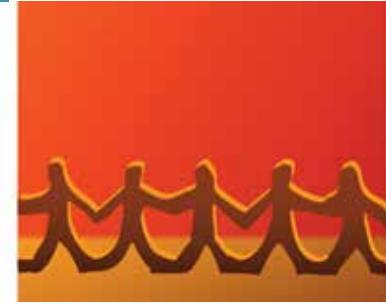




## Annual Report



## Permanent Care and Adoptive Families



2012-2013



“Since inception in 2003, Permanent Care and Adoptive Families has supported thousands of families and individuals”.



### ***Permanent Care and Adoptive Families***

*“Permanent Care and Adoptive Families has provided us the opportunity to network with families like ours which has yielded a great many playdates and gatherings for our children, family and personal friendships of deep significance.” ‘Kim’\**





## ***Message from Our Patron Dorothy Scott***

“Congratulations Permanent Care and Adoptive Families on another successful year delivering services to the people of Victoria. With all the pending changes to the community services sector in Victoria it is heartening to see the continuing service of Permanent Care and Adoptive Families.”

### ***About our Patron***

Emeritus Professor Dorothy Scott OAM became our Patron in April 2013 and was the Foundation Chair of Child Protection and the inaugural Director of the Australian Centre for Child Protection at the University of South Australia from 2005 to 2010. Prior to this she taught in the School of Social Work at the University of Melbourne and was CEO of The Ian Potter Foundation.

Professor Scott's practice background is in child welfare and mental health. She is a member of the Australian National Council on Drugs and serves on the board of The Myer Foundation and the Tasmanian Early Years Foundation. Her current consultancy work ranges from clinical supervision to maternal and child health nurses to policy advice to State and Commonwealth Governments. Professor Scott has conducted a number of major reviews and inquiries, the most recent being the 2012 Protecting Victoria's Vulnerable Children Inquiry.

## ***Message from Bernie Geary, Commissioner for Children and Young People***

Children need permanent families to thrive. These families support young people to minimise negative outcomes such as homelessness, unemployment and involvement in the justice system. They provide love and care - and also stability, education and attention to health needs.

In order to nurture children, we need to nurture their parents and carers through easy access to training, information, peer support and professional support. In partnership with like-minded organisations, Permanent Care and Adoptive Families is committed to this important work.

Bernie Geary  
Principal Commissioner for Children and Young People

## On Rituals and Ceremonies

*"It is difficult to find time for carers needs during the day and the children have a limited concentration so the quantity was a good compromise. The quality of both carer's and children's sessions was good."*  
'Angela'\*



### Message from our President Chris Lockwood

The 2012-2013 financial year marks Permanent Care and Adoptive Families (formerly Post Placement Support Service) 10th Anniversary. Founded in 2003 by a dedicated and passionate group of individuals Permanent Care and Adoptive Families has grown and developed considerably over that time.

While the history of Permanent Care and Adoptive Families warrants a much larger social history we have included a timeline of events for you to see the development of the service over the last 10 years.

The continued strength of Permanent Care and Adoptive Families is partly due to it being founded on a very simple but effective model – peer support. The support of the person with a similar experience to you is indeed a very powerful one. Permanent Care and Adoptive Families has created numerous opportunities for families, carers and children's groups to meet, discuss topics important to them, gather information and support each other. We have created safe spaces either through playgroups, journal clubs, training programs, information sessions and social events where parents, carers and their children can talk about issues like identity, parental issues, child development, or simply to debrief about the pressures of modern day living.

Issues such as identity, difference, searching and discovery of one's story are not abstract concepts for our community but lived by our members. We pride ourselves in helping to support permanency and stability in placement, or familial life. We know it is difficult to navigate and engage with sometimes very impersonal systems, regulations and obstacles let alone grow and enjoy the pleasures that children, young people and family life brings.

This year the Board has spent some considerable time working on the long term sustainability of the organisation. We rely solely on philanthropic funding where demands often exceed available funds. The Board has begun to implement a number of significant changes, for example, our name change – from Post Placement Support Service to Permanent Care and Adoptive Families and reviewing and reducing our management and administration costs. We have done so in order to enhance our suite of services and to increase our reach within the community. 2014 will continue to present many opportunities and challenges for our organisation but we will move towards this with a strong and proud foundation of 10 years of solid service.

I do want to acknowledge and thank the ANZ Trustee charitable foundations; William Buckland Foundation, Truby and Florence Williams Charitable Trust, Alfred Felton Bequest, The Collie Foundation and Donkey Wheel House for their continued support to the organisation. I would also like to acknowledge the support of many of our volunteers who have given time and effort to much of this service. Our membership has grown over the last year from 610 to 759. We have expanded journal club from our one site at Collingwood to Werribee. We are hoping to extend our peer support program to more sites next year including regional sites.

We have continued to assist the large Foster Care community in Victoria through our financial support of the Carers Information Support Service that the Foster Care Association of Victoria administers on our behalf for their membership. The Foster Care Association of Victoria continues to support the work that Permanent Care and Adoptive Families does and I wanted to thank their Board and staff.



We have presented to a range of different agencies and forums, advocating on behalf of our members and sharing information that will support our community.

It has indeed been a successful and busy year and one that has been led by a group of very dedicated individuals on our Board. I would like to thank my Board colleagues for their generosity of time and effort in strategically leading Permanent Care and Adoptive Families.

In August Jennifer Duncan left us to return to another CEO position in South Australia. I want to thank Jennifer for her leadership and dedication to Permanent Care and Adoptive Families. Jennifer was instrumental in leading the organisation through a significant growth period and I want to acknowledge her professional generosity and emotional intelligence in leading us through the last year.

I also want to thank the hard working staff of the organisation: Lindy Bok, Deborah Hunt, Michele Lazinchuk and Rita Sidlauskas for their professionalism and commitment to producing high quality work throughout the year.

It has been an honour and a privilege to be the President of this fine organisation. I too believe that shared experiences through peer support continues to be the key to our success. I look forward to building on our achievements this year and I look forward to 2014 where I know we are going to go from strength to strength.



Chris Lockwood  
President

### ***On Let's Talk About School: Adoption and Permanent Care***

*"Excellent information, well presented, interactive and well integrated." 'Grant'\**

*"Very practical with useful resources and strategies." 'Tracey'\**

*"Great teacher booklet - looks useful and not too much for teacher/school to absorb." 'Lynne'\**





## ***A Short History on our past 10 years, provided by founding member, Dr Cas O'Neill***

2002 – a group of parents, carers and professionals started meeting with a view to establishing a support service which was independent of placement agencies and which provided training and support to those affected by permanent care, adoption, kinship care and foster care.

- 6 January 2003 – PPSS was incorporated.
- 2003 – DGR charitable taxation status approved, allowing donors to receive tax deductions. We were assisted in this by Alice McDougall and Freehills with pro bono legal support which has continued throughout our ten years.
- 2002 – 2010 – PPSS largely run by volunteers, with small amount of paid staff time.
- 2004 highlights - Workshops run in partnership with organisations such as Mental Illness Fellowship; telephone support service set up and run by volunteers.
- 2005 highlights – Workshops developed and delivered, especially in regional areas (e.g. Bendigo, Swan Hill, Mildura) in partnership with foster care and adoption agencies.
- 2006 highlights – pro bono office provided by Good Shepherd Youth and Family Service; set up Telephone Help Line in partnership with Foster Care Association of Victoria.
- 2007 highlights – 13 workshops conducted throughout the year for parents and carers; training package developed for teachers and delivered in schools; co-sponsored and organised the National Foster Care Conference with Foster Care Association of Victoria and the Australian Foster Care Association.
- 2008 highlights – 15 workshops developed and delivered, in partnership with a range of organisations including the Centre for Excellence in Child and Family Welfare; establishment of the Mirror Families project; co-sponsored and organised the Home Based Care Conference, in partnership with the Foster Care Association of Victoria and the Mirabel Foundation.
- 2009 highlights – 13 workshops delivered, invited to apply for significant funding by the ANZ Trustees.
- 2010 highlights – new three year funding from ANZ Trustees, Collie Foundation, William Buckland Foundation and the Felton Bequest. Set up Flemington office and employed staff.
- 2011 highlights – Children's Art Exhibition opened by Minister Mary Wooldridge, Family Picnic held at the Collingwood Children's Farm attended by 160 children and parents/carers, organisation of the popular W.I.S.E. Up! sessions.
- 2012 highlights – kinship care gathering held in conjunction with City of Moonee Valley, Family Day and picnic at Scienceworks attended by 130 children and parents/carers, launch of our online bookstore, establishment of the Let's Talk About School program for parents, carers and professionals.





## ***Plus, during these ten years ...***

- We have represented our members on a large range of reference groups and consultative committees, including those auspiced by the Department of Human Services, Office of Child Safety and many NGOs.
- We have set up and run monthly Journal Club support sessions in Collingwood and Werribee; monthly Creative Memories sessions for some years.
- We have set up and run the Carer Information and Support Service with Foster Care Association of Victoria (FCAV).
- We have trained a number of students on placement in the areas of child welfare, social work and law.
- We have initiated important research, such as the Mirror Families program and the Kinship Respite project.

### ***Early members of Committee of Management:***

Ms Christine Cook, Ms Lindsey Harding, Ms Pauline Peile, Ms Mary Natoli, Mr Andrew Minge, Dr Fiona Andrews, Mr John Hulskamp, Dr Meredith Temple-Smith, Dr Bronwyn Francis, Ms Gail Scowcroft, Ms Anne Farrelly, Ms Janet Elefsiniotis, Ms Lindy Bok, Dr Trish McNamara, Dr Cas O'Neill.

***Early staff*** – Georgina Butler, Rebecca Jones, Jenny Clayfield, Erica Thompson.

***Early funders*** – Telstra Foundation, private donors, IAPA, Ian Potter Foundation, Danks Trust, Melbourne Community Foundation, Lord Mayor's Charitable Trust, Office of Child Safety, Donkey Wheel Foundation.

### ***Training topics over the past ten years have included;***

- Learning difficulties
- Bringing fun home
- Resilience and understanding emotions workshop
- Sexuality and identity
- Great expectations - school based education for teachers – plus individual teacher consultation
- Preparation for placement
- Working with families where children's birth parents have a mental illness
- Attachment and trauma in perspective
- Opt-in
- Search and reunion
- Narrative Therapy
- Art therapy
- Beyond Consequences - Logic and Control
- Jane Brown Playshops
- W.I.S.E. Up!
- Preserving memories workshops - monthly
- Journal Club - monthly
- Mirror Families
- Training sessions for range of professionals (IVF counsellors, child welfare professionals) – e.g. adoption and mental health
- Let's Talk About School
- Mindful Parenting
- Life Story Work



## Our Services

### Information

Permanent Care and Adoptive Families provides members and professionals access to a range of information via our website. It provides a range of quality resources including; support groups, calendar of events, fact sheets, newsletters, external resources and articles/ information relevant to our members.

Recent additions to the website includes a great range of Permanent Care and Adoptive Families authored fact sheets, online membership and a dedicated teens and older component.

Our newsletters are distributed to almost one thousand members and colleagues nine times per year, bringing our families and professionals the latest information on permanent care and adoption. Our organisation provides links and supports Victoria wide to enable peer support and provide a conduit for families to form relationships.

Permanent Care and Adoptive Families launched a specialist online bookstore, offering books for parents and children which focus on the common experiences of families created through permanent care and adoption. Our online sales, including presence at a range of national conferences and local family gatherings, indicates that this service offers families the opportunity to purchase literature and information that meet their needs. Based on member demand we expanded our book range specifically to cater for 'teens and older'. The bookstore has provided us the advantage of selling our Let's Talk About Schools publications (Kinship Care and Permanent Care & Adoption) online as well as through our training sessions.

### Support

Our range of support services has been utilised by our broad membership base along with agencies who service the adoptive, permanent care, kinship care and foster care communities. These have included:

- Phone and email support
- Peer Support via:
  - o Journal Clubs based at Collingwood and Werribee
  - o Parent and carer-led support groups including playgroups
  - o Utilising peer mentors and speakers at our training
  - o City of Moonee Valley Kinship Care gathering
- Presentations and information to applicants for local adoption, permanent care and inter-country adoption via their agencies.
- Presentations to kinship care groups regarding our programs and services.







### **Member and System Advocacy**

Permanent Care and Adoptive Families advocate with and for our members to improve the systems and conditions impacting children and families in permanent care and adoption. Our representation this financial year included:

- Membership and contributions to local and state-wide working groups and networks.
- Working partnerships with parent led and adoptee networks.
- Reference group membership and participation in the National Foster and Kinship Care Conference and the Australian Adoption Conference.
- Membership of Department of Human Services Stability and Permanent Care Project and Department of Human Services Future Directions for Permanent Care Project.
- In partnership with Foster Care Association of Victoria and The Centre for Excellence we hosted consultation forums to inform 'Department of Human Services Future Directions in Adoption and Permanent Care Project' and 'Department of Human Services Stability and Permanent Care Project'. Permanent Care and Adoptive Families provided surveys for families to express their views which provided impetus to the final report which will assist in influencing future adoption and permanent care processes.
- Submission to Department of Human Services regarding review of intercountry adoption regulations.

### **Education and Training**

In this financial year we have provided training and education including forums and peer support to more than 360 members and colleagues.

Our bi-monthly events have included presentations from professionals, parents and adults connected through adoption and permanent care. Our child friendly events have been a delight to be involved with, and as always remind us of the true reason we are here.

Training for parents and carers has included traveling to regional towns like Bendigo as we work towards meeting the needs of our families in greater Victoria. Our popular *Let's Talk About School* program has been very well received by both permanent care & adoptive parents, kinship carers and a range of professionals who work with our families. Our relationships with other organisations has assisted us in supporting members across Victoria.

In partnership with Intercountry Adoption Service and psychologist, Dr Georgina Swinburne we have developed a new program titled *Introducing siblings through Permanent Care and Adoption: A professional and parent perspective*.

Our innovative Mindful Parenting one day forum for parents and professionals was a great success with dozens of families including many father's sharing in a full day workshop.



Permanent Care and Adoptive Families presentation at the annual Pre-school Field Officers Conference (Vic.) took the message from our members even further; helping pre-school officers further understand the needs, challenges and joys of our families.

Our training calendar continues to grow into the 2013-2014 financial year with new programs being developed and well regarded by our members and professionals alike:

- Parenting Plus
- Life Story Work
- Raising Teens

### ***Thanks and Gratitude***

Our thanks and gratitude goes to all our members who have assisted us in our work, sharing their time, advice and wisdom. We are grateful for:

- Their participation in our consultation and reference groups that have informed the work of 'Raising Teens' and 'Life Story Work' projects.
- Speaking at training which enable a deeper experience and dialogue for participants.
- Feedback and suggestion for our PPSS publication Helping Educators Understand the Implications of Kinship Care.
- Facilitation of Journal Club and assisting as peer mentors at Parenting Children in Permanent Care and Adoption.

- Offering valued feedback and suggestions to make our work continually better and more aligned with the needs of all our members.

Your time, knowledge and passion make the experiences we can offer those associated with Permanent Care and Adoptive Families so much richer.



***Our vision for the coming year includes greater member support and engagement with young people and to increase direct services to regional Victoria.***

### ***On Mindful parenting workshop***

*"Mindful Parenting provided great connection into the adoptive community." 'Helen'\**

*"Mindful Parenting was thought provoking, Informative and engaging." 'Connie'\**

*"I can clearly see how mindfulness will benefit my children." 'Stephen'\**





## Board Members

Our Board is responsible for setting the strategic direction of the organisation and ensuring it continues to deliver services of a high standard and in a sustainable manner.

### **Chris Lockwood, President**

Chris Lockwood works in a project management role with the industry superannuation fund Cbus, with a focus on analysing and implementing strategic growth paths for the fund.

Prior to that Chris managed a business development team for Cbus, identifying and developing key relationships of benefit to Cbus across large employers, unions and industry funds. Previous roles have seen Chris manage a small contact centre and industrial advice help desk. Chris Lockwood is the father of two children adopted from China and Korea.

### **Amanda Stone, Vice President**

Amanda Stone has over 30 years' experience in the education and counselling of secondary aged students and their families. Much of her counselling work has been with children in out of home care. She is currently working as an education and training consultant and is also a councillor in local government. She is chair of the Board of the not-for-profit aid organisation, Partners in Aid.

### **Mandy Everton, Secretary**

Mandy Everton is an adoptee from Vietnam. She has been working in the not for profit sector for over a decade in senior policy, education and research roles, and has extensive experience in the field of volunteerism. Mandy currently runs her own consulting business focusing on effective corporate community engagement.

### **Charlie Salloum, Treasurer**

Charlie Salloum is an adoptive father of two Korean born children whose journey in the adoption world started in 2001. Charlie sat on the Committee of Korean Adoptive Families for six years where he assumed the roles of President and Treasurer. He has a varied professional background including a short stint as a primary school teacher, a corporate trainer, HR professional and an owner/manager of a food manufacturing business.

### **Dan Barron**

Dan Barron is father of 3 children. For the past 8 years he has been a 'stay home dad' with two of his children, who both joined the family via permanent care. His work experience includes a number of support work positions in the fields of physical disability, intellectual disability, mental illness and young care-leavers, both in Australia and the UK. He came to Australia in 1995, and currently works as a case manager in a homelessness support service.

*Board of Directors 2012-2013 (photo above)*

*Ross MacKiggan, Michael Cassino, Dr Cas O'Neill, Charlie Salloum (Treasurer), Dan Barron, Emily Cheesman, Mandy Everton (Secretary), Jenny Conrick, Dr Menka Tsantefski, Chris Lockwood (President), Amanda Stone (Vice President), Peter Farrelly (absent)*



### **Michael Cassino**

Michael Cassino is a career banker with in excess of 25 years' experience in banking and corporate finance gained with major domestic and international financial institutions including Citibank and National Australia Bank.

He established and ran for many years the highly successful Project and Structured Finance Group on behalf of NAB, specialising in all forms of asset based finance, leasing and infrastructure financing. He brings a strong commercial acumen to the Board together with corporate governance. He is currently a Director of several private companies and a consulting partnership. Michael is married with two adult children and one small dog.

### **Emily Cheesman**

Emily Cheesman is an adoptee from the Philippines and has a legal, policy and research background. Emily has worked with a range of Indigenous organisations, including the national peak body for Aboriginal and Torres Strait Islander child and family services, the Secretariat of National Aboriginal and Islander Child Care (SNAICC). She is currently working at a children's book publishing house and is a PhD candidate at the University of Melbourne. Her research is focusing on NGO service delivery and work with street children in the Philippines.

### **Jeanette (Jenny) Conrick**

Jenny Conrick is a social worker who practices in the area of child and family welfare. Her clinical and management work has included adoption information, intercountry adoption and post natal depression services, and she now works part time at the Royal Children's Hospital while studying for her PhD. Her research looks at the experiences of adopted women as they parent their own children.

### **Peter Farrelly**

Peter Farrelly is the father of two children adopted from the Philippines. He has a 20 year career in finance and technology as both an analyst and project manager with organisations such as AIA, Avant, Unisuper, NAB, Bank of Melbourne, ANZ and The Innovation Group. He is currently the owner of ANZ Mortgage Solutions – Coburg, a business that provides property and motor vehicle finance services.

### **Ross Mackiggan**

Ross has over 12 years' experience in the Australian and New Zealand engineering services and construction sector and has considerable expertise in the areas of financial, project and commercial management.

Ross is the Chief Financial Officer and Company Secretary at Utility Services Group and has held various senior management positions at Transfield Services, including Chief Financial Officer of Australia and Project Director for the National Broadband Network. Prior to this he held the position of Chief Financial Officer of United KG at United Group. Ross is married and the father of two adopted children from Korea.

### **On Movie Night – Somewhere Between**

*"The film was well beyond my expectations. It was deeply moving and is a fabulous resource. Great idea to turn it into a fundraising session for Chinese orphanages."* 'Karen'\*

*"Viewing the movie Somewhere Between was my first PPSS event, ; it was a great movie and provided an opportunity to reflect on my own efforts to build a family."* 'John'\*





### **Dr Cas O'Neill**

Cas has over 40 years experience in child welfare and health - as a social worker; researcher; evaluator; special needs adoptive parent; respite foster carer/Mirror Family member; and kinship carer. She is one of the founding members of the Post Placement Support Service (Vic), has a PhD in Social Work and is currently an Honorary Research Fellow at the University of Melbourne.

### **Dr Menka Tsantefski**

Menka is a lecturer in Social Work specialising in child and family related subjects. Prior to joining The University of Melbourne, Menka worked at Odyssey House Victoria where she conducted research, designed and managed programs for families affected by parental substance use. For over fifteen years, Menka provided home-based services to vulnerable children, their parents and extended families in a range of roles and settings. She has also provided training and secondary consultations to adult-focused services to improve responsiveness to children's needs.

### **W.I.S.E. Up!**

*"Today I got to learn heaps about other people's adoption." Jacob'\* (aged 8)*

*"I learnt about how to answer questions about adoption." 'Luke'\* (aged 9)*

*"I made a new friend." 'Felice'\* (aged 6)*





## Permanent Care and Adoptive Families Staff

Jennifer Duncan, Chief Executive Officer  
(until August 2013)

Lindy Bok, Programs Manager

Rita Sidlauskas, Training and Member Support

Michele Lazinchuk, Office Manager

Deborah Hunt, Events and Communications  
Officer



Standing from left to right: Leanne Schneider, Deborah Hunt, Rita Sidlauskas, Michele Lazinchuk.  
Sitting from left to right: Jennifer Duncan, and Lindy Bok.

## Student Placements

We would like to thank and acknowledge the hard work and achievements of our Masters of Social Work Student, Leanne Scheider and Legal Studies student Daniel Hunt. We would also particularly like to acknowledge Cas O'Neill for her Supervision of Leanne's placement.



*\*To protect the privacy of members, names have been changed.*

## Parenting Plus

*"My whole paradigm of parenting has shifted. I am looking for alternatives to consequences and reflecting a lot more on what needs my child is communicating through their behaviour and how I can address them." 'Helen'\**

*"I have found a new energy for parenting and a deeper compassion and appreciation for my child and their experience in the world" 'Todd'\**





## Thank You...

To the many individuals and organisations who have contributed and supported Permanent Care and Adoptive Families this year, thank you for giving, sharing and caring:

### ANZ Trustees

Jack Brockoff Foundation  
William Buckland Foundation  
Truby and Florence Williams Charitable Trust  
Alfred Felton Bequest  
The Collie Foundation  
Donkey Wheel House

### Bendigo Bank

Berry Street  
Centre for Excellence in Child and Family Welfare Inc.  
CREATE Foundations  
The Department of Human Services, in particular: Family Information Networks & Discovery (FIND); Out-Of-Home Care Unit, and Child Protection, Statutory and Forensic Services Design

### Dinosaur

Foster Care Association of Victoria  
Global Consulting Group  
Grandparents Australia  
Herbert Smith Freehills  
International Social Service (Australia)  
Kinship Care Australia  
Leadership Victoria  
ME Bank  
Mirabel Foundation  
Odyssey House  
Melbourne University  
Our Community  
P. Sulman and Associates

### PilchConnect

Vanish  
Victoria Council of Social Services

### Alycia Bennett

Carly Black  
Tallulah Bourke  
Seamus Bradley  
Graham Brewster  
Katie Brown  
Julian Burnside AO  
Ray Carroll  
Sam Cavarra  
Phil Conrick  
Julie Contole  
Chris Cook  
Helen Freris  
James Garland  
Bernie Geary

### Angela Karavidas

Dr Margaret Kertesz  
Bev Knowles  
Jonathan Levin  
Alice Macdougall  
Erica Menheere-Thompson  
Gaye Mitchell  
Mary Natoli  
Kylie O'Connell  
Caitlin Oliver  
Doris Page  
Sarah Quinn  
Richard Rose  
Michelle Roland  
Sam Szoke-Burke  
Georgina Walker  
Chris Wooton





## Message from Treasurer

Overall, the financial position of the organisation was again strong in 2012-2013. This was mainly due to the continued strong support from our key funders, the William Buckland Foundation; the Truby and Florence Williams Charitable Trust; the Alfred Felton Bequest; and the Collie Foundation which are managed by ANZ Trustees; and Donkey Wheel House.

Our income was also supported this year by the introduction and growth of the Retail Book Store which saw significant sales at conferences, training events and online.

We have invested funds in producing long-standing products, such as six training programs and a broadening of our support services, so that they may remain beyond the life of any one particular fund or funding cycle.

Our financial position will, however, dramatically decrease in 2015 when ANZ Trustee funding comes to an end. The lack of diversification in our funding base is one of the significant issues for the organisation. This is currently being addressed within a strategic framework but will need strong and successful implementation in this coming financial year to produce reasonable ongoing income support to carry the organisation forward.

Charlie Salloum  
Treasurer





## Independent Auditor's Report

The Members  
Post Placement Support Service Inc

We have audited the accompanying special purpose financial statements ("statements") comprising a balance sheet, profit and loss statement and accompanying notes and the statement by the Board of Directors of Post Placement Support Service Inc for the year ended 30 June 2013.

### Directors' Responsibility

The Directors have determined that the accounting policies adopted are consistent with the financial reporting requirements of the Associations Incorporation Act 1981 in Victoria and are appropriate to meet the needs of the members.

The Directors are responsible for the preparation and presentation of the statements in accordance with the accounting policies enumerated in note 1. This responsibility includes establishing and maintaining internal controls relevant to the preparation and presentation of the statements 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 an opinion on the financial statements based on our audit. No opinion is expressed as to whether the accounting policies used are appropriate to meet the needs of members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and presentation of the statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

The financial statements have been prepared in accordance with the accruals basis of accounting.

These statements may not be suitable for another purpose. Our report is intended solely for the members of Post Placement Support Service Inc and should not be distributed to or used by other parties.

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

### Independence

We are independent of the Association and in conducting our audit we have met the independence requirements of the Australian Professional Ethical Standards.

### Auditor's Opinion

In our opinion, the statements of Post Placement Support Service Inc for the year ended 30 June 2013, gives a true and fair view in accordance with the bases of accounting commonly adopted by similar organisations.



Philip Sulman

11 September 2013

<b>Profit and Loss Statement for the Year Ended 30 June 2013</b>		
	<b>30 June 2012</b>	<b>30 June 2013</b>
<b>Income \$</b>		
Consultancy Income	8,136.36	0.00
Training Income	17,588.00	0.00
Gifts and Donations	880.86	284.29
Grants and Funding	508,991.47	503,371.53
Trading/Operating activities	0.00	12,907.32
Misc Income	1,199.97	105.00
<b>Total income \$</b>	<b>536,796.66</b>	<b>516,668.14</b>
Cost of Sales	24,205.13	6,672.45
<b>Gross Profit \$</b>	<b>512,591.53</b>	<b>509,995.69</b>
<b>Expenses \$</b>		
Employment Expenses and Consulting	354,028.43	384,973.88
Fees and Charges	15,636.38	10,904.82
Insurance	12,230.68	9,048.24
ICT	7,875.80	6,340.15
Rent and Utilities	32,820.66	34,600.02
PR, Media, Professional Development, and Meetings	31,895.89	31,653.69
Operating Costs	14,289.43	22,425.56
FCAV Helpline	12,225.45	15,372.50
Dep'n and Other Expenses	3,784.04	4,600.32
<b>Total expenses \$</b>	<b>484,786.76</b>	<b>519,919.18</b>
Interest Income	39,313.92	22,686.46
<b>Net Income for the Year \$</b>	<b>67,118.69</b>	<b>12,762.99</b>

<b>Balance Sheet as at 30 June 2013</b>		
	<b>30 June 2012</b>	<b>30 June 2013</b>
<b>Current Assets \$</b>		
Cash Assets	697,925.64	777,322.57
Fixed Assets	10,488.81	5,888.49
<b>Total Assets \$</b>	<b>708,414.45</b>	<b>783,211.06</b>
<b>Current Liabilities</b>		
Deferred Grant Income	548,238.00	570,666.47
Current Tax Liabilities	6,516.61	8,978.14
Other Liabilities	7,431.48	61,574.95
<b>Total Liabilities \$</b>	<b>562,186.09</b>	<b>641,219.56</b>
<b>Net Assets \$</b>	<b>146,228.36</b>	<b>158,991.50</b>
<b>Equity</b>		
Retained Earnings	79,109.67	146,228.51
Current Year Income	67,118.69	12,762.99
<b>Total Equity \$</b>	<b>146,228.36</b>	<b>158,991.50</b>



## POST PLACEMENT SUPPORT SERVICES

### CONFIRMATION BY DIRECTORS

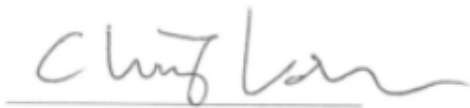
The Directors have determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors declare that:

- 1 The financial statements and notes present fairly the financial position of the Post Placement Support Services Inc. as at 30 June 2013 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements;
- 2 At the date of this statement, there are reasonable grounds to believe that the Post Placement Support Services Inc will be able to pay its debts as and when they become due and payable.

This statement is made in accordance with a resolution of the Board of Directors and signed on its behalf by:

Director:



CHRIS LOCKWOOD , PRESIDENT

Director:



CHARLIE SALLOUM , TREASURER

Date:

11/09/13

**Permanent  
Care and  
Adoptive  
Families**

2012-2013

Annual  
Report



Post Placement Support Service (Vic) Inc. trading as  
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