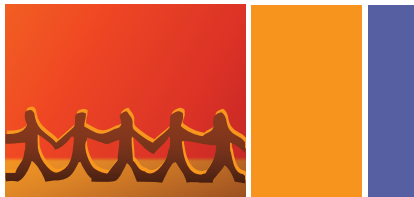


# PERMANENT CARE AND ADOPTIVE FAMILIES



**Permanent  
Care and  
Adoptive  
Families**



**Annual Report  
2015**

# THANKS AND GRATITUDE

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:

Alison Verghese	Georgina Walker	Ray Carroll
Andrew Holt	Grandparents Australia	Simon Tiller
Anglicare Victoria	Hana Crisp	St Lukes Anglicare (Bendigo)
Anne Farrelly	Jack Brockhoff Foundation	Sth West Barwon Foster Care Network
ANZ Trustees and Chris Woolton	Jacinta Foster-Raimondo	Sidney Myer Fund
Bendigo Bank	Jai Wambeek	Tara Gooding
Bernie Geary	Kildonnan Family Services	The University of Melbourne
Berry Street Victoria	Kinship Care Australia	Tracey Greenwold
Bethany Family Service (Geelong)	Leadership Victoria – Great Connections	Val Sheehan
Brophy Youth and Family Services (Warrnambool)	MacKillop Family Services	Vanish
Centre for Excellence in Child and Family Welfare Inc.	Mary Natoli	Victoria Council of Social Services
Child & Family Service (Ballarat)	ME Bank	The Department of Health and Human Services, in particular:
Chris Cook	Mei Ling Teoh	Beth Allen, Helen Brain, Amy Herbert, and Vanessa Thompson
Community Underwriting	Meredith Consulting and Associates	Family Information Networks and Discovery (FIND)
Deb Tiller	Mirabel Foundation	
Emily Cheesman	Ozchild	
Foster Care Association Victoria	P. Sulman and Associates	
	Peninsula Community Legal Centre	
	Ra Chapman	

# PERMANENT CARE AND ADOPTIVE FAMILIES STAFF

**Brenda Carmen**  
Chief Executive Officer

**Deborah Hunt**  
Member Support and Development Officer

**Liz Powell**  
Member Support Officer

**Anne Flynn**  
Volunteer Support Officer

**Bronwyn Wagstaff**  
Administration Officer

**Rita Sidlauskas**  
Service Development Officer

**Lindy Bok**  
Programs Manager (until December 2014)

**Jenny Clayfield**  
Administration Officer (until August 2014)



## EMERITUS PROFESSOR DOROTHY SCOTT OAM

“Slowly but surely the climate in the community is changing with a deepening understanding of the profound importance of a ‘forever family’ in the lives of children unable to grow up in the family into which they were born. Adoption is being more widely discussed on a national level and we are seeing changes in legislation and policy in relation to planning for stability at the State level. Let us all continue to work together to ensure that this works for children and families in practice.”

**Emeritus Professor Dorothy Scott OAM**

Patron, 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.



## CHRIS LOCKWOOD

**T**he Permanent Care and Adoptive Families (PCA Families) Board and management have been working for some years to secure ongoing funding for our organisation so that we can continue to provide high quality support services to our members and families post-placement. We are currently facing some potential changes which we want to communicate to you as a member.

As a not for profit, member based organisation, PCA Families relies on funding via Donations, Government and Philanthropic sources.

You will be aware that PCA Families (formerly PPSS) received a substantial philanthropic grant in 2010 which enabled us to employ staff for the first time and progress into a more professional organisation. That grant, and some smaller grants and donations, have enabled us to develop our range of services into peer support, play groups, training and development, information, referral and phone support. Our membership has increased over that time and our reputation in the sector has also increased.

At the same time, our re-location to the offices of the Centre for Excellence in Child and Family Welfare and the good relationship we have built with this peak body, has provided us with a very good basis for lobbying for ongoing government funding.

The substantial philanthropic funding will end early in 2016. The Board has been working assiduously over the past three years to plan for possible scenarios following this date, and to ensure the valued and unique post-placement services we provide can continue. Our preferred position is ongoing state government funding to provide unique services which have been identified through the recent reforms as essential. We believe we are in a good position to receive that funding but naturally nothing is guaranteed.

**Chris Lockwood**  
President





## BRENDA CARMEN

Stability in family life is central to the wellbeing of the child. Community recognition and support enables families to make and maintain this commitment. In the year 2014–15, PCA Families expanded our services to build more respectful, accessible and supportive communities for our families. In addition to our core work in providing information and support to families, our organisation has extended our network to include membership of the Centre for Excellence and Child and Family Welfare (CFECFW) Sector Research Partnership, and the Sector Engagement Group (SEG). We are hopeful that these associations will enable PCA Families to better represent the interests of our members in the development and implementation of social reform.

Research plays an important role in the push for social reform including legislative change and changes in government policy and funding commitments. This year, PCA Families in a joint project with the Mirabel Foundation and the Peninsula Community Legal Centre Inc. published results from our questionnaire on permanent care. The results of this survey indicated a requirement for

post placement support. The addition of the CFECFW to our network provides PCA Families with significant opportunities to build on the lived experience of our members to inform future research and discussion. This year we had the opportunity to review and support the CFECFW submission for change to adoption laws.

Our invitation to join the SEG (an initiative of the Department of Human Services) enables PCA Families to be involved in the implementation of legislation, policies and practice including reforms associated with the Children Youth and Families Amendment (Permanent Care and Other Matters) Act 2014. We believe that amendments in the act are indicative of a growing awareness of the important role of stability in family life.

An important component of stability in family life is the right to maintain relationships with relatives including parents, siblings and grandparents. These rights play a significant role in recovery following family trauma and loss. This year then, PCA Families indicated our support for same sex couples to adopt.

We continue to provide representation at Inter-Country Adoption Services and the Adoption

## MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

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Information Services Forum. In addition to our regular representation, PCA Families lobbied to have adoption fees waived. The Attorney General, the Hon Robert Clark MP, has responded to this request and the Office of Birth, Deaths and Marriages is to provide follow up in relation to this matter. We also met with the now Minister for Family Services, the Hon Jenny Mikakos, to highlight resourcing needed for post placement support, and published the report, 'Ways forward for successful placements in Permanent Care'.

There have also been a number of exciting new developments in our core work. In particular we reviewed proposals for a Facebook page and trialled a Telephone Peer Support program. The results of the review and trial will be finalised in 2015–16. In addition to these future developments, PCA Families is working toward developing a data base of resources for schools and an events calendar for families.

There were a number of voluntary staff changes this year with new staff members bringing different skill sets and priorities to their roles. Many thanks to all staff for their wonderful work, both past and present, and in particular to Rita Sidlauskas and Lindy Bok.

New volunteers also joined the organisation through our Tree of Life and Peer Support programs. They have brought additional energy, creativity, professionalism and enthusiasm to their projects. Indeed, the calibre of volunteers within the organisation has been impressive.

Of course none of this work would be possible but for the generous support, commitment and contribution of our Board of Directors and benefactors.

A special mention and thank you must be made to the Sidney Myer Fund for their generous grant. Their assistance has enabled us to develop and implement our sustainability plan; as well as complete our Background Paper: The Potential of Permanent Care 2015 with Meredith Carter & Associates.

We are also grateful for the support of the Commissioner for Children and Young People in highlighting the concerns of our members and to our members for their support, and contribution to our community at PCA Families.

**Brenda Carmen**

Chief Executive Officer

## MESSAGE FROM THE COMMISSIONER FOR CHILDREN AND YOUNG PEOPLE

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**“We need to fully support Permanent Care and Adoptive Families to provide stability, consistency and security on an ongoing basis to vulnerable children and young people who cannot live with their families.**

**Congratulations and keep up the good work.”**

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**Bernie Geary**

Commissioner for Children and Young People



## OUR SERVICES

### INFORMATION, ADVOCACY AND SUPPORT SERVICES

The PCA Families Information and Support Service received 265 contacts seeking assistance, information and support during the period 1 July 2014 to 30 June 2015. This included telephone, email and face to face contacts. Yet again the numbers have continued to grow showing an increase of 33% from the previous financial year.

Consistently, permanent care families made up the highest percentage of contacts at 65%, with adoptive (local and Inter-country) families making up 20% of contacts. Other enquiries came from professionals (6%), kinship carers (6%), foster carers (2%) and 1% other.

#### Major trends and issues

The most common request was for resources and information (23.8% of all queries) which included written information such as PCA Families fact sheets, articles on parenting and child development, books from PCA Families bookstore, information about where to go for additional assistance on a

range of legal, financial and family support issues, and information about processes for adoption and permanent care applications.

Legal issues made up 20.8% of all queries; including requests for information on how to obtain passports, change of name for permanent care children, legalities around PCOs, attending court, Family Court orders, applying for local adoption, and implications for PCO when moving interstate.

Negotiating government departments and DHS processes made up 10% of all queries. Enquiries included prospective permanent carers understanding their rights in the assessment process; perceived lack of support from DHS; and the complexities of dealing with Commonwealth government departments where 'permanent care' appears to lack official status.

#### Legal issues relating to Centrelink payments

A number of phone enquiries related to the eligibility and rights of permanent care families for various Centrelink allowances, highlighted the difficulties facing PC families when filling in Centrelink forms with no provision made for permanent care as a category.

PCA Families responded to these areas of uncertainty by creating the Legal Issues in Payments (LIP) Project with the assistance of the Social Security Rights Victoria, a legal service advocating for the rights of people to have income security. The LIP project aims to research and document these issues to clearly identify the status of permanent carer families in the range of situations dealing with Centrelink.

### CASE STUDY #1

PCA Families received an enquiry regarding a kinship care situation, where the child came to the grandparents after the mother died. There had been limited involvement from the father, however no child protection orders were in place so the father retained guardianship but was not interested in custody of his child. So the grandparents had custody of the child under a kinship care arrangement, but a permanent care order was not an option. The grandparents wanted to ensure that important 'guardianship' decisions were not jeopardised at the whim of the father; however, neither did they want to take the situation to the Family Law Court.

PCA Families advised the kinship carers that they were entitled to develop a Parenting Plan with the assistance of a Family Relationship Centre, and in conjunction with the father. The plan can include mutually agreed decisions relating to the care and guardianship of the child, such as contact arrangements, financial support, and how both parties will cooperate around decision making on major issues of health care and education. The plan can be registered with the Family Court and it becomes legally enforceable.

This arrangement alleviated the concerns of the kinship carers about possible future conflicts with the father of the child around guardianship issues; and gave some sense of consistency for the child. The fact that the Plan was legally enforceable also gave them confidence in the arrangement.

### CASE STUDY #2

The permanent care parent of a young child telephoned seeking support and assistance. The child had been placed with the family for just over 12 months, although the family had been fostering the child for some time. The child was demonstrating developmental delays, learning difficulties, anxiety and behaviours resulting from disrupted attachment.

The family was in need of a range of assistance and support, respite, and knowledge and skills regarding parenting of a child who has experiences of childhood trauma and disrupted attachment.

Firstly the PC parents were booked into PCA Families' Parenting Plus course to assist with therapeutic parenting strategies and understanding of their child's needs; but also to connect with other families with similar lived experience.

Over time a range of other supports and suggestions for resources were provided, including linking the parent into a peer support group; recommendations of relevant books from the PCA Families bookstore, and helping the family access a holiday camp for the child which gave the parents a much needed break.

### CASE STUDY #3

#### Volunteer Peer Support Telephone Service pilot

In early 2015 PCA Families' commenced a peer support phone program. This was based on a volunteer support model provided by others with the lived experience of parenting children who joined their families through adoption or permanent care. This was identified as being highly beneficial in providing a sense of belonging and connection together with enhancing confidence and resilience in the parenting role.



The initial program has concentrated on those in more isolated or country areas where the ability to attend other events such as parenting support groups was challenging. Initially a parent going through the process of becoming a permanent care parent was linked with a support volunteer with similar lived experience. Phone contact was set at fortnightly with contact lasting for around an hour in most cases. The opportunity to increase these contacts by joint agreement of both parties was available – this has been found to be beneficial around the time of court dates or other particularly stressful events such as birth family contact visits.

PCA Families provided a support/supervision role to peer support volunteers providing mentorship and opportunity for debrief and reflection. This support was initially following each call and later monthly once the relationship between supporter and client had developed together with confidence within the role. At all times volunteers and clients were able to contact a staff member if needed outside of these prearranged times.

Initial feedback has been very positive from both members and support volunteers – with both identifying the program as highly valuable and increasing the feeling of connection and support. Clients identified that they had “felt alone before” and had found the opportunity to chat to a peer supporter who was non-judgemental and had a true understanding of some of the challenges faced as highly beneficial. PCA Families now hopes to expand this valuable program further in the coming year.

## INFORMATION AND RESOURCES

**Fact Sheets** – Two new Fact Sheets were developed on Child Reassessment for Care Allowance (post Permanent Care) and Legislative summary changes

**Professional Register** – Our current Data Base is increasing with 56 Professionals listed, this includes Psychologists, Solicitors, Speech Therapist/OT's and Paediatricians.

**Newsletters** – These form an essential part of our Member Engagement Plan, and have provided some great reading and up to date news.

**Website and Facebook** – The website is continually updated with relevant information and reports for parents and carers. We hope to trial a PCA Families' Facebook page in the New Year.

**Bookstore and Library** – The bookstore and library continue to provide great reading for parents and their children, with a great selection of Life Story Work books made available this year. It's great to see members utilising our small but valuable library.

## PEER SUPPORT GROUPS

During the past year, PCA Families has assisted with the coordination and facilitation of peer support groups, including journal clubs and playgroups, across different areas of metropolitan Melbourne.

To date, eleven peer support groups, consisting of journal clubs and playgroups have been formed and/or supported including Fairfield, Ringwood, Ballarat, Bendigo, Chelsea, and Mornington Peninsula.

The support groups provide a means of connecting and supporting parents/carers and their families, with the unique experience and challenge of raising children and young people through Permanent Care and Adoption.

PCA Families has continued to provide sponsorship to three peer based playgroups for families formed through permanent care and adoption. Small grants were provided to assist in group operations and activities.





## VOLUNTEER PROGRAM

This year saw the implementation of our Volunteer Management Plan with a successful audit of the program undertaken. There have been huge benefits associated with maintaining this program which has consisted of 18 interim and core volunteers, in the last 12 months.

Our volunteers bring a great deal of compassion, enthusiasm and creativity to their roles and form profound connections with members and their communities. Their experience, initiative, professionalism and confidence has enabled them to play key roles in a number of important programs, including peer support groups, phone peer support, the Journal Club and Tree of Life program, and make major contributions in the areas of program development, research, administration, community liaison and group training.

Our Volunteer Program is overseen by the Volunteer Support Officer and offers opportunities for training, supervision and support. The success of this program is central to our service and with the addition of new recruits in 2014–15 we look forward to exploring opportunities and insights they have to offer. There are also a core group of volunteers who play a key role in ensuring PCA Families is effective and sustainable, now and into the future.

We wish to take this opportunity to thank all our volunteers for the magnificent contribution they have made to our organisation, and to Ms Rita Sidlauskas for her wonderful work in her role as Volunteer Support Officer in 2014–15.

## STUDENT UNIT

Relationships have been developed with Melbourne University, Victoria University, and Careers Australia. Sessions on adoption and permanent care have been provided to 110 social work, teaching, and counselling students.

Placements in the Student Unit have been provided to two students. We would like to thank and acknowledge the hard work and achievements of our

- Melbourne University Masters of Social Work Student – Arianne Broadbent
- Melbourne University Social Work Student – Jean Plumbe.

## EVENTS

The highlights of our year are always the times when we come together with our members and their families. Last October we gathered for Archery in Cheltenham. Afternoon tea of sausages and cold drinks and great company helped make this gathering a relaxing and joyful time.

PCA Families also offered a number of one-off gatherings for our members to hear from experts on the following topics: Dr George Habib 'Raising Teens' (Mulgrave); and 'Lying and Stealing Behaviour in Traumatized Children' – Berry St (Footscray).

## TRAINING AND EDUCATION

This year, PCA Families has delivered training to 71 permanent care and adoptive parents, kinship carers, foster carers and professionals.

*Life Story Work* provides parents and carers with a unique approach to utilising therapeutic tools to guide exploration of their children's lives with them. This year, training for carers and parents have been provided in Glenroy, Carrum, Ballarat, and Geelong. *Life Story Work* for Professionals has also been provided in Bendigo. A grant from Community Underwriting made some of this training possible.

*Parenting Plus!* (Formerly *Parenting Children in Permanent Care and Adoption*) offers parents the opportunity to enhance their approach to parenting by enabling them to explore the world through the lives of their children. *Parenting Plus!* has been reported by carers and parents to significantly improve family life. Two programs were offered this year in Moorooduc and Melbourne.

## SPECIAL PROJECTS

### Social Media Project

PCA Families recently conducted an online survey to investigate how our members use social media in order to explore which online platform could assist in connecting families in isolated areas. We wish to thank our members for their valuable feedback and participation in this survey.

Respondents indicated that they use the internet at home a vast majority of the time, followed by at work. Respondents also reported to most commonly use the internet to 'keep in touch with friends via social media and emails'. A majority of respondents were 'extremely likely' to use social networking websites in a typical week, with Facebook being the most commonly used social networking website amongst participants.

Furthermore, respondents indicated that their desired online platform for interacting with PCA Families to receive training, peer support, news and updates, useful tips, and access an online community, was via email, followed by Facebook.

As PCA Families already communicates with its members through email, we have consulted with Felicity Kotsiaris, a volunteer from the **Leadership Victoria, Great Connections program**, to allow for the exploration of developing a PCA Families Facebook Page.

Due to concerns around privacy and the sensitive nature of discussing permanent care and adoption on a public social media platform such as Facebook, we are currently in the process of developing one Facebook Page for public consumption, as well as a private Facebook Page exclusively for members to access peer support from PCA Families staff and other members.

### Tree of Life – Pilot

12 facilitators (including 7 peer mentor volunteers-adult adoptees) were trained by the Dulwich Centre in the methodology and practice of 'Tree of Life'

collective narrative practice. This was then formulated in to a unique training package specifically for school aged children connected through adoption and permanent care (3 groups aged 5–7, 8–10, and 11–14). The program was delivered over a Friday evening (parent information session), 2 day weekend workshop for children during the school holidays and culminated with a special celebration on Sunday afternoon.

The two day workshop, and evening parent session, was held at Richmond West Primary. 37 children, divided into 3 groups, participated in the weekend workshop. 29 parents attended the mandatory parent information session. Over 86 children, parents/carers and invited 'VIPs' attended the celebration at the conclusion of the 2 days. Participants came from a wide Victorian demographic, with one family travelling for over 2 hours to attend.

The aim of reducing children's feelings of isolation and shame regarding their pre-placement lives and reducing painful and disruptive experiences during critical periods of identity formation was evident in a range of factors, both observed and reported on. Drawing out alternate stories from the children ensured that the workshop was not re-traumatizing and placed an equal value to all the children's experiences (positive and challenging). Many parents commented that their child was more settled, calm and 'lighter' post workshop. Along with this many children confidently initiated conversations with their parents not previously explored, particularly regarding pre-placement experiences and information.

In the words of some of our participants:

**Child:** "For once I didn't feel like the odd one out."

**Parent:** "To meet his 'peers' was a very powerfully affirming experience for him ... It was certainly a really positive experience for our family, and has given our son a boost in developing a sense of self, and place in the world."

**Adult adoptee mentor:** “I found the experience so rewarding personally, but most of all it was a pleasure to be able to connect with the kids and help in little ways to facilitate their individual journeys. How special!”

### LEGAL PROJECT ‘LEGAL ANSWERS FOR PERMANENT CARE FAMILIES’

Permanent Care and Adoptive Families, in partnership with the Peninsula Community Legal Centre, and Mirabel Foundation, has published the first report for the Legal Answers for Permanent Care Families project; the Legal Survey 2015 report.

In an area that is scarcely researched, the report provides key stakeholders with invaluable insight into the experiences and concerns facing families formed through permanent care, in particular when dealing

with the Children’s Court, accessing legal assistance, and seeking support from adoption and permanent care services of the Victorian Department of Human Services (now called Department of Health and Human Services).

An overarching theme identified in this survey was that while some permanent care families were satisfied with their experience of the permanent care process, for a very significant number of respondents, obtaining legal advice and accurate information about permanent care was highly problematic. Furthermore, ongoing support from placement agencies after the legalisation of the permanent care placement was non-existent or sporadic.

The Legal Survey 2015 report can be accessed via the PCA Families website, at: [www.pcafamilies.org.au/resources/research-studies](http://www.pcafamilies.org.au/resources/research-studies)







## 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.

### Peter Farrelly, Secretary

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.

### 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 (KAF) 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 and HR professional and an owner/manager of a food manufacturing business.

**Dan Barron, Director**

Dan Barron is father of three children. For the past eight 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.

**Michael Cassino, Director**

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.

**Dr Cas O'Neill, Director**

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.

**Mandy Everton, Director**

Mandy Everton is an adoptee from Vietnam, who has two siblings who are also inter-country adoptees, and nephew through inter-country adoption, and a niece through the permanent care program. 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 is currently working with the Australian Red Cross to lead implementation of a new organisational volunteer strategy in Victoria programs, and also does consulting work with organisations that focus on effective community/corporate engagement.

Thanks and farewell to past board members for their contribution:

Simon Zavros-Orr and Menka Tsantefski.



## TREASURER'S REPORT

**F**or PCA Families 2014–15 has been a very fruitful and busy year across a number of areas including program and service delivery, prudent cost management, income stream development and future strategy planning.

It is fair to say that the equity base of Permanent Care and Adoptive Families has been reducing from year to year since its inception as a professional organisation with seed funding from ANZ Trustees. Within a very competitive and shrinking funding market there has been limited major success in sourcing significant additional income streams to guarantee our sustainability over the medium to long term. While prudent management has gone a very long way to maximising and extracting the most out of our limited resources, this cannot be achieved indefinitely.

The Board and management have recognised the need for a multipronged approach to sustainability including government funding, philanthropy, grants, business to business income and future organisational structures. Significant effort and resources have been focussed to get the best possible outcomes for members and the organisation.

In the short term there is sufficient funding to run the service in its current capacity for at least the first half

of 2015–16 and in a somewhat reduced capacity for the remainder of that year.

Throughout the sector, government services, agencies, members and service users, PCA Families is highly regarded and considered an extremely valuable service. In fact, in the recent State Budget, permanent care has been highlighted as an area in major need of resources and thus government funding has been targeted to various areas within the Permanent Care sector. It is especially within this environment that the Board and management are implementing all possible strategies to take the organisation into the next phase of its growth and development and continue to provide much needed support to all families involved.

The following financial statements overview has been extracted from the PCA Families' Financial Statements for the year ended, 30 June, 2015. The financial statements have been prepared as General Purpose Financial Statements in accordance with Australian Accounting Standards and the Associations Incorporation Reform Act, 2012. For more detailed information, full financial details are available on our website: [www.pcafamilies.org.au](http://www.pcafamilies.org.au)

**Charlie Salloum**  
Treasurer

**P.Sulman & Associates**  
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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS  
of Post Placement Support Services (VIC) INC trading as Permanent Care and Adoptive Families.**

We have audited the accompanying financial report, being a special purpose financial report, of Permanent Care and Adoptive Families which comprises the balance sheet as at 30 June 2015, the profit and loss statement and cash flow statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the statement by members of the board.

**Management's Responsibility for the Financial Report**

The management of Permanent Care and Adoptive Families 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 Associations Incorporations Reform Act 2012 of Victoria and are appropriate to meet the needs of the members. The management's responsibilities also include establishing 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 an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as expressed in Note 1 to the accounts, are appropriate to meet the needs of the 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 financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. 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 report.

The financial report has been prepared for distribution to the members, for the purpose of fulfilling the board's financial reporting requirements under the Associations Incorporations Reform Act 2012 of Victoria. We disclaim any assumption of responsibility for any reliance on this report, or 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.

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

**Independence**

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

**Audit Opinion**

In our opinion the financial report presents fairly, in all material respects, the financial position of Permanent Care and Adoptive Families as at 30 June 2015 and of its financial performance and its cash flows for the year then ended, in accordance with the accounting policies described in note 1 to the financial statements and the Associations Incorporations Reform Act 2012 of Victoria.

**Basis of Accounting**

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describe the basis of accounting. The financial report has been prepared to assist Permanent Care and Adoptive Families to meet the requirements of the Associations Incorporations Reform Act 2012 of Victoria. As a result, the financial report may not be suitable for another purpose.

**P. Sulman & Associates**  
Philip Sulman  
Melbourne  
Dated: 25 September 2015

## TREASURER'S REPORT

### Profit and loss statement for the year ended 30 June 2015

	30 June 2015	30 June 2014
<b>Income</b>	<b>\$</b>	
Gifts and donations	255.40	388.50
Grant and funding	292,334.73	473,621.11
Trading/operating activities	11,822.51	17,047.42
Misc income	5,607.50	1,998.25
<b>Total income</b>	<b>\$ 310,020.14</b>	<b>493,055.28</b>
Cost of sales	6,405.39	5,493.20
<b>Gross profit</b>	<b>\$ 303,614.75</b>	<b>487,562.08</b>
<b>Expenses</b>	<b>\$</b>	
Employment expenses and consulting	214,576.33	266,780.80
Fees and charges	2,701.43	2,787.16
Insurance	6,081.67	7,579.27
ICT	1,065.76	3,532.35
Rent and utilities	40,000.00	35,949.95
PR, media, professional development and meetings	7,767.81	25,202.55
Operating costs	29,636.65	65,781.09
FCAV Helpline	4,696.63	12,730.00
Depreciation expense	893.30	3,716.93
<b>Total expenses</b>	<b>\$ 307,419.58</b>	<b>424,060.10</b>
Interest income	15,219.86	18,710.00
<b>Net income for the year</b>	<b>\$ 11,415.03</b>	<b>82,211.98</b>

### Balance sheet as at 30 June 2015

	30 June 2015	30 June 2014
<b>Current assets</b>	<b>\$</b>	
Cash assets	327,206.68	536,693.19
Fixed assets	1,538.51	2,431.81
<b>Total assets</b>	<b>\$ 328,745.19</b>	<b>539,125.00</b>
<b>Current Liabilities</b>	<b>\$</b>	
Deferred grant income	69,000.00	278,234.73
Current tax liabilities	1,075.09	993.26
Other liabilities	6,631.34	19,273.28
<b>Total liabilities</b>	<b>\$ 76,706.43</b>	<b>298,501.27</b>
<b>Net assets</b>	<b>\$ 252,038.76</b>	<b>240,623.73</b>
<b>Equity</b>	<b>\$</b>	
Retained earnings	240,623.73	158,411.75
Current year income	11,415.03	82,211.98
<b>Total Equity</b>	<b>\$ 252,038.76</b>	<b>240,623.73</b>



## TREASURER'S REPORT

### PERMANENT CARE AND ADOPTIVE FAMILIES ("PCAF")

#### 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 PCAF as at 30 June 2015 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 PCAF 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:

Amanda J. Stump

Director:

[Signature]

Date:

24/9/15

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**Permanent  
Care and  
Adoptive  
Families**

