluation tools and seek other ways of telling the story of our work in a comprehensive, meaningful way. This has led to the development of our own data system.

Our relationships with families, the community and the sector is sound, highly regarded and is rock solid. The professionalism of practice, governance and management of policies and organisational standards, holds us in good stead in our commitment to families, ensuring their voice remains pivotal and directs all that we do.

Debbie Henderson
Executive Officer



It is my pleasure to present the 2018/19 audited financial statements for Fin WA.

Fin WA reported a small deficit of \$897 for the 18/19 financial year.

Income for the year is \$670,987. Grant income makes up 98% of total income, other income sources include interest and membership dues.

Expenditure for the year is \$671,885. Employee benefits make up 71% of total expenditure and accommodation, 8%. This is consistent with prior years and budget expectations.

The balance sheet remained steady over the financial year. Trade and other payables increased \$56,064 due to income being received in advance for funded programmes. Employee leave provisions have decreased \$9,290 to \$51,139, a separate bank account has been established to ensure that leave provisions are cash backed at all times. Net Assets are \$206,276 compared to \$207,174 in 2017/18.

In summary, Fin WA is in a solid financial position with strong reserves and operational model.

The financial accounts were audited by Thornbury's Accountants and Advisors, Chartered Accountants.

Allison Leonard
Treasurer

“Listening with the heart to parent’s stories, often tragic, that have led them to be interfacing the department in the first place”.

This year I have had the opportunity to step into the senior advocate role. After two years in the field as an advocate – which has only added to my deep appreciation of working with complex families – I am now ready to use my experience to grow the team and to assist in a more focussed way, with the job of intake and assessment of our ever increasing requests for assistance.

In stepping into the role of senior, I am also able to reflect more specifically on what parent-focussed advocacy means, in the child-protection space. It means working with, and alongside parents to navigate the child protection and legal system; it means listening with the heart to their stories, often tragic, that have led them to be interfacing the department in the first place; and it means identifying strengths and building relationships, connection and community that can ultimately lead to the restoration and repair of relationships.

In working from an advocacy framework that is both relationship-based and attune to power dynamics, a great deal of thought goes into our actions and it is often exhausting work. I will illustrate with a case example:

An Aboriginal mother-of four, intersecting both Family and Children’s Court, with a long history of intergenerational trauma and the impacts of colonisation, with child after child taken in to care. Advocacy work focussed on getting meetings on track, with respectful communication needing to be modelled on all fronts, and it also included a great deal of ‘between-meeting’ work that included deep conversations between myself and the mother about her experience of grief, loss, anger, distrust, racism, substance use, all the while trying to maintain relationships between ourselves and workers, and the mother and her children. There were emotions, deep and sometimes loud, to be expressed. Deep, guttural grief and anger. It was long, hard work and ultimately long-term orders were granted for the children. But advocacy and support was offered beyond the granting of these orders, and the hope is (yes there is always hope!) that this mother and her children will be able to maintain a deep and meaningful relationship that will be sustained over time: family connection preserved and held precious.

Caitlin Green,
Senior Advocate.

The Community Development role has shifted focus this year to concentrate on the development of the Volunteer and Family Partner work at Fin WA, and has built on the substantial relationships already in place with families and other organisations to promote the voice of the lived experience of families involved in the child protection system. A core group of four parents participated in the various training modules over an eight-month period, providing feedback and reflections in a co-design process. In addition, these women contributed to consultations, and various training and presentations. Two of these Family Partners have begun the work of providing one-to-one emotional support to families at the Fin WA Office on Friday mornings.

Training also commenced with grandparents and other volunteers wishing to participate in Fin WA’s work. Suzi Murray began the training to become a volunteer, and then successfully applied for the role of Project Support with the Bringing Up Great Kids programme.

Family Partner Program

- In developing the Training package, we have linked with other organisations for some of the training, learning from them about peer work in other spaces. It is evident that although there are some areas of commonality such as communication skills, and intentional disclosure, there are also unique complexities and nuances to working in the child protection space.

:At the suggestion of a Family Partner, some valuable training was presented by Lifeline on grief, loss and another one on shame. These two workshops resonated deeply with the families, and will be part of the foundational training for future Family Partners.
- Organisational readiness: We have spent considerable time this year exploring how the Family Partners will be embedded into the wider organisation, clarifying the role of the Family Partners in relation to the advocates, and creating clear referral pathways for linking families with a Family Partner. Joint training is scheduled for later in the year with all staff and Family Partners as part of the learning and development.
- Sector support: Following on from regular meetings with the wider sector, a Peer Work Sector Forum was held on 26th June, attended by over forty representatives from NGO’s, Department of Community, and parents and grandparents. Jessica Cox provided the key note address, drawing on her Churchill Fellowship research to lead the discussion about the value of, and the ‘how to’ include the lived experience in the child protection sector. Follow-up meetings have occurred in relation to including Family Partners in training for the sector, and in integrating into organisational structures.
- Evaluation and research of the Family Partner programme. We are working with a research team from Curtin University to design an evaluation component of the development of the Family Partner programme. An application to Lotterywest to fund this research, as well as training and database development, is underway.

A Parent Pack to support and guide parents who are newly involved with the child protection system has been created following a suggestion from one of our Family Partners. This is designed to be delivered to a parent by a Family Partner, and provides information about how to engage in the processes and systems of the child protection and legal system, as well as being aware of the need for self-care and support during this very stressful time. The newly updated Finding Your Way document will also be included as part of the parent pack. We have given the pack to families that attend Drop-in, and it has been very well received.

Jacquie Mayne
Community Development Officer

FINDING MY INNOCENCE

“Harriet was empowered to identify her own strengths which she found to be a very unique and positive experience. This supported her to make a slight shift in her self-perception which further motivated her towards the path of reunification”.

The BUGK programme has formed a relationship with Wungening Moort to provide Bringing Up Great Kids parenting workshops to families enrolled in their drug and alcohol counselling services. We received a referral from Wungening for Harriet*, a 35-year-old mother of five children. Her four older children have been placed into care on an 18 year Protection Order. Her youngest son, Eric*, was born in March 2019 and was removed from her care at birth. Eric has a time limited order in place and Harriet is currently working towards reunification with him.

Before the workshops commenced the BUGK Project Officer called Harriet to introduce the Fin WA Organisation and establish a relationship. Harriet was asked to share some of the outcomes that she hoped to gain from the programme. She noted that her previous experience of parenting workshops had been very distressing and she stated that she would prefer not to attend the workshops but felt obligated to participate if she hopes to be reunited with her son. Harriet was informed that the workshops can be tailored to meet the needs of the participants and she was encouraged to express if she became uncomfortable with the content of the workshops at any time.

On the first session Harriet arrived early in a highly anxious and agitated state, declaring that she

was not able to stay and saying, “It’s too hard for me to be here but I need to somehow prove my innocence”. The Project Officer supported her to come into the centre where she accepted a hot drink; she was given the time and space to share her distress. Harriet was then gently guided in some deep breathing exercises and became sufficiently regulated to step into the workshop session.

In the weekly deep listening exercises, Harriet felt enough safety in the group to open up and share her story a little more deeply each time. She began to delve into the traumatic experiences of her past life, and process the impact that these events had in reducing her capacity to be the parent that she always wanted to be. She shared her feelings of grief and loss which were combined with strong feelings of shame and guilt for her inability to provide safety for her children.

Harriet gained an understanding of mindfulness and through her participation in regular mindful relaxation exercises she developed some new skills. She found this started to help her manage her emotions in stressful situations, that would have previously triggered her to react defensively or to have a panic attack that could grip her for days at a time.

“Harriet identified her own strengths which she found to be a very unique and positive experience. This supported her to make a slight shift in her self-perception which further motivated her towards the path of reunification.”

Harriet learned new information about her baby’s brain development, including the concept of responding to baby through a ‘Serve and Return’ process. She began applying this in her contact visits. Harriet noticed that as the weeks passed her increasing ability to mindfully tune in to her baby and return his cues for connection was creating a stronger relationship and she was finding that he became more excited to see her each visit.

The ‘iceberg model’ of behaviour session led Harriet to a clearer understanding of how her son’s behaviour was communicating his feelings. She identified his change in behaviour towards her when she attended the contact visit when she was not well. During the session on individual personalities and strengths, Harriet identified her own strengths which she found to be a very unique and positive experience. This supported her to make a slight shift in her self-perception which further motivated her towards the path of reunification and increased her sense of hope for the future.

In the last session Harriet reported that during her weekly phone call to her older children she had spoken with her ten and nine-year-old sons about her regrets of their past experience of her as a mother. Harriet offered them an apology for not keeping them safe and explained that at the time she was not well. She gave them her assurance that she was working on being well again and that she loves them deeply. Both boys acknowledged her by saying, “, I love you too” and, “that’s good.” Harriet reported that having had that conversation with them gave her a huge sense of release from her pain. She said, “I can see that what I went through was not all my fault. I can see my innocence and give myself some forgiveness for what I did.”

Jo Newbold,
BUGK Project Officer

**Names have been changed*

SUZI MURRAY *Assistant Project Officer*

Hi, my name is Suzi Murray and I was blessed to join the Fin WA team on the 4th May this year.

I initially started out training to be a volunteer at Fin WA and did several training sessions which I thoroughly enjoyed. Then the position of assistant was available with BUGK, which I have said was made for me.

I have had 8 year’s experience in community services work, especially with mums and children including babies. I have a passion to see women (parents) and children empowered in their lives.

I am a mother of 4 children, three are adult children. I have a 14-year-old daughter who lives with me at home and two gorgeous little grandchildren.

Apart from my position of Project Officer Assistant I am a respite foster carer and also have two nanny positions. It is a delight to work with Jo in BUGK, sharing the philosophy of this wonderful parenting programme, along with meeting the mums and children in the playgroup and getting to know and enjoy them. On my weekends I love to go to the beach for a swim, walk in the bush, watch a movie or read a book to refresh myself. I am very happy to be involved in this lovely organisation.

10 YEAR CELEBRATION

Our 10-year anniversary was celebrated in November 2018 at The Rise community centre in Maylands. In attendance were 130 invited guests – families and key stakeholders who have been part of our journey thus far including the Minister, Simone McGurk, the Assistant Director General from the Department of Communities, Jackie Tang, founding members and former staff.

It was an extraordinary event filled with intellect and emotion. Accolades from the broad community sector were forthcoming. Guests were seated at tables and invited to write comments on cards, including:

'what extraordinary stamina and grit you have demonstrated!'

'Dear Fin WA...you are the light of hope for many families who are often in their darkest hours ...'

'... an essential part of the care community.
Leading positive change and inclusion of parents ...'

'Fin WA does extraordinary work ...'

'Fin WA is remarkable in the support they offer parents ... courageous work'

Professor Maria Harries provided an overview of the development of family inclusion throughout Australia; John Berger (Chairperson of Fin WA) presented a timeline on the development of Fin WA over 10 years; parents, Karen and Jayde, gave reflections of their lived experience of the child protection system and their gratitude for involvement with Fin WA; and Debbie Henderson reflected on her tenure of 10 years. A quote from Debbie's speech that impressed on the audience about what advocacy is:

'... difficult conversations include raising the issue of the injustice, the wrong doing, the unequivocal blatant unfairness that a system, and even at times individual attitudes and prejudices, that squeeze, push, pull, manipulate, intimidate and smothers families and individual's spirits. This may feel uncomfortable; this is extremely uncomfortable work. As advocates it is not our job to ease that discomfort for workers in the system. It is our job to dislodge, nudge, challenge, and question the status quo of how we do this work. It is not in comfort that change is created; it is only in the disquiet of aggravation we can truly create change...'

Sonja Parker, committee member, was the consummate MC and Ian Carter, former CEO of Anglicare WA, provided a closing address speaking to the valuable contribution that Fin WA advocacy provides.

Final words of inspiration from attendees:

'A humbling and inspiring event, but the journey has just begun – there is so much more to achieve'
and

'Congratulations on the important anniversary of such a vital organisation ...
Fin WA is a vital link in the chain...'

Debbie Henderson
Executive Officer

DEBBIE HENDERSON REFLECTED ON HER TENURE OF 10 YEARS

*"It is our job to dislodge, nudge, challenge, and question
the status quo of how we do this work.*

*It is not in comfort that change is created;
it is only in the disquiet of aggravation
we can truly create change".*



Erica McKimmon, John Berger, Debbie Henderson

LEGAL SYMPOSIUM

On the 27th March, 2019, Fin WA in partnership with community legal centres, Legal Aid of WA, Aboriginal legal Service, private lawyers, advocates and academic researchers, coordinated a legal symposium. The symposium took place at the Murdoch University School of Law. The purpose of the symposium was to raise the profile and experience of families facing statutory intervention in Children's Court proceedings with limited or no legal representation. Following conversations with stakeholders it became evident that the gap in the provision of legal representation and advocacy to vulnerable families in the midst of child protection proceedings, needed to be explored and addressed collectively.

The opening address was given by the president of the Children's Court, Her Honour, Judge Julie Wager; the Minister for Communities, Child Protection, Seniors, Honorable Ms Simone McGurk was present for the opening address and the case study presentation. In total there were 113 attendees consisting of representatives from the Children's Court of WA, the Minister's office, the Attorney General's office, the Commissioner for Children and Young People, WACOSS, community, government and private lawyers, front line support workers and advocates, senior personnel and managers from government and community, policy advisors, academics and researchers.

Following the opening address, there was a case presentation by Ms Carol Bahemia, who represented a grandmother on a pro bono basis, small group discussions, followed by a Q & A, facilitated by Dr Jenni Gray, from WACOSS.

The key messages from the symposium include that key reform was necessary. There was a collective appetite for the building of a robust legal and advocacy community focussing on child protection matters; cross sector collaboration; and the provision of early, skilled and systematic advocacy and oversight so that families are able to participate effectively in decisions that affect theirs and their children's lives.

A small working group led by Debbie Henderson, has continued to meet at Fin WA. Debbie Henderson has held individual follow-up meetings with the President of the Children's Court, Judge Wager, the Senior Policy Advisors of the Minister's Office, the office of the Attorney-General and the Commissioner for Children and Young People and Senior Executives of the Department of Communities, Ms Jackie Tang, Michelle Andrews, Helen Nye and Samantha Martella.

In the months following the symposium much work has been done to raise the awareness about child protection matters in the legal community and to encourage them to consider ways in which they can become involved in the provision of advocacy and representation to families. Training has been initiated by the Aboriginal Legal Service, and some community legal centres have agreed to provide legal assistance to Fin WA clients. The first phase has been underway for the past twelve months that is assisting clients of Fin WA to complete responding affidavits in preparation for their court proceedings.

Ultimately the aim is for families to have early access to advocacy and legal representation when facing child protection decision making and early signs that this could happen are encouraging.

- Jessica Cocks (Life Without Barriers, Family Inclusion Strategies in the Hunter, NSW): parent leadership and peers in child protection

Each presentation has created the opportunity for learning and discussion in the context of child protection, impact on vulnerable families and shared collegial knowledge, wisdom and support to improve practice.

The key message was an appetite for legal and advocacy community focussing on child protection matters; cross sector collaboration; and the provision of early, skilled and systematic advocacy and oversight so that families are able to participate effectively in decisions that affect theirs and their children's lives.



The Panel Q&A



Part of the working group discussions



Jenni Gray (WACOSS) and Debbie Henderson (Fin WA)



Jayde (parent) and Professor Maria Harries



Part of the working group discussions

“Training is invaluable to foster carers to be able to relate to what the parents are feeling”.

Fin WA staff and Family Partners have delivered a number of presentations about the history, philosophy and way of working, the advocacy and support services, including the new Family Partner programme.

Most often these have occurred at various organisations team meetings with the purpose of smoother referral pathways for their clients, to highlight the importance of the parent voice, and to invite participation in development of staff capacity building through attending the Finding Your Way training.

Presentations and information sessions included:

- Wadjak Northside Aboriginal Community Centre
- Cyrenian House
- Horizon House Young Mother and Baby Programme
- Palmerston
- Djinda
- Cyrenian House, Rick Hamersley Therapeutic Community
- Nadine Women’s Refuge
- Women’s Health and Family Services
- Women’s Domestic Violence Council
- A variety of student groups

Finding Your Way with the Department training has been delivered 6 times with a total of 52 attendees (this is delivered from our premises with limited seating capacity) and the Practitioners’ Forums have occurred 5 times with 184 attendees (this was inclusive of the legal symposium).

Training to foster carers at Key Assets throughout this year occurred twice. This year a family partner co-facilitated the training which was invaluable to the carers. Some comments included:

‘excellent’

‘encouraging to be able to relate to what the parents are feeling’

‘appreciate your honesty with us’

‘it opened my eyes’

‘definitely worthwhile training’

Alongside presentations and training, Fin WA participates actively in a variety of working groups. During this year this work includes:

- Pre-birth, Pre-hearing conference Signs of Safety Reference Group
- WACOSS, Children’s Policy Advisory Council
- CYFAA
- ALLIANCE for children in care
- Sector Roundtable – ACCOs and Non ACCOs partnerships
- Family Matters
- Communities for Children Mirrabooka
- Research advisory committees: - infant removal (TKI), grandparents caring for grandchildren (consortium Curtin, ECU, Wanslea and others), family and domestic violence (Curtin and ACCP).

Elevating the voice of parents within child protection.

On Wednesday 26th June Fin WA hosted a Forum to discuss Peer Work in Child Protection with the wider sector. The purpose of the day was to discuss the value, as well as the ‘how to’ include parents as Family Partners (Peer Workers) in the child protection space in the Western Australian context.

This day was attended by over 40 participants from NGO’s, and the Department of Communities, as well as people with lived experience of the child protection system. We were heartened by the goodwill, enthusiasm, wisdom and experience that was shared on the day.

Jessica Cox, from Life Without Barriers in NSW shared some of the key findings from her Churchill Fellowship about the way Family Partners can educate and influence both workers and parents, providing a bridge between parents and the system, building hope for parents and case workers.

We were privileged to hear from three Family Partners who have been training with Fin WA, to learn something of their journey, and how the system can be improved by listening to, respecting and including parents in the processes.

As allies and partners in this work, we encourage you to continue conversations with us about the role Family Partners could play in your organisation, and how to elevate the voice of those with lived experience in your practice. Please also consider families that you know who may be interested in being trained to become a Family Partner.



*L-R: Jacque Mayne presenting,
Working group,
Parents on panel.*

A GUIDE FOR PARENTS

Developed by Family Partners

We have been working on a Guide for Parents for when they are just starting to connect with child protection. The suggestion for this Guide came from one of our Family Partners - Renna- and it contains information and tools that families wish they knew about when they were newly involved with the system.

We have been working on a Guide for Parents for when they are just starting to connect with child protection. The suggestion for this Guide came from one of our Family Partners - Renna- and it contains information and tools that families wish they knew about when they were newly involved with the system.

The pack includes tip sheets, a diary, notebook and the Finding Your Way document. There are also self-care elements that encourage parents to look after themselves and get support while navigating the process, such as mindful colouring-in, a tea bag, and hand cream.

One of our other wonderful Family Partners - Sharlene - managed to source donations of hand cream, moisturiser and other samples that remind people to take care of themselves during this very stressful time. Thank you to Rebecca Cook for her generous donation of hundreds of samples to the Fin WA Guide for Parents.

Thank you to Renna, Sharlene and Rebecca for your work on these packs. We are excited about having this resource available for families so they can understand and participate more fully in this complex system.

2019 SOCIAL WORK STUDENT

Reflections from Emma Neil ...

I have a daughter Sibella, who is nine years of age. I have been studying Bachelor of Social Work for five years on a part time basis with Edith Cowan University. Below are my personal reflections on my placement at Fin WA.

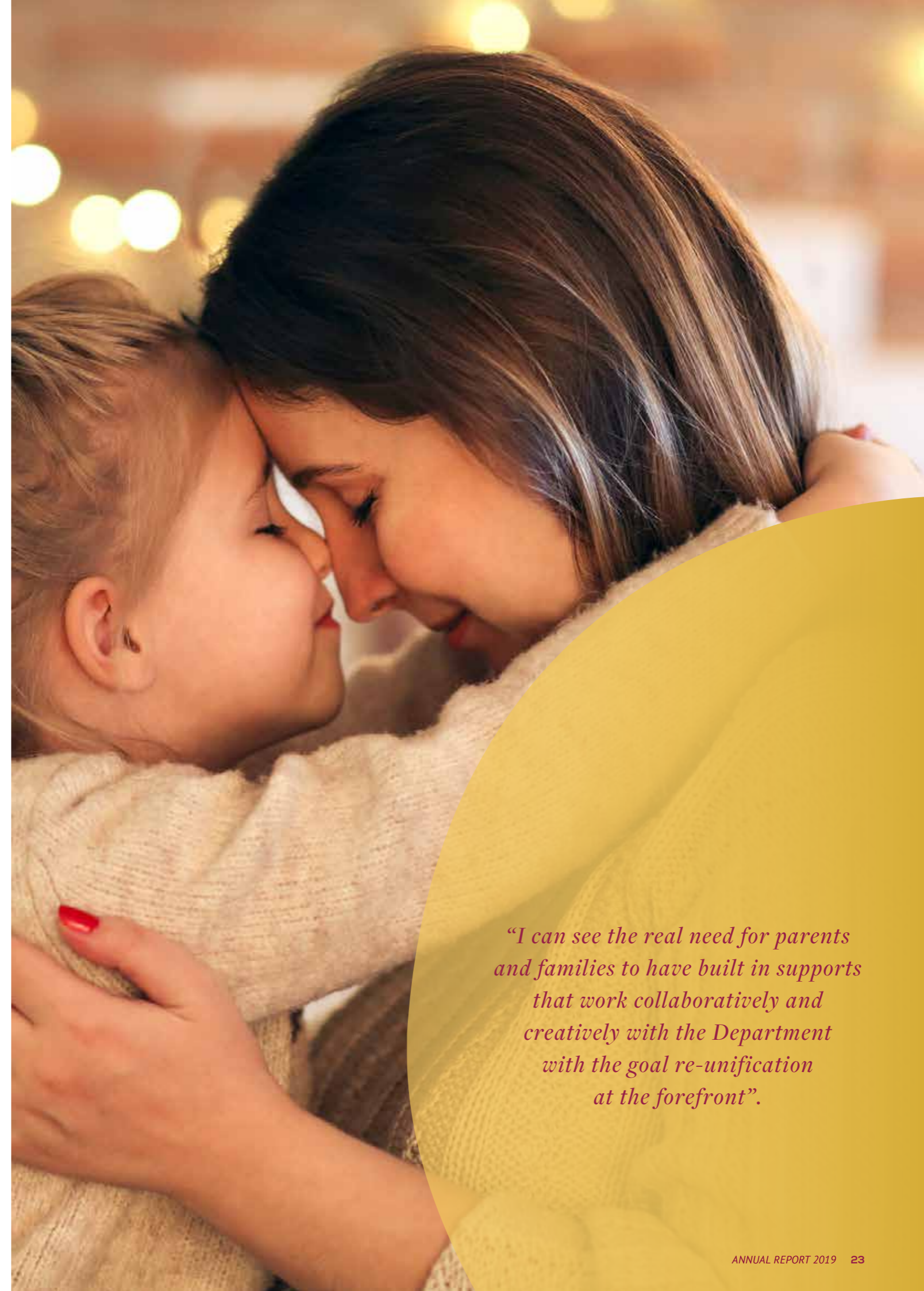
In February 2019 I commenced my final social work placement with Fin WA. It would be no understatement to say I had been placed with the most wonderful organisation. One which embodies critical social work and core community work values. The team at Fin WA are passionate, culturally sensitive, dedicated, hard-working and dynamic. As a result, it has been a joy to be immersed within such a brilliant organisation. Working alongside families has been a joy and has given me a real sense of contentment knowing that there is an organisation out there who offers a safe space and provides a compassionate, non-adversarial voice for families.

Working on the Finding Your Way document was an invaluable experience and I learnt that the legal component of the child protection system is legalistic and very difficult for families to navigate. This experience has not only increased my depth of knowledge about processes, however, it has also increased my understanding of the importance in knowing that families need support to navigate such difficult structures and processes.

Whilst working with Jacquie on the Family Partner project, I was able to learn from her vast experience and skill-set in community development about the importance of co-creating grassroots community projects that are collaborative and relational in nature. This iterative project has taken shape over several months and I feel privileged to have been able to share in the project throughout the journey.

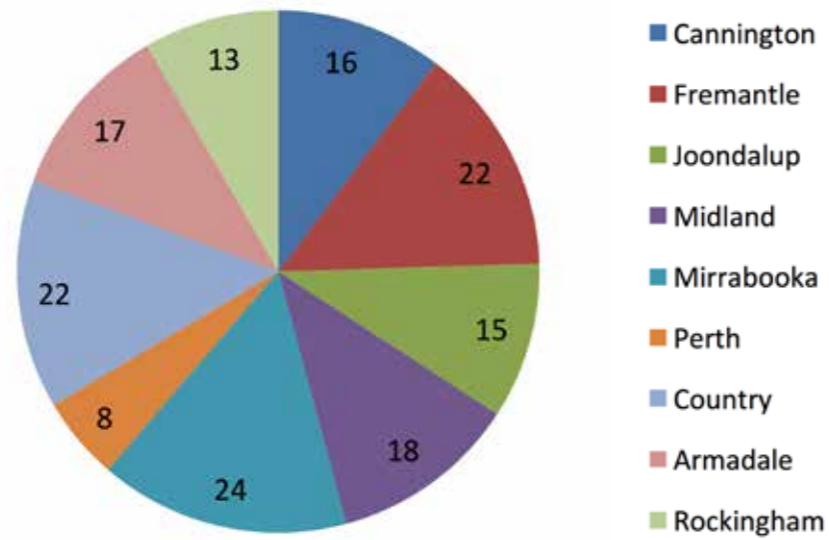
The opportunity to work with such incredible women during the Family Partner project was such a joy and an experiential learning experience as a social work student. I have been able to learn about the finer nuances of working within the child protection space as a social worker. I have learnt the value and importance of working hand in hand with respect, kindness and humility. A stand-out moment was being witness to a Fin WA family partner who was able to share her experience navigating the child protection system to a lawyer during a workshopping session. This reciprocal interchange between the family partner and lawyer served to deepen the group's understanding of a family's lived experience perspective. Without a lived experience being interwoven into the fabric of the system, it would be difficult to produce positive systemic change.

Currently I am working part time with Fin WA in dual advocacy support and project work role. I am immensely enjoying both of these as I feel that the organisational ethos and value-set aligns to my own personal and professional value-set. Some of the advocacy support work I have been doing includes: intake, referrals, court attendance and meeting attendance with families. This work is vital and I can see the real need for parents and families to have built in supports that work collaboratively and creatively with the Department with the goal of re-unification at the forefront.

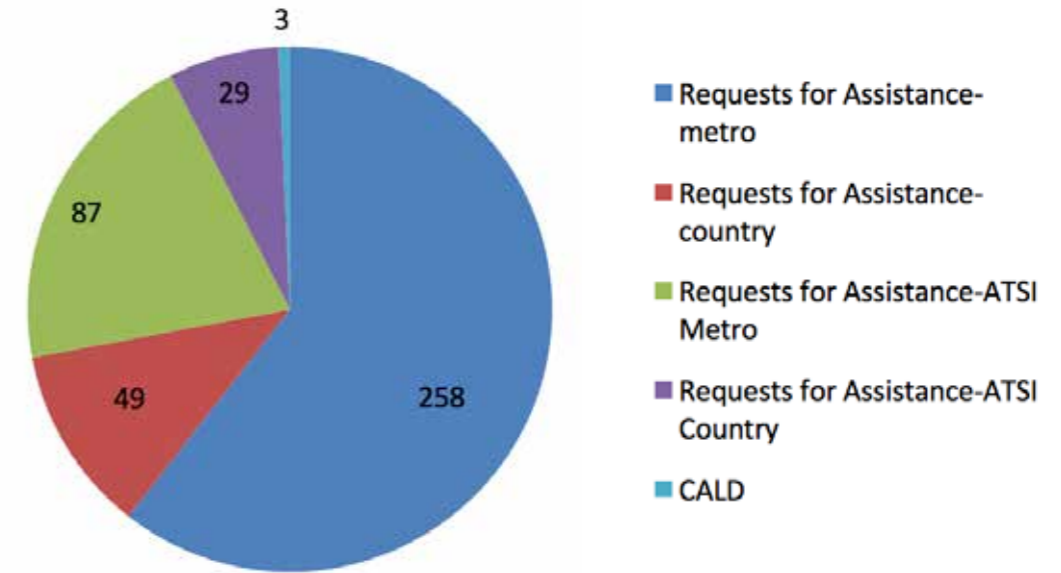


“I can see the real need for parents and families to have built in supports that work collaboratively and creatively with the Department with the goal re-unification at the forefront”.

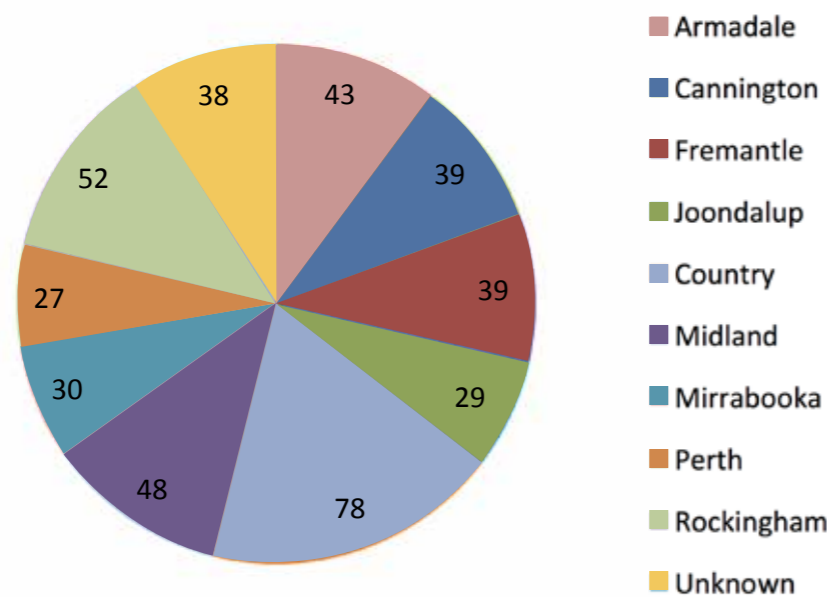
CPFS DISTRICTS-OPEN CASES



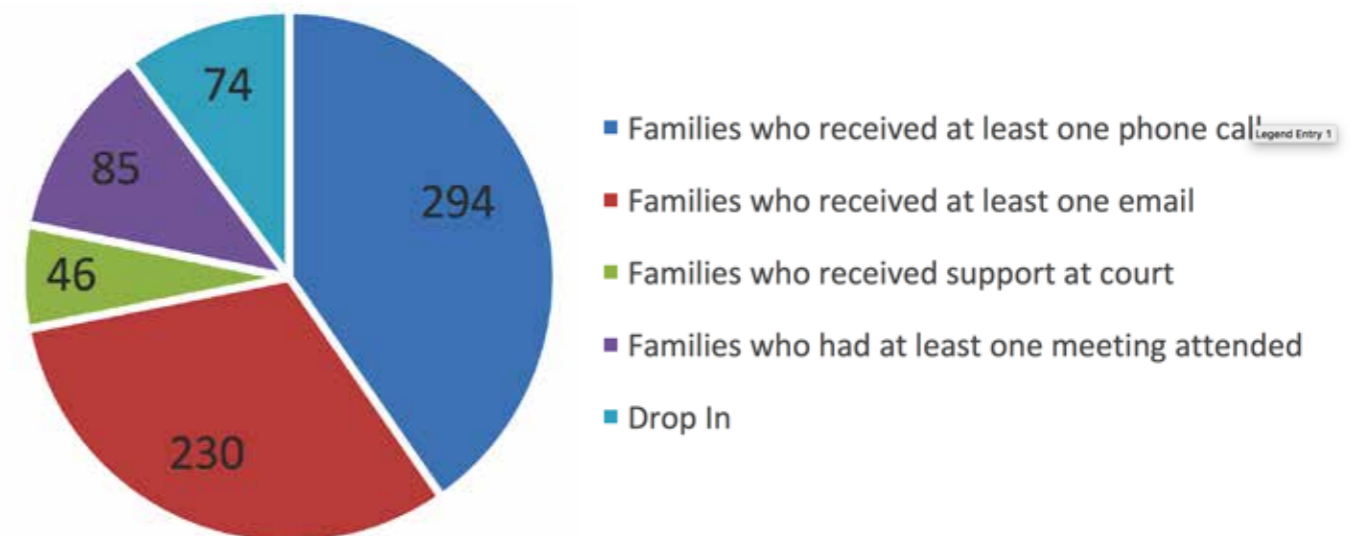
FAMILIES



CPFS DISTRICT-REQUESTS FOR ASSISTANCE



FAMILIES WHO RECIEVED SUPPORT





THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

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FOR THE YEAR ENDED 30 JUNE 2019

**THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA
FINANCIAL STATEMENTS
FOR AUSTRALIAN CHARITIES AND NOT FOR PROFITS COMMISSION (ACNC)
FOR THE YEAR ENDED 30 JUNE 2019**

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THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

COMMITTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2019

Your committee members submit the financial report of The Family Inclusion Network of Western Australia for the financial year ended 30 June 2019.

Committee members

The names of the committee members throughout the year and at the date of this report are:

John Berger - Chairperson
Charlotte Cain - Secretary
Allison Leonard - Treasurer
Sonja Parker
Vicki Butcher
Renna Gayde

Principal activities

The principal activity of the association during the financial year is:

to promote the enduring rights and benefits of a child to have their parents, family and community involved in respectful and inclusive processes within the child protection system

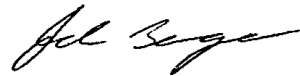
Significant changes

No significant change in the nature of these activities occurred during the year.

Operating result

The surplus (deficit) of the Association for the financial year amounted to \$(897).

Signed in accordance with a resolution of the members of the Committee:



John Berger - Chairperson



Allison Leonard - Treasurer

Dated_ September 2019

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
Income			
Revenue	10	670,987.56	676,937.12
		<u>670,987.56</u>	<u>676,937.12</u>
Expenses			
Accountancy & audit fees		9,200.00	8,216.00
Depreciation		4,330.00	3,345.00
Employee benefits expenses		478,338.12	483,390.41
Other expenses		180,016.62	148,169.44
		<u>671,884.74</u>	<u>643,120.85</u>
Net (Deficit) Surplus		<u>(897.18)</u>	<u>33,816.27</u>
Retained surplus at the beginning of the financial year		207,173.62	173,357.35
Retained surplus at the end of the financial year		<u><u>206,276.44</u></u>	<u><u>207,173.62</u></u>

The accompanying notes form part of these financial statements.

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

BALANCE SHEET

FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
Current assets			
Cash and cash equivalents	3	279,573.36	246,407.24
Trade and other receivables	4	21,771.46	4,678.20
Other current assets	5	5,850.52	7,168.66
Total current assets		307,195.34	258,254.10
Non-current assets			
Property, plant and equipment	6	17,791.05	20,856.05
Trade and other receivables	4	5,000.00	5,000.00
Total non-current assets		22,791.05	25,856.05
Total assets		329,986.39	284,110.15
Current liabilities			
Trade and other payables	7	72,570.29	16,505.65
Provisions	8	29,393.76	38,725.10
Total current liabilities		101,964.05	55,230.75
Non-current liabilities			
Provisions	8	21,745.90	21,705.78
Total non-current liabilities		21,745.90	21,705.78
Total liabilities		123,709.95	76,936.53
Net assets		206,276.44	207,173.62
Members' funds			
Retained surplus	9	206,276.44	207,173.62
Total members' funds		206,276.44	207,173.62

The accompanying notes form part of these financial statements.

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2019

	Note	Retained earnings \$	Total \$
Balance at 1 July 2017		173,357	173,357
Surplus attributable to members		33,816	33,816
Balance at 30 June 2018		207,174	207,174
(Deficit) attributable to members		(897)	(897)
Balance at 30 June 2019		206,277	206,277

The accompanying notes form part of these financial statements.

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

CASH FLOW STATEMENT

	Note	2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		710,737.40	656,905.30
Payments to suppliers and employees		(680,909.70)	(650,902.81)
Interest received		2,999.35	2,689.55
Net cash provided by operating activities	11	<u>32,827.05</u>	<u>8,692.04</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for plant and equipment		(1,265.00)	(8,945.40)
Payments for investments		-	-
Net cash provided by (used in) investing activities		<u>(1,265.00)</u>	<u>(8,945.40)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from borrowings		1,604.07	1,199.34
Net cash provided by financing activities		<u>1,604.07</u>	<u>1,199.34</u>
Net increase in cash held		33,166.12	945.98
Cash at beginning of financial year		246,407.24	245,461.26
Cash at end of financial year	3	<u>279,573.36</u>	<u>246,407.24</u>

The accompanying notes form part of these financial statements.

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2019

The financial statements cover The Family Inclusion Network of Western Australia as an individual entity. The Family Inclusion Network of Western Australia is a not-for-profit association incorporated in Western Australia under the Associations Incorporations Act (WA) 2015 ('the Act').

The principal activity of the association for the year ended 30 June 2019 is:

to promote the enduring rights and benefits of a child to have their parents, family and community involved in respectful and inclusive processes within the child protection system

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of preparation

The Family Inclusion Network of Western Australia (the Association) is a community based not-for-profit organisation. The address of the Association's registered office is 156 Vincent Street, North Perth WA 6006. The Association's aim is to promote the enduring rights and benefits of a child to have their parents, family and community involved in respectful and inclusive processes within the child protection system.

The Committee of Management has determined that the Association is not a reporting entity.

In the opinion of the Committee of Management the Association is a medium size charitable entity. The financial report of the Association has been drawn up as a special purpose financial report for distribution to the members and for the purpose of fulfilling the regulatory requirements of the Charitable Collections Advisory Committee of the Department of Mines, Industry Regulation and Safety under the Charitable Collections Act (WA) 1946 and thus of the Australian Charities and Not-for-profits Commission Act 2012, the Australian Charities and Not-for-profits Commission Regulation 2013 (ACNC), the Associations Incorporation Act (WA) 2015 and the Association's Constitution.

Statement of compliance

The special purpose financial report has been prepared in accordance with the requirements of the Australian Charities and Not-for-profits Commission Act 2012 and the Australian Charities and Not-for-profits Commission Regulation 2013 (ACNC) and the recognition, measurement and classification aspects of the applicable Australian Accounting Standards (AASBs) adopted by the Australian Accounting Standards Board (AASB) and listed below.

The financial report does not include the disclosure requirements of all AASBs except for the following minimum requirements: AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors, AASB 1048 Interpretation and Application of Standards and AASB 1054 Australian Additional Disclosures to the extent deemed appropriate by the Board.

Basis of measurement

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2019

2 Summary of significant accounting policies

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of this financial report.

Income tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*. The Association is endorsed as a Registered Charity with ACNC and has Income Tax Exemption, including GST and FBT concessions with ATO.

Deductible Gift Recipient

The Association is approved as a Deductible Gift Recipient by the ATO as a Public Benevolent Institution. Gifts to the Association are tax deductible.

Revenue and other income

Revenue (including Grant income) is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Association and specific criteria relating to the type of revenue as noted below, (see note 10), has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

Interest and other income is recognised when received.

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 GST.

Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2019

Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

Property, plant and equipment is depreciated on a straight-line basis over the asset's useful life to the Association, commencing when the asset is ready for use.

Employee benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits, together with entitlements arising from wages and salaries, annual leave and long service leave, have been measured at their amounts.

Impairment of non-financial assets

At the end of each reporting period, the association determines whether there is an evidence of an impairment indicator for non-financial assets.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

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.

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
3 Cash and cash equivalents			
Petty Cash		45.43	45.43
Bendigo Bank 129388625		35,978.20	42,508.99
Bendigo Bank 134735299		166,947.26	128,763.44
Bendigo Bank 150636561 Matures 28.07.2019		76,602.47	75,089.38
		<u>279,573.36</u>	<u>246,407.24</u>
4 Trade and other receivables			
Current			
Trade Receivables		123.75	80.40
Deferred Income		13,299.90	-
GST Paid		7,976.00	3,845.93
Acquisitions invoiced GST to suspense account		371.81	751.87
		<u>21,771.46</u>	<u>4,678.20</u>
Non-current			
Bond - Rental Property		5,000.00	5,000.00
		<u>5,000.00</u>	<u>5,000.00</u>
5 Other assets			
Current			
Prepayments		5,850.52	7,168.66
		<u>5,850.52</u>	<u>7,168.66</u>

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
6 Property, plant and equipment			
Office furniture and equipment			
Office Equipment		10,117.00	10,117.00
Less: Accumulated Depreciation		(4,524.00)	(3,126.00)
		<u>5,593.00</u>	<u>6,991.00</u>
Furniture and fittings			
Furniture & Fittings - at Cost		4,762.00	4,762.00
Less: Accumulated Depreciation		(4,330.00)	(4,222.00)
		<u>432.00</u>	<u>540.00</u>
Computer equipment			
Computer Equipment		21,044.05	19,779.05
Less: Accumulated Depreciation		(9,278.00)	(6,454.00)
		<u>11,766.05</u>	<u>13,325.05</u>
		<u>17,791.05</u>	<u>20,856.05</u>
7 Trade and other payables			
Current			
Trade Creditors		4,750.75	8,398.00
Super Payable		3,997.10	3,581.20
PAYG Payable		4,798.81	3,202.81
Credit Card Account		2,927.71	1,323.64
Income in Advance		56,095.92	-
		<u>72,570.29</u>	<u>16,505.65</u>

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
8 Provisions			
Current			
Provision for Holiday Pay		29,393.76	38,725.10
		<u>29,393.76</u>	<u>38,725.10</u>
Non-current			
LSL Provision		21,745.90	21,705.78
		<u>21,745.90</u>	<u>21,705.78</u>
9 Retained surplus			
Retained surplus at the beginning of the financial year		207,173.62	173,357.35
Net (Deficit) Surplus attributable to the Association		(897.18)	33,816.27
Retained surplus at the end of the financial year		<u>206,276.44</u>	<u>207,173.62</u>
10 Income reconciliation			
Grant - Dept of Child Protection			
Funding from DCP		583,125.41	515,100.19
Last year deferred income brought back		-	17,368.41
This year deferred income carried forward		(56,095.92)	-
		<u>527,029.49</u>	<u>532,468.60</u>
Grant – Communities for Children			
Funding from CFC		133,000.00	133,000.00
Last year deferred income brought back		6,650.00	8,000.00
Return of Underspent Funds		(2,333.04)	(2,014.00)
This year deferred income carried forward		-	(6,650.00)
		<u>137,316.96</u>	<u>132,336.00</u>
Other revenue			
		<u>6,641.11</u>	<u>12,132.54</u>
		<u>670,987.56</u>	<u>676,937.12</u>

In deferring income received from the Department of Child Protection, the Board has applied the recognition and measurement criteria of AASB 15 Revenue from Contracts, having determined that the performance obligations associated with the grant conditions are sufficiently specific to do so.

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
11 Cash Flow information			
Reconciliation of Cash Flow from Operations with surplus for the year			
(Deficit) Surplus for the year		(897.18)	33,816.27
Non-cash flows in surplus			
Loss on Disposal of Property, Plant & Equipment		-	1,270.00
Leave Provisions		(9,291.22)	(4,280.21)
Depreciation and amortisation		4,330.00	3,345.00
Changes in operating assets and liabilities			
(Increase)/decrease in trade receivables		(43.35)	26.14
(Increase)/decrease in other current assets		(2,431.87)	(5,439.50)
Increase/(decrease) in trade payables		(3,647.25)	5,682.12
Increase/(decrease) in other current payables		44,807.92	(25,727.78)
		<u>32,827.05</u>	<u>8,692.04</u>

THE FAMILY INCLUSION NETWORK OF WESTERN AUSTRALIA

ABN: 79 120 328 061

STATEMENT BY MEMBERS OF COMMITTEE

The Committee of Management has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 2 to the financial statements.

The Committee of Management declared that in the Committee's opinion

1. there are reasonable grounds to believe that The Family Inclusion Network of Western Australia is able to pay all of its debts, as and when they become due and payable; and
2. the financial report and notes satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012; and
3. the Committee has complied with the Governance Standards of the ACNC.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.



John Berger

for  

Allison Leonard
Vicki Tate

Dated 16TH September 2019



HARDING & THORNBURY

• ACCOUNTANTS & AUDITORS •

Beryl Crane CA
DipBus(Mgt) BBus(Acc)
Registered SMSF Auditor
Lance Staer CTA CA
BBus PGradDipBus AGIA ACIS
Registered SMSF Auditor
Michael Madlener CTA CA
BBus(Ag) MAcc
SMSF Specialist

Noel Harding FCPA FCIS FGIA
Senior Consultant

AUDITOR'S REVIEW REPORT

TO THE MEMBERS OF THE FAMILY INCLUSION NETWORK
OF WESTERN AUSTRALIA

ABN: 79 120 328 061

Report on the financial report

We have reviewed the accompanying financial report, being a special purpose financial report, of The Family Inclusion Network of Western Australia (the Association), which comprises the balance sheet as at 30 June 2019, the income statement, summary of significant accounting policies, other explanatory notes and the statement by the committee.

Committee's responsibility for the financial report

The committee of the Association is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are consistent with the financial reporting requirements of the Australian Charities and Not-for-profits Commission (ACNC) Act 2012 and the Association's constitution and are appropriate to meet the needs of the members. The Committee's responsibility also includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express a conclusion on the financial report based on our review. We conducted our review in accordance with Auditing Standard on Review Engagements (ASRE) 2415 Review of a Financial Report: Entity Reporting, under the ACNC Act, in order to state whether, on the basis of the procedures described, anything has come to our attention that causes us to believe that the financial report does not satisfy the requirements of Division 60 of the ACNC Act including giving a true and fair view of the entity's financial position as at 30 June 2019 and its performance for the year ended on that date, and complying with any Australian Accounting Standards applicable and the ACNC Regulations 2013. ASRE 2415 requires that we comply with the ethical requirements relevant to the review of the financial report.

A review of a financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Association's financial reporting obligations under Division 60 of the ACNC Act 2012 and Division 60 of the ACNC Regulations 2013 and disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.



"It is our job to dislodge, nudge,
challenge, and question the
status quo of how we do this work.

*It is not in comfort that change is created;
it is only in the disquiet of aggravation
we can truly create change".*

- Debbie Henderson



Stay in Touch...

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